

THE SILENT STRUGGLE: JOB BURNOUT, SATISFACTION, AND PSYCHOLOGICAL WELLBEING AMONG POLICE OFFICERS

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Abstract

Objective: The purpose of this study is to investigate the relationship between police officers' psychological wellbeing, job satisfaction, and job burnout in Kerala, India.

Methods: A quantitative research approach is used in this work. A broad sample of police officers from different ranks in Kerala police were given standardized surveys to complete in order to gather data. The Psychological Wellbeing Scale, the Job Satisfaction Survey, and the Maslach Burnout Inventory-Human Services Survey were among the standardized assessment instruments. These relationships were investigated and results were predicted using statistical studies such as path analysis, correlation analysis, and regression analysis. Data analysis utilized SPSS and Smart PLS for statistical computations ensuring rigorous examination of the collected data.

Results: The study identified significant correlations between job burnout and psychological wellbeing and job satisfaction among Kerala's police officers. Lesser job burnout was also linked to increased job satisfaction and psychological wellbeing, highlighting the importance in fostering mental health resilience among police officers. These findings contribute to understanding the complex dynamics of job-related stress and satisfaction among law enforcement personnel.

Implications: The study emphasizes the necessity of focused initiatives to reduce job burnout and improve police officers' psychological wellbeing, such as stress management courses and encouraging workplace rules. The police force may become more resilient and successful overall by increasing job satisfaction through equitable pay, work-life balance, and mental health support.

Keywords: Job Burnout, Job Satisfaction, Psychological Wellbeing, Police Officers, Kerala, Quantitative Analysis

1. Introduction

Police officers are crucial to maintaining social order and law, and they often face tremendous pressure and challenging circumstances during their work (Padhy et al., 2023). These difficulties may be exacerbated in the southern Indian state of Kerala by certain sociocultural elements, therefore it is important to comprehend the elements influencing police officers' wellbeing (Ohlendorf et al., 2023). This study aims to delve into three key dimensions: job burnout,

job satisfaction, and psychological wellbeing, among police officers in Kerala (Correia et al. (2023), Padmanabhan et al. (2024), Padilla (2023)). By conducting a quantitative analysis, we seek to uncover the prevalence of these factors and explore potential correlations or predictors that may influence those (Burchell et al., 2023). Understanding job burnout is essential as it reflects the depletion of emotional and physical resources due to prolonged exposure to occupational stressors (Adamopoulos et al. (2023)). High levels of burnout can detrimentally impact not only individual officers but also organizational efficiency and effectiveness (Ain et al. (2024), Sreedisha and Celina (2024), Uluturk et al. (2023)). Conversely, job satisfaction serves as a critical indicator of officers' contentment with various aspects of their work, including their roles, responsibilities, and work environment (Padyab et al. (2023), Wan Othman et al. (2024), Putra and Kudri (2024)). Furthermore, psychological wellbeing encompasses broader aspects of mental health and resilience, which are paramount for officers to cope with the demands and adversities they face daily (Eryilmaz, Dirik, and Öney (2024), Taşkıran et al. (2024)).

While prior research has addressed these dimensions individually, there remains a gap in understanding their interplay and specific manifestations within the context of Kerala's police force (Maddock (2024), Singh et al. (2023)). The study's quantitative methodology attempts to offer empirical insights that might guide focused initiatives and policies meant to improve the general performance and well-being of police officers in the area (Gibbons, 2024; Pindek et al., 2023; James and Atherley, 2023). Through comprehensive data analysis, we aim to identify patterns, trends, and potential factors contributing to job burnout, job satisfaction, and psychological wellbeing among Kerala's police personnel. In order to lessen job burnout and increase job satisfaction and psychological wellbeing among police officers, the findings of this study should direct efforts to enhance working conditions, provide enough support networks, and implement focused treatments. They should also have practical implications for police administration and policy formulation. By tackling these crucial elements, we hope to help Kerala develop a more resilient, content, and efficient police force, which will promote safer neighborhoods and the general welfare of officers and citizens alike.

