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EXAMINING STRESSORS, COPING MECHANISMS OF STRESS

AND NEGATIVE OUTCOMES OF STRESS

IN ISTANBUL POLICE DEPARTMENT

A Thesis in

Criminal Justice

by

Turgay Karagoz

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The thesis of Turgay Karagoz was reviewed and approved* by the following:

James M. Ruiz

Professor of Criminal Justice

Program Chair and Thesis Advisor

Joongyeup Lee

Assistant Professor of Criminal Justice

Salih Hakan Can

Associate Professor of Criminal Justice

*Signatures are on file in the Graduate School

ABSTRACT

Policing literature indicates that occupational police stress can lead to negative outcomes in police practices and the private lives of police officers. This might be particularly true when it comes to police officers who are responsible for providing the security of a city that has a population of approximately 15 million and has been settled in a region between the Middle East and Eastern Europe. Indeed, it is observed that the practices of the Istanbul Police Department (IPD) have been widely criticized by those concerned, and police officers have frequently reported stressful job conditions in many ways. However, little empirical research has been conducted to identify issues. For these reasons, identifying the sources of stress, examining the coping mechanisms, and designing research-based policies are considered crucial for effective police management.

The purpose of this study is to examine types of occupational stressors that are experienced by police officers in the IPD, coping mechanisms and correlations of mechanisms with stress levels, and some negative outcomes of stress. The T-test and Pearson Correlation Analysis test results found that occupational stress of police officers in IPD was significantly associated with alcohol consumption, tobacco consumption, exercise, verbal aggression towards romantic partner, and physical aggression towards romantic partner, self-esteem and religiousness. On contrast, results indicated that occupational stress levels had no association with family support, and support from colleagues.

Keywords: stress; job stress; stressors; police stress; coping mechanisms; police stress; outcomes.

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DEDICATION

This thesis was dedicated to my venerable grandfather and grandmother who passed away during my graduate education period. Unfortunately, I was not able to attend their funerals because of the distance to Turkey from the United States. I hope your souls rest in peace. You will never be forgotten.

ACKNOWLEDGEMENTS

Chapter 1

INTRODUCTION

Organizations must consider the enhancement of working conditions in order to effectively perform their operations. A sizeable body of literature indicates that job satisfaction, peaceful job conditions, effective leadership, job burnout, workload, fatigue, and stress are significantly associated with organizational and personal work performances. There are also numerous research studies that suggest a relationship between poor work environment and negative outcomes in private lives of personnel (as cited in Zavala, 2005). When considering the nature of police work, these factors must be considered more carefully, because possible negative outcomes might be irreversible and life-threatening. Numerous topics can be examined relating to police and police working conditions. In order to keep the study manageable, this study particularly focuses on possible sources of stress, coping mechanisms with stress, and outcomes of stress in the IPD police officers.

It is believed that stress is inevitable in almost every occupation to some degree and as a part of work life, and it might be seen as normal. However, research shows that high levels of stress can cause serious negative outcomes in every aspect of an individual's life (as cited in Gershon, Barocas, Canton, Li, & Vlahov, 2009), and policing has been considered one of the most stressful occupations (Gul & Delice, 2011; Buker, 2006; Gershon et al, 2009). Police officers might frequently face various stressful scenarios as a part of their job (Sever & Cinoglu, 2010). In addition, hierarchic and paramilitary nature of police work, safety concerns (Gul & Delice, 2011), forced overtime work, and bureaucracy (Sever & Cinoglu, 2010) also contribute stress on police officers.

Police stress is strongly associated with various problems such as aggressiveness and certain health problems (Gerson et al., 2009). There are also robust findings from research that indicate stress in policing may increase risk for partner aggression (Can, Sever, & Mire, 2008). Violenti (2004) suggested that high stress level is associated with suicidal ideations. Highly stressed police officers might also affect overall performance of the organization in some way such as absenteeism (Julseth, Ruiz & Hummer, 2011) and early retirement. In order to narrow the study, this study measured possible associations between stress and partner aggression and low self-esteem.

"Critical incidents" (LEOSS, Van Hasselt, Sheehan, Malcolm, Sellers, Baker, & Couwels, 2008), such as responses to an ongoing armed robbery case, are considered major occupational stressors in policing. "Departmental politics" can also cause stress in policing. Indeed, Gershon et al. (2009) found "organizational unfairness" as one of the highest rated stressor in their study. The questionnaire used in this study measures occupational stress sources via the 25-item Law Enforcement Officer Stress Survey (LEOSS), (Van Hasselt et al., 2008). Items describe both "critical incidents" and "departmental politics" that can cause stress in policing. The study tries to identify common stressors among IPD members.

Coping mechanisms might play a significant role in reducing the negative effects of stressors. Stress coping mechanisms are classified into two groups: "healthy" coping mechanisms (Lazarus & Folkman, 1984) and "unhealthy" coping mechanisms (Gershon et al., 2009). In this study, healthy coping mechanisms include exercise (Norvell & Belles, 1993), sleep (Vila, 1996), social support from the "home family" and "police family" (Gershon et al., 2009,) religiosity (Beehr, Johnson, & Nieva, 1995) and "unhealthy" coping mechanisms include alcohol (Ballenger et al., 2011; Beehr et al., 1995; Gershon et al., 2009; Violanti et al., 2011)., forms of

tobacco consumption, and expressed and repressed anger (Gershon et al, 2009). This study attempts to determine whether the "negative coping mechanisms" and "positive coping mechanisms" can mediate the stress level. In this context, alcohol consumption, tobacco consumption, religiosity, support from colleagues, and family support were examined.

The associated questionnaire also includes various background characteristic items. In this context, gender, economic situation, rank, service years in the Turkish National Police (TNP), birth order, marital status, availability of a romantic relationship, number of children, number of persons in household, number of hours at work, educational degree, type of job, frequency of social interactions, and characteristics of family are considered as background characteristics. Some of these characteristics might be considered as a potential source of stress; however, this study did not measure possible associations of background characteristics and stress level of officers. Background characteristics of the sample were identified in order to better describe the sample. But, it is believed that these broad data will lead to further research that can identify different factors associated with stress.

Various policies have been developed in order to reduce these problems, such as Employee Assistant Programs (EAP) (Swanson, Territo, & Taylor, 2012). However, a good policy development process must depend on research. Policy makers must correctly identify and assess the predictors and coping mechanisms correctly. This assessment process might aide in the designing of effective policies. It is believed that policing might be transformed into a less stressful occupation with appropriate administrative practices that are derived from research. A sizeable body of research that might help to design policy has been developed regarding stress in policing in the United States. However, there is very limited research in Turkey and most of it is "cursory" research rather than empirically based (Buker, 2007). The question of whether the

findings of police stress studies performed on police officers in the Unites States are applicable to police officers in Turkey shall be addressed. The lack of empirical research in this area highlights the importance of this study. This study intends to make a contribution filling this gap in the literature. It also intends to promote further research on the impact of stress on police officers in Turkey.

This researcher has been a member of IPD as a mid-level administrator, and observed that policy makers still apply arbitrary policy development methods rather than ones that are research based. It is believed that the lack of empirical data is the major reason that reinforces arbitrary policy-making processes. In addition, as an administrator in the IPD, this researcher intends to develop policies in accordance with the findings of this study. By doing so, he also intends to make a contribution to the traditional policy development culture in the IPD.

Another important feature of this study is examining the three different aspects of stress and their complex correlations in the same study: stressors, coping mechanisms, and negative outcomes of stress. The scope of these aspects is also extremely broad. Stressors include both "critical incidents" and "departmental politics" as sources of stress. Coping mechanisms include both "healthy" mechanisms that are suggested to reduce the negative effects of stressors, and "unhealthy" mechanisms. Unhealthy mechanisms are believed to help reduce stress at certain times; however, the stress level becomes worse over time. Finally, negative outcomes of stress include aggression to a romantic partner, aggression to a police partner, and low self-esteem. Research suggests that there are a number of additional negative outcomes of stress such as certain health problems (Franke, Marian, Russell, Yoo, Ekkekakis & Ramey, 2010); however, in order to keep this study manageable only three of these outcomes were examined. Complex

correlations between a number of these variables might significantly contribute to an understanding of the problem.

The study used survey data collected during January and February of 2014. The survey questionnaire was derived from the recent questionnaire entitled, "Predictors of Stress and Conflict Style in the Close Relationships of Police Officers" developed by Can and Hendy (2013). However, the Can and Hendy (2013) questionnaire was partially changed by this researcher in order to adapt it into Turkey's specific circumstances. Further, some parts of the Can and Hendy (2013) questionnaire were removed in order to narrow the study and decrease the time for questionnaire completion. It includes background characteristics questions, six item scales, and questions that measure religiosity, frequency of the forms of tobacco use, hours of sleep, frequency of alcohol consumption, engaging in any sport activity, and frequency of social interaction with colleagues and persons other than colleagues.

The survey questionnaire was directed to 250 randomly selected IPD police officers in January and February of 2014. With a complement of over 30,000 personnel, the IPD is the largest police department in Turkey, and it has been known for stressful work conditions as well as its controversial practices. Particularly, 2013 was a very stressful period for IPD police officers. Numbers of mass protests were organized against the Turkish government in Istanbul during the year. Especially, Gezi Park protests[1] were very stressful incidents for IPD officers. It is commonly believed that use of excessive force by IPD police officers triggered the protests. The IPD and its practices were harshly criticized by, not only international and national media, but also the majority of the Turkish people as well after these protests. Police officers were

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[1] Gezi Park Protests: Started on 28 May 2013 for contesting the urban development plan for Istanbul's Taksim Gezi Park. They lasted on July 2013. During protests, 5 protesters and 1 police officer were killed, thousands of protesters and police officers injured.

required to work overtime hours without rest. Hundreds of officers and protesters were injured, during protests in Istanbul. The survey was administered after this stressful period. This particular time period is considered advantageous to examine negative outcomes of stress and stress coping mechanisms.

Chapter 2

LITERATURE REVIEW AND HYPOTHESES

A number of studies have their own stress definitions. In general, stress can be defined as the level of strain that is a result of incidents in work or private lives and cause worry or anxiety on an individual. Stress is a multifaceted fact that can be created by different sources (Yesilorman, 2003). Although other sources have been recognized, policing literature largely consider occupational stressors as the greatest sources of stress. In this context, occupational stress can be defined as the level of excessive strain that is associated with the job (Gerson et al., 2009).

A fair amount of literature has been developed on police stress in the past 30 years (Morash, Kwak, Hoffman, Lee, Cho, & Mon, 2008). Interest in police stress originates from increasing factors that might cause stress as a result of global social changes (Yesilorman, 2003). Policing literature has examined police stress from various dimensions (Gul, 2011). Some researchers have studied the etiology or the sources of police stress, while others have studied the outcomes or coping mechanisms of police stress.

Policing literature classifies the sources of stress in various categories. For instance, Yesilorman (2003) classified origins of stress in policing under four categories: 1- quality of profession, 2- quality of individual, 3- quality of social environment, 4- Stressors originated from lack of equipment for profession.

