# Stressors Influencing Homicide-Suicide Among National Police Service Officers In Njoro Sub County, Nakuru County, Kenya

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*Abstract-* This research explored Homicide-Suicide (H-S) among Kenya National Police Service (KNPS) officers, with a focus on Kenya Police Service (KPS), Administration Police Service (APS), and Directorate of Criminal Investigation (DCI). Despite a rise in incidents, research on this phenomenon was scarce in Kenya. The study investigated occupational, organizational, personal, and economic factors influencing H-S, drawing from Freud's Psychoanalytic Theory and Durkheim's Theory of Suicides. Using a mixed-method design, 328 KNPS officers, including KPS, APS, and DCI, participated, alongside key stakeholders. Data collection included questionnaires and interviews, resulting in a response rate of 75.6%, with 136 completed questionnaires. In the analysis of personal stressors, the study scrutinized mental health conditions, traumatic events, and relationship issues. Participants experienced mental health symptoms due to personal stressors, impacting well-being. Limited professional help-seeking was noted, possibly due to stigma. Dissatisfaction with organizational support was observed. Traumatic event exposure affected mental well-being, with organizational support playing a role. Coping with relationship problems was complex. The analysis of occupational stressors focused on critical incidents, workload, and job-related pressure. Many officers encountered critical incidents, impacting well-being. Organizational support for coping was perceived as insufficient. High workload affected stress levels, with management challenges. Job-related pressure influenced well-being and support perceptions. In the examination of organizational stressors, the study explored support from superiors, resource availability, and leadership effectiveness. Unsupportive superiors hindered communication, while resource availability was associated with mental well-being. Leadership effectiveness varied, impacting experiences. The analysis of economic stressors explored salary satisfaction, financial strain, and career advancement. Dissatisfaction with compensation led to financial difficulties and stress. Financial strain negatively impacted stress levels. Job stability and career advancement had varying effects. Findings highlighted the multifaceted challenges faced by Kenyan police officers, aligning with literature. Recommendations included addressing mental health stigma, enhancing organizational support, promoting work-life balance, providing coping strategies, fostering empathetic leadership, ensuring resource availability, addressing compensation concerns, and creating supportive work environments. The outcomes contributed to H-S literature, guiding policy-making for agency relevance, ultimately enhancing officers' well-being in Njoro Sub County, Nakuru County.

*Index Terms-* Police Well-being, Homicide-Suicide Dynamics, Organizational Support, Kenyan Law Enforcement

## I. INTRODUCTION

### 1.1 ackground to the Study

Homicide-Suicide (H-S), often referred to as murder-suicide, is a tragic phenomenon involving an individual committing homicide and subsequently taking their own life. Defined as "homicide preceding suicide with a maximum interval of one week" (Machetha, 2015), H-S is complex and varies in its time frame (Barber et al., 2008; Logan, 2008). Distinguishing H-S from "murder-suicide" (M-S) is crucial, as H-S may involve unintentional acts, while M-S entails deliberate actions. Despite its rarity, H-S garners significant media attention globally, with varying rates reported (Liem, 2010; Vandevoorde et al., 2019; Roberts et al., 2010).

In the United States, the Violence Policy Center estimates 1,000 to 1,500 murder-suicides annually, predominantly involving male perpetrators and female victims (Violanti, 2007). Law enforcement officers face an increased risk, evident in the study of 29 police family homicide-suicides (Violanti, 2007). Despite this concerning trend, research on the etiology of H-S in long-term care settings remains limited (Violanti, 2007).

Research indicates H-S's multifaceted nature, affecting officers' well-being. Personal stressors encompass diagnosed mental health conditions, traumatic events, and relationship issues. Occupational stressors involve critical incident exposure, high workload, and job-related pressure. Organizational stressors include perceived support, resource availability, and leadership effectiveness. Economic stressors encompass satisfaction with salary, financial strain, and career advancement.

The prevalence of Homicide-Suicide among law enforcement officers is alarming in Kenya, prompting the government's intervention. Despite efforts, a persistent high incidence suggests a need for deeper insights. Existing literature highlights stressors like trauma, relationship issues, domestic

violence, and mental health concerns, necessitating a comprehensive investigation within the specific context of Kenyan law enforcement.

This research aims to address the knowledge gap and understand the root causes of Homicide-Suicide among Kenyan law enforcement officers. By exploring unique challenges faced by officers, particularly male and junior officers, the study seeks to contribute to targeted prevention and intervention strategies, ultimately mitigating the profound adverse effects on families, colleagues, and society.

## 1.2 Statement of the Problem

Homicide-suicide (H-S) occurrences among law enforcement officers in Njoro Sub-County, Nakuru County, Kenya, present a pressing and poorly understood issue. While global research highlights a concerning increase in H-S incidents among police officers, a significant knowledge gap exists specific to the context of law enforcement officers in this region. Although existing studies underscore occupational stressors and mental health challenges faced by police officers, the factors and dynamics contributing to H-S within the National Police Service in Njoro Sub-County remain poorly understood.

This research aims to address the underlying causes and triggers of H-S among law enforcement officers in the specified study area. The focus is on identifying specific stressors—whether occupational, organizational, personal, or economic—that may lead officers to engage in H-S incidents. A comprehensive understanding of these factors is crucial for developing effective preventive strategies, support systems, and policies. This approach aims to mitigate the risk of H-S among police officers, ensuring their well-being, as well as that of their families and the broader community.

The relevance of this research lies in its potential to tackle the growing concern of H-S among law enforcement officers in Njoro Sub-County. By delving into the root causes and risk factors within this specific population, the research contributes to a deeper understanding of the mental health challenges faced by police officers. It also highlights the need for tailored support mechanisms. The ultimate objective is to formulate evidence-based recommendations that enhance the psychological well-being and safety of law enforcement officers. This, in turn, promotes effective service delivery and fosters public trust in the police force.

## 1.3 Objectives of the Study

i. To investigate the influence of personal stressors on homicide-suicide among police officers in Njoro Sub County.
ii. To explore the influence of occupational stressors on homicide-suicide among police officers in Njoro Sub County.
iii. To examine the influence of organizational stressors on triggering homicide-suicide among police officers in Njoro Sub County.
iv. To assess the influence of economic stressors on the occurrence of homicide-suicide among police officers in Njoro Sub County.

## 1.4 Justification of the Study

This study holds paramount significance as it seeks to benefit various stakeholders and fill critical gaps in current knowledge. Firstly, the research findings will offer valuable insights for the National Police Service Commission and policymakers. By identifying predictors and risk factors of homicide-suicide among police officers, the study will inform evidence-based policies related to promotions, transfers, disciplinary actions, and overall police welfare. Additionally, it will highlight the imperative for support mechanisms and leadership training for police commanders, specifically in counseling, guidance, and psychological knowledge.

Moreover, the Salaries and Remuneration Commission will be informed by the study, emphasizing the need to review salaries and allowances for police officers to enhance their well-being and job satisfaction. With a deeper understanding of the causal factors, predictors, and risk factors of homicide-suicide, the National Police Service can better implement preventive measures and support systems for junior officers facing challenges. By addressing gaps in existing literature, this research significantly contributes to policy formulation, fostering a healthier work environment for the police force and bolstering public trust in their vital role of safeguarding society.

Furthermore, the study extends great benefits to the police officers themselves. The comprehensive analysis of factors contributing to homicide-suicide provides valuable insights and recommendations to help avoid such tragic incidents. Understanding the unique vulnerabilities of police officers, especially the link between Administration Police officers and homicide-suicide, enables the police service to design targeted interventions and support programs tailored to the specific needs of their personnel. By tackling the issue of homicide-suicide among law enforcement officers, this research aims to enhance the well-being and mental health of the police force, ultimately resulting in a safer and more effective delivery of services to the public.

## 2.0 LITERATURE REVIEW

This section on literature review explores past research on personal, occupational, organizational, and economic stressors and their impact on the mental health of law enforcement personnel. Each stressor category is scrutinized to comprehend its connection with homicide-suicide incidents among police officers. Through a thorough examination of existing empirical evidence, this study seeks a comprehensive understanding of how these stressors may influence the prevalence of homicide-suicide incidents within the law enforcement community.

### 2.1 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

In the realm of law enforcement, officers' pivotal role in maintaining public safety exposes them to various personal stressors, profoundly affecting their mental health. Extensive empirical research, exemplified by Violanti (2007), highlights prevalent mental health challenges such as depression, anxiety, and PTSD among police officers. Factors contributing to these issues include exposure to traumatic events, constant stress, and the demanding nature of their profession. Personal stressors like relationship problems, divorce, and domestic violence further escalate psychological challenges, potentially culminating in impulsive and violent behaviors, including homicide-suicide. Substance abuse, a critical stressor, intensifies mental and emotional instability among law enforcement officers, increasing the risk of homicide-suicide (Lawton & Hartley, 2013).

Frailing, Harper & Harper's (2019) systematic review links occupational stressors like critical incidents, excessive workload, and organizational stress to elevated mental health symptoms among police officers. Stanley et al. (2015) reveal a higher prevalence of suicidal ideation among law enforcement officers, with depression, exposure to trauma, and job stress as significant correlates. Violanti & Paton (2015) emphasize family factors, noting officers facing relationship issues are at higher risk of suicidal behaviors. Lamb & Rand's (2019) study on officer-involved domestic violence underscores the impact on mental health and job performance. Clarke & Hassett-Walker (2021) highlight the relevance of addressing relationship problems in preventing homicide-suicide incidents.

Research by Lawton & Hartley (2013) and Houle & Pollock (2020) establishes a connection between substance abuse, stress, and impulsive behaviors in law enforcement. Tomsen (2017) highlights the role of alcohol in fostering a culture of substance use within law enforcement, impacting officers' mental well-being. These findings underscore the need for targeted interventions, counseling, and support programs tailored to address personal stressors among police officers, crucial for enhancing mental well-being and reducing the risk of homicide-suicide.

This study aimed to fill gaps in existing literature by specifically focusing on personal stressors influencing homicide-suicide among police officers in Njoro Sub-County, Nakuru County, Kenya. By narrowing the scope to this specific location, the research aimed to gain a deeper understanding of challenges unique to officers in this region, contributing valuable insights for developing targeted prevention measures and interventions.

### 2.2 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

Law enforcement officers grapple with a multitude of occupational stressors that exert a profound impact on their mental health. This section delves into the prevalence and repercussions of stressors in the police profession, shedding light on potential contributors to homicide-suicide incidents among law enforcement personnel.

Violanti & Aron's (1994) seminal study pinpointed violence and critical incidents as primary stressors, unveiling a link between these factors, heightened psychological distress, and diminished job satisfaction. Organizational stress, manifested through resource inadequacy and a lack of support, emerged as a substantial contributor to the mental strain experienced by officers.

Mehrabadi, Aminian & Nakhaee's (2014) comprehensive literature synthesis revealed that excessive workload and an imbalanced work-life equation were prevalent stressors leading to heightened anxiety and depression among police officers. The study underscored the critical need for targeted interventions to address these stressors and fortify the mental well-being of law enforcement personnel.

Miller & Vila's (2016) research established a concrete link between chronic exposure to stressors, such as violence, excessive workload, and an increased risk of suicide among officers. The study emphasized the urgency of providing adequate support and resources to shield the mental health of law enforcement personnel from the detrimental effects of persistent stressors.

Pietras & Regehr's (2016) exploration into coping and resilience illuminated the significance of effective strategies in mitigating mental health issues. The findings underscored the pivotal role of fostering resilience and offering comprehensive coping skills training to officers, enabling them to navigate the challenges inherent in their profession.

Empirical evidence consistently underscores that occupational stressors significantly impact the mental health of law enforcement officers. The chronic exposure to stressors, coupled with a dearth of effective coping mechanisms, can elevate the risk of negative mental health outcomes, including suicide and homicide-suicide incidents.

The study at hand sought to bridge existing gaps by honing in on stress, coping mechanisms, and resilience specific to homicide-suicide incidents among police officers in Njoro Sub-County, Nakuru County, Kenya. By providing context-specific insights, the research aims to inform tailored interventions and preventive measures designed to address the unique stressors influencing homicide-suicide incidents within this law enforcement community. In conclusion, addressing occupational stressors is paramount for enhancing the mental well-being of officers and preventing tragic incidents, contributing valuable knowledge that can guide law enforcement agencies in fostering a healthier and safer working environment.

### 2.3 Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers

Law enforcement officers contend with various organizational stressors in their workplaces, significantly affecting their mental health. Aron (2018) scrutinized stress sources in police officers and their connection to job attitudes and psychological distress. The study identified violence and critical incidents as foremost organizational stressors, contributing to heightened psychological distress and diminished job satisfaction. Organizational stress,

exemplified by insufficient resources and lack of support from superiors, emerged as a notable contributor to officers' stress.