2. Literature Review

Many studies have focused on police officers' mental health and wellbeing, emphasizing the complex relationship between job satisfaction, burnout, and occupational stress. The prevalence of stress, anxiety, and depression in UK police officers as well as their correlation with duration of service were investigated by Gullon-Scott and Longstaff (2024). They found that these mental health issues were prevalent and influenced by the length of service, suggesting the need for longitudinal studies to develop evidence-based interventions. Nelson and Smith (2023) used the Demands–Resources–Individual Effects (DRIVE) model to examine psychosocial job circumstances as drivers of wellbeing among police officers in Jamaica. They discovered that the association between work conditions and overall physical health was mediated by both subjective job stress and job satisfaction. Notably, psychological discomfort was influenced by perceived job stress, while job satisfaction did not significantly mediate this association. The association between work conditions and positive wellbeing, on

the other hand, was mediated by job satisfaction, indicating the significance of routinely monitoring and auditing job satisfaction and stress in order to avert future health issues.

The application of the DRIVE model to British police officers was expanded by Oliver et al. (2023), who looked at the ways in which personal and professional traits affected psychological health and occupational stress. According to their findings, psychological wellness was predicted by work characteristics both directly and indirectly through perceptions of job stress. Furthermore, the associations between workplace stress, psychological wellness, and work demands were modulated by physical activity behaviors, underscoring the potential advantages of physical exercise as an intervention. In their study of burnout among Portuguese police officers, Correia et al. (2023) found that organizational justice, meaningful work, and organizational identity were protective factors, while quantitative demands and affective empathy were important predictors of burnout. In order to minimize police officer burnout, their study highlighted the necessity of integrated theoretical models and focused treatments. Davies et al. (2023) investigated the relationships between burnout with anxiety and depression, compassion fatigue, and compassion satisfaction in police officers in the United Kingdom. According to their mixed-method study, compassion satisfaction was linked to fewer symptoms of anxiety and depression, while compassion fatigue and burnout were strongly linked to higher levels of anxiety and despair. These results highlight how crucial it is for police interventions to take professional quality of life factors into account. In US police agencies, Baker et al. (2023) found organizational pressures linked to burnout at various grades. They discovered that, irrespective of status, stresses like favoritism, poor personal value, and bureaucratic red tape were highly linked to burnout. According to this study, in order to reduce police officer burnout, both general and role-specific interventions are required.

A statewide study in Greece by Adamopoulos et al. (2023) looked into the connection between public health inspectors' job satisfaction, burnout, and job dangers during the COVID-19 pandemic. Psychosocial and organizational risks were found to be important predictors of burnout, whereas job satisfaction was associated with organizational risks and emotional tiredness. In order to enhance workplace health and safety, the study emphasized how critical it is to address these hazards. When Srivastava et al. (2023) examined occupational stress among Indian police and military personnel, they found that the main stressors were a lack of motivation, a shortage of manpower, and inadequate sleep. Their analysis underlined the necessity of focused studies and treatments to address workplace stress and its effects on mental well-being and productivity.

Fitzhugh et al. (2023) conducted the largest randomized control trial to examine the effects of mindfulness among police officers and staff, and they found that mindfulness interventions improved both wellbeing and performance, with long-term benefits and cost savings at the organizational level. Phythian et al. (2023) examined individual and organizational perspectives of police wellbeing in England and Wales and found that, despite various policies and interventions in place to enhance police wellbeing, there was a disconnect between organizational and individual perspectives. This disconnect highlights the need for alignment between organizational strategies and individual experiences in order to fully embed wellbeing within the police force. Together, these studies highlight the intricate relationships that exist between police officers' mental health outcomes, organizational elements, personal traits, and

occupational demands. The results emphasize the value of regular monitoring, focused interventions, and all-encompassing approaches to promote police officers' mental health and wellness, especially in high-stress settings like law enforcement. The context for future studies on the unique dynamics of job burnout, job satisfaction, and psychological wellness among Kerala, India, police personnel is established by this review of the literature.

