

Work-family conflict and job-related wellbeing in UK police officers: the role of recovery strategies



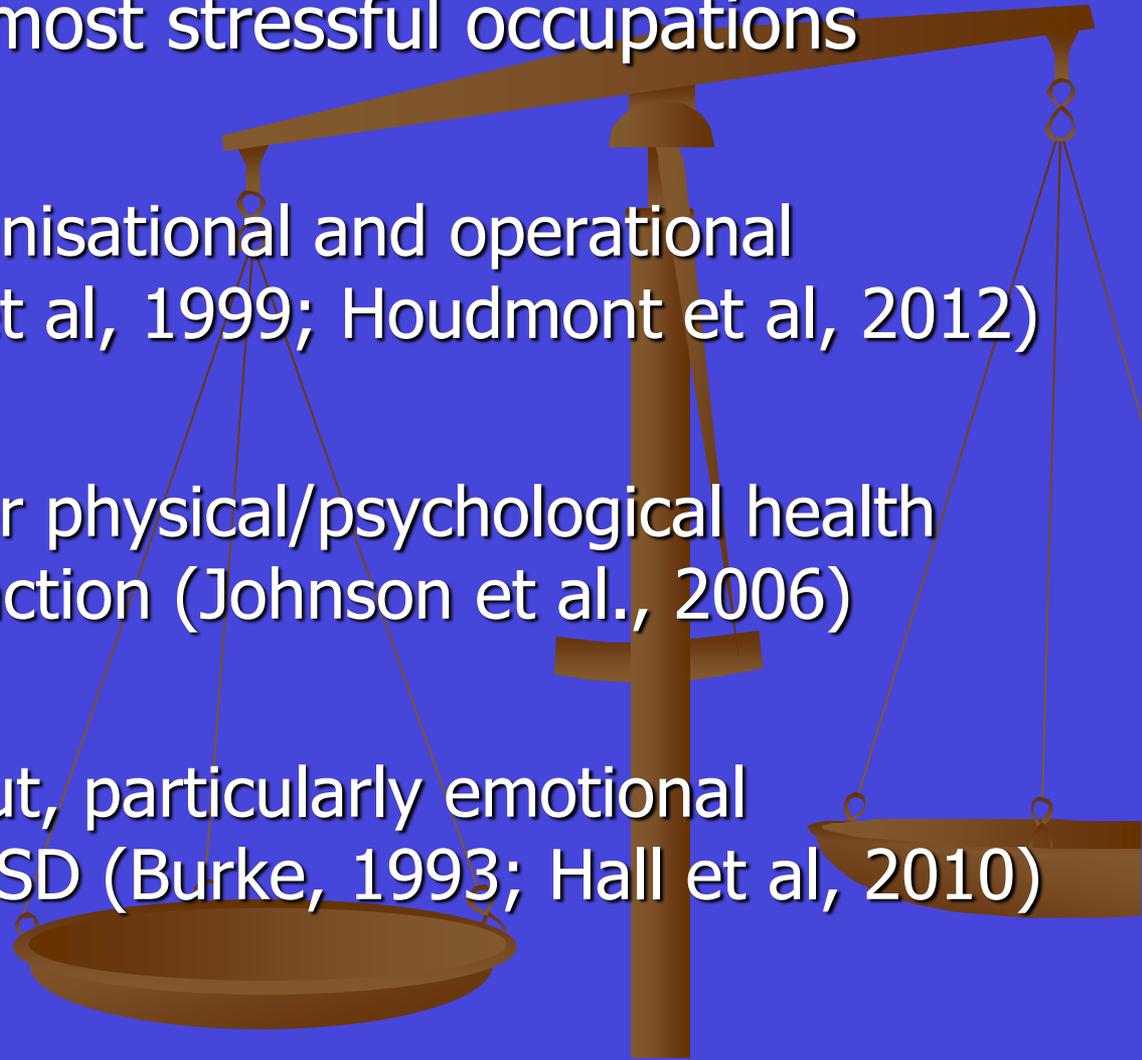
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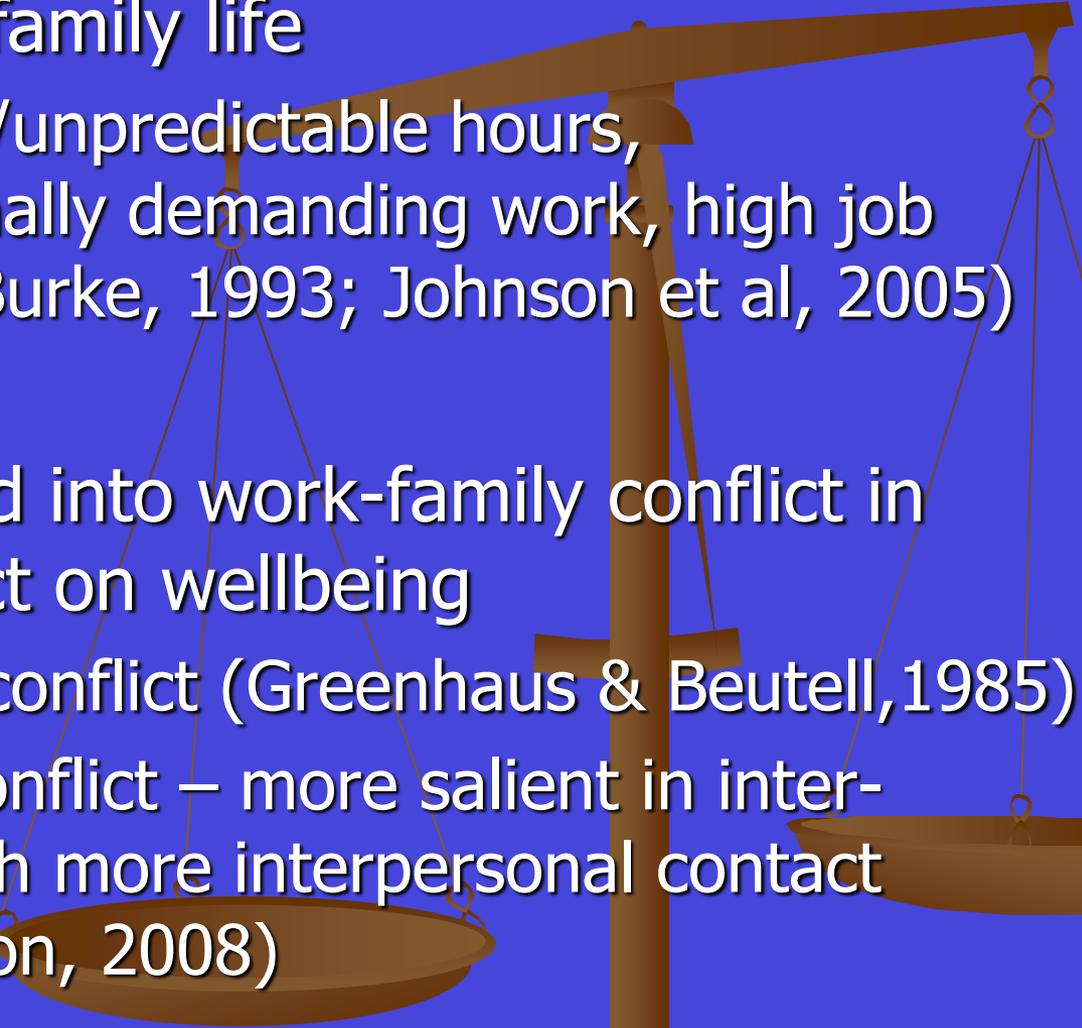
Police officers, stressors and strains