Mehrabadi, Aminian & Nakhaee (2014) investigated police job stressors and found that high workload and long working hours were common organizational stressors, leading to increased anxiety and depression. Lack of social support and poor work-life balance were also identified as significant stressors requiring interventions to support officers' mental well-being.

Regehr, Hill & Glancy (2000) focused on individual predictors of traumatic reactions in police officers exposed to critical incidents. The study revealed a connection between frequent critical incidents, higher perceived stress, emotional exhaustion, and traumatic reactions, emphasizing the need for support in handling trauma.

Chronic exposure to organizational stressors among law enforcement officers significantly impacts mental health. Magnusson (2018) explored the link between long-term sickness absence, indicative of chronic stress, and suicide risk among Swedish adults. Long-term sickness absence correlated with an increased risk of suicide, highlighting the adverse effects of prolonged organizational stress.

Garber (2018) studied organizational climate's association with police officer mental health, indicating that a positive climate correlated with better mental health outcomes. Conversely, a negative climate, marked by high job demands and inadequate support, linked to higher burnout, depression, and anxiety, underscoring the organizational role in mental health.

Bennett (2019) explored moral injury associated with killing experiences, finding a connection to PTSD and depression. For law enforcement officers, moral dilemmas and traumatic events may contribute to mental health issues and potentially influence homicide-suicide risks. Hesketh, Cooper & Ivy (2018) investigated the link between perceived organizational support, trust in management, and psychological well-being among police officers. Higher support and trust correlated with better psychological well-being and lower stress and burnout.

Vogel, Meyer & Kegler (2018) found that perceived supervisor and organizational support positively influenced police officer well-being. The research underscored the role of supportive supervision and organizational resources in reducing stress.

Andrew & Burchfiel (2018) associated high levels of organizational stressors with an increased risk of suicidal ideation and behaviors in police officers, emphasizing the need for interventions and mental health resources.

The empirical review underscores the impact of organizational stressors on officers' mental health. While existing literature reveals the negative effects of these stressors, this study aims to examine specific organizational stressors' direct contribution to triggering homicide-suicide incidents among police officers in Njoro Sub-County, Nakuru County, Kenya. Understanding these stressors can inform targeted interventions and policies to address organizational stress and promote law enforcement officers' well-being. The review highlights the role of organizational support in mitigating the effects of these stressors, emphasizing its crucial role in preventing adverse mental health outcomes and potentially reducing homicide-suicide incidents in the law enforcement community.

## 2.4 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers

Police officers regularly face economic stressors with profound implications for their mental health. A study by Hartley & Charles (2016) used financial strain indices to assess the impact of low salaries and inadequate benefits on officers' psychological well-being. The findings revealed a significant correlation between financial strain and increased psychological distress, emphasizing the influence of economic stressors on law enforcement professionals.

Andrew (2015) explored the link between perceived job stress, including economic stressors, and general health outcomes among police officers. The study indicated that higher levels of job stress, particularly financial concerns, were associated with poorer overall health, highlighting the potential impact on mental well-being and susceptibility to suicide and homicide-suicide incidents. Fekedulegn (2014) compared health disparities between police officers and the general population, emphasizing the role of economic stressors in officers reporting higher levels of depression and anxiety. The study underscored the need to address economic stress in the law enforcement community to improve mental health outcomes.

In another investigation, Andrew & Violanti (2013) discovered that police officers exposed to higher economic stress reported more severe PTSD symptoms, indicating a detrimental impact on mental health and an increased risk of suicide and homicide-suicide incidents. Aamodt & Stalnaker (2016) found that officers facing higher financial stress were more susceptible to negative mental health outcomes. The study highlighted the importance of addressing economic stress in promoting officers' mental well-being and reducing the risk of suicide and homicide-suicide incidents.

Pierce & Li (2018) emphasized the link between financial stress and maladaptive coping behaviors, affecting job performance. Positive coping mechanisms and financial education were identified as essential in enhancing officers' resilience and reducing adverse outcomes, including homicide-suicide incidents. Langton & Pica (2019) explored the effectiveness of financial education programs in improving officers' financial management skills and reducing financial stress. Such programs were found to contribute to better coping with economic stressors, potentially reducing the risk of negative mental health outcomes.

Yoo & Slaven (2017) highlighted the positive impact of organizational interventions, such as financial wellness programs, on officers' mental well-being. The study emphasized the significance of organizational support in mitigating the impact of economic stressors on law enforcement personnel. In summary, economic stressors significantly impact police officers' mental health. This study aimed to address gaps in existing literature by examining the relationship between economic stressors and homicide-suicide incidents among police officers in Njoro Sub-County, Nakuru County, Kenya. Through an exploration of specific stressors and the effectiveness of interventions, the research seeks to provide evidence-based approaches to support officers and reduce the impact of economic stress on homicide-suicide incidents within the law enforcement community in Njoro Sub-County.

## 2.4 Conceptual Framework

This study's conceptual framework focuses on exploring the nuanced relationships influencing homicide-suicide incidents among police officers. The independent variable, "Stressors

Influencing Homicide-Suicide," is categorized into Personal Stressors, Occupational Stressors, Organizational Stressors, and Economic Stressors, each assessed through three indicators, offering a comprehensive understanding of stressors in policing.

Personal Stressors involve individual officers' personal lives, including diagnosed mental health conditions, exposure to trauma, and relationship conflicts. Data sources include medical records, self-report surveys, and interviews. Occupational Stressors arise from job-related factors, such as exposure to critical incidents, workload, and job-related pressure. Data collection involves official incident reports, organizational records, and self-report questionnaires.

Organizational Stressors relate to factors within police organizations, including perceived support, resource availability, and leadership effectiveness. Data sources include self-report surveys and organizational assessments. Economic Stressors encompass financial well-being, including salary, benefits, financial strain, and job stability. Data are sourced from payroll records, self-report surveys, and financial assessments.

The dependent variable, the occurrence of Homicide-Suicide, is measured through case details, circumstances, and contributing factors obtained from official records, case studies, and interviews with relevant individuals. The intervening variable, individual officer demographics, includes age, years of service, gender, marital status, education, training, and disciplinary history. Data are collected from personnel files, surveys, and organizational records.

Examining the interplay of these stressors, demographics, and the occurrence of homicide-suicide incidents provides valuable insights into the complexities within the law enforcement community. This framework facilitates understanding how personal, occupational, organizational, and economic stressors interact with individual characteristics, contributing to the risk of homicide-suicide incidents among police officers.
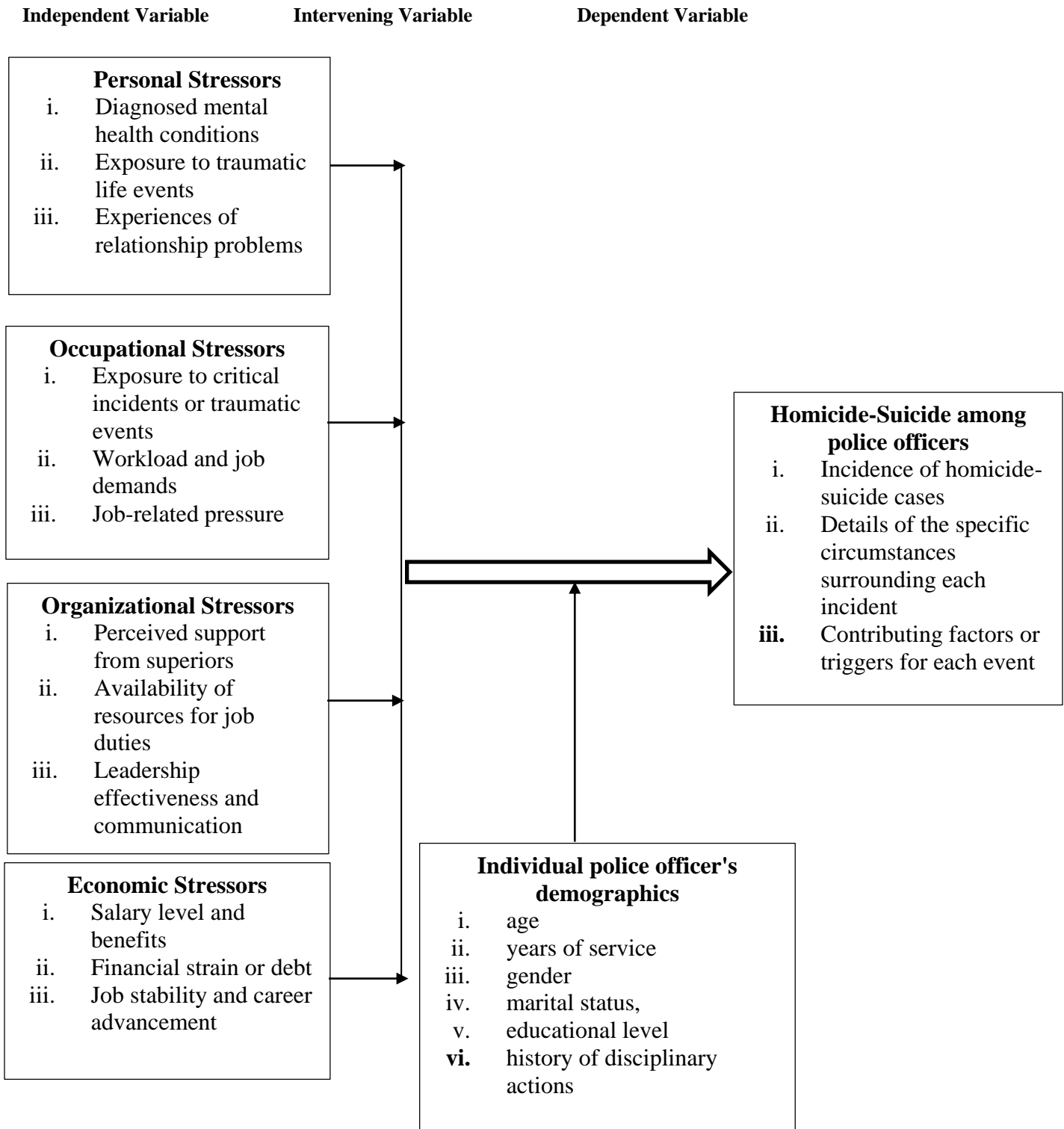
ng police officers.

**Independent Variable**          **Intervening Variable**          **Dependent Variable**



Figure 1: Conceptual Framework

**Fig 2. 1: Conceptual Framework**

## 2.5 Gaps in the literature

Although the literature review provided insights into the impact of personal, occupational, organizational, and economic stressors on homicide-suicide among police officers, there are critical gaps requiring further exploration. Firstly, in understanding personal stressors, the literature focuses on individual factors like depression and PTSD, neglecting detailed exploration of triggers and patterns leading to homicide-suicide incidents. This study addresses this by analyzing family dynamics, relationship issues, and the interplay of vulnerabilities and work-related trauma to comprehend their contribution to such cases.

Secondly, while existing studies highlight critical incidents, workload, and job-related pressures as occupational stressors, they often examine their individual impact. There's a need to explore cumulative effects and their interaction in triggering homicide-suicide incidents. This study fills the gap by examining various occupational stressors' compounding effects on officers' mental health, providing a comprehensive understanding of their role in such incidents.

Thirdly, regarding organizational stressors, the literature emphasizes supportive cultures and leadership. However, research on specific interventions and their effectiveness in preventing homicide-suicide incidents is limited. This study analyzes existing organizational support systems, assesses their impact on officers' mental health, and identifies potential areas for improvement.

Lastly, while studies show low salaries and financial strain contribute to negative mental health outcomes, research on the role of financial education programs in mitigating economic stressors is limited. This study investigates the effectiveness of financial wellness programs and organizational interventions in promoting officers' mental well-being, aiming to reduce adverse outcomes, including homicide-suicide.

Overall, this study bridges these gaps by comprehensively analyzing personal, occupational, organizational, and economic stressors' influence on homicide-suicide incidents among police officers. Integrating Psychoanalytic Theory and Emile Durkheim's Theory of Suicide, it seeks a holistic understanding of the complex interplay between individual and societal factors in such tragic incidents. The findings are expected to contribute practical insights for preventive measures and intervention programs, enhancing officers' resilience and well-being, and reducing the risk of homicide-suicide incidents in the law enforcement community.