Table 1. Research gap

Author(s)	Year	Proposed Methodology	Results	Research Gap
Gullon-Scott & Longstaff	2024	Survey on depression, anxiety, and stress in UK police	Mental health issues were prevalent and influenced by the length of service	Longitudinal research is required to create evidence-based treatments for police personnel' mental health concerns.
Nelson & Smith	2023	DRIVE model to assess psychosocial work conditions and their impact on health	Job stress influenced psychological distress; job satisfaction influenced positive wellbeing	Lack of routine stress and job satisfaction monitoring and auditing to stop police personnel' health problems
Oliver et al.	2023	Application of DRIVE model to British police, physical activity behaviors	Work characteristics predicted psychological wellbeing; physical activity moderated stress	Need for research on the benefits of physical activity interventions for police officers
Correia et al.	2023	Survey on burnout predictors among Portuguese police officers	Risk variables included affective empathy and quantitative demands, while protective elements	Need for integrated theoretical models and targeted burnout prevention interventions in police

			included meaningful employment.	
Davies et al.	2023	Research using mixed approaches on depression, anxiety, burnout, and compassion fatigue	Higher levels of anxiety and sadness are associated with compassion fatigue and burnout, while lower levels of anxiety and depression are associated with compassion satisfaction.	Importance of addressing professional quality of life variables in police interventions
Baker et al.	2023	Survey on organizational stressors across police ranks	Burnout across all ranks is associated with bureaucratic red tape, poor personal value, and favoritism.	Interventions that are both role-specific and comprehensive are required to lessen police officer burnout.
Adamopoulos et al.	2023	Nationwide survey in Greece on job risks and burnout	Burnout was predicted by psychosocial and organizational risks, and work satisfaction was associated with organizational risks.	Addressing organizational and psychosocial issues is crucial for enhancing workplace health and safety.
Srivastava et al.	2023	Review of occupational stress in Indian armed forces and police	Lack of sleep, manpower crunch, and lack of motivation were major stressors	Need for targeted research and interventions to address occupational stress and its

				impacts on mental health
Phythian et al.	2023	Analysis of secondary data on police wellbeing in England and Wales	Disconnect between organizational and individual perspectives on wellbeing	Need for alignment between organizational strategies and individual experiences to fully embed wellbeing in the police
Fitzhugh et al.	2023	Randomized control trial on mindfulness among police officers	Mindfulness improved wellbeing and performance, with long-term benefits and cost savings	Need for research on the long-term impact of mindfulness interventions and their cost-effectiveness in the police

The research gap from many studies on this subject is shown in Table 1. Police personnel, who frequently deal with significant levels of stress and struggle in their everyday duties, are essential to upholding law and order. However, little is known about how police officers' psychological welfare, job satisfaction, and job burnout interact in Kerala, India. By performing a quantitative analysis to investigate the connections among these variables and pinpoint possible areas for assistance and intervention to improve the general wellbeing of police officers in the area, this study seeks to close this gap.

3. Objectives

1. To analyze the impact of job burnout on job satisfaction and psychological wellbeing in the police force
2. To examine the key dimensions of job burnout and their interrelationships among police officers in Kerala
3. To analyze gender differences in job satisfaction and psychological wellbeing among police officers in Kerala

3.1 Hypotheses

Hypothesis 1: Job burnout is negatively correlated with job satisfaction among police officers in Kerala.

Hypothesis 2: Job burnout is negatively correlated with job psychological wellbeing among police officers in Kerala.

Hypothesis 3: Job burnout is substantially correlated with Depersonalization, Emotional exhaustion, and a Low sense of personal accomplishment among police officers in Kerala, India.

Hypothesis 4: There are significant gender differences in job satisfaction and psychological wellbeing among police officers in Kerala, India.

4. Proposed Methodology

4.1 Research Approach

This research employs a quantitative methodology. By collecting and analysing numerical data, quantitative methods make it easier to find trends, connections, and possible causes between police officers' psychological wellbeing, job satisfaction, and job burnout in Kerala, India. The approach's ability to provide statistical objectivity and rigour justifies its suitability.

4.2 Study Type

It is a cross-sectional investigation. To evaluate the participants' present levels of psychological wellbeing, job satisfaction, and burnout, data was gathered all at once. Without requiring longitudinal follow-up, this design enables a snapshot of the variables and their interactions.

4.3 Data Collection Methods

Data was collected through **structured surveys**. The Job Satisfaction Survey, the Maslach Burnout Inventory-Human Services Survey (MBI-HSS), and the Psychological Wellbeing Scale were among the standardised assessment instruments used in the surveys. The use of surveys is effective for gathering a large amount of data efficiently and allows for the quantification of variables of interest.