Policing is one of the most stressful occupations

- High levels of organisational and operational stressors (Brown et al, 1999; Houdmont et al, 2012)
- Comparatively poor physical/psychological health and low job satisfaction (Johnson et al., 2006)
- High risk of burnout, particularly emotional exhaustion and PTSD (Burke, 1993; Hall et al, 2010)

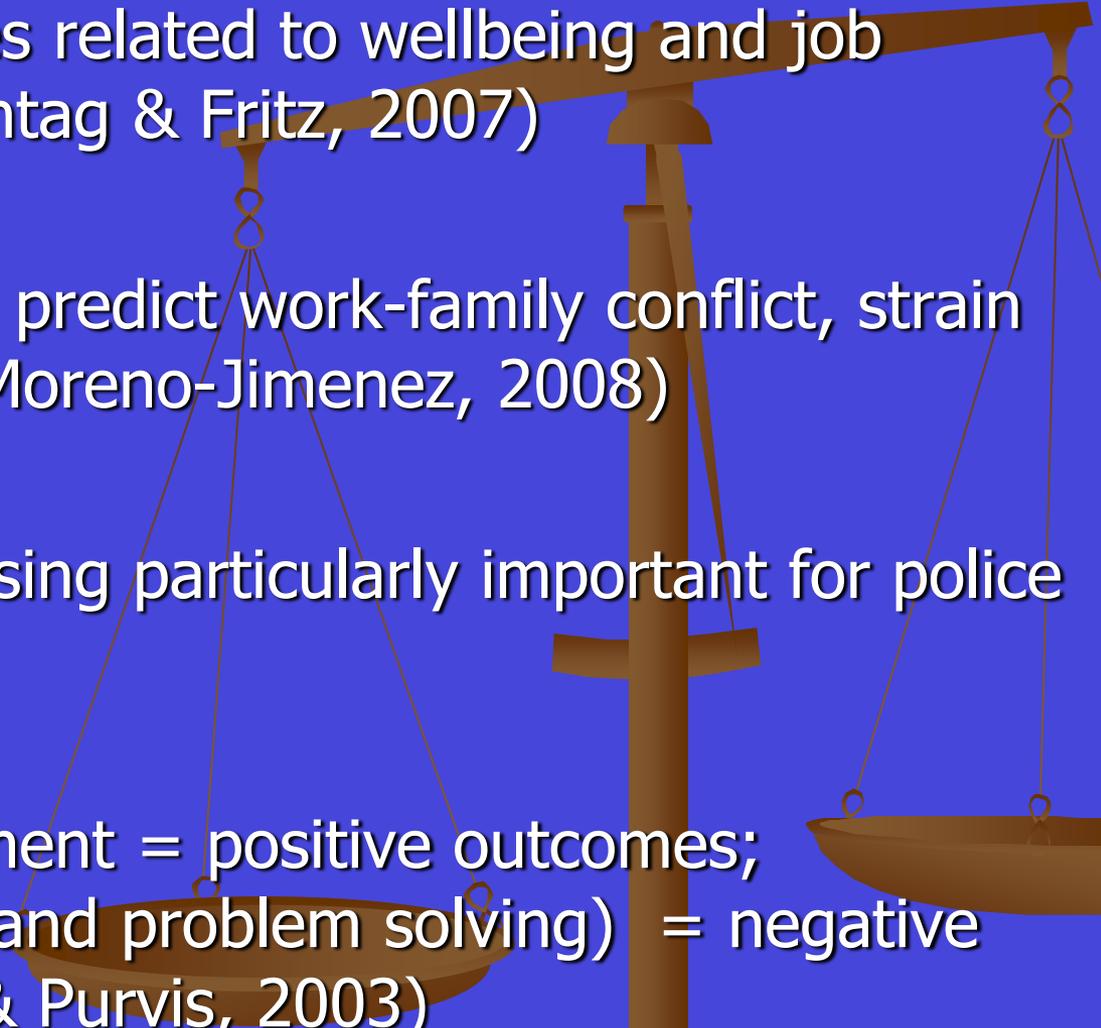


Police and work-family conflict

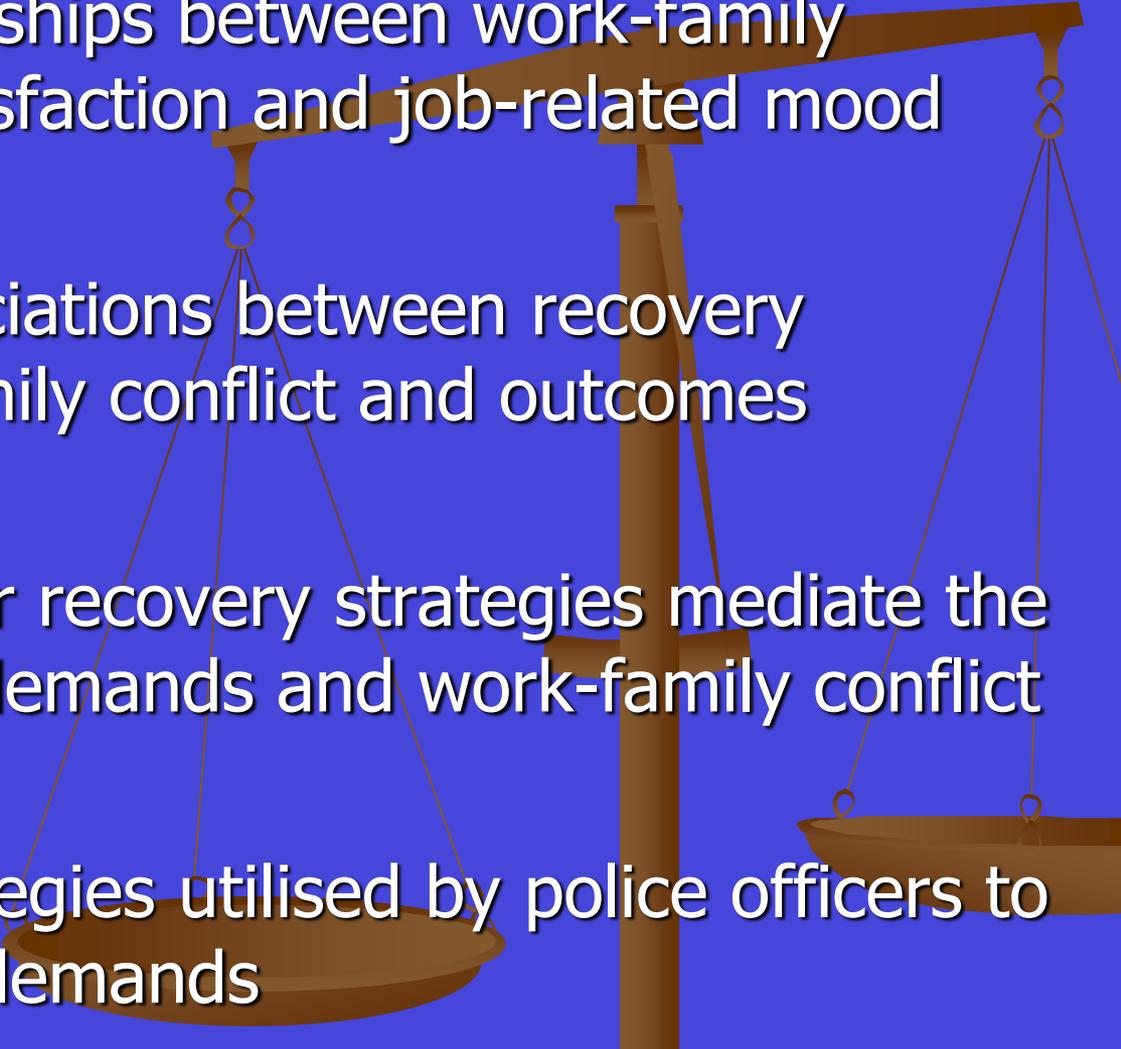


- Negative impact on family life