Researchers identified many factors as sources of stress in each category. For instance, under the category of professional quality the following stressors were identified: poor leadership (Murtagh, 2010), poor supervision and organizational functions (Kop, Euwema, and Schaufeli,

1999) , unique nature of police work (Brown & Campell, 1994), work load (Violanti & Aron, 1995), shift work (Vila, Morrison, & Kenney, 2002), paramilitary management (Asen & Colon, 1995), workplace discrimination and facing critical incidents (Gerson et al., 2009), forced overtime work, and bureaucracy (Sever & Cinoglu, 2010). Under the category of quality of individual the following predictors of stress were identified: gender (Pendergrass & Ostrove, 1984), race (Haarr & Morash, 1999), years of work experience (Violenti and Aron, 1995; Brown, Cooper & Kirkkaldy, 1996), rank (Cam & Cakir, 2008), marital status (Kurtz, 2012), and age and education (Karakaya, 2002; Patterson, 2002). Under the category of quality of social life the following stressors were identified: unstable family relations (Seker, 2002), unavailability of peer support (Graf, 1986), low economic situation (Bilen & Badem, 1997), and handicaps in the socialization process of police officers (Caglar, 2000). Finally, under the category of stressors originated from the lack of equipment, personnel restrictions, and insufficient equipment (Standfest, 1996) were identified as sources of stress. The etiology of stress is a very complex process and more factors might play a role in this process in addition to the stressors that are mentioned above. Thus, more stressors might be mentioned and stressors might be categorized in different ways.

Cultural differences and economic conditions of countries can have an impact on the stress levels of police officers. Although, police officers in Turkey have been potential targets of various terrorist organizations, stressors related to security concerns have not been identified as the highest stressors in Turkish policing literature. Buker and Wiecko (2007) found departmental policies as the highest stressor in their study that included 812 Turkish police officer participants. The Turkish National Police (TNP) officers rated the low salary as the highest stressor in various research (Imirlioglu, 2007; Cam & Cakir, 2008). In contrast, low salary or economic conditions

have not been rated within the highest three stressors in American policing literature (Violanti & Aron, 1995; Gershon, 1999; Gershon et al., 2009). Accordingly, Violenti and Aron (1994) found killing a suspect on duty as the highest stressor and Gershon et al (2009) found that facing critical incidents, discrimination and unfairness at work, unharmonious work relations with colleagues, dissatisfaction from the job were the highest stressors in 1,072 Baltimore Police Department officers. In India, Suresh, Anantharaman, Angusamy, and Ganesan (2013) conducted a survey of 220 Chennai city police officers, and found that shift work, deprivation of family relations because of overwork, and political pressures were highly rated stressors. Morash et al., (2008) found in their study of 686 South Korean police officer participants, that a set up in dangerous situations, disrespect from the public, and lack of support from superiors were identified as the highest stressors. Brown and colleagues (1996) examined 500 England and Wales police officers and found organizational structure and climate and co-worker relationships were highest job related stressors. Berg, Hem, Lau, Haseth and Ekeberg (2005) studied 3272 Norwegian police officers and work injuries were found the highest stressor.

Police officers deal with stressors in numerous ways. These ways might be called coping mechanisms or coping strategies. Coping mechanisms for coping with stress have received considerable attention by researchers. In policing literature coping mechanisms have been classified in various ways, such as "healthy" coping mechanisms (Lazarus & Folkman 1984) and "unhealthy" coping mechanisms (Gershon et al., 2009), adaptive and maladaptive coping mechanisms (Dietrich & Smith, 1986), internal and external coping mechanisms (Haarr & Morash, 1999)., and proactive and reactive coping mechanisms (Webb & Smith, 1980).

Healthy (Lazarus & Folkman, 1984) or adaptive (Haarr & Morash, 1999) coping mechanisms can be described as coping strategies that reduce stress levels and contribute to the

overall wellness in the long-term. A number of factors have been considered as healthy coping mechanisms in this context. Although there are mixed results in literature, religiosity has mostly been recognized as a positive coping mechanism (Beehr, Johnson, & Nieva, 1995). Green and Elliott (2010) suggested that religiosity is positively associated with overall psychological and physiological well-being. Jamal and Badawi (1993) examined the relationship between job stress and religion's moderating effects on 325 Muslims who live in the United States and Canada, and they found that religiosity might moderate the negative outcomes of job stress. In contrast to these studies,   Miller and Brady (2013) found that less religious police officers used more healthy mechanisms compared with religious officers when faced by stressful scenarios. Al-Barhem, Younies, and Muhamad (2009) suggested that some Islamic doctrines, such as temporariness of world life, inadequacy of luxury and pleasures for human satisfaction, and destiny are frequently benefited by Muslims while coping with job stress. Further, they suggested that performing duties to seek God's acceptance is recognized as a prayer in Islamic faith. This provides a rationale to religious Muslims while coping with some job stressors, such as workload and poor working conditions (Al-Barhem et al., 2009)

Yesilorman (2003) considered nutrition and hobbies as healthy coping mechanisms. Accordingly, various physical and psychological disorders can occur as a result of failure to consume the necessary nutrition. Further, Yesilorman (2003) stated that police work has significant obstacles that do not allow for developing good nutrition habits. A significant amount of research found that fish consumption and depression rates negatively correlate (as cited in Davison & Neale, 2012). Pollak and Sigler (1998) evaluated the low levels of stress among correctional officers in a particular district of Ontario, Canada, and suggested that nutrition with local organic food resources, exercise, and hobbies, such as fishing, and hunting, are associated

with reduction in stress levels. Tansel, Gokcakan, and Celikkaleli (2012) examined the stress coping mechanisms of police officers who work for Ankara Police Department, Riot Police Unit, Turkey, and found that police officers who had hobbies were less likely to be stressed. Deschamps, Paganon-Badinier, Marchand, and Merle (2003) studied 617 French police officers and found that the police officers who did not have hobbies and leisure-time activities were more likely to be stressful.

In a research study, 1,201 kindergarten teachers in the US, spending time with friends, drinking caffeine, long hot showers, bubble baths, massages, reading, sleep, and yoga were reported as coping mechanisms (Richards, 2012). Exercise is one of the most commonly recognized healthy coping mechanisms in policing literature. Norvell and Belles, (1993) found that exercise might reduce stress levels and might contribute to overall psychological wellness. Yesilorman (2003) suggested the positive effects of exercise on alleviating stress levels of police officers. In addition to these healthy coping mechanisms, sleep is also recognized as a healthy coping mechanism (Gershon et al, 2009).

Another commonly recognized healthy coping mechanism is social support and family support (Patterson, 2003; Coyne & Downey, 1991; Pittman & Lloyd, 1988). Patterson (2003) studied a sample of 233 law enforcement personnel in a northeastern U.S city and found that social support might reduce stress levels. Similar findings can be observed in the studies of Lazarus and Folkman (1984) and Richards (2012). Kauffman and Beehr (1989) studied a sample of 123 police officers in Michigan, and found an association between social support and stress. Self-esteem is also identified as an effective coping mechanism in literature. Yigit (2012) studied 202 Turkish riot police officers and found a positive relationship between self-esteem and dealing with stress.

Unhealthy (Gershon et al., 2009) and maladaptive (Dietrich & Smith, 1986) coping mechanisms can be described as coping strategies that reduce stress levels temporarily, however these mechanisms are considered to create further problems in the long term. Gershon et al. (2009) suggested that police officers mostly apply unhealthy coping mechanisms. Alcoholism is frequently mentioned as an unhealthy coping mechanism in policing literature (Dietrich & Smith, 1986; Lindsay & Shelley, 2009; Gershon et al., 2009). Swatt, Gibson, and Piquero (2007) suggested that stress factors must be considered in order to understand the etiology of alcoholism. They further suggested that alcohol as a coping mechanism might cause more serious problems, such as chronic fatigue, low self- esteem, and unstable relations in marriage. A sizeable body of research found that police officers are more likely to abuse alcohol as compared with employees in other occupations (as cited in Murtagh, 2010). Swatt et al. (2007) suggested that alcohol consumption in police officers is considerably higher than are the average consumption rates in the United States. Rees and Smith (2008) found that alcohol abuse rates are significantly higher in United Kingdom police officers. Davey, Obst, and Sheean (2001) suggested that police culture plays a significant role in high alcohol consumption rates among police officers.

Some research suggested cynicism, isolation, aloofness, authoritarianism, emotional detachment, and depersonalization as unhealthy coping mechanisms in police work (as cited in Patterson, 2003; Murtagh, 2010). Accordingly, police officers use these mechanisms in order to manage their negative feelings that occur after stressful events in the street, loss of commitment to the law and organization (Graves, 1996). Tobacco consumption, gambling, and repressed anger are also recognized as unhealthy coping mechanisms by some researchers (as cited in Gershon et al., 2009).

Internal and external coping mechanisms (Haarr & Morash, 1999) can be described as strategies that focus emotion-oriented and action-oriented strategies that help to reduce stress levels. In this context, avoidance of problems, and denial of the problem can be classified as emotion-oriented strategies. External coping mechanisms focus on eliminating the source of stress with active behaviors (Haarr & Morash, 1999). Finally, proactive and reactive coping mechanisms (Webb & Smith, 1980) can be described as strategies that are applied prior to or after stressful events.

The outcomes of stress are a significant part of police stress studies. The scope of the possible outcomes is broad and might range from mild forms of headaches (Murtagh, 2010) to serious cardiovascular diseases (Franke, Ramsey, & Shelly, 2002), partner aggression (Can,et al., 2008) and even suicidal thoughts (Violenti, 2004). In policing literature, outcomes of stress are mostly classified in three groups: physical, psychological, and social outcomes (Gershon et al., 2009).

The stress and negative physical outcome associations are well documented in policing literature. These physical outcomes of stress manifest themselves in numerous forms, such as hypertension, liver disease, dysfunctions at sexuality, unstable blood pressure, ulcers, and stroke (as cited in Swatt et al., 2007), cardiovascular diseases (Franke et al, 2010), indigestion and fatigue (as cited in Kurtz, 2012), and shrinking thalmuses, spastic colons, and grinding teeth (as cited in Newman & Rucker-Reed, 2004). Doctor and Issacs (1994) suggested that morbidity rates were significantly higher due to occupational stress among police officers (as cited in., Suresh et al., 2013)

Stress levels can cause serious outcomes on police officers' social lives, such as domestic violence, divorce, isolation, dysfunctions in social relationships with friends, and poor job performance (Newman & Rucker-Reed, 2004). Particularly, a sizable body of research has concentrated on domestic violence in police families (Sever & Cinoglu, 2010; Can et al., 2008; Gershon, 1999). Sever and Cinoglu (2010) examined the secondary data collected from Baltimore Police Department officers and found that highly stressed police officers are four times more likely to engage in partner violence as compared to other police officers. Johnson, Todd, and Subramarian (2005) suggested that domestic violence rates are higher in police families because facing violent events during duty reinforces the offensive emotions and these emotions can manifest themselves in the private lives of police officers. Klein (2000) suggested that a significant rate of domestic violence issues in police families have not been revealed because of the police subculture that tolerates colleagues' errors (as cited in Johnson et al., 2005).

Finally, a significant number of psychological outcomes of stress have been identified in policing literature, such as neuroses, transient situational disturbances, post-traumatic stress disorder, depression, low self-esteem, suicidal thoughts, burnout (Hawkins, 2001; Violanti, 2004; Kopel & Friedman, 1999; Swatt et al., 2007). Tansel, Gokcakan, and Celikkaleli (2012) found that depression was the most prevalent psychological symptom among riot police in the Ankara Police Department in Turkey.