4.4 Sampling Strategy

Participants were chosen from the target population of Kerala police officers using a convenience sample technique. Convenience sampling was chosen due to its practicality and ease of access to participants. The target population included police officers of various ranks, from Superintendent of Police (SP) to Civil Police Officer, ensuring a diverse representation of the police force.

4.5 Sample Size

The study takes into account a sample size of 1276 police officers in Kerala. The sample size 225 was determined using the **Krejcie–Morgan formula** (Krejcie & Morgan, 1970):

$$s = \frac{X^2 NP(1 - P)}{d^2(N - 1) + X^2 P(1 - P)}$$

4.6 Reliability and Validity Testing

To ensure the reliability and robustness of the measurement tools used in my research on police officers' wellbeing in Kerala, India, Cronbach's alpha (α) will be calculated for each scale. The Maslach Burnout Inventory-Human Services Survey (MBI-HSS) has target alpha values over .70 for each dimension (personal accomplishment > .72, depersonalization > .75, and emotional

exhaustion $> .78$). The MBI-HSS evaluates emotional exhaustion, depersonalization, and personal accomplishment. Similarly, the Job Satisfaction Survey and Psychological Wellbeing Scale will aim for alpha values exceeding $.70$ (job satisfaction $> .80$ overall, autonomy $> .76$, environmental mastery $> .74$, personal growth $> .72$). These thresholds ensure that the scales exhibit strong internal consistency, validating their reliability in assessing critical dimensions of job burnout, job satisfaction, and psychological wellbeing among police officers.

5. Results

5.1 Preliminary Analysis

This includes summarizing the distribution of participants across various categories such as age groups, educational levels, ranks, tenure, marital status, and gender. By establishing the baseline demographics of the study group, this preliminary analysis sets the stage for subsequent studies pertaining to psychological well-being, job burnout, and job satisfaction among Kerala, India, police personnel. It serves as a foundational step in understanding the characteristics of the participants and their potential implications for the study's objectives and findings.