 - Job demands, long/unpredictable hours, dangerous/emotionally demanding work, high job involvement (e.g. Burke, 1993; Johnson et al, 2005)
- More insight required into work-family conflict in police and the impact on wellbeing
 - Time/strain based conflict (Greenhaus & Beutell, 1985)
 - Behaviour-based conflict – more salient in inter-dependent jobs with more interpersonal contact (Dierdorff & Ellington, 2008)

Recovery experiences during non-working time

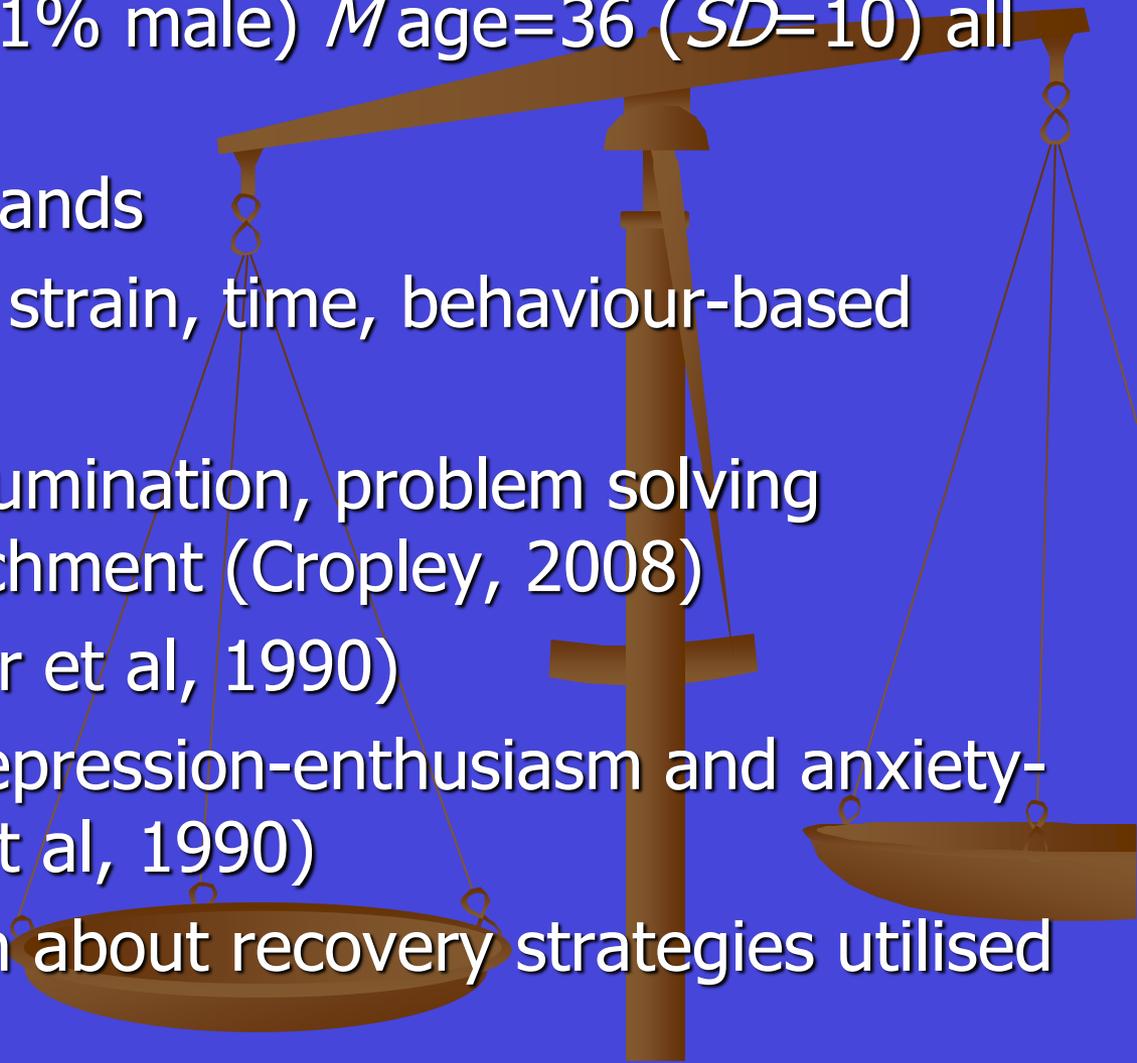
- Recovery opportunities related to wellbeing and job performance (Sonnentag & Fritz, 2007)
 - Recovery experiences predict work-family conflict, strain and life satisfaction (Moreno-Jimenez, 2008)
 - Relaxation and socialising particularly important for police (Iswasaki, 2003)
 - Psychological detachment = positive outcomes; rumination (affective and problem solving) = negative outcomes (Cropley & Purvis, 2003)
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Aims of study:

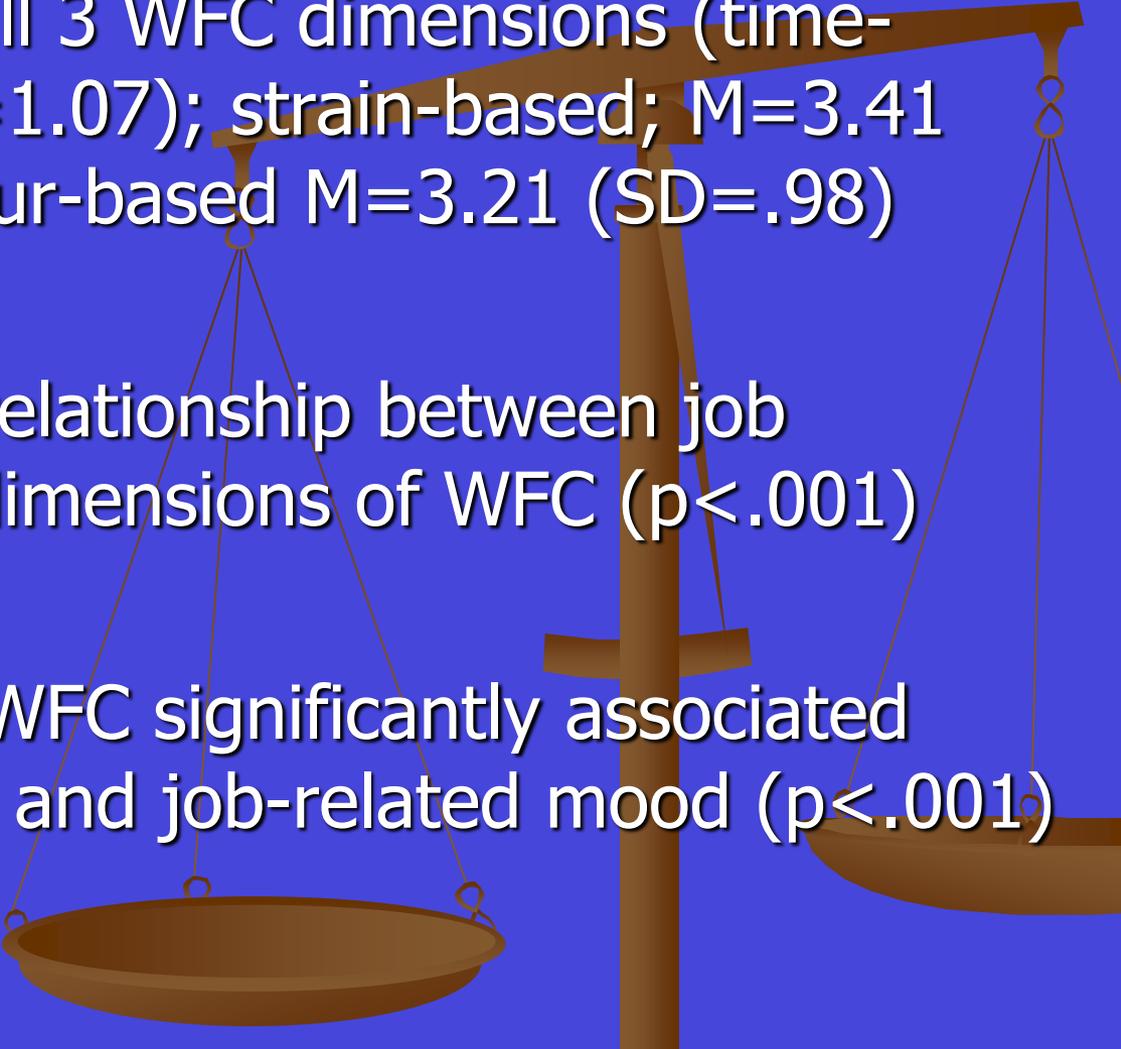
- To examine relationships between work-family conflict and job satisfaction and job-related mood
 - To investigate associations between recovery strategies, work-family conflict and outcomes
 - To examine whether recovery strategies mediate the link between work demands and work-family conflict
 - To explore the strategies utilised by police officers to recover from work demands
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Sample and method