Another frequently mentioned topic in literature is Employee Assistance Programs (EAP). These programs are developed not only in some police organizations, but also in some public and business organizations as well. These programs might be implemented for different goals. They aim to resolve employees' problems and make positive contributions to management (Panks, 2001). Police organizations, particularly the large organizations develop and implement

some programs too. These programs target alleviating stress level or reducing negative outcomes of stress in policing. Some EAPs have been implemented after a certain event such as earthquakes and terrorist attacks. However, there are also EAPs that target general problems such as chronic alcoholism, divorce, and domestic violence. The COP-2-COP program was developed after a series of police suicides in the 1990s in New Jersey (Neely & Cleveland, 2013). This program provides moral and health support for police officers and their families. The COP-2-COP was utilized by a significant numbers of police officers and their families after September 11, 2001(Neely & Cleveland, 2013). Also, Critical Incident Stress Debriefing (CISD) therapy was used after the Hurricane Katrina disaster in New Orleans (Neely & Cleveland, 2013). Unfortunately, no research was found regarding EAPs that have been implemented by the Turkish National Police. However, this researcher is familiar with some policies that aim to alleviate members' stress levels in TNP from his own experiences. In this context, there are police quest houses and some vocational camps that are unique for police officers. These facilities offer cheaper rates services to police officers compared with regular facilities, and they target providing moral support to police officers. Some of these facilities have swimming pools, hot tubs, and fitness centers. Although numbers of these facilities are insufficient to meet the needs of police officers in certain cities, such as Istanbul, police officers who work in smaller cities significantly benefit from such facilities. Small cities in Turkey, particularly in the eastern part of Turkey, have very poor social environments. These facilities might be the only environment able to provide social interaction opportunities in certain cities of Turkey. There are also psychologists and counseling services in large city police department headquarters. However, they are very restricted. In addition, police officers hesitate to get help from these psychologists and counsellors because of the fear of being stigmatized by supervisors or peers.

The lack of research related to EAPs in Turkish policing literature indicates that these policies have been developed in a cursory fashion and they are not derived from research. For effective strategies for coping with stress, organizations should develop scientifically supported EAPs.

As stated previously, police stress is a multifaceted fact and can be examined from different perspectives. Although a sizable body of literature has been developed, the issue requires more research from other perspectives for overall understanding. In addition, policing literature in Turkey is very limited. It is believed that this study will make a significant contribution to Turkish policing literature. It might also make a contribution to general policing literature with unique the methods being utilized. First, the study examines members of one of the largest and most controversial police departments in the world. Secondly, the study provides a cross-cultural perspective to the literature. Finally, obtained data allows an opportunity to the simultaneous examination of the issues from various angles, such as predictors of stress, stressors, coping mechanisms, and negative outcomes. However, this study focuses on several associations with police stress. Further research is being considered to reveal more associations by the researcher. Accordingly; the following hypotheses were examined in this study:

Hypotheses

H1: There is a significant relationship between occupational stress and behavioral romantic partner aggression.

H2: There is a significant relationship between occupational stress and verbal romantic partner aggression.

H3: There is a significant relationship between low self-esteem and occupational stress.

H4: There is a significant relationship between alcohol consumption and occupational stress level.

H5: There is a significant relationship between smoking cigarettes and hookahs, and occupational stress level.

H6: There is a significant relationship between religiosity and occupational stress levels.

H7: There is a significant relationship between social support from the home family and occupational stress.

H8: There is a significant relationship between social support from the police family and occupational stress.

H9: There is significant relationship between exercise and occupational stress.

Chapter 3

METHODOLOGY

Participants

Study participants included 250 police officers from all gender, and ages obtained from IPD's personnel list. However, participants included not all ranks. The rank distribution of sample varies from police officer to superintendent. The members of IPD whose ranks are 4th degree, 3rd degree, 2nd degree and 1st degree police chief were intentionally skipped during the data collection process because of the identity of researcher. This researcher was working as a captain in IPD. It is considered that superiors of this researcher could have some concerns as a natural result of hierarchy in police work if the survey were directed to them. Thus, in order to reduce possible concerns, superiors of this researcher did not include the members of his command. In addition, identifying high ranking police officers could be easier from the questions posed on the questionnaire. This might increase concerns about anonymity of the surveys. Further, the police officers who were working under the researcher's command previously were also intentionally excluded from the study to reduce possible influences. Currently, 39300 police officers are working in IPD. Samples were randomly selected and participation was on a volunteer basis. Random selection was applied to maximize external validity. The list of all sworn police officers was obtained from Turkish National Police through their list serve. Participants received the online survey link through *surveymonkey.com*. The response rate was monitored and reminder emails were sent every other week until the sample size reached 250. Originally, 1,245 officers received the online survey link. Implied consent form was provided through link. Continuing after the implied consent form was considered as consented.

In this study, responses from these 250 officers were used to examine stressors, and the hypotheses relating to coping mechanisms and outcomes of stress. However, obtained data is broad and allows for further studies in order to examine different correlations with police stress.

Procedures

The study follows a quantitative research approach and was designed as non-experimental. A survey was the primary method for data collection. The unit of measurement was individuals. Anonymous questionnaires were distributed to the participants online**.** Stress level was the independent variable and negative outcomes and coping mechanisms were the dependent variables. The concepts were operationalized via questions in the questionnaire. In order to benefit from experienced researchers' operationalized concepts, this study employed the same operationalization tools (LEOSS; Van Hasselt et al., 2008; Rosenberg, 1965; Caulfield & Riggs, 1992) for majority of concepts. However, operationalization questions about religiosity levels and social interaction levels were developed by the researcher. The six page questionnaire included socio-demographic information questions, such as age, rank, gender, education, and years of service. It also included the 25-item Law Enforcement Officer Stress Survey (LEOSS; Van Hasselt et al., 2008) questions that help to measure stress level, some scales and questions that helped to measure psychological and social negative outcomes and coping mechanisms of stress, low self-esteem, aggression towards romantic partner, aggression towards police partner alcohol consumption, forms of tobacco consumption, religiosity, exercise, social support from home family and police family, and sleep.

Measurement of Police Stressors

The LEOSS application (Van Hasselt et al., 2008) included 25 items that describe possible stressful scenarios in police work. Participants rated both the "likelihood" and "difficulty" of each scenario using a seven-point scale (with 1 = not at all and 7 = very much). However, the Can and Hendy' (2013) questionnaire used a five-point rating system (with 1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = always) in the LEOSS application (Van Hasselt et al., 2008) in order to construct consistency across many variables. Thus, the researcher applied the same system as the Can and Hendy (2013) questionnaire in this study's questionnaire (See Appendix A). The stress level was measured with as the mean of multiplication "likelihood" and "difficulty" levels in 25 items.

Measurement of Possible Negative Outcomes

Aggression towards the romantic partner was measured with the 12-item Revised Conflict Tactics Scale (Caulfield & Riggs, 1992) (See Appendix C). Each item included the description of a behavior that might break out during a conflict with a romantic partner. Participants were asked to report how often they had displayed the described behavior in a conflict with their romantic partner by using use a five-point rating (with 1 = never, 5 = always). The partner aggression score was calculated as the mean rating for all behaviors.

Measurement of "healthy" and "unhealthy" coping mechanisms

Religiosity as a "healthy" coping mechanism was measured with two items. The first item asked to participants whether religion held an important place in their private lives and if it significantly affected their approach to life. Second item asked participants whether they

regularly practiced religious activities that they believed in. Both items were measured by using a five-point rating (with 1 = definitely false, 5 = definitely true).

Although Can and Hendy's (2013) questionnaire included the five-item Duke Religion Index (Koenig, Parkerson, & Meador, 1997) to measure religiosity, the researcher did not employ the same index because of particular conditions in Turkey. Religion is a controversial issue in Turkish politics and participants as public employees might have preferred not to give detailed information about their religious activities. The items stated above might have been seen as sufficient to measure religiosity. The religiosity scores were measured as the mean of the two items' ratings.

Social support from both the "home family" and the "police family" as a positive coping mechanisms were measured with a 23-item family subscale of the Family and Friend Social Support Scale (Procidano & Heller, 1983) (See Appendix D) by using a five-point rating scale (1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = always). The social support from "home family" and "police family" scores were measured as the mean of 23-items' ratings.

Self-esteem in the police officers was measured using the 10-item Rosenberg Self-Esteem Scale (Rosenberg, 1965) (See Appendix B). Each item defines a thought. Participants were asked how much they had had each thought during the past year by using a five-point rating scale (with 1 = never, 5 = always). Appropriate items were reversed in their ratings. The self-esteem score was measured with the mean of rates in 10 items.

Alcohol consumption as a negative coping mechanism was measured by asking the participants to report for each day of the week their typical number of drinks (with one "drink"

described as 12 ounces of beer, 5 ounces of wine, or a shot glass of spirits). The alcohol consumption score was calculated with the sum of drinks.

All forms of tobacco consumption as a negative coping mechanism were measured with two questions. The participants were asked to report the number of cigarettes smoked on a daily basis and the frequency of smoking a hookah on a weekly basis. The "all forms of tobacco" consumption score was measured with the sum of cigarettes and hookahs.

Data Analysis

SPSS 19 software and Microsoft Excel 2010 software were used to conduct descriptive and bivariate analyses. Figures were created using Microsoft Excel 2010 software. T-tests were conducted using SPSS 19 software to examine relationships between alcohol consumption, tobacco consumption and exercise associations, and occupational stress level. Pearson correlations were conducted using SPSS 19 software to examine relationships between independent variable and dependent variables. As mentioned previously, this research assumed that occupational stress was an independent variable and family support, support from colleagues, religiosity, verbal aggression towards romantic partner, physical aggression towards romantic partner, and self-esteem were dependent variables.

Chapter 4

RESULTS

4.1 DESCRIBING GENERAL CHARACTERISTICS OF SAMPLE

Table 1 shows gender frequency in the sample. Only 4% of participants were female. According to IPD data (2014), the IPD has 39,087 members and 1,806 of them are female. Thus, it can be concluded that female participants were representative in the sample.

Table 1: Gender Distribution of Participants

		Frequency	Percent
Valid	male	240	96,0
	female	10	4,0
	Total	250	100,0

Table 2 shows marital status of participants. Interestingly all participants were either married or single. None of them were divorced or widowed.

Table 2: Marital Status of Participants

		Frequency	Percent
Valid	married	178	71,2
	single	72	28,8
	Total	250	100,0

Figure 1 indicates ranks distribution in the IPD. According to IPD data (2014), 34,974 police officers, 1400 senior police officers, 853 sergeants, 225 lieutenants, 151 captains, 188 superintendents, 170 chief superintendents 4th degree, 119 chief superintendents 3rd degree, and 36 chief superintendents 2nd degree are working in the IPD. When sample ranking distributions were compared, there was a disparity between the sample and the population above captain level. As mentioned previously, this researcher intentionally skipped collecting data on IPD members whose ranks were above that of captain because this researcher was working as a captain in IPD. Hierarchical superiors of the researcher might have had concerns to responding to the questionnaire correctly. In addition, to identify the identity of top level administrators from questionnaire date could have been easier. In order to keep the questionnaire anonymous, this data collection method was intentionally chosen.
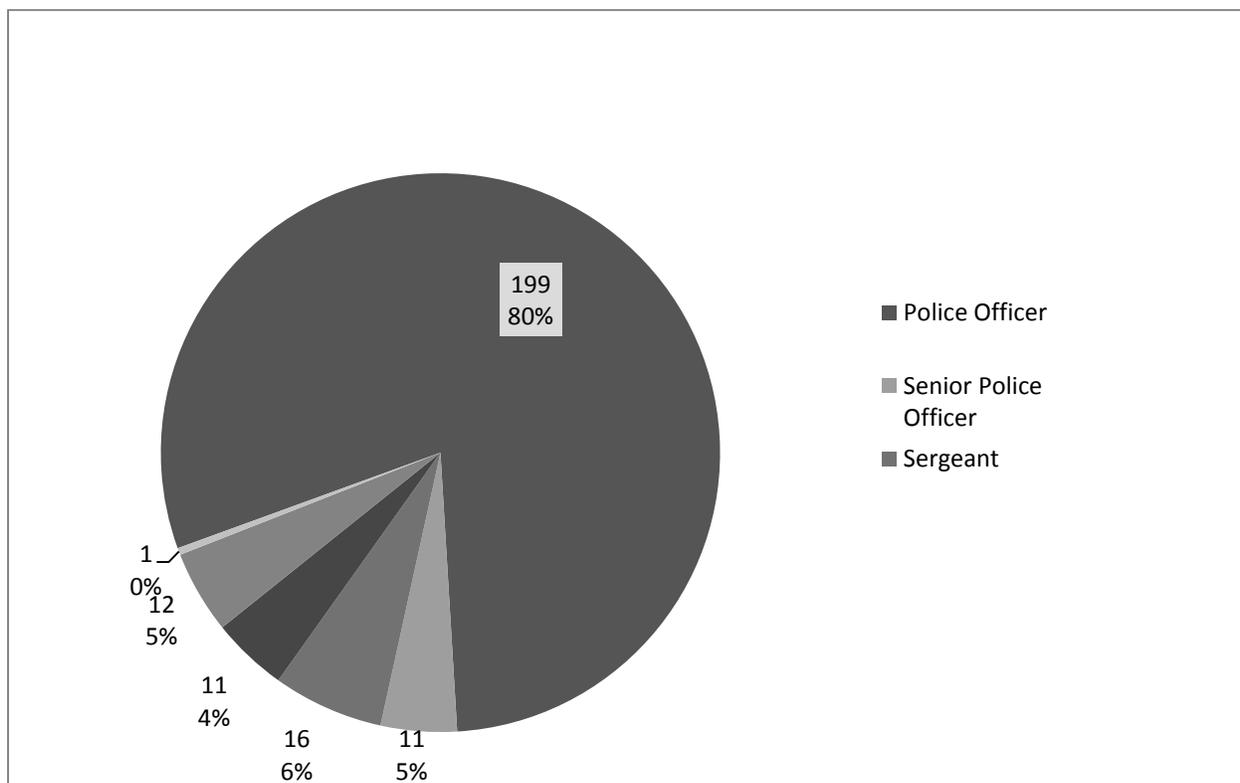
Figure 1: Rank Distribution of Participants

