

Abstract

This study examined the predictors of burnout and job satisfaction among police officers. For this purpose, 100 police officers of inspector and sub inspector levels were requested to participate in the study. Demographic data sheet and four valid and reliable psychological measures (viz., Work Life Balance Scale, Weiman Occupational Stress Scale, Maslach Burnout Inventory and Job Satisfaction Survey) were used to collect the data. Correlation matrix showed that demographic variables, work life balance, occupational stress, burnout, and job satisfaction were significantly correlated. Results of stepwise regression showed that monthly income, age, work life balance, and occupational stress significantly predicted burnout ($R^2 = .58$), and monthly income, work life balance, and burnout significantly predicted job satisfaction ($R^2 = .34$). Analysis of variance showed that among all the demographic variables, significant impact on burnout appeared only in terms of income groups and higher income groups reported lower occurrence of burnout. Implication of the study for policy makers and police department have been discussed.

Keywords: work- life balance, occupational stress, burnout, job satisfaction. Police officers