

Influence of Work-Family Conflict and Work Stress on the Psychological Well-Being among Police Officers in Makurdi Metropolis.

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ABSTRACT

This study investigated the influence of work-family conflict and work stress on the psychological well-being among police Officers in Makurdi metropolis. The study employed a cross-sectional survey design, where three hundred and forty six (346) police Officers consisting of 202 (58.7%) males and 143 (41.3%) females were used for the study. Their ages ranged from 18 to 64 years with the Mean of 41.161 (SD=11.226). Work- Family Conflict Scale (WFCS), Workplace Stress Scale (WSS) and Ryff's Psychological Well-being Scale (RPWS) were used for data collection. Statistical analysis involved the use of Multiple regression. Findings from the hypotheses indicated that, work-family conflict significantly influenced psychological well-being among police Officers in Makurdi metropolis. Work stress significantly influenced psychological well-being among police Officers in Makurdi metropolis. Finally, the result showed that, work-family conflict and work stress had significant negative joint influence on psychological well-being among police Officers in Makurdi metropolis. Based on the findings, it was recommended that, Police Officers should be enlightened on how to manage work-family conflict and work stress. On policy basis, it was therefore recommended that government should evolve policies that are aimed at reducing work-family conflict and work stress among police Officers. Also, nongovernmental organizations with caring mind for the police Officers should help reduce work-family conflict and work stress, so as to enhance better policing by the Officers. 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 Makurdi metropolis in particular, and Nigeria at large.

Keywords: work-family conflict, work stress, demographic factors, psychological well-being, police Officers and metropolis.

INTRODUCTION

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 (Archontakil, Lewis, & Bates, 2012; Diener & Seligman, 2002). According to Diener (1997) psychological well-being refers to how people evaluate their life 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. Thus, people experience level of subjective well-being even if they do not often consciously think about it, and the psychological system offers virtually a constant evaluation of what is happening to them.

Psychological well-being can also be defined in terms of internal experience of the respondents and perception of their lives (Harter, Schmidt, & Keyes, 2002). Literatures on psychological well-being have progressed rapidly since the emergence of the field over five decades ago (Archontakil, Lewis, & Bates, 2012). Also, recent surveys show how psychologists and other social scientists have taken huge steps in their understanding of the factors influencing psychological well-being (Christopher, 2015). Therefore, 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, which includes psychological, social, economic, spiritual or medical state. Many studies found a rich and fulfilling social life and a network of close social support with family and friends as being strongly correlated with psychological well-being. A study of the happiest 10% of college students showed that those found to engage in large amounts of social activity were the happiest (Diener & Seligman, 2002). Consistent with the conclusions from this study was the experiment conducted by Fleeson, Malanos and Achille (2002) where both extroverted and introverted college students were asked to record their activities and moods over a period of 3 weeks in a diary. The results showed that, both groups were happiest when engaged in 'extroverted' activities. Both of these studies support the theory that, social participation is a strong predictor of psychological well-being. Indeed, it is easy to see why extroverts have a predisposition to greater levels of psychological well-being, given their propensity to socialize more. However, this does not explain the findings of Diener, Sandvik, Pavot and Fujita (1992) which showed that, whether extroverts lived alone or with others, whether they had jobs which involved working with other people or not and whether they lived in rural or urban areas, extroverts were happier than introverts. This raises the question as to whether the social aspects that lead to greater experiences of positive affect have been over emphasized.

One variable that is found to be implicated in psychological well-being of police officers is Work-family conflict which is also described as an inter-role conflict (Greenhaus & Beutell, 1985). Work-family conflict occurs when meeting the demands of a particular role is incompatible with full compliance with another role, thereby producing strain. Presently, a more contemporary view of the work and family interface is developing; one that is not limited to conflict, but allows for examination of how family and work domains can enhance or enrich one another (Greenhaus & Parasuraman, 1999; Greenhaus & Powell, 2006). Many researchers have examined work-family conflict and referred it to negative work-family spillover, work-family interference and work-family tension (Greenhaus & Parasuraman, 1999). Work-family conflict was originally seen as a one-dimensional construct (Greenhaus & Parasuraman, 1999). Studies by Greenhaus and Beutell, (1985); Gutek, Searle, and Klepa, (1991) have suggested that conflict between work and family can originate sometime in domain. Now the reciprocal nature of the work-family conflict has been recognized. In other words, conflict can arise from work interfering with family or family interfering with work. Both work and family are central to one's life but these roles do not always readily reconcile, in particular when workers are

faced with major stressors in the workplace and long working hours (Louw & Viviers 2010), such as the police force. Work-family conflict has a significant influence on family distress, which is the experience of stress associated with one's family role. According to Mostert and Joubert (2005), balancing work and family life has become an increasing challenge for working individuals.