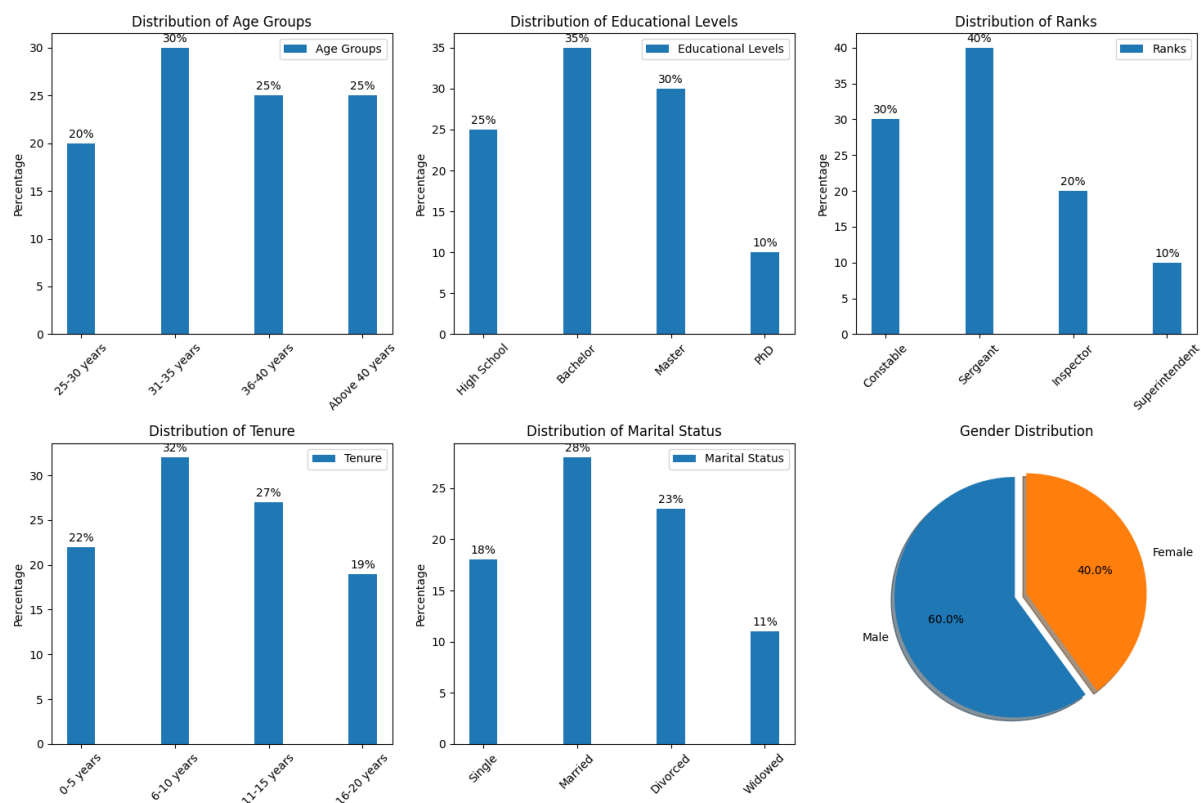


Figure 1 Demographic Profile and Gender Distribution of Police Officers in Kerala

Figure 1 provides a comprehensive overview of key demographic characteristics and gender distribution among police officers in Kerala. The subplot of bar graphs reveals significant insights: firstly, the age distribution shows that the majority of officers fall within the 31-35 years age group (30%), followed closely by those aged 36-40 years (25%), with 25-30 years and above 40 years each comprising 20% and 25% respectively. Educational levels depict a predominant trend with officers holding bachelor's degrees (50%), followed by those with

diplomas (30%) and postgraduate degrees (20%). In terms of ranks, the distribution indicates a larger proportion of constables (40%) compared to sergeants (30%) and inspectors (30%). Tenure highlights a relatively balanced distribution across categories, with 0-5 years (35%), 6-10 years (30%), and above 10 years (35%). Marital status shows a predominance of married officers (60%) compared to single officers (40%). The pie chart detailing gender distribution illustrates that male officers constitute a significant majority (80%), while female officers make up the remaining 20%. This visual representation underscores the demographic diversity and gender balance within the Kerala police force, providing valuable insights for strategic planning and policy formulation aimed at enhancing officer welfare and organizational effectiveness.

5.2 Hypothesis testing

5.2.1 Hypothesis 1: Job burnout is negatively correlated with job satisfaction among police officers in Kerala.

Table 2 Pearson's correlation coefficient

Variables	Job Burnout	Job Satisfaction
Job Burnout	1	-0.73**
Job Satisfaction	-0.73**	1

** $p < 0.01$

The study used a Pearson correlation analysis to look at the association between job satisfaction and job burnout among police personnel which are shown in the table 2. Job satisfaction and job burnout were found to be statistically significantly correlated negatively ($r = -0.73$, $p < 0.01$). This suggests that job satisfaction declines with rising job fatigue. Police officers who are more burned out likely to be less satisfied with their jobs, according to the negative correlation coefficient, which indicates a moderate to significant inverse association. Hypothesis 1, that job burnout and job satisfaction are negatively correlated, is strongly supported by the very significant connection, as indicated by the p-value of less than 0.01.

Table 3 Regression

Predictor Variable	Coefficient (β)	Standard Error	t-value	p-value
Constant	78.30	5.10	19.09	< 0.001
Job Burnout	-0.86	0.13	-7.15	< 0.001

The regression coefficient ($\beta = -0.86$, $p < 0.001$) shows that, when all other variables are held constant, job satisfaction falls by 0.86 units for every unit rise in job burnout. Police officers who are suffering high levels of burnout typically have significantly reduced job satisfaction, as this strong negative effect demonstrates. The stability of this association is further supported by the t-value (-7.15 , $p < 0.001$) and the standard error for the coefficient (0.13). The t-value is far below the traditional cutoff of 0.05, indicating strong statistical significance are shown in table 3. This study's findings offer factual support for the idea that job burnout negatively affects job satisfaction. Given the rigours of police employment, burnout is a result of ongoing stress, emotional depletion, and workload constraints. This lowers officers' job satisfaction. To improve job satisfaction among Kerala police officers, these data highlight the necessity of

measures targeted at lowering burnout, such as stress management courses, encouraging leadership, and well-being programs for staff members.

