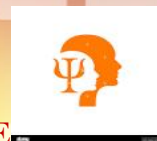




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Resilience and Locus of Control as Predictors of Psychological Wellbeing among Police Officers

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Abstract

This study investigated resilience and locus of control as predictors of psychological wellbeing among police officers. A total number of 130 participants comprises of 82 males and 48 females between the ages of 23-59 years with mean age of 40.5 and standard deviation of 13.6 were selected for the study. They were drawn from police head quarters Awkunanaw and central police station, Onitsha Ado using convenient sampling techniques. 18 items likert-type questionnaire developed by Ryff, (1995) measuring psychological wellbeing, 6 items likert –type questionnaire developed by Smith et al,(2008) measuring resilience and 29 items likert- type questionnaire developed by Rotter, (1996) measuring locus of control was administered. Cross sectional research design was adopted. Multiple regressions was applied to analyze the generated data. From the result, Locus of control and resilience play a significant role on psychological wellbeing at $F(3,126) = 37.56, P < 0.01$. Findings were discussed in relation to available literature and recommendations were made.

Keywords: *locus of control, police officers, resilience, wellbeing*

Introduction

Wellbeing is the experience of health, happiness and prosperity, it includes having good mental, high life satisfaction and sense of meaning or purpose, most generally. Wellbeing is not just feeling fine, it includes feeling happy, healthy, socially connected and purposeful (Berkeley, 2009). Wellbeing emerges from your thoughts, action and experiences, much of which we have control over for example, when we think positive, we tend to have control over for example, we tend to have better emotional and social well-being, different types of wellbeing are subjective and psychological wellbeing. Subjective wellbeing is a self-report measure of wellbeing, typically obtained by questionnaire, while psychological wellbeing which is the dependent variable in this study is defined as the positive mental states such as happiness or satisfaction, example: if I say I am happy or very satisfied with my life then my psychological wellbeing is quite high (Robert, 2018).

Psychological wellbeing is a psychological construct that refers to the extent to which people experience positive emotion and feeling of happiness which also gives us the feeling that what we are doing with our lives has some meaning and purposes (Diener, 2000), psychological has 2 types which are:

Hedonic psychological wellbeing.

Eudaimonic psychological wellbeing.

Hedonic psychological wellbeing is normally used to refer to the subjective feeling of happiness and it proposes that an individual experiences happiness and satisfaction with life.

Eudaimonic psychological wellbeing posits that it has six keys which according to (Ryff, 1995) are self-acceptance, environmental-mastery, positive relation with others, personal-growth, purpose in life and

autonomous. Self-acceptance reflects the respondent possible attitude about his or her self, environmental mastery and managing environmental factors and activities, positive relation with other refers to the respondent engagement in meaningful relationship with other that include: reciprocal empathy, intimacy and affection. Personal growth indicates the exponent continue to welcome and self- overtime. Purpose in life reflects the individual strong goal orientation and condition that life-hold meaning while autonomy indicates that is independent and regulate his or her behavior also include independent of social pressure.

Felicia (2009), says that psychological wellbeing is about life going well, psychological wellbeing of police office in Nigeria and West Africa research shows the degree of invisible psychological injuries experience by officers and highlighted mental health issues such as depression, anxiety, post-traumatic stress disorders as a major concern, they need time off for mental health injury and physical health, (Ruth, 2009), also the amount of work and shift pattern also have a negative influence on the psychological wellbeing of police officers (Campbell, 2009).

Another variable of interest is resilience which refers to the response to a stressful experience and its determinant (Douglas, 2014). Psychologically, resilience has been defined as a dynamic psychological process through which Individual expose to sustained adversity or potentially traumatic events. Experience positive psychological adaptation overtime. Palume (2014), stated that resilience is the capacity to recover quickly from a difficulties, toughness and ability to spring back into shape, elasticity, it is the ineffable poverty that allows some people to be knocked down by life and come back at least and strong as before other than letting difficulties or failure overcome them and drain their resolve they find a way to rise from the ashes.

Ruther, (1987), discovered that resilience is better explained in times of processes and used the person – process context model which makwes iit easier for researches to study the correlation between risk and protective factor when he adopted six significant predictors of resilience which are stressors, coping processes, internal self characteristics, personal, environment and interactional process.

American Psychological Association(2014), defined resilience as a process of adapting well in the face of adversity, trauma, tragedy and threat or even significant source of stress, a mental work that transcend hardship, even after misfortune, resilience people are able to change course and move towards achieving their goal (Michael, 1987). Resilience is an adaptation after a stressful and adverse situation. when a person is daily stress, it disrupt their internal and external sense of balance, presenting challenges as well as opportunities. Under that resilience and psychological wellbeing of police officers is important as it helps to understand the severity of existing mental health issues and prevent the onset of mental health problems among police officers. Resilience is vital in their psychological wellbeing because in order to develop an effective problem solving skills, building and maintaining interpersonal relationship and realistic goal settings. Focusing on wellbeing and building resiliency is important in establishing a holistic approach to health of these police officers.

