

WORK STRESS, RISK-TAKING PROPENSITY, AND RESILIENCE AS DETERMINANTS OF PSYCHOLOGICAL WELLBEING IN THE POLICE FORCE

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Abstract

This study evaluates the impacts of work stress, risk-taking propensity, and resilience on psychological wellbeing in Nigeria's Police Force. Its sample was extracted from four (4) police stations in Ibadan, Oyo State of Nigeria. They are the Iyaganku, Eleyele, Orita Challenge, and Iwo Road testing ground police stations. This study has adopted a cross-sectional survey method, where the current scholar randomly distributed the study's questionnaires. Nonetheless, from the 350 questionnaires floated, 319 were suitable for study and analyzed using Statistical Packages for Social Sciences (SPSS version 27). The present study conducted standard and hierarchical multiple regression analysis in testing the stated hypotheses and concludes that work stress and

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risk-taking propensity significantly reduce psychological wellbeing. In contrast, resilience increases it in Nigeria's Police Force. It further settles that work stress, risk-taking propensity, and resilience significantly and jointly determine psychological wellbeing. Work stress, however, determines more significantly the psychological wellbeing of police officers than risk-taking propensity, resilience, and their combination matrix. Consequently, this paper advocates the need to reinforce stress management training among police officers to promote healthy lifestyles and improve psychological wellbeing. Also, Nigeria's Police college should incorporate risk-taking concepts on the job to help them exhibit better risk-taking behaviors and maintain improved psychological wellbeing. Moreover, Nigeria's Police Force should adopt strategies for promoting resilience levels, raising police officers' positive emotions to recover from their adverse experiences. Besides, there is a severe need for psychological interventions to prepare police officers for the hurdles ahead. So, it is required that government make provisions for a salary increase, incentives, organizational support programs, and initiatives that can strengthen the coping styles of police officers for better psychological health and wellbeing.

Keywords: *police; stress; risk; behavior; positivity; Nigeria.*

JEL Classification: J11, J16

Introduction

Wellbeing could be physical or psychological (Ryff, 2018). Psychological wellbeing is the primary goal of humans considered necessary to feel healthier psychologically, linked to an individual's reaction to daily events and personal feeling discovery (Duan et al., 2016; Thomson et al., 2018). The Longman Dictionary of Contemporary English (2017) indicated that psychological wellbeing is a positive mental, social, and physical state of health. It is the lack of disease and a whole condition of social, mental, and physical wellbeing (World Health Organization, 2012). Employees' psychological wellbeing has generated a measure of concern and notice by human resources managers and psychologists. Every business requires employees in an outstanding mental state to succeed and tolerate the continuous revolutions in work (Ferreira, 2012). Hence, individuals' self-reports on their mental health are becoming a center of passionate discussion in public policy (Steptoe et al., 2015).

Stress is the basis of life. Everybody experiences it. Slight stress could be necessary for stirring people towards admirable success. Nevertheless, when it

becomes more severe, it can appear perilous and harmful to their psychological and physical wellbeing (European Agency for Safety & Health at Work, 2002). Stress is a multifaceted concept and therefore has no commonly-accepted description; instead, it is described differently. Stress could be adapting to conditions that upset an individual's mental or physical performance (Adegoke, 2011). Moreover, work has a fundamental responsibility to individuals' lives, such as providing regular income, affecting an employee's health, and establishing self-esteem (Theme Filha et al., 2013). Thus, stress remains one of the consequences of work (Kortum, 2014). A few professions, such as the military, aircraft crew, and police force, place individuals under a remarkably high-stress level, resulting in susceptibility to a heart ailment. However, several other investigations on work stress have paid attention to white-collar professions (Ogundele, 2004; Kortum, 2014). The police force has been noted to cause so many officers significant stress. For instance, in Nigeria, police officers, particularly those posted to the observable policing sections, preventing crimes, are more predisposed to psychological stresses (Ogundele, 2004).

Studies on resilience have increased considerably over the past twenty years. Resilience now receives more focus from professionals involved in policy-making and practice concerning the quality of life and wellbeing (Windle, 2010). Resilience refers to the capacity to sustain or recuperate mental wellbeing, notwithstanding suffering adversity (Wald et al., 2006). Ledesma (2014, p. 1) defines resilience as "the ability to bounce back from adversity, frustration, and misfortune." Scholars from different professional fields, including psychology, sociology, psychiatry, and biological fields; including genetics, epigenetics, endocrinology, and neuroscience, have been studying resilience (Herrman et al., 2011).