Studies have shown that, organizations continue to foster a high level of cognitive and emotional commitment amongst employees resulting in employees working extra or longer hours due to work demands (Lewis & Cooper, 2005). This leads to higher stress which gets exacerbated by their family roles. As work-family conflict increases, so does the level of family distress. As one experiences conflict between his work and family roles, he or she is likely to have more distress at home, in trying to deal with the conflict that has arisen from any of the two roles (work or family). Police officers experience high stress levels, brutality, corruption and risk of suicide (Young, 2012) so it is imperative that their stressors are effectively managed. Comparing police force work with other occupations, Sever and Cinoglu (2010) considered police job to be highly stressful. They further argue that the families of the police officers also get affected by the stress that officers experiences. Work-family conflict antecedents include work role stressors, work-role involvement, work social support, work characteristics and personality (Michael, 2011).

Apart from stress arising from work-family conflict, police officers suffer from work stress. According to Christopher, (2014) work stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities, which challenge their ability to cope. Police profession is meeting numerous of critical work problems which are described as having negative influence on officers' psychological well-being (Joseph (2015). On his part; (Christopher, 2015) added that: while handling the criminal offences, the police officers encounter violence, cruelty and indifference to the welfare of others. In one perspective they try to meet the conflicting demands of the public at the same time they face bureaucracy in their own organizations, internal politics and rigid traditional style of management.

Work stress is a critical factor in determining workers' health and psychological well-being. It is a phenomenon that has generated interest of researchers due to its negative perception and bio-medical effects on human behavioural manifestation. Stress has been described as a bio-chemical and behaviour reactions associated with fight or flight response (Joseph, 2015). Stress is scientifically used as a psychological precursor of illness; and serves as a catchall for anxiety, discomfort, and the likes. In some of the studies, it is identified that, being a police officer is a stressful job (Christopher, 2015). Police officers experiencing high levels of work stress, report a high incidence of physical syndrome and psychological problems that affect their psychological well-being (Joseph, 2015). Stress can be referred to as the psychological factor that is harmful to physical and psychological health and dangerous to individuals' psychological well-being. Many researchers found that such a long shifts, violence, traumatic events, murder, assault, and other inherent danger, organizational factors are some important factors that affects psychological well-being of police (Mohren, 2003; Ursin & Eriksen, 2004). Police force is considered as one of the most stressful occupations, exposing staff to occupational, organizational, and personal stressors (Alexander, 1999; Paton & Violanti, 1999; Anshel, 2000). Significant research findings have documented that prolonged stress has negative effects on individual health and psychological well-being (Mohren, 2003; Ursin & Eriksen, 2004), as well as employees' attitudes towards the organization (Cropanzano, Rupp, & Byrne, 2003). Among many professional adverse effects of work stress are job dissatisfaction,

poor public relations, reduced productivity, absenteeism, and high staff turnover; adverse personal effects, anxiety, depression, and burnout (Gershon, 2002).

STATEMENT OF PROBLEM

Nigeria Police officers occupy a central role in protection of lives and properties, maintaining law and order as well as providing a safe and secure environment for Nigerians. Experience has shown that, officers are faced with a lot of challenges, in the course of carrying out their primary assignments. These challenges occur as a result of a sharp rise in insecurity across the country; whereby, officers are faced with cases of arm robbery, kidnappings, terrorism (Boko Haram insurgency/militancy), and religious/communal crisis among others.

