

Operational Stress and Psychological Well-Being Among Police Officers in Benue State Police Command: The Mediating Role of Coping Strategies

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ABSTRACT

Psychological Well-being is an important concept used in behaviour sciences to evaluate the state of an individual in terms of perception, feelings, cognition and internal experience. This study investigated Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command: The Mediating Role of Coping Strategies. The study employed a Cross-Sectional Survey Design, where three hundred and fifty seven (357) Police Officers consisting of 219 (61.3%) Males and 134 (37.5%) Females were used for the study. Their ages ranged from 19 to 59 years with the Mean of 38.13 (SD=9.54128). The Operational Police Stress Questionnaire (PSQ-Op), Brief-COPE Inventory and Psychological General Well-Being Index (PGWB) were used for data collection. Statistical analysis involved the use of Multiple Regression and PROCESS Mediation Analyses. Findings from the hypotheses indicated that, Operational Stress has made an independent significant contribution to Psychological Well-being of Police Officers in Benue State Police Command. Coping Strategies significantly influenced Psychological Well-being among Police Officers in Benue State Police Command. The result further showed that, Operational Stress and Coping Strategies jointly influenced Psychological Well-being of Police Officers in Benue State Police Command. Finally, Self-distraction, Denial, Active Coping, Substance Use, Instrumental Support, Venting, Planning, Acceptance and Religion did not significantly mediate the relationship between Operational Stress and Psychological Well-being among Police Officers; while Emotional Support, Behavioral Disengagement, Positive Reframing, Humor, and Self-blame significantly mediated the relationship between Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command. Based on the findings, it was recommended that, Police Officers should be enlightened on how to manage Operational Stress and develop good coping strategies. On policy basis, it was recommended that, Government should evolve policies that are aimed at training and retraining Police Officers on appropriate Coping Strategies; which will help in reducing Operational Stress and on the other hand increase high level of

Psychological Well-being among Police Officers. Also, Non-governmental organizations with caring mind should support Police with logistics that will help reduce Operational Stress. This will help to achieve high state of Psychological Well-being and enhance better policing among Police Officers. Finally, more researches should be encouraged on the subject matter for further identification of long term solutions to problems affecting Psychological Well-being of Police Officers in Benue State Police Command in particular, and Nigeria at large.

INTRODUCTION

Psychological well-being entails humans' evaluation of their lives in terms of cognition, emotion or feeling. It expresses the frequency with which people experience pleasant or unpleasant moods and emotions, which have a positive or negative effect. Psychologists view psychological well-being as the general condition of an individual or group of people, which includes psychological, social, economic, spiritual or medical state (Diener & Seligman, 2002; Archontakil, Lewis & Bates, 2012). Psychological well-being within the behavioural sciences is a concept that is used to determine the state of an individual in terms of perception, experience, feeling and cognitive state. The concept has attracted considerable attention of researchers in the twenty-first century (Christopher, 2015).

Psychological well-being can also be defined in terms of internal experience of respondents and perception of their lives (Harter, Schmidt & Keyes, 2002). Thus, psychological well-being can be referred to as general term used by psychologists to explain the general condition of an individual or group of people, as it relates to pleasant or unpleasant state. Results from studies by Trudel, Robinson and Laban (2019) found a rich, fulfilling social and psychological support with family and friends as being strongly correlated with psychological well-being. Psychological well-being is the aspect of subjective experience or Subjective well-being which reflects dimensions of affect judgments of life satisfaction. Psychological well-being in general term can be referred to individual overall functioning in relation to his or her feelings. Increasing evidence from available studies suggests that psychological well-being is associated with lower disease and mortality risk, and may enhance good health and general life satisfaction (Trudel, Robinson & Laban, 2019).

Psychological well-being is also viewed as inter and intra-individual levels of positive functioning that can include one's relatedness with others and self-referent attitudes which include one's sense of mastery and personal growth (Diener & Seligman, 2002). Psychological well-being on the other hand, has also been viewed as "all about lives going well" and the combination of feeling good and functioning effectively (Christopher, 2015). At the most basic level, psychological well-being is quite similar to other terms that refer to positive mental states, such as happiness or

satisfaction, and in many ways it is not necessary, or helpful to worry about fine distinctions between such terms (Diener & Seligman, 2002). If an individual say that; “I’m happy or very satisfied with my life you can be pretty sure” that his or her psychological well-being is quite high.

One variable that is found to be implicated in psychological well-being of Police Officers is Operational Stress, which is also called Combat and Operational Stress (Hobfoll, 1989). On his part, Erratus (2011) defined Operational Stress as a common response to mental and emotional effort active duty personnel exercise when facing tough and dangerous situation. The National Institute of Occupational Safety and Health (2016) defines operational stress as harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Operational stress is also viewed as weapon of mass destruction in which, three out of every four employees describe their work as stressful (Abraham, 2016).The World Health Organization called stress generally “the health epidemic of the 21st century” (Said, 2016). It contributes to 120,000 death every year (Blanding, 2020).

Operational stress as a concept was devised by the Canadian Forces to describe the range of negative health effects caused by military service. It is the same as the term combat stress, and it encompasses a range of health problems (Hobfoll, 1989). Operational Stress can also be defined as changes that occur in physical or mental functioning or behavior resulting from the experience or consequences of military/paramilitary operations, during peace time or war, and on land, at sea, or in the air. According to Pius (2018): it’s not unusual for anyone participating in military/paramilitary operation or seeing its aftermath to be filled with complicated and conflicting emotions including fear, sadness, and legitimate reactions to the operational experience. Pius further holds that: even military and Paramilitary personnel who haven’t been in direct operation, but have been through a life-threatening situation, seen enemy or civilian casualties, had a friend die in their presence, or been in charge of prisoners of war, can experience the many feelings that come together as a result of Operational Stress Reaction (OSR).

The term operational stress has gained attention within and outside of the military community as an appropriate way to describe similar challenges suffered by those whose work regularly exposes them to trauma, particularly front line emergency first responders such as but not limited to police, army, firefighters, paramedics, correctional officers, and emergency dispatchers (Blanding, 2015). The term, at present mostly used within Canada, and many parts of the world is increasingly significant in the development of legislation, policy, treatments and benefits in the military/paramilitary and first responder communities (Sever, and Zochlous, 2010).

Studies have shown that, coping strategies also plays vital role in determining the individual psychological well-being (Solomon, Mark & Johnson, 2015). Traditionally, coping has been defined as a special category of adaptation elicited in normal individuals by unusually difficult circumstances (Costa & McCrae, 1996). Coping strategies refers to an individual or groups' effort to invest; by one's own conscious effort, to solve personal and interpersonal problems, in order to try to master, minimize or tolerate stress and conflict. The psychological coping mechanisms are commonly termed: coping strategies or coping skills (Solomon, Mark & Johnson, 2015).

Coping strategies can therefore be defined as the process of executing a response to a stressor, where stress is viewed as the experience of encountering relevant difficulties in one's goal-related efforts (Lazarus, 1984). On the other hand, behaviors such as distancing, self-controlling, accepting responsibility, escape/avoidance, and positive reappraisal can be categorized as emotion focused coping which alludes to actions aimed to prevent, minimize, or reduce the emotional anguish caused by the stressful situation.

STATEMENT OF A PROBLEM

Police Officers are law enforcement Officers subjected to a number of stressful events particularly, because of the nature of their job. They are responsible for the security of lives and properties of others. Observation over the years has shown that, Officers in line of their duties are frequently exposed to violence from criminals; often engage in rescue operations of civilians from armed robbers, kidnappers, bandits and other unknown gun men; they deal directly with the hardest criminals and the worst of the society. Sometimes, they watched their colleagues killed or maimed in the course of their legitimate duties. They are the ones to stand in the turbulent election process to ensure order, they are on the streets to monitor traffic and ensure law and order among so many others. More disturbing, is the fact that Police job in Nigeria is unpredictable as can be seen the role of Police Officers in enforcing lockdown in the face of the dreaded pandemic like COVID 19. In most cases they are not given the required protective equipment thereby contracting the virus on daily basis (Blanding, 2020). Regrettably, they are also susceptible to losing their jobs/careers easily for committing the slightest blunder; this is how risky it is to be a police Officer in Nigeria.

As a results of these challenges, many officers during operations are faced with injuries, pain, thought of whether they will return home and reunite with their families or not and some even die in the process; and right in presence of their colleagues which leads to changes in physical and mental functioning of the survivors. This trend has given birth to a situation known as "Operational Stress" among Police officers (Soul, John & Barnabas, 2014).

Another problem police Officers face in the discharge of their duties is how to cope (coping strategies). Thus, Officers are faced with a lot of stress emanating from the demands of their work. These challenges have tendency to hamper the Officers' psychological well-being, as they struggle to cope with the pressure from different angles.

Consequences of these problems go beyond boundaries of the police circle. It may affect families, communities and the country at large. Studies have linked negative effects on psychological well-being of Police Officers to the sharp rise in incidences of extra-judicial killing of innocent citizens by the officers, unprofessional policing and low morale to combat crime (Pamson & John, 2013). These problems and its negative consequences on the Officers increase day by day and even led to the order of the former Inspector General of Police; Mr. Sunday Arase to subject police Officers whose duty include carrying of fire arms to undergo psychological test and evaluation (Olabisi, 2016). In spite of the enormous risk the Nigeria Police officers bear to do their jobs, an average policeman is not appreciated in the Nigerian society; he is often criticized and maligned by the members of the public (Soul, John & Barnabas, 2014).

