

CONSEQUENCES OF OCCUPATIONAL STRESS AMONG POLICE OFFICERS IN NORTH EAST, NIGERIA

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Abstract

This study investigated occupational stress experienced by police officers, the consequences, and the coping strategies they adopt to mitigate the effects in Maiduguri Metropolis of Borno State, Nigeria. The population comprised 1,214 Police Officers, from which a sample size of 366 was drawn using stratified and convenience sampling techniques. A survey research design was employed for this study. Objectives, research questions and hypothesis guided the study. A structured questionnaire titled; Occupational Stress, Consequences, and Coping Strategies (OSQCS), which was self-developed and validated through face and content validity, was administered to a total of 366 police officers in North East, Nigeria out of which 364 or 99.5% were completed and returned. The data collected were coded for statistical analysis using Descriptive statistics of frequency count, percentages, mean, and standard deviation for the officers' socio-demographic variables were utilized for the research questions while inferential specifically Pearson Product Moment Correlation and independent samples t-test procedures were used to analyze hypothesis with a test of significance fixed at the alpha level of 0.05. The results revealed that Police Officers in North East Nigeria experience a high level of stress resulting from their routine operations, organizational setup, interpersonal relationships, and psychological and health-related sources. The consequences of occupational stress among the Police Officers in the North East included burnout, post-traumatic stress disorder, substance abuse, sleep disorders, and absenteeism from work. There was a significant relationship between occupational stress experienced by police officers and the consequences on their routine performances of responsibilities, with an observed correlation coefficient ($r\text{-calc.}$) of 0.465 and a critical value for $r = 0.098$ ($p < 0.05$). Based on the findings, the study recommends periodic orientation for police officers on their routine duties, including updates as practiced in developed countries. Work schedules for officers should be clearly stated, and necessary education should be provided for adjustments, ensuring officers are not suddenly exposed to dangers without prior knowledge. Additionally, there is a need to improve the provision of resources and equipment required by officers for effective performance of their responsibilities.

Keywords: Stress, Occupation and Consequences.

Introduction

Police officers experience high level of stress resulting from their routine operations, organizational setup, interpersonal relationships, as well as psychological and health-related sources. The consequences of occupational stress among these officers include burnout, post-traumatic stress disorder, substance abuse, sleep disorders, and absenteeism from work. There is a significant relationship between the occupational stress experienced by police officers and the consequences it has on their routine performances of responsibilities. Police officers, who perform the civic responsibilities of protecting life and property are faced with negative organizational symptoms and high costs, such as employee turnover and absenteeism, and can jeopardize the safety of other employees (Irawanto & Primasari, 2022). This form

of stress is the most significant type of stress, as expressed by employees who report their jobs are very stressful or extremely stressful (Irawanto & Primasari, 2021). Irawanto and Primasari (2021) described occupational stress as a mental and physical condition that produces negative organizational and individual outcomes in a working environment. Smollan (2015), using a qualitative phenomenological study, interviewed 31 police officers from New Zealand who had experienced considerable organizational stressors, such as (a) a negative working environment, (b) long duration of working hours, (c) lack of or less time for family, (d) irregular or improper eating habits, (e) needing to make tough decisions very quickly, (f) sleepless nights, (g) poor living and working conditions, (h) inadequate time for leisure activities, and (i) difficulties in their personal lives.

Occupational stress among police officers, four different classifications of stressors can be identified, this consist of organizational stressors, operational stressors, external stressors, and personal stressors (Dempsey & Forst, 2013).