Many officers share their time between family and work activities, since there is no one left behind as a permanent home maker. This trend has given birth to a situation known as work-family conflict among Police officers (Soul, John & Barnabas, 2014). Another problem police Officers faced in the discharge of their duties is work stress. Thus, Officers are faced with a lot of stress emanating from the demands of their work. These challenges has tendency to hamper the Officers' psychological well-being, as they struggle to cope with pressure from each angle (Saidu, 2013).

Consequences of these problems go beyond boundaries of the police circle. It affects every family, community and the country at large. Studies have linked negative effect on psychological well-being of police Officer to the sharp rise in incidences of extra-judicial killing of innocent citizens by the officers, unprofessional policing and lack of self confidence to combat crime (Pamson & John, 2013). These problems increase day by day and even led to the order of the inspector general of police; Arase to subject police officers whose duty include carrying of fire arms to undergo psychological test and evaluation (Olabisi, 2016).

Finally, not much study of this nature were carried out in the study area therefore, the understanding of Work-family Conflict and Work Stress 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 negative influence of work-family conflict on psychological well-being among police officers in Makurdi metropolis.
- ii. There will be a significant negative influence of work stress on psychological well-being among police officers in Makurdi metropolis.
- iii. There will be a significant joint negative influence of work-family conflict and work stress on psychological well-being among police officers in Makurdi metropolis.

METHOD

Design

This study employed a cross-sectional survey design to elicit information from respondents on the influence of work-family conflict and work stress on the psychological well-being among police officers in Makurdi Metropolis Benue State. This research design enabled the researcher elicited information from respondents (police officers) cutting across different sex, age, rank, marital status, education, and income working in Makurdi Metropolis, which adequately measured the study variables. The independent variables in this study are work-family conflict and work stress while the dependent variable is psychological well-being.

Setting

The study was conducted among police officers serving in Makurdi metropolis; a capital city of Benue state, located in central Nigeria along the Benue River; 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, June, 2016). 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 respectively.

Sampling

A purposive sampling technique was used for the study. Purposive sampling is the procedure in which the investigator identifies individuals who are considered to be typical of the population and select them as the sample (Akinsola, 2005). Therefore the researcher recruited only Police Officers who volunteered within the study area.

Sample Size Determination

However, in order to determine sample size of the study, Taro Yamane's (1967) formula was used from the population of 2,450 police officers working in police formations within Makurdi metropolis (Nigeria Police Force, June, 2016).

$$n = \frac{N}{1 + N(e)^2}$$

Where:

n = the sample size

N = the population size

E = the tolerable sample error (0.05)

Therefore substituting the formula stated above

$$n = \frac{2450}{1 + 2450 (0.05)^2}$$

$$n = \frac{2450}{1 + 2450 (0.0025)}$$

$$n = \frac{2450}{1 + 6.125}$$

$$n = \frac{2450}{7.125}$$

$$n = 346$$

Participants

The participants for this research cut-across Police Officers of different sex, age, rank, marital status, education and income, in Makurdi metropolis, which were purposely drawn from the state headquarters, 13 Mobile Police Force, A division, B division, C division, D division and E divisional police headquarters. The size of the population is 2,450 Police Officers from all police formations within Makurdi metropolis, while 346 were sample for the study.

Instruments

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

- i. Work- Family Conflict Scale (WFCS)
- ii. Workplace Stress Scale (WSS)
- iii. Ryff's Psychological Well being Scale (RPWS)

i. Work-Family Conflict Scale (FWCS)

was developed by Vermeulen and Sonubi (2015). Work-Family Conflict Scale (FWCS) is 15 item scale designed to measure work-family pressure among workers. The scale is scored on a 5-point Likert-type scale (1 = strongly disagree, 2 = disagree, 3 = undecided, 4 = agree and 5 = strongly agree). The scale originally has a test-retest reliability coefficient of between .68 and .93 (Vermeulen & Sonubi, 2015).

ii. Workplace Stress Scale

was developed by Marlin and American Institute of Stress (Yonkers, 2001) Workplace Stress Scale is 8-item scale designed to measure work stress among employees. The scale is scored on a 5-point Likert-type scale ranging from 1 = Never, 2= Rarely, 3 = Sometimes, 4 = Often to 5 =Very Often. Total score of 15 or lower indicate that stress is not a problem. Total score 16 to 20 is fairly low stress level. Total score 21-25 indicate moderate stress. Total score 26-30 indicate severe level of stress. The wrong time, and might benefit from counseling. Total score 31- 40 (2%) show that stress level is potentially dangerous. The instrument has overall norms: 18.4, for Men: 18.6; Women: 18.1. Ages 18-34: 17.6; Ages 35-49: 19.2; Ages 50+.