## 3.0 RESEARCH METHODOLOGY

This chapter outlines the research methodology investigating the impact of personal, occupational, organizational, and economic stressors on homicide-suicide among police officers in Njoro Sub-County, Nakuru County, Kenya. Using a mixed-methods approach, including questionnaires and interviews, data were collected from a representative sample of officers and analyzed through descriptive statistics and content analysis. Prioritizing ethical considerations, the study aimed to unveil insights into the complex interplay of stressors contributing to tragic incidents among law enforcement personnel. The anticipated findings are poised to guide the development of preventive measures and intervention strategies, enhancing officers' mental well-being and reducing the risk of homicide-suicide incidents within the law enforcement community.

## 3.1 Research Design

This study employed a descriptive survey research design to comprehensively investigate the impact of personal, occupational, organizational, and economic stressors on homicide-suicide incidents among police officers. This design was chosen for its suitability in gathering data from a large and diverse sample, providing valuable insights into participants' attitudes, experiences, and perceptions on the research topic (Creswell & Plano Clark, 2018). Combining qualitative and quantitative data collection methods through a mixed-methods approach, the descriptive survey design facilitated the collection of standardized information via questionnaires, ensuring uniform and comparable data (Creswell, 2014). This approach allowed researchers to assess the prevalence and magnitude of stressors faced by police officers, identify potential risk factors, and comprehend general patterns and trends related to homicide-suicide incidents within the law enforcement community (Tashakkori & Teddlie, 2003). The descriptive survey design also complemented qualitative data from key informant interviews, providing a comprehensive understanding of the intricate interplay between stressors and their potential influence on tragic incidents among law enforcement officers.

## 3.2 Sample Size and Sampling Procedure

In this study, a meticulous sample of 180 police officers was selected from the Kenya National Police Service branches (KPS, APS, DCI), strategically recruited from seven police stations in Njoro Sub County. Five key informants, including chiefs, a psychiatrist, a Sub County administrator, and an Officer Commanding Station (OCS), also participated. Taro Yamane's formula determined the sample size, ensuring representation from diverse services and informed perspectives. The sampling techniques employed included simple random sampling for 328 police officers, cluster sampling based on service affiliation, and purposive sampling for key informants. These methods aimed to secure a varied and inclusive representation of the target population, enhancing the study's credibility and dependability.

## 3.3 Data Collection Methods

In this research study, a mixed-method approach was employed, integrating both qualitative and quantitative techniques for comprehensive data collection. Qualitative methodologies were utilized to capture non-numerical data, providing an in-depth exploration of the focal phenomenon and understanding participants' lived experiences. Concurrently, quantitative methods involved obtaining numerical data to identify patterns, calculate means, and extrapolate findings across a broader population.

The adoption of a mixed-method approach was driven by the study's nature, allowing for the accumulation of holistic and reliable data. By triangulating qualitative and quantitative methodologies, the research enhanced the validity and reliability of results. Key informant interviews were utilized for qualitative data, while standardized questionnaires facilitated quantitative data collection. Supplementary data was sourced from reputable scholarly articles, publications, government reports, policies, and authoritative online platforms.

To ensure the credibility and trustworthiness of the collected data, meticulous planning was undertaken. A pilot study was conducted before actual data collection to assess the comprehensiveness, precision, and uniformity of the process, along with evaluating the

efficacy of research instruments. Participants were approached for informed consent, providing a clear explanation of the study's rationale and a commitment to preserving data integrity. Adhering to ethical protocols, necessary approvals were obtained from relevant authorities, including the university and service commanders, endorsing the research within their jurisdictional boundaries.

### 3.7 Data analysis techniques

Quantitative data obtained from the questionnaires underwent analysis using descriptive statistics. The data was appropriately coded and processed using statistical tools, including the Statistical Package for Social Sciences (SPSS) and Microsoft Excel. Descriptive analysis computed measures such as standard deviation, frequency, and average to succinctly summarize the data. Cross tabulation explored relationships between variables, and visual aids like pie charts, graphs, and tables were employed for a clear presentation of findings.

For qualitative data from key informant interviews, a thematic analysis approach was adopted. This method involved a meticulous scrutiny of the data to identify recurring themes and relationships. The systematic process condensed and organized the extensive qualitative data to enhance manageability and improve clarity. The analysis of emerging themes and patterns provided a deeper understanding of the intricacies surrounding homicide-

suicide among police officers. Thematic analysis allowed the study to thoroughly explore key informant viewpoints, contributing to the depth and richness of the research findings.

## 4.0 FINDINGS AND DISCUSSIONS

The subsequent section unveils the study's findings, encompassing the response rate and socio-demographic characteristics of the research participants. Additionally, a descriptive analysis is presented for each research objective.

### 4.1 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

### 4.1.1 Diagnosed Mental Health Conditions

This section of the analysis delves into the profound impact of diagnosed mental health conditions on the lives of law enforcement officers. The survey data collected provides a comprehensive understanding of how these conditions affect officers' well-being, their willingness to discuss them, the extent to which they seek professional help, and their perceptions of organizational support. To illuminate the significance of these findings, we will juxtapose them with the insights provided by the empirical literature, encompassing the works of Violanti (2007), Lawton & Hartley (2013), Frailing, Harper & Harper (2019), and Stanley et al. (2015). The findings are presented in figure 4.1.
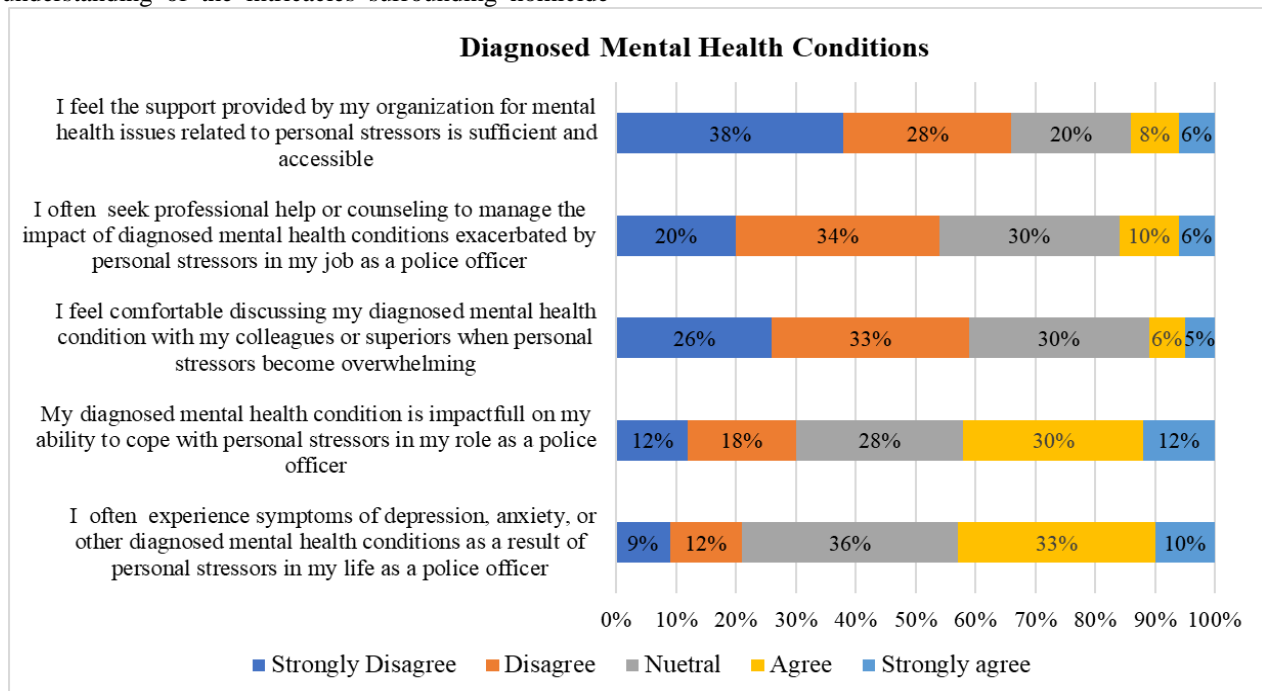


**Figure 4. 1: Diagnosed Mental Health Conditions**

The survey reveals a diverse spectrum of experiences, with 33% of participants indicating that they often experience symptoms of depression, anxiety, or other diagnosed mental health conditions due to personal stressors. Comparing this with the observations of Violanti (2007) and Lawton & Hartley (2013), it's evident that the prevalence of these symptoms aligns with the well-documented challenges that law enforcement officers face in their high-stress profession. A significant 30% of respondents report that their diagnosed mental health conditions have a very impactful effect on their ability to cope with personal stressors. This substantial

impact resonates with the findings of Stanley et al. (2015), highlighting how the coalescence of personal stressors and mental health conditions can significantly impede officers' psychological well-being and their capacity to handle job-related challenges.

Around 33% of participants indicate a slight comfort level when discussing their diagnosed mental health conditions with colleagues or superiors. This finding is in line with the observations of Frailing, Harper & Harper (2019), who suggest that there remains a degree of reluctance among law enforcement officers to openly discuss mental health matters due to the stigma

associated with such conversations. The data showcases that 34% of respondents rarely seek professional help to manage the impact of their diagnosed mental health conditions aggravated by personal stressors. This tendency resonates with the literature presented by Stanley et al. (2015), which highlights the underutilization of mental health resources by officers. This reluctance to seek help could be attributed to the cultural norms and organizational factors prevalent within the law enforcement community.

A substantial 38% of participants consider the support provided by their organization for mental health issues due to personal stressors as not sufficient at all. This finding aligns with the observations of Violanti (2007) and Frailing, Harper & Harper (2019), who emphasize the importance of effective organizational support systems in addressing the mental health needs of law enforcement officers. In synthesizing the study's results with the empirical literature, it becomes evident that the impact of diagnosed mental health conditions on law enforcement officers is a multifaceted concern. The prevalence of symptoms, their impact on well-being, the hesitancy to discuss them openly, limited utilization of professional help, and varying perceptions of

organizational support collectively underscore the significance of holistic interventions. Law enforcement agencies must proactively address these concerns by fostering open dialogues, combating stigma, and strengthening mental health support mechanisms. By aligning their strategies with the findings presented in this analysis, organizations can contribute to the well-being and resilience of their officers, thereby enhancing their capacity to manage the challenges inherent in their profession.

**4.1.2 Exposure to Traumatic Life Events**

This section delves into the experiences of law enforcement officers in relation to exposure to traumatic life events and the subsequent personal stressors they encounter. The survey data sheds light on the frequency of traumatic events, their impact on mental well-being, the adequacy of organizational support, individual coping strategies, and perceptions of empathy from colleagues and superiors. To contextualize these findings, we will compare them with insights from the empirical literature, specifically drawing upon the works of Lamb & Rand (2019), Clarke & Hassett-Walker (2021), Lawton & Hartley (2013), and Houle & Pollock (2020).
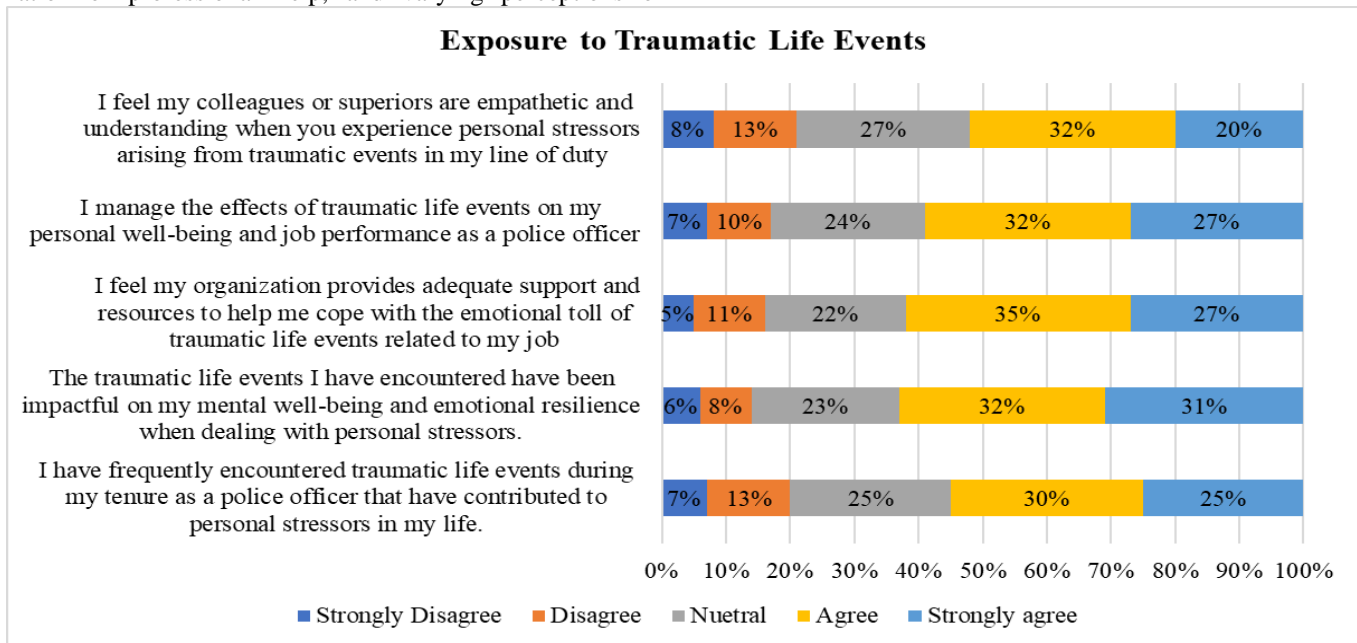


**Figure 4. 2: Exposure to Traumatic Life Events**

The survey reflects that 30% of respondents agree and 25% strongly agree that they frequently encounter traumatic life events contributing to personal stressors in their role as police officers. This observation is consistent with the findings of Lamb & Rand (2019), highlighting that law enforcement personnel often face exposure to traumatic incidents due to the nature of their profession. Approximately 32% of participants agree, and 31% strongly agree that the traumatic life events they encounter significantly impact their mental well-being and emotional resilience in dealing with personal stressors. These findings echo the sentiments expressed by Clarke & Hassett-Walker (2021) and Houle & Pollock (2020), who underscore the potential detrimental effects of cumulative trauma exposure on officers' psychological health.