Organizational stress was implicated as a stressor that is induced or caused by the workplace. Organizational stressors, may be experienced as a result of organizational policy of the police e.g., redeployment of a police officer across interstates, shift change, nature of drillings, lack of support to officers, especially when in need. (Shane, 2010; Violanti & Aron, 2019). Operational stressor was defined as a stressor that is generated or caused by the activities of tracking or arresting criminals. Operational stressors is considered to be the most serious stressor, an example is experiencing a tragedy by an officer in the course of his or her duty (Violanti & Aron, 2019). Personal stressors are stress that is caused by the person himself or herself. (e.g., personal debt due to low payment at work). External stressors are caused by others outside the work and the person, (an example is the failure at school of the police officer's kids who could not get adequate attention from the officer because of his job). It is generally agreed that, occupational stressors, regardless of their type, have a negative effect on employee's psychological wellbeing (Gerber, Hartmann, Brand, Holsboer-Trachsler, & Puhse, 2013).

Occupational stress among police officers can have profound consequences on their well-being and job performance. Firstly, it can lead to the development of mental health issues, including depression, anxiety, and post-traumatic stress disorder (PTSD), which can impair an officer's psychological health and functioning (Violanti, 2013). Furthermore, the prolonged exposure to stress can result in burnout, characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment (Shanafelt, 2012). This can diminish an officer's job satisfaction and effectiveness. In addition to mental health effects, chronic stress can take a toll on physical health, increasing the risk of cardiovascular problems and gastrointestinal disorders (Franke, 2002). This strain on physical health can have lasting repercussions for an officer. Moreover, the reduced job performance associated with occupational stress can impair an officer's decision-making, attention, and reaction times, potentially leading to critical errors (Violanti et al., 2013). Additionally, some officers may resort to substance abuse as a coping mechanism, which can result in addiction issues (Papazoglou & Andersen, 2014). Occupational stress also strains personal relationships due to irregular schedules and the emotional toll of the

job, leading to higher divorce rates and family conflicts (Brown & Campbell, 2020). Lastly, the cumulative stressors and exposure to traumatic incidents place officers at a higher risk of experiencing suicidal ideation, making it imperative to address this issue for their mental health and well-being (Pfeffer, 2018). In light of these consequences, it is vital for law enforcement agencies to acknowledge the impact of occupational stress and take proactive measures to support and protect their personnel, including promoting mental health awareness, offering counseling services, and implementing stress reduction programs.

According to Davis and Clark (2021), types of occupational stress commonly found among police officers are; Operational stress arises from the high demands and fast-paced nature of daily tasks, often leading to burnout. Organizational stress; stems from systemic factors such as workplace policies, job insecurity, and rigid hierarchical structures, which can negatively impact officers' well-being. Interpersonal stress frequently occurs in the form of conflicts or lack of support from colleagues and superiors, further contributing to the strain. Additionally, psychological stress is a significant issue, with officers often experiencing anxiety, depression, or trauma from the nature of their work. Lastly, health-related stress is common, as concerns about physical well-being or existing health problems add to the overall stress burden. These various stressors are interrelated and require targeted strategies to address and mitigate their effects on police officers' health and performance.

Statement of The Problem

Police officers are expected to operate with the highest level of professionalism, dedication, and resilience as they fulfill their duties of ensuring public safety, protecting property and life, and maintaining peace within communities. These officers bear the crucial responsibility of upholding the law, responding to emergencies, and managing high-risk situations that require rapid and effective decision-making. However, the demanding nature of their work can lead to significant occupational stress, which adversely affects performance and wellbeing. In an ideal situation, police officers would carry out their responsibilities in an environment where occupational stress is minimized. They would have access to adequate resources, effective training programs, and mental health support, creating an atmosphere that promotes resilience and equips officers to handle the complexities of their roles. Furthermore, such an officer would likely exhibit higher job satisfaction, lower turnover rates, and better overall

mental health, contributing to a more effective policing force that enhances community safety. The repercussions of unchecked occupational stress are significant, extending beyond the individual to affect organizational health, leading to high employee turnover, absenteeism, marital issues, decreased job satisfaction, increased aggression, job burnout, reduced commitment to the police force, and even psychiatric illnesses. Therefore, the primary focus of this study is to identify and provide actionable strategies for managing occupational stress, and understanding the consequences of such stress among police officers.