iii. Ryff's Psychological Well being Scale (RPWS)

is a widely-used instrument designed by Ryff (1989). A 62-item Ryff's Psychological Well-Being Scales (RPWS) was designed to measure six dimensions of psychological well-being which include: a positive attitude toward oneself and one's past life (self-acceptance), high quality, satisfying relationships with others (positive relations with others), a sense of self-determination, independence, and freedom from norms (autonomy), having life goals and a belief that one's life is meaningful (purpose in life), the ability to manage life and one's surroundings (environmental mastery), and being open to new experiences as well as having continued personal growth (personal growth).

Psychological Well-Being Scales (RPWS) is scored based on 4-point likert scale of strongly agree=4; agree=3; disagree=2 and strongly disagree=1. However, items 1, 6, 17, 23, 34, 42 and 57 are scored in a reverse order. The total score for each respondent is arrived at by sum up scores for each item.

Psychological Well-Being Scales (RPWS) was originally validated on a sample of 321 well-educated, socially connected, financially-comfortable and physically healthy men and women (Ryff 1989). The internal consistency coefficients were quite high (between 0.86 and 0.93) and the test-retest reliability coefficients for a subsample of the participants over a six week period were also high (0.81-0.88).

Pilot Study

In order to ensure reliability and validity of instruments used on indigenous and study sample, the instruments were subjected to pilot study using police Officers in Otukpo Area Command, Benue State. For this pilot study, a total number of 103 copies of instruments were administered to the participant using conveyance sampling in which each officer were contacted while on duty to response voluntarily. Out of these number distributed only 97 were returned representing the return rate of 99.9%. 6 copies representing 6.2% were not returned. Result indicated the following:

In the current study the Work-Family Conflict Scale has a Cronbach's alpha of .83 and total variance of 67.506 indicating that the test items are highly reliable and validly measures 67.5% of work-family conflict among police officers

In the current study the Work Place Scale has a Cronbach's alpha of .62 and total variance of 52.179 indicating that the test items are highly reliable and validly measures 52.2% of work place stress among police officers

In the current study the Rift Psychological Well-being Scale has a Cronbach's alpha of .87 and total variance of 67.506 indicating that the test items are highly reliable and validly measures 76.9% of psychological wellbeing among police officers. The six dimensions of the scale have Cronbach's Alpha .72, .66, .78, .69, .72 and .70 for autonomy, environmental mastery, personal growth, positive relations, purposive in life and self-acceptance

Procedure

In the course of the research, the researcher personally administered the questionnaire to officers of the Nigeria police force within Makurdi metropolis purposively; state Headquarter, 13 police mobile force, A division, B division, C division, D division and E divisional police headquarters respectively. The researcher first took a letter of introduction from the Department of Psychology to the Commissioner of Police Benue state command Makurdi. Approval was given and the researcher established rapport with the respondents; after which their consent was sought. Finally, questionnaires were administered to them with assurance that the information will be handled with confidentiality.

Data Analysis

The researcher used 21 version of statistical package for social sciences (SPSS) to analyze the data in which the correlation analysis was first used to find out the reliability and validity of the instruments. The final statistics used was Regression analysis of variance. Multiple Regressions were chosen to test whether there will be a significant negative influence of work-family conflict on psychological well-being among police officers in Makurdi metropolis, whether there will be a significant negative influence of work stress on psychological well-being among police officers in Makurdi metropolis and whether there will be a significant joint negative influence of work-family conflict and work stress on psychological well-being among police officers in Makurdi metropolis.

RESULTS

This study examined the influence of work-family conflict and work stress psychological well-being among police Officers in Makurdi Metropolis. In regards to this, data were collected, tested and this chapter presents results derived from data analysis according to the stated hypotheses.