Psychological wellbeing of police officers is related to locus of control inn terms of attributing of their wellbeing to situational and internal causes. The concept of locus of control was first developed was first developed by Julian B Ruther(1996), a person's locus in latin is "Loci means location", according to (Ruther, 1996), locus of controls refers to a personality dimension that helps explain one's behavior which can be conceptual either internal and external and the perception of the extent to which people believe that they are the causes of what happens in their life.

Internal locus of control means a belief that one can control one's life, individuals with a strong locus of control believe events in life are derived primary from their own action example, when receiving exam results, people with an internal locus of control tend to praise or blame themselves and their abilities, while people with external locus of control believes that their life is controlled by an outside force or factor which the person cannot influence or that chance or fate control their life's, people with strong external locus of control tend to provide or blame external a factor such as teachers or the examination.

Corsin, (1999) states that locus of control is the tendency characteristic of a personalities of a person's perspectives about self- independence and control by other, internally, individual can be wealthy and psychological unstable if they declined efficacy and opportunity , they may become neurotic, nervous they require suitable environment which influence them to environment which influence them to experience success with externally locus of control individuals may be easy going , relaxed and lead a pleasant life.

According to (Hans, 2000), locus of control is generalized expectancy reinforcement, whereas, Herbert & Lefcourt (1976) defined locus of control as a psychological concept that refers to an individual perception of the locus of events as determined internally by his or her own behavior verses fate, luck or external circumstance Zimbardo, (1995) and Cooper (1983) believed that locus of control is the perceived source of control over one's behavior where people locate responsibility for success and failure inside or outside themselves.

Keyes, (1995) those Police officers with strong internal locus of control are more likely to report high psychological wellbeing, while Police officers with strong external locus of control are more likely to report low psychological wellbeing.

Statement of the Problem.

Many police officers in Nigeria have impaired psychological wellbeing (Felicia, 1994), so the researcher wants to know the role of resilience and locus of control on the psychological wellbeing of these police officers. Hence, follows the questions:

- Will resilience significantly predict psychological wellbeing among police officers.
- Will locus of control significantly predict psychological wellbeing among police officers.
- Will resilience and locus of control jointly significantly predict psychological wellbeing among police officers.

Purpose of Study.

The following objectives motivated this study:

- To determine whether resilience will significantly predict psychological wellbeing among police officers.
- To determine whether locus of control will significantly predict psychological wellbeing among police officers.
- To determine whether resilience and locus of control will jointly significantly predict psychological wellbeing among police officers.

Theoretical Framework

Perma's Theory of Wellbeing (Seligma, 2002)

Traditionally, a major focus of psychology have been to relieve human suffering, people want to thrive and not just survive, this theory posits about flourishing and not happiness. Seligma, (1999) says that happiness means different things to different people, his model of happiness helps us to understand this elements and what we can do to flourish this element which are: positive emotion: it is the ability to remain optimistic and view one's past, present and future from a constructive perspective. A positive relationship can help in relationship , work and other to be more creative and take more chances.

Engagement are activities that meet our need for engagement flood the body with positive neuron transmitters and hormones that elevates one sense of wellbeing, this engagement helps us to maintain the present and as well as synthesize the activities where we find calm, focus and joy.

Relationship and social connection are crucial to meaningful lives, we thrive on connection that promote love, intimacy and slang emotion.(Mitch, 2009) state son his research on psychology of pain, that our pain centers became activated when we are at a risk of isolation.

Meaning therefore answers the questions as to why we are on this earth and it can drive us towards fulfillment, working in a good offices, raising children, volunteering for a greater course and expressing ourselves creatively.

Understanding the impact of our work and why we choose to show up at the office may help us enjoy the task and become more satisfied with what you do. Accomplishments indicate having goals and ambitions of life can help us to achieve things that give us a sense of accomplishment, having accomplishment in life is important to push ourselves to thrive and flourish (Enerst,1987).

Being aware of the PERMA'S model might help consider the meaning and fulfillment to your life. Police work is a stressful occupation (Nobel, 2009) consequently, police officers are at a greater risk of physical and mental ill health especially impaired psychological wellbeing (Talon et al, 2009). The application of the elements of PERMA'S theory into the individual lives of the police officers help them developed resiliency in relationship, adverse life challenging events and in attribution.