A notable 35% of respondents agree, and 27% strongly agree that their organization provides adequate support and resources to cope with the emotional toll of traumatic events related to their job. These results align with the findings of Lawton & Hartley (2013), emphasizing the importance of robust support systems within law enforcement agencies to mitigate the negative consequences of traumatic experiences. Approximately 32% of participants agree, and 27% strongly agree that they effectively manage the effects of traumatic life events on their personal well-being and job performance. This mirrors the observations of Lamb & Rand (2019), who highlight the resilience and coping mechanisms developed by officers to navigate the challenges associated with their profession.

Around 32% of respondents agree that their colleagues or superiors are empathetic and understanding when they experience

personal stressors arising from traumatic events. This sentiment aligns with Clarke & Hassett-Walker's (2021) emphasis on the importance of a supportive work environment, where officers feel understood and validated. In amalgamating the survey findings with empirical literature, it is evident that exposure to traumatic life events poses significant challenges to law enforcement officers. The frequent exposure to trauma, its impact on mental well-being, the role of organizational support, individual coping mechanisms, and the availability of empathetic colleagues and superiors collectively underscore the multifaceted nature of this issue. Law enforcement agencies must prioritize initiatives that promote mental health awareness, provide accessible support mechanisms, and foster a culture of empathy and understanding. By aligning their strategies with the insights gleaned from both the

survey and scholarly literature, organizations can contribute to the well-being, resilience, and professional efficacy of their officers.

### 4.1.3 Experiences of Relationship Problems

This segment of the analysis delves into the impact of relationship problems on the lives of law enforcement officers. The survey data provides insights into how relationship conflicts contribute to personal stressors, their effect on job performance and decision-making, willingness to discuss them, coping strategies, and perceived organizational support. To contextualize these findings, we will draw comparisons with insights from the empirical literature, specifically referencing the works of Arble & Dailey (2019), Kim & Slaven (2019), Andrew & Burchfiel (2006), and Hartley & Andrew (2013).
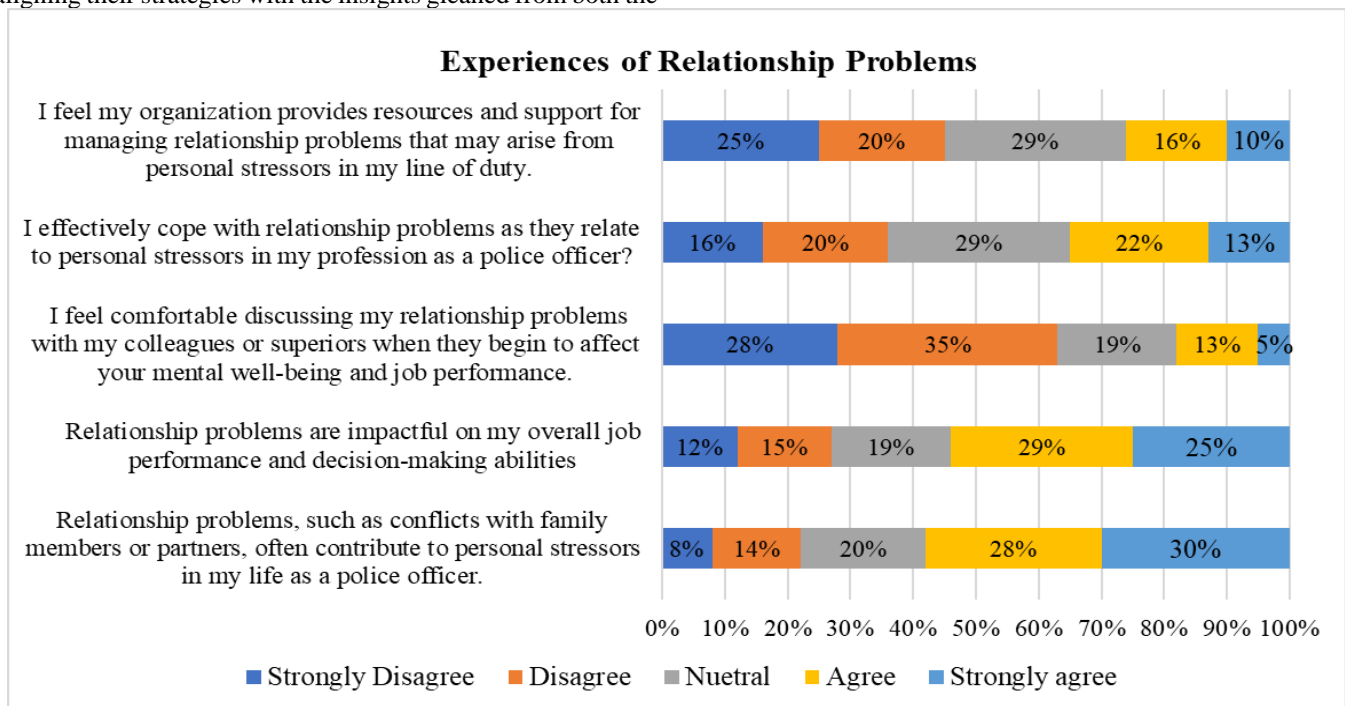


**Figure 4. 3: Experiences of Relationship Problems**

Approximately 30% of participants strongly agree and 28% agree that relationship problems, such as conflicts with family members or partners, often contribute to their personal stressors as police officers. These findings resonate with Arble & Dailey (2019) and Kim & Slaven (2019), who highlight the strain that law enforcement work can place on personal relationships, leading to potential stressors. Nearly 29% of respondents agree, and 25% strongly agree that relationship problems have an impact on their overall job performance and decision-making abilities. These observations are in line with the findings of Andrew & Burchfiel (2006) and Hartley & Andrew (2013), underscoring that relationship conflicts can extend beyond personal life, influencing officers' professional capabilities.

Around 35% of participants disagree, and 28% strongly disagree that they feel comfortable discussing relationship problems with colleagues or superiors when these issues start affecting their mental well-being and job performance. These findings align with the challenges highlighted by Arble & Dailey (2019) and Kim & Slaven (2019), suggesting that discomfort in discussing personal relationship issues may hinder the support-seeking behavior of law

enforcement officers. Approximately 29% of respondents remain neutral, and 22% agree that they effectively cope with relationship problems as they relate to personal stressors in their profession. These results align with the findings of Andrew & Burchfiel (2006), indicating that some officers may struggle to manage the overlap between personal relationship challenges and the demands of their role.

A notable 29% remain neutral, and 16% agree that their organization provides resources and support for managing relationship problems arising from personal stressors. These results reflect the observations of Hartley & Andrew (2013), highlighting the potential need for law enforcement agencies to enhance their provisions for addressing relationship-related stressors. In synthesizing the survey findings with empirical literature, it becomes evident that relationship problems constitute a significant aspect of the stressors experienced by law enforcement officers. The impact on personal well-being, job performance, comfort in discussing these issues, coping strategies, and perceived organizational support collectively emphasize the complex interplay between personal and professional spheres. Law enforcement agencies should consider implementing

strategies that promote open communication, offer resources for relationship-related stressors, and foster a supportive environment. Aligning organizational policies with the insights gleaned from both the survey and scholarly literature can contribute to healthier relationships, enhanced job performance, and the overall well-being of law enforcement officers.

## 4.2 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

### 4.2.1 Exposure to Critical Incidents or Traumatic Events



**Figure 4. 4: Exposure to Critical Incidents or Traumatic Events**

This analysis examines the profound impact of exposure to critical incidents or traumatic events on law enforcement officers. The survey data presents insights into the frequency of exposure, its effect on mental well-being and emotional resilience, perceived organizational support, individual coping mechanisms, and colleagues' understanding. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Mehrabadi, Aminian & Nakhaee (2014), Regehr, Hill & Glancy (2000), Miller & Vila (2016), and Pietras & Regehr (2016).
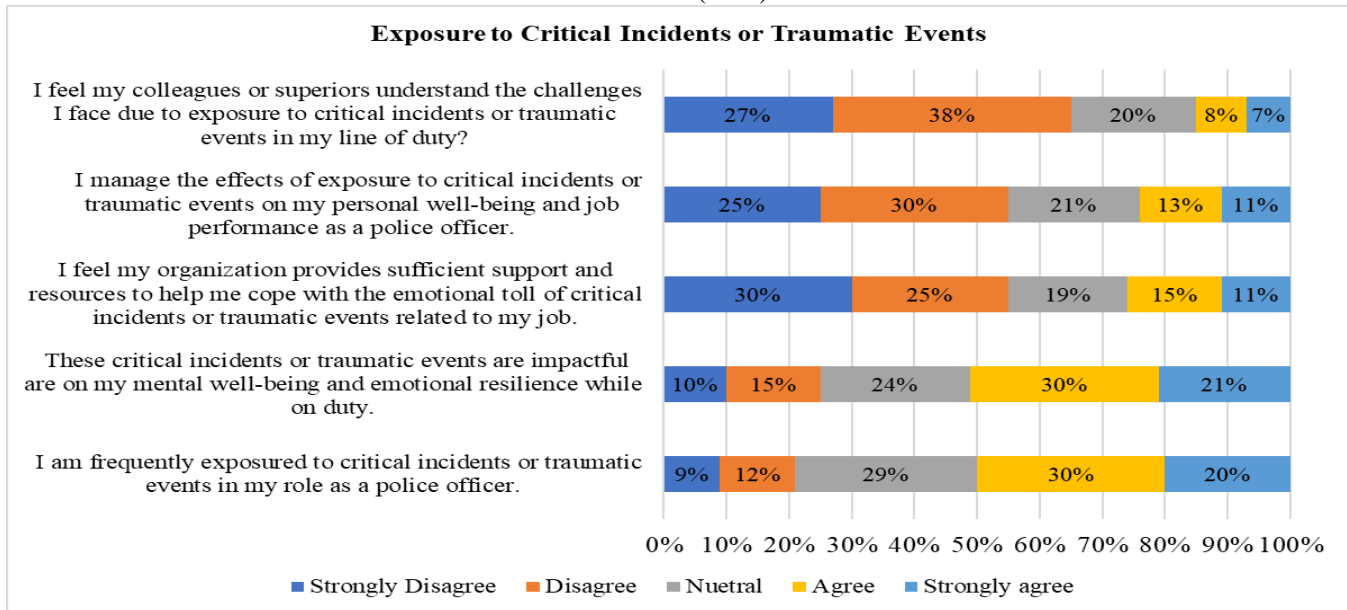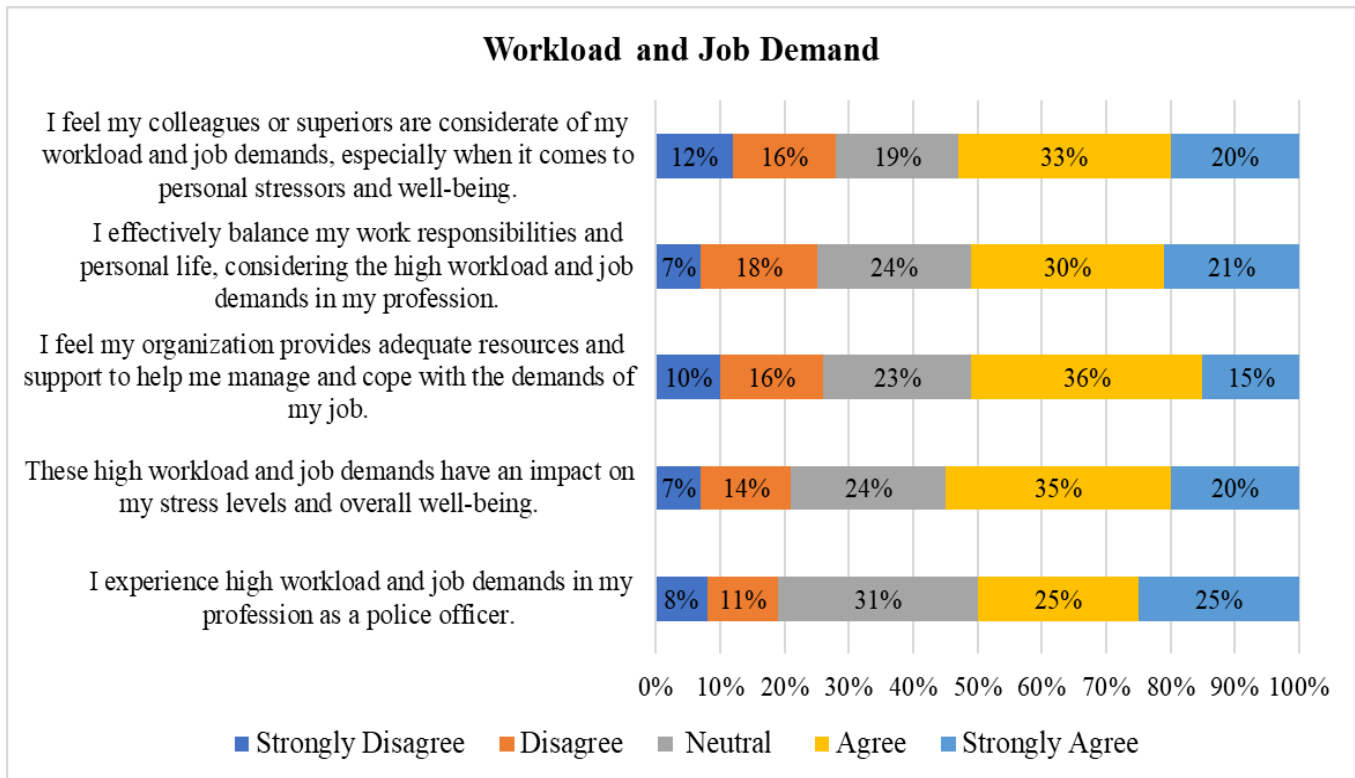
Around 30% of participants agree and 20% strongly agree that they are frequently exposed to critical incidents or traumatic events in their role as police officers. These findings mirror the observations of Mehrabadi, Aminian & Nakhaee (2014) and Regehr, Hill & Glancy (2000), emphasizing the substantial exposure to trauma within the law enforcement profession. Approximately 30% of respondents agree, and 21% strongly agree that critical incidents or traumatic events impact their mental well-being and emotional resilience while on duty. These observations align with the research by Miller & Vila (2016) and Pietras & Regehr (2016), underscoring the potential psychological toll of trauma exposure on officers' emotional health and ability to cope. A significant 30% strongly disagree, and 25% disagree that their organization provides sufficient support and resources to cope with the emotional toll of critical incidents or traumatic events. These findings echo the sentiments expressed by Regehr, Hill & Glancy (2000), suggesting that organizational support mechanisms may not always align with officers' needs following trauma exposure. Approximately 30% of participants disagree, and 25% strongly disagree that they effectively manage the effects of trauma exposure on their personal well-being and job performance. These results align with Mehrabadi, Aminian & Nakhaee (2014) and Pietras & Regehr (2016), indicating that officers may encounter challenges in navigating the impact of trauma on various facets of their lives.