Thus, to be a Policeman is therefore very tough in the Nigerian context. This explains why, not much study of this nature were carried out in the study area therefore, the understanding of Operational Stress and Psychological Well-Being among Police Officers in Benue State Police Command: The Mediating Role of Coping Strategies run the risk of becoming culturally biased. By conducting this study with Nigerian sample, the researcher hopes to address this problem.

It was therefore hypothesized that:

- (i) There will be a significant influence of Operational Stress on Psychological Well-Being among Police Officers in Benue State Police Command.
- (ii) There will be a significant influence of Coping Strategies on Psychological Well-being among Police Officers in Benue State Police Command.
- (iii) There will be a significant joint influence of Operational Stress and Coping Strategies on Psychological Well-Being among Police Officers in Benue State Police Command
- (iv) Coping Strategies will significantly mediate the relationship between Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command.

METHODS

Design

This study employed a cross-sectional survey design to elicit information from respondents on Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command: The Mediating Role of Coping Strategies. The reason for chosen this research design is because, the design enabled the researcher to elicit information from respondents (Police Officers) cutting across different Sex, Age, Rank, Marital Status, Education, and Income working in Benue State Police Command, which adequately measured the study variables without influencing them. The predictor variables in this study are Operational Stress and Coping Strategies while the criterion variable is Psychological Well-Being.

Setting

The study was conducted among Police Officers serving in Benue State Police Command. Benue State is located in central Nigeria; at latitude of 7,37° and 7,47° N; and longitude of 8,27° and 8,40° E. Benue State Police Command was established in 1976 (Nigeria Police Force, March, 2024). The Command is made up of three Area Commands; Gboko Area Command, Otukpo Area Command and Makurdi Area Command. The study included Officers of the State Headquarters, 13 Mobile Police Force, A division, B division, C division, D division and E divisional Police Headquarters within Makurdi Metropolis as well as Officers from within Area Commands/Divisional Headquarters of Otukpo and Gboko respectively.

Participants

This study consist of three hundred and fifty seven (357) participants cut-across Police Officers of different Age, Sex, Marital Status, Income, Education and Rank. The Officers were between the ages 19-59 years, made-up of Males and Females.

Sampling

Multi-Stage Sampling Procedures was used for the study. Cluster Sampling Technique was used at the first stage for selection of study areas (Makurdi, Gboko & Otukpo Police Area Commands). Purposive Sampling technique was used at the second stage. The investigator used Purposive Sampling technique in identifying individuals who were considered to be typical of the population (only Police Officers) and selected them as sample (Akinsola, 2005). Finally, Proportional Sampling Technique was used at the third stage to ensure that, Police Officers at different Ranks and Sex who volunteered within the Study Area were all represented.

Sample Size Determination

The sample size for this study was determined using Krejcie and Morgan’s (1970) Sample Size Estimation Table for known population. From the table, the ideal sample size for the population of 5,320 is 357. Report on the Personnel strength received from Police Establishment Unit revealed that, the Command has 5,320 Officers working in Police formations within Benue State Police Command (Nigeria Police Force, March, 2024).

To further buttress the sample size figure from Krejcie and Morgan’s (1970) sample size table, their formula was applied using the population of 5,320 Police Officers working in Benue State Police Command. The formula is stated thus:

$$S = \frac{X^2 NP (1 - P)}{d^2 d(N - 1) + X^2 P (1 - P)}$$

Where:

S = Required sample size

X = Z value (1.96 for 95% confidence level)

N = The population size

P = Population Proportion (expressed as a decimal; assumed to be 0.5 i.e. 50%)

D= Degree of accuracy (5%) expressed as a proportion (.05); i.e. the margin of error

Therefore substituting the formula stated above

$$S = \frac{1.96^2 \times 5320 \times 0.5 (1 - 0.5)}{0.05^2 (5320 - 1) + 1.96^2 \times 0.5 (1 - 0.5)}$$

$$S = \frac{1.96^2 \times 5320 \times 0.5 (0.5)}{0.05^2 (5319) + 1.96^2 \times 0.5 (0.5)}$$

$$S = \frac{3.842 \times 5320 \times 0.25}{2.5 \times 5319 + 3.84 \times 0.25}$$

$$S = \frac{20,439.8 \times 0.25}{13.298 + 0.96}$$

$$S = \frac{51,099.5}{14.258}$$

$$S = \underline{\underline{357}}$$

This means that the total number of Police Officers from the selected Area Commands was ascertained and their respective proportions in the sample size of 357 Police Officers also determined.

- (i) The population of Police Officers of Gboko Area Command, 1330 (Nigeria Police Force, March, 2024)
- (ii) The population of Police Officers of Otukpo Area Command, 1330 (Nigeria Police Force, March, 2024)
- (iii) The population of Police Officers of Makurdi Area Command, 2660 (Nigeria Police Force, March, 2024)

The questionnaire was administered to 357 Police Officers in three selected Area Commands within the Benue State Police Command. Therefore, Proportional Sampling method was applied. Halleck's (2001) formula for proportional distribution was used to determine the sample for each of the Area Commands as shown below: $\left(\frac{n}{N}\right)N_i$

N= Population Size per Stratum

N= Total Population

N_i= Determined Sample Size

- i.** Gboko Area Command 1330
$$\frac{1330 \times 357}{5320} = 89$$
- ii.** Otukpo Area Command 1330
$$\frac{1330 \times 357}{5320} = 89$$
- iii.** Makurdi Area Command 2660
$$\frac{2660 \times 357}{5320} = 179$$

Instruments

Data for this study was collected using three standardized research instruments thus:

- (i) The Operational Police Stress Questionnaire (PSQ-Op)
- (ii) Brief-COPE Inventory (Coping Orientation to Problems Experienced)

(iii) Psychological General Well-Being Index (PGWB)

(i) The Operational Police Stress Questionnaire (PSQ-Op)

The Operational Police Stress Questionnaire (PSQ-Op) was developed by McCreary, & Thompson, (2013). The Operational Police Stress Questionnaire (PSQ-Op) is a 20-item scale designed to measure perceived stress experienced by officers in the cause of police operations. The scale is scored using a 7-point scale that ranges from “No Stress At All” to “A Lot of Stress”. The scale originally has a test-retest reliability coefficient of between .67 and .91 (McCreary, & Thompson, 2013).

(ii) Brief-COPE Inventory

Brief-COPE Inventory was developed by Carver, (1997) to measure coping responses using 28 items self-report questionnaire with two items for each of the measured coping strategies. The abbreviated version of the COPE means (Coping Orientation to Problems Experienced). Each item presents a coping thought or action that individuals may adopt under stress or in difficult situations. For each item, respondents indicate whether they have used the coping response on a four-point Likert scale (1 = I haven't been doing this at all; 2 = I've been doing this a little bit; 3 = I've been doing this a medium amount; 4 = I've been doing this a lot). The items of the original version of the Brief COPE were in a format that was situational and retrospective, allowing for the assessment of situational coping responses to specific stressors. Carver's instructions of the Brief COPE adopt a procedure similar to the one developed by Folkman and Lazarus (1980). Specifically, the Brief COPE asks participants to bring to mind a relevant stressor they encountered in the recent past and to indicate how they coped with it. Accordingly, the items of the situational version are expressed in the present perfect tense.

(iii) Psychological General Well-Being Index (PGWI)

Psychological General Well-Being Index (PGWI) was developed by Hunt and McKenna (1992). The instrument was designed to evaluate perceived well-being and distress. It includes six dimensions: Anxiety, Depressed Mood, Positive Well-being, Self Control, General Health, and Vitality. As the subscales are internally consistent, the 22 items have been frequently used to form an overall Index (Total Score) for general well-being. The original scoring by item was 0-5, giving a maximal score of 110. In several studies, the scoring has been changed to 0-6, giving a score range of 22-132. It is important to be aware of these different scoring algorithms; since they may affect comparative data interpretation. The Instrument's original internal consistency reported by the authors was high with Cronbach's Alpha index varying from .92 to .96.

Pilot Study

In order to ensure reliability and validity of instruments used on indigenous and study sample, the instruments (The Operational Police Stress Questionnaire (PSQ-Op), Brief-COPE Inventory (Coping Orientation to Problems Experienced) and Psychological General Well-Being Index (PGWB) were subjected to pilot study using police Officers in Lafia Area Command, Nasarawa State Police Command. The choice of the location is due to the fact that these police officers have similar characteristics with the proposed population for the main study which is the police officers in Benue State Police Command. Hence, this ensured robust and objective trial that qualified the instrument for a major study that is efficient and objective.

For this Pilot Study, a total number of 107 copies of instruments were administered to the participants using convenience sampling in which each officer were contacted while on duty and responded voluntarily. Out of the number 107 copies of questionnaires distributed, 92 were returned representing the return rate 86.0 per cent while 15 copies representing 14 per cent were not returned. Of the 92 participants, 50 (54.3%) were male while 42 (45.7%) were female. Their ages ranged from 18 to 59 years. While 51 (55.4%) participants were junior cadre 41 (44.6%) participants were senior cadre, 34 (37.0%) participants were SSCE holders, 29 (31.5%) participants were OND/NCE holders, 20 (21.7%) participants were HND/First Degree holders and 9 (9.8%) participants were M. Sc. /PhD holders. Finally, 25 (27.2%) participants were single, 44 (47.8%) were married, 11 (12.0%) were divorced and 12 (13.0%) participants were widows.

