

Psychological Contract Violation and Occupational Stressors amongst UK Police Officers

Authors : Fazeelat Duran, Darren Bishopp, Jessica Woodhams

Abstract : Psychological contract refers to the perceptions of an employee and their employer regarding their mutual obligations towards each other. The rationale for applying the psychological contract theory in UK policing was to investigate its impact on their wellbeing because the psychological contract is a useful tool in identifying factors having a negative effect on the wellbeing of employees. The paper will report on a study, which examined how occupational stressors and psychological contract violation may influence the wellbeing (e.g. Physical Stress and General Health) of a sample of police officers (N=127). The design of the study was cross-sectional and based on data collected through a self-report survey. The results of hierarchical regression analyses and structural equation model, suggest that occupational stressors and psychological contract violation play a critical role in both physical and psychological health. The implications of these findings and the utility of considering the psychological contract will be discussed.

Keywords : police officers, psychological contract, occupational stressors, wellbeing

Conference Title : ICLPJ 2017 : International Conference on Law, Policing and Justice

Conference Location : Paris, France

Conference Dates : August 28-29, 2017