Hypotheses Testing

Hypotheses I: This hypothesis states that there will be a significant negative influence of work-family conflict on psychological well-being among police Officers in Makurdi metropolis.

This hypothesis was tested using Regression Analysis and the results are tabulated and interpreted as shown below.

Table 1: Multiple regression showing the negative influence of work-family conflict on psychological well-being among police Officers in Makurdi Metropolis

Variables	<i>R</i>	<i>R</i> ²	<i>F</i>	β	<i>T</i>	<i>P</i>
Psychological Wellbeing	.228	.052	18.890		25.385	.000
Constant				-.228	-4.346	.000
Work-family Conflict						
Autonomy						
Constant	.138	.019	6.652		14.809	.000
Work-family Conflict				-.138	-2.579	.010
Environmental Mastery						
Constant	.221	.049	17.701		18.188	.000
Work-family Conflict				-.221	-4.207	.000
Personal Growth						
Constant	.207	.043	15.405		17.864	.000
Work-family Conflict				-.207	-3.925	.000
Positive Relations						
Constant	.252	.064	23.356		21.340	.000
Work-family Conflict				-.252	-4.833	.000
Purpose in Life						
Constant	.136	.019	6.489		16.778	.000
Work-family Conflict				-.136	-2.549	.011
Self-acceptance						
Constant	.041	.002	.587		14.756	.000
Work-family Conflict				-.041	-.766	.444

Criterion Variable: Psychological Well-being

The results presented in table 1 above revealed that there was a significant negative influence of work-family conflict on psychological well-being of police Officers in Makurdi metropolis ($R = .228$ and $R^2 = .052$ ($F(1, 344) = 18.890$, $t = 25.385$, $p < .05$). This means that work-family conflict contributes 52.0% to changes in psychological well-being of police Officers. This finding implies that higher level of work-family conflict is likely to leads to lower level of psychological well-being among police Officers. Therefore, this research hypothesis has been confirmed and the null hypothesis rejected.

The results presented in table 1 with regards to dimensions of psychological well-being indicated that there was a significant negative influence of work-family conflict on autonomy of police Officers ($\beta = -.138$, $p < .010$). The result further showed that work-family conflict contributes 19.0% to changes in autonomy of police Officers. This finding implies that higher level of work-family conflict leads to lower level of police Officers' autonomy.

The results presented in table 1 further showed that there was a significant negative influence of work-family conflict on environmental mastery of police Officers ($\beta = -.221$, $p < .000$). The result also indicated that work-family conflict made a significant contribution of 49.0% to changes in environmental mastery of police Officers. This finding implies that higher level of work-family conflict leads to decline in environmental mastery of police Officers.

The results presented in table 1 in respect of hypothesis I indicated that there was a significant negative influence of work-family conflict on personal growth of police Officers ($\beta = -.207$, $p <$

.000). The result also showed that work-family conflict contributes 43.0% to decline in personal growth of police Officers. This finding implies that higher level of work-family conflict is likely to affect personal growth of police Officers negatively.

Similarly, the results presented in table 1 in respect of hypothesis I showed that there was a significant negative influence of work-family conflict on positive relations among police Officers ($\beta = -.252, p < .000$). The further means that work-family conflict contributes 43.0% to decline in positive relations of police Officers. This finding implies that higher level of work-family conflict is likely to affect positive relations of police Officers negatively.

Furthermore, the results presented in table 1 in respect of hypothesis I indicated that there was a significant negative influence of work-family conflict on purpose in life among police Officers ($\beta = -.136, p < .011$). The result further showed that work-family conflict contributes 19.0% to decline in purpose in life of police Officers. This finding implies that higher level of work-family conflict is likely to affect purpose in life of police Officers negatively.

Finally, the results presented in table 1 in respect of hypothesis I indicated that there was no significant negative influence of work-family conflict on self-acceptance among police Officers ($\beta = -.041, p > .444$). The result further indicated that work-family conflict insignificantly contribute 2.0% to decline in self-acceptance of police Officers. This finding implies that higher level of work-family conflict is less likely to affect self-acceptance of police Officers negatively.

Hypotheses II: This hypothesis states that there will be a significant negative influence of work stress on psychological well-being among police Officers in Makurdi metropolis.