Empirical Review

The relationship between resilience and locus of control on mental health and academic performance of student in Alborz University of Medicine (2017). Cross-sectional was performed with 180 participants using demographic questionnaire, Rotters locus of control scale, Davidson resilience questionnaire and SPSS version 23 software.(Mead Almadim & Marzaleh, 2017). The result shows a significant relationship, individual locus of control was 0.418 at $p < 0.001\%$ and academic performance at 0.037 at $p < 0.001\%$, mental health at 0.009 at $p < 0.001\%$. Comparison of resilience and psychological wellbeing in unstable bowel syndrome, an analytical comparative study with 50 males and 50 females using multivariate analysis of variance. Results shows high resilience promote life.

Resilience and locus of control, work by (Nicholas Margaret & leonie et al 2013), is a longitudinal multivariate research with 125 participants, participants were grouped internally and external, scores were compared using multivariate analysis of variance. Psychological wellbeing and stress, a cross-sectional explanatory study of Iranian female adolescence, 286 participants, here, it shows that stress contribute to poor psychological wellbeing.(Mahammed Asghan Japabad & Safawa 2006, Miquel Clemente, Haleh Hezone, Hamid Allahver Deour, 2006).

Social support and locus of control on psychological wellbeing of college students, ages of 19-26, 240 college students shows internal locus of control, high social support of related to psychological wellbeing.(Vanderzeek I Bunk, Sanderman R, 1997).

Hypotheses

These three hypotheses were tested:

- Resilience will not significantly predict psychological wellbeing among police officers.
- Locus of control will not significantly predict psychological wellbeing among police officers.
- Resilience and locus of control will not jointly significantly predict psychological wellbeing among police officers.

Method

Participants

A total number of 130 participants comprises of 82 males and 48 females were selected for this study. They were drawn from Central police quarters Awkunanaw and central police station Onitsha Ado using convenient sampling techniques, they are between the ages of 23-59 years with their mean age of 40.5.

Instrument

3 sets of instruments were administered for this study, they include:

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Psychological Wellbeing Scale (PWS)

Psychological wellbeing was developed by (Ryff, 1995). It is an eighteen (18) items instrument designed to measure how workers evaluate themselves in an organization. A response of (1) strongly disagree, (2) moderately disagree, (3) slightly agree, (4) slightly disagree, (5) strongly agree, was used to indicate agreement and disagreement with each item.

A sample item is "I tend to be influenced by people with strong opinion", psychological wellbeing item ranging from 1,4,8,15,16,17 and 18, have revised scoring pattern, while item number 2,3,5,6,7,9,10,11,12,13 and 14 have direct scoring pattern. (Ryff, 1995), Reported a reliability coefficient of .82 for the composite scale whereas for the sub scale it is as follows: self – acceptance .71; positive relation .77; autonomy .78; environmental mastery; purpose In life .70 and personal; growth .78. have cronbach alpha coefficient of .71 was obtained by the researcher, while the researcher in a pilot study using 50 Non-police officers (traffic policemen) at the Enugu Area police command. A composite score of psychological wellbeing was obtained by summing all the total responses to each item. Higher score indicate higher psychological wellbeing while lower score indicate lower psychological wellbeing.

Brief Resilience Scale (BRS)

The Brief Resilience Scale was developed by Smith, Dalen, Wiggins, Tooley, Christopher and Bernard (2008). The brief resilience scale accesses the ability to bounce back. The possible score range on the BRS is from 1(low resilience) to 5(high resilience). The developers obtained a reliability coefficient of 0.89, while the researcher in a pilot study using 50 Non-police officers (traffic policemen) at the Enugu Area police command, obtaining a reliability coefficient of 0.76. Higher scores represent higher resilience of police officers and vice versa.

Locus of Control Scale (LCS)

The locus of control scale was developed by (Rotter 1976), it is a 29 item free choice test including six fillers items designed to access general expectancies for internal and external locus of control with a sample item of : (1a) many of the unhappy things in peoples life are partly due to bad luck. (1b) peoples misfortune results from the mistake they make, the scoring pattern read thus: Score one point for each of the following, a high score shows external locus of control, while a low score shows or indicate internal low locus of control.

Procedure

The researcher solicited for permission from the inspector in charge of Central Police Station, Awkunanaw and Central Police Station, Onitsha Ado to enable the researcher have access to the policemen (staffs), after establishing rapport with the participants, assuring them of the confidentiality of their response. Some of the policemen were too busy to respond to questionnaire immediately but they later responded after a given time interval, the researcher distribute 150 copies of the three sets of research materials to the participants within 2 weeks. A total number of 147 questionnaire were discarded and 130 questionnaires that were correctly filled were scored and tabulated for the analysis, in order to ensure that the copies of the questionnaire were evenly distributed, the researcher extended the distribution to two weeks.