The researcher made use of Cronbach's Alpha test of reliability to determine norms of the instruments used: ranging from 0 to 1 (George & Miller 1995) which was based on SPSS/PC+ step by step interpretation. The Cronbach's Alpha test of reliability according to George & Miller holds that, higher value denotes higher internal consistency. These values and the norms were considered as follows:

- i. A value below 0.5 range shows unacceptable level of reliability
- ii. A value between 0.5 and 0.6 range could be considered as a poor level of reliability
- iii. A value between 0.6 and 0.7 range could be considered as a weak level of reliability
- iv. A value between 0.7 and 0.8 range would be refer to an acceptable level of reliability

- v. A value between 0.8 and 0.9 range would be considered as a good level of reliability
- vi. A value above 0.9 range would be refer to an excellent level of reliability

The result of The Pilot study showed that:

I. Operational Police Stress Questionnaire

Furthermore, the item total correlation of the 20 items for Operational Police Stress Questionnaire ranged from .42 to .78. The output of the result yielded a Cronbach's Alpha of .80 (see Appendix C) which was considered adequate for use in this study.

II. Brief COPE Inventory

The item total correlation of the 28 items for Brief COPE Inventory ranged from .32 to .68. The output of the result yielded a Cronbach's Alpha of .71 (see Appendix C) which was considered adequate for use in this study.

III. Psychological General Wellbeing Index

Finally, the item total correlation of the 22 items for Psychological General Wellbeing Index ranged from .31 to .66. The output of the result yielded a Cronbach's alpha of .84 (see Appendix C) which was considered adequate for use in this study.

Procedure

The researcher personally administered the questionnaire to Officers of the Nigeria Police Force within Benue State Command Purposively; State Headquarter, 13 Mobile Police Force, A division, B division, C division, D division and E divisional Police Headquarters within Makurdi Metropolis as well as Officers from within Area Commands/Divisional Headquarters of Otukpo and Gboko respectively. The researcher will establish rapport with the respondents; after which their consent will be sought. Finally, questionnaires will be administered to them with assurance that the information will be handled confidentially.

Data Analysis

The researcher used 21st Version of Statistical Package for Social Sciences (SPSS) to analyze the data in which the correlation analysis was first be used (using Cronbach's Alpha) to find out the reliability and validity of the instruments.

- (i) Multiple linear regression analysis was used to test the significant influence of Operational Stress on Psychological Well-being among Police Officers in Benue State Police Command,
- (ii) Multiple linear regression analysis was used to test the significant influence of Coping Strategies on Psychological Well-being among Police Officers in Benue State Police Command.
- (iii) Multiple linear regression analysis was used to test the significant joint influence of Operational Stress and Coping Strategies on Psychological Well-being among Police Officers in Benue State Police Command.
- (iv) The researcher was used PROCESS Procedure for Mediation Analysis SPSS software; developed by Andrew (2018) to test whether Coping Strategies will significantly mediate the relationship between Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command.

Finally, multiple linear regression analysis was used to find out whether age, sex and religion will significantly have interactive effect on the psychological well-being among police officers in Benue State Police.

RESULTS

Table i. Inter-correlations among the study variables

	X	SD	N	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1 Sex			353																
2 Age	38.13	8.54	345	-.000															
3 SD	6.00	1.43	357	-.243**	-.030														
4 Denial	6.14	1.43	357	-.017	-.124*	-.036													
5 Active C	6.33	1.65	357	-.176**	-.068	-.238**	-.303**												
6 SU	5.01	2.07	357	.010	.271**	-.132	.122*	-.185**											
7 ES	5.85	1.67	357	-.119*	.281**	-.088	.047	-.089	.515**										
8 JS	6.18	1.80	357	-.107*	.031	-.058	.196**	-.058	.204**	-.029									
9 BDi	4.93	1.84	357	-.028	.177**	.083	.184**	.005	.642**	.460**	.083								
10 Venting	5.80	1.54	357	-.042	-.289**	-.136*	.027	-.124*	.406**	.504**	.088	-.277**							
11 Positive R	6.25	3.42	357	.023	-.216**	.277**	.061	.099	.084	.009	.078	.153**	-.050*						
12 Humour	4.79	2.03	357	-.118**	.061	-.044	-.286**	.104*	.583**	-.298**	.233**	.546**	.329**	.035					
13 Planning	5.89	1.34	357	.054	.069	.029	.362**	.387**	.310**	.282**	.097	.459**	.279**	.063	.348**				
14 Acceptance	5.49	1.86	357	.090	.134*	.043	.165**	-.017	-.427**	.137**	.515**	.391**	.188**	.208**	.247**	.500**			
15 Religion	5.76	1.80	357	.099	.013	.051	.144**	-.081	.253**	.208**	.225**	.329**	.215**	.085	.773**	.370**	.290**		
16 Self-Blame	4.90	2.09	357	-.080	.120*	-.087*	.260**	-.116	.610**	.281**	.329**	.565**	.354**	.058	.009	.493**	.426**	.388**	

*Correlation is significant at the 0.05 level (2-tailed)
 **Correlation is significant at the 0.01 level (2-tailed)

Continuation of inter-correlations among the study variables

	X	SD	N	17	18	19	20	21	22	23	24	10	11	12	13	14	15	16	
17 Anxiety	13.04	2.09	357	.010	.036	.064	.005	.108*	-.068	.040	-.021	-.030	.010	.080	-.185**	.078	-.099	-.031	-.020
18 Depression	19.14	5.92	357	.016	-.076	-.088	-.071	-.074	-.128*	-.144**	-.049	-.203**	-.108*	-.095	.115	-.195*	-.153	-.100	-.211**
19 Punitive W	13.03	3.54	357	-.026	.157**	.136*	-.046	.238**	.015	.017	.191**	-.101	.123*	.147*	.127*	.091	.021	-.034	.123*
20 General H	12.75	3.00	357	-.108*	.033	-.279**	.205**	.345**	-.077	-.161**	.589**	-.043	-.094	.175*	.199*	.186*	.170*	-.021	.139*
21 Self-Control	9.88	2.18	357	.003	.025	-.368**	-.129**	.268**	-.066	-.058	.121**	.039	.039	.283**	.025	.149*	.217**	.152*	.153*
22 Vitality	9.83	2.27	357	.062	.101	.173**	.152**	.029	.017	.108	.218**	.000	-.071	.277**	-.207**	.133*	.210*	.140*	.133*
23 Operational S	38.34	11.75	357	.062**	.030	-.034	-.009	.004	-.088	-.122	-.169**	-.141	-.039	-.062	.205**	.025	-.068	-.009	-.163*
24 Psycho Well	46.91	15.60	357	.082	.259**	-.084	.049	.216	.121*	.197**	.082	.122	.141*	.185**	.207**	.266**	.068	-.111	.174**

*Correlation is significant at the 0.05 level (2-tailed)
 **Correlation is significant at the 0.01 level (2-tailed)

Continuation of inter-correlations among the study variables

	K	SD	N	17	18	19	20	21	22	23	24
17 Anxiety	13.04	2.09	357	-							
18 Depression	19.14	5.92	357	.612	-						
19 Positive W	13.03	3.34	357	-.023	-.076	-					
20 General II	12.73	3.00	357	.001	-.060	.406**	-				
21 Self Control	9.98	2.18	357	.010	-.100	.272*	.507**	-			
22 Vitality	9.83	2.27	357	-.028	-.099	.166*	.432**	.415**	-		
23 Operational S	18.34	11.73	357	.160	.187*	-.005	-.082	-.022	-.049	-	
24 Psycho Well	46.91	15.60	357	-.007	-.128*	.227**	-.049	.074	.053	-.435*	-

*Correlation is significant at the 0.05 level (2-tailed)
 **Correlation is significant at the 0.01 level (2-tailed)

HYPOTHESIS TESTING:

Hypotheses I: This hypothesis states that, there will be a significant influence of Operational Stress on Psychological Well-Being among Police Officers in Benue State Police Command.

Hypothesis II: This hypothesis states that, there will be a significant influence of Coping Strategies on Psychological Well-being among Police Officers in Benue State Police Command.

Hypothesis III: This hypothesis states that, there will be a significant joint influence of Operational Stress and Coping Strategies on Psychological Well-Being among Police Officers in Benue State Police Command.

The above three hypotheses were tested together using Multiple Linear Regression and the results are presented and interpreted as seen in Tables 2-8 below.

Table 2: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on Psychological Well-being among Police Officers

DV	Predictors	R	R ²	df	F	β	t	p
	Constant	.501	.251	15;	7.613;		9.442	.000
				341	p < .05			
Psychological Well-being	Operational stress					-.098	-1.974	.049
	Self-distraction					-.212	-4.026	.000
	Denial					-.160	-2.993	.003
	Active coping					.340	5.576	.000
	Substance Use					.034	.433	.666
	Emotional Support					.130	2.060	.040
	Instrumental Support					.088	1.482	.139
	Beh. Disengagement					-.068	-.931	.352
	Venting					.051	.891	.374
	Positive Reframing					.212	4.212	.000
Planning					.153	2.279	.023	

Humor	.183	2.238	.026
Acceptance	-.048	-.746	.456
Religion	.081	1,454	.147
Self-blame	-.164	-	.068
		1.828	

The results presented in Table 2 above show that operational stress has made an independent significant negative contribution to Psychological Wellbeing of Police Officers ($\beta = -.098$; $t = -1.974$; $p=.05$). This means that higher level of Operational Stress leads to lower level of Psychological Wellbeing among Police Officers. This further means that Operational Stress has contributed in reducing Psychological Wellbeing of Police Officers by 9.8%. This implies that Operational Stress is a negative predictor of Psychological Wellbeing. Therefore hypothesis I has been confirmed.

