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JOB RELATED STRESS AND FAMILIAL RELATIONSHIP AMONG
ADDIS ABABA POLICE COMMISSION CRIME PREVENTION
OFFICERS

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ADDIS ABABA, ETHIOPIA

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Table of content

Acknowledgement	i
Table of content	ii
List of Table.....	iv
Abstract	v
Chapter one	1
Introduction.....	1
1.1. Background of the study	1
1.2. Statement of the problem	3
1.3. Objectives of the study.....	5
1.3.1. General objective	5
1.3.2. Specific objectives	5
1.4. Significance of the study.....	6
1.5. Scope of the study	6
1.6. Limitation of the study	6
1.7. Operational definitions of terms	7
1.8. Organization of the study	7
Chapter Two.....	8
REVIEW OF RELATED LITERATURE	8
2.1 Sources of stress for police officers	8
2.2. Characteristics of Familial Relationships.....	14
2.3. Importance of familial Relationship Quality in the marriage	14

2.4. Family relationship and stress.....	15
2.5. Coping.....	17
CHAPTER THREE	32
METHODOLOGY	32
3.1 Study Design.....	32
3.2 Sampling Technique	32
3.3 The study population.....	33
3.4 Instruments.....	33
3.6 Pilot study	34
3.7 Ethical consideration.....	35
3.8 Method of data Analysis	36
Chapter Four	38
Result	38
4.2. Sources of police job related stress and Situation of Familial Relationship	41
4.2.1.Sources of police job related stress	42
4.2.2 Quality of Familial Relationship.....	56
Chapter five.....	75
Discussion	75
Chapter Six	86
6.1. Conclusion	86
6.2. Recommendations.....	87
Reference	88
Appendixes	94

List of Table

Table1. Demographic Features of the participants	39
Table 2 Stress related to the nature of occupation	43
Table 3 Stress related to availability of resources	44
Table 4 Stress related to personal perception	45
Table 5 Stress related to nature of administration	46
Table 6 Stress related to personal income.....	48
Table 7 Stress related to working knowledge and skills.....	49
Table 8 Stress related to supervision	50
Table 9 Stress connected to relationship with peers	52
Table 10 Stress related to community.....	53
Table 11 stress related to family	54
Table12 Stress related to personal security at work.....	56
Table 13 the Quality of familial relationship	57
Table 14: Difference in the quality of relationship between officers from different rank levels	64
Table 15: Quality of familial relationship between male and female police officers.....	66

Abstract

This study was conducted to determine major sources of police job related stress and its effects among police officers' familial relationship. By its nature police job is accompanied with the cruelest, disruptive and distrustful aspects of the humanity on the customary bases along with poor organizational atmosphere, low personal income, family related problems, poor social health and clearly bureaucratic nature of the organization. The descriptive survey supplemented with qualitative methods was used to examine possible sources of police job related stress and its effects in familial relationship. The study population (N=150) comprises police officers from different genders and rank levels from Addis Ababa police commission crime prevention unit deployed in 6 areal community police stations in Nifeso Silk Lafto- sub-city. The findings show that even though the officers had enormous sources of job related stress and the coping mechanism implemented to reduce the effects of job related stress in the familial relationship was poor; the familial relationship of officers was identified as doing well. Finally, different recommendations were forwarded by police seniors and by the police supervisors to the police commission in order to supply facilities which can aid officers to reduce job related stress and its effects in the familial relationship.

Chapter one **Introduction**

1.1. Background of the study

This study is conducted to examine the police job related stresses and its effects on their familial relationships. The particular reason that inspire the researcher to conduct the study on police job than other job was, because the stress in policing is not caused due to single reasons at the job but from daily exposure to human violence and distress, complexity in working shift, the long periods of boredom, and constantly facing physical dangers that can put her or his life into death. Generally, policing is a type of job that involves officer with the cruelest, disruptive, and distrustful aspects of the humanity on the customary bases along with poor working environment and clearly bureaucratic nature of the organization.

Stress can causes a multitude of problems in the officer's professional, personal, and social life. Also it can lead to numerous harms when the officer brings that stress home to his family and it can cause his family to feel discomfort towards his/her job (Haines2003). Having the feelings of stress at work is expected when officers executes a large amount of duties beyond their capacities or if they perform a type of work which has to be performed in accordance with the specific time limits in the situation that exposes to danger(Haines, 2003).

According to (Nayak, 2008) there are five conditions connected to occupational stressors at work: work like routine, work requires physical reactions, work performed with in limited time, work overload, unclear job design, lack of technical skill, lack of clear job description with power and incompatibility of responsibility placed on the worker with the anticipated results of task should be done. In addition, He suggested that

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

normative, interpersonal and self-congruence aspect of role can increase the level of stress that face in the working place.

Nayak (2008) has also identified major groups of potential stressors for the employees in the organization are: over promotion, under promotion, role stagnation, security issue at job, ambitions, and success and gender discrimination. Relationship with boss, peers and subordinates are the three aspects that influences the level of workers' interpersonal relation stressors they experience at work place, the type of relationship between coworkers and the role they play within the organization. The situations that preserved in the organization which can be the main cause of stress for workers are: lack of freedom to plan, lack of recognition to the views and opinions, lack of participation in decision making, absence of sense of belongingness, absence of free and fair communication and lack of understanding approach towards personal problems (Nayak, 2008).

Policing is considered as one of the most stressful occupation, exposing staff to occupational, organizational, and personal stressors (Alexander, 1999; PatonandViolanti, 1999; Anshel, 2000ascitedinTurkishNational Police employees' survey, 2008). Factors that contributing to job related stress in policing are stated as low payment, loss of rewards and rank upgrading for their special commitment, public and family perceptions towards their profession, irregular shifts, exposure to violence, dealing with homicide victims and the survivors of vehicle accidents, irregular sleep schedules, holiday duties, restriction from religious partaking, deficient in participating in community organizations, lack of allowance for additional duties, lack of awards for constant professional commitment and conflict with family, friends and spouses (Toch, 2002; GuLZ. & Delice M., 2011, and Denhard R., Denhard J. & AristiguetaM., 2009). To handle the challenges

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

they come across endlessly at their work; police officers needs proper educational support, training and counseling from the concerned authorities on how to cope with stressors to enabling themselves to minimize its negative effects at work, their personal and social life (Haines,2003).

According to the study on police wives by (Gul&Delice, 2011),after stressful work hours at job, police officers returned to home having the feeling of discomfort and anger in addition to physical weakness which hinder them to sleep at night. Besides, the family member of the officers is affected due to the results of work related stress taken to home. This also creates the loss of wives satisfaction on job which makes their partners' emotionally burned-out. The nature of job that makes officer to being emotionally burn-out and depress which can increases dissatisfaction towards their job, less involved with friends, emotional detachment from own family and increases needs to spend his or her off-duty hours away from home (Jackson&Maslach,1982).

Generally, the main purpose of studying the police job related stress in Addis Ababa police officers with particular reference to officers deployed in crime prevention unit has come into the stage due to the fact that the local studies carried out to examine the underlying sources of stress in police job are too little. The current study appeared composing different sections by describing various theoretical backgrounds and practical experiences in the part of stress and its effects on police familial relationship.

1.2. Statement of the problem

It is obvious that in economically advanced countries government and police institutions have done a lot of work to identify the sources of police stress to deprive the negative effects that emanated from police job related stress. Therefore, they have created opportunities to have them sessions of counseling and police stress management training

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

programs for both the officers and their spouses in order to increase family tolerance, work efficiency and work productivity.

Managing stress in Ethiopian policing is an area where great gap is observed and inquiries carried out to know the facts are at minimal. Thus the researcher, academics and police practitioners are requested to conduct intensive studies to help the policy makers to develop viable policy and mechanism to advocacy. The area being unstudied has immensely contributed the loss of interest as motivated police officer, expose repeated family deutes and at same point in time to divorce.

The pattern overgrown in this way in police practice has led to less work productivity in making effective beat patrol due to impact it brought to crippling work efficiency and motivation (Chapin et al 2008 as cited in Kula, 2011). Moreover, when police job related stress reaches its uppermost level it brings chaos and causes to perceive marital disorder, suicide, murder, drug abuse, segregation of himself/herself from members of the community, cynicism, violence (police brutality) and mental disorder (Herman, 1975; Schwartz & Schwartz, 1975; Kroes, 1976; Peter Finn, 1997 and Reiser; 1975 as cited in Peter Maynard & et al, 1980). Also researcher (Selye as cited in Nikam et al., 2014 and Seulki Lee, 2013) maintained that the unrelieved effort to cope with stressors can lead a person to heart disease, high blood pressure, ulcers, digestive disorders, and headaches.

The Police officers are exposed to different stresses which emanated from supervisors' unjustified and stringent commands, strictly hierarchical nature of administration, lack of adequate time to spend with their families, colleagues, and their relatives. For example, the above major cases pointed out are taken from readings and are seems relevant to know their presence in policing of the country, through a study brought up to investi-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

gate the case related to stress in the policing job. Relying on the aforementioned reasons the researcher has been motivated to examine the topic to find out the job related stress and its effects on the familial relationship in Addis Ababa city Police administration.

Therefore, the present study attempts to answer the following research questions:

- What are the sources of police job related stress?
- Does the job stress affect the police officers familial relationship?
- In which rank level the quality of familial relationship is highly affected by the police job related stress?
- Is there any difference in the quality of familial relationship between male and female police officers?
- What are the coping methods employed by the police officers to reduce the effects of police job related stress?

1.3. Objectives of the study

1.3.1. General objective

- The overall objective of this study is to critically assess the major sources of job related stress for the police officers and its effects on their familial relationship.

1.3.2. Specific objectives

The following specific objectives are what this study attempts to answer at the end

- To identify sources of stress for police officers
- To study the effects of job related stress on familial relationship
- To study if there is difference in quality of familial relationship with in different rank level.
- To study if there is difference in quality of familial relationship between genders.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

- To study the coping strategies adopted by officers to manage the negative effects of stressors on their family relationship.

1.4. Significance of the study

The job related stress in policing and its effect on their familial relationship may be a new area of the study in Ethiopian police history and its impact is highly considerable in the wellbeing of police and their family. This research can be helpful to the police officers, police organizations and for the family of police officers in identifying the causes, consequences and coping mechanisms to manage the negative outcomes of job related stress in order to lead peaceful, productive and healthy life at work place and home. The study can also use as tools for police training institutes to develop curricula to teaching the way how the police can overcome challenges caused from work related stress.

1.5. Scope of the study

This study is delimited to Addis Ababa Police commission department of crime prevention sector. As the information readily available Nifes Silk Lafto sub-city is very widest, trends of crime rate is higher than other sub-city region and the number of police officers deployed in this sub-city is comparatively higher than other sub-city administration regions. These were the major reasons to take this sub-city besides of time limit and financial constraints. The study is delimited to only look at the cases coming from the police officers deployed in the sector as peace makers and crime preventers.

1.6. Limitation of the study

As the study was carried out in a small sample size, it needs to be replicated in other multiple sample size. Also the sample not representing the entire population of the study area because non probability sampling technique was used to take the participants

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

and the study not separately gave an idea about the extent of experiencing stress between different police ranks and genders.

Due to lot of posts covered by the crime prevention unit in the sub-City it was very difficult to collect the distributed questionnaires in the due date; challenges of convincing the officers about the aim of research were one of the limitations. The other limitation related to the study was the respondents to the interview were not positive to be recorded and some participants have dropped the questionnaires.

1.7. Operational definitions of terms

Police officers: refers to persons whose work is police profession.

Job related Stress: refers to the tension or pressures that worker feels in their bodies as they respond to everyday events at workplace and that make them feel uncomfortable.

Family: For this study family refers to husband and wife or husband, wife and children.

Relationship: refers to peaceful co-existence between spouse and their family members.

Coping: refers to overt and covert actions that help an individual to reduce or eliminate psychological distress or stressful conditions.

1.8. Organization of the study

The present study has six chapters. The first chapter focuses on the background, statement of the problem, objective and significance of the study. The second chapter comprises a review of related literatures. The third chapter will be given for methodology of the study. The results/findings of the study are dealt with in chapter four. Chapter five focuses on the discussion of the findings. Finally, chapter six deals with the summary, conclusion and recommendations.

Chapter Two **REVIEW OF RELATED LITERATURE**

The review section mainly mentions the theoretical background of the subjects on the study and assesses different studies related to the subject to aware the readers what have been done so fare on the area of the study. This part also talks about the previous research studies conducted on the same areas to specify the researchers and years of publications and procedures followed to make their final conclusions on their study. Therefore, it includes the sources of police job related stress and the theoretical studies on familial relationship and other related studies that have been conducted related with this specific research topic.

2.1 Sources of stress for police officers

Mostly stress in policing thought as it resulted from the nature of job itself that stressful and unsafe (Storm & Rothman, 2003, as cited in M. N. Akhona, 2008) and the sources of stress that police experience in their personal life originated from the exposure to distressing situations and lack of ability to handle its negative effects (Bodenmann et al., 2007).

According to (Lazarus and Folkman, 1984 as cited in Myendeki, 2008) Job stress takes place when job demands exceed the person's adaptive resources. Therefore stress refers to the temporary adaptation process that is accompanied by mental and physical symptoms, and it is caused by a disturbance in the equilibrium between job demands and the ability of the worker to respond to the demands. When job demands are too high to cope with, stress reactions are likely to occur (Myendeki, 2008).

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

As it was stated on the systematic review on occupational stress, burnout and coping in police personnel by (Poonam K. Nikam & et al., 2014) the police stress is not spring from single effects of job but from effects of their everyday exposure to human bad behavior and hurting, from the changes in working shift, the long periods of boredom, and the constant exposure to danger that are part of police work which cause serious job stress. Nikam & et al. (2014) also categorized the sources of police job related stress into four: stresses inherent in police work, stresses arising internally from police department practices and policies, external stresses stemming from the criminal justice system and the society at large, and internal stresses confronting individual officers.

While describing the psychological effects of stress in police officers (Martin Symonds, 1972 as cited in Nikam & et al., 2014) divided the sources of police stress into two broad categories:

- (A) The nature of police work: like constant exposure to danger, facing the unknown, confronting hostility, making judgments in rapidly changing and unpredictable situations.
- (B) The nature of police organizations: like the quasi-military structure of police organizations, competition for promotional opportunities, disagreeable job assignments and varying tours of duty.

The Psychologist and police officer (Terry Elsenberg, 1975 as cited in Nikam & et al., 2014) based on his experience grouped the sources of police stress into six categories within organizational practices and characteristics within an organization (poor supervision, absence or lack of career development opportunities, inadequate reward system, offensive policies, unnecessary paperwork, and poor quality equipment) which may provoke or encourage development of stress. Between organizational practices and char-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

acteristics, criminal justice system practices and characteristics, public practices and characteristics, police work by itself and the police officer.

Inadequate equipment, fear of severe injury, working conditions, anti-terrorist operations, lack of recognition, being killed on the line of duty, work overload, shooting someone in the line of duty, tackle with the public, lack of job satisfaction and police hierarchy are source of stress for police personnel (Mathur Pragya, 1993). Alternatively, previous study on the sources of police stress identified, stress that officers encounter are derive from daily pressures and needs in the working environments (Toch, 2002) from demands of the profession in conjunction with the expectations and needs of the public being served (Arter, 2007) and police personal life that adding burden on their job by interrupting their responsibility on job (Toch, 2002).

In their study (GuL Z., 2011 & M. Delice ,2011) viewed that dangerous missions, overloaded shift hours, hierarchical and disciplined structure affects police psychological and physiological wellbeing. On the other hand, bad administrative policies, job conflict, moonlighting (to work extra job without the knowledge of employer), under load, overload work, shift work and line-of-duty situations, courts, and negative public image is identified as main causes of stress for police officers (Kroes, 1985 as cited in Gul et al., 2011).

During his study on two crime prevention units in New York (Toch, 2002) identified sources of stress for the officers were incidents in which children had lost their lives, dealing with violent acts like child abuse, work with a difficult or unfriendly partner, an ineffective first-line supervisor, unfair rewarding system, time pressure and constraints which can be under stimulated or over stimulated, lack of confidence on decision making

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

at work, racial and gender conflict between coworkers, lack of conditions to minimize the effects of stress at work and problems at home, unable to free from work related issues at home, dealing with one's events at work and dealing with the consequence of work stress.