Figure 2 shows educational levels of participants. Although to be graduated from police vocational schools is enough to be a policeman in Turkey, the majority of participants were college educated or they had graduate degrees.
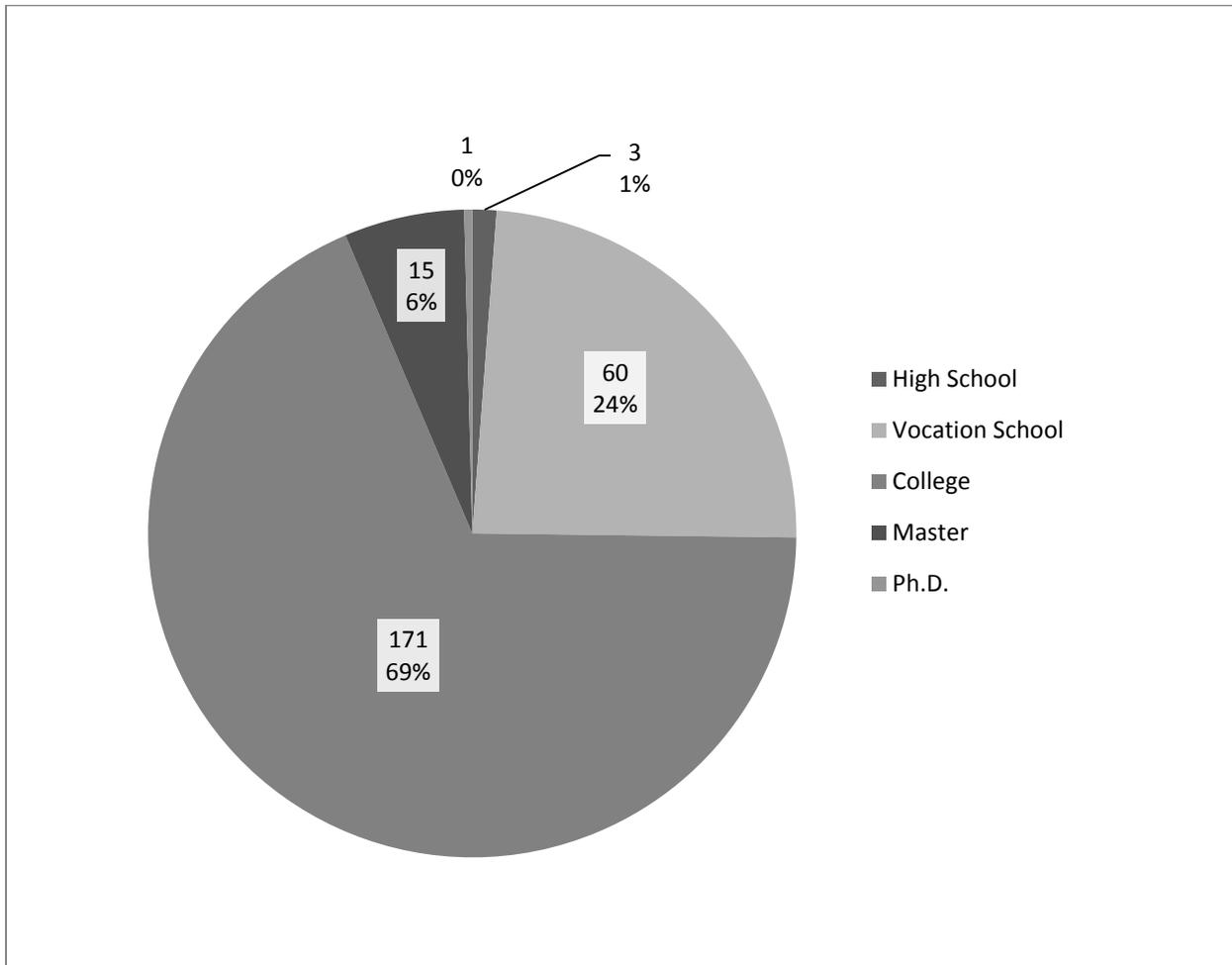
Figure 2: Education Levels Distribution of Participants

Figure 3 indicates that the majority of participants were young police officers. Their service years were mostly clustered between 3-7 years. Sixty-six percent of them were between 20-29 years old.
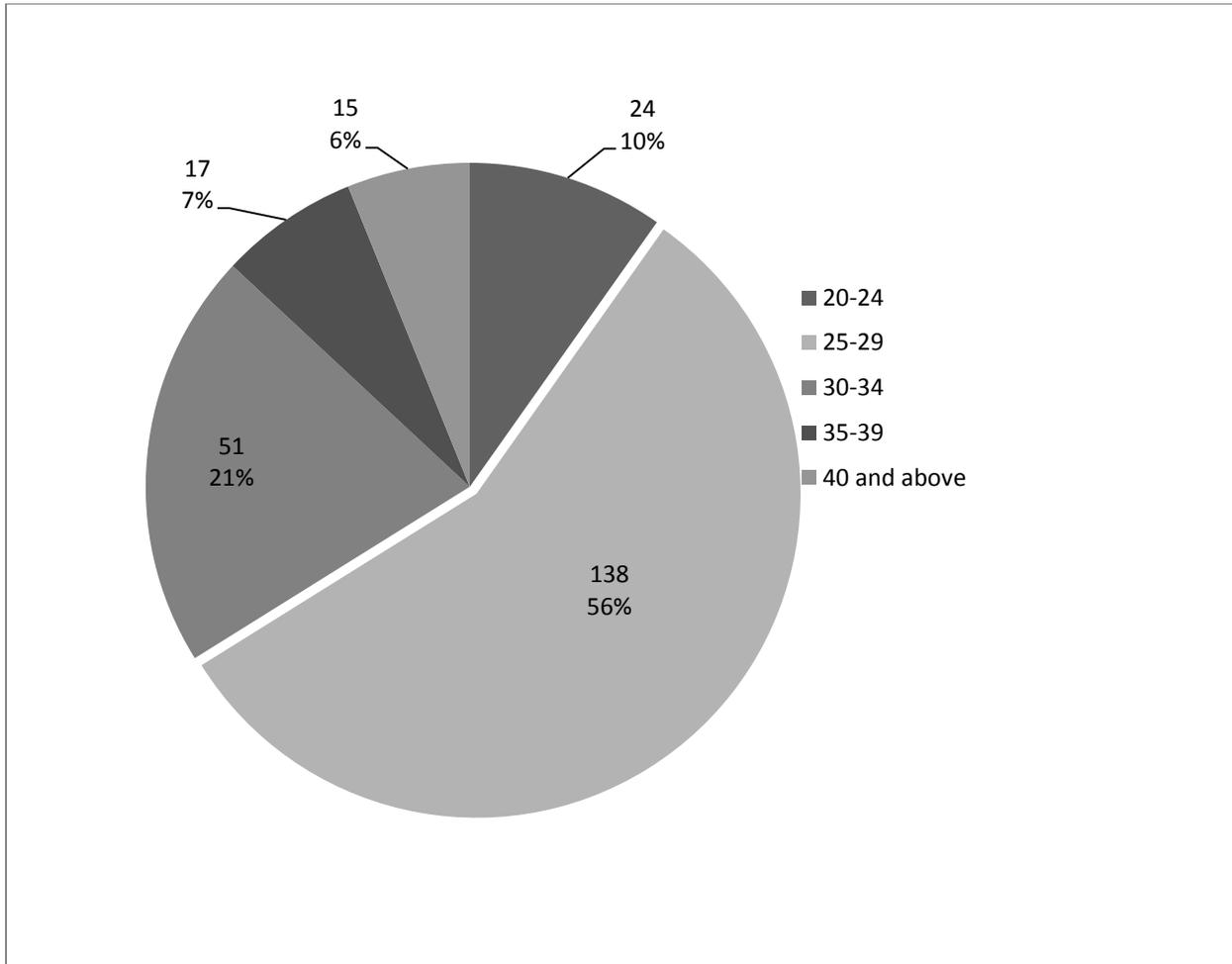
Figure 3: Age Distribution of Participants

Figures 4 and 5 show religiousness levels and religious practices frequency of participants. There is a general belief that police officers are mostly conservative people in Turkey. Results indicated that participants consisted of highly religious people. This finding supported the general belief.
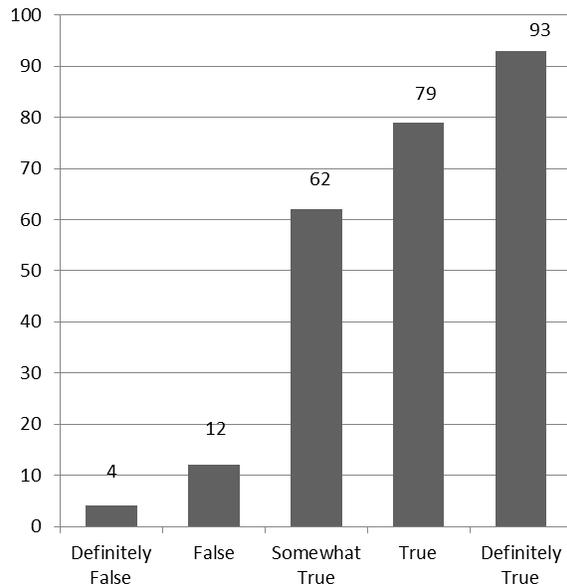
Figure 4: Religiousness Level Distribution of Participants
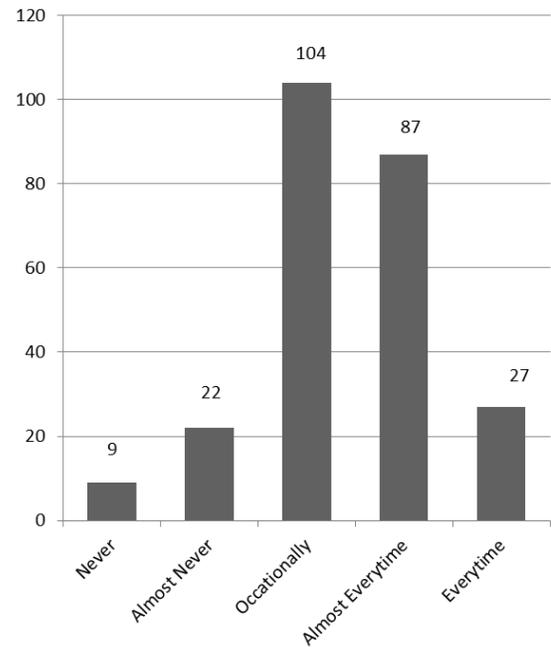
Figure 5: Religion in Practice Level Distribution of Participants