Results in Table 2 made revelation on the contributions of Coping Strategies which showed that Active Coping ($\beta =.340$; $t = 5.576$; $p<.001$) has significantly made the highest positive contribution of 34.0% to the total variance observed in Psychological Wellbeing, followed by Positive Reframing ($\beta =.212$; $t = 4.212$; $p<.01$) with significant positive contribution of 21.2%, Humor ($\beta =.183$; $t = 2.238$; $p<.05$) with significant positive contribution of 18.3% while Planning ($\beta = .153$; $t = 2.276$; $p<.05$) and Emotional Support ($\beta=.130$; $t = 2.060$; $p<.01$) which contributed positively in improving Psychological Wellbeing of Police Officers by 15.3% and 13.0% respectively. These results imply that Police Officers who use Active Coping, Positive Reframing, Humor, Planning and Emotional Support are more likely to enjoy improved Psychological Wellbeing.

On the contrarily, the results in Table 2 further indicated that Self-Distraction ($\beta= -.212$, $t = -4.026$; $p<.01$) had made the highest negative contribution of 21.2% to the total variance observed in Psychological Wellbeing, followed by Self-Blame ($\beta = -.164$, $t = -1.828$; $p=.05$) with significant negative contribution of 16.4%, while Denial ($\beta = -.160$, $t = -2.993$; $p<.05$) has negatively and significantly contributed 16.0% to total variable observed in Psychological Wellbeing. This means that Police Officers who predominantly used Self-Distraction, Self-Blame and Denial as Coping Strategies are vulnerable to developing psychological problems. However, Venting ($\beta = .051$; $t= .891$; $p>.05$), Acceptance ($\beta = -.048$; $t= -.746$; $p>.05$), Religion ($\beta = .081$; $t = 1.454$; $p>.05$), Behavior Disengagement ($\beta = -.068$; $t = -.931$; $p>.05$), Substance Use ($\beta = .034$, $t = .433$; $p >.05$) and Instrumental Support($\beta = .088$, $t = 1.482$; $p >.05$) had no independent significant contributions to changes in Psychological Wellbeing of Police Officers. It therefore means that these Coping Strategies are less effective to Police Officers using them.

Above all, the results in Table 2 showed that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support, Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance, Religion and Self-Blame) have jointly and significantly influence Psychological Wellbeing of Police Officers [$R=.532$, $R^2=.284$, $F(15; 341) = 8.997$; $t = 4.661$; $p < .01$]. The results show that, Operational Stress and Coping Strategies jointly accounted for 28.4% of the total variance observed in Psychological Well-Being of Police Officers.

Table 3: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on Anxiety among Police Officers

DV	R	R ²	df	F	β	T	Sig.
(Constant)	.289	.084	15; 341	2.077, $p < .05$		7.837	.000
AN' Y							
STRESS					.191	3.478	.001
SD					-.033	-.570	.569
Denial					-.058	-.985	.325
Active					.059	.881	.379
SU					-.128	-1.466	.144
ES					.115	1.641	.102
IS					.105	1.590	.113
BD					-.006	-.074	.941
Venting					.004	.061	.951
Positive					-.127	-2.279	.023
Planning					.105	1.410	.159
Humor					.111	1.226	.221
Accept					-.142	-1.996	.047
Reg					-.054	-.872	.384
Self					-.034	-.340	.734

The results presented in Table 3 show that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support, Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance, Religion and Self-Blame) have jointly and significantly influenced Anxiety among Police Officers [$R=.289$, $R^2=.084$, $F(15; 341) = 2.077$; $t = 7.837$; $p < .01$]. The results show that, Operational Stress and Coping Strategies jointly accounted for 8.4% of the total variance observed in Anxiety among Police Officers. On the independent contributions, Operational Stress has made a significant positive contribution to Anxiety Police Officers ($\beta = .191$; $t =$

3.478; $p < .01$). This means that higher level of Operational Stress leads to higher level of Anxiety among Police Officers. This further means that operational stress has contributed in increasing Anxiety among Police Officers by 19.1%. This implies that Operational Stress is a positive predictor of Anxiety. Also, it was found that out of the 14 Coping Strategies only Acceptance and Positive Reframing were significant in managing stress among Police Officers. Acceptance ($\beta = .142$; $t = -1.996$; $p = .05$) has significantly made the highest negative contribution of 14.2% to the total variance observed in Anxiety; followed by Positive Reframing ($\beta = .127$; $t = -2.279$; $p < .05$) with significant negative contribution of 12.7%.

Table 4: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on Depression among Police Officers

DV	R	R ²	df	F	B	T	Sig.
(Constant)	.325	.106	15; 341	2.687; $p < .01$		6.304	.000
STRESS					.157	2.886	.004
SD					-.070	-1.225	.222
Denial					.002	.036	.971
Active					.020	.294	.769
SU					.094	1.093	.275
ES					-.067	-.967	.334
DP IS					.057	.880	.380
BD					-.037	-.459	.647
Venting					-.022	-.357	.722
Positive					-.044	-.808	.419
Planning					-.112	-1.516	.130
Humor					-.042	-.465	.642
Accept					-.089	-1.268	.206
Reg					.023	.382	.703
Self					-.105	-1.069	.286

The results presented in Table 4 show that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support, Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance, Religion and Self-Blame) have jointly and significantly influenced Depression among Police Officers [$R = .325$, $R^2 = .106$, $F(15; 341) = 2.687$; $t = 6.304$; $p < .01$]. The results show that Operational Stress and Coping Strategies jointly accounted for 10.6% of the total variance observed in Depression among Police Officers. On the independent contributions, Operational

Stress has made a significant positive contribution to Depression among Police Officers ($\beta = .157$; $t = 2.886$; $p < .01$). This means that higher level of Operational Stress leads to higher level of Depression among Police Officers. This further means that Operational Stress has contributed in increasing Depression among Police Officers by 15.7%. This implies that Operational Stress is a positive predictor of Depression. Surprisingly, no coping strategy was significantly linked to Depression. This means there is no predominant strategy among Police Officers for managing Depression associated with Operational Stress.

Table 5: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on Positive Well-being among Police Officers

DV	R	R ²	df	F	β	T	Sig.
(Constant)	.485	.236	15; 341	7.006, $p < .001$		3.559	.000
STRESS					-.047	-.941	.347
SD					.124	2.344	.020
Denial					-.183	-3.379	.001
Active					.237	3.858	.000
SU					.100	1.256	.210
ES					.032	.497	.620
POWG IS					.250	4.151	.000
BD					-.310	-4.205	.000
Venting					.148	2.544	.011
Positive					.143	2.803	.005
Planning					.107	1.568	.118
Humor					.085	1.024	.306
Accept					-.126	-1.926	.055
Reg					-.080	-1.434	.153
Self					.075	.831	.407

The results presented in Table 5 showed that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support, Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance, Religion and Self-Blame) have jointly and significantly influenced Positive Wellbeing among Police Officers [$R = .485$, $R^2 = .236$, $F(15; 341) = 7.006$; $t = 3.559$; $p < .001$]. The results show that Operational Stress and Coping Strategies jointly accounted for 23.6% of the total variance observed in Positive Wellbeing of Police Officers. On the independent contributions, Operational Stress has no significant contribution to Positive Wellbeing of Police Officers ($\beta = -.047$; $t = .941$; $p > .05$). This means that Operational Stress is less likely to indecently influence Positive

Well-being of Police Officers. This implies that Operational Stress is not a predictor of Positive Wellbeing.

Results further showed that Active Coping ($\beta = .237$; $t = 3.858$; $p < .001$), Instrumental Support ($\beta = .250$; $t = 4.151$; $p < .001$), Venting ($\beta = .148$; $t = 2.544$; $p < .01$), Positive Reframing ($\beta = .143$; $t = 2.803$; $p < .01$) and Self-Distracting ($\beta = .124$; $t = 2.344$; $p < .05$) are positive predictors of Positive Wellbeing among Police Officers with each contributing 23.7%, 25.0%, 14.8%, 14.3% and 12.4% respectively. On the other hand, Denial ($\beta = -.183$; $t = 3.379$; $p < .01$) and Behavior Disengagement ($\beta = -.310$; $t = -4.205$; $p < .001$) were found to be negative predictors of Positive Wellbeing with each reducing Positive Wellbeing by 18.3% and 31.0% respectively. Other Coping Strategies were not significant.

Table 6: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on General Health among Police Officers

DV	R	R ²	df	F	β	T	Sig.
(Constant)	.568	.322	15; 341	10.810, $p < .001$		3.223	.001
STRESS					-.029	-.604	.546
SD					.238	4.768	.000
Denial					.055	1.069	.286
Active					.171	2.957	.003
SU					-.065	-.872	.384
ES					-.071	-1.183	.238
GH IS					.273	4.824	.000
BD					-.172	-2.485	.013
Venting					-.029	-.522	.602
Positive					.082	1.703	.090
Planning					.151	2.361	.019
Humor					.123	1.586	.114
Accept					.041	.668	.504
Reg					-.124	-2.348	.019
Self					.054	.636	.525

The results presented in Table 6 showed that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support, Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance, Religion and Self-Blame) have jointly and significantly influenced general health among Police Officers [$R = .568$, $R^2 = .322$, $F(15; 341) = 10.810$; $t = 3.223$; $p < .01$]. The results show that

Operational Stress and Coping Strategies jointly accounted for 32.2% of the total variance observed in General Health of Police Officers. On the independent contributions, Operational Stress has no significant contribution to General Health of Police Officers ($\beta = -.029$; $t = .604$; $p > .05$). This means that Operational Stress is less likely to independently influence General Health of Police Officers.