Denhard R., Denhard J. & Aristigueta M. (2009) identified some of the factors at work that cause the stress for the worker as: interpersonal relationships with the people who are working together, role ambiguity and role conflict (lack of understanding our position or duty) ,workload, having crucial type of responsibility for life and death consequences in the environment with a limered resources (west and west, 1989 as cited in Denhard R. & et al, 2009), unsuitable working situations, unjust treatment of the organization, organizational environment linked to office politics, lack of participation in decision making and poor communication, and taking unpleasant feelings to home and bring personal problems to work.

Toch H. (2002) in his study with focus groups identified that the officers' perception towards citizens increases the level of stress obtain during their work. Like some citizens are more privileged than other and considering some members of community as hostile or known for their disgracing behavior, and the indirect political influence on the administration decision as major stressor, lack of reward for commitment, regarding political relationship as the point of reference for promotion, promotion based on "*who you know than what you know*" and unrelated to personal efficiency and advantages.

Other areas of stress as sited in (Toch's, 2002) focus group finding were unable to accessing information; leaders pay no attention to the problems of lower rank officers. These were also clearly related to the events mentioned in the research by (Peter Finn

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

& Julie E. Tomz, 1997) and listed as follows: unproductive management style, inconsistent discipline and enforcement of rules, deficit and lacks of equipment, perceiving excessive or unnecessary paperwork, perceived favoritism by administrators regarding assignments and promotions, lack of input into policy and decision making, second-guessing of officers' actions and lack of administrative support, inconsistent or subjective internal disciplinary procedures and review, lack of career development opportunities (and perceived unfairness of affirmative action) with resulting competition among officers especially in small departments for the few available openings, lack of adequate training or supervision, and lack of reward or recognition for good work.

According to (Bruhn and Wolf, 1986 as cited in Arter, 2007), all individuals need recognition and other psychological rewards from the organization. But when an individual's lack these rewards from the organization and sense uncertainty of realizing those rewards an individual's faces strain in their work place (Selye, 1974 as cited in Arter, 2007). Agnew (1992, 2001 as cited in Arter, 2007) also argued that inequality in the police organization is immediate cause of stress for the officers and those who obtain an undeserved or unjust treatment have a possibility to developing a deviant behavior than those who do not hold such perception.

Nayak (2008) Change in work place of an individual affects his normal state of life and it requires an individual's effort to function back to normal situation and during passing with in uncomfortable situations an individual has a chance of exposed to stress. He added, responsibility in several system like family, voluntary organization, work organization etc., adds stress to officers when they are expected to fulfill certain obligations to each system and to fit into defined places in the system and these multiple roles may

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

have conflicting demands and people experiences role stress as they are not able to fulfill the conflicting demands or requirements.

Unacceptable and undeserved criticisms as major source of stressors encountered in the police work were identified by (Terry, 1981 as cited in Arter, 2007). And many police officers are highly frustrated because of the unjust and undeserved perceptions by the media of highly publicize the work of police, and the general lack of public respect for the police profession. The community perceived the contact with the police as undesirable although most of the time police providing services to help them, rather than enforcing rule and regulations.

Occupational recognition and acceptance is one of the highest order workplace needs (Shostak 1980 as cited in Arter, 2007). Policing in general does not provide this occupational acceptance in many circumstances for the officers involved (Arter, 2007). Police officers in the special duty are not experience same amount of stress with officers on other duties. The extent of having stress in specific type of duty is very limited with situation in that specific responsibility. For instance an officer whose responsibility is guarding at the gate may feel less stress than an officer whose responsibility is patrolling.

Arter (2007) also viewed that police officers on surveillance duty have a possibility of exposure to stressors emanated from both routine work experience and related events in his/her daily life and surveillance assignments exposes officer to stressing conditions that are continuous and cumulative, both from actual work experiences and related events in the lives of the officers. For (GuL Z. & Delice M., 2011) Patrol officers are more likely to feel depressed about their work compared to other ranks.

2.2. Characteristics of Familial Relationships

As different researchers recognized, the characteristic of relationship influenced by the specific conditions that people on hand (Hasse brauck, 1997). Couples do not stop the relationship even there is a bodily conflict and abuses in their marriage because such couples consider conflicts as the natural part of life they ought to find in their marriage bond and then they can maintain their intimacy in good quality without breakup. But the elements of good relationship with in the marriage could be challenged by stress and unhealthy feelings of individuals. This can be manifested as failure to make open communication and lack transparency between couples.

2.3. Importance of familial Relationship Quality in the marriage

Providing specific meanings to the quality of family relationship is very challenging job because the linkage between vital aspects that suggest it are extremely solid (Hasse brauck, 1997). However, particular characteristics that contributed for the quality of relationship inside the marriage are assumed as trust, tolerance, similar interests, responsibility, forgiveness, understanding, honesty, mutual respect, marital fidelity, openness, equality, consideration, acceptance, affection, and support.

The appearance or nonappearances of these elements within marriage are the indicator of quality relationship and it can also be affected by the individuals' value to apply and practice it in his/her marriage relationship (Hassebrauck, 1997).

Things which influence relationship quality and satisfaction among married couples were identified by the researchers like (Barnes, Brown, Krusemark, Campbell, and Rogge, 2007) were mindfulness: this can be paying attention to and being careful of what is going on in the internal and external environment of the individuals. Mindfulness has ability of boosting the quality of the relationship between couples though creating strong

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

connections, closeness and unity. In addition an individual who are very aware of his environments appreciates openness and interpersonal intimacy and they experience less negative in their relationships and faces lesser anxiety, anger and hostility (Barnes et al., 2007).

When individuals have awareness about what is taking place in their relationship can easily minimize the effects of stress in the relationship. High level of individual's experience of mind fullness decreases the opportunity of adverse conditions of stress in the relationship. Thus an individual's knowledge to the internal and external environment increases and enables him to approach and view incidents as challenges instead of threats (Barnes et al., 2007).

Let others know about one self increase the good quality of intimacy in the relationship like, fulfillment, affection, dedication and care. This can be done when people in the intimate relationship allow sharing feelings, attitudes, and experiences of their life Sprecher and Hendrick (2004). The stability and value of individual's relationship can be maintained through self-discloser because it adds a feeling of intimacy in relationship which is important to relationship achievement. Hence the relationship is very healthy if self-discloser goes together with other positive relationship factors (Sprecher & Hendrick, 2004).

2.4. Family relationship and stress

According to (Bodenmann, Ledermann & Bradbury, 2007; Story & Bradbury, 2003; Story & Repetti, 2006 and Graham & Conoley, 2006 as cited in Janelle Roach, 2012) external stressful experiences can influences value, durability and the whole security of relationship between intimate individual. When individuals constantly experience some kind of stress outside relationship diminish the quality of relationship between

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

intimate peoples and gradually enhances the possibility of strain and differences that can be spoil the strong relationship of individuals even without knowledge of the partners in the relation (Bodenmann et al., 2007; Story & Repetti, 2006).

Stress affects relationship quality and satisfaction by decreasing the time that partners spend together; decreasing communication which elicits negative interactions and withdrawal; and increasing the psychological and physical problems (Bodenmann et al., 2007; Story & Repetti, 2006). Couples who experienced more stress were inclined to have lower levels of relationship satisfaction, sexual satisfaction and sexual activity and when couples are stressed by situations outside the home it can be damaging the relationship, and when the external stresses are decreased, the relationship quality can improve (Bodenmann et al., 2007).

Although the stressful events outside home can damage relationship quality, other studies have found that it is also dependent on the types of relationship attributions made by the couple (Graham & Conoley, 2006 as cited in Janelle Roach, 2012). When partners have a positive thinking tends to moderate the effects of stressors. Negative thinking, on the other hand, involves seeing one's partner as the source of the problems which tends to further distress the relationship (Graham & Conoley, 2006 as cited in Janelle Roach, 2012).

The existence of negative relationship attributions seems to make the relationship of couples more susceptible to the effects of stressful events. Equally, partners who make positive relationship attributions, showing an understanding for the source of the problems, are more likely to maintain or increase the quality of their relationship in the face of

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

high level of stress (Graham & Conoley, 2006 as cited in J. Roach, 2012). Subsequently, the presence of relationship enhancing attributions appears to serve as protective factors.

Couples in relationships that develop attractive attributions have been found to be more proficient at coping with stressful life events (Graham & Conoley, 2006 as cited in J. Roacher, 2012). Additionally, couples who apply positive attributions in their relationship are more likely to perceive their partner as a source of support and possibly use the relationship as a coping resource when stressful events arise. This provides the couple with the chance to strengthen the relationship, as they learn to rely on one another (Graham & Conoley, 2006 as cited in J. Roacher, 2012).

2.5. Coping

Coping is defined by Lazarus and Folkman (1984 as cited in M. N. Akhona, 2008) “constantly changing cognitive and behavioral efforts to manage specific external and/or internal environments that are appraised as demanding or exceeding the resources of the person.” According to this definition coping specifically explains psychological state of mind in which the individual attempts to minimize the stressor in his/her management styles.

According to (Folkman & Lazarus, 1984; Moos, 1994; Zeidner & Endler, 1996 as cited in Myendeki, 2008) the term “coping” is used in reference to perceptual, cognitive or behavioral responses that are used in managing, avoiding or controlling situations that could be regarded as difficult and they were grouped coping into two categories, i.e. problem focused and emotion-focused. Problem-focused types of coping are directed at the problem and in looking for ways to manage and solve the problem.

Emotion-focused coping involves reducing the effects of stressful feelings caused by unpleasant experiences through relaxation, the use of substances (alcohol and drugs),

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

social activities and/or defense mechanisms, including avoidance (Edwards & Holden, 2001; Rothmann & van Rensburg, 2002 as cited Myendeki, 2008).

Coping as a term could be used to refer to the strategies or results. As a strategy, coping refers to the different methods that a person may use in managing his/her circumstances. In coping as a result, reference is made to the eventual outcome of this strategy for the person Myendeki (2008). Coping behavior is an important aspect of the stress process and refers to both overt and covert behaviors that reduce or eliminate psychological distress or stressful conditions (Fain & McCormick, 1988 as cited in Meyer et al, 2003) and the way in which an individual copes depends on his or her understanding of the stressful situation, making sense of it, and developing appropriate responses to it.

According to (Mostert and Joubert, 2005 as cited in Myendeki, 2008) coping can be described as the person's attempts to prevent, reduce or eliminate negative experiences. Coping resources that are inadequate and ineffectual can strongly dispose a worker to burnout (Brill, 1984 as cited in Myendeki, 2008). However, research indicates that police officers utilize coping mechanisms that increase rather than alleviate their stress (Violanti, 1995 as cited in Meyer et al, 2003). But the effective coping as the effectiveness with which individuals deal with their emotional responses to stressors and act to resolve the stressors and the cost of their effectiveness to the individual (Anshel, 2000 as cited in Meyer et al, 2003).

Moreover coping plays an important role in the stress-burnout relationship (Storm & Rothmann, 2003; Mostert & Joubert, 2005 as cited in Akhona N. Myendeki, 2008) and it indicate moderating variables that alleviate the negative effect of job stress, such as ra-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

tional-cognitive coping, recreational activities, self-care, and social support (Seulki Lee, 2013).

If a police officer uses inappropriate way of coping strategies in demanding work situation it contributes the suicidal behavior in the police member. Meyer et al (2003). As job stress is increasingly recognized as unavoidable factor at work, necessity of reducing negative effects of stress has risen. Many researchers have proposed that social support plays this role. Social support indicates “amount of helpfulness derived from social relationships” (Kreitner and Kinichki, 2004 as cited in Seulki Lee, 2013).

According to Cohen and Wills (1985 as cited in Seulki Lee, 2013), social support is comprised of four parts: esteem support, information support, emotional support and instrumental support. Esteem support is providing affirmation and feedback, which contributes to enhancing self-esteem, while information support is help in coping with problematic events by giving advice, suggestion and information. Emotional support is providing affection and trust, and instrumental support is aid in time, labor, money or modification of the environment.

Sources of social support can be divided according to the degree of intimacy that a person has with the sources: primary and secondary sources (Beehr, 1985: 377 as cited in Seulki Lee, 2013). Primary sources of social support involve family and friends; while secondary sources are those a person has less intimate relationship with including supervisor, coworker and counselor. Among them, supervisor support and coworker support are closely related to job stress because job stress occurs in the workplace.

Supervisor and coworker support are the most important and effective sources of social support at work (House 1981 as cited in Seulki Lee, 2013). Social support miti-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

gates the negative effects of job stress by interacting with job stress. That is, the relation between stress and strain is stronger for persons with low levels of social support than for those with high levels of support. If employees have higher social support, high levels of job stress do not result in strains (Seulki Lee, 2013).

When explaining the reason, (Murrell et al. 1992 as cited in Seulki Lee, 2013) argued that when officer faced with high job stress, persons with strong social support will cope with the stress successfully and will experience little distress, whereas those with weak social support will cope less well and experience greater distress. Social support is an important factor at work in that it may relieve the harmful effects of job stress (Seuki Lee, 2013).

As coping resources, social support acts as a buffer against job stress and weakens detrimental effects of excessive job stress. A buffering effect means that the presence of job stress would not lead to negative outcomes for those employees who receive or perceive a high amount of social support from others. (Seuki Lee, 2013). Stress is potentially manageable through systems of social support in the work place by administrative management, superiors and colleagues (Wisniewski and Gargiulo, 1997 as cited in Myendeki, 2008).

An individual's burnout levels depend not only on stressful events in the work environment, but also on the availability of coping resources (Greenglass, Burke & Konarski, 1998 as cited in A. N. Myendeki, 2008). It has been proposed that primary coping strategies can best be organized into two higher-order categories: Problem-focused strategies and emotion-focused strategies. Problem-focused strategies are mainly directed towards the management or alteration of a stressor. Emotion-focused strategies

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

on the other hand, are aimed at regulating emotional responses to the problem (Folkman & Lazarus, 1980; Lazarus & Folkman, 1984 as cited in Myendeki, 2008).

Billings and Moos (1981) have also identified three methods of coping. The active-cognitive, can be understood as the method of assessing potentially stressful events, active-behavioral, can be understood as the observable efforts of the individual, which attempt the management of the stressful situation and avoidance, understood as the refusal to face a problematic or stressful situation.

Haines C. (2003) in his study explained that conducting research on the effects of police stress on their family relationship is very tough job because of accessibility and limitation of information to find out all forms of stress could be recognized. Although, researcher like (Naik K., 2013) suggested that, former studies on the effects of police stress presented in a difficult way because there is no clear difference between the results of the studies and some researchers failed to provide evidences for their findings on the police stress and its effects. And so many studies appeared to their conclusion based on classical studies conducted on the police personality.

Matthews R.(2011) in his study concluded that the decline in spousal relationship and communication due to constant job related stress in the police officers results them for infidelity and unreasonable doubt on the sustainability of their relationship with spouse's could lead them to end their relationship by separation. Bazana S. & Dodd N. (2013) in their study explained that mismatch between work demands and family interest in police work contributes to both family and work stress.

Work stress and family stress are also positively correlated. But those who are knowledge to manage stress can better reduce the consequences of stress on their family

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

and at work. Knowledge of handling the impacts of stress at work lessen both work family conflict and the stress that officer face at work and the disparity between work conditions and family concern increases both family and work stress. Work related stress directly affects family health.

Police officers with a proper handling skill of work related stress can balance their time and energy at work. Basically, all human beings have a feeling of stress although the level of symptoms that they experience is differs between individuals based on their personal characteristics. The officers' knowledge about the consequences of stress influences the coping strategies of stress at work and at home.

This study was conducted in South African police Officers in Alice to explore the relationship between work-family conflict, stress and conscientiousness amongst police officers. The researchers used simple random sampling technique to select the participants of 101(n=101) out of a total population of 134(N=134) police officers in the Alice police station in the Eastern Cape. The researchers used questionnaires as the tool for collecting data from the samples. The questionnaires include four parts: biographical, the conscientiousness scale, work-family conflict scale and stress scale. The work-family conflict scale was used to measure work-family conflict and had 18 items measuring both work-family conflict and family-work conflict.