Figures 6 and 7 indicate participants' social relationships frequency with colleagues and people other than colleagues. Participants were asked to rate their social relationship intensity level by using a 5-point Likert Scale. Almost half of the participants rated both questions either *never* or *almost never*.
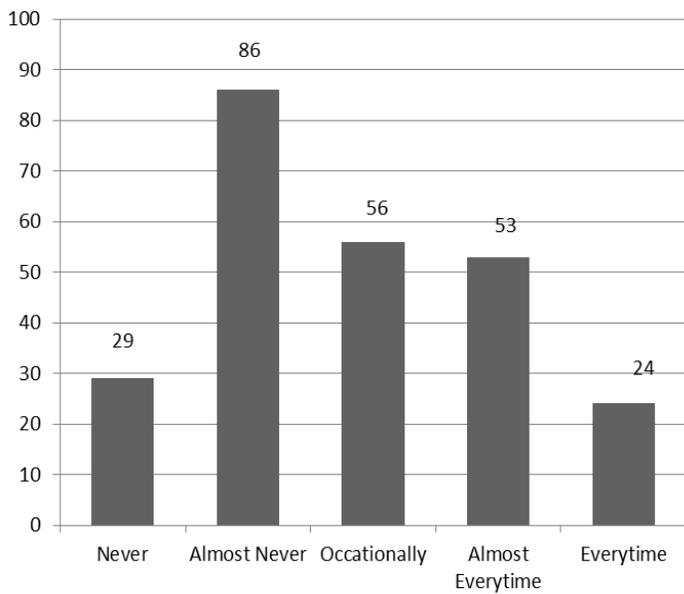
Figure 6: Social Interaction Frequency with Colleagues
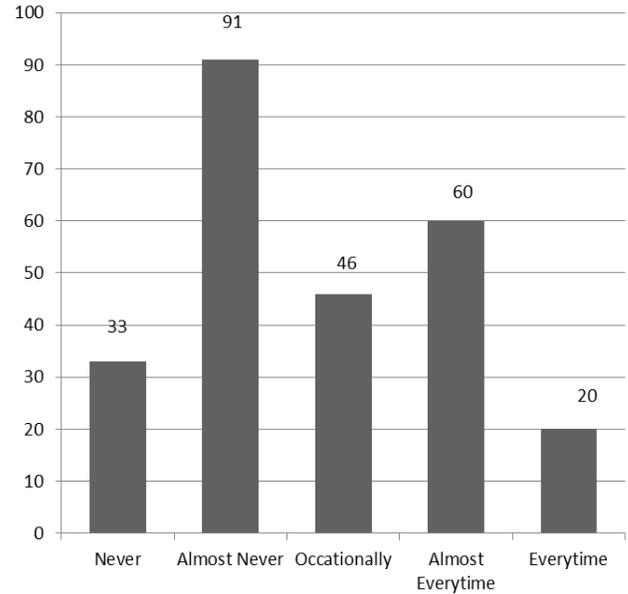
Figure 7: Social Interaction Frequency with People Other Than Family Members and Colleagues

Figure 8 indicates economic satisfaction levels of participants. Participants were asked to rate economic satisfaction levels by using a 5- point Likert Scale. The results indicated that the majority of participants were satisfied with their economic level..
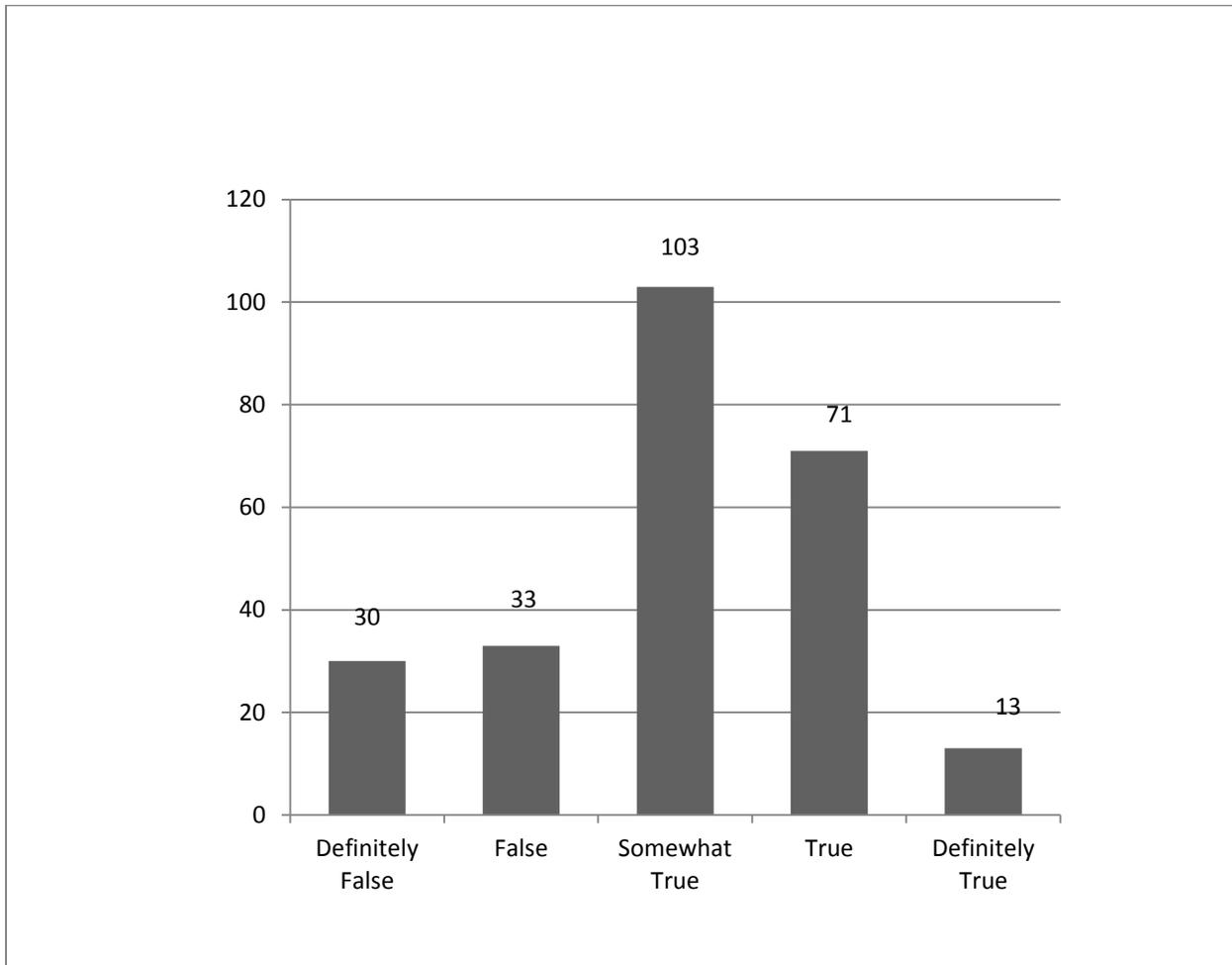
Figure 8: Economic Satisfaction Levels of Participants

Figure 9 indicates weekly sleeping hours of participants. Accordingly, the majority of participants slept more than 40 hours and less than 60 hours weekly. The results also indicated that there were some participants who were suffering from sleeping problem.
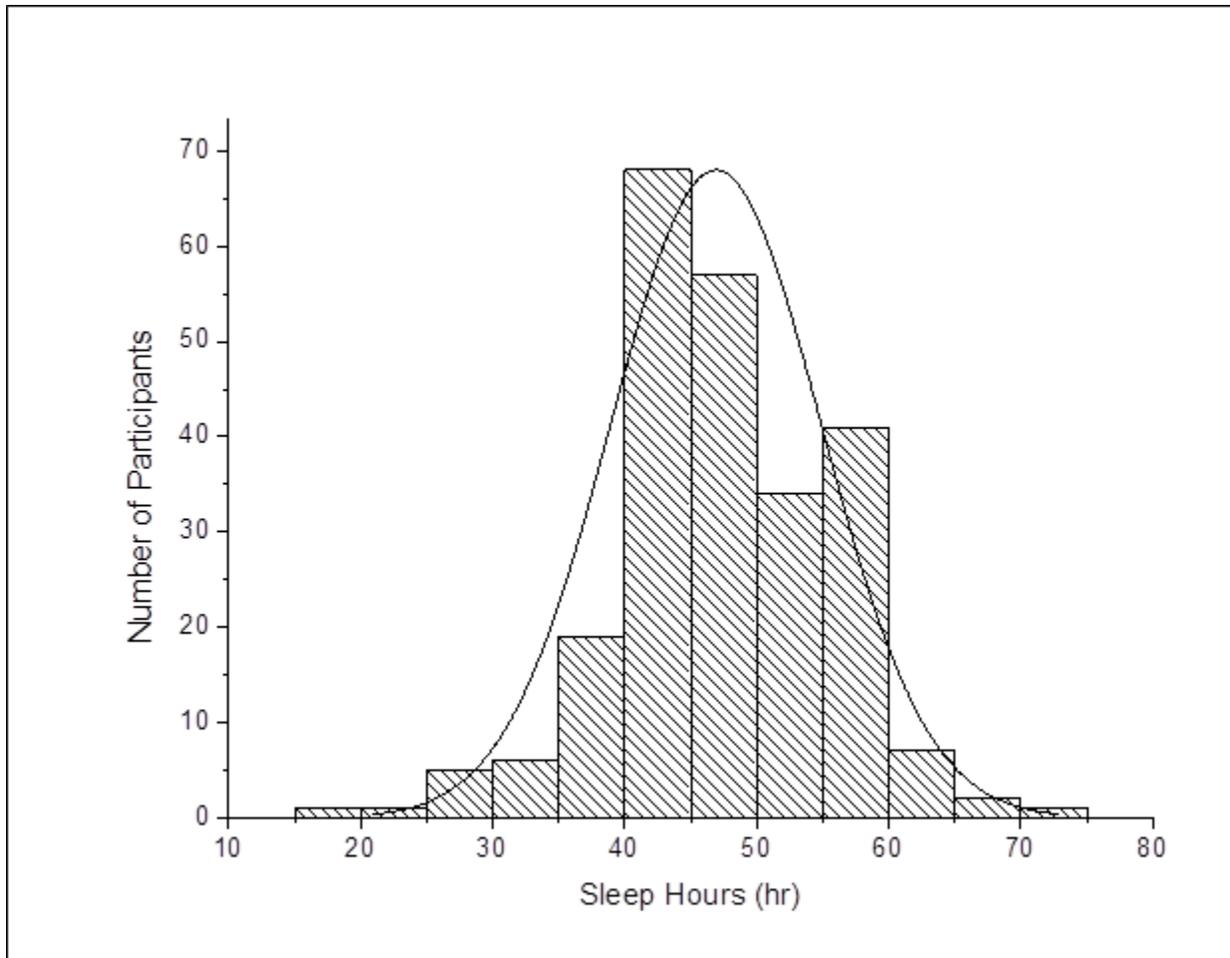
Figure 9: Weekly Sleep Hours Distribution of Participants