Results further showed that Instrumental Support ($\beta = .273$; $t = 4.824$; $p < .001$), Planning ($\beta = .151$; $t = 2.361$; $p < .05$), Active Coping ($\beta = .171$; $t = 2.957$; $p < .01$) and Self-Distraction ($\beta = .238$; $t = 4.768$; $p < .001$) were positive predictors of General Health among Police Officers with each contributing 27.3%, 15.1%, 17.1% and 23.8% respectively. On the other hand, Behavior Disengagement ($\beta = -.172$; $t = -2.485$; $p < .01$) and Religion ($\beta = -.124$; $t = -2.348$; $p < .05$) were found to be negative predictors of General Health with each reducing general health by 17.2% and 12.4% respectively. Others Coping Strategies were not significant.

Table 7: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on Self-Control among Police Officers

DV		R	R ²	df	F	β	T	Sig.
SC	(Constant)	.574	.329	15; 341	11.148, P<.001		2.849	.005
	STRESS					.039	.828	.408
	SD					.281	5.656	.000
	Denial					.013	.255	.799
	Active					.117	2.023	.044
	SU					-.257	-3.448	.001
	ES					-.005	-.079	.937
	IS					-.024	-.434	.665
	BD					-.165	-2.388	.018
	Venting					.085	1.565	.118
	Positive					.180	3.781	.000
	Planning					.003	.046	.963
	Humor					.349	4.504	.000
	Accept					.239	3.922	.000
	Reg					.079	1.512	.132
	Self					-.018	-.214	.831

The results presented in Table 7 showed that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support,

Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance, Religion and Self-Blame) have jointly and significantly influenced Self-Control among Police Officers [$R=.574$, $R^2= .329$, $F(15; 341) = 11.148$; $t = 3.223$; $p < .01$]. The results showed that Operational Stress and Coping Strategies jointly accounted for 32.9% of the total variance observed in Self-Control of Police Officers. On the independent contributions, Operational Stress has no significant contribution to Self-Control of Police Officers ($\beta = .039$; $t = .828$; $p > .05$). This means that Operational Stress is less likely to independently influence Self-Control of Police Officers.

Results further showed that Active Coping ($\beta = .117$; $t = 2.023$; $p < .05$), Positive Reframing ($\beta = .180$; $t = 3.781$; $p < .001$), Humor ($\beta = .349$; $t = 4.504$; $p < .001$) Acceptance ($\beta = .239$; $t = 3.922$; $p < .001$) and Self-Distraction ($\beta = .281$; $t = 5.656$; $p < .001$) were positive predictors of Self-Control among Police Officers with each contributing 11.7%, 18.0%, 34.9%, 23.9% and 28.1% respectively. On the other hand, Substance Use ($\beta = -.257$; $t = -3.448$; $p < .01$) and Behavior Disengagement ($\beta = -.165$; $t = -2.388$; $p < .01$) were found to be negative predictors of Self-Control with each reducing self-control by 25.7% and 16.5% respectively. Other Coping Strategies were not significant.

Table 8: Multiple Linear Regression showing the Independent and Joint Influence of Operational Stress and Coping Strategies on Vitality among Police Officers

DV	R	R ²	df	F	B	T	Sig.
(Constant)	.520	.270	15; 341	8.407; $p < .001$		4.524	.000
STRESS					.005	.110	.912
SD					.168	3.247	.001
Denial					.120	2.265	.024
Active					-.183	-3.046	.003
SU					-.242	-3.111	.002
ES					.333	5.340	.000
IS					.124	2.101	.036
BD					-.255	-3.545	.000
Venting					-.205	-3.600	.000
Positive					.231	4.647	.000
Planning					.142	2.139	.033
Humor					-.076	-.943	.346
Accept					.116	1.816	.070
Reg					-.010	-.176	.861
Self					.299	3.366	.001

The results presented in Table 8 showed that Operational Stress and Coping Strategies (Self-Distraction, Denial, Active Coping, Substance Use, Emotional Support, Instrumental Support, Behavioral Disengagement, Venting, Positive Reframing, Planning, Humor, Acceptance,

Religion and Self-Blame) have jointly and significantly influenced Vitality among Police Officers [$R=.520$, $R^2=.270$, $F(15; 341) = 8.407$; $t = 4.524$; $p<.001$]. The results showed that Operational Stress and Coping Strategies jointly accounted for 27.0% of the total variance observed in Vitality of Police Officers. On the independent contributions, Operational Stress has no significant contribution to Self-Control of Police Officers ($\beta = .005$; $t = .110$; $p>.05$). This means that Operational Stress is less likely to independently influence Vitality of Police Officers.

Results further showed that Emotional Support ($\beta = .333$; $t = 5.340$; $p<.001$), Instrumental Support ($\beta = .124$; $t = 2.101$; $p<.001$), Positive Reframing ($\beta = .231$; $t = 4.647$; $p<.001$), Planning ($\beta = .142$; $t = 2.139$; $p<.05$), Self-Distraction ($\beta = .168$; $t = 3.247$; $p<.01$), Denial ($\beta = .120$; $t = 2.265$; $p<.05$) and Self-Blame ($\beta = .299$; $t = 3.366$; $p<.001$) were positive predictors of Vitality among Police Officers with each contributing 33.3%, 12.4%, 323.1%, 14.2%, 16.8%, 12.0% and 29.9% respectively. On the other hand, Active Coping ($\beta = -.183$; $t = -3.046$; $p<.01$), Substance Use ($\beta = -.242$; $t = -3.111$; $p<.01$) Behavior Disengagement ($\beta = -.255$; $t = -3.545$; $p<.001$), Humor ($\beta = -.076$; $t = -.943$; $p<.001$) and Venting ($\beta = -.205$; $t = -3.600$; $p<.001$) were found to be negative predictors of Vitality with each reducing Vitality by 18.3, 24.2%, 25.5% and 20.5% respectively. Others Coping Strategies were not significant.

Hypothesis IV

This hypothesis states that, Coping Strategies will significantly mediate the relationship between Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command.

This hypothesis was tested using Simple Mediation Analysis via Hayes Macro PROCESS and the results are presented and interpreted as seen below in 8-21

Table 9: Simple Mediation Analysis showing the Effect of Self-Distraction in the Relationship between Operational Stress and Psychological Wellbeing of Police Officers in Benue State

Path	Coefficient	SE	T	P value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0042	.0065	-.6452	>.05	-.0169	.0086	.0342	.0012	.4162
x*y*m(b)	-.1832**	.0697	-2.6284	<.01	-.3203	-.0461	.1613	.0260	4.7304*
IE	.0040	.0066			-.0085	.0184			

The results in Table 9 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Self-Distraction. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect =.0040, $p > .05$; CI (-.0085, .0184)]. This means Self-Distraction as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing among Police Officers.

Table 10: Simple Mediation Analysis showing the Effect of Denial in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0011	.0064	-.1635	>.05	-.0137	.0116	.0087	.0001	.0267
x*y*m(b)	-.1787**	.0699	-2.5569	<.01	-.3161	-.0412	.1433	.0205	3.7099*
IE	-.0006	.0044			-.0095	.0094			

The results in Table 10 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was denial. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = -.0006, $p > .05$; CI (-.0095; .0094)]. This means that Denial as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 11: Simple Mediation Analysis showing the Effect of Active Coping in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0006	.0075	-.0773	>.05	.9384	-.0153	.0041	.0000	.0060
x*y*m(b)	-.1777**	.0670	-2.6520	<.01	-.3094	-.0459	.3160	.0999	19.6379**
IE	-.0016	.0187			-.0379	.0367			

The results in Table 11 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Active Coping. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = $-.0016$, $p > .05$; CI ($-.0379$; $.0367$)]. This means that Active Coping as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 12: Simple Mediation Analysis showing the Effect of Substance Use in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0154	.0093	-1.6581	>.05	-.0338	.0029	.0877	.0077	2.7493
x*y*m(b)	-.1664**	.0698	-2.3835	<.01	-.3037	-.0292	.1737	.0302	5.5088*
IE	-.0128	.0103			-.0375	.0017			

The results in Table 12 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Substance Use. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = $-.0128$, $p > .05$; CI ($-.0375$; $.0017$)]. This means that Substance Use as a coping strategy is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 13: Simple Mediation Analysis showing the Effect of Emotional Support in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0173*	.0075	-2.3167	<.05	-.0320	-.0026	.1220	.0149	5.3673*
x*y*m(b)	-.1496*	.0693	-2.1585	<.05	-.2858	-.0133	.2262	.0512	9.5469**
IE	-.0297*	.0134			-.0601	-.0076			

The results in Table 13 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor

variable for the analysis was Operational Stress. The mediator variable for the analysis was Emotional Support. The indirect effect of Operational Stress on Psychological Wellbeing was significant [Effect = $-.0297$, $p < .05$; CI ($-.0601$; $.0076$)]. This means that Emotional Support as a Coping Strategy mediated the relationship between Operational Stress and Psychological Wellbeing of Police Officers. This implies that Emotional Support as a mediator reduces the effects of Operational Stress on Psychological Wellbeing of Police Officers.

