

Seeking Glimmers in the Storm of Duty: The Moderating Effect of Police Officers' Positivity on Workload and Well-Being

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Abstract : Policing is a profession marked by high demands, often associated with psychological health challenges. This occupational group's unique stressors make it a significant focus in occupational psychology. Psychological resilience, defined as the ability to maintain or regain mental health despite experiencing adversity, plays a crucial role in how police officers manage job-related stress. This study employs Psychological Resilience Theory to explore the modulation of workload impacts on well-being by positive psychological resources "positivity". The objective is to comprehensively analyze how positivity, as a core component of psychological resilience, assists police officers in managing the workloads stemming from their high occupational stress and how it enhances their well-being. The study conducted a cross-sectional survey among 927 active-duty police officers. Using structured questionnaires, the research quantified workloads, assessed levels of positivity, and measured well-being. Statistical analyses, including multiple regressions and interaction term assessments, were performed to examine the relationships between these variables and the moderating effects of positivity. The results underscore a significant interaction between workload and positivity. For officers with higher levels of this positivity, there was a notable positive correlation between increased workload and enhanced well-being, suggesting that positive psychological resources "positivity" can transform potential stressors into growth opportunities. Specifically, for officers possessing robust psychological resilience, higher workloads were associated with greater levels of well-being, indicating an intriguing aspect of psychological strength in stressful occupational contexts. These findings extend previous research by highlighting the dynamic role of psychological resources in stressful work settings. Positive psychological strength "positivity" not only buffers the negative effects of high workloads but also potentially enhances well-being under stress. This dual capacity demonstrates a more complex interaction between stress and resilience than traditionally understood, where resilience factors may actively convert stress into a positive catalyst for well-being. From a theoretical perspective, this research enriches the literature on Psychological Resilience Theory by detailing how resilience mechanisms can mitigate adverse effects of occupational stress and contribute positively to well-being. Practically, the implications of this study are profound. By demonstrating the pivotal role of psychological resilience "positivity", the findings advocate for the integration of resilience-building strategies in police training and welfare programs. Such initiatives could significantly improve job satisfaction and mental health outcomes among police officers, potentially leading to more effective policing and healthier work environments. This study not only advances our understanding of psychological health in high-risk professions but also provides a blueprint for enhancing occupational resilience and well-being.

Keywords : policing, positive psychology, positivity, work stress

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