Figure 10 indicates distribution of work hours of participants on a weekly basis. Accordingly, the majority of participants worked 50-70 hours per week.
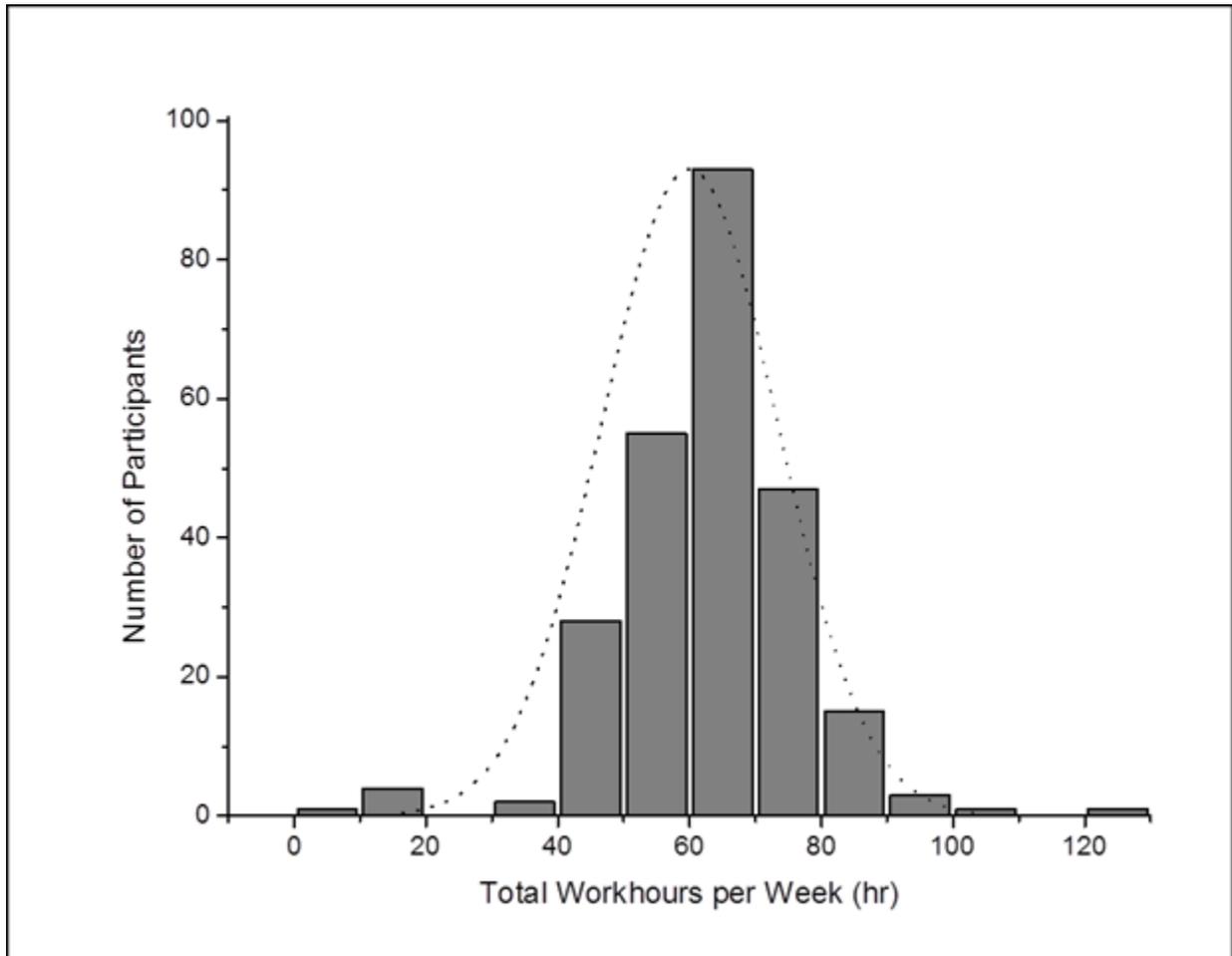
Figure 10: Weekly Work Hours of Participants

Figure 11 indicates which scenarios mentioned in LEOSS application (Van Hasselt et al., 2008), were mostly faced by the participants. Accordingly, IPD police officers mostly faced the scenarios that were specified at questions 8, 16, and 19. Accordingly, shiftwork, finding little time for family and recreation because of work, and to be deterred by work demands while planning something with their family were the most stressful scenarios faced by IPD members.
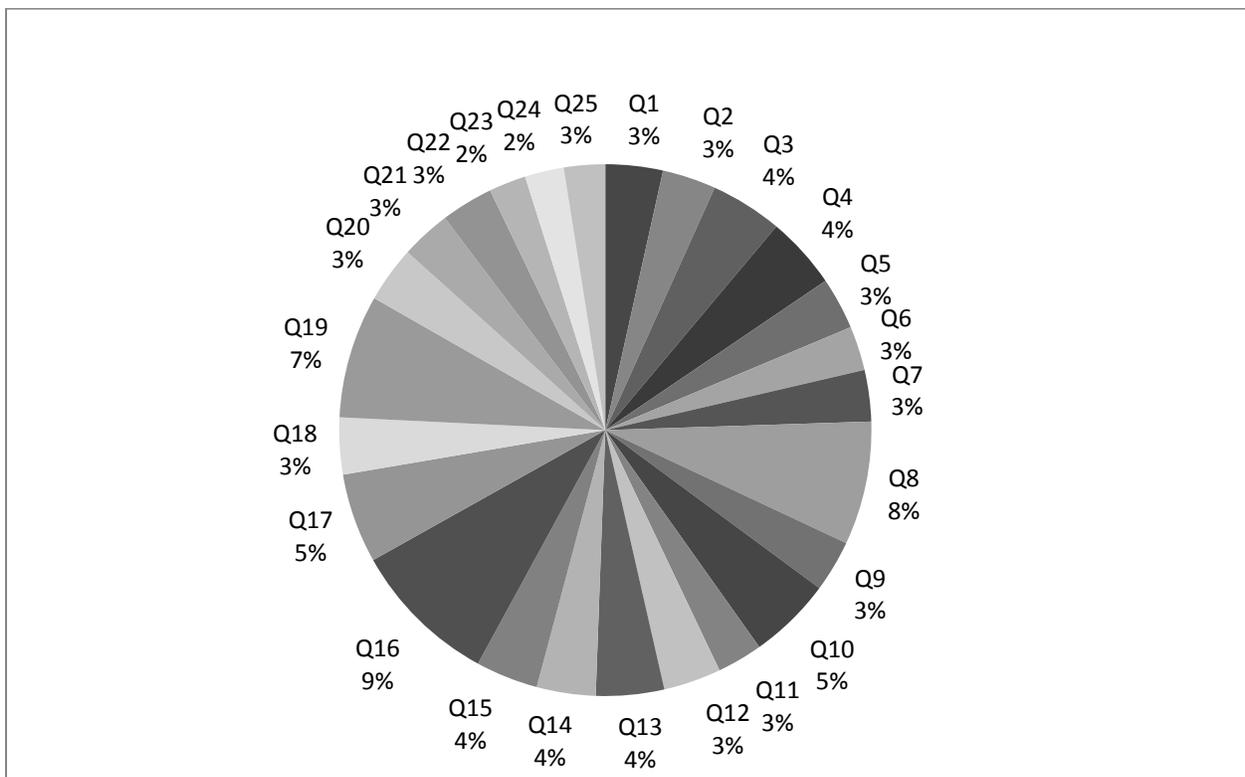
Figure 11: Distribution of Stressful Incidents that Most-Faced by Participants

Figure 12 indicates stress levels of police officers. Participants were asked to rate the likelihood and difficulty of 25 scenarios that were mentioned in LEOSS application (Van Hasselt et al., 2008). Stress levels were measured by the mean of multiplication of likelihood and difficulty rates. Results suggested that the majority of police officers had low stress levels.
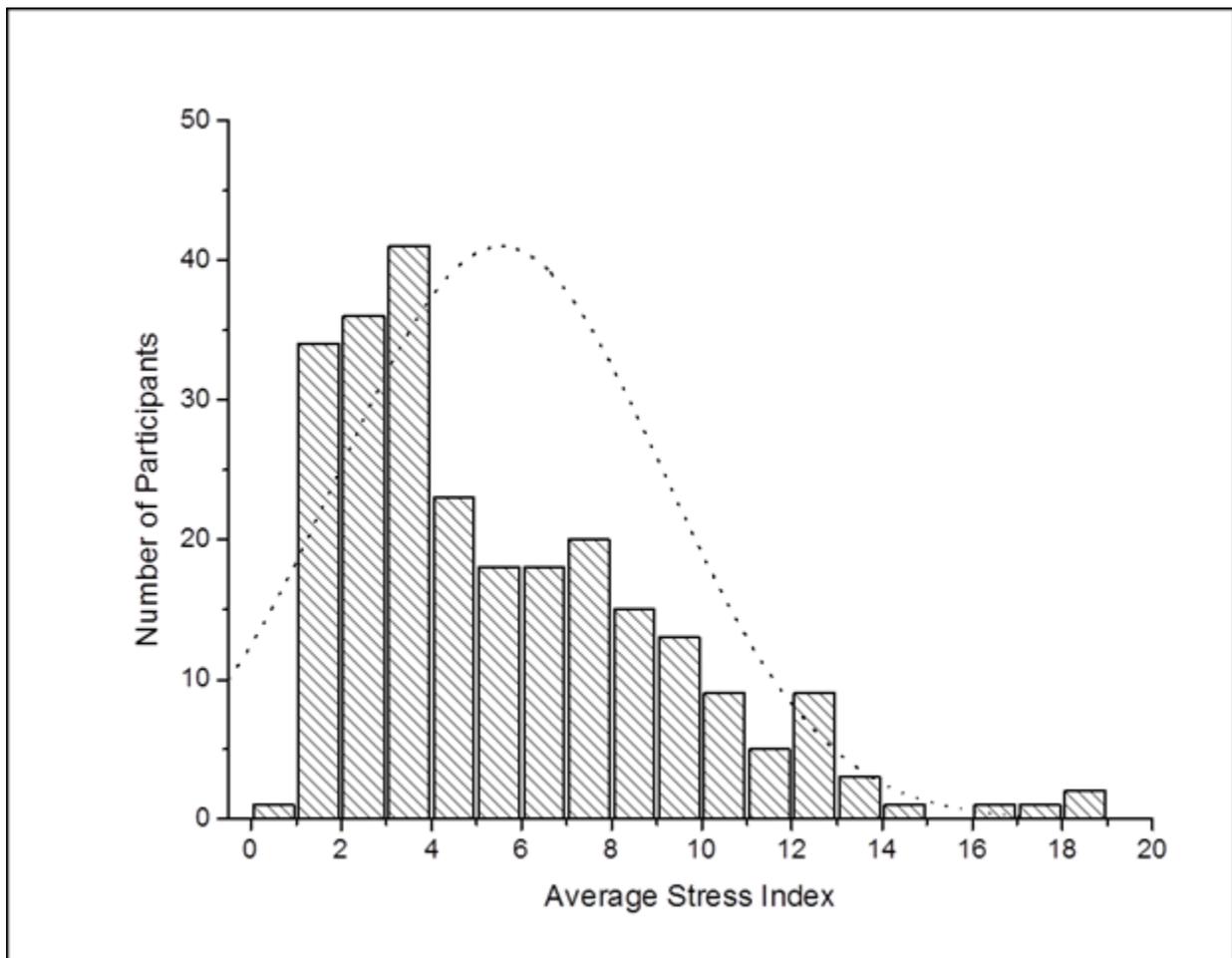
Figure 12: Average Stress Levels of Participants

4.2 ANALYSES OF HYPOTHESES

4.2.1 Analysis of Hypothesis 1

H1- There is a significant relationship between occupational stress and behavioral romantic partner aggression.

