

Abstract

The current research project was designed to construct and validate Occupational Stress Scale for Public Prosecutors and to assess the predictive relationships of occupational stress and other study variables with the quality of life of public prosecutors. In order to attain these objectives, two studies were carried out. Study I was conducted to construct and validate Occupational Stress Scale for Public Prosecutors (OSSPP) in Pakistan. Inductive approach was used for items generation, and 12 public prosecutors (Men = 9 and Women = 3) with job experience of 3 to 15 years were interviewed. After confirming the construct fidelity and content validity, items of the scale were subjected to principal axis factoring, using a varimax rotation method on a sample of 416 public prosecutors (Men = 370, Women = 46), and 32 items were retained in a well-defined 5 factor structure (viz., Lack of facilities, Interdepartmental challenges, Lack of incentives, Personal life and health issues, and Administrative issues), which collectively accounted for 54.39 percent of the variance. A confirmatory factor analysis on a sample of 350 public prosecutors (Men = 306 and Women = 44) was performed through AMOS and a Occupational Stress Scale for Public Prosecutors, consisted of five factors and comprising 26 items was obtained. The OSSPP fulfilled all the standards of model fit (CFI = .90, GFI = .91, RMSEA = .05). Significant negative relationship of OSSPP with Job Satisfaction Survey ($r = -.30, p < .01$) determined divergent validity of the scale. A significant positive correlation of OSSPP with Health and Safety Executive Management Standard Indicator Tool ($r = .52, p < .01$) determined its convergent validity. The scale appeared to be a promising measure with good items homogeneity, internal consistency, and a meaningful pattern of validity. Study II was correlational in nature. A purposive sample of 350 (Men = 306 and women = 44) public prosecutors of age range (25-50) years was recruited from 10 cities of Punjab, Pakistan to test the study hypotheses. Demographic datasheet, Occupational Stress Scale for Public Prosecutors, Job Satisfactio Survey, Scale of Emotional Intelligence, and World Health Organization Quality of Life (WHOQOL-Bref) were administered to collect data. Results of Pearson correlation analysis indicated that occupational stress had significant negative relationships with quality of life ($r = -.34, p < .01$), job satisfaction ($r = -.30, p < .01$), and emotional intelligence ($r = -.12, p < .05$). In order to test the predictive strength of occupational stress and other study variables in the prediction of job satisfaction and quality of life, two hierarchical regression analyses were run and the results indicated that 11 percent variance in job satisfaction was accounted for by occupational stress and emotional intelligence, and 13.7 percent variance in quality of life was accounted for by occupational stress, emotional intelligence, and job satisfaction, after controlling demographic variables. Results of moderated mediation analysis, tested through AMOS 21.0 showed that job satisfaction partially mediated between the relationship of occupational stress and quality of life, whereas emotional intelligence as a moderator appeared non-significant. Group differences were also analyzed through t-tests and ANOVA. The results showed significant differences on occupational stress in terms of gender, age, work experience, marital status, and family systems. The results have implications for the public prosecution department that may help in the identification of components of stress amongst the employees and will go a long way in introducing policies or systems in the public prosecution department of Pakistan.