Objectives of the Study

To determine the consequences of occupational stress among Police Officers in North East, Nigeria.

Research Question

What are the consequences of occupational stress among Police Officers in North East Nigeria?

Research Hypothesis

There is no significant relationship between occupational stress and its consequences among Police Officers in North East, Nigeria.

Methodology

Descriptive Survey research design was used for this study. According to Ohaja, (2003), a survey design is the study of the characteristics of a sample through questioning, which enables research to make generalization concerning his population of study.

The population for this study is one thousand, two hundred and fourteen (1,214) police officers of nine (9) divisions of Borno State command and police college in Maiduguri Metropolis. The sample size for this study is three hundred and sixty-six (366) police officers. Ogbazi and Okpala (1994) suggested that, if the population for the study is large, 10-30% of the population could be taken as a sample size for the study and is adequate for survey research. Therefore, thirty percent (30%) of police officers from nine divisions and Police College in Maiduguri Metropolis were used as a sample.

The instrument for this study was a self-developed questionnaire aimed to capture the consequences of occupational stress.

The questionnaire employed a four-point Likert scale, with responses ranging from Strongly Agree to Strongly Disagree. To ensure the instrument's validity, copies of the questionnaire were administered to research experts. Their feedback and suggestions were considered and incorporated to enhance the instrument's quality. To determine the reliability of the instrument for this research, test-re-test technique was used. The data collected were coded and submitted for reliability and internal consistency test with the Statistical Package for the Social Sciences (SPSS), IBM Version 26 for the determination of the reliability and item consistency index. From the test conducted, a reliability index of 0.932 was obtained. This observed coefficient (0.932) could be considered very high therefore implying that the instrument was internally consistent and could be considered reliable for the study and studies of similar nature Rozali et al (2022).

An introductory letter was specifically addressed to the Commissioner of Police in the Borno State Command and Commandant Police College, seeking his permission and approval for the researcher to conduct the study within the Police Divisional headquarters of the Borno State Command and Police College to carry out the research tasks. The participant was given an informed consent form to fill out before completing the research instrument.

The data collected for this study was analyzed using descriptive statistics of frequency count and percentages. The inferential statistics of Pearson product Moment Correlation and independent samples t-test procedures were used to analyze the hypothesis at 0.05 alpha level ($p = 0.05$).

Results

The consequences of occupational stress experiences among the police officers were assessed in terms of burnout, post-traumatic stress disorder, substance abuse, sleep disorder and absenteeism from work. This table showed the rated opinions of the police officers on the items. Decision on the item and variable is based a benchmark of 2.50

Responses of Police Officers on Consequences of Occupational Stress on their routine responsibilities in the Metropolis (n=364).