This hypothesis was tested using Regression Analysis and the results are tabulated and interpreted as shown below.

Table 2: Multiple regression analysis showing the negative influence of work stress on psychological well-being among police Officers in Makurdi Metropolis.

Variables	R	R ²	F	β	T	P
Psychological Wellbeing	.223	.050	17.975		25.115	.000
Constant				-.223	-4.240	.000
Work Stress						
Autonomy						
Constant	.125	.016	5.464		15.633	.000
Work Stress				-.125	-2.337	.020
Environmental Mastery						
Constant	.179	.032	11.369		18.472	.000
Work Stress				-.179	-3.372	.001
Personal Growth						
Constant	.212	.045	16.128		19.201	.000
Work Stress				-.212	-4.016	.000
Positive Relations						
Constant	.256	.086	24.144		22.898	.000
Work Stress				-.256	-4.914	.000
Purpose in Life						
Constant	.110	.012	4.230		17.507	.000
Work Stress				-.110	-2.057	.040
Self-acceptance						
Constant	.111	.013	4.247		17.347	.000
Work Stress				-.111	-2.061	.040

Criterion Variable: Psychological Wellbeing

The results presented in table 2 above showed that there was a significant negative influence of work stress on psychological well-being of police Officers in Makurdi metropolis ($R = .223 = R^2 = .050$ ($F(1, 344) = 17.975, t = 25.115, p < .05$). This means that work stress contributes 50.0% to changes in psychological well-being of police Officers. This finding implies that higher level of work stress is likely to leads to lower level of psychological well-being among police Officers. Therefore, this research hypothesis has been confirmed and the null hypothesis rejected.

The results presented in table 2 with regards to dimensions of psychological well-being showed that there was a significant negative influence of work stress on autonomy of police Officers ($\beta = -.125, p < .020$). The result further means that work stress contributes 18.0% to changes in autonomy of police officers. This finding implies that higher level of work stress leads to lower level of police Officers' autonomy.

The results presented in table 2 further showed that there was a significant negative influence of work stress on environmental mastery of police Officers ($\beta = -.179, p < .001$). The result further indicated that work stress made a significant contribution of 32.0% to changes in environmental mastery of police Officers. This finding implies that higher level of work stress is leads to decline in environmental mastery of police Officers.

Similarly, the results presented in table 2 in respect of hypothesis II indicated that there was a significant negative influence of work stress on personal growth of police Officers ($\beta = -.212, p < .000$). The result further means that work stress contributes to 45.0% decline in personal

growth of police Officers. This finding implies that higher level of work stress is likely to affect personal growth of police Officers negatively.

The results presented in table 2 in respect of hypothesis II indicated that there was a significant negative influence of work stress on positive relations among police Officers ($\beta = -.256, p < .000$). The result further indicated that work stress contributes 86.0% decline in personal growth of police officers. This finding implies that higher level of work stress is likely to affect positive relations of police Officers negatively.

The results presented in table 2 in respect of hypothesis II indicated that there was a significant negative influence of work stress on purpose in life among police Officers ($\beta = -.110, p < .040$). The result further means that work stress contributes 12.0% to the decline in purpose in life of police officers. This finding implies that higher level of work stress is likely to affect purpose in life among police Officers negatively.

The results presented in table 2 in respect of hypothesis II indicated that there was a significant negative influence of work stress on self-acceptance among police Officers ($\beta = -.111, p < .040$). This result further showed that work stress significantly contributes 13.0% to the decline in self-acceptance of police Officers. This finding implies that higher level of work stress is likely to affect self-acceptance of police Officers negatively.

Hypotheses III: This hypothesis states that there will be a significant joint negative influence of work-family conflict and work stress on psychological well-being of police Officers in Makurdi metropolis.

This hypothesis was tested using Regression Analysis and the results are tabulated and interpreted as shown below.

Table 3: Multiple regression analysis showing the negative joint influence of work-family conflict and work stress on psychological well-being among police Officers in Makurdi Metropolis.