Police officers face several work-related wellbeing and safety threats. At least one police officer is killed every three months; several are battered, contracting infectious diseases (Claire & Clucas 2012). These threats may increase over time due to amplified demands on police officers, prevalent contagious diseases, widespread shiftwork and strain, common illicit drug use, and increased inclination amongst delinquents to attack officers (Adegoke, 2011). Reducing susceptibility hangs on recognizing these risk factors and implementing efficient avoidance strategies. These conditions suggest that factors affecting the psychological wellbeing of police officers be investigated in our macro society. For example, in Ibadan, one of the cities in the Oyo State of Nigeria, a Divisional Police Officer was shot dead during an investigation of Aja-ile (known as the hidden den underground for the rituals) Gbelekale along the Ibadan expressway (Adegoke,

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2011). From this episode, what do you think about his family and other officers in the police job?

The Nigerian police force has been under severe stress from internal and external influences in the last few years. The present increased occurrence of distress in the Nigerian Police System is significantly influenced by terrorism (for instance, Boko-Haram Sect and the like) on the people of Nigeria (Adegoke, 2011). Thus, scholars need to focus on the related issues that contribute to psychological disequilibrium among police employees, intending to provide suitable interventions for the affected population. Therefore, to understand and increase psychological wellbeing within Nigeria's Police Force, this paper investigates the impacts of the vital factors capable of ensuring psychological wellbeing. While the effects of some variables on employees' psychological wellbeing of employees have been investigated in prior studies, the influence of work stress, risk-taking propensity, and resilience on the psychological wellbeing of police officers in Nigeria has not yet been explored. Thus, the present research adds to the literature and remains relevant for human resources practices, employment relations, and higher learning.

Literature Review

This paper's literature review looks into constructs such as work stress, risk-taking propensity, resilience, and psychological wellbeing.

1.1 Work stress and psychological wellbeing

Work stressors influence an individual's work-life sense of balance and perceived wellbeing. Khamisa et al. (2016) posited that prolonged work stress reduces psychological wellbeing, resulting in lesser job satisfaction. There is a noteworthy link between work stress, psychical and psychological wellbeing, and perceived quality of life (Duxburry et al., 2014). Furthermore, Mangwani (2012) noted that several South African police officers had been identified with depression as they encountered numerous difficulties at work and failed to handle their work stress. According to previous studies, much research confirmed the negative effect of work stress on employee mental wellbeing (Akintayo, 2012; Adegoke, 2014). Kazi (2016) noted that work stress is significantly negatively correlated with psychological wellbeing among female teachers in Pakistan. Also, Higgins et al. (2014) indicated that work stress significantly affects certain facets of mental wellbeing and employees' quality of life. Work stress and pressure are connected with increased depression levels, reduced psychological wellbeing, and poor

quality of life (Wilkinson, 2013). Besides, an investigation conducted in the United States confirmed that work stress among African American females was negatively linked to psychological wellbeing (Yvonne Glass, 2014). Furthermore, a negative relationship exists between work stress and psychological wellbeing among manufacturing workers in China (Wang et al., 2017). Grant-Vallone and Ensher (2011) noted that employees who reported high work stress significantly scored lower on the measure of perceived psychological wellbeing. Hence, they suggested that high work stress predicts employees' poor psychological wellbeing. To assess more clearly the impact of work stress on the perceived psychological wellbeing within Nigeria's police force, this paper states its first hypothesis:

H1. Work stress significantly determines psychological wellbeing within Nigeria's police force.