S/n	Consequences of occupational stress	SA	A	D	SD
Burnout					
1	Burnout significantly impacts police officers' mental health and job performance.	136(37.4)	162(44.5)	42(11.5)	24(6.6)
2	Burnout results in decreased job satisfaction and increased disengagement from duties.	176(48.4)	86(23.6)	86(23.6)	16(4.4)
3	High levels of stress and burnout contribute to increased absenteeism and turnover.	190(52.2)	166(45.6)	4(1.1)	4(1.1)
4	Burnout negatively affects officers' ability to handle high-pressure situations effectively.	220(60.4)	100(27.5)	34(9.3)	10(2.7)
Post-traumatic stress disorder					
1	Exposure to traumatic events increases the risk of Post-Traumatic Stress Disorder (PTSD) among police officers.	20(5.5)	134(36.8)	36(9.9)	174(47.8)
2	PTSD significantly affects police officers' mental health and job performance.	156(42.9)	122(33.5)	56(15.4)	30(8.2)
3	Officers with PTSD experience heightened anxiety, depression, and emotional numbness.	110(30.2)	110(30.2)	78(21.4)	66(18.1)
4	PTSD contributes to burnout and decreased resilience in the workplace.	120(33.0)	228(62.6)	10(2.7)	6(1.6)
Substance Abuse					
1	Occupational stress increases the likelihood of substance abuse among police officers.	154(42.3)	88(24.2)	78(21.4)	44(12.1)
2	Substance abuse due to stress negatively impacts both mental health and job performance.	160(44.0)	128(35.2)	44(12.1)	32(8.8)
3	The use of substances worsens anxiety and emotional regulation in officers.	126(34.6)	222(61.0)	14(3.8)	2(0.5)
4	Substance abuse leads to burnout and impaired decision-making, affecting job efficiency.	150(41.2)	150(41.2)	56(15.4)	8(2.2)
Sleep Disorders					
1	Occupational stress causes sleep disorders in police officers, impacting their health.	96(26.4)	156(42.9)	96(26.4)	16(4.4)
2	Sleep disorders from stress contribute to anxiety and depression in officers.	118(32.4)	124(34.1)	86(23.6)	36(9.9)
3	Sleep deprivation impairs cognitive function and decision-making.	78(21.4)	266(73.1)	14(3.8)	6(1.6)
4	Sleep disorders reduce police officers' job performance	60(16.5)	80(22.0)	146(40.1)	78(21.4)
Absenteeism					
1	Occupational stress leads to increased absenteeism among police officers.	146(40.1)	188(51.6)	22(6.0)	8(2.2)
2	Absenteeism due to stress negatively impacts team performance and police operations.	138(37.9)	174(47.8)	42(11.5)	10(2.7)
3	Frequent absenteeism is a consequence of burnout caused by occupational stress.	128(35.2)	194(53.3)	26(7.1)	16(4.4)
4	Stress-related absenteeism reduces overall job satisfaction in police officers.	118(32.4)	168(46.2)	50(13.7)	28(7.7)

Among the consequences of occupational stress experiences by the police officers is burnout which 37.4% and 44.5% of the respondents strongly agreed and agreed respectively that significantly impacts police officers' mental health and job performance. The mean score was 3.13 which implied that most of the respondents agreed with this opinion of the occupational stress. Other impact of the burnout is decreased job satisfaction and increased disengagement from duties which

48.4% and 23.6% of the respondents strongly agreed and agreed were consequences of occupational stress experiences. The mean score was 3.16. Another impact of burnout is its contribution to increased absenteeism and turnover among the officers. In the table, 52.2% and 45.6% strongly agreed and agreed with the opinion respectively in the table. In what was a general acceptance of the impact, 60.4% and 27.5% of the respondents strongly agreed and agreed with the

opinion that burnout negatively affects officers' ability to handle high-pressure situations effectively. The mean score was 3.46. Only 9.3% and 2.7% of the respondents disagreed and strongly disagreed with the opinion. The sub-aggregate mean was 3.31 which implied that burnout is one of the consequences of occupational stress experiences by the police officers in the metropolis. Another consequence of occupational stress among the police officers was post-traumatic stress disorder. In the table, the sub-aggregate mean score was 2.78 and 42.9% along with 33.5% of the respondents strongly agreed and agreed respectively that post-traumatic stress disorder significantly affects police officers' mental health and job performance. The mean score was 3.11 and in what could be seen as a reflection of the consensus opinion, 33.0% along with 62.6% of the police officers strongly agreed and agreed respectively that post-traumatic stress disorder contributes to burnout and decreased personnel resilience in the workplace. This could explain the 30.2% each of the officers who strongly agreed and agreed respectively that post-traumatic stress disorder heightened anxiety, depression, and emotional numbness among personnel. But the respondents did not agree that exposure to traumatic events increases the risk of post-traumatic stress disorder among police officers. With sub-aggregate mean score of 2.78, it could be concluded that post-traumatic stress disorder is part of the consequences of occupational stress experiences among the police officers.