Table 14: Simple Mediation Analysis showing the Effect of Instrumental Support in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0260*	.0080	-3.2387	<.05	-.0418	-.0102	.1694	.0287	10.4893**
x*y*m(b)	-.1656**	.0709	-2.3372	<.01	-.3049	-.0263	.1475	.0218	3.9379*
IE	-.0136	.0114			-.0380	.0073			

The results in Table 14 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Instrumental Support. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = $-.0136$, $p > .05$; CI ($-.0380$; $.0073$)]. This means that Instrumental Support as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 15: Simple Mediation Analysis showing the Effect of Behavioral Disengagement in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0221*	.0082	-2.6849	<.05	-.0384	-.0049	.1411	.0199	7.2089**
x*y*m(b)	-.1596**	.0703	-2.2714	<.01	-.2978	-.0214	.1701	.0289	5.2722*
IE	-.0196*	.0124			-.0479	-.0006			

The results in Table 15 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Behavioral Disengagement. The indirect effect of Operational Stress on Psychological Wellbeing was significant [Effect = $-.0196$, $p < .05$; CI ($-.0479$; $-.0006$)]. This means that Behavioral Disengagements as a Coping Strategy mediated the relationship between Operational Stress and Psychological Wellbeing of Police Officers. This implies that Behavioral Disengagement as a mediator reduces the effects of Operational Stress on Psychological Wellbeing of Police Officers.

Table 16: Simple Mediation Analysis showing the Effect of Venting in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0050	.0069	-.7264	>.05	-.0187	.0086	.0385	.0015	.5277
x*y*m(b)	-.1723**	.0693	-2.4841	<.01	-.3086	-.0359	.1915	.0367	6.7374*
IE	-.0070	.0089			-.0262	.0098			

The results in Table 16 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was venting. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = $-.0070$, $p > .05$; CI ($-.0262$; $.0098$)]. This means that Venting as a Coping Strategy has failed to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 17: Simple Mediation Analysis showing the Effect of Positive Reframing in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0180	.0154	-1.1664	>.05	-.0483	.0123	.0618	.0038	1.3606
x*y*m(b)	-.1647**	.0690	-2.3878	<.01	-.3003	-.0290	.2226	.0495	9.2247*
IES	-.0146*	.0084			-.0324	-.0002			

The results in Table 17 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Positive Reframing. The indirect effect of Operational Stress on Psychological Wellbeing was significant [Effect = -.0146, $p < .05$; CI (-.0324; -.0002)]. This means that Positive Reframing as a Coping Strategy mediated the relationship between Operational Stress and Psychological Wellbeing of Police Officers. This implies that Positive Reframing as a mediator reduces the effects of Operational Stress on Psychological Well-being of Police Officers.

Table 18: Simple Mediation Analysis showing the Effect of Planning in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	.0028	.0060	.4703	>.05	-.0090	.0147	.0250	.0006	.2212
x*y*m(b)	-.1881**	.0673	-2.7937	<.01	-.3206	-.0557	.3011	.0906	17.6408**
IE	.0089	.0208			-.0308	.0530			

The results in Table 18 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was planning. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = .0089, $p > .05$; CI (-.0308; .0530)]. This means that Planning is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 19: Simple Mediation Analysis showing the Effect of Humor in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0359	.0090	-3.9964	<.05	-.0536	-.0182	.2075	.0431	15.9710**
x*y*m(b)	-.1281*	.0703	-1.8235	>.05	-.2665	.0101	.2258	.0510	9.5105**
IE	-.0510*	.0183			-.0914	-.0200			

The results in Table 19 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Humor. The indirect effect of Operational Stress on Psychological Wellbeing was significant [Effect = -.0510, $p < .05$; CI (-.0914; -.0200)]. This means that Humor as a Coping Strategy mediated the relationship between Operational Stress and Psychological Wellbeing of Police Officers. This implies that Humor as a mediator reduces the effects of Operational Stress on Psychological Wellbeing of Police Officers.

Table 20: Simple Mediation Analysis showing the Effect of Acceptance in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0108	.0084	-1.2922	>.05	-.0273	.0056	.0684	.0047	1.6698
x*y*m(b)	-.1738**	.0700	-2.4839	<.01	-.3115	-.0362	.1472	.0217	3.9190*
IE	-.0054	.0064			-.0207	.0048			

The results in Table 20 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Acceptance. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = -.0054, $p > .05$; CI (-.0207; .0048)]. This means that Acceptance as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 21: Simple Mediation Analysis showing the Effect of Religion in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820*
Xm- (a)	-.0013	.0081	-.1620	>.05	-.0173	.0147	.0086	.0001	.0263
x*y*m(b)	-.1780**	.0695	-2.5597	<.01	-.3147	-.0412	.1739	.0303	5.5227**
IE	-.0013	.0078			-.0178	.0149			

The results in Table 21 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Religion. The indirect effect of Operational Stress on Psychological Wellbeing was not significant [Effect = -.0013, $p > .05$; CI (-.0178; .0149)]. This means that Religion is less likely to mediate the relationship between Operational Stress and Psychological Wellbeing of Police Officers.

Table 22: Simple Mediation Analysis showing the Effect of Self-Blame in the Relationship between Operational Stress and Psychological Well-being of Police Officers in Benue State

Path	Coefficient	SE	T	p value	95% CI		R	R ²	F
					LLCI	ULCI			
xy - (c)	-.1792**	.0699	-2.5655	<.01	-.3166	.0418	.1349	.0182	6.5820**
Xm- (a)	-.0290*	.0093	-3.1201	<.01	-.0473	-.0107	.1634	.0267	9.7350**
x*y*m(b)	-.1453*	.0700	-2.0740	<.05	-.3147	-.0412	.2050	.0420	7.7659**
IE	-.0340*	.0145			-.0658	-.0094			

The results in Table 22 is the outcome of a simple mediation analysis performed using PROCESS. The outcome variable for the analysis was Psychological Wellbeing. The predictor variable for the analysis was Operational Stress. The mediator variable for the analysis was Self-Blame. The indirect effect of Operational Stress on Psychological Wellbeing was significant [Effect = -.0340, $p < .05$; CI (-.0658; -.0094)]. This means that Self-Blame as a Coping Strategy mediated the relationship between Operational Stress and Psychological Wellbeing of Police Officers. This implies that Self-Blame as a mediator reduces the effects of Operational Stress on Psychological Wellbeing of Police Officers.

Hypothesis V

This hypothesis states that, age, sex and religion will have significantly interactive effect on the psychological well-being among police Officers in Benue State Police Command.

This hypothesis was tested using Multiple Linear Regression and the results and are tabulated and interpreted as shown in Tables 23 below.

Table 23: Multiple Linear Regression Analysis showing the influence of demographic factors on psychological well-being among police Officers in Benue State Police Command.

Variables	R	R²	F	β	T	p
Constant	.157	.025	1.398		15.158	.000
Age				-.003	-.028	.978
Sex				-.095	-1.628	.105
Religion				-.103	-1.647	.101

Criterion Variable: Psychological Wellbeing

The results presented in table 23 above showed that, there was no significant influence of demographic factors on psychological well-being of police Officers ($R = .157 = R^2 = .025$ ($F(6, 334) = 1.398, t = 15,158, p > .05$). This means that all the three demographic factors (Age, sex and religion) jointly and insignificantly contributed to 25.0% variation in psychological well-being among police Officers. There was also no significant independent influence of age ($\beta = -.003, p > .05$), sex ($\beta = -.095, p > .05$) and religion ($\beta = -.103, p > .05$) on psychological well-being. Therefore, the hypothesis that, age, sex and religion will have significantly interactive effect on the psychological well-being among police Officers in Benue State Police Command has been rejected.

DISCUSSION OF MAJOR FINDINGS

The discussion in this section is based on the stated and verified hypotheses in relationship to the study. Hypothesis one which stated that, There will be a significant influence of Operational Stress on Psychological Well-Being among Police Officers in Benue State Police Command was tested using Multiple Linear Regressions. Finding showed that, Operational Stress has made an independent significant negative contribution to Psychological Well-being of Police Officers. This implies that, higher level of Operational Stress leads to lower level of Psychological Well-being among Police Officers. This further means that Operational Stress has contributed in reducing Psychological Well-being of Police Officers. It further implies that, Operational Stress is a negative predictor of Psychological Well-being. Therefore hypothesis one has been confirmed.

The finding supports the work of Sandiso and Nicole (2018). Results from their study showed that, there is a negative relationship between Operational Stress and Psychological Well-being. It further revealed that, Operational Stress is one of the major determinants of Psychological Well-being among Police Officers. This mean that, the more Security Personnel perceives stress as a

result of operation they carried out, the more they encounter psychological problems because of the negative effect it has over their Psychological Well-being.

This finding is also in line with the work of Charles (2019) whose study shows a statistically significant influence of Operational Stress on Psychological Well-being. However, this study failed to give clear detail of how Operational Stress directly influences Psychological Well-being. The result tallies with the current study because, the findings further revealed that, the more problems or un-successful operations Officers experiences, the more it will affect their Psychological Well-being negatively. This also led to decreased morale, poor performance and hampered state of Psychological Well-being among Police Officers.

The implication of this finding is that, problems associated with Operational Stress are capable of diminishing Officers' state of Psychological Well-being. On the other hand, those with higher levels of Psychological Well-being amongst Police Officers tend to be better and able to reduce the impact of Operational Stress. This necessitates the need for awareness on willingness when screening applicants for recruitment.