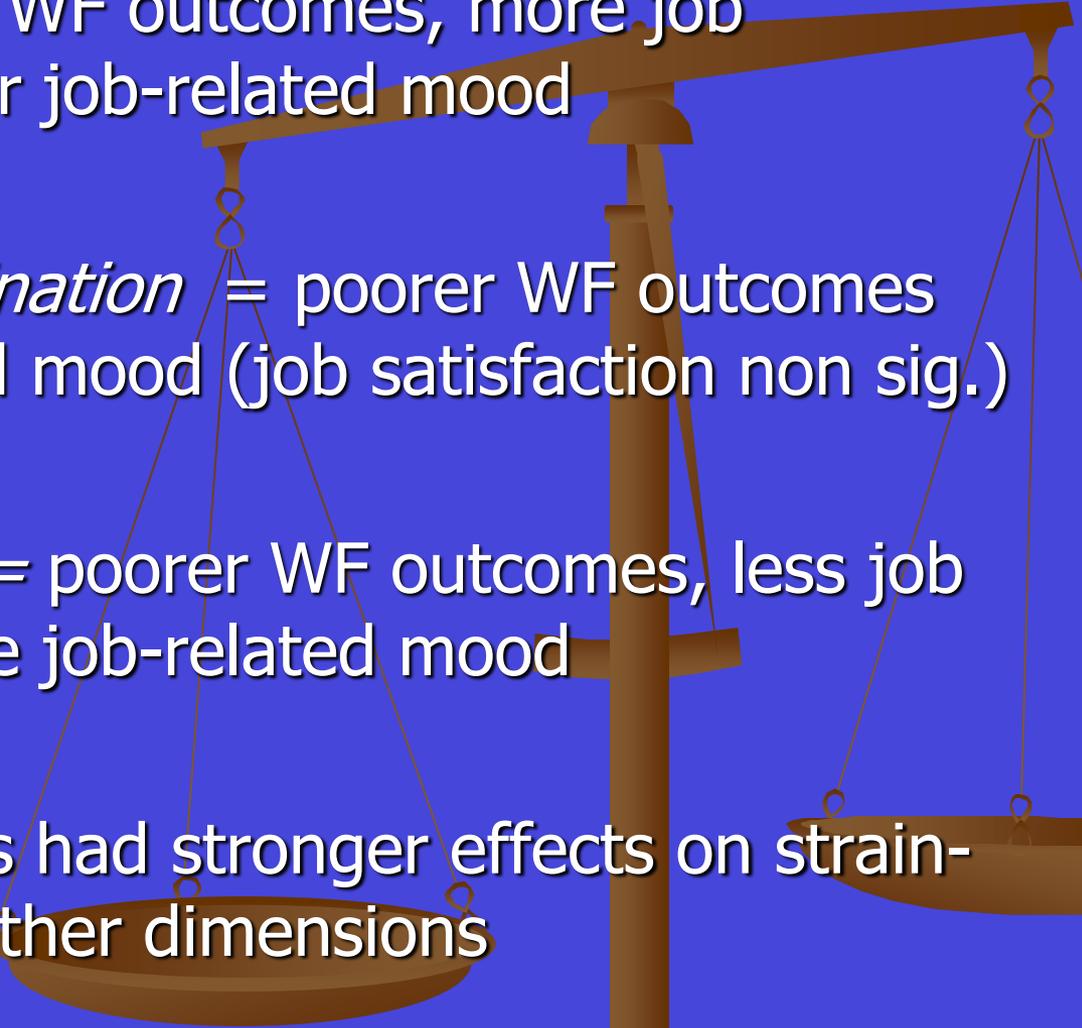
- 547 police officers (61% male) M age=36 ($SD=10$) all working shifts
- Quantitative job demands
- Work-family conflict: strain, time, behaviour-based (Carlson et al, 2000)
- Recovery: affective rumination, problem solving rumination and detachment (Cropley, 2008)
- Job satisfaction (Warr et al, 1990)
- Job-related mood: depression-enthusiasm and anxiety-contentment (Warr et al, 1990)
- Open-ended question about recovery strategies utilised