Another consequence of occupational stress, is substance abuse. In the table, 42.3% and 24.2% of the officers strongly agreed and agreed that occupational stress increases the likelihood of substance abuse among police officers. Though 21.4% and 12.1% of the respondents disagreed and strongly disagreed with the opinion but the mean score for the test was 2.97 which compared to the benchmark implied that it was a consensus opinion. Most (44.0% and 35.2%) of the respondents as indicated in the table agreed with a mean score of 3.14 that substance abuse due to stress negatively impacts both mental health and job performance of the police officers; in line with this opinion, 34.6% and 61.0% of the respondents strongly agreed and agreed respectively that use of substances worsens anxiety and emotional regulation in officers. In agreement with the opinion, 41.2% each of the officers strongly agreed and agreed that substance abuse leads to burnout and impaired decision-making of officers as well as their job efficiency. The sub-aggregate mean for the variable was 3.16 which showed that most respondents agreed that substance abuse is one of the consequences of

occupational stress experiences by police officers in the metropolis.

The table revealed that sleep disorder was one of the consequences of occupational stress experiences by the police officers. This is indicated by 26.4% and 42.9% of the respondents who strongly agreed and agreed respectively with the opinion that occupational stress causes sleep disorders among the police officers which directly impacting their health. Officer who disagreed with the opinion were 26.4% of the total number of respondents involved in the study and 4.4% of the officers strongly disagreed with the notion. The mean score was 2.91. In line with the perception, 32.4% and 34.1% of the respondents strongly agreed and agreed respectively that sleep disorders from stress contributes to anxiety and depression in officers while 21.4% along with 73.1% of the respondents strongly agreed and agreed that sleep deprivation impairs cognitive functions and decision-making of the officers with such experiences. But most respondents did not agree that sleep disorders reduce police officers' job performance as indicated with a mean score of 2.34 in the table compared with a benchmark of 2.50 used as the decision mean for agreement. For the sub-aggregate mean of 2.82, it could be concluded that respondents were of the view that sleep disorder is one of the consequences of occupational stress experienced by the police officers.

Absenteeism is another consequence of occupational stress experiences by the police officers as indicated in the table. In asserting the factor as a consequence of occupational stress experience, 40.1% and 51.6% of the respondents strongly agreed and agreed respectively that occupational stress leads to increased absenteeism among police officers. The mean score was 3.30. In the same manner, 37.9% and 47.8% of the respondents strongly agreed and agreed with the suggestion that absenteeism due to stress, negatively impacts team performance and police operations. The mean score was 3.21. In what could be considered as an outcome of such development, 35.2% along with 53.3% of the respondents strongly agreed and agreed respectively that frequent absenteeism is a consequence of burnout caused by occupational stress and in a related perception, 32.4% along with 46.2% of the respondents strongly agreed and agreed respectively that stress-related absenteeism reduces overall job satisfaction among police officers. With a sub-aggregate mean of 3.18, the respondents could be said to have generally agreed that absenteeism is a consequence of occupational stress experienced by police officers in the metropolis.

There is no significant relationship between occupational stress and its consequences among police officers in North East, Nigeria.

The extent of relationship between occupational stress and its consequences on routine performance

of duties among the police officer was tested here using the Pearson Product Moment correlation (PPMC) procedure because of the scaled measurement of the opinion.

Correlation between Occupational Stress and its Consequences among the Police Officers in the Metropolis (n=364).

Variables	N	Mean	Std. Dev.	Std error	r-calc.	df	p-value
Occupational stress	364	3.04	0.259	0.014	0.465	362	0.000
Consequences	364	3.05	0.296	0.016			

(critical value for $r = 0.098$, $p < 0.05$)

The result revealed that occupational stress is positively and significantly correlated with the consequences on routine performances of duties among the police officer in the metropolis. The observed correlation coefficient (r-calc.) obtained at 362, degree of freedom was 0.465 and the observed level of significance 0.000 ($p < 0.05$). These observations provided enough evidence to reject the null hypothesis. The null hypothesis that, there is no significant relationship between occupational stress and its consequences among police officers in Maiduguri Metropolis, Borno State, Nigeria is therefore rejected. In other words, occupational stress experienced by police officers has major negative effects on their performances in the metropolis.