1.2 Risk-taking propensity and psychological wellbeing

Shen et al. (2016) noted that individuals with a high risk-taking propensity level have better psychological wellbeing. Akinnawo and Fayankinnu's (2010) and Lasisi's (2013) investigations concluded that risk-taking propensity is a significant predictor of psychological wellbeing among military men. In combat or training, the risk is essential for military/police service (Killgore et al., 2008). Thus, it may be necessary to say that a propensity to take risks has, in some instances, been regarded as a desirable attribute for military personnel (Momen et al., 2010). Yet, Lee (2014) noted that military personnel with a high level of risk-taking propensity are capable of engaging in riskier behaviors, such as poor eating habits (skipping meals) and greater use of various substances (energy drinks, performance enhancers, tobacco, and alcohol). These behaviors are capable of damaging their mental health. Kelley et al. (2012) found that risk-taking propensity is associated with greater engagement in binge drinking, getting angry, yelling at others, getting into fights, and threatening others. These resultant behaviors lead to decreased psychological wellbeing. Reinforced by the studies on risk-taking propensity and psychological wellbeing stated above, the present study hypothesized that:

H2. Risk-taking propensity significantly determines psychological wellbeing within Nigeria's police force.

1.3 Resilience and psychological wellbeing

Resilience has been found to enhance psychological wellbeing and improve overall performance (Robertson et al., 2015). Having high resilience levels, people

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can raise positive emotions to recover from their adverse experiences. Hence, high resilience level increases an individual's psychological wellbeing (Luthar et al., 2000). Kirmani et al. (2015) research has established a positive correlation between resilience and psychological wellbeing. Furthermore, studies have noted that resilience positively correlates with psychological wellbeing. They concluded that participants with an increased resilience level would have high psychological wellbeing levels (Bigdeli et al., 2013; Jin & Kim, 2017; Abiola et al., 2017; Chow et al., 2018). Also, Archana and Singh (2014), Malkoc and Yalcin (2015), and Panchal et al. (2016) have indicated a significant and positive correlation between resilience and psychological wellbeing. A study has supported that resilience effectively enhances the psychological wellbeing of an individual (Souri & Hasanirad, 2011). Besides, in their investigation, Idris et al. (2019) indicated that resilience is a good determinant of students' mental wellbeing. Dey and Beena Daliya (2019) demonstrated a significant impact of resilience on psychological wellbeing in support of this position. A systematic review submitted that resilience had a substantial and positive relationship with psychological wellbeing among nursing students (Li & Hasson, 2020). Moreover, Güngör and Perdu (2017) confirmed that youth resilience is related to their psychological wellbeing. To understand the influence of resilience on psychological wellbeing within Nigeria's police force, the present research has projected the following hypothesis:

H3. Resilience significantly determines psychological wellbeing within Nigeria's police force.

Thus, according to the stated literature, the following proposition is worded:

H4. There is a significant differential independent and joint influence of work stress, risk-taking propensity, and resilience on psychological wellbeing within Nigeria's Police Force.

The present research aimed to add to the literature by investigating work stress, risk-taking propensity, and resilience as determinants of psychological wellbeing to significantly imply a practical model to attain and increase psychological wellbeing within the Police Force.

Methodological Background

This paper embraced a cross-sectional survey method. The present researchers floated questionnaires among the participants to test the current investigation's hypotheses and collect data on their opinions on work stress, risk-taking propensity, resilience, and psychological wellbeing. Study participants consent to

participate in the research, as the present study was introduced and permission was requested. Hence, surveys were administered to 350 police officers from four (4) police stations in Ibadan, Oyo State of Nigeria. They are the Iyaganku, Eleyele, Orita Challenge, and Iwo Road testing ground police stations. Thus, the present investigators motivated voluntary input from the participants and ensured respect for ethical matters. Three hundred and nineteen (319) questionnaires were retrieved, concluded fitting to usage, cleaned, and analyzed with a Statistical Packages for Social Sciences (SPSS version 27). This paper conducted standard and hierarchical multiple regression analysis in testing the stated hypotheses. Meanwhile, the current research piloted reliability analyses to achieve the measure's local reliability.

This paper's questionnaire has segments:

3.1 Section A – Participants' demographics

This segment contains the participants' demographics, such as religion, age, gender, marital status, education qualification, working experience, and income level.

3.2 Section B: Work stress scale (WSS)

This section consists of a 10-item scale measuring work stress adopted by Reis et al. (2010). The reliability of the scale showed internal consistency of $\alpha = .80$. It is a five-point rating scale of "never = 0, almost never = 1, sometimes = 2, fairly often = 3, and very often = 4". However, the present study attains a Cronbach's alpha coefficient of $\alpha = .88$.