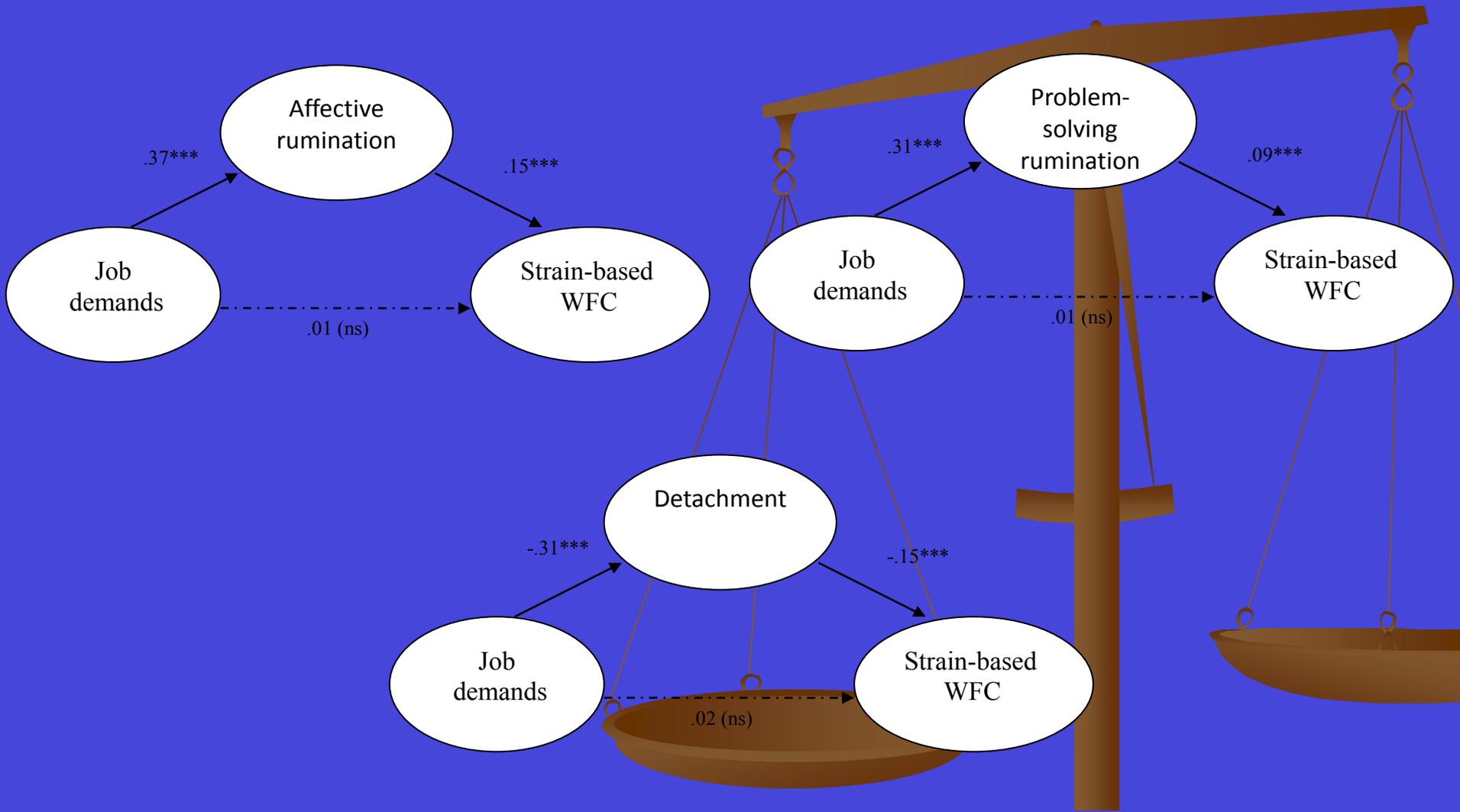
Results: 1

- Moderate levels of all 3 WFC dimensions (time-based $M=3.62$ ($SD=1.07$); strain-based; $M=3.41$ ($SD=1.14$); behaviour-based $M=3.21$ ($SD=.98$))
 - Significant positive relationship between job demands and all 3 dimensions of WFC ($p<.001$)
 - All 3 dimensions of WFC significantly associated with job satisfaction and job-related mood ($p<.001$)
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Results: 2