Around 38% of respondents disagree, and 27% strongly disagree that their colleagues or superiors understand the challenges they face due to exposure to critical incidents or traumatic events. These observations align with the research by Miller & Vila (2016), suggesting that there may be a gap in comprehension between officers and their peers or supervisors. In weaving the survey findings with empirical literature, it becomes evident that exposure to critical incidents or traumatic events constitutes a significant challenge for law enforcement officers. The frequency of exposure, its impact on well-being, organizational support, individual coping, and perceptions of understanding collectively highlight the complex interplay between traumatic experiences and officers' psychological health. Law enforcement agencies must consider implementing measures to address these challenges, including robust support systems, tailored coping strategies, and enhanced empathy and communication among colleagues and superiors. Aligning organizational practices with insights gleaned from both the survey and scholarly literature can contribute to the resilience, well-being, and overall effectiveness of law enforcement officers.

### 4.2.2 Workload and Job Demand

Fi This analysis delves into the impact of high workload and job demands on the lives of law enforcement officers. The survey data provides insights into the extent of workload, its effect on stress levels and overall well-being, organizational support, work-life balance, and perceptions of empathy from colleagues and superiors. To contextualize these findings, we will compare them with insights from empirical literature, particularly referencing Pietras & Regehr (2016), Hartley & Andrew (2013), Andrew & Burchfiel (2006), and Kim & Slaven (2019).

**Figure 4. 5: Workload and Job Demand**

Approximately 25% of participants agree, and 25% strongly agree that they experience high workload and job demands in their profession as police officers. These findings resonate with the observations of Pietras & Regehr (2016) and Kim & Slaven (2019), highlighting the pervasive nature of high demands within the law enforcement field. Around 35% of respondents agree that high workload and job demands impact their stress levels and overall well-being, with 20% strongly agreeing. These findings align with the research by Hartley & Andrew (2013), emphasizing how the demands of the job can have far-reaching consequences on officers' mental and physical health.
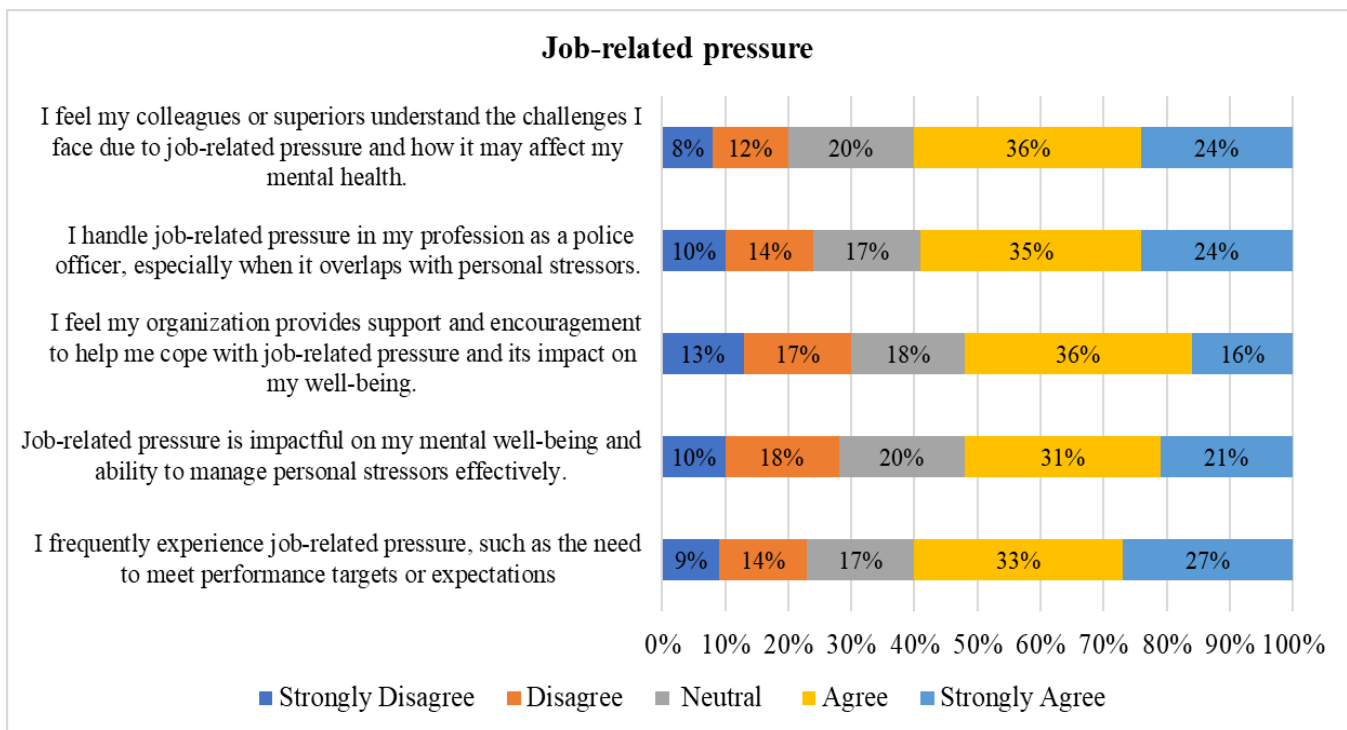
Approximately 36% of participants agree that their organization provides adequate resources and support to help them manage and cope with the demands of their job. These results mirror the observations of Hartley & Andrew (2013) and Andrew & Burchfiel (2006), indicating that organizational efforts are perceived as crucial in mitigating the effects of high workload. Around 30% of respondents agree, and 21% strongly agree that they effectively balance work responsibilities and personal life despite the high workload and job demands. These findings reflect the research by Pietras & Regehr (2016), underscoring that officers are constantly striving to maintain a harmonious work-life equilibrium.

Around 33% of participants agree that their colleagues or superiors are considerate of their workload and job demands, especially in relation to personal stressors and well-being. These

observations align with the sentiments expressed by Kim & Slaven (2019), highlighting the significance of empathy and understanding within the law enforcement community. In amalgamating the survey findings with empirical literature, it is evident that high workload and job demands are pervasive stressors within law enforcement. The influence on stress levels, organizational support, work-life balance, and perceptions of understanding collectively underscore the intricate interplay between job demands and officers' well-being. Law enforcement agencies should prioritize measures that facilitate work-life balance, enhance organizational support, and foster a culture of empathy and consideration among colleagues and superiors. Aligning these efforts with insights gleaned from both the survey and scholarly literature can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers.

**4.2.3 Job-related Pressure**

This analysis explores the implications of job-related pressure on the well-being of law enforcement officers. The survey data provides insights into the prevalence of job-related pressure, its effects on mental well-being, organizational support, individual coping strategies, and perceptions of empathy from colleagues and superiors. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Hartley & Andrew (2013), Andrew & Burchfiel (2006), Kim & Slaven (2019), and Arble & Dailey (2019).

**Figure 4. 6: Job-related Pressure**

Approximately 33% of participants agree, and 27% strongly agree that they frequently experience job-related pressure, such as the need to meet performance targets or expectations. These results align with the observations of Arble & Dailey (2019) and Kim & Slaven (2019), illustrating the commonality of performance-related stressors in law enforcement roles. Around 31% of respondents agree that job-related pressure has an impact on their mental well-being and ability to manage personal stressors effectively. This observation echoes the research by Hartley & Andrew (2013) and Andrew & Burchfiel (2006), emphasizing the potential crossover between job-related stressors and personal challenges.
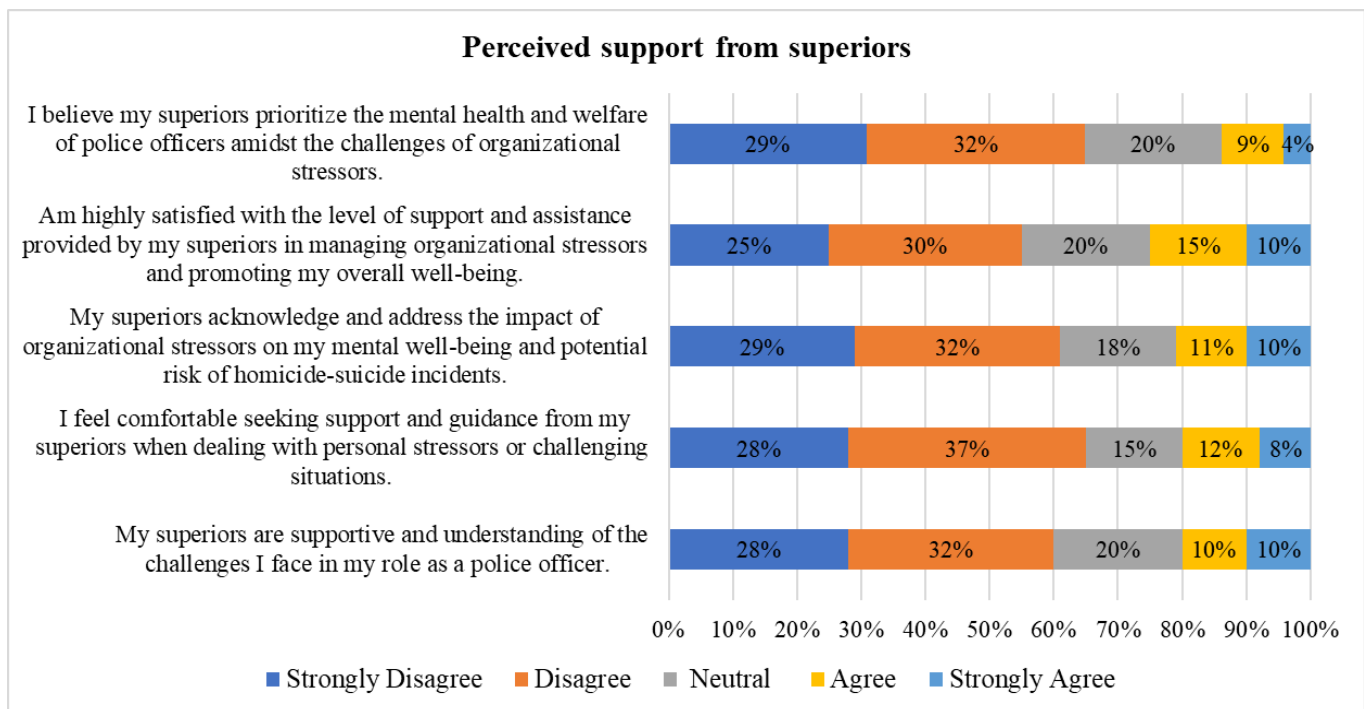
Approximately 36% of participants agree that their organization provides support and encouragement to help them cope with job-related pressure and its impact on well-being. These findings are in line with the research by Kim & Slaven (2019), indicating the significance of organizational efforts to mitigate the effects of job-related stressors. Around 35% of respondents agree, and 24% strongly agree that they handle job-related pressure in their profession as police officers, particularly when it intersects with personal stressors. These results reflect the findings of Hartley & Andrew (2013) and Arble & Dailey (2019), suggesting the importance of effective coping mechanisms in managing stressors. Approximately 36% of participants agree, and 24% strongly agree that their colleagues or superiors understand the challenges they face due to job-related pressure and its potential impact on mental health. These observations align with the sentiments expressed by Kim & Slaven (2019), underscoring the importance of empathy