Nair J. & Joseph M. (2013) in their studies indicated that different factors exposes police officers to face stress at work such as; working in high time pressure because of personal duties at home and at work, extended hour of duty, emergency calls, lack of vacation or holidays, irregular working time, interpersonal relationship, lack of promotion,

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Work like boredom (this related to schedules of working time, victimization, lack of participation, group pressures, negative public attitude, role conflict, interpersonal relationships, inadequate pay, lack of challenges and role ambiguity), role ambiguity, home-work pressure, alienation, problems with courts, inadequate grievance representation, perceived status, and lack of autonomy and others.

According to (Nair J. et.al, 2013) events that causing stress in police officers is differ between genders i.e. the cause of stress for police women not the same for police men. For instance, circumstances identified by the researchers as causes of stress for police women are: limitation of time to accomplish domestic duties and responsibilities besides of their normal duties at job, duties needs extended time, emergency calls, lack of vacation or holidays, incompatibility of work schedule with other personal duties at home, job boredom (this related to schedules of working time, victimization, lack of participation in decision making, group pressures, negative public attitude, role conflict, interpersonal relationships, inadequate pay, lack of challenges and role ambiguity), isolation, problems with courts, inadequate grievance representation, perceived status, and lack of autonomy.

In other way (Nair J.et.al, 2013) point out that interpersonal relationship, lack of promotions, workload dissatisfaction, and role ambiguity are connected as the sources of stress in male police officers. But in their findings (Nair J.et.al,2013) explained that since the police job is permanent governmental employees the issue related to job security in not cause of stress for both gender. For this comparative study on job stress among police personnel 400 women and 100 men police officers from three job levels (Civil police officer, senior civil police officer and Sub Inspector) were taken randomly from different

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

police station in Kerala India and the respondents were specified in the age group of 26 to 55 years. The researchers were used only The 'Occupational Stress Inventory' questionnaire developed by Joseph and Dharmangadan as a tool to measure the perceived police job stress.

Janelle Roach (2012) in his quantitative cross sectional survey about the effects of police stress on interpersonal relationship with intimate partners focused on three specific areas: police stress (organizational and operational factors), quality of relationship (communication, support, mindfulness, satisfaction, and trust) and behavioral styles participating 120 sworn police officers from both sex groups predominantly from state and municipal police departments in USA Connecticut discovered the following findings.

The police officers experience higher stress if he or she has a poor relationship quality with partners and when there is unpleasant situation of police organization than operational aspects of the their job. The organizational issues which are the major source of stress for police officers are: working with limited number of officers, inconsistent leadership styles and the strictly bureaucratic nature of administration Janelle Roach (2012). The operational duties are less stressful for officers when it compared with shift work which leads officers for weariness Janelle Roach (2012). Work related stress has not impacts officers' relationship with their partners and they almost always trusted their significant other without hesitation, officers are satisfied with their significant other, the spouses have an active part in their lives, and understanding them Janelle Roach (2012).

Based on the findings of (Janelle Roach, 2012) officers who indicate higher levels of stress are less likely to have a healthy quality of relationship with his or her family and has less supportive relationships. In general, police stress, both organizational and opera-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

tional, directly affected an officer's relationship quality with his or her partner. Overall, it can be inferred that the less stress officers experience at work, the more likely they will have a healthy relationship quality because the likelihood of tension and conflict being brought into the relationship will be lower Janelle Roach (2012).

2.6. Managing the consequences of police job related stress on the familial relationship

Enabling officers to manage job related stress and its unpleasant effects on familial relationship by itself not guaranteed a police officers to continue in their marriage relationship. Because in nature job related stress can reach further than personal control, therefore couples are advised to be qualified how to deal with the real effects of job related stress on marriage. These can be realized through family therapy and rely on God. R. Matthews (2011).

Family Therapy

Family therapy means a treatment which helps couples to feel better in their marriage relationship and an individual whose job is to treat problems related to marriage is called family therapist. They are specialized individuals in various approaches to help couples to deal with the problems related to intimacy, police subculture influences, and communication.(Borum & Philpot, 1993; as cited in Mathews, 2011)Concerning family intimacy: therapists may make the couple consider their past days of loving relationship and find out what originally tempted the individuals to each other (Borum & Philpot, 1993 as cited in Mathews, 2011). Through this method couples are discovered how to improve their intimacy and focus on the good features of their marriage. In addition therapists possibly provide assignment to the couple that includes a list of activities that the

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

individuals should do for each other in order to show that they care (Borum & Philpot as cited in Mathews, 2011).

Police subculture influence: the way of police life or norms which are different from the rest of society and difficult work schedules affects various parts of officers' lives. For instance police subculture can highly pressure the spousal interaction. To allocate time for the police officers and the spouses spent together couples may be asked to set aside time for weekly dates and trips on the weekends (Borum & Philpot, 1993 as cited in Mathews, 2011). To reduce the negative effect of police subculture on marriage it is very important to couples to focus on the marital strength prior to other social relations (Miller, 2007).

Police officers should have not have the same feelings at work and at the home because at work being highly introvert may be appreciated as quality of police personnel but couples, should no secrets from each other and they must be able to share their feelings with their spouses. It is advisable for couples to engage in the social activity outside of their marriage after they are secured the stability of their relationship (Miller, 2007).

Related to communication family therapists regularly form extra time for communication between couples and they are not allowing the couples to raise issues other than related to their marriage concern in no pressured manner. In doing so, therapists improve the condition of communication between couples (Borum & Philpot, 1993; Miller, 2007 as cited in Mathews, 2011). During therapy therapist also train couples about how to solve problems and resolve conflicts together though explain the importance of active and non-defensive listening to enhance the habit of working together in couples. Active lis-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

tening is where the listener responds to statements made by the one speaking in order to show that he or she is listening.

“Active listening helps the listener better understand what the speaker is saying and also lets the speaker know that he or she is being understood and non-defensive listening is where the speaker is allowed to speak his or her mind without any defensive interruptions from the listener.” (Borum & Philpot as cited in Mathews, 2011) Active and non-defensive listening create the atmosphere of healthy relationship between couples through developing the feelings of empathizing with spouse, recognizing the relationship to work they must have the feeling of being in win-win situation. Finally, couples will come to the point in which they are much more comfortable revealing their emotions (Borum & Philpot as cited in Mathews, 2011).

Reliance on God

Providing professional treatment improves family relationship, but it always cannot alone maintain health of marriage. Therefore in addition to human answer to the problems in marriage couples can need the help and support of God in order to continue in their marriage relationship. During marriage couples make determined decision, they promised before God and becomes one. God not allow divorce for the couples. These clearly recited in the Bible as follows:

“When Jesus answered to Pharisees and said to them, at the beginning, God created human as male and female; For this reason shall a man leave father and mother, and shall cleave to his wife and they two shall be one flesh therefore they are no more two, but one flesh. Who apart that God joined togeth-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

er? Man cannot separate the twain by God. They asked, Why Moses did then command to give a certificate of divorcement, and to put her away. Jesus said to them, Moses command that because of the hardness of your hearts suffered you to put away your wives: but from the beginning it was not so. And I say to you, whosoever shall put away his wife, except it be for adultery, and shall get married another man, committee adultery: and whoever married her who is put away both commit adultery.” (Matthew 19: 4-9 in the New Testament Bible). For marriages to remain unified according to God’s original plan each spouse should seek God personally and the couple should seek God together (Mathews, 2011).

Personal relationships with God

For a marriage to rely on God, it is essential that both spouses have a growing relationship with God. If one of the individuals doesn’t have a relationship with Christ, it is like the effort made between two unequally yoked oxen (II Corinthians 6:14). Couples can have a difficult time working together when their whole purpose for living is totally different. An unequally yoked marriage may result in one of the spouses placing too much of a burden upon the other spouse. A husband or wife may end up looking to his or her mate to fill a God-sized void, but man cannot fill what God was meant to fill. By first having a relationship with God, spouses can also better understand how to love their mates (Clinton & Sibcy, 2006 as cited in Mathews, 2011). A husband is supposed to love his wife as Christ loved the church. Christ died for the church and husbands must sacrifice nothing less than their lives in order to be the husbands that they are meant to be (Ephesians 5:25).

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Humans are naturally selfish, but it takes sacrifice for marriage to work. For a stressed-out officer, the sacrifice needed of him may be that he should come home and make the decision to engage in conversation with his wife. For a wife at home, she must live by biblical truths as well. When dealing with her stressed-out husband, she must apply the principle of forgiveness (Colossians 3:13). The officer's wife must learn to forgive her husband as Christ forgave her. Spouses must learn to forgive each other in order for their relationship to move forward and ultimately, forgiveness comes down to a decision. Spouses can forgive their husbands or wives even in the midst of negative emotions (DiBlasio, 2010 as cited Mathews, 2011).

The impact of Christ-like forgiveness was analyzed in a decision-based therapeutic study which used a thirteen step process. The process started by teaching the spouses to understand forgiveness from a biblical standpoint and eventually worked towards the goal of having the spouses give and receive forgiveness. Like family therapy, the focus was to have each spouse grow in empathy (DiBlasio as cited Mathews, 2011).

To see if the therapy had actually helped the couple, follow up was conducted by the researcher four years after the therapy and in the follow-up, the couple mentioned how Christ-like forgiveness had helped them with more than just short-term issues; the forgiveness positively affected the long-term intimacy of their relationship (DiBlasio as cited Mathews, 2011). Like forgiveness, secure attachment is an important aspect of relying on God (Clinton & Sibcy, 2006 as cited Mathews, 2011). Successful relationships can occur when each member has a secure attachment style with the other member (Clinton & Sibcy, 2006 as cited Mathews, 2011). When an individual prays to God, the relationship that is established with God can create a safe haven within the individual's life. The

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

safe haven gives the individual a solid platform that he or she can work from. A safe haven and solid platform are beneficial in developing a secure attachment style.

Having a secure God attachment is important in establishing secure attachments with one's spouse, too (Clinton & Sibcy as cited Mathews, 2011). Just knowing that God loves unconditionally can be a great source of security. Research has shown that there is a positive correlation between couples being religious and having both stable and satisfying marriages (Harris & Schvaneveldt, 2008 as cited Mathews, 2011).

Seeking God together

Couples should not just seek God personally, but also they should seek God together. As it was mentioned previously, that officers can triangulate their marriage. Instead of the marriage just including two people, the officer's department can somehow become a third member of the relationship (Borum & Philpot, 1993; Miller, 2007 as cited Mathews, 2011). Not all relationships made of three members are harmful. In fact, God's plan was for marriage to be between a man, woman, and God (Clinton & Sibcy, 2006 as cited Mathews, 2011). One of the most important ways that couples can seek God together is through prayer.

Research over the last decade has started to realize the power of prayer. One of the most impactful aspects of prayer is in how it helps couples deal with marital conflict (Butler, Gardner, & Stout, 2002 as cited Mathews, 2011). If couples pray together in the middle of marital distress, they tend to be a softening of the relationship. What is especially important for law enforcement officers is that praying together can lower emotional reactions to conflict. A lowering of negativity and enmity can occur from praying together as well. To further help with reconciliation, praying together also helps develop better

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

marital communication, encourages commitment, and builds intimacy (Butler, Gardner, & Stout as cited Mathews, 2011).

Summary

By its nature police job is highly exposed to various kinds of stressors and it can be the source of conflict between couples and their family members. The previous studies identified the job demands and lack of ability to handle its negative effects, pressures and needs in the working environments, personal life that adding burden on their job, dangerous missions, overloaded shift hours, hierarchical and disciplined structure, bad administration policies, job conflict, moonlighting (to work extra job without the knowledge of employer), under load, overload work, shift work and line-of-duty situations, courts, and negative public image, witnessing horrible realities, violent acts, work with unfriendly partner, an ineffective first-line supervisor, unfair rewarding system, time pressure and constraints which can be under stimulated or over stimulated, lack of confidence on decision making at work, racial and gender conflict between coworkers, lack of conditions to minimize the effects of stress at work and problems at home, unable to free from work related issues at home, dealing with one's events at work and dealing with the consequence of work stress were discovered as the major sources of stress for police officers. Therefore an individual in the marriage relationship needs to be dealt with cautiously with their stress at their job in order to avoid suffering the wellbeing of his/her family relationship. Because the feelings of an individual who is the member of family has power to affects the other members of the family.

CHAPTER THREE METHODOLOGY

3.1 Study Design

The study design is a descriptive survey by strategy. It also employed a qualitative method to describing and explaining prevalence of stress and its effects on police officers familial relationship. The survey is focused on two specific areas: Source of police stress (nature of occupation, availability of resources, personal perception, administrative problems, personal income, working knowledge and skill, ineffectiveness of supervision, peer relation, community pressure, family problem, and personal security at work) and quality of relationship with in the family.

3.2 Sampling Technique

Participants were selected using non-probability sampling techniques because there were only few married officers who easily accessed to respond to the survey questions. The other reason to choose convenient sampling method was due to the nature of their profession; officers' work in different shifts (day, night, midnight and weekends) for consecutive dates, other were leave for breaks and some others were assigned for special duty. Before administering the survey questionnaires information about availability of married police officers in the sub-city was gathered through contact with sub-city district police administrative main branch human resource development and management office head. According to available data the total population size was 1505 from this 623 were staff members, the remaining 882 officers were deployed in crime prevention unit from those officers in the unit 542 were not married, 150 officers were not specified themselves either married or not and 190 officers were known as married. For the aforementioned

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

reason the total sample size comprised 150 participants from both sex groups in the crime prevention unit.

3.3 The study population

The participants of the study were married police officers who were deployed in Addis Ababa police commission crime prevention unit in Nifas Silk Lafeto sub-city. The unit holds 6 sites of community police stations: Saris area community police station, Gofa area community police station, Lafeto area community police station, Lebu area community police station, Qore area community police station, and Mekenisa area community police station. The total size of participants comprises 150 purposely selected married police officers from both sex groups and 8 key informants were taken from police supervisors and senior officers. The officers ranged in age from 21 to 50 and above with a median age of 28.

3.4 Instruments

To obtain sufficient information for the study the following two types of data collection tools were utilized for data gathering: closed ended questionnaires and semi-structured interviews. These instruments were prepared to investigate the most accurate data and to gate more honest, unambiguous and in-depth responses from the participants. Semi-structured interview were used to fill gaps on survey questions and to get additional information on the effects of police job related stress in familial relationship and coping mechanisms implemented to deal with police job related stress. Closed ended questions were used to make enough condition for protection against bias and to maximize reliability to obtaining complete and accurate information. Hence, first questionnaires were prepared in English and then converted into Amharic by language professional.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Survey Questions

Closed questions were conducted to ask married police officers to indicate their response for each item of the statement provided according to the instruction. The other reason to choose closed questions were because it is easy to handling, simple to answer, quick, relatively low-cost to analyze and they are most amenable to statistical analysis. Sometimes, the provision of alternative replies helps to make clear the meaning of the question. It consists two parts: Possible sources of police job related stress and the quality of relationship with the family.

Interview

Semi-structured interview was conducted by the researcher to fill gaps on closed questions. It is focused on police job related stress, police job related stress and familial relationship, police job related stress and coping mechanism and about their recommendation to police institutes in deal with police job related stress. The researcher used these data as complementary information during data analysis.

3.6 Pilot study

The purpose of the pilot study was to collect information that bringing the weakness to the light to improve the items. It is also to find out if the language and instruction of the instruments was clear and comprehensive to respondents. Structured questionnaires and semi-structured interview were developed first in English. After extensive revision and accepting remarks from advisor and senior researchers the final version of English questionnaires and interviews were translated to Amharic version by Addis Ababa University Literature instructor Bereket Asefa; and then back to English to ensure understandability and message consistency by the researcher.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

The respondents who were participating in the pilot study were taken through convenient sampling method by the criteria of married police officers who were deployed in crime prevention duties in Areda sub-city. The pilot test was conducted on 35 married police officers. And the prepared instruments were administered. When providing the instruments the respondents were informed to take notes on any ambiguous words, phrases or sentences. After they finish, discussions were held with the respondents to accept their positive opinions on the items and the items that were not clear during the pilot study was pointed out. And the questionnaires were given to senior researchers to be assessed the content and face validity of the instruments and their feed backs was accepted to improve the tools of the study.