3.3 Section C: Risk-taking propensity scale (R-TPS)

This part of the questionnaire contains a 23-item risk-taking propensity scale by Alfred (2003). The author noted an internal consistency of $\alpha = .84$, while the present study achieved a Cronbach's alpha coefficient of $\alpha = .90$. It is rated on a 5-point Likert scale varying from "strongly disagree = 1 to strongly agree = 5".

3.4 Section D: Resilience scale (RS)

The six (6) items of the brief resilience scale (BRS) adopted in the current study were developed by Ahern et al. (2006). Items 1, 3, and 5 are positively expressed, and items 2, 4, and 6 are negatively phrased. It has a reliability Cronbach's alpha of $\alpha = .89$. The current investigation has reported a Cronbach's alpha of $\alpha = .88$. This scale has a 5-point Likert response format: "1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree".

3.5 Section E: Psychological wellbeing scale (PWS)

This segment consists of a 22-item psychological wellbeing scale developed by Flanagan, Van Heck, and Vingerhoets (2001). Participants could specify how they felt throughout the last month for each item. Response categories are scored on a 5-

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point Likert scale ranging from “not at all true = 1” to “totally true = 5”. The authors reported a Cronbach’s alpha of $\alpha = .86$, while the current study reached a Cronbach’s alpha of $\alpha = .92$

However, the present investigation conducted a trial study to spot any likely problems earlier and authenticate the measure’s effectiveness.

Results

4.1 Descriptive Statistics

The findings from the data analyzed in this paper are presented below:

Table 1 below demonstrates that 199 respondents were male, while 120 were female. The table further shows that 96 participants were 25-34 years old, 127 were 35-44 years old, 32 were 45-50 years old, and 64 were 51 and above. The table also specifies that 187 respondents practiced Christianity, 102 practiced Islam and 30 other religions of their choice. Besides, the table indicates that 161 respondents were single, 142 were married, and 16 were separated or divorced. Moreover, the results showed that 128 participants were National Diploma/Higher National Diploma holders, 95 Bachelors of Science/ Master of Science holders, and 96 had Other Professional Qualifications. The respondents’ work experience category indicated that 96 respondents had 1-5 years of work practice, 159 had 6-10 years of work experience, and 64 had 16 years and more year’s work experience. Furthermore, the present results included that 96 participants earn less than 50,000 naira monthly, 160 between 50,000 and 100,000 monthly, and 63 participants earn over 100,000 monthly.

4.2 Inferential Statistics

Hierarchical Multiple Regression was used to measure the ability of an independent variable (work stress) to determine levels of psychological wellbeing after controlling for the influence of risk-taking propensity and resilience. It was also used to measure the capacity of two independent variables (work stress and risk-taking propensity) to determine psychological wellbeing levels after controlling for the influence of resilience. Furthermore, it measured psychological wellbeing levels at the three independent variables (work stress, risk-taking propensity, and resilience).

Work stress was entered in step 1, and Tables 2 and 3 show that work stress explained 89% ($F(1, 317) = 2579.807, p < .001$) of the variance in psychological wellbeing. After entry of work stress and risk-taking propensity at step 2, Tables 2 and 3 show that the total change explained by the model was 92%, $F(2, 316) = 1907.516, p < .001$. Hence, the two independent measures described an extra 3.3%

of the change in psychological wellbeing after controlling for resilience, R squared change = .033, F change (1, 316) = 136.062, $p < .001$ (See Table 2). Furthermore, after entry of work stress, risk-taking propensity, and resilience at step 3, Tables 2 and 3 indicate that the total variance shown in the model was 93%, $F(3, 315) = 1303.296$, $p < .001$. So, the three independent measures explicated an added .2% of the variation in psychological wellbeing, after controlling for resilience, R squared change = .002, F change (1, 315) = 8.179, $p < .001$ (See Table 2). In the final model as shown in Table 4, all the three independent measures had significant differential independent influence on psychological wellbeing, with work stress showing a higher beta value ($\beta = -.773$, $p < .001$) than risk-taking propensity ($\beta = -.242$, $p < .001$) and resilience ($\beta = .045$, $p < .001$). Also, the result of Model 3 from Table 2 indicates that work stress, risk-taking propensity, and resilience significantly and jointly impact psychological wellbeing within Nigeria’s police force ($R = .962$, $R^2 = .925$, $F = 1303.296$, $p < .01$). The p-value is enough. This result infers that work stress, risk-taking propensity, and resilience significantly and jointly induced a 96.2% psychological wellbeing variation. So, the hypothesis is accepted: there is a significant differential independent and joint influence of work stress, risk-taking propensity, and resilience on the psychological wellbeing of Nigeria’s police force.