Table 3

Correlations

		Stress	Physical Partner Aggression
Stress	Pearson Correlation	1	.220[**]
	Sig. (2-tailed)		.001
	N	249	240
Physical Aggression	Pearson Correlation	.220[**]	1
	Sig. (2-tailed)	.001	
	N	240	241

The analysis results indicated that there was a statistically significant correlation between the two variables. In the social sciences, a confidence interval level is 95% most times and this reflects a significance level of **.05**. This study also set 95% as a confidence level. In this hypothesis, the result sig. (2 tailed) value was **.001**. This value was below the confidence level. Thus, the correlation between the two variables was statistically significant. In conclusion, this study found that the IPD police officers who had more stress were more likely to show physical aggression.

As mentioned in the literature review chapter of this study, a sizable body of research found relationships between partner aggression and stress among police officers (Can, Sever& Mire, 2008; Newman &Rucker-Reed, 2004; Gershon, 1999; Sever & Cinoglu, 2010). This study also found a relationship between physical aggression and stress levels. Thus, results support previous research results.

4.2.2 Analysis of Hypothesis 2

H2- There is a significant relationship between occupational stress and verbal romantic partner aggression,

Table 4

Correlations

		Stress	Verbal Partner Aggression
Stress	Pearson Correlation	1	.309[**]
	Sig. (2-tailed)		.000
	N	249	240
Verbal Aggression	Pearson Correlation	.309[**]	1
	Sig. (2-tailed)	.000	
	N	240	241

The analysis results indicated that there was a statistically significant correlation between verbal partner aggression and stress. Although the Pearson Correlation analysis found the sig. (2 tailed) value as **.000**, the actual value was not **.000**. The SPSS 19 software rounded it down to that because it was so small. The sig. (2 tailed) value was below the **.05**. Thus the correlation

between two variables was statistically significant. Results also indicate that the direction of correlation between two variables was positive because the Pearson's r value was **.309**. Since **.309** is greater than the Pearson's r value of hypothesis 1, **.220**, it can be concluded that correlation between verbal aggression and stress was stronger than the correlation between physical aggression and stress. In conclusion, this study found that the IPD police officers who had more stress were more likely to show verbal aggression.

Most previous studies examined the association between stress and both verbal and physical partner aggression. As stated earlier, a sizable body of research found relationships between partner aggression and stress among police officers (Can, Sever& Mire, 2008; Newman &Rucker-Reed, 2004; Gershon, 1999; Sever & Cinoglu, 2010). This study also found a relationship between verbal aggression and stress levels. Thus, results support previous research results.

4.2.3 Analysis of Hypothesis 3

H3- There is a significant relationship between low self-esteem and occupational stress.

Table 5

Correlations

		stress	Self-Esteem
Stress	Pearson Correlation	1	-.256
	Sig. (2-tailed)		.000
	N	250	247
Self-Esteem	Pearson Correlation	-.256	1
	Sig. (2-tailed)	.000	
	N	247	247

The analysis results indicated that there was a statistically significant correlation between self-esteem and stress. Although the Pearson Correlation analysis found the sig. (2 tailed) value as **.000**, the actual value was not **.000**. The SPSS 19 software rounded it down to that because it was so small. The sig. (2 tailed) value was below the **.05**. Thus, it can be concluded that, two variables are statistically significantly correlated. Results also indicate that the direction of correlation between two variables was negative because the Pearson's r value was **-.256**. In conclusion, this study found that the IPD police officers who had more stress had low self-esteem.

Previous research found self-esteem's positive effect while dealing with stress (Yigit, 2012). This research provided support to previous research results.

4.2.4 Analysis of Hypothesis 4

H4- There is a significant relationship between alcohol consumption and occupational stress levels.

Table 6

Group Statistics

	Alcohol	N	Mean	Std. Deviation	Std. Error Mean
Stress	>= 1	15	8.4400	4.37235	1.12894
	< 1	231	5.3695	3.48323	.22918

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Stress	Equal variances assumed	.610	.436	3.255	244	.001	3.07048	.94331	1.21241	4.92855
	Equal variances not assumed			2.665	15.176	.018	3.07048	1.15196	.61760	5.52335

The T-test helps to determine whether there is statistical difference in terms of means between two groups. In this test, the sample was divided into two groups: first, officers who used alcohol, and second, officers who did not use alcohol. Accordingly, there were 15 participants in the first group and 231 participants in the second group. The Levene's Test for Equality of

Variances helped in determining if the two groups have about the same or different amounts of variability between scores. The sig. value was **.436**. This value was above confidence level (**.05**). Thus, the results of T-test for Equality of Means were considered while interpreting data. The T-test found the sig. (2 tailed) value to be **.001**. This value was below the confidence level (**.05**). Thus, there was a statistically significant difference between the two groups. From these results, it can be concluded that the IPD officers who had more stress were more likely to use alcohol. This finding supports the findings of previous studies (Dietrich & Smith, 1986; Lindsay & Shelley, 2009; Gershon et al., 2009).

4.2.5 Analysis of Hypothesis 5

H5- There is a significant relationship between smoking cigarettes and hookahs, and occupational stress levels.

Table 7

Group Statistics

	tobacco	N	Mean	Std. Deviation	Std. Error Mean
stress	>= 1	91	6.5560	3.91135	.41002
	< 1	156	4.9836	3.28666	.26314

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Stress	Equal variances assumed	4.559	.034	3.378	245	.001	1.57245	.46550	.65556	2.48934
	Equal variances not assumed			3.228	163.319	.002	1.57245	.48720	.61044	2.53447

In this test, the sample was divided to two groups: first, officers who smoked tobacco, and second, officers who did not smoke tobacco. Accordingly, there were 91 participants in the first group and 156 participants in the second group. According to the Levene's Test for Equality

of Variances results, the value in the Sig. column was **.034**. This value was below the confidence

level (**.05**). Null hypothesis for Levene's Test for Equality of Variances EOV is that there is no

difference in the variances between the two groups. The value below 95% confidence level

suggested rejection of the null hypothesis. Thus, T-test for equal variances not assumed results

can be interpreted. The T-test for Equality of Means' result in second line was interpreted. The

T-tests result found the sig. (2 tailed) value as **.002**. This value was below the confidence level

(**.05**). Thus, there was a statistically significant difference between two groups. From these

results, it can be concluded that the IPD officers who had more stress were more likely to smoke.

This finding is also support previous studies findings (Gershon et al., 2009).

4.2.6 Analysis of Hypothesis 6

H6- There is a significant relationship between religiosity and occupational stress level.

Table 8

Correlations

		Religiosity	Stress
Religiosity	Pearson Correlation	1	-.145[*]
	Sig. (2-tailed)		.022
	N	249	248
Stress	Pearson Correlation	-.145[*]	1
	Sig. (2-tailed)	.022	
	N	248	249

The results indicated that there was a statistically significant correlation between

religiosity and stress. The sig. (2 tailed) value was **.022** and it is below the confidence level (**.05**).

As expected, results also indicated that the direction of correlation was negative because

Pearson's r value is **-.145**. In conclusion, this study found that the IPD police officers who had low stress were more likely to be more religious.

Previous studies found mixed results with regard to stress and religiosity association. However, the majority of them suggested that there was a relationship between stress and religiosity levels. This research makes a contribution to previous research results (Beehr, Johnson, & Nieva, 1995; Green &Elliott, 2010; Jamal & Badawi ,1993; Barhem, Younies, &Muhamad,2009).

4.2.7 Analysis of Hypothesis 7

H7- There is a significant relationship between social support from the home family and occupational stress levels.

Table 9

Correlations

		Family support	Stress
Family Support	Pearson Correlation	1	-.008
	Sig. (2-tailed)		.906
	N	231	230
Stress	Pearson Correlation	-.008	1
	Sig. (2-tailed)	.906	
	N	230	249

The results indicated that there was no statistically significant correlation between family support and occupational stress. The sig. (2 tailed) value was **.906** and it was above the confidence level **.05**. In addition, Pearson's r value was **-.008**. This value showed there was almost no correlation among variables because the value was too close to zero.

4.2.8 Analysis of Hypothesis 8

H8- There is a significant relationship between social support from the police family and occupational stress levels.

Table 10

Correlations

		Stress	Social Support from Colleagues
Stress	Pearson Correlation	1	.011
	Sig. (2-tailed)		.870
	N	249	233
Social Support from Colleagues	Pearson Correlation	.011	1
	Sig. (2-tailed)	.870	
	N	233	234

The results indicated that there was no statistically significant correlation between support from colleagues and occupational stress. The sig. (2 tailed) value was **.870** and it was above the confidence level **.05**. In addition, Pearson's r value is **-.011**. This shows there is almost no correlation between the variables because the value was too close to zero.

The findings related to hypothesis seven and hypothesis eight are in contradiction with previous research (Patterson, 2003; Coyne & Downey, 1991; Pittman & Lloyd, 1988). Although the results of previous results are mixed, the majority of the studies found a positive effect of family support on stress.

4.2.9 Analysis of Hypothesis 9

H9- There is a significant relationship between exercise and occupational stress levels.

Table 11

Group Statistics

	sport	N	Mean	Std. Deviation	Std. Error Mean
stressavarage	>= 1	125	6.0202	3.50599	.31358
	< 1	124	5.1139	3.62818	.32582

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
stress	Equal variances assumed	.002	.967	2.004	247	.046	.90629	.45215	.01573	1.79685
	Equal variances not assumed			2.004	246.559	.046	.90629	.45221	.01560	1.79698

In this test, the sample was divided to two groups: first, officers exercised, and second, officers who did not exercise. Accordingly, there were 125 participants in the first group and 124 participants in the second group. According to the Levene's Test for Equality of Variances results, the value in the Sig. column was **.967**. This value was above the confidence level **(.05)**. Thus, this test was ignored while interpreting the results. The T-test for Equality of Means' result

was interpreted. The T-tests result found the sig. (2 tailed) value as **.046**. This value was below the confidence level **(.05)**. Thus, there was a statistically significant difference between the two groups. This finding also supports previous study findings (Norvell and Belles, 1993; Yesilorman, 2003).

CHAPTER 5:

SUMMARY AND CONCLUSIONS

This research examined occupational stressors, coping mechanisms and some outcomes of occupational stress. In addition, some characteristics of IPD members were also identified. Survey was the primary method for data collection and 250 police officers participated in the research.

Shift work, agitated public rallies, and some scenarios that reflect the unpredictable nature of police work, such as interrupted holidays because of work demands, were identified as the most-faced stressors in the IPD. In contrast, critical incidents, such as being injured or responding to a shooting in progress between two gangs, were identified as the least-faced stressors. Developing a new scale to identify occupational stressors in the IPD can be a better way to further future research, because some scenarios in the LEOSS application (Van Hasselt et al., 2008) do not fit Turkey's conditions, such as the promotion process. In Turkey, police officers who are graduated from the Turkish National Police Academy are automatically promoted according to their service years. The police officers who have graduated from college or police vocational schools are rarely promoted. Thus, the effect of promotion on stress is little. Although there are some differences in nature between the USA's and Turkey's police systems, the majority of the scenarios in the LEOSS application (Van Hasselt et al., 2008) are universal and police officers from any part of the world might face these scenarios as a part of their job. Thus, it is believed that the validity of this research was not damaged.