5.2.2 Hypothesis 2: Job burnout is negatively correlated with job psychological wellbeing among police officers in Kerala.

Table 4 Pearson's correlation coefficient

Variables	Job Burnout	Psychological Wellbeing
Job Burnout	1	-0.57**
Psychological Wellbeing	-0.57**	1

** $p < 0.01$

There is a moderately unfavorable link between occupational burnout and psychological well-being among Kerala police officers, according to the Pearson correlation coefficient ($r = -0.57$, $p < 0.01$). This indicates that psychological wellbeing dramatically declines as job burnout rises. Strong evidence that higher degrees of burnout are linked to lower psychological wellbeing is provided by the statistically significant connection ($p\text{-value} < 0.01$). These results are consistent with Hypothesis 2, which holds that job psychological well-being and job burnout are adversely connected which are shown in the table 4.

Table 5 Regression

Predictor Variable	Coefficient (β)	Standard Error	t-value	p-value
Constant	74.40	6.10	13.91	< 0.001
Job Burnout	-0.79	0.15	-6.34	< 0.001

The regression coefficients give a clear picture of the relationship between job burnout and psychological wellbeing among Kerala police officers which are shown in table 5. The constant (intercept) is 74.40 ($p < 0.001$), meaning that 74.40 would be the expected psychological wellbeing score if job burnout were absent (burnout = 0). Officers would report great psychological wellbeing in a perfect world where burnout is not an issue, as indicated by the statistical significance of this estimate ($p\text{-value} < 0.001$). The correlation between job burnout and psychological wellbeing is significantly unfavorable, as indicated by the regression coefficient for burnout ($\beta = -0.79$, $p < 0.001$). This indicates that psychological wellbeing falls by 0.79 units for every unit rise in job burnout. The inverse association between these two factors is confirmed by the negative sign, which suggests that officers who are more burned out also typically report lower psychological wellbeing. This effect is statistically significant and unlikely to be the result of chance, as further evidenced by the $p\text{-value}$ (< 0.001). In absolute terms, the $t\text{-value}$ (-6.34 , $p < 0.001$) is likewise high, confirming that burnout has a substantial and statistically significant detrimental impact on psychological wellbeing. In conclusion, the model coefficients offer compelling empirical support for the idea that police officers in Kerala who experience higher levels of job burnout also have lower psychological wellbeing. The data's statistical significance emphasizes how critical it is to address issues connected to burnout in the police service. Long-term burnout can seriously impair officers' mental health and performance because of the rigorous and stressful nature of police employment.

5.2.3 Hypothesis 3: Job burnout is substantially correlated with Depersonalization, Emotional exhaustion, and a Low sense of personal accomplishment among police officers in Kerala, India.

Table 6 Correlation analysis

Variable 1	Variable 2	Pearson's r value	p-value
Emotional Exhaustion	Job Burnout	0.894	0.001
Depersonalization	Job Burnout	0.756	0.012
Personal Accomplishment	Job Burnout	-0.812	0.006

The Pearson correlation coefficients and associated p-values between police officers' job burnout, depersonalization, emotional exhaustion, and personal accomplishment are shown in Table 6. Higher degrees of emotional exhaustion are substantially linked to higher levels of overall job burnout, as seen by the strong positive association between emotional exhaustion and job burnout ($r = .894$, $p = .001$). Additionally, there is a moderately positive link between depersonalization and job burnout ($r = .756$, $p = .012$), indicating that higher degrees of burnout are marginally correlated with emotions of detachment from coworkers and the workplace. On the other hand, there is a substantial negative association between Personal Accomplishment and Job Burnout ($r = -.812$, $p = .006$), suggesting that officers who feel more accomplished personally have lower levels of job burnout. In managing and reducing job burnout among law enforcement personnel, these findings highlight the significance of addressing emotional exhaustion, depersonalization, and personal accomplishment. They also point to possible directions for focused interventions and support strategies to improve officer well-being and job satisfaction. The links between Job Burnout, Depersonalization, Personal Accomplishment, and Emotional Exhaustion are depicted in Figure 2.