Table 1. Demographics of participants within Nigeria’s manufacturing industry.

<i>Features</i>	<i>Category</i>	<i>Frequen cy</i>	<i>Percent (%)</i>
<i>Gender</i>	Male	199	62.4
	Female	120	37.6
	Total	319	100.0
<i>Age</i>	25-34	96	30.1
	35-44	127	39.8
	45-50	32	10.0
	51 and Above	64	20.1
	Total	319	100.0
<i>Religion</i>	Christianity	187	58.6
	Islam	102	32.0
	Others	30	9.4
	Total	319	100.0
<i>Marital Status</i>	Single	161	50.5

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	Married	142	44.5
	Separated/Divorced	16	5.0
	Total	319	100.0
<i>Educational qualification</i>	ND/HND	128	40.1
	B.Sc./M.Sc.	95	29.8
	Other Professional Qualifications	96	30.1
	Total	319	100.0
<i>Work Experience (in years)</i>	1-5	96	30.1
	6-10	159	49.8
	16 and Above	64	20.1
	Total	319	100.0
<i>Income</i>	Less than 50000 Monthly	96	30.1
	Between 50000 and 100000 Monthly	160	50.2
	Over 100000 Monthly	63	19.7
	Total	319	100.0

Source: Author's fact-finding

As stated in the paragraph above, all the three independent measures had significant differential independent influence on psychological wellbeing, with work stress showing a higher beta value ($\beta = -.773$, $p < .001$) than risk-taking propensity ($\beta = -.242$, $p < .001$) and resilience ($\beta = .045$, $p < .001$). Hence, work stress significantly and negatively influences the psychological wellbeing of Nigeria's police force. The p-value is adequate. Thus, the suggested hypothesis is confirmed: work stress significantly determines psychological wellbeing within Nigeria's police force. Also, the stated results show a significant negative influence of risk-taking propensity on psychological wellbeing within Nigeria's police force. The p-value is acceptable. Therefore, the indicated hypothesis is confirmed: risk-taking propensity significantly determines psychological wellbeing within Nigeria's police force. Furthermore, the stated result shows that resilience significantly and positively determines psychological wellbeing within Nigeria's police force. The value p is adequate. Thus, the earlier hypothesis is accepted: resilience significantly determines psychological wellbeing within Nigeria's police force.

Table 2. Model Summary of Hierarchical Multiple Regressions showing the differential joint influence of work stress, risk-taking propensity, and resilience on psychological wellbeing within Nigeria’s police force.

Model Summary ^d									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	F Change Sig
1	.944 ^a	.891	.890	2.41547	.891	2579.807	1	317	.000
2	.961 ^b	.924	.923	2.02270	.033	136.062	1	316	.000
3	.962 ^c	.925	.925	2.00011	.002	8.179	1	315	.005

a. Predictors: (Constant), Work Stress

b. Predictors: (Constant), Work Stress, Risk-Taking Propensity

c. Predictors: (Constant), Work Stress, Risk-Taking Propensity, Resilience

d. Dependent Variable: Psychological Wellbeing

Source: Author’s fact-finding

Table 3. ANOVA table showing the level of variances in psychological wellbeing within Nigeria’s police force according to the independent measures (work stress, risk-taking propensity, and resilience).

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15051.847	1	15051.847	2579.807	.000 ^b
	Residual	1849.532	317	5.834		
	Total	16901.379	318			
2	Regression	15608.522	2	7804.261	1907.516	.000 ^c
	Residual	1292.858	316	4.091		
	Total	16901.379	318			
3	Regression	15641.243	3	5213.748	1303.296	.000 ^d
	Residual	1260.136	315	4.000		
	Total	16901.379	318			