Design & Statistics

In this study, cross- sectional research design was adopted, while multiple linear regression was applied as a statistical test to analyze the data. SPSS version 24 was used.

Results

Table 1: summary table for mean age:

	N	Age	Mean	STD
Police officers	130	23-59	40.5	13.6

From table 1 above, the mean age of the policemen is ($x = 40.5$) and standard deviation of (13.6).

Table 11: model summary table for locus of control and resilience on psychological wellbeing.

Model	R	R ²	Adjusted R ²	Std error of the estimate	R ² change	F change	Df1	Df2	Sig f change
1	.687 α	.472	.460	15.04495	.472	37.558	3	126	.000

1. Predictors: (constant), locus of control, marital status, resilience.

The result of the regression analysis as presented in table 1 shows that the predictor variables (locus of control and resilience) accounted for 47.2% (R² change) variance increase on psychological wellbeing which is significant at (F change = 3, 126) = 37.56. $P < .001$.

Table 11: Regression Coefficient analysis on resilience and locus of control on psychological wellbeing..

Model	Unstandardized coefficient		Standard Coefficient	T	Sig
	B	Std .error	Beta		
(constant)	129.763	5.283		24.564	.000
Marital status.	-13.570	2.466	-.364	-5.502	.000
Resilience	-5.119	7.646	-.126	-.670	.504
Locus of control	-16.119	7.646	-.395	-2.108	.037

In the regression coefficient table 11, results reveals that Marital status significantly predict psychological wellbeing among police officers at ($B = -.36$, $P < .001$), Locus of control significantly predict psychological wellbeing among police officers at ($B = -.39$, $P < .05$). Thus, the null hypothesis for the locus of control was rejected. From the results, it was observed that resilience did not significantly predict psychological wellbeing at ($B = -.12$, $P > .001$).

Summary of Results

1. Locus of control and resilience jointly predict psychological wellbeing among police officers.
2. Locus of control significantly predict psychological wellbeing among police officers.
3. Resilience did not significantly predict psychological wellbeing among police officers.
4. Marital status significantly predict psychological wellbeing among police officers.

Discussion

The findings of this study revealed that the first hypothesis tested which states that resilience will not significantly predict psychological wellbeing among police officers was accepted as findings shows resilience did not significantly predict psychological wellbeing at ($B = -.12, P > .001$).

The second hypothesis tested shows that Locus of control will not significantly predict psychological wellbeing among police officers was rejected as finding shows that Locus of control significantly predict psychological wellbeing among police officers at ($B = -.39, P < .05$).

The third hypothesis tested which states that locus of control and resilience will not jointly predict psychological wellbeing among police officers was rejected as findings shows that locus of control and resilience accounted for 47.2% (R^2 change) variance increase on psychological wellbeing which is significant at (F change = 3, 126) = 37.56. $P < .001$.

Implication of the finding

The findings states that Locus of control and resilience can jointly predict psychological wellbeing among police officers, Locus of control significantly predict psychological wellbeing among police officers. Although, Resilience did not significantly predict psychological wellbeing among police officers, Marital status significantly predict psychological wellbeing among police officers.

Impaired psychological wellbeing can hamper their daily activities, dispute motivation, mutual obligations, stressors, mediators and positive impact of the job.

Government and policy makers in our sector should acknowledge that locus of control and resilience are of equal relevant to the society. Seminars and workshops should be organized for police officers in other to sensitize them to the need of resilience and locus of control to avoid wastage of human resources and be able to cope with and adapt to challenging, stressful and potentially traumatic situations, also, this findings will be useful to the general public at large.

Finally, it is obvious that the result of this study will pilot and pioneer further researches into locus of control and resilience on psychological wellbeing of police officers and other security agencies in Nigeria.

Limitations of the Study

The present study has obvious limitations, first and foremost, lack of finance, to cover a greater sample size. In addition, selection of participants and conducting the research which is due to their shifting work patterns.

Also, the literate level of the police officers encountered, most of them needed proper guidance, orientations and understanding to responds to the given questionnaire.

Suggestion for Further Studies

Future researchers should carry out similar in other localities to ascertain the external validity of the present study. In addition, further researcher should increase their sample size. Above all, self-esteem, suicidal risk, perceived social support and self-efficacy should be considered in future research.

Summary and Conclusion

It can be stated based on the findings of this study states that resilience and locus of control can jointly predict psychological wellbeing among police officers, with which findings tally with the result of the previous study of Alborz University which suggested that there is a significant relationship between resilience and locus of control on student's mental alertness although, resilience did not significantly predict psychological wellbeing. The implication buttress the need to acknowledge that resilience and locus of control are of equal relevance to the society and they are important to the management of the police officers mental wellbeing especially in traumatic situations.

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