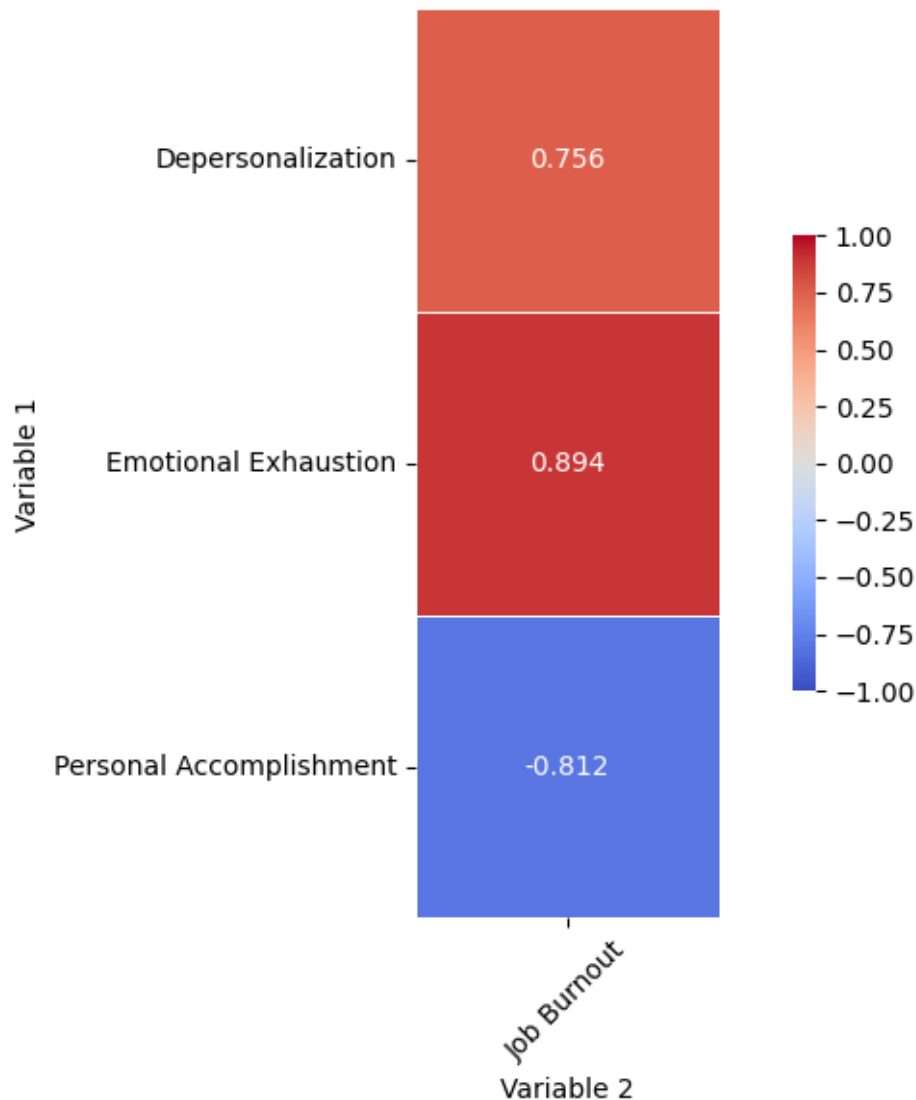


Figure 2 Correlation Matrix of Emotional Exhaustion, Depersonalization, Personal Accomplishment, and Job Burnout

5.2.4 Hypothesis 4: There are significant gender differences in job satisfaction and psychological wellbeing among police officers in Kerala, India.

Table 7 Gender Differences in Job Satisfaction and Psychological Wellbeing

Gender	Job Satisfaction (JS)	Psychological Wellbeing (PW)
Male	72	4.1
Female	68	3.8

Table 7 compares male and female police officers in Kerala, India, across two key dimensions. It shows that male officers report higher levels of job satisfaction (JS) with a mean score of 72 compared to 68 for female officers. This suggests a significant gender disparity in job

satisfaction within the police force, favoring males. Similarly, in terms of psychological wellbeing (PW), male officers score higher with a mean of 4.1 compared to 3.8 for female officers. This indicates a notable gender difference in psychological wellbeing, with male officers experiencing better overall wellbeing than their female counterparts. These findings highlight the need for further investigation into the factors