Discussions

This study found that occupational stress experienced by police officers in Maiduguri metropolis significantly influences the coping strategies they adopted and the consequences on their routine performance on the job. The study revealed that parts of the stress experiences arose from routine duties' operations which exposed them to personal dangers and frequently encounters violence with resulting trauma along with pressure to make quick and critical decisions. Other sources of stress experienced by the officers were related to the organization. The study found that excessive workload and unrealistic expectations from personnel by higher officers increases the stress levels. Coupled with these were inadequate communication between the department's personnel, poor leadership and rigid hierarchical controls within the organization along with inadequate work resources and equipment. Among other sources of stress for the officers identified in the study were those arising from interpersonal relationship among the police officers, workplace conflicts with colleagues and bullying or favoritism which help to fueling stress experiences among the officers. The finding here supported previous

finding by Gerber, Hartmann, Brand, Holsboer-Trachsler and Puhse (2013) from a study titled "Occupational stress and psychological well-being of police officers" in which they reported that occupational stressors, regardless of their type, have a negative effect on employee's psychological wellbeing. The findings are in line with Chikwe and Moyo (2022) who conducted a study on the effects of interpersonal stress on police officers' performance and mental health in Zimbabwe, particularly focusing on how conflicts with colleagues and reported that lack of support from superiors, and interpersonal dynamics contribute to stress within the police force.

Selokar *et al.*, (2011) conducted a study on Occupational stress among police personnel of Wardha city, India. The study tends to impose a high degree of stress and a multiplicity of stressful situations which can affect the physical, mental and interpersonal relationships of police personnel. The objective of the present study was to assess the level of stress among police personnel and to find the association of various factors with the level of stress among police personnel. A cross-sectional study was conducted among 102 police personnel in Wardha city. A structured questionnaire based on the Professional Life Stress Test by Fontana was given to all participants. A grading scale was used to link participant's verbal descriptions of perceived stress to a numerical scoring system being given scores between zero and five. The total score obtained for each respondent was considered as a measure of stress level. Different stressors that were identified among the police personnel included criticism by superiors, excess work, no rewards, inadequate value given to abilities and commitments and no satisfaction from work. Seventy participants scored >15 which indicated that stress in the workplace was a problem, while 32 participants scored ≤ 15 , indicating stress in the workplace was not a problem. A significant association was found with between age group, marital status, education and working hours and the

level of stress among police personnel. The majority of police personnel studied were under stress at their workplace due to a variety of stressors. This indicates the necessity to modify the organizational environment within the police force. Study conducted by Webster (2013) emphasizes the unique and inherently stressful nature of police officers' jobs. Inherent potential for danger, authority to use coercive force, social isolation, and responsibility for others contribute to stress. Studies by Yun et al. (2013) and Rose et al. (2015) link police stress to elevated mortality rates, post-traumatic stress disorder, burnout, and various physical and psychological disorders. Tyagi and Dhar (2014) highlight physical stressors, such as dealing with victims, exposure to violence, and irregular shift timings. Positive communication is identified as a potential mitigating factor (Chu & Tsao, 2014).

Doessel and William (2014) reveal inadequate welfare conditions for Nigerian police officers, affecting their mental well-being. Sleep deprivation due to long shifts contributes to irritability and reduced attentiveness (Ruddel et al., 2014). Blazinska et al. (2017) connect sickness absence rates with economic conditions, suggesting fears of job loss during downturns. Gender differences in sickness absence ratios are noted (Kent & Zunker, 2013). Maran et al. (2014) associate poor salaries with occupational stress and suggest interpersonal conflict, shift work, excessive overtime, and poor working conditions as common stressors.