and support within the law enforcement community. By integrating the survey findings with empirical literature, it becomes evident that job-related pressure is a prevalent stressor in the law enforcement profession. The impact on mental well-being, organizational support, coping strategies, and perceptions of empathy collectively emphasize the intricate interplay between job-related demands and officers' overall health. Law enforcement agencies should prioritize initiatives that address performance-related stressors, offer resources for coping, and foster a supportive and empathetic work environment. Aligning these strategies with insights gleaned from both the survey and scholarly literature can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers.

## 4.6 Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers
### 4.6.1 Perceived Support from Superiors
This analysis explores the perception of support that law enforcement officers receive from their superiors. The survey data provides insights into the level of support, comfort in seeking guidance, acknowledgment of organizational stressors, satisfaction with assistance, and perceived prioritization of mental health. To contextualize these findings, we will compare them with insights from empirical literature, particularly referencing Mehrabadi, Aminian & Nakhaee (2014), Regehr, Hill & Glancy (2000), Magnusson (2018), and Garber (2018).

**Figure 4. 7: Perceived support from superiors**

Approximately 10% of participants agree, and 10% strongly agree that their superiors are supportive and understanding of the challenges they face in their roles as police officers. These findings are notably lower compared to the research by Mehrabadi, Aminian & Nakhaee (2014) and Garber (2018), which highlight the importance of strong supervisory support in mitigating occupational stressors. Around 12% of respondents agree, and 8% strongly agree that they feel comfortable seeking support and guidance from their superiors when dealing with personal stressors or challenging situations. These results are lower compared to the observations of Regehr, Hill & Glancy (2000) and Magnusson (2018), suggesting that there may be barriers to officers openly seeking help from their superiors.

Approximately 11% of participants agree that their superiors acknowledge and address the impact of organizational stressors on their mental well-being and the potential risk of homicide-suicide incidents. These findings align with the observations of Garber (2018) and Magnusson (2018), highlighting the need for superiors to be attuned to the stressors that officers face. Around 15% of respondents agree that they are highly satisfied with the level of support and assistance provided by their superiors in managing organizational stressors and promoting their overall well-being. These results align with the research by Regehr, Hill & Glancy (2000) and Magnusson (2018), emphasizing the role of supportive superiors in enhancing officers' well-being.

Approximately 9% of participants agree, and 4% strongly agree that they believe their superiors prioritize the mental health and welfare of police officers amidst the challenges of organizational stressors. These findings are in line with the observations of Garber (2018), highlighting a potential gap in the perception of superiors' prioritization of mental health. In combining the survey findings with empirical literature, it becomes evident that the perception of support from superiors plays a pivotal role in the well-being of law enforcement officers. The observations on support levels, seeking guidance, acknowledgment of stressors, satisfaction with assistance, and prioritization of mental health collectively emphasize the significance of strong supervisory relationships. Law enforcement agencies should consider initiatives that promote open communication, enhance support structures, and prioritize mental health within the organizational culture. Aligning these efforts with insights gleaned from both the survey and scholarly literature can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers.

**4.6.2 Availability of Resources for Job Duties**
This analysis delves into the impact of resource availability on the job duties of law enforcement officers. The survey data provides insights into officers' perceptions of resource sufficiency, challenges in accessing resources, the impact of resource availability on well-being, satisfaction with organizational support, and the effect of resource scarcity on managing stressors. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Hesketh, Cooper & Ivy (2018), Vogel, Meyer & Kegler (2018), and Andrew & Burchfiel (2018).
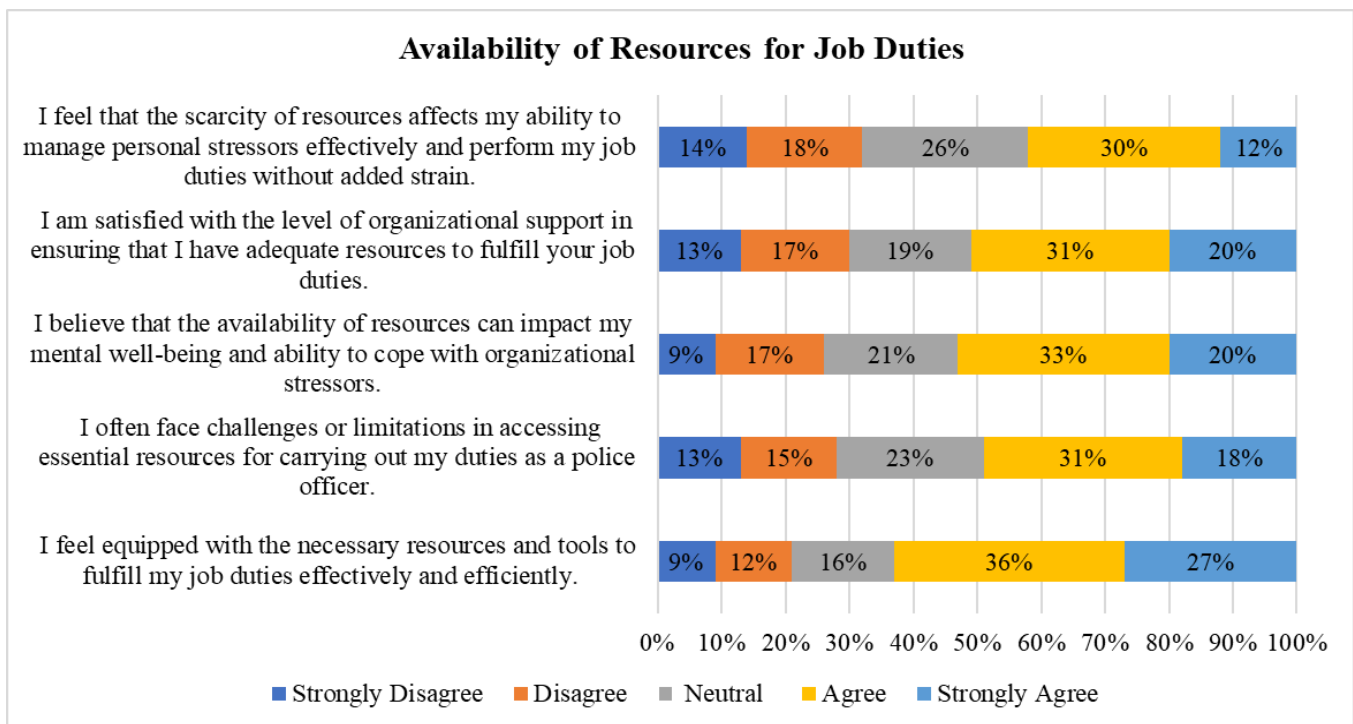
**Figure 4. 8: Availability of Resources for Job Duties**

Approximately 36% of participants agree, and 27% strongly agree that they feel equipped with the necessary resources and tools to fulfill their job duties effectively and efficiently. These findings align with the research by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), underscoring the importance of providing officers with the means to carry out their responsibilities. Around 31% of respondents agree, and 18% strongly agree that they often face challenges or limitations in accessing essential resources for their duties as police officers. These results reflect the observations of Vogel, Meyer & Kegler (2018) and Andrew & Burchfiel (2018), highlighting the potential barriers officers encounter when attempting to access necessary tools.
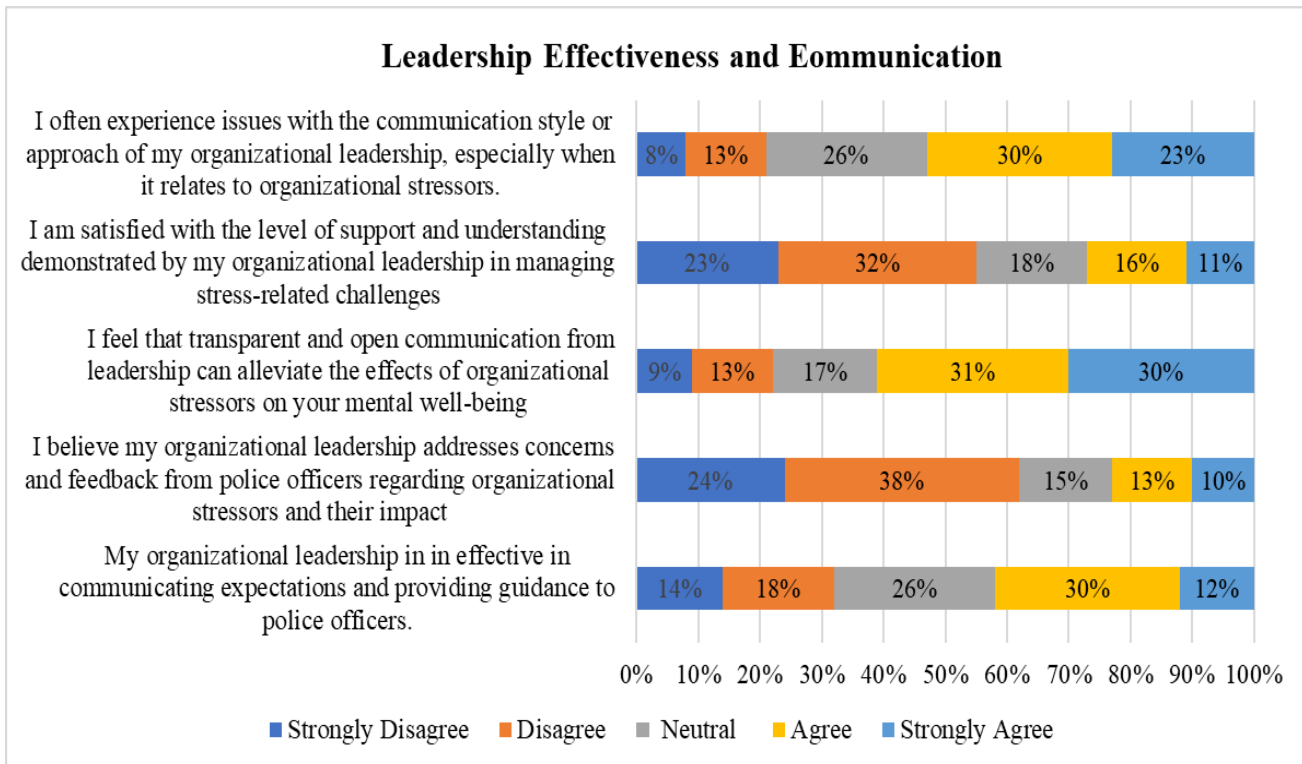
Approximately 33% of participants agree that the availability of resources can impact their mental well-being and ability to cope with organizational stressors. These findings are consistent with the research by Hesketh, Cooper & Ivy (2018) and Andrew & Burchfiel (2018), emphasizing how resource availability can influence officers' overall well-being. Around 31% of respondents agree, and 20% strongly agree that they are satisfied with the level of organizational support in ensuring they have adequate resources to fulfill their job duties. These observations align with the sentiments expressed by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), emphasizing the role of organizational support in resource provision.