Another interesting finding was that none of the participants were divorced or widowed. According to the Turkish Statistical Institute report, 110,478 couples were married in Istanbul and 26,825 couples were divorced in the year of 2012 ("Evlenme ve bosanma, 2012," 2013). When considering this data, it is interesting that there were no divorced participants in this research. It can be concluded that divorce rates among police officers are considerably lower than that of the general population's divorce rates. This finding requires further research in order to be better explained. However, as a member of the IPD, this researcher has two conclusions regarding this finding. First, IPD in general TNP personnel consists of conservative people. In Turkey, a conservative mindset gives importance to family structure. Thus, conservative people tend to protect family structure unless very significant problems arise. The second conclusion was that police officers did not want to share their private lives with others. Although the questionnaire was anonymous, the police officers might have avoided answering this question correctly. As mentioned, these conclusions are the personal interpretations of this researcher. Further research is required to examine this interesting finding.

High education levels of participants were another important finding. Although it is not mandatory for recruitment, the majority of participants held bachelor or graduate degrees. Two conclusions might be made from these findings. First, police officers have paid attention to education. Second, educational level has some small impact on the incomes of police officers in Turkey. Thus, police officers have wanted to benefit from these financial gains. In any case, this finding indicated that the sample consisted of well-educated participants.

The social interaction frequency of participants was found problematic in this study. Almost half of participants rated questions that measure social interaction frequency with colleagues and people other than colleagues either *never* or *almost never*. These findings

indicated a necessity for further research to better understand the reasons of socialization problems of IPD members.

The majority of participants in this study were young police officers. Their service years were mostly clustered between 3-7 years. Sixty-six percent of them were between 20-29 years old. This cluster seemed understandable because after graduation the majority of new police officers are assigned to metropolitan areas of Turkey. However, the cost of living in these areas is considerably high compared with other parts of Turkey. After a certain time, experienced police officers tend to switch their organization to the organizations in smaller cities.

This study found that the majority of participants worked between 50 and 70 hours per week. Although working hours of participants differed, all police officers were paid the same amount regardless of how many hours they worked. Obviously, the sense of organizational unfairness was fostered among police officers because of this policy.

This research also found that IPD members consisted of religious people. Participants' religious levels and religion in practice levels were considerably high. Thus, their coping mechanisms differed from their counterparts in the USA. Policing studies within the United States found that police officers' alcoholism rates were significantly higher than those of general population, and occupational stress was decisive in this disparity (Swatt et al., 2007; Davey, Obst, & Sheean , 2001). This research found that only 15 IPD police officers reported alcohol use. The Turkish Statistical Institute report found that 79.9% of Turkey's general population, 67.4% of men and 92% of women above 15 years old never used alcohol ("Saglik arastirmasi, 2012," 2013). Others reported that they used alcohol occasionally or regularly. It can be concluded that alcohol consumption among IPD police officers was significantly lower than that

of the general population in Turkey. It is believed that the conservative mindset among police officers was decisive in this disparity because alcohol consumption is considered as a sin according to Islamic belief. Although the alcohol consumption rate was low, t-tests result revealed a statistically significant relationship between alcohol consumption and occupational stress.

The Turkish Statistical Institute report found that the smoking tobacco rate was 27% among the general population above 15 years old in 2012 ("Istatistiklerle Turkiye, 2012," 2013). This study found that 36.4 % of participants smoked tobacco. The reported tobacco smoking rate of IPD members was considerably higher than that of the general population. T-test results also revealed a statistically significant relationship between tobacco smoking and occupational stress. It can be concluded that IPD officers chose smoking as a coping mechanism with stress more readily than alcohol consumption.

T-test results also revealed a significant relationship between exercise and occupational stress. As expected, Pearson's Correlation analyses found statistically significant correlation between stress and self-esteem, behavioral romantic partner aggression, verbal romantic partner aggression, and religiosity in this study. These findings supported previous policing research findings. Different from previous research findings, this study did not find statistically significant correlation between occupational stress and social support from family and colleagues.

This study might provide a scientific base for policy implications. Particularly, it might be beneficial while developing EAPs. For instance, exercise, religiosity, and self-esteem were identified as healthy coping mechanisms among IPD members. In contrast, alcohol consumption and smoking tobacco were identified as unhealthy coping mechanisms. IPD should consider the

most often applied coping mechanisms among police officers during policy development processes. In addition, this study indicated a relationship between partner aggression and occupational stress. EAPs that target partner aggression might be developed for IPD members. Occupational stressors that were faced by IPD members were also revealed in this study. IPD should consider eliminating or reducing the effects of these stressors.

Limitations: The study includes some limitations. First, although 25 items in the LEOSS application (Van Hasselt et al., 2008) were well designed and included possible stressful scenarios, it was not clear whether these scenarios were considered to be universal and whether they would be applicable in Turkey. The occupational stressors in Turkey might be different from the occupational stressors in the United States. A new scale could be developed for Turkey; however, the researcher wanted to benefit from experienced researchers' tools in order to reduce reliability and validity concerns. In addition, the limited literature about the Turkish police did not allow the researcher to identify occupational stressors in a scientific manner.

Another limitation of the study is the lack of some commonly faced stressors by police officers during duty. Critical incidents consisted of a significant part of the LEOSS application (Van Hasselt et al., 2008). However, police officers face a number of stressors beyond critical incidents. Actually, critical incidents constitute only a small portion of stressors in police work. For instance, organizational unfairness was identified as one of the most-faced stressors by police officers in many studies (Gershon et al., 2009). However, the LEOSS application (Van Hasselt et al., 2008) does not include any scenario regarding organizational unfairness.

One other limitation is that measurement of stress levels is limited in this study. The measurement of stress depended only on organizational stressors. However, stress that is caused

by stressors in private lives cannot be isolated from occupational stress. Both organizational and private life stressors have significant impact in individuals' lives. This study ignored the stressors in private life.

The identity of the researcher was another limitation. The researcher was working as a captain in the IPD before his graduate education, and he will continue his duties after he completes his graduate education. Although, some steps were taken in order to reduce possible concerns, and the researcher consistently emphasized his researcher identity during surveys, participants' answers might still have been affected by the formal relationship with the researcher in some way.

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APPENDICES

APPENDIX A- Can and Hendy's (2013) version of the Law Enforcement Officer Stress Survey (Van Hasselt et al., 2008).

Directions: Listed below are events sometimes faced by police officers.

During the past year, what has been the likelihood of each event?

During the past year, how much has each event given you difficulty or stress?

PLEASE RESPOND WITH A FIVE-POINT RATING: (1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = always)

	LIKELIHOOD	DIFFICULTY
1. You are called to a burglary in progress. The assailant may be armed.	_____	_____
2. You are called to respond to a silent alarm from a bank.	_____	_____
3. You are executing an arrest warrant for a violent criminal and are unsure of his/her location.	_____	_____
4. You are executing an arrest warrant when the suspect barricades himself/herself.	_____	_____
5. You respond to a major motor vehicle accident with multiple injuries and possible fatalities.	_____	_____
6. You are engaged in a promotional process.	_____	_____
7. You have been brought up on civil rights violations which are untrue.	_____	_____
8. You have plans with your family but work demands interfere and you are unable to go.	_____	_____
9. You are responsible to notify the parents of a child killed by a hit and run driver.	_____	_____
10. You are called to contain a public rally that is becoming agitated.	_____	_____
11. You are recruited to investigate a fellow officer.	_____	_____
12. You find that you subordinates did not complete the assignment you gave.	_____	_____
13. You must rely on employees that you feel are not trustworthy or incompetent.	_____	_____
14. You are trying to solve a high profile case while the public pressures for immediate results.	_____	_____
15. You have spent hours putting data in your computer, only to have it go down and data lost.	_____	_____
16. You find work is taking up more time, leaving you with little left for family and recreation.	_____	_____
17. You are unable to work on a project because your supervisor keeps changing the direction.	_____	_____
18. You are on your way to a high emergency call when the radio has interference.	_____	_____
19. Changing shifts has interfered with your sleep patterns.	_____	_____
20. You frequently argue with your spouse but are unable to resolve anything.	_____	_____
21. You are making progress on a case when pulled off for political reasons.	_____	_____
22. You are on a high pursuit chase in icy conditions.	_____	_____
23. You are investigating an officer's death in which suicide is suspected.	_____	_____
24. You have been injured and your back-up is late responding.	_____	_____
25. You respond to a shooting in progress between two gangs.	_____	_____

APPENDIX B: Rosenberg Self-Esteem Scale (Rosenberg, 1965)

<u>**Directions**</u>: Please rate how much you would <u>agree with each statement</u> in the past year:

(1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = always)

_____ On the whole, I am satisfied with myself.

_____ At times I think I am no good at all.

_____ I feel that I have a number of good qualities.

_____ I am able to do things as well as most other people.

_____ I feel I do not have much to be proud of.

_____ I certainly feel useless at times.

_____ I feel that I'm a person of worth, at least on an equal plane with others.

_____ I wish I could have more respect for myself.

_____ All in all, I am inclined to feel that I am a failure.

_____ I take a positive attitude toward myself.

APPENDIX C: Revised Conflict Tactics Scale (Caulfield & Riggs, 1992)

1 = never
2 = rarely
3 = sometimes
4 = often
5 = always

	YOUR ROMANTIC PARTNER TO YOU	YOU TO YOUR ROMANTIC PARTNER	YOUR POLICE SUPERVISOR TO YOU	YOUR POLICE PARTNER TO YOU	YOU TO YOUR POLICE PARTNER
Avoided disagreements with the other	___	___	___	___	___
Gave in to the other's wishes	___	___	___	___	___
Tried to work out a compromise	___	___	___	___	___
Insulted or swore at the other	___	___	___	___	___
Sulked or refused to talk about it	___	___	___	___	___
Stomped out of the room	___	___	___	___	___
Cried	___	___	___	___	___
Did or said something spiteful	___	___	___	___	___
Threatened to end the relationship	___	___	___	___	___
Threatened to hit the other	___	___	___	___	___
Hit or kicked something	___	___	___	___	___
Threw something at the other	___	___	___	___	___
Pushed, grabbed, or shoved the other	___	___	___	___	___
Slapped the other	___	___	___	___	___
Kicked, bit, or hit other with a fist	___	___	___	___	___

APPENDIX D: The Family and Friend Social Support Scale (Procidano & Heller, 1983)

Directions: Please rate how much each statement describes your "home family" and your "police family" in the past year.

(1 = never, 2 = rarely, 3 = sometimes, 4 = often, 5 = always)

	HOME FAMILY	POLICE FAMILY
They give me the moral support I need.	_____	_____
I get good ideas on how to do things from them.	_____	_____
Most people are closer to their family than I am.	_____	_____
When I confide in them, it seems to make them uncomfortable.	_____	_____
They enjoy hearing about what I think.	_____	_____
They share many of my interests.	_____	_____
They come to me when they have problems or need advice.	_____	_____
When they are nice to me, I wonder what they want.	_____	_____
I rely on them for emotional support.	_____	_____
I could go to them if I felt down, without feeling uncomfortable about it.	_____	_____
We are very open about what we think about things.	_____	_____
They are sensitive to my personal needs.	_____	_____
They come to me for emotional support.	_____	_____
They are good at helping me solve problems.	_____	_____
They are rude to me unless I insist on respect.	_____	_____
They get good ideas from me about how to do things.	_____	_____
When I confide in them, it makes me uncomfortable.	_____	_____
They seek me out for companionship.	_____	_____
I think they feel I am good at helping them solve problems.	_____	_____
I don't have a relationship with family as close as other people have.	_____	_____
I wish they were much different.	_____	_____
They seem to like to make me mad.	_____	_____
I have a deep sharing relationship with them.	_____	_____