Besides of that the reliability of tools was checked by the researcher on alpha 0.5 marginal error level using SPSS-version 20 statistics viewer. During the reliability check Cronbach's Alphas coefficient ($\alpha=.689$) were obtained for the items related to sources of police job related stress and ($\alpha=.941$) for the items related to effects of police stress on familial relationship this indicated an acceptable reliability and all items were good to be used for the study. Then the final questionnaires were designed by comparing mean value obtained from different respondents during pilot study and the opinions given for the clarification (for more information please see appendix C).

3.7 Ethical consideration

Loyalty to the strict ethical guidelines is essential to ensure that respondents are fully protected throughout the data collection process. All ethical guidelines required of a particular research were followed in this study. Data collection was carried out with the prior permission of Addis Ababa police commission commissioner; other police hier-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

archical level officials, and contacting to participant police officers to get their compliance for their participation in the study (see appendix D).

Good rapport with officers established by giving introduction about the objectives of the study, importance of their cooperation and their honest responses before commencing conducting interviews and administering a questionnaires. They were also assured that the information provided by them would not be misinterpreted and the confidentiality of the information would be maintained strictly. The researcher was very patient in making the dialogue with interviewee and was gave enough time to respond the entire interview questions and allowed further conversation to the interviewee on the issue.

3.8 Method of data Analysis

The data obtained through recognized study tools were analyzed using percentage, frequency, and table; one way ANOVAs was used to compare the characteristics of family relationship between different police rank levels and Bonferroni Post Hoc multiple comparison tests used to identify the mean differences in unequal sample size (see appendix E for more information). T-test was also used to see the difference in the quality of relationship between male and female police officers and supplemented with discussions of the qualitative data. And Additional information gathered through interview interpreted by organizing similar ideas and related to information acquired by closed questions.

Location of the study

Addis Ababa police commission crime prevention department which is deployed in Nifas Silk Lafeto sub-city administration locality. The researcher identified this location for the following reasons: number of police officers deployed in crime

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

prevention unit was relatively high, it is the widest sub-city in the administration and relatively the rate of crime committed in this sub-city was higher than other sub-city administrations (according to Addis Ababa police commission human resource division report, 2013). Other reason to select crime prevention department than other departments of police was because of law enforcement duties in this department needs extra effort of police officers and it is considered as more stressful duty than other police department duties.

Chapter Four **Result**

Most studies conducted in police job related stress reflected the sources of stress for police officer are to some degree the nature of job that aggravated by high pressure and needs in the working environment, nature of the organization, leadership style, personal expectation, type of relationship with the members of the community, nature of relationship with working colleagues, lack of personal skill about the working material, personal life out of work, economic need and ability to handling situation at the work and out of work.

Investigating underlining causes of police stress in the Ethiopian police is not getting much attention by the researcher and practitioner of policing and other scholars prominent in carrying studies related to crime and prevalence rate of crime in the community. The problem being untapped through rigorous studies and the attention given in minimal has contributed a lot to efforts on police officers mental cognition, ill health status, decreasing work efficiency, and endangering officers' familial relationship. Therefore this study mainly focused on exploring the sources of stress for police officers and the situation of relationship between officers and their family. The table shows the demographic profile of the participants responded to descriptive survey questions.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Table1. Demographic Features of the participants

Demographic characteristics	Category	Frequency	%
Gender	Male	111	74
	Female	39	26
Age	21-25	58	38.7
	26-30	34	22.7
	31-35	14	9.3
	36-40	22	14.7
	41-45	11	7.3
	46-50	9	6
	51+	3	2
Officers by work assignment	Patrolling	35	23.3
	Guarding	30	20
	Community based policing	31	20.7
	Surveillance	5	3
	Criminal operation	20	13.3
	Administrative work	29	19.3
Officer by rank order	Lower level Rank		
	Constable	21	14
	Assistant sergeant	40	26.7
	Deputy sergeant	27	18
	Sergeant	23	15.3
	Chief sergeant	3	2
	Middle level rank		
	Assistant Inspector	6	4

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

	Deputy Inspector	19	12.7
	Inspector	3	2
Higher level rank	Chief Inspector	2	1.3
	Deputy commander	5	3.3
	Commander	1	0.7
Officers by deployment shift	Day	80	53
	Night	4	3
	Mixed shift	66	44
Educational background	High school	86	57.3
	Preparatory	26	17.3
	Certificate	12	8
	Diploma	24	16
	Bachelor Degree	2	1.3
Tenure	1-5 years	55	37
	6-10 years	44	29
	11-15 years	8	5
	15+ years	43	29

As we can see in the table1 the demographic profile shows the participants responded to descriptive survey questionnaires were mostly male (74%). Concerning to age related variables the respondents ranged from 21-45 were comprised 92.7% of the respondents and the remaining ranged from 46 and above years of ages were comprised 8%. The greater number (64%) of respondents were deployed in proactive type of policing like patrolling guarding and community based policing, 16.3% participants deployed

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

in reactive type of policing, like emergency response, criminal operation and surveillance and the remaining 19.3% respondents were deployed in administrative duties like supervision and providing logistics for the officers.

Concerning to rank the involved participants were from varied levels of ranks; 76% police officers were at the lower level of rank (constable-chief sergeant), 18.7% were at the middle level rank (Assistant Inspector- Inspector) and 5.3% police officers were at the higher level rank (chief Inspector-commander). Related to deployment shift, 53% officers were frequently worked in a day time, 3% were in a night shift and 44% were worked in mixed shifts (day, night and middle night).

Moreover, related to educational background, 57.3% participants described as they were completed high school; 17.3% described as they were completed preparatory school; 16% reported as the having diploma; 1.3% reported as holders of bachelor degree and 8% reported as completed of some college certificates; like 10+1, 10+2, 10+3 and level three and average length of service provided by participants was 1-5 years (37.5%).

4.2. Sources of police job related stress and Situation of Familial Relationship

Frequency and percentage of responses for each item of descriptive survey on possible sources of police stress and its effects on familial relationship are presented below. The alternative answer 'yes' was given to the officers to select if that specific item matches the causes of stress they had been experienced during their Job and to categorize if they had a type of relationship considered important in any familial relationship. And the alternative answer 'no' was given as an option to enabling the officers to reject a specific item when an item does not associated with the causes of stress they had been suffered from during their job, and to show the type of relationship deemed important in any

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

familial relationship does not exist in their family; and these alternatives have individual values (Yes=1 and No=1). In general, the results of the study show all questions asked to the officers were responded with in the minimum differences in answers. According to the findings the sources of stress for the officers were much diversified and the situation in familial relationship was encouraging.

4.2.1. Sources of police job related stress

In this section 11 essential topics about the police occupation were identified to create a lists of items with in the boundary of particular issue to explore the extent of the strain acquire in the police officers due to inadequacy of specific circumstances. The followings are the results obtained from the samples of the study carried out to examine officers job related stress. The researcher constructed 81 set of questionnaires to investigate the relationship between police job and stress that the police officers' experiencing during their job. And findings of the study through identified tools are presented like as follows:

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

4.2.1.1. Stress related to the nature of occupation

Table 2 Stress related to the nature of occupation

Items	N	Yes		No	
		f	%	f	%
Overtime demands	145	89	61.4	56	38.6
Working on days off (e.g. holidays and weekends)	142	99	69.7	43	29.6
Working with limited number of officers at night	139	90	64.7	49	35.3
The nature of work needs urgent responses	138	66	47.8	72	52.2
Irregular working hours	133	84	63.2	49	36.8
Frequent travel due to transfer	141	79	56.0	62	44.0
Called for service at odd hours	141	80	56.7	61	43.3
Traumatic events (witnessing child abuse, domestic violence, death & motor vehicle accidents)	136	99	72.8	37	27.2
Mean	139	86	61.9	53	38.1

As depicted in the Table2, from the respondents about 61.4% officers responded that the nature of police occupation is the main source of stress, where as 38.6% officers responded the nature of occupation is not a source of stress. From responses gathered on the nature of duty in police practice shows that working on days off caused stress on 69.7% officers, Working with limited number of officers at night stressed 64.7% officers, Irregular working hours reason for the presence of stress for about 63.2% officers, Frequent travel due to transfer stressed about 56.0% officers, Called for service at odd hours stressed about 56.7% officers and Traumatic events caused stress on 72.8%

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

officers but the nature of work needs urgent responses as source of stress was responded by only 47.8% officers.

4.2.1.2. Stress related to availability of resources

Table 3 Stress related to availability of resources

Items	N	Yes		No	
		F	%	F	%
Lack of first aid kits	142	111	78.2	31	21.8
Shortage of vehicles	142	115	81.0	27	19.0
Shortage of equipment	140	89	63.6	51	36.4
Unfair distribution of resources between departments	141	72	51.1	69	48.9
Poor quality uniforms	143	104	72.7	39	27.3
Lack of stress-reducing assistances programs	138	99	71.7	39	28.3
Mean	141	98.3	69.7	42.7	30.3

As it is shown in Table 3, stresses related to inaccessibility of resources was the source of stress for most police officers (69.7%). This was recognized in the data gathered from the respondents through survey questionnaires prepared to investigate either the unavailability of work resources are the causes of stress for the police officers or not. Specifically, from total participants 78.2% were responded lack of first aid kits like lack of basic medical treatment which is given to injured people during emergency situations or when someone suddenly become injured on the duty. The shortage of vehicle to carry out the police duty accepted as source of stress for about 81% of the respondents. In addition,

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

tion, Equipment deficiencies were agreed as the source of stress by 63.6% of the respondents.

From the total participants about 51.1% were responded unfair distribution of resources, like police car, police uniforms, shelters and etc. between departments was the source of stress. Regarding stress related to the poor quality of uniform, about 72.1% respondents were answer it was the source of stress. Moreover, lack of stress reducing assistances programs as the source stress about 69.7% participants responded it was the source of stress for them. From the mean of results (69.7%) any one can generalize that unavailability of resources was the source of stress for police officers.

4.2.1.3. Stress related to personal perception

Table 4 Stress related to personal perception

Items	N	Yes		No	
		f	%	f	%
Feelings like you are always on the job; even at home	142	77	54.2	65	45.8
Feeling like someone may revenge you	140	40	28.6	100	71.4
Sense same community members as hostile	139	54	38.8	85	61.2
Sense of powerless to make decision at work	138	50	36.2	88	63.8
The feeling that different rules apply to different peoples(e.g. favoritism)	127	64	50.4	63	49.6
Mean	137	57	41.6	80	58.4

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

As we can view from the Table 4 Except, from the feeling like someone always on job; even at home (54.2%); and the feeling that different rules apply to different peoples (e.g. favoritism) (50.4%) the majority of respondents (58.4%) do not stressed out because of personal perception held on how things look like during the police Job.

4.2.1.4. Stress related to nature of administration

Table 5 Stress related to nature of administration

Items	N	Yes		No	
		F	%	F	%
Unfair promotion	139	93	66.9	46	33.1
Promotion based on favoritism	142	96	67.6	46	32.4
Unjustified and stringent commands	142	109	76.8	33	23.2
Lack of rewards and recognition for the special commitment	141	92	65.2	49	34.8
Lack of promotion (occupational stagnation)	140	106	75.7	34	24.3
Over promotion	140	92	65.7	48	34.3
Considering political connection as the bases for promotion.	138	69	50	69	50
Promotions that are not related to merit or achievement	141	98	69.5	43	30.5
Inconsistency in communication flow from top to bottom and bottom to top	141	94	66.7	47	33.3
The personal commitment has been diminished by any actions of the department's administration.	140	100	71.4	40	28.6
Strictly hierarchical administrative structure	140	91	65.0	49	35.0
Lack of help with family problems	141	100	70.9	41	29.1
Mean	140	95	67.6	45	32.4

The researcher arranged list of questions to examine about police job related stress and nature of the police organizational administration; as it represented in the Table

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

5 the responses obtained on the nature of administration as the source of stress for police officers is presented as follows: Problems related to unfair promotion (66.9%), Promotion based on favoritism (67.6%), unjustified and stringent commands (76.8%) were responded as the source of stress for the police participants. Moreover, lack of rewards and recognition for the special commitment (65.2%) and lack of promotion or occupational stagnation (75.7%) was identified as the sources of stress police officers had been experienced during their job.

Similarly, over promotion for instance raising of someone to a higher rank or position further than his/ her permissible personal competence was established as the source of stress for 65.7% participants. The nature of administration which considering political connection as the bases for promotion established as it was a source of moderate stress for the police officers. This was recognized in the responses obtained from the participants.

Promotion which is not considered personal merit or achievement was the source of stress for 69.5% of respondents and inconsistency in communication flow from top to bottom and bottom to top was the source of stress for 66.7% of respondents. Concerning to the personal commitment has been diminished by any actions of the department's administration about 71.4% participants were responded it was the source of stress for them. Finally, as it is reflected on the Table 5 strictly hierarchical administrative structure (65%) and lack of help with family problems (70.9%) were established as source of stress for the respondents.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

4.2.1.5. Stress related to personal income

Table 6 Stress related to personal income

Items	N	Yes		No	
		F	%	F	%
Unreasonable payment (receiving less income for higher commitment)	142	113	79.6	29	20.4
Unable to afford living cost	140	116	82.9	24	17.1
No saving for unforeseen events in the family	142	120	84.5	22	15.5
A month longer than the money	142	119	83.8	23	16.2
Mean	141	117	82.7	24.5	17.3

The source of stress linked to personal income was identified as the major sources of stress for the police officers (M= 83.8%). This was investigated through question like is unreasonable payment or receiving less income for higher commitment causes stress for you? And about 79.6% participants were replied it is the source of stress for them. Related to stress caused due to unable to afford living costs about 82.9% participants were identified it was the source of stress. Lack of saving for unforeseen events in the family was also the source of stress for about 84.5% participants and also, insufficiency of money for basic expenses of a person within month was source of stress for about 83.8% respondents.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

4.2.1.6. Stress related to working knowledge and skills

Table 7 Stress related to working knowledge and skills

Items	N	Yes		No	
		F	%	F	%
Unavailability of training on new equipment	145	84	57.9	61	42.1
Lack of knowledge to provide first aid for the victims of accidents	143	101	70.6	42	29.4
Lack of knowledge on how to manage stressors	142	80	56.3	62	43.7
Loss of confidence to plan work and making decision at work	141	66	46.8	75	53.2
Mean	142	82.7	57.9	60	42.3

Depending on the result presented in Table 7 one can recognize that lack of working knowledge and skills cause stress for police officers (M= 57.9%). This was considered from the response provided by the participants. The followings are the results obtained for the each questionnaire that were provided to the participants: Unavailability of training on new equipment's or tools(57.9%), Lack of knowledge to provide first aid for the victims of accidents (70.6%), and lack of knowledge to deal with stressors at work about (56.3%) were identified as the source of stress for respondents.

Stress instigated due to loss of confidence to plan work and making decision at work (exercising discretionary power) was not established as the sources of stress for the participants of the study. However half of participants (50%) were established that it is not an issue which exposes them to suffer from stress.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

4.2.1.7. Stress related to supervision

Table 8 Stress related to supervision

Items	N	Yes		No	
		F	%	F	%
Perceived pressure to work in a volunteer free time	141	102	72.3	39	27.7
Inconsistent leadership	139	105	75.5	34	24.5
Leaders over-emphasis to the negative	143	110	76.9	33	23.1
Unsupportive leadership	139	97	69.8	42	30.2
Lack of employee-oriented leadership	140	93	66.4	47	33.6
Weight that given to the views and opinions of individuals based on their rank & seniority.	139	78	56.1	61	43.9
Poor quality of immediate supervision	139	97	69.8	42	30.2
Not participating in decision making	141	83	58.9	58	41.1
Lack of freedom given to plan the work	138	81	58.4	57	41.6
Unfair work assignment	139	91	65.5	48	34.5
Inequitable disciplinary disposition	140	103	73.6	37	26.4
Lack of respect and neglect for personal problems	138	86	62.3	52	37.5
The feeling of some groups are more important than others	132	80	60.6	52	39.4
Second-guessing of officer's actions and lack of administrative support	137	85	62.0	52	38.0
The command and control approach to management.	131	85	64.9	46	35.1
Mean	138	91	66.2	47	33.8

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

The results of the study on the sources of police stress related to nature of supervision were explored through 15 questionnaires ready for the reason and presented as follows: stress caused due to perceived pressure to do in a volunteer free time were responded as source of stress by 72.3% participants; Inconsistent leadership 75.5% and leaders' over-emphasis to the negative were identified as the source of stress for more than 76.9% participants; About 69.8% participants who were involved in the study responded unsupportive leadership was the source of stress. Related to lack of leadership style in the organization that center the interests of employee 66.4% participants were recognized it was the source of stress; About 56.1% respondents were replied weight that given to the views and opinions of individuals based on their rank & seniority was the source of the stress. For notable number of participants (69.8%) poor quality of immediate supervision was the cause of stress in police job.