a. Dependent Variable: Psychological Wellbeing

b. Predictors: (Constant), Work Stress

c. Predictors: (Constant), Work Stress, Risk-Taking Propensity

d. Predictors: (Constant), Work Stress, Risk-Taking Propensity, Resilience

Source: Author’s fact-finding

Table 4. Summary of Hierarchical Multiple Regressions showing the differential independent and joint influence of work stress, risk-taking propensity, and resilience on psychological wellbeing within Nigeria’s police force.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Zero-order	Partial	Part	Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound				Tolerance	VIF
1	(Constant)	101.074	.987		102.403	.000	99.132	103.016					
	Work Stress	-2.091	.041	-.944	-50.792	.000	-2.172	-2.010	-.944	-.944	-.944	1.000	1.000
2	(Constant)	107.775	1.007		107.072	.000	105.794	109.755					
	Work Stress	-1.737	.046	-.784	-37.858	.000	-1.828	-1.647	-.944	-.905	-.589	.564	1.772
	Risk-Taking Propensity	-.186	.016	-.242	-11.665	.000	-.217	-.155	-.759	-.549	-.181	.564	1.772
3	(Constant)	103.475	1.803		57.389	.000	99.927	107.022					
	Work Stress	-1.712	.046	-.773	-37.004	.000	-1.803	-1.621	-.944	-.902	-.569	.543	1.842
	Risk-Taking Propensity	-.187	.016	-.242	-11.833	.000	-.218	-.156	-.759	-.555	-.182	.564	1.773
	Resilience	.165	.058	.045	2.860	.005	.051	.278	.270	.159	.044	.940	1.063

a. Dependent Variable: Psychological Wellbeing

Source: Author’s fact-finding

This paper confirmed that work stress significantly and negatively determines the psychological wellbeing of police officers in Nigeria. This observation assumes that an increase in the work stress of Nigeria's police officers will substantially reduce their psychological wellbeing. The position is consistent with prior empirical evidence that prolonged work stress reduces psychological wellbeing, resulting in lesser job satisfaction (Khamisa et al., 2016). It also supports Mangwani's (2012) opinion that several South African police officers have been identified with depression as they encountered numerous difficulties at work and failed to handle their work stress. The present finding further corroborates Wang's (2017) position that a negative relationship existed between work stress and psychological wellbeing among manufacturing workers in China. Furthermore, the current result supports the position of Higgins et al. (2014), who indicated that work stress significantly affects certain facets of mental wellbeing and employees' quality of life. It also corroborates the opinion of Grant-Vallone and Ensher (2011), who opined that employees who reported high work stress significantly scored lower on the measure of perceived psychological wellbeing.

Similarly, this paper has established a significant and negative impact of risk-taking propensity on the psychological wellbeing of Nigeria's police officers. Hence, the current results imply that the more police officers take risks in their work, the poorer their psychological wellbeing is. These findings add to some scholars' existing view (for example, Lee, 2014; Kelley et al., 2012) that a high risk-taking propensity makes the military personnel engage in riskier behaviors to reduce their psychological wellbeing. On the other hand, this result failed to support the opinions of some scholars (Akinawo & Fayankinnu, 2010; Lasisi, 2013; Shen et al., 2016) that individuals with a high risk-taking propensity level have better psychological wellbeing.

In addition, the current result established that resilience significantly and positively determines the psychological wellbeing of police officers in Nigeria. This result concludes that police officers in Nigeria will have better psychological wellbeing the more resilient they are. Hence, the current result supports Robertson et al. (2015), who noted that resilience enhances psychological wellbeing and improves overall performance. These findings also validate the position of Kirmani et al. (2015), who has established a positive correlation between resilience and psychological wellbeing. The present findings further corroborate the findings of Shamsuddin (2019), which confirmed that resilience is a good determinant of students' psychological wellbeing. The current result also supports Li and Hasson

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(2020) that resilience significantly and positively correlates with psychological wellbeing among nursing students.