Hypothesis two sought to find out if there will be a significant influence of Coping Strategies on Psychological Well-being among Police Officers in Benue State Police Command. The result made revelation on the contributions of various dimensions of Coping Strategies on Psychological Well-being. The result showed that Active Coping has significantly made the highest positive contribution to the total variance observed in Psychological Well-being, followed by Positive Reframing. Results further shows that, Humor, Planning and Emotional Support have significant positive contributions to state of Psychological Well-being. This finding is similar with that of Dyan and Hyanin (2020) who holds that, Active Coping, Positive Reframing, Humor, Planning and Emotional Support are Coping Strategies that leads to positive improvement in Psychological Well-being of Police Officers. The implication of these results is that, Police Officers who use Active Coping, Positive Reframing, Humor, Planning and Emotional Support are more likely to enjoy improved Psychological Well-being irrespective of unpleasant working condition.

Further results indicated that Self-Distraction had made the highest negative contribution on Psychological Well-being, followed by Self-Blame and Denial respectively. However, Venting, Acceptance, Religion, Behavior Disengagement, Substance Use and Instrumental Support had no independent significant contributions to changes in Psychological Well-being of Police Officers. It therefore means that these coping strategies are less effective to Police Officers using them.

This finding supports the outcome of a research conducted by Jonathan (2019) who holds that, Police Officers who predominantly used Self-Distraction, Self-Blame and Denial as Coping

Strategies are vulnerable to developing Psychological problems. This result is also similar with that of Salmon (2019) which revealed that, Venting, Acceptance, Religion, Behavior Disengagement, Substance Use and Instrumental Support have less determine factor on security Personnel's Psychological Well-being.

The implication of this result is that, these Coping Strategies (Venting, Acceptance, Religion, Behavior Disengagement, Substance Use and Instrumental Support) are less effective to Police Officers using them and cannot therefore be 100% reliable when trying to determine states of Psychological Well-being among Police Officers.

Hypothesis three sought to find out if there will be a significant joint influence of Operational Stress and Coping Strategies on Psychological Well-Being among Police Officers in Benue State Police Command. The results show that, Operational Stress and Coping Strategies jointly predicted Psychological Well-being of Police Officers. This implies that, Operational Stress perceived by Police Officers and Coping Strategies are independently and jointly predictors of Officers' state of Psychological Well-being. This further mean that, the higher officers perceives Operational Stress and have low Coping Strategies, the lower their state of Psychological Well-being will be.

This finding is in line with findings of Allen, Herst, Bruck and Sutton, (2018) which holds that, the Psychological Well-being of employee can be affected by joint contributions of problems arising from both Operational Stress and poor Coping Strategies. However, this finding goes contrary to the work of Ganster and Schaubroeck (2019) which noted that Operational Stress and poor Coping Strategies does not predict Psychological Well-being among workers, except when there are clear predisposed factors like health challenges, poor motivation, poor training and retraining among Personnel. Their finding further considered individual personality as other predisposed factor that determines state of individual Psychological Well-being.

Another finding that is similar to this finding is that of James (2015) who indentified Operational Stress and Coping Strategies as major determinants of Psychological Well-being among Police Officers. Based on his finding which was similar to this finding, he holds that: there is a need to always consider the implication of Operational Stress and Coping Strategies before assigning or deploying any Police Officer to carry out his/her primary assignments.

The implication of this finding is that, the understanding of the outcome of studies of this nature will be instrumental to Police Officers and the society because, it would help to ensure that, important factors relating to Operational Stress and poor Coping Strategies which the current study confirmed to have negative influence on Psychological Well-being of Police Officers are fully taken into consideration.

In regard to the six dimensions of Psychological Well-being (Anxiety, Depressed Mood, Positive Well-being, Self Control, General Health, and Vitality) it was found that Operational Stress and Coping Strategies Jointly and Significantly Predicted Anxiety, Depression, Positive Well-being, General Health, Self-Control and Vitality of Police Officers. This finding implies that, Operational Stress and officers' Coping Strategies contributed in determine their state of Psychological Well-being. This means that, Officers perceived to have been exposed to high Operational Stress tend to report low Psychological Well-being. On the other hand, Officers' level of coping (Coping Strategies) determines how high or low their state of Psychological Well-being would be.

This finding support Beata's (2018) finding which shows that Operational Stress and Coping Strategies jointly and significantly influenced Anxiety, Depression, Positive Wellbeing, General Health, Self-Control and Vitality among Military Personnel. These findings are also consistent with those reviewed literature, but defer in some other ways. For instant, Ilevbare and Ogunjimi (2016) investigated Operational Stress and Coping Strategies as predictors of Psychological Well-being among Policemen in a Zonal Division, Ile-Ife. The study revealed that Operational Stress and Coping Strategies only have a significant influence on Psychological Well-being of Policemen when other working conditions and training are neglected. However this finding is in line with previous finding of Joel (2018) who examined relationship between Police employees' Operational Stress, Coping Strategies and their state of Psychological Well-being in Gombe Metropolis. The result shows a clear positive relationship between Police employees' Operational Stress, Coping Strategies and their state of Psychological Well-being.

The implication of this finding is that, there is a need for officers to understand problems associated with Psychological Well-being which Operational Stress and Coping Strategies are found to be main determine factors. Also, the result from this finding will help to identify not just the individual contribution of Operational Stress and Coping Strategies in predicting Psychological Well-being among Police Officers; but it also helped with the fact on how each dimension of Psychological Well-being (Anxiety, Depressed Mood, Positive Well-being, Self Control, General Health, and Vitality) are affected by the predictor variables among Police Officers.

Hypothesis four was to find out if Coping Strategies will significantly mediate the relationship between Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command. This hypothesis was tested using Mediation Analysis as discussed below:

In view of result of Mediation Analysis showing the mediating effect of Self-Distraction in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; the outcome of a simple mediation analysis performed revealed that, the

indirect effect of Operational Stress on Psychological Well-being was not significant. This means, Self-Distraction as a coping strategy is less likely to mediate the relationship between Operational Stress and Psychological Well-being among Police Officers.

This result is in line with Lona (2020) who conducted a similar study and found out that; Self-Distraction has less mediating effect between Operational Stress and Psychological Well-being. This implies that, Officers who uses Self-Distraction as Coping Strategy to mediate between the levels of Operational Stress they face and their state of Psychological Well-being are likely to have low state of Psychological Well-being as the coping strategy may not be effective.

In respect of Simple Mediation Analysis showing the mediating effect of denial in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; results revealed shows that; the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that Denial as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers.

This finding is in consonance with the study carried out by Glenn (2019) whose work revealed that, Denial has less mediating effect in relationship between Operational Stress and Psychological Well-being. This implies that, Police Officers trying to denied realities and unpleasant conditions in connection with Operational Stress as their Coping Strategy to achieving high state of Psychological Well-being may end up experiencing low state of Psychological Well-being.

In view of simple Mediation Analysis showing the mediating effect of Active Coping in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; also revealed that, the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that Active Coping as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Well-being of police officers.

This result is in line with Alamirew (2017) who carried out a study on the mediating role of Active Coping between Operational Stress and Psychological Well-being in Northern Ethiopia. Although, the result was significant, but the result further revealed the less effectiveness of Active Coping in mediating the relationship between Operational Stress and Psychological Well-being. This implies that, even when police Officers tend to use Active Coping as their Coping Strategy to Operational Stress on Psychological Well-being, they may experience low state of Psychological Well-being.

In view of Simple Mediation Analysis showing the mediating effect of Substance Use in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command, the results revealed that, the indirect effect of Operational Stress on Psychological Well-being among Police Officers in Benue State was not significant. This means that Substance Use as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers. This finding is in line with the result of a research conducted by Bankimoon and Gayus (2019), which revealed that Operational Stress has less impact on Psychological Well-being when Substance Use mediates the two. This finding further implies that, Police Officers that use psychoactive substances as Coping Strategies to attained better state of Psychological Well-being at the midst of Operational Stress are likely to have or experience low state of Psychological Well-being.

In view of result of Simple Mediation Analysis showing the mediating effect of Emotional Support in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command, the results shows that; the indirect effect of Operational Stress on Psychological Well-being was significant. This means that, emotional support as a coping strategy mediated the relationship between Operational Stress and Psychological Well-being of Police Officers. This implies that Emotional Support as a mediator reduces the effects of Operational Stress on Psychological Well-being of Police Officers.

This finding is in line with the finding of a research conducted by Salmon (2019) to examine the mediating role of Emotional Support between Operational Stress and Psychological Well-being among Paramilitary Personnel in Tanzania. The study holds that, Perceived Emotional Support Partially mediated the association between Operational Stress and Psychological Well-being. Another result similar to this finding is that of a study carried out by Nukpezah (2018) on Emotional Support as mediating Factor between Operational Stress and Psychological Well-being among Military Personnel in Ghana. The results showed that, there is high level of Psychological Well-being as Emotional Support mediates between Operational Stress and Psychological Well-being. This implies that Police Officers that perceived Emotional Support as Coping Strategy in the midst of Operational Stress are likely to have high level of Psychological Well-being.

In regards to Simple Mediation Analysis showing the mediating effect of Instrumental Support in Between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command, the results shows that; the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that Instrumental Support as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers.

This result is in line with that of a research conducted by Johnson (2019) which revealed that, there is no mediating effect of Instrumental Support in the relationship between Operational Stress and Psychological Well-being. This means that, Police Officers that rely on Instrumental Support as their Coping Strategy are likely to experience a low level of Psychological Well-being.

In respect of the Simple Mediation Analysis showing the mediating effect of Behavioral Disengagement in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command, the results show that; the indirect effect of Operational Stress on Psychological Well-being was significant. This means that Behavioral Disengagement as a Coping Strategy mediated the relationship between Operational Stress and Psychological Well-being of Police Officers. This implies that behavioral disengagement as a mediator reduces the effects of Operational Stress on Psychological Well-being of Police Officers.