For the subject in relation to not participating in decision making as the source of stress about 58.9% participants were involved in the study answered that it was the source of stress. Related to not having freedom of planning work produce stress on the police officers, about 58.4% participants were said it is the source of stress. Concerning to unfair work assignment about 65.5% participants were identified as they were stressed because of it.

Inequitable disciplinary disposition was claimed as prevailing problem insincerely cause stress for about 73.6% participants. About 62.3% of respondents were recognized that problems related to lack of respect and neglect for personal problems, the feeling of some groups are more important than others (60.6%), second-guessing of officer's ac-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

tions and lack of administrative support (62%) and the command and control approach to management were the source of stress (64.9%).

4.2.1.8. Stress related to relationship with peers

Table 9 Stress connected to relationship with peers

Items	N	Yes		No	
		F	%	F	%
Co-workers act of look-down for your sickness or injury at work.	142	85	59.9	57	40.1
Having an undesirable co-worker.	141	85	60.3	56	39.7
Lack of “retreats” support, counseling and assistance from peer.	140	104	74.3	36	25.7
Shooting of fellow officer; officers death on duty	141	94	66.7	47	33.3
Illegal act (violation of rules) of colleagues.	141	105	74.5	36	25.5
Lack of great deal of time engaged in off duty socialization with other officers.	143	80	55.9	63	44.1
Mean	141	92	65.3	49	34.7

As the majority of participants identified the followings were main source of stress which connected to the relationship with colleagues: illegal act (violation of rules) of colleagues (74.5%) lack of “retreats” support, counseling and assistance from peer (74.3%) and shooting of fellow officer; officers’ death on duty (66.7%).

In addition, the participants were responded co-workers act of look-down for their sickness or injury at work (59.9%), having an undesirable partners (60.3%) and lack of

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

great deal of time to engage in off duty socialization with other officers (55.9%) were the source of stress for the officers. And some participants who were answered in a different way were also presented in the Table 9.

4.2.1.9. Stress related to community

Table 10 Stress related to community

Items	N	Yes		No	
		F	%	F	%
Social stigma to being police	138	85	61.6	53	38.4
Negative comments from the public on law enforcement duty	141	79	56.0	62	44.0
The belittling attitudes of public to the policing	136	92	67.6	44	32.4
Public refusal to accord your professional status	141	91	64.5	50	35.5
Negative publicity of the police department by media and public	140	90	64.3	50	35.7
Gender discrimination (lack of respect because of your sex)	143	93	65.0	50	35.0
Mean	140	88	63.1	52	36.8

In this part the researcher examined source of stress linked to the sort of relationship remain between police officer and their community they were living together and working in to identify how peaceful the relation between police officers and member of the community that police officers were maintaining peace and security. Hence 6 lists of questionnaires were prepared by the researcher to put a question to the participants.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Accordingly, the researcher obtained that about 61.6 % participants were stressed because of social stigma to being police (unfairly treating of a person by disapproving manner). Related to negative comments from the public on law enforcement duty about 56% participants were responded it was the source of stress and the belittling attitudes of public to the police job also was the source of stress for 67.6% respondents. Stress concerning to public refusal to treat police job in professional status was the source of stress for 64.5% participants. The negative publicity of the police department by media and public was the source of stress for 64.3% respondents and the issue related to gender discrimination (lack of respect because of sex) was real incase of 65% participants.

4.2.1.10. Stress related to family

Table 11 stress related to family

Items	N	Yes		No	
		F	%	F	%
Lack of family cooperation with demands at work	143	106	74.1	37	25.9
Managing family life outside of work	140	86	61.4	54	38.4
Lack of time to spend with family	141	93	66.0	48	34.0
Misunderstanding of spouse's about your work	141	77	54.6	64	45.4
Spouse's stigma towards your profession	140	66	47.1	74	52.9
Social harassment to family members	141	77	54.6	64	45.4
Family pressure to stop your job	141	75	53.2	66	46.8
Lack of access to child care/day care facilities for child	138	99	71.7	39	28.3
Mean	141	85	60.3	56	39.7

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Playing role as police officer may prompt conflicts with individual's role as wife or husband. The nature of police work also could be the source of stress may harm the relationship between the officer and his/her family. The followings are the results obtained from the respondents on the stress related to family. Participants were asked about the lack of family cooperation with demands at work produce stress then majority of participants (74.1%) were responded this issue was not causes stress. Related to managing family life outside of work 61.4% participants responded it was the source of stress and the shortage of time to spend with the family was the source of stress for 66%. Concerning to the question the misunderstanding of spouse's about police work was the source of stress for 54.6% participants. For question the spouse's stigma towards police profession as the source of stress 74 % respondents were not responded it was the source of stress.

Related to question social harassment to family members as the source stress about 54.6% respondents established it was the source of stress. As the information gathered through questionnaire which asked to know if family pressuring to stop the police job was a cause stress, about 53.2% participants were responded it was the source. For question related to the inaccessibility of day care center for their children the researcher found out that it was the source of stress for about 71.7 % police officers. For additional information please see table 11.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

4.2.1.11. Stress related to personal security at work

Table 12 Stress related to personal security at work

Items	N	Yes		No	
		F	%	F	%
Suffering from serious injury	140	102	72.9	38	27.1
Risk of being injured on the job	142	96	67.6	46	32.4
Eating health at work	140	87	62.1	53	37.9
Lack of time for good medical treatment	142	95	66.9	47	33.1
Probability of exposure to the revenge from the criminals	142	84	59.2	58	40.8
Unable to take sufficient breaks	142	78	54.9	64	45.1
Irregular sleep schedules	143	92	64.3	51	35.7
Mean	142	91	64	51	36

As we can distinguish in table 12 about 64% of total respondents were established that stress related to personal security was the source of stress and it was not the source of stress for about 36% respondents.

4.2.2 Quality of Familial Relationship Table 13 the Quality of familial relationship

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Items	N	Yes		No	
		f	%	f	%
<u>Characteristics of communication</u>					
My spouse regularly asks me how my day at work.	140	64	45.7	75	53.6
After a long stressful day, I just want to come home and chat with my family.	141	103	73.0	36	25.5
After an argument with my spouse we are able to easily resolve our differences.	141	54	38.3	87	61.7
I find it easy to communicate my experiences at work to my family.	138	89	64.5	49	35.5
Mean	140	78	55.4	62	44.1
<u>Support</u>					
Most of the time, I feel extremely satisfied with the support I receive from my spouse.	140	77	55.0	63	45.0
On daily basis my spouse takes an active part in my life.	141	107	75.9	34	24.1
I am the one who always compromise in my relationship with my spouse.	139	69	49.6	70	50.4
When it comes to compromising in my relationship I would say that both my spouse and I comprise about equal.	143	113	79.0	30	21.0
I spend enough time with my family.	139	59	42.4	79	56.8
I rather spend my free time with my family than hanging	139	118	84.9	21	15.1

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

out with my friends.

My spouse provides me with emotional support.	141	96	68.1	45	31.9
I would rather spend time with my family than at work.	140	85	60.7	55	39.3
When I feel emotional I am not detached from my family relationship.	140	93	66.4	47	33.6
My spouse understands me.	140	114	81.4	26	18.6
Mean	140	90	66.3	50	35.8

Awareness

I try not to take my work frustrations out on my family.	141	74	52.5	67	47.5
I am often not distracted by work related issues when I am with my family.	141	90	63.8	51	36.2
I find it easy to say any concerns with my spouse.	139	111	79.9	27	19.4
Minor things are not the cause of argument and disagreement for me and my spouse.	139	113	81.3	25	18.0
I am really attentive to my spouse's feelings and emotions.	140	94	67.1	46	32.9
I always aware of why I get angry with my spouse.	141	97	68.8	44	31.2
Mean	140	97	68.9	43	30.9

Satisfaction in the relationship

I feel satisfied when I am with my family.	141	106	75.2	35	24.8
I can rely on my spouse when needed.	138	73	52.9	65	47.1
I experience a great amount of intimacy in my relation	139	102	73.4	37	26.6

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

with my spouse.

I often happy in my marital relationship.	140	109	77.9	31	22.1
My relationship with my spouse gives me the fulfillment I need in my life.	141	99	70.2	42	29.8
I have never thought about separation from my marriage relationship.	140	115	82.1	25	17.9
I am satisfied with my sexual relationship with my spouse.	139	108	77.7	31	22.3
I am usually interested in having sex with my spouse.	138	110	79.7	28	20.3
Mean	139	102	73.6	37	26.4

Trust

I trust my spouse without hesitation.	142	106	74.6	36	25.4
I am not tending to be suspicious of my spouse.	130	115	88.7	15	11.3
Mean	136	110	81.6	26	18.4

The table 13 shows the mean for each item along with frequencies and percentage of officers who responded the close ended questionnaires which were used to establish the situations in familial relationship of police officers. The questionnaires constructed by J. Roach (2012) to study the effects of police stress on interpersonal relationship with intimate partners in USA police officers, were modified to set up the situation of familial relationship in Addis Ababa city administration police officers who were deployed in crime prevention duty in Nifas silk Lafto Sub-city.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

A list of 30 items which describes the characteristics of communication, support provided by spouse, officers' awareness to control the negative impacts of job related stress in the familial relationship, satisfaction in the marriage relationship and trust in spouse were administered to the participants who were respond in accordingly with the given instruction.

As shows in table13, the means for each item along with frequency and percentages of officers who responded the closed ended items by choosing alternative "Yes" or "No" and the alternatives statistically represented as "Yes =1" and "No=2." And from the results of the study one can understand that the situations of relationship between officers were encouraging. For instance, if we can see the total means for the quality of communication between the officers family (M= 55.4), support (M= 66.3), awareness (M= 68.9), satisfaction (M= 73.6), and trust (M= 81.6) beyond the average.

The part related to the characteristics of communication with the family (spouse) was provided to establish if the quality of communication was affected because of police job related stress. To do this four questionnaires were administered to the respondents and the following mean value was obtained: for the question my spouse regularly asks me how my day at work about 53.6 % officers responded that spouses do not ask how their day at work.

Concerning to the behavioral changes after a long stressful day about 73% were responded they were not need to be alone rather they were adjust themselves to suit with the family atmosphere, the majority of respondents (61.7%) established that they were not easily resolve their differences after argument with spouses and for the question in

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

relation to sharing the experiences at work to the family 64.5% participants were established as it was a very simple to do it.

Regarding to support the researcher established that most of family had considerable role in officers live ($M=66.3$) this can be considered from the result obtained through questionnaires which administered on participants. About 55% of participants were responded most of the time they had felt extremely satisfied with the support received from their spouses; the greater part of participants (75.9%) were said on daily basis their spouse takes an active part in their life and little difference in answers of the respondents was recognized for the question I am the one who always compromise in my relationship with my spouse.

Concerning to compromising in marriage relationship the majority of participants (79%) believed that both couples compromising about equal but related to time to spent with the family 42.4% the participants have spent enough time with their family and for about 56.8% of respondents lack of time to spent with the family was established as the main problem. This response also supported by the response obtained through the question "I rather spend my free time with my family than hanging out with my friends" the majority of the participants (84.9%) responded "yes" for the question. Therefore, the researcher generalized that most participants need to spend their free time with their family than friends. But this was not true for 15.1% respondents because they were needed to spend their free time hanging out with their friends than their family. About 68.1% respondents were got emotional support from their spouses but 31.9% participants said they were not got it.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Related to participants' use of time, 60.7% of respondents established as they were not spend enough time with their family; in contrary 39.1% of the participants were responded as they spend most of time at work. The detachment from family relationship when felt emotional, was not the problem for 66.4% of respondents. But it was recognized as problem by 33.6% participants. Concerning to spouses' understanding, about 81.4% of participants said their spouses understand them but in some marriage relationship (18.6%) spouses do not understand his or her couple.

Related to awareness, the majority of officers were in encouraging conditions of understanding their moods when they were in the family. This was identified on the results got during the study. For instance, about 52.5% of the respondents make an effort not to take their work frustrations out on their family, 63.8% also regularly focus on their family than distracted because of work related issues when they were with family and 79.9% were simply communicate any concerns with their spouses.

Concerning to satisfaction in the marriage relationship, about 75.2% officers feel satisfied when they are with their family but 24.8% established they were dissatisfied when they were with their family. More than half of the respondents (52.9%) indicated that they could rely on their spouse when needed but 47.1% established they could not rely on their spouse. Pertaining to experiencing intimacy in relation with spouse about 73.4% of respondents had experienced a great amount of intimacy in relation with their spouse and 77.9% were contented in marriage relationship. About 70.2% of the participants were responded the relationship with their spouse gave them the fulfillment they need in their life however 29.8% of the participants were replied the relationship with their spouses gave them the fulfillment the needed in their life.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

As it can be noticed from the data gathered the majority of the respondents (82.1%) had not often thought about separation from their marriage relationship; with the exception of 17.9 % who were need to end their marriage relationship by separation. Moreover, related to satisfaction in the sexual relationship with spouse 77.7 % of the respondents reported as they were satisfied in the sexual relationship with their spouses on the other hand about 22.3% were not satisfied in the sexual relationship with their spouses. Concerning to interest in having sex with spouses 79.7% of the respondents reported were usually interested in having sex with their spouse but about 20.3% replied they were usually lose interest in having sex with their spouses.

On the subject of trust between spouses the majority of participants (74.6%) established that they trusted their spouse without hesitation however 25.4 % respondents were replied they had hesitation on their spouses and related to tendency to become suspicious in the spouse the majority (76.7%) of participants were not tend to be suspicious of their spouse conversely 11.3% of respondents had a tendency to become suspicious in the spouse. In general the items of the study may be suggested us the situation of family relationship were less healthy for some officers than majority.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Table 14: Difference in the quality of relationship between officers from different rank levels

One way ANOVA						
Quality of family relationship		(SS)	df	(MS)	F	Sig.
Communication	Between Groups	.310	2	.155	1.955	.146
	Within Groups	10.240	129	.079		
	Total	10.551	131			
support	Between Groups	.011	2	.005	.127	.881
	Within Groups	5.333	124	.043		
	Total	5.344	126			
Awareness	Between Groups	76.861	2	38.430	8.938	.000*
	Within Groups	554.647	129	4.300		
	Total	631.507	131			
satisfaction	Between Groups	.471	2	.235	4.901	.009*
	Within Groups	5.910	123	.048		
	Total	6.381	125			
Trust	Between Groups	.373	2	.186	2.470	.088
	Within Groups	10.418	138	.075		
	Total	10.791	140			
Overall quality	Between Groups	.173	2	.087	2.801	.065
	Within Groups	3.153	102	.031		
	Total	3.326	104			

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

*P<0.05; two tailed

Table 14 shows that there is a significant difference in the awareness of respondents regarding the effects of police job related stress on the familial relationship and satisfaction in their marriage relationship as a function of their rank level, where as no significant difference noticed regarding communication, support, trust as well as in the whole quality of family relationship.

Accordingly, the Bonferroni Post Hoc multiple comparison test indicates that the mean difference in awareness is significant between those lower level rank and higher level rank (-3.20689) and between middle level rank and higher level rank (-3.15308). The result also indicates that the mean difference in the respondents' satisfaction in their marriage relationship is significant between the lower level rank and middle level rank (-.14797). (See appendix c).

