

Abstract

The present study investigated the personality traits (extraversion, openness, agreeableness, conscientiousness, emotional stability), resilience, stress (organizational and operational), religious schemas (truth in teaching and texts, fairness, tolerance, rational and xenophobia) and quality of life (physical, psychological, social and environmental) among police officers of the Punjab. The study comprise of two phases quantitative and qualitative. Quantitative study was aimed to measure the relationship among the personality traits, resilience, stress, religious schemas and quality of life among the four forces including police highway patrolling, district Police, elite force and traffic police of the Punjab. Secondly to determine whether the four forces differ in terms of personality traits, resilience, stress, religious schemas and quality of life. To measure the main variables of the study the data was collected through 825 police officers from four forces (including Police Highway Patrolling, districtPolice, Elite Force and Traffic Police) from all 36 districts (Attock, Bahawalnagar, Bahawalpur, Bhakkar, Chakwal, Chiniot, Dera Ghazi Khan, Faisalabad, Gujranwala, Gujrat, Hafizabad, Jhang, Jhelum, Kasur, Khanewal, Khushab, Lahore, Layyah, Lodhran, MandiBahauddin, Mianwali, Multan, Muzaffargarh, Narowal, Nankana Sahib, Okara, Pakpattan, Rahim Yar Khan, Rajanpur, Rawalpindi, Sahiwal, Sargodha, Sheikhupura, Sialkot, Toba Tek Singh,vehari) of the Punjab . A purposive sample was conveniently drawn. Standardized tools were administered to measure the main variables of the study to the four forces of Punjab police, including international personality for item pool (Goldberg 1995), Brief Resilience Scale (Smith, et al., 2008), Organizational police stress Questionnaire (Org-PSQ) (McCreary and Thompson (2013), Operational police stress Questionnaire (Op-PSQ) (McCreary and Thompson (2013), Religious Schema scale (RSS) (Streib and Hood, 2010) and Brief Quality of life questionnaire (WHOQoL-BREF) were administered to the four forces of the punjab police. All ethical considerations of APA were being followed. After compilation of the data collection and data entry scoring procedures and analyses was done through IBM SPSS version 23.00. Reliability of all scales along with their subscales was analyzed. All scales were reliable. Correlation analysis suggested that there is significant positive relationship among personality traits, resilience, truth in teaching and texts religious schema and all domains of Quality of Life. However, organizational and operational police stresses have significant negative correlation with personality traits, resilience and all domain of Quality of Life. ANOVA findings indicated significant differences in all four forces of Punjab police in terms of personality traits, resilience, stress, religious schemas and all domains of Quality of Life. The findings indicated that Police Highway Patrolling scored low on stress and high in terms of personality traits (extraversion, Openness, emotional Stability, conscientiousness and agreeableness), resilience, religious schemas and quality of life whereas traffic police is subjected to high levels of stress as compared to the other three forces (elite force and districtpolice). Multiple

regression analysis indicated that personality traits (extraversion, openness, agreeableness, conscientiousness, emotional stability), resilience positively predict quality of life whereas organizational and operational stressors negatively predict all domains (physical, psychological, social and environmental) of quality of life. Education among all demographic variables (age, marital status, rank, type of force) is a major determinant of quality of life among police officers of the Punjab. Resilience and organizational police stress significantly mediate the relationship between personality traits (extraversion, openness, agreeableness, conscientiousness, emotional stability) and physical domain of quality of life.

Qualitative part of the study consisted of eight participants from four forces of the Punjab police. Two members from each force (police highway patrolling, Elite Force, districtPolice and Traffic Police) participated in the focus group discussion. Semi structured interview protocol was developed based on previous literature consisting of twenty questions. The Interview was audio recorded and then transcribed. The data was analyzed through Grounded Theory. Qualitative analysis indicated that personality traits impact quality of life among police officers. Traffic police officers experience more stress as compared to other police forces. Major stressors include duty timings, posting far from home, no family time, no leaves, drug mafia, and noncooperation of citizens, criminality in police, no medical facilities, financial issues and lack of educational facilities for children. Eradication of negative police image, appreciations from high ups, proper funds allocations, postings near home, positive attitude of senior officers may improve quality life among police officers of the Punjab. The present study has identified extraversion, openness, agreeableness, conscientiousness, emotional stability, resilience, as determinants of all domains quality of life of four forces of Punjab police. The study has important implications for the policy makers and competent authority of police department to improve quality of life among police officers of the Punjab in terms of physical, social, psychological and environmental quality of life.

Key Words: personality, resilience, stress, religion, quality of life, extroversion, conscientiousness, emotional stability, openness, agreeableness, organizational stress, operational stress, Punjab police, police highway patrolling, districtpolice, traffic police, elite force.