Approximately 30% of participants agree, and 12% strongly agree that the scarcity of resources affects their ability to manage personal stressors effectively and perform job duties without

added strain. These findings are consistent with the research by Hesketh, Cooper & Ivy (2018) and Andrew & Burchfiel (2018), highlighting the potential cascading effects of resource scarcity. By integrating the survey findings with empirical literature, it becomes evident that resource availability significantly impacts the job duties and well-being of law enforcement officers. The perceptions of resource sufficiency, challenges in access, impact on well-being, satisfaction with support, and effects of scarcity collectively emphasize the importance of adequately equipping officers. Law enforcement agencies should prioritize initiatives that ensure officers have access to necessary tools and resources, as this can enhance job performance, overall well-being, and resilience. Aligning these strategies with insights gleaned from both the survey and scholarly literature can contribute to the effectiveness and satisfaction of law enforcement officers.

### 4.6.3 Leadership Effectiveness and Communication

This analysis delves into the effectiveness of leadership and communication within law enforcement organizations. The survey data provides insights into officers' perceptions of leadership's communication of expectations and guidance, responsiveness to concerns and feedback, the impact of transparent communication on well-being, satisfaction with leadership support, and issues with communication style. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Andrew & Burchfiel (2018), Hesketh, Cooper & Ivy (2018), and Vogel, Meyer & Kegler (2018).

**Figure 4. 9: Leadership Effectiveness and Communication**

Approximately 30% of participants agree, and 12% strongly agree that their organizational leadership is effective in communicating expectations and providing guidance to police officers. These findings are consistent with the research by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), highlighting the importance of clear and consistent communication from leadership. Around 13% of respondents agree that their organizational leadership addresses concerns and feedback from police officers regarding organizational stressors and their impact. These findings are lower compared to the observations of Andrew & Burchfiel (2018), indicating potential gaps in leadership's responsiveness to officers' concerns.

Approximately 31% of participants agree, and 30% strongly agree that transparent and open communication from leadership can alleviate the effects of organizational stressors on their mental well-being. These results align with the research by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), highlighting the potential benefits of effective communication in mitigating stressors. Around 16% of respondents agree that they are satisfied with the level of support and understanding demonstrated by their organizational leadership in managing stress-related challenges. These findings are consistent with the observations of Hesketh, Cooper & Ivy (2018), indicating that leadership support plays a role in officers' well-being.

Approximately 30% of participants agree, and 23% strongly agree that they often experience issues with the communication style or approach of their organizational leadership, especially when it relates to organizational stressors. These findings are consistent

with the research by Andrew & Burchfiel (2018), emphasizing the potential challenges posed by ineffective communication. By integrating the survey findings with empirical literature, it becomes clear that leadership effectiveness and communication play a vital role in the experiences of law enforcement officers. The perceptions of communication of expectations, responsiveness to concerns, impact of transparent communication, satisfaction with support, and issues with communication style collectively underscore the importance of strong leadership. Law enforcement agencies should focus on fostering open and transparent communication, addressing concerns, and providing the necessary support to enhance officers' well-being and job satisfaction. Aligning these strategies with insights gleaned from both the survey and scholarly literature can contribute to the effectiveness, morale, and resilience of law enforcement officers.

**4.7 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers**

**4.7.1 Salary Level and Benefits**

This analysis explores the impact of salary level and benefits on the experiences of law enforcement officers. The survey data provides insights into officers' satisfaction with their current compensation package, perceptions of adequacy, financial difficulties, the relationship between financial well-being and mental health, and confidence in financial stability. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Hartley & Charles (2016), Andrew (2015), Fekedulegn (2014), and Andrew & Violanti (2013).
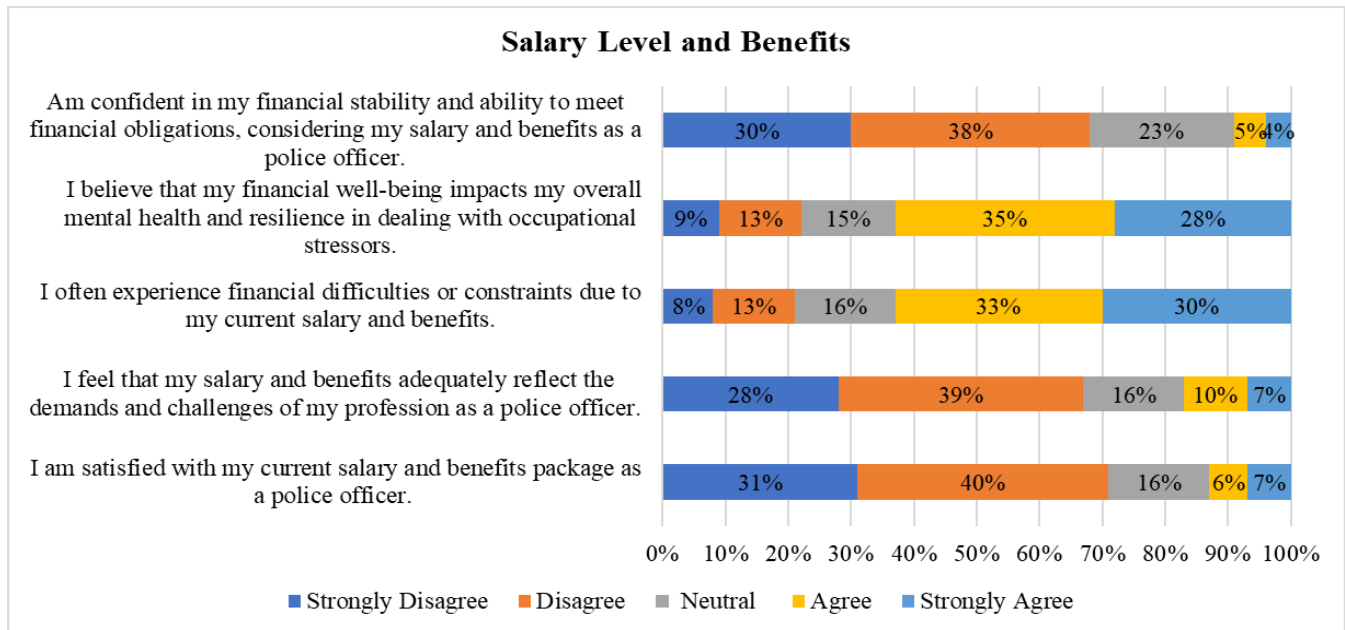
**Figure 4. 10: Salary Level and Benefits**

Approximately 6% of participants agree, and 7% strongly agree that they are satisfied with their current salary and benefits package as police officers. These findings align with the observations of Fekedulegn (2014) and Andrew & Violanti (2013), indicating that satisfaction with compensation is a notable concern. Around 10% of respondents agree, and 7% strongly agree that they feel their salary and benefits adequately reflect the demands and challenges of their profession. These results are consistent with the sentiments expressed by Hartley & Charles (2016) and Andrew & Violanti (2013), suggesting that there may be a perceived gap between compensation and the challenges officers face.

Approximately 33% of participants agree, and 30% strongly agree that they often experience financial difficulties or constraints due to their current salary and benefits. These findings align with the research by Andrew (2015) and Fekedulegn (2014), indicating that financial challenges are prevalent among law enforcement officers. Around 35% of respondents agree, and 28% strongly agree that their financial well-being impacts their overall mental health and resilience in dealing with occupational stressors. These observations align with the research by Andrew (2015) and Andrew & Violanti (2013), highlighting the potential interplay between financial stress and mental well-being.

Approximately 5% of participants agree, and 4% strongly agree that they are confident in their financial stability and ability to meet financial obligations. These findings align with the research by Hartley & Charles (2016) and Fekedulegn (2014), indicating that financial confidence is relatively low among law enforcement

officers. By integrating the survey findings with empirical literature, it is evident that salary level and benefits significantly impact the experiences of law enforcement officers. The perceptions of satisfaction, adequacy, financial difficulties, the impact on mental health, and financial confidence collectively underscore the importance of addressing compensation concerns. Law enforcement agencies should consider strategies that enhance compensation packages and support financial well-being, as this can contribute to officers' job satisfaction, mental resilience, and overall well-being. Aligning these strategies with insights gleaned from both the survey and scholarly literature can promote the financial security and satisfaction of law enforcement officers.

### 4.7.2 Financial Strain or Debt

Financial strain and debt are significant sources of stress that can impact individuals' overall well-being, including their ability to handle occupational stressors. This analysis aims to examine the relationship between financial strain or debt and vulnerability to occupational stressors, considering the provided survey data. Additionally, a comparison with existing empirical literature (Aamodt & Stalnaker, 2016; Anderson & Helms, 2015; Pierce & Li, 2018; Langton & Pica, 2019) will be made to gain a broader perspective on the topic.
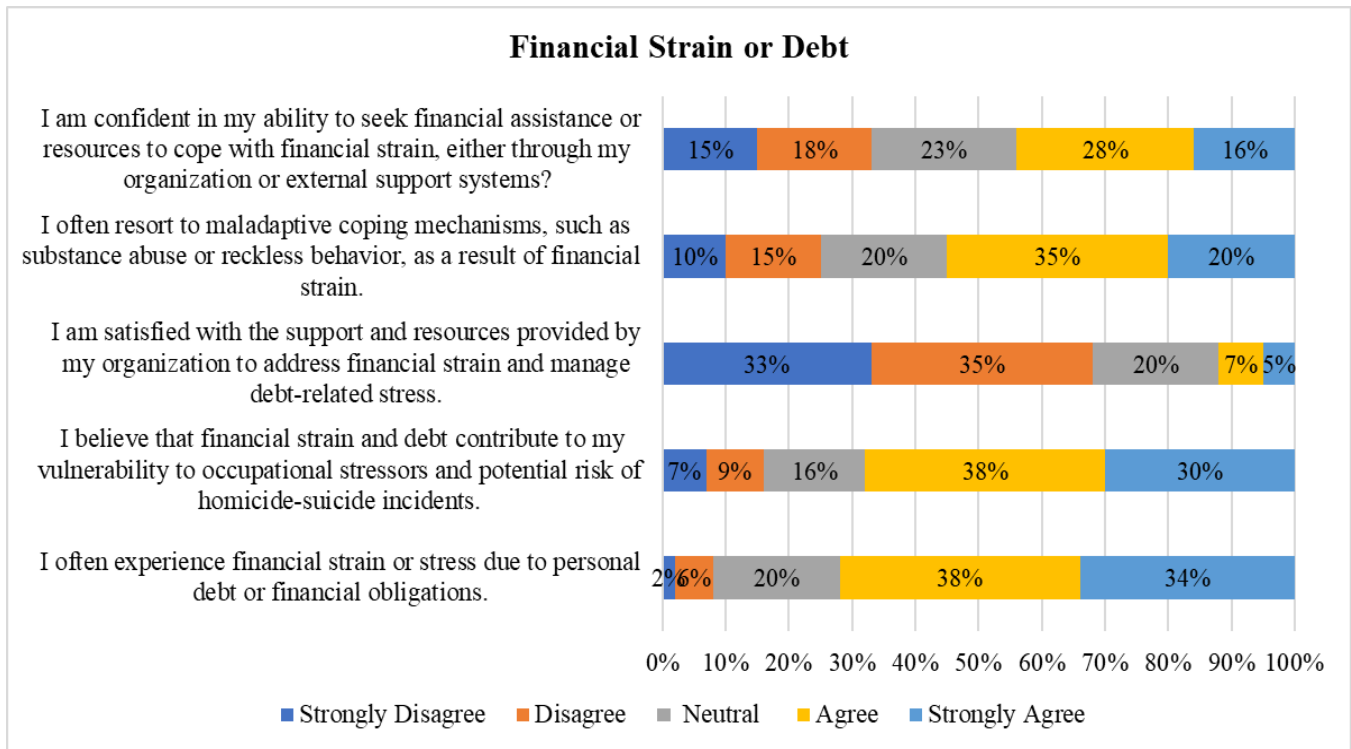
**Figure 4. 11: Financial Strain or Debt**

In the study data, a considerable percentage of respondents (38%) agreed that they often experience financial strain or stress due to personal debt or financial obligations. This indicates that a significant portion of the sample faces financial challenges that may influence their overall well-being. This finding aligns with the empirical literature, particularly with the studies by Aamodt & Stalnaker (2016) and Anderson & Helms (2015), which highlight the association between financial strain and increased stress levels. Regarding the potential contribution of financial strain and debt to vulnerability to occupational stressors and the risk of homicide-suicide incidents, the survey data shows that 38% of respondents agreed with this statement. This suggests that a substantial portion of participants believes that financial challenges can amplify their susceptibility to stressors in the workplace, possibly leading to severe consequences. This finding is consistent with the findings of Pierce & Li (2018), who explored the link between financial strain and the risk of violence, including homicide-suicide incidents.