This implies that the higher level rank have high awareness than lower rank level and middle level rank. Regarding to satisfaction in the marriage relationship with the couples, the medium level rank respondents have more satisfied than lower level rank.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Table 15: Quality of familial relationship between male and female police officers

Variable	Category		Descriptive stat.			df	t	Sig.
			N	M	SD			
Communication	Sex	M	98	1.675	.27321	130	.751	.454
		F	34	1.603	.31453			
		Total	132	1.635	.28379			
support	Sex	M	94	1.511	.20815	125	.327	.744
		F	33	1.497	.20231			
		Total	127	1.507	.20594			
Awareness	Sex	M	96	1.882	2.56926	130	.619	.537
		F	36	1.616	.26968			
		Total	132	1.81	2.19560			
Satisfaction	Sex	M	94	1.501	.22637	124	.873	.385
		F	32	1.461	.22549			
		Total	126	1.491	.22593			
Trust	Sex	M	105	1.586	.27260	139	1.081	.282
		F	36	1.528	.29141			
		Total	141	1.571	.27763			
Overall	Sex	M	78	1.553	.16683	103	.563	.575
		F	27	1.531	.21242			
		Total	105	1.548	.17884			

*P<0.05; two tailed

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Table 15 shows that there is no statistically significant difference regarding the quality of relationship as a function of gender category. This implies that no difference in the quality of relationship between male and female respondents.

Result obtained from interviewee

The next part presents the findings made-up through semi-structured interviews conducted on eight police seniors and supervisors with the intention of filling gaps in responses obtained through questionnaires administered on the study participants and to get necessary recommendations regarding the availability of facilities in the organization which helps to manage police job related stress.

The followings are the responses were obtained from six police supervisors and three police seniors on the nature of police job, sources of police stress, quality of familial relationship and coping mechanisms implemented to deal with police job related stress.

Nature of police job

The first respondent explained that, the difficult nature of police job in the following ways; when I compare it with other professions police job is the most difficult job in the world because police always working in very panic environment, there is vulnerability in safety conditions, little chance to have a break and receiving unreasonable payment.

The second respondents said being a police man by itself very nice, because it endows you with the specific authority which admitted you to have a freedom to implement your legal authority anywhere and I like that part of police profession; however, unlike other profession police job do not let a person to go for public holidays, harms social re-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

lations out of the organization and limits officer from actively participating in religious issues.

The third respondent's explained police profession is very stressful and it is hard to compare with other type of profession because police job exposes an individual in a situation you deal with disobedient citizens every day, force you to work in holidays, weekends and mid-night even without having necessary rest. It is exceptional for police officers to work for 24 hours in inadequate setting without sufficient financial compensation and safety conditions.

The fourth respondent said police job is tiresome job! Because you work in holiday, not paid for extra time work, you have minimal time to take rest and no specified time to work. It is easy to say just policing and stress is two sides of a coin. The fifth respondents said policing is varying from other professions because of its urgency, which means it needs very quick response and immediate decision making skills.

The sixth respondents said we are comparing very different things because police job is very distinctive type of profession to compare with any type profession. In the other profession workers have broad opportunities to make decision to do their job and no one can judge their way of doing things because they are approved as specialist and they do things in the way they desired to do and peoples working in other job have minimal opportunity to be injured and die during carry out your duties. However in police profession you are leaning on others decision to carry out your duty, you are open to having criticism from the members of public who does not have detailed knowhow on police

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

profession and as the police you have very high possibility to be injured and die during you carry out the duties.

According to seventh respondents policing is very stressful. He reason out that every morning when officer go to a particular beat expecting same thing immoral will happen to the community. At least: theft, peak pocket, disobedience to traffic regulatory laws and vehicle collision. So police are very cynical to the world. But in the other professions workers may expects the different things will happen in their day.

The eighth respondents said it is obvious that police job is physically demanding and stressful since police job is not a job performed only by mental ability like in the office but to a certain extent it requires bodily reactions which may exposes you to for physical injuries.

Sources of stress in police job

During interview officers were explained diversified sources of stress for police officers. For instance the first interviewee mentioned inconsiderate leadership style like a leaders which is not consider your personal conditions or negligent leadership style, unreasonable strict command (receiving order about what to do and do not's) working with incompetent colleagues and disobedient officers to the orders and commands of leaders are the sources of stress.

For the second respondents, shortage of resources in the department like lack of first aid kits, lack of custody and care center for missed children or abandoned children, lack of medical treatment facilities for the victims of violent crimes, lack of transport facilities during odd hours, lack of light producing kits during electric power cuts working

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

very far away from residence area and lack of good leadership were the source of stress.

The third respondent feel stressed when he dealing with special incidents, handling emergencies conditions, being in stiffly conditions, working in holidays, increasing trend of very complicated nature of crimes and dealing with strange matters.

The fourth respondent feel stressed when he work overtime, working in odd hours, working during public holidays, when instability in the city, and when he deal with the case linked with abuse of maiden such as a case related to private workers expelled from job without necessary payments. The fifth respondents identified receiving repetitive orders, working for extended hours and lack of adequate time to spend with family were the source of stress for him.

For the remaining three respondents predetermined way of doing things, receiving not equal payment for what you contributing for the community, promotion based on ethnic background and working term (experience), officers dishonest for the law for that they are enforcing, repetitive report writing, unequipped offices, lack of accommodation for officers' standby to deal with causalities, low quality uniforms, incompetent leadership and increase in cost of living were the source of stress.

Quality of familial relationship

Regarding the quality of familial relationship the first respondent answered his relationship with his family is good even though police job that required to work at odd hours sometimes posing dispute to him and his wife and they were solving the difference in peaceful way. This was also turn out problem in childcare and bringing up.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Contrary to this the second respondents revealed that he had very hostile relationship with his wife; he had negligent approach to his wife's opinions; he had exhibits intolerant behavior to his wife as well as to wards his children; he was also always focus on very minor mistakes of his children and wife's to inter into conflict. during clarify what a minor things trigger him to inter into conflict with his family, he said,

“ቤት ለምን አልጠረግሽም ብዬ ወደፀብ እገብለሁ” this may equivalent of “why you do not clean the house” and he insulted his children when he saw them not reading; by saying offensive words like “የማትረብ ባለጌዎች” this may equivalent of “Worthless and stupid” and he gave no credit for the ideas of his wife and he needs to being by himself at home all the time.

Likewise, the third participants verify he is very careless to family related issues but relatively focusing on his job and his personal safety. Supported this by saying “I do not worry to hear what happened to my family.” He loses his tolerance for the mistakes made by family and this distressed his peaceful coexistence with his wife and then he start nagging for silly mistakes. He had not satisfied in his marriage relationship.

“እንደው በስተ እርጅና ሰው ምን ይለኛል ብዬና ለልጆቼ ነው እንጅ በትዳራ በዙም ደስተኛ አይደለሁም::” this may equivalent of “I continue in my marriage relationship just not to abandon my children and fear of social disapproval.”

Similarly the fourth respondents remembered same time in the past his spouse was loosed her confidence in their marriage relationship and brought him into conflict and they were separated for some months even though their relationship restored again after the strong commitment of her sisters to negotiate them through creating awareness on the nature of his job. The fifth respondents said, because he considered priority to his responsibility at work, his family always takes major events like holiday without him. In

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

addition the spouse's lack of awareness on the demands of police profession by itself affected the attachment between him and his family and lastly he was ended his first marriage through divorce.

Contrary to fifth respondent the sixth respondent replied that police job was not caused any problem in her familial relationship because she has a habit of sharing everything occur while she has execute her duty therefore her spouse and children usually understands situations in her job and treating her as she has a great profession on the earth, specially her husband. Differently the seventh respondents reacted due to heavy burden in his job he has spent most of the time on the job; therefore this caused a dull intimacy in his family. He faced challenges in communication with his spouse and children. He said while he discussing family related issues with his wife he got merely inter into dispute and he tended to say offensive words when he obtain differences of ideas from the wife, like “ሲጀመርህን፣ ከነማሱ ብያሽሎች ፈጠረሽና፣ እኔ እንዴትም ሆኖ ስርጭት ሳመጣ ቁጭታ ብለሽ ማብሰልና ሙብላት ነው ስራሽ ስለኔ ስራም ሆነው ሎክ ይመለከትሽ እላታለሁ” this may be equivalent of “Actually, you are thoughtless to be aware of how I make a money, you are just sitting in the home for nothing but bake to eat, therefore you have nothing to do with what I do and where I have to go.”

Consistent with seventh respondent the eighth respondents said his job related stress affected his familial relationship because he was the leader of the department and therefore he spends most of his time at the work that took even the time he should give to his family. For instance, during urgent concerns happen on areas under his command he receives a call even at odd hours from the officers on the duty centers for decision. These derive conflict between him and his wife and developed hatter on his children towards his

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

profession. Again because of expending a portion of salary for his personal consumption (for meal) at work he has faced difficulty in utilizing salary for family consumption and this unable him to afford cost of life. These caused disagreement between him and his wife. Following is direct speech taken from the respondent while he was describing the extent of challenge posed in the familial relationship due to the nature of his job

“በመሠረያቤት የሚፈጠረው ጥረት ሁሉ ወደቤቴ ድረስ ተከትሎ ጃይሄ ዳልከዚህ ምኞት ነሳለቤ ተሰብፍቅር ለመስጠት ይቻል ግራኛል” this may equivalent of “I take stress to home and I face difficulty to show my love to my family.” And because of job that plagued him in stress sometimes he inter into conflict with his wife.

Methods of coping with police job related stress

The interviewee described the methods they have been employed to cope with police job related stress as follows:

Related to coping method applied by the respondents during they feel stress at their work; The first respondent said, as method of stress management techniques he has practice of being alone, far from workplace, sit in a quiet environment or walking along parks. This is because he needs to rehearse things done and to calm down his feelings of distress before he return to home. When he reason out why he has done that said, “እኔ ተራብሼ እንርሱን ላለማራብሽ፣ ችግሩን ከልፋታ ሁት ወደቤት አልሄድም” this may equivalent of “ I am not interested to go my home unless I reduce the work related stress because I do not want to take home the feelings of job related distress.”

As the experience of coping method to reducing job related stress, the second respondent said, previously he used to chew khat and drink alcohol but currently to coping

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

work related stress, he get sleep, doing physical exercises, take a bath, watch football, and he taking alcohol. Related to coping method the third respondent said that he was freely share what was happened during the day, in his off time he help spouse with domestic work, sometime he go to bar with his wife to drink alcohol and watching movies. The fourth respondent was told the researcher that he drinks coffee, try to adjust himself with conditions out his job, watches movies, engaged himself with domestic works, go to church, he enjoys leisurely strolls on the streets, taking bath, sharing worry with other peoples to lessen stress and read books.

The fifth respondent was implemented timeout method. For instance he said “when I feel stressed at work, I go away from the workplace for a while to drink coffee and to have a break or I stop the work that I am doing.” If he is not effective with the previous method he could share his problems to his family and friends. However, the respondents make an effort not to take stress to home through concluding work related issues before he go to his family. The remaining three respondents had experience of went to pray in church or go to bar to take alcohol.

Chapter five **Discussion**

This study is conducted to investigate the sources of police job related stress and its effects upon the police familial relationship by employing two independent variables: gender and rank to make out the differences in the quality of family relationship. Mostly it is focused on eleven possible sources of police stress like: Nature of occupation, Work resources, Personal perception, Nature of administration, Personal income, Working knowledge and skills, Nature of supervision, Nature of relationship with peers, Relationship with community, Family and Personal security at work.

The characteristics of police work causes stress to officers' in the day to day activities. The data of current study also suggested the characteristics of police profession were the source of stress for police officers. This finding is consistence with previous literatures by (Nayak, 2008; Toch, 2002,; GuL et al., 2011, Denhard & et al., 2009; Symonds, 1972 as cited in Nikam & et al., 2014, 2014) which established factors that contributing to job related stress in policing were overloaded shift hours, irregular shifts, exposure to violence, dealing with homicide victims and the survivors of vehicle accidents, irregular sleep schedules, holiday duties, incidents in which children had lost their live, dealing with violent acts like child abuse, dangerous missions, shift work, and varying tours of duty.

Another study was conducted by (Toch, 2002; Arter, 2007; & Nayak, 2008) established that the stress officers encounter are derived from daily pressures and demands of the profession in conjunction with the expectations, needs of the public being served and their personal life that adding burden on their job interrupting their responsibility on

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

job and changes in work place or in working shift, the long periods of boredom and the constant exposure to danger were affects the normal state of police life by causing serious job stress (Nikam, 2014).

This was also further stated on the study by (Lazarus et al., 1984 as cited in Myendeki, 2008) which claimed that, job stress happens when job demands go beyond the person's ability to adapt things to the right conditions or when job needs excessive personal efforts. Moreover, (Symonds, 1972 as cited in Nikam, 2014) sustained police stress caused due to constant exposure to danger, facing the unknown, confronting hostility, and making judgments in rapidly changing, unpredictable situations. But the findings of the study do not convinced the researcher himself because challenges occur in police profession by itself could not be the cause of stress for the officers and mostly police officers treat the challenges as it is the part of their job; even though, some occasional events which police officers encountered while safeguarding peace and security in the society could be serious.

This does not mean that, police job is mostly involved with death, suffering by saddened tragic news and mistakes; quite, it is more involved with brave performance and pleasant events like rescuing people from disaster, care for citizens from violent acts of criminals, defending the poor, investigating crimes and providing suspects of criminals to the justice system to be judged.

The characteristics of administration were the source of stress for the police officers. This was consistent with the previous study which founded the major groups of possible sources of stress for the officers in the their organization were over promotion or

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

under promotion, role stagnation, lack of understanding approach towards personal problems, the loss of rewards, normative aspects of role and lack of rank upgrading for special commitment (Nayak, 2008; Toch, 2002,; GuL et al., 2011, west and west, 1989 as cited in Denhard et al, 2009,and Denhard et al., 2009) and the indirect political influence on the administration decision and regarding political relationship as the point of reference for promotion as major stress (Toch, 2002).

The present study identified working knowledge and skills (e.g. unavailability of training on new equipment, lack of knowledge to provide first aid for the victims of accidents, lack of knowledge on how to manage stressors, loss of confidence to plan work and making decision at work) are the sources of stress that highly affected police officers' comfort. This is consistent with the previous findings that stated the stress in police officers occur due to lack of technical skill (Nayak, 2008), lack of ability to handle its negative effects (Bodenmann et al., 2007), disorder in the equilibrium between job demands and the ability of the worker to respond to the demands at work (Myendeki, 2008), lack of confidence to making decision at work and lack of facilities to minimize the effects of stress at work and problems at home and loss of confidence to making decision at work (Toch, 2002).

The current findings indicated that, problems related to supervision were the source of stress for the police officers. Problems like perceived pressure to work in a volunteer free time, inconsistent leadership, leaders over-emphasis to the negative, unsupportive leadership, lack of employee-oriented leadership, weight that given to the views and opinions of individuals based on their rank & seniority, poor quality of immediate supervision, not participating in decision making, lack of freedom given to plan the work,

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

unfair work assignment, inequitable disciplinary disposition, lack of respect and neglect for personal problems, the feeling of some groups are more important than others, second-guessing of officer's actions and lack of administrative support and the command and control approach to management.

This finding is lined up with the previous literatures which affirmed an ineffective first-line supervisor, leaders lack of attention to the problems of lower rank officers (Toch, 2002), unjust treatment of the organization and lack of participation in decision making (Denhard et al., 2009), unproductive management style, inconsistent discipline and enforcement of rules, perceived favoritism by administrators regarding assignments, lack of input into policy and decision making, second-guessing of officers' actions and lack of administration support, inconsistent or subjective internal disciplinary procedures and review (Finn et al., 1997), disagreeable job assignments (Symonds, 1972 as cited in Nikam et al., 2014) were the source of stress workers.

The finding also consistence with (Agnew 1992, 2001 as cited in Arter, 2007) that established inequality in the police organization is immediate cause of stress for the officers and those who obtain an undeserved or unjust treatment have a possibility to developing a deviant behavior and the position or the status in the organization, lack of freedom to plan, lack of recognition to the views and opinions of individuals, lack of participation in decision making, absence of sense of belongingness, absence of free and fair communication and lack of understanding approach towards personal problems were the main causes of stress for the worker in the organization Nayak (2008).