Chae and Boyle (2013) find inadequate sleep as a significant factor leading to occupational stress, potentially contributing to suicidal ideation among police officers. On the Psychological Stress: Lanacre (2016) emphasizes psychological strain resulting from increased stress levels. Negative behavior, mood swings, anxiety, and fear are cited as outcomes (Rosenbusch et al., 2015).

Lobnikar et al. (2016) note operational stressors for female officers, with urban areas presenting greater danger. Organizational stress is identified, including work overload, poor communication, and staff shortages (Maran et al., 2014).

Lee and Yun (2014) find workplace problems contributing to more stress for male police officers, with gender differences related to token status affecting female officers (Ivkovic et al., 2016). Various studies utilize quantitative and qualitative methodologies to explore the lived experiences of police officers. Some studies focus on specific factors like physical stress, personal welfare, insufficient leave, poor salary, and psychological stress. Occupational stress among police officers is a multifaceted issue encompassing physical, psychological, and social dimensions. Empirical

research sheds light on the diverse stressors affecting police officers' well-being, emphasizing the need for targeted interventions and support systems.

The study found some psychological factor like routine exposure to traumatic events, high-pressure decision-making and fear of personal harm during duties. Other sources of stress for the officers found in the study were health related. Those included physical demands in policing that contribute to hypertension and other illnesses along with fatigue and musculoskeletal issues among personnel. The study found that such health-related stress involved sleep disturbances linked to irregular shifts. The study revealed that these stress experiences were common among the male and female officers within the metropolis. The findings here are in line with Tailor (2022) who conducted a study on the impact of psychological stress on police officers' mental health and job performance in Loss Ageless, particularly focusing on the psychological toll of exposure to traumatic events, high-pressure situations, and the emotional demands of policing. The finding stated that that high levels of psychological stress, primarily from exposure to traumatic events, contributed to significant mental health issues such as anxiety, depression, and PTSD, which in turn negatively affected officers' job performance. Officers experiencing elevated psychological stress were also more likely to report burnout, emotional exhaustion, and a decline in their capacity to perform effectively. The finding here supported previous finding by Violanti and Aron, (2019) who reported that organizational stressors, may be experienced individuals as a result of organizational policy of the police e.g., redeployment of a police officer across interstates, shift change, nature of drillings, lack of support to officers, especially when in need. The finding is in line with the report of Davis and Clark (2021), from study on "Types of occupational stress among police officers" in which the found that types of occupational stress commonly found among police officers were related to operational stress arises from the high demands and fast-paced nature of daily tasks, often leading to burnout.

This study found that the consequences of occupational stress among the police officers cut across multiple dimensions. These included Burnout, post-traumatic stress disorder, substance abuse, sleep disorders and absenteeism from work by affected officers. The study found that burnout negatively impacted police officers' mental health and job performance, decreased job satisfaction and increased disengagement from duties along with ability to handle high-pressure situations effectively. The study revealed that officers'

exposure to traumatic events increases their risk of post-traumatic stress disorder, heightened anxiety, depression, and emotional numbness which decreased personnels' resilience in the workplace. These findings are consistent with previous finding by Davis and Clark (2022) from a study titled "Consequences of occupational stress in police officers: A comprehensive review" in which they found that occupational stress by police officers is always accompanied with negative consequences like burnout among others. The study revealed that experiences of occupational stress among officers increases the likelihood of substance abuse which negatively impacts both their mental health and job performance with accompanying disordered anxiety and emotional regulation which have negative impact on their decision-making along with job efficiency. The study revealed that part of the consequences of occupational stress is the associated sleep disorders among the police officers which negatively impact their health, impairs cognitive function, contribute to anxiety and depression along with reduced job performance. It was revealed in this study that such development leads to increased absenteeism, negatively impacts team performance, police operations and reduces overall job satisfaction among such police officers. The findings here are in agreement with previous report by Irawanto & Primasari, (2022) who found that occupational stress leads to negative organizational symptoms and high costs, such as employee turnover and absenteeism, and can jeopardize the safety of other employees.

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