This result is in line with a study by Lawi and Rollans (2019) which examined Behavioural Disengagement as a mediating factor between Operational Stress and Psychological Well-being among Security Workers in Tarzan. The results of the mediation analysis in the said study showed that; induced Behavioural Disengagement significantly mediates the influence of Operational Stress on Psychological Well-being. A similar result to the current study was carried out by Nelson (2018) who examined the interaction effect of Behavioural Disengagement between Operational Stress and Psychological Well-being among Police Personnel in Lome Metropolis. The result confirmed that, there was an interaction effect of Behavioural Disengagement between Operational Stress and Psychological Well-being among Police Personnel. This implies that when Police Officers induced Behavioural Disengagement as a Coping Strategy in the midst of Operational Stress, they are likely to have a high level of Psychological Well-being.

In view of the result from Simple Mediation Analysis showing the mediating effect of Venting in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; results show that, the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that Venting as a Coping Strategy has failed to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers.

This result is consistent with that of Dunama (2020) who examined the mediating role of Venting between Operational Stress and Psychological Well-being. Although, the outcomes show that Operational Stress correlated Psychological Well-being, while Venting mediates the relationship between Operational Stress and Psychological Well-being; but the research also acknowledged the fact that, apart from Venting; some predisposed factors must have played a vital role otherwise, it

would have been insignificant. This implies that officers using Venting as Coping Strategy are likely to experience low state of Psychological Well-being.

In regard to the Simple Mediation Analysis showing the mediating effect of Positive Reframing in Between Operational Stress and Psychological Wellbeing of Police Officers in Benue State Police Command, the results revealed that, the indirect effect of Operational Stress on Psychological Well-being was significant. This means that positive Reframing as a Coping Strategy mediated the relationship between Operational Stress and Psychological Well-being of Police Officers. This implies that Positive Reframing as a mediator reduces the effects of Operational Stress on Psychological Well-being of Police Officers.

This result tallies with the outcome of a research conducted by Lebam, Dilosco and Maxwell (2018) to examine Positive Reframing as mediating Factor between Operational Stress and Psychological Well-being among Military Personnel in Afghanistan. The results of the study show that, Positive Reframing partially mediated Operational Stress and Psychological Well-being among Military Personnel. Another follow-up study was carried out in 2019 by Carlos. The result shows that; Positive Reframing is a strong mediating Factor between Operational Stress and Psychological Well-being among Military Personnel. This means that, when Police Officers adopt Positive Reframing as Coping Strategy from Operational Stress, they may likely report high state of Psychological Well-being.

In regards to simple Mediation Analysis showing the mediating effect of Planning in between Operational Stress and Psychological Well-being of Police Officers in Benue State, the results shows that; the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that Planning is less likely to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers.

This result is in line with that of Kaflum and Toffi (2016) who conducted a research on the Mediating role of Planning as Coping Style on the relationship between Operational Stress and Psychological Well-being among Malaysian Police Officers. The result revealed that, there was no mediation effect of Planning between Operational Stress and Psychological Well-being among Malaysian Police Officers. This implies that, no matter the level of Planning among Officers, it will not mediate the influence of Operational Stress on Officers' Level of Psychological Well-being.

In view of simple Mediation Analysis showing the mediating effect of Humor in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command, the results analyzed revealed that the indirect effect of Operational Stress on Psychological Well-being was significant. This means that Humor as a Coping Strategy

mediated the relationship between Operational Stress and Psychological Well-being of Police Officers. This implies that Humor as a mediator reduces the effects of Operational Stress on Psychological Well-being of Police Officers.

This result is in line with the result of Joel and David (2020) who researched to examine whether Humor as Coping Strategies can mediate between Operational Stress and Psychological Well-being among military Personnel fighting Boko Haram in North Eastern Nigeria. Although, their findings were also significant; it further revealed that, Humor is an effective Coping Strategy that mediates between Operational Stress and Psychological Well-being; through which Officers can attain high state of Psychological Well-Being. This implies that, low state of Humor can lead to a weaker interaction between Operational Stress and Psychological Well-being when sense of Humor is not prioritized.

In respect of simple Mediation Analysis showing the mediating effect of Acceptance in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; the results show that, the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that, Acceptance as a Coping Strategy is less likely to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers.

This result is in line with that of Andrew and Kole (2019) who conducted a study among Transport Workers in Abuja (FCT) to explore Acceptance as the mediating factors involved in the relationship between Operational Stress and Psychological Well-being. The results indicated that, Acceptance is significantly not a mediating factor between Operational Stress and Psychological Well-being. This implies that Police Officers who use Acceptance as a Coping Strategy between Operational Stress and Psychological Well-being are likely to Experience low state of Psychological Well-being.

In regards to simple Mediation Analysis showing the mediating effect of Religion in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; the results revealed that, the indirect effect of Operational Stress on Psychological Well-being was not significant. This means that Religion is less likely to mediate the relationship between Operational Stress and Psychological Well-being of Police Officers.

This result is in line with a result of a study conducted by Laban (2017) to examine Religion as mediating factor between Operational Stress and Psychological Well-being among Paramilitary Officers in Malaysia. Basically, the study investigated the interaction/mediation effects of Religion, between Operational Stress and Psychological Well-being. Results from the said study revealed that, Religion is not a strong mediating factor between Operational Stress and

Psychological Well-being and therefore has less effect in determining the state of individual Psychological Well-being. This means that, Police Officers who use Religion to cope in the midst of Operational Stress are likely to experience low state of Psychological Well-being.

In view of simple Mediation Analysis showing the mediating effect of Self-Blame in between Operational Stress and Psychological Well-being of Police Officers in Benue State Police Command; the results shows that, the indirect effect of Operational Stress on Psychological Well-being was significant. This means that Self-Blame as a Coping Strategy mediated the relationship between Operational Stress and Psychological Well-being of Police Officers. This implies that Self-Blame as a mediator reduces the effects of Operational Stress on Psychological Well-being of Police Officers.

This result is in line with a study conducted by Liekanus and James (2017) to ascertain the mediating and moderation role of Self Blame between Operational Stress and Psychological Well-being among Soldiers in Tanzania. The result shows that, there is a mediating and moderation role of Self Blame between Operational Stress and Psychological Well-being. This mean that officers that uses Self-Blame as Coping Strategy are likely to report high state of Psychological Well-being. This further implies that, during and after traumatic occurrences, Police Officers' appraisals of the occurrences affect how stressful they perceived the event, their beliefs on what caused the event, meanings they may derive from the event and changes they can make in their future behavior which determine individual positive or negative state of Psychological Well-being.

Hypothesis five was to find out if Sex, Age and religion will independently and jointly predict psychological well-being among police Officers in Benue State Police Command. The hypothesis was statistically insignificant and was rejected. This finding is in consonance with the study carried out by (Winfree, Guiterman & Mays, 2017) whose work revealed that, demographic factors such as sex, age and religion among others are not factors that determine psychological well-being among employees. This finding on the other hand goes contrary to that of (Burke, 2019). According to him, demographic factors are complex phenomenon that must be specified; before one can conclude whether they can predict psychological well-being or not. (Bastemur, 2017) conducted a study that is in line with finding. Their work revealed that sex, age and religion do not influence psychological well-being among employees. They further noted that, for demographic factors to influence psychological well-being, they must be accompanied by other predisposed factors. The implication of this finding is that; as much as, there is no way one can do away with demographic variables when it comes to predictors of psychological well-being, but they are not to be considered as independent predictors. Nevertheless this finding will help to discourage focusing on demographic factors as only predisposed factors, determinants and predictors of psychological well-being.

Conclusion and Recommendations

Conclusively, the present study examines operational stress and psychological wellbeing among Police Officers in Benue State Police Command: the mediating role of coping strategies and the main findings of the study are summarized as follows:

- i.** Operational Stress is a significant determinant of Psychological Well-Being among Police Officers in Benue State Police Command.
- ii.** Coping Strategies is a significant predictor of Psychological Well-Being among Police Officers in Benue State Police Command.
- iii.** Operational Stress and Coping Strategies are significant joint predictors of Psychological Well-Being among Police Officers in Benue State Police Command
- iv.** Self-distraction, Denial, Active Coping, Substance Use, Instrumental Support, Venting, Planning, Acceptance and Religion are not significant mediators between operational stress and psychological well-being among Police Officers in Benue State Police Command; while emotional support, behavioral disengagement, positive, reframing, humor, and self-blame are significant mediators between Operational Stress and Psychological Well-being among Police Officers in Benue State Police Command.
- v.** Sex, age and religion did not independently or jointly influenced psychological well-being among police Officers in Benue State Police Command.

Based on the findings of this study, the following recommendations were hereby advanced:

- i.** Police Officers should be enlightened on how to manage Operational stress.
- ii.** On policy basis, it was therefore recommended that Government/Police Management Team should evolve policies that are aimed at training and retraining of Police Officers on appropriate Coping Strategies; which will help in reducing Operational Stress and on the other hand increase high level of Psychological Well-being among Police Officers.
- iii.** Also, Non-governmental organizations with caring mind for the Police should support Police with logistics that will help reduce Operational Stress. This will help the Officers to achieve high state of Psychological Well-being and enhance better policing among Officers.
- iv.** Finally, more researches should be encouraged on the subject matter for further identification of long term solutions to the problems affecting Psychological Well-Being of Police Officers in Benue State Police Command in particular, and Nigeria at large.

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