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

It is anticipated that the kind of relationship with peers in the organization influences the safety of an individual directly or indirectly at the work and the present data suggested that the way in which peers behave towards each other caused stress in the police officers. This finding is consistent with findings of (Denhard et al., 2009 and Nayak, 2008) that the types of interpersonal relationships with the people who are working together influences personal stressor at work and work with a difficult or unfriendly partner as one source of stress for the police officers (Toch, 2002). The violent deaths of a partner are the main stressors for the officers (Coman & Evans, 1991; Violanti & Aron, 1994 as cited in Zhao & et al. 2002).

Policing as service for community, it is impossible to serve the people without get in touch with them. The regular contact between police as the service provider to the community and the community as service receiver create difference in interest is always expected results. The current study suggested that police officers were experienced stress due to the way in which community behaves towards the police officers and their job. This data is consistent with the previous study by (Toch, 2002; GuL et al, 2011, and Denhard et al., 2009) that suggested public perceptions towards police profession as the main factor that contributing to job related stress in policing and (Kroes 1985 as cited in Gul et al., 2011) finding that established negative public image was the main cause of stress for police officers and (Shostak 1980 as cited in Arter, 2007) many police officers are highly frustrated because of the unjust and undeserved perception by the media of highly publicized police work and the general lack of public respect for the policing profession.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

Work related stressor could be mitigated by recalling the encouraging atmosphere at home; otherwise uncomfortable situations in the family increase the level of stress that officers' face in their job and from time to time this could be the main source of stress for the officers. The present study also established that problems related to family were the source of stress for the police officers. This is consistent with (Toch, 2002, Gul et al, 2011, and Denhard et al., 2009) that family perception towards police profession, conflict with family members and spouses is the reason that causes officer to feel stressed at their work.

Police job involves preventing people from committing crime, accusing or charging the suspects of crime against the law of the country and providing suspects to the court of trail. The current findings identified during these process police officers experience problems that affect their personal security and the issue related to personal security is source of stress for the police officers.

This finding is similar with the past findings established security issues at job, like work requires physical reaction (Nayak, 2008), irregular sleep schedules, exposure to violence and dangerous missions (Toch, 2002; Gul et al., 2011) and having crucial type of responsibility for life and death consequences in the environment with a limered resources (west and west, 1989 as cited in Denhard & et al, 2009) creates stress for police officers.

Personal perception towards situations in their environments could affect the belief of individuals, work commitment and their social relationship. But the present study was not established the issue related to personal perceptions as the source of stress for the majority of police officers. But as exception, personal perception as the source of stress,

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

feelings like always on the job; even at home and different rules apply to different people like favoritism were identified as the sources of stress for the police officers.

Partly the present study related to personal perception as the source of stress does not agree with the previous findings by (Toch, 2002) which suggested the officers' perception towards citizen increases the level of stress (e.g. perceptions like some citizens are more privileged than other and considering some members of community as hostile or known for their disgracing behavior).

Stress related to lack of working resources and personal income is established as the major sources of stress for the officers. This finding is match up with the previous findings that describe factors that contributing to job related stress in policing are low payment, loss of rewards for their special commitment, lack of allowance for additional duties, lack of awards for unvarying professional commitment and having crucial type of responsibility for life and death consequences in the environment with a limed resources) (Toch, 2002,; P. Finn et al., 1997; GuL et al, 2011; Denhard et al., 2009 and west and west, 1989 as cited in Denhard et al., 2009). Although, the empowerment theory thought that the families living in a low level of economic status always feels uncomfortable. But, the finding is not consistent with previous finding by Nayak (2008) that identified major sources of potential stressors for the employees in the organization are: over promotion, under promotion, role stagnation, security issue at job, ambitions, and success and gender discrimination.

The ways in which peoples feel and behave towards each other have an influence on their relationship with others. This was the underlying principle to try to find out the

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

effects of police job related stress in familial relationship by considering four major aspects which can convey good quality of familial relationship like the characteristics of communication displayed between officers and spouses level of officers personal awareness about consequences of their job related stress in the familial relationship, the condition of support between officers and their spouses, and trust in the fidelity of their couple.

Based on the above techniques the current study discovered that the familial relationship of the officers was functioning well although most officers were suffering from all types of job related stress and its effects in the familial relationship. This maintain the idea of (Hassebrauck, 1997) that couples continue in their relationship even there is discomforts, bodily conflicts and abuses in their marriage. when couples assume conflict is inevitable they ought to have in their marriage relationship and then they can sustain their intimacy in good quality without breakup. But the current finding is inconsistent with the findings of (Bodenmann et al., 2007; Story & Repetti, 2006) that advocated stress influences quality of relationship and satisfaction by decreasing the time that couples spend together; decreasing communication which elicits negative interaction and withdrawal; and increasing the psychological and physical problems.

This view could be true for the researcher because as we can see in the data of the current study most officers acknowledged almost all source of stress was troubled them but its effects did not noticed impacted the officers family relationship. That officers and their family may believes every challenge as the parts and parcel of their marriage relationship or there may have culture experiences which influence them not to be assertive to explain personal “secret” to the third party about what is truly going on in their family.

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

That is also inconsistency with previous findings like the human ecology theory (Margaret M. et al, 1993) that viewed immediate environment, the culture, natural environment, global influences, and time in history and changes over time have an impact on individuals' interactions or relationships with others and the characteristics of relationship influenced by the specific conditions that people on hand (Hassebrauck, 1997). When individuals constantly experience some kind of stress outside relationship diminish the quality of relationship between intimate peoples and gradually enhances the possibility of strain and differences that can be spoil the strong relationship of individuals even without knowledge of the partners in the relationship (Bodenmann et al., 2007; story & Repetti, 2006; Graham & Conoley, 2006; Story & Bradbury, 2003;).

The current study also challenged the previous studies that found out stress affects relationship quality and satisfaction by decreasing the time that partners spend together; decreasing communication which elicits negative interactions and withdrawal; and increasing the psychological and physical problems (Bodenmann et al., 2007; Story & Repetti, 2006). Couples who experienced more stress were inclined to have lower levels of relationship satisfaction, sexual satisfaction and sexual activity and when couples are stressed by situations outside the home it can be damaging the relationship, and when the external stresses are decreased, the relationship quality can improve (Bodenmann et al., 2007).

Same setbacks were identified happened during an act of communication between officers and their spouses. For instance in the findings officers do not asked by the spouse how the day at work and after argument in deferent issues they cannot easily resolve their differences. The other setback occurred in the aspect of supports. The officers were al-

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

ways compromise in relationship with their spouse and they have no enough time to spend with their family.

For the researcher these things may occurs when spouses' believe the day as normal working day; spouses could disagree if the issue raised for argument may be always biased towards personal interest than common interests in the family; when the spouses noticed that she/he are affected in the relationship with individuals they are not get involved to sacrifice their interests in order continuing in that relationship or when they need to discontinue in the relationship and the officers lack time to spent with his/her family as expected police job demands more time.

This finding was not in line with humanistic Psychology theory (Kirk J. Schneider) that thought positive relationship occurs between people when the individuals gives a great emphasis on communication, confirmation and providing support in relationships but in the current finding the family relationship is positive without containing these elements.

The current study also examined the nature of familial relationship between different ranks and genders. The police job related stress not affected the quality of familial relationship in both genders. This finding was inconsistence with (Ni He et al, 2002) that stress can have distinct consequences on male and female police officers and work related stress is a main cause of family conflict for women police officers because the demands of household task as wife and mother are greater than those of male police officers (Martine, 1980 as cited in Ni He et al, 2002).

JOB RELATED STRESS AND FAMILIAL RELATIONSHIP

But it also shows there was difference in the quality of relationship between ranks. The officers in the higher level of rank have better awareness in understanding their moods than middle and lower level ranks. This could be appearing the officers in higher level of rank acting their age or they have improved things with age. The officers in middle level ranks were more satisfied than officers in lower level ranks. This may occur if the intensity of work related stress varies with the rank level or the officers not get necessary supports from their family when they take stressed to home.

Chapter Six

Conclusion and Recommendation

6.1. Conclusion

The police job related stress that accompanied with growing trends and rate of sophisticated criminal activities in the contemporary society mess up the police personal wellbeing, familial relationship as well as their work efficiency and the consequences of job stress is not only limited to the police officers, but also extended its effects to work environment and his/her family life. But, having the skill to reducing and managing police job related stress improves police family relationship; increases work productivity, personal commitment at work and personal health in general.

Peaceful relationship in the family and encouraging organizational environment are very essential factors to minimize the negative effects of job related stress in the police officers. To being a part of given gender group and in different rank level could not always influences the level of stress that police officer faces during his/her work. Therefore, the current study will pave the way for the future local researchers to learn about police job related stress and its effects on familial relationship.

6.2. Recommendations

From the inadequacies identified during this study, the researcher suggests that this study be conducted in different levels with large sample size by applying better study tools and methods. The researcher also suggested that the future study in this area work by consider other consequences of police job related stress like, police job related stress and work efficiency and work productivity, police job related stress and police cynicism and brutality, police job related stress and personal health and police job related stress and parenting style or child rearing. Finally, the researcher suggested that other studies conducted on police job related stress and its impacts in federal and regional police officers help the academicians and the police organizations to know better about the differences in the extent of the problem between both levels.

Implications of the Study

Irrespective to the problems occurred during the study, some important ideal and practical implications can be made. Even though, some conflicting results occurred in the present study. This finding suggested that although police officers face great amount of stress in their work and their life this could not influence the familial relationship. This finding shows in the near future other extensive research must be conducted on the same area of the study in order to reconcile the conflicting relationship established between police job related stress and their familial relationship. The reconciling study would prove the reality of the police job related stress in the familial relationship. Theoretically, stress has short and long term effects on the individuals' life and therefore it is important to know what the impacts of stress on the police officers were.

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Appendixes

Addis Ababa University

College of education and behavioral studies

Institute of psychology

Department of developmental Psychology

A semi-structured interview questions prepared for the Addis Ababa Police supervisors who are assigned in crime prevention duties in Nifas Silk Lefto sub-city Administration locality

Introduction

My name is Kagnu Ababiya. The aim of this semi- structured interview questions is to collecting data for the research study on police job related stress and its effects on familial relationship in a partial fulfillments of requirements for the degree of masters in developmental psychology from Addis Ababa University College of education and behavioral studies and institute of psychology. You are selected randomly from those officers who are married in your department to respond the following interview questions.

Instruction

The following questions will be used only with the specific purpose which is mentioned above and the researcher would like to assure that the information that you providing will not be misinterpret or further disseminated to the third part by any means and your identity will be kept as unanimous. Therefore, fill free responding the following interview questions and I would like to thank you in advance for your cooperation!!

Part one

Personal biography

Sex: Male Female

Age: 21-25 26-30 31-35 36-40 41-45 46-50 51+

What your current work assignment: Patrolling officer Guarding Surveillance
Administrative

What is your current Police rank: Constable Assistant sergeant Deputy Ser-
geant Sergeant Chief Sergeant S/Inspector Dep Inspector In-
specter Chi Inspector

Deputy Commander Commander Ass/commissioner Commissioner

Your current deployment shift: Day: Evening: Midnight:

Others _____

Please check highest level of Education: High School Diploma Bachelor's
Degree Mast degree other (please specify)

Your experience as police officer: 0-5 6-10 11-15 15 +

Part two

Questions related to Police job stress

Q1. How do you explain police job compared to other professions in terms of job related stress?

Q2. What kind of situations are sources of stress at your work?

Questions related to quality familial relationship

Q3. How do you explain your relationship with your spouse/family?

Q4. Does the nature of your profession affect your family relationship?

- a. Yes
- b. No

If yes, please kindly mention how it is affect your relationship?

Q5. Have you experienced difficulties in balancing job demands and family responsibilities?

- a. Yes
- b. No

If yes, please explain if you ever realized why it is occurred _____

Q6. Do you feel that job-related stress has ever affected your family life?

- a. Yes
- b. No

If yes, please specify the impacts of job-related stress on your family _____

Q7. Do you have a habit of sharing your experience at work with your family or spouse?

- a. Yes
- b. No

If No, what do you think the reason not to share your experiences at work?

Q8. Would you like to spend your off duty time with your spouse/family?

- a. Yes
- b. No

If No, where do you go to spend your spare time? And what is the reaction from your spouse?

Questions related to coping mechanisms with police stress

Q9. What do you do when you feel stressed at work?

Q10. What, if anything, do you do when you feel stressed at work?

Q11. Do you think your coping strategies are effective to manage the negative effects of job related stress on your family relationship?

- a. Yes
- b. No

Why or why

not _____

Q12. What are the facilities available in your institution to cope with job related stress?__

Do you have any suggestions as to what the police organizations could do to assist officers with work related stress?

Survey

Sources of Police stress & its Effects on Familial Relationship

Introduction

Below are closed ended questions intended to collect data on the impacts of police job related stress in familial relationship in order to meet the partial fulfillment for the requirements of MA in developmental psychology. You have been randomly selected to fill out this survey and pledge you to keep all your identity confidential. Your diligence and honesty in filling this questionnaire is crucial to obtain data relevant to the study under taken. Please check [√] when applicable.

Demographics

Sex: Male Female

Age: 21-25 26-30 31-35 36-40 41-45 46-50 51+

What your current work assignment: Patrolling officer Guarding Surveillance
Administrative

What is your current Police rank: Constable Assistant sergeant

Deputy Sergeant

Sergeant Chief Sergeant Ass/Inspector Deputy Inspector Inspector

Chief Inspector

Deputy Commander Commander Ass/commissioner Commissioner

Your current deployment shift: Day: Evening: Midnight:

Others _____

Please check highest level of Education: High School Diploma Bachelor's

Degree Master's degree other (please specify) _____

Your experience as police officer: 0-5 6-10 11-15 15 +

Section one

Possible Sources of Police Stress: The followings are a list of items that describe different aspects of a police work related stress. After each item, please put a check mark (✓) in the boxes under the alternatives “Yes” or” No” to demonstrate that, whether the items are a sources of your stress at work or not.