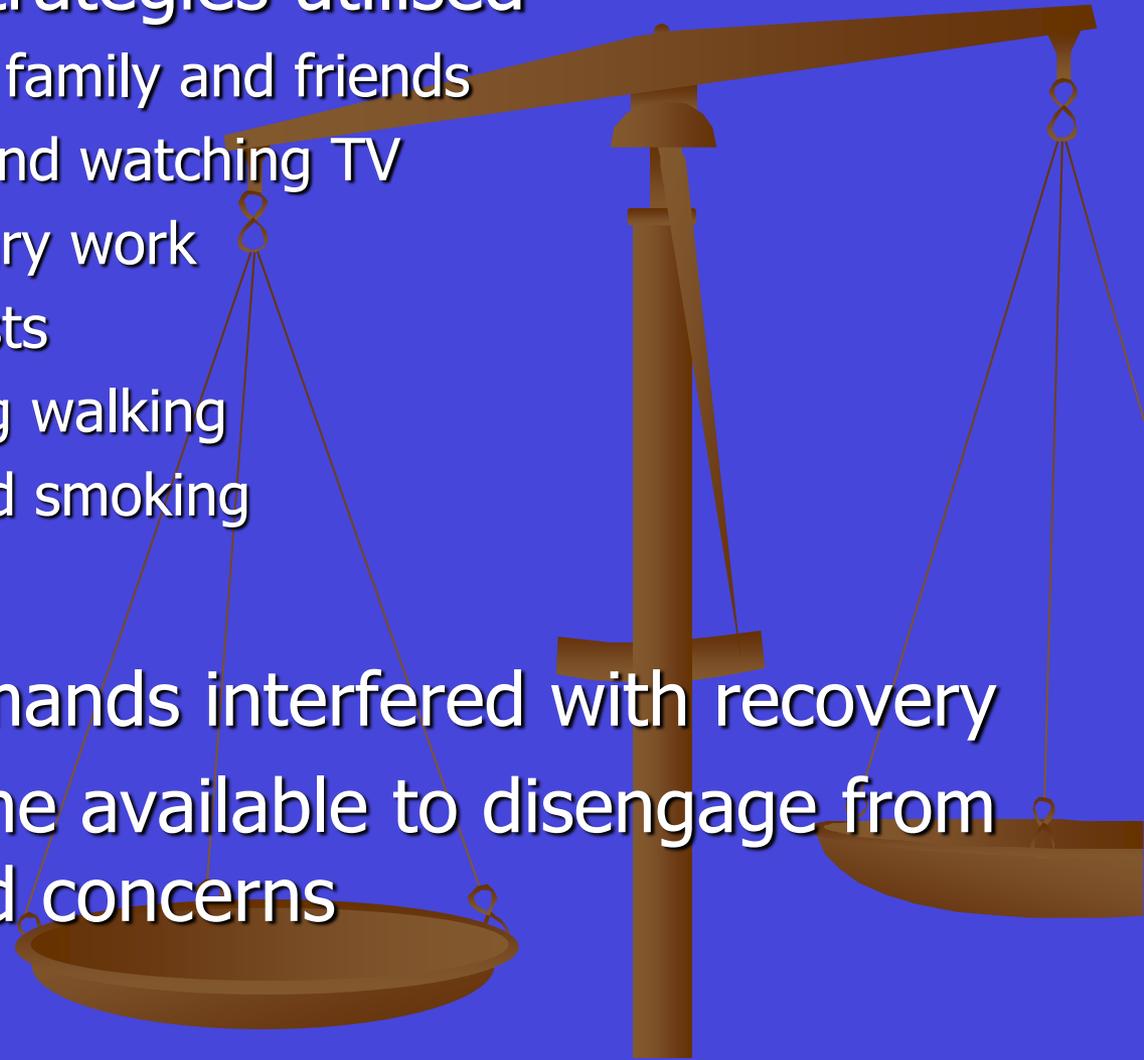
- *Detachment* = better WF outcomes, more job satisfaction and better job-related mood
 - *Problem-solving rumination* = poorer WF outcomes and worse job-related mood (job satisfaction non sig.)
 - *Affective rumination* = poorer WF outcomes, less job satisfaction and worse job-related mood
 - All recovery strategies had stronger effects on strain-based conflict than other dimensions
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Mediation effects of recovery strategies



Recovery strategies

- A wide range of strategies utilised
 - Spending time with family and friends
 - Sleeping, relaxing and watching TV
 - Engaging in voluntary work
 - Hobbies and interests
 - Exercise – gym, dog walking
 - Drinking alcohol and smoking
- Unpredictable demands interfered with recovery
- Many had little time available to disengage from work activities and concerns



Conclusions:

- Findings highlight the important role played by work-family conflict in the job-related wellbeing of police
 - Evidence that police experience behaviour-based conflict, but strain-based is most damaging
 - Recovery strategies are important mechanisms by which job demands are translated into WFC
 - Diary studies need to examine mechanisms by which job demands impact on recovery strategies which, in turn, impact on non-working life
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