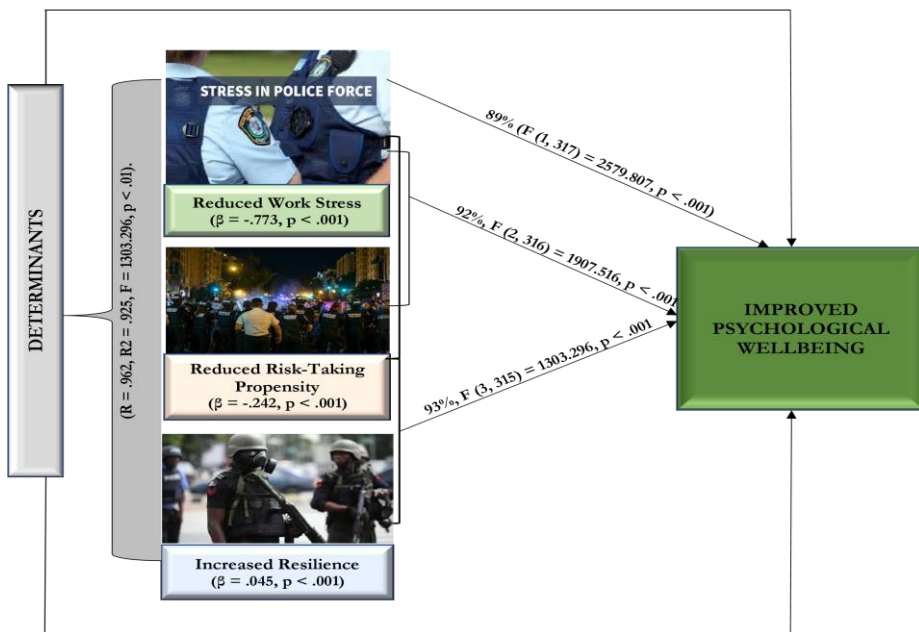


Figure 1. Model for attaining and increasing psychological wellbeing within the police force.

Source: Author's findings

In the steps taken to determine the differential independent and combined effects of work stress, risk-taking propensity, and resilience in the variation of psychological wellbeing within Nigeria's police force, the current results established that all the three independent measures had a significant differential independent impact on psychological wellbeing, with work stress recording a higher beta value. This infers that work stress significantly determines the psychological wellbeing of the police officers in Nigeria more than their risk-taking propensity and resilience. The final model (Step 3) of the current results also shows that the combination of the three measures impacted psychological wellbeing more than other combination matrices. Hence, work stress, risk-taking propensity, and resilience induced a 96.2% psychological wellbeing variation within Nigeria's

police force. The different 3.8% variation in psychological wellbeing within Nigeria's police force is predicted by measures not considered in the current study. These results validate the proposed statement: there is a significant differential independent and joint influence of work stress, risk-taking propensity, and resilience on psychological wellbeing within Nigeria's police force.

Consistent with the current results, this paper aimed: to add to the literature by investigating work stress, risk-taking propensity, and resilience as determinants of psychological wellbeing to significantly imply a practical model to attain and increase psychological wellbeing within the police force. Thus, the empirical model in figure 1:

Conclusions

The present study concludes that work stress and risk-taking propensity significantly reduce psychological wellbeing. In contrast, resilience increases it in Nigeria's Police Force. It further settles that work stress, risk-taking propensity, and resilience significantly and jointly determine psychological wellbeing. Work stress, however, determines more significantly the psychological wellbeing of police officers than risk-taking propensity, resilience, and their combination matrix. Therefore, these stated variables predict psychological wellbeing in Nigeria's Police Force. Nevertheless, the following recommendations are helpful:

- This paper advocates the need to reinforce stress management training among police officers to promote healthy lifestyles and improve psychological wellbeing as psychological wellbeing has a positive relationship with employee job performance. Therefore, increasing knowledge of stress management can help enhance wellbeing among police officers.

- Also, Nigeria's Police college should introduce or incorporate risk-taking concepts on the job. This will give the officers more knowledge about appropriate and inappropriate risk-taking behaviors before engaging in such. Consequently, it will help them exhibit better risk-taking behaviors and maintain improved psychological wellbeing in their profession.

- Similarly, the study found that high work resilience led to maximum psychological wellbeing among police officers in Ibadan, Oyo State of Nigeria. Hence, Nigeria's Police Force should adopt strategies for promoting resilience levels, raising police officers' positive emotions to recover from their adverse experiences.

- From the results, it is recommended that there is a severe need for psychological interventions that can prepare police officers for the hurdles ahead.

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The ability to bounce back matters so much in facing daily challenges because their job is stressful and demands high risk. So, it is required that government make provisions for a salary increase, incentives, organizational support programs, and initiatives that can strengthen the coping styles of police officers for better psychological health and wellbeing.

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