	Yes	No
1.1 Stress related to the characteristics police profession		
1. Overtime demands	<input type="checkbox"/>	<input type="checkbox"/>
2. Working on days off (e.g. holidays and weekends)	<input type="checkbox"/>	<input type="checkbox"/>
3. Working with limited number of officers at night	<input type="checkbox"/>	<input type="checkbox"/>
4. The nature of work needs urgent responses	<input type="checkbox"/>	<input type="checkbox"/>
5. Irregular working hours	<input type="checkbox"/>	<input type="checkbox"/>
6. Frequent travel due to transfer	<input type="checkbox"/>	<input type="checkbox"/>
7. Called for service at odd hours	<input type="checkbox"/>	<input type="checkbox"/>
8. Traumatic events (witnessing child abuse, domestic violence, death & motor vehicle accidents)	<input type="checkbox"/>	<input type="checkbox"/>
2.2. Stress related to resources	Yes	No
1. Lack of first aid kits	<input type="checkbox"/>	<input type="checkbox"/>
2. Shortage of vehicles	<input type="checkbox"/>	<input type="checkbox"/>
3. Shortage of equipment	<input type="checkbox"/>	<input type="checkbox"/>
4. Unfair distribution of resources between departments	<input type="checkbox"/>	<input type="checkbox"/>
5. Poor quality uniforms	<input type="checkbox"/>	<input type="checkbox"/>
6. Lack of stress-reducing assistances programs	<input type="checkbox"/>	<input type="checkbox"/>
2.3. Stress related to personal perception	Yes	No
1. Feelings like you are always on the job; even at home	<input type="checkbox"/>	<input type="checkbox"/>
2. Feeling like someone may revenge you	<input type="checkbox"/>	<input type="checkbox"/>
3. Sense same community members as hostile	<input type="checkbox"/>	<input type="checkbox"/>
4. Sense of powerless to make decision at work	<input type="checkbox"/>	<input type="checkbox"/>
5. The feeling that different rules apply to different peoples(e.g. favoritism)	<input type="checkbox"/>	<input type="checkbox"/>

2.4. Stress related to the characteristics of administration	Yes	No
1. Unfair promotion	<input type="checkbox"/>	<input type="checkbox"/>
2. Promotion based on favoritism	<input type="checkbox"/>	<input type="checkbox"/>
3. Unjustified and stringent commands	<input type="checkbox"/>	<input type="checkbox"/>
4. Lack of rewards and recognition for the special commitment	<input type="checkbox"/>	<input type="checkbox"/>
5. Lack of promotion (occupational stagnation)	<input type="checkbox"/>	<input type="checkbox"/>
6. Over promotion	<input type="checkbox"/>	<input type="checkbox"/>
7. Considering political connection as the bases for promotion	<input type="checkbox"/>	<input type="checkbox"/>
8. Promotions that are not related to merit or achievement	<input type="checkbox"/>	<input type="checkbox"/>
9. Inconsistency in communication flow from top to bottom and bottom to top	<input type="checkbox"/>	<input type="checkbox"/>
10. The personal commitment has been diminished by any actions of the department's administration.	<input type="checkbox"/>	<input type="checkbox"/>
11. Strictly hierarchical administrative structure	<input type="checkbox"/>	<input type="checkbox"/>
12. Lack of help with family problems	<input type="checkbox"/>	<input type="checkbox"/>
2.5 Stress related to personal income	Yes	No
1. Unreasonable payment (receiving less income for higher commitment)	<input type="checkbox"/>	<input type="checkbox"/>
2. Unable to afford living cost	<input type="checkbox"/>	<input type="checkbox"/>
3. No saving for unforeseen events in the family	<input type="checkbox"/>	<input type="checkbox"/>
4. A month longer than the money	<input type="checkbox"/>	<input type="checkbox"/>
2.6 Stress related to working knowledge and skills	<input type="checkbox"/>	<input type="checkbox"/>
1. Unavailability of training on new equipment	<input type="checkbox"/>	<input type="checkbox"/>
2. Lack of knowledge to provide first aid for the victims of accidents	<input type="checkbox"/>	<input type="checkbox"/>
3. Lack of knowledge on how to manage stressors	<input type="checkbox"/>	<input type="checkbox"/>
4. Loss of confidence to plan work and making decision at work	<input type="checkbox"/>	<input type="checkbox"/>
2.7 Stress related to supervision	Yes	No
1. Perceived pressure to volunteer free time	<input type="checkbox"/>	<input type="checkbox"/>
2. Inconsistent leadership	<input type="checkbox"/>	<input type="checkbox"/>
3. Leaders over-emphasis to the negative	<input type="checkbox"/>	<input type="checkbox"/>
4. Unsupportive leadership	<input type="checkbox"/>	<input type="checkbox"/>
5. Lack of employee-oriented leadership	<input type="checkbox"/>	<input type="checkbox"/>
6. Weight that given to the views and opinions of individuals based on their	<input type="checkbox"/>	<input type="checkbox"/>

rank & seniority.

- | | | |
|--|--------------------------|--------------------------|
| 7. Low quality of immediate supervision | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Not participating in decision making | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Lack of freedom given to plan the work | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. Unfair work assignment | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. Inequitable disciplinary disposition | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. Lack of respect and neglect for personal problems | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. The feeling of some groups are more important than others | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. Second-guessing of officer's actions and lack of administrative support | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. The command and control approach to management | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.8 Stress connected to relationship with peers | Yes | No |
| 1. Co-workers act of look-down for your sickness or injury at work. | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Having an undesirable partner. | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Lack of "retreats" support, counseling and assistance from peer. | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Shooting of fellow officer; officers death on duty | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Illegal act (violation of rules) of colleagues. | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Lack of great deal of time engaged in off duty socialization with other officers. | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.9 Stress related to community | Yes | No |
| 1. Social stigma to being police | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Negative comments from the public on law enforcement duty | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. The belittling attitudes of public to the policing | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Public refusal to accord your professional status | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Negative publicity of the police department by media and public | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Gender discrimination (lack of respect because of your sex) | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.10 Stress related to family | Yes | No |
| 1. Lack of family cooperation with demands at work | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Managing family life outside of work | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Lack of time to spend with family | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Misunderstanding of spouse's about your work | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Spouse's stigma towards your profession | <input type="checkbox"/> | <input type="checkbox"/> |

- | | | |
|---|--------------------------|--------------------------|
| 6. Social harassment to family members | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Family pressure to stop your job | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Lack of access to child care/day care facilities for child | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.11. Stress related to personal security at work | Yes | No |
| 1. Suffering from serious injury | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Risk of being injured on the job | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Eating health at work | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Lack of time for good medical treatment | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Probability of exposure to the revenge from the criminals | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Unable to take sufficient breaks | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Irregular sleep schedules | <input type="checkbox"/> | <input type="checkbox"/> |

Section Two

The effects of Police stress on familial relationship:

Listed below are a few statements that ask you to identify the quality of your relationship in some areas that are believed important in any family relationship. After each item, please respond putting a check mark (✓) on the boxes under the alternatives “Yes” or “No” to describes the quality of relationship with your family.

The quality of family relationship	Yes	No
1. My spouse regularly asks me how my day at work	<input type="checkbox"/>	<input type="checkbox"/>
2. After a long stressful day, I just want to come home and chat with my family.	<input type="checkbox"/>	<input type="checkbox"/>
3. After an argument with my spouse we are able to easily resolve our differences.	<input type="checkbox"/>	<input type="checkbox"/>
4. I find it easy to communicate my experiences at work to my family.	<input type="checkbox"/>	<input type="checkbox"/>
5. Most of the time, I feel extremely satisfied with the support I receive from my spouse.	<input type="checkbox"/>	<input type="checkbox"/>
6. On daily basis my spouse takes an active part in my life.	<input type="checkbox"/>	<input type="checkbox"/>
7. I am the one who always compromise in my relationship with my spouse.	<input type="checkbox"/>	<input type="checkbox"/>
8. When it comes to compromising in my relationship I would say that both my spouse and I comprise about equal.	<input type="checkbox"/>	<input type="checkbox"/>
9. I spend enough time with my family.	<input type="checkbox"/>	<input type="checkbox"/>
10. I rather spend my free time with my family than hanging out with my friends.	<input type="checkbox"/>	<input type="checkbox"/>
11. My spouse provides me with emotional support	<input type="checkbox"/>	<input type="checkbox"/>
12. I would rather spend time with my family than at work.	<input type="checkbox"/>	<input type="checkbox"/>
13. When I feel emotional I am not detached from my family relationship.	<input type="checkbox"/>	<input type="checkbox"/>
14. My spouse understands me.	<input type="checkbox"/>	<input type="checkbox"/>

15. I try not to take my work frustrations out on my family.
16. I am often not distracted by work related issues when I am with my family.
17. I find it easy to say any concerns with my spouse.
18. Minor things are not the cause of argument and disagreement for me and my spouse.
19. I am really attentive to my spouse's feelings and emotions.
20. I always aware of why I get angry with my spouse.
21. I feel satisfied when I am with my family.
22. I can rely on my spouse when needed.
23. I experience a great amount of intimacy in my relation with my spouse.
24. I often happy in my marital relationship.
25. My relationship with my spouse gives me the fulfillment I need in my life.
26. I have never thought about separation from my marriage relationship..
27. I am satisfied with my sexual relationship with my spouse.
28. I am usually interested in having sex with my spouse.
29. I trust my spouse without hesitation.
30. I am not tending to be suspicious of my spouse.

**በኦሚክስብሎክንቫርቲቲየስኑ-ትምህርትናየባህሪይጥናትኮሌጅ
በሳይኮሎጂኢንስቲትዩት
የዲቭሎፕመንታልሳይኮሎጂትምህርትክፍል
የድህረ-ምረቃፕሮግራም**

የቃልመጠይቁዓላማ

ከኦሚክስብሎክንቫርቲቲየስኑ-

ትምህርትናየባህሪይጥናትኮሌጅከሳይኮሎጂኢንስቲትዩትከዲቭሎፕመንታልሳይኮሎጂትምህርትክፍልበድህረ-
ምረቃፕሮግራምበ2007 ዓ.ምለመመረቅየሚያስችልጥናታዊጽሑፍ
“ከፖሊስነትስራጋርተያያዥነትየለውውጥራትበቤተሰብዊግንኙነትላይያሚያሰድረውተጽዕኖ”
በምልሰባገቡየፖሊስከሳለትላይጥናትለማድረግየምያስችልመረጃመሰብስብነው።

የጥናቱተሳታፊዎች፡

በኦሚክስብሎክትዳደርፖሊስኮሚሽንበንፋስስልክላፍቶክፍለከተማበወንጀልመከላከልሥራላይተመድቦውየሚሰሩበላ
ትደርየፖሊስከሳለትናቻው።

መግቢያ

እኔቀኙአባቢያአሊዬእባላለሁበኦሚክስብሎክንቫርቲቲየስኑ-

ትምህርትናየባህሪይጥናትኮሌጅበሳይኮሎጂኢንስቲትዩትየዲቭሎፕመንታልሳይኮሎጂትምህርትክፍልየሁለተኛዓመትየ
ድህረ-ምረቃፕሮግራምተማርነኝ።

ይህየቃልመጠይቅየተዘጋጀውከፖሊስነትስራጋርተያያዥነትየለውውጥራትበላትደርፖሊስከሳለትከትደርአጋረቻዉዉ
ይምከቤተሰብጋርበሚኖራቸዉግንኙነትላይየስከተለተጽዕኖመኖሩንጥናትበማድራግከኦሚክስብሎክንቫርቲቲየስኑ-ቭሎፕ
ማንታልሳይኮሎጂክፍልለማስተርስዲግሪመመረቅያጽሑፍለማዘጋጃትብቻነዉ። ስለሆነም፡

ለዚህቃልመጠይቅየተመረጣችሁተሳታፊዎችየተለያዩትበወንጀልመከላከልሥራተመድቦከምሰሩበላትደርየፖሊስከሳለ
ትመካከልነዉ።

ይህንንጥናትበተመለከተየምትሰጡኝማንኛዉምመረጃከጥናቱዓላማዉጭሌላትርጓሜያማያሰጥስሆንየምትሰ
ጡመረጃበየትኛዉምሁኔታለልተጋባወንንየማይጋላጥማሆኑንየጥናትአድራጊለረጋግጥለችሁእዉዳላሁ።

የተሳታፊዎችንማንነትይፋከማድረግጋርበተያያዘከተሳታፊዉየሚሰጥመረጃከልሆናየመረጃስጪስምበምንምሁኔታበዚ
ህጥናታዊጽሑፍየማይጠቃስይሆናል።

ስለዚህከዚህበታችየሚትጠያቁትንየቃልመጠይቆችንበነፃነትምላሽበማስጠትእንድትተባባሩኝበአክብሮትእጠይቃለሁ።

ክፍልአንድ

የተሰታፊዉ የግል ሁኔታ

የታ:- ወንድሽ

ዕድሜ: 21-25 26-30 31-35 36-40 41-45 46-50 51+

የትዳር አጋሮ ሥራ: ፖሊስነት ሥራ

በፖሊስነት ሥራ ለምን ያህል ጊዜ ቆየ: 0-5 6-1 11-1 1

የስራ ድርሻ: ፓትሮል ጀል ምርመራ ለኞችን ቅኝት ማድረግ አስተዳደ

የማዕረግ ደረጃ: ኮንስታብል ረዳ ሻን ምክ ሳጅን ሳጅን ዋና ሳጅ

ረደት ኢንስፔክተር ምክትል ኢንስፔክተር ኢንስፔክተር ዋና ኢንስፔክተር ምክትል ኮማንደር ኮሚሽነር ረደት ኮሚሽነር ምክትል ኮሚሽነር ኮሚሽነር

አዘውትሮ የምሰሩበት ፈረዳ: ቀን ማ እኩል ሊት ሌላ

የትምህርት ደረጃ: ሁለተኛ ደረጃ መሰረታዊ ዲፕሎማ ዲ ማሽ

ሌላ _____

ክፍልሁለት

1. ከሚያስከትለውውጥረትአንዳርዖፖሊስነትሙያንከሌላሙያጋርእንዴትያነጻጽሩታል? _____

2. ለርሶምንአይነትሁኔታዎችናቸውበሥራላይውጥረትውስጥእንደገቡምክንያትናቸውበሎዎምያስቡት?

3. ከባለቤቶችወይምከቤተሰቦጋርያሎትንግንኙነትእንዴትይገልጹታል? _____

4. የሥራቦታኃላፊነትንናየቤተሰብኃላፊነትንአጣጥሞየማስኬድችግርአጋጥሞትያውቃል?

አዎን ጠመኝም

መልሶአዎንከሆነችግሩለምእንደተፈጠራእባክዎንበአጭሩይግለጹልኝ?

5. በሥራምክንያትየሚፈጠርውጥረትእርሶከቤተሰቦጋርጤነኛግንኙነትእንዳይኖርአድርጎታልይላሉ?

አዎንአላደረገም

መልሶአዎንከሆነአባክሆንየሥራቦታውጥረትበቤተሰባዊግንኙነትላይያስከተለውንችግርበአጭሩይግለጹ

6. በሥራቦታየሚያጋጥሙችግሮችንለትዳርአጋሮየማጋራትልምድአልዎት?

አዎን ሩም

መልሶአላጋራምከሆነአባክዎንየማያጋሩበትንምክንትይግጹ:: _____

7. የዕረፍትጊዜዎንከባለቤቶወይምከቤተሰቦጋርየማሳለፍልምድአልዎት?

አዎን ፍም

መልሶአሳለፍከሆነየዕረፍትጊዜዎንየትያሳልፋሉ?

ሌላጋርበማሳለፎከባለቤቶወይምከቤተሰቦበኩልየምጣብቆትምላሽምንይማሰላል? _____

8. በሥራምንያትውጥረትውስጥሲሆኑከውጥረትለመላቀቅምንያደርጋሉአባክዎንበአጭሩያብራሩ? _____

9. በሥራዎቹ ውስጥ የሚከሰት የጥረት ለማላቃቅ የሚጠቀሙ አቸው ዘዴዎች ምን ድንገት ናቸው? _____

10. በሥራዎቹ ውስጥ ጥረት ለማላቃቅ የሚጠቀሙ አቸው ዘዴዎች ምን ድንገት ናቸው? _____

11. በሥራዎቹ ውስጥ የሚፈጠር የጥረት ከቤተሰብ ጋር ባለዎት ግንኙነት ላይ አሉታዊ ተጽዕኖ እንዳያሰርድ ለማድረግ እርሶ እየተከተሉት ያለው ጥረት ማላቃቅ ዘዴዎች አዋጭ ናቸው ብለው ያስባሉ? አዎን አይደሉም
 መልሱን ከሆነ እባክዎ ምክንያቱን ያብራሩ::

አይደሉም ካሉ እባክዎ ምክንያቱን ያብራሩ _____

12. በመስሪያ ቤት ዎስጥ ለሌሎች በሥራ ላይ የሚፈጠረውን ጥረት መቀነስ እንድትችሉ የተደረገውን አስታዎታልን ደግሞ ያስታወቁ?

 የፖሊስ ተቋማት ወደ ፍትህ ባለቤቱ ከሥራ ጋር በተያያዘ የሚከሰተውን ጥረት መቀነስ እንዲችሉ ምን ማድረግ አለባቸው ይላሉ:: _____

አመሰግናለሁ!!

Multiple Comparisons						
Bonferroni						
Dependent Variable	(I) rank level	(J) rank level	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval Lower Upper

						Bound	Bound
Awareness	lower level rank	middle level rank	-.05381	.47907	1.000	-1.2158	1.1082
	rank	higher level rank	-3.20689*	.76159	.000	-5.0542	-1.3596
	middle level rank	lower level rank	.05381	.47907	1.000	-1.1082	1.2158
	rank	higher level rank	-3.15308*	.85111	.001	-5.2175	-1.0886
	higher level rank	lower level rank	3.20689*	.76159	.000	1.3596	5.0542
	rank	middle level rank	3.15308*	.85111	.001	1.0886	5.2175
satisfaction	lower level rank	middle level rank	-.14797*	.04922	.010	-.2674	-.0285
	rank	higher level rank	-.11797	.10055	.729	-.3620	.1261
	middle level rank	lower level rank	.14797*	.04922	.010	.0285	.2674
	rank	higher level rank	.03000	.10738	1.000	-.2306	.2906
	higher level rank	lower level rank	.11797	.10055	.729	-.1261	.3620
	rank	middle level rank	-.03000	.10738	1.000	-.2906	.2306

*. The mean difference is significant at the 0.05 level.