Variables	<i>R</i>	<i>R</i> ²	<i>F</i>	β	<i>T</i>	<i>p</i>
Psychological Wellbeing	.278	.077	14.358		23.451	.000
Constant				-.175	-3.203	.001
Work-family Conflict				-.167	-3.061	.002
Work Stress						
Autonomy						
Constant	.162	.026	4.639		13.465	.000
Work-family Conflict				-.109	-1.942	.053
Work Stress				-.090	-1.611	.108
Environmental Mastery						
Constant	.249	.062	11.354		16.701	.000
Work-family Conflict				-.183	-3.318	.001
Work Stress				-.121	-3.193	.029
Personal Growth						
Constant	.258	.067	12.231		16.909	.000
Work-family Conflict				-.156	-2.829	.005
Work Stress				-.162	-2.951	.003
Positive Relations						
Constant	.313	.098	16.653		20.365	.000
Work-family Conflict				-.190	-3.516	.000
Work Stress				-.196	-3.623	.000
Purpose in Life						
Constant	.153	.024	4.135		14.976	.000
Work-family Conflict				-.113	-2.001	.046
Work Stress				-.075	-1.326	.186
Self-acceptance						
Constant	.111	.012	2.125		13.599	.000
Work-family Conflict				-.007	-.124	.902
Work Stress				-.108	-1.913	.057

Criterion Variable: Psychological Well-being

The results presented in table 3 above showed that there was a significant joint negative influence of work-family conflict and work stress on psychological well-being among police Officers ($R = .278 = R^2 = .077$ ($F(2, 343) = 14.358, t = 23.451, p < .05$). This means that work-family conflict and work stress jointly contribute to 77.0% variations in psychological well-being of police officers. This finding implies that work-family conflict and work stress are likely co-determinant of lower level of psychological well-being among police Officers. Therefore, this hypothesis has been confirmed and the null hypothesis rejected.

The results presented in table 3 also showed that there was a significant negative joint influence of work-family conflict and work stress on autonomy of police Officers Work-family conflict ($\beta = -.109, p < .053$) and Work stress ($\beta = -.090, p > .108$). The result further means that work-family conflict and work stress jointly contribute 26.0% in decline of autonomy of police officers. This finding implies that higher level of work stress leads to lower level of police Officers' autonomy.

The results presented in table 3 further showed that there was a significant joint negative influence of work-family conflict and work stress on environmental mastery of police Officers Work-family conflict ($\beta = -.183, p < .001$) and Work stress ($\beta = -.121, p < .029$). The result further showed that work-family conflict and work stress jointly made a significant contribution of 62.0% to changes in environmental mastery of police officers. This finding implies that the interplay of work-family conflict and work stress leads to decline in environmental mastery of police Officers.

The results presented in table 3 in respect of hypothesis III indicated that there was a significant joint negative influence of work-family conflict and work stress on personal growth of police Officers Work-family conflict ($\beta = -.156, p < .005$) and Work stress ($\beta = -.162, p < .003$) The result further indicated that work-family conflict and work stress jointly contribute 45.0% to decline in personal growth of police Officers. This finding implies that work-family and work stress are co-determinants of personal growth of police Officers.

The results presented in table 3 in respect of hypothesis III indicated that there was a joint significant negative influence of work-family conflict and work stress on positive relations among police Officers Work-family conflict ($\beta = -.190, p < .000$) and Work stress ($\beta = -.196, p < .000$). The result also indicated that work-family conflict and work stress jointly contribute 86.0% to decline in personal growth of police Officers. This finding implies that the interplay of work-family conflict and work stress is likely to affect positive relations of police Officers negatively.

The results presented in table 3 in respect of hypothesis III indicated that there was a joint significant negative influence of work-family conflict and work stress on purpose in life among police Officers Work-family conflict ($\beta = -.113, p < .046$) and Work stress ($\beta = -.075, p > .186$). The result further means that work-family conflict and work stress jointly contribute 12.0% to decline in purpose in life of police Officers. This finding implies that the interplay of work-family conflict and work stress is likely to affect purpose in life of police Officers negatively.

The results presented in table 3 in respect of hypothesis III indicated that there was no significant joint negative influence of work-family conflict and work stress on self-acceptance among police Officers Work-family conflict ($\beta = -.007, p > .902$) and Work stress ($\beta = -.108, p < .057$). This means that work-family conflict and work stress jointly contribute 13.0% to decline in self-acceptance of police Officers. This finding implies that the interaction between work-family conflict and work stress is likely to affect self-acceptance of police Officers negatively.

DISCUSSION

Various hypotheses in relationship to the study were discussed in this section.

Hypothesis one was tested to find out if there will be a significant negative influence of work-family conflict on psychological well-being among police officers in Makurdi metropolis. This hypothesis was confirmed, as the result of data analysis was enough to give statistical significance. The finding supports the work of John and Pius, (2015). According to them, work-family conflict is considered as a major determinant of psychological well-being of every employee. Also that, the more problems or un-resolve conflict persist in work-place and home (family) the decrease an employee becomes in effectiveness and performance because of the negative effect it has over their psychological wellbeing. This finding is also in line with the work of Abraham (2012), whose study revealed that, psychological well-being of an employee depends on the softer link and resolving ability of conflict that exist between home and workplace. This leads to accept the fact that "psychological well-being of police officers should

be view as the officer's satisfaction with job, co-workers, other job related aspect and satisfaction with domain such as family, spirituality, physical and psychological health" (Huhtala, & Parzefall, 2007; Danana & Griffin, 1999). This finding is instrumental to the society because in order to minimize factors affecting psychological well-being among police Officers, there should be reliable evidence as to the determinants of high or low state of psychological well-being. Accordingly and for preventive measures; when these factors are known as in the case of this study (work-family conflict), it is possible to minimize predictors of psychological well-being.

Hypothesis two sought to find out if work stress will significantly influence psychological well-being. Again, this hypothesis was confirmed. This finding agreed with the work of Adegoke (2014) whose work revealed that, work stress has become one of the major predictors of health, daily living and psychological well-being of police Officers. Liberman, Best, Metzler, Fagan, Weiss, and Marmar (2002) also holds that, work stress can be harmful to physical and psychological health and dangerous to psychological well-being. However, this finding disagreed with the finding of Ursin and Eriksen (2004) who indicated that, work stress is just a factor that can predict psychological well-being; only when paired with another factor. Also in line with this finding is the work of Mohren (2003) who noted that, long shifts, violence, traumatic events, murder, assault, and other inherent danger are occupational factors that affects psychological well-being of police Officers. The implication of this finding to the research is that, in order to minimize factors affecting psychological well-being of police Officers, there is a need for holistic understanding of these factors including work stress by both government (police management team) and the general public so as to minimize factors that can increase these factors.

Hypothesis three tried to find the significant joint negative influence of work-family conflict and work stress on psychological well-being among police officers in Makurdi metropolis. Again this hypothesis was accepted. This finding goes along that of Abraham (2012), who holds that, the psychological well-being of employee can be affected by joint contributions of problems arising, as a result of both work-family conflict and work stress. Other research works that are in line with this finding include the work of Sandiso and Nicole (2013) who noted that some factors like work-family conflict and work stress contributes in determining psychological well-being of workers. However, this finding goes contrary to the work of Allen, Herst, Bruck and Sutton (2000) who noted that work-family conflict and work stress does not predict psychological well-being among workers. His reason was based on the fact that work-family conflict and work stress can predict psychological well-being, only when other factors relating to individual personality are involved. This finding is instrumental to police Officers and the society because it would help to ensure that, important factors leading to negative effect on psychological well-being of Officers are well identified and control.

CONCLUSION AND RECOMMENDATIONS

The main findings of the study are summarized as follows:

- i. Work-family conflict was found to have significantly predicted psychological well-being among police Officers in Makurdi metropolis.
- ii. Work stress also significantly influenced psychological well-being among police Officers in Makurdi metropolis.
- iii. Work-family conflict and work stress were also found to have significant negative joint influence on psychological well-being among police Officers in Makurdi metropolis.

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

- i. Police Officers should be enlightened on how to manage work-family conflict and work stress.
- ii. On policy basis, it was therefore recommended that government should evolve policies that are aimed at reducing work-family conflict and work stress among police Officers.
- iii. Also, nongovernmental organizations with caring mind for the police Officers should help reduce work-family conflict and work stress, so as to enhance better policing by the 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 Makurdi metropolis in particular, and Nigeria at large.

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