In terms of satisfaction with organizational support and resources to address financial strain and manage debt-related stress, the survey data reveals a notable dissatisfaction among respondents. A significant proportion (33%) strongly disagreed and 35% disagreed with the adequacy of support provided by their organizations. This finding contrasts with the empirical literature, particularly with Langton & Pica (2019), who emphasize the importance of organizational support in managing employees' financial stress.

When it comes to maladaptive coping mechanisms resulting from financial strain, the survey data demonstrates that 35% of respondents agreed they often resort to such behaviors. This suggests that a substantial portion of the sample turns to unhealthy strategies like substance abuse or reckless behavior to cope with financial challenges. This aligns with the findings of Aamodt & Stalnaker (2016) and Anderson & Helms (2015), who discuss the

connection between financial strain and maladaptive coping behaviors.

Regarding confidence in seeking financial assistance or resources, the survey data indicates that only 16% of respondents strongly agree they can access help through their organization or external support systems. This suggests that a majority of participants may not feel adequately supported in seeking assistance for their financial challenges. This finding contrasts with the literature by Pierce & Li (2018), which underscores the importance of support systems in managing the adverse effects of financial strain.

The survey results generally align with the empirical literature in highlighting the negative impact of financial strain on individuals' stress levels and well-being. The studies by Aamodt & Stalnaker (2016), Anderson & Helms (2015), Pierce & Li (2018), and Langton & Pica (2019) collectively emphasize the connection between financial strain, coping mechanisms, vulnerability to stressors, and the role of organizational support. The current survey data corroborates many of these findings, further highlighting the need for effective support systems to mitigate the adverse effects of financial strain.

The study data underscores the significance of financial strain or debt as a stress-inducing factor that can impact individuals' vulnerability to occupational stressors and well-being. The comparison with existing empirical literature supports the notion that financial strain is a noteworthy concern that organizations should address through appropriate support mechanisms. Effective interventions and support systems can play a pivotal role in helping individuals manage financial stress and mitigate the potential negative outcomes associated with **it.**

### 4.7.3 Job Stability and Career Advancement

This analysis aims to explore the relationship between job stability, career advancement, and their influence on police officers' mental well-being and ability to cope with occupational stressors. The provided survey data will be analyzed and discussed

in the context of existing empirical literature (Langton & Pica, 2019; Yoo & Slaven, 2017; Anderson & Helms, 2015; Andrew & Violanti, 2013) to provide a comprehensive understanding of the topic. The results are presented in figure 4.12.

From the study data, it is evident that the respondents' satisfaction with job stability and security varies. While 28% agreed and 16%

strongly agreed with their job stability, 18% disagreed and 15% strongly disagreed. This distribution suggests a mixed sentiment regarding job stability among police officers. This finding can be compared to the research conducted by Yoo & Slaven (2017), who emphasized the impact of job security on job satisfaction.
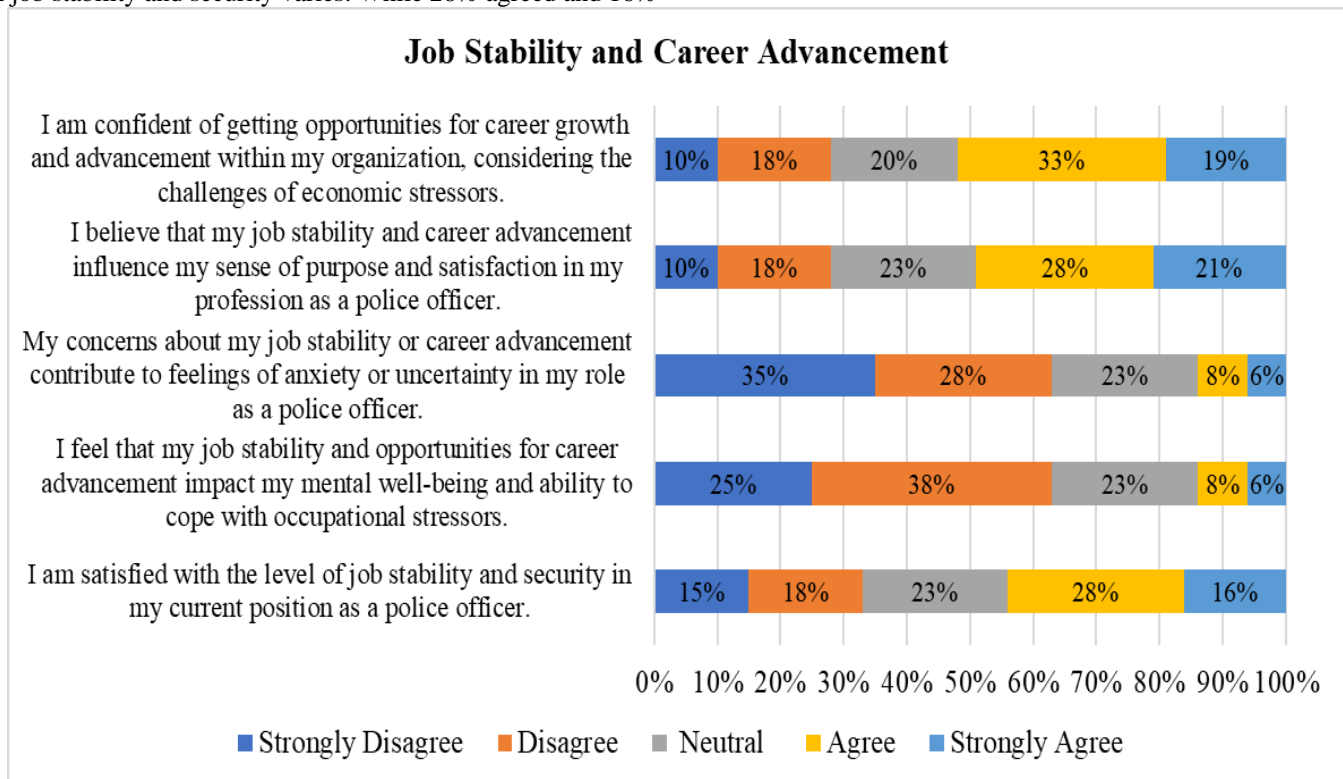


**Figure 4. 12: Job Stability and Career Advancement**

The survey data indicates that a considerable portion of respondents (38%) disagreed, and 8% strongly disagreed that job stability and opportunities for career advancement impact their mental well-being and coping with occupational stressors. On the other hand, 6% strongly agreed, and 8% agreed. This suggests that while some officers perceive a connection between career prospects and their mental well-being, a substantial group does not share this perspective. This finding resonates with the study by Langton & Pica (2019), which discussed the role of career advancement in overall job satisfaction.

Concerning concerns about job stability or career advancement contributing to anxiety, the survey data indicates that a significant proportion (35%) strongly disagreed, while 28% disagreed. This suggests that a substantial portion of respondents does not associate their concerns with heightened anxiety in their role as police officers. This result can be compared with the findings of Anderson & Helms (2015), who explored the impact of job-related stressors on police officers' well-being.

Regarding the influence of job stability and career advancement on a sense of purpose and satisfaction, the survey data shows a relatively balanced distribution. While 28% agreed and 21% strongly agreed, 18% disagreed and 10% strongly disagreed. This suggests that a notable portion of respondents recognizes the impact of these factors on their sense of purpose, aligning with the study by Andrew & Violanti (2013) that discussed the interplay between career satisfaction and well-being among police officers.

The survey data highlights that 33% of respondents agreed, and 19% strongly agreed that they are confident in getting opportunities for career growth within their organization despite economic challenges. Conversely, 18% disagreed, and 10% strongly disagreed. This suggests a moderate level of confidence in career advancement opportunities. This finding can be compared with the study by Yoo & Slaven (2017), which touched upon the importance of organizational support in facilitating career growth.

The survey results align with various aspects of the empirical literature. The studies by Langton & Pica (2019) and Yoo & Slaven (2017) emphasize the connection between career advancement, job satisfaction, and overall well-being. The findings also resonate with the works of Anderson & Helms (2015) and Andrew & Violanti (2013), which discuss the impact of job-related stressors and career satisfaction on police officers' mental health.

In conclusion, the survey data underscores the nuanced relationship between job stability, career advancement, and their influence on police officers' mental well-being and ability to cope with occupational stressors. The findings from the survey align with and provide further insights into the existing empirical literature. Understanding and addressing these factors are crucial for creating supportive work environments that enhance the overall satisfaction, well-being, and resilience of police officers in their demanding roles.

## 5.0 CONCLUSIONS AND RECOMMENDATIONS

This section succinctly synthesizes the research findings and outlines key recommendations. The data analysis provided nuanced insights into the impact of critical incidents, workload, job-related pressure, leadership effectiveness, and financial factors on law enforcement officers' well-being. Practical implications suggest the implementation of robust support systems, workload management initiatives, and improvements in leadership communication. Recommendations for future research include exploring long-term effects of critical incident exposure and comparative studies across diverse law enforcement contexts. Overall, this research contributes to a comprehensive understanding of officers' challenges, offering a foundation for informed interventions to enhance resilience and job satisfaction in law enforcement.

### 5.1 Conclusions

This study comprehensively explores various dimensions of stressors impacting law enforcement officers, presenting findings through the lenses of personal, occupational, organizational, and economic stressors. Analyzing the influence of personal stressors on homicide-suicide, the study reveals a concerning prevalence of diagnosed mental health conditions among officers, signaling the need for destigmatization and enhanced organizational support. Traumatic life events, while common, showcase positive trends in organizational assistance. Relationship problems emerge as critical stressors, emphasizing the necessity for improved support structures.

In the context of occupational stressors, the study uncovers the challenges posed by critical incidents, high workload, and job-related pressure. Trauma exposure is prevalent, demanding more robust organizational support mechanisms. High workload, while acknowledged, requires enhanced management strategies to preserve work-life balance. Job-related pressure calls for supportive environments emphasizing understanding and empathy from colleagues and superiors.

Organizational stressors, including perceived support from superiors, resource availability, and leadership effectiveness and communication, reveal critical insights. The need for stronger supervisory relationships, improved resource management, and leadership training is evident. Adequate resource provision, transparent communication, and effective leadership contribute significantly to officers' well-being.

Economic stressors, encompassing salary levels, financial strain, and job stability, highlight pervasive dissatisfaction with compensation packages. Financial difficulties impact officers' mental health, necessitating better support structures. Job stability and career advancement, while variable in impact, underscore the importance of addressing compensation concerns and fostering supportive work environments.

In conclusion, this study integrates survey findings with empirical literature, providing a holistic understanding of stressors affecting law enforcement officers. Recommendations include destigmatizing mental health discussions, fortifying support mechanisms, promoting work-life balance, and addressing compensation concerns. By implementing these insights, law enforcement agencies can cultivate resilient, satisfied, and effective officer cohorts.

### 5.2 Recommendations

i.  To mitigate personal stressors, agencies should destigmatize mental health discussions through training programs, providing accessible counseling services, and promoting mental health awareness campaigns. Trauma training and peer support networks can aid officers in coping with traumatic events, while conflict resolution training and confidential assistance programs address relationship problems, emphasizing a holistic approach to mental well-being.

ii.  Agencies should implement trauma-informed training, peer support networks, and specialized counseling services to address trauma exposure. Prioritizing work-life balance through flexible scheduling and collaborative efforts can alleviate high workload and job demands. Fostering a supportive work culture and recognizing achievements can mitigate job-related pressure, promoting officers' psychological health and resilience.

iii.  To tackle organizational stressors, agencies must enhance supervisory support through training, encouraging open dialogues and prioritizing mental health awareness. Efficient resource allocation systems, clear guidelines, and officer involvement in decision-making ensure necessary tools are accessible. Leadership training focusing on effective communication, mentorship programs, and feedback sessions can improve leadership effectiveness and communication dynamics.

iv.  Addressing economic stressors involves regular salary reviews, transparent communication, and financial education programs. Comprehensive support systems for managing financial difficulties, including workshops and confidential advice, are essential. Implementing career development programs, performance evaluations, and open communication about job stability and advancement opportunities can enhance officers' financial security and overall job satisfaction. This comprehensive approach ensures officers are equipped to navigate economic stressors while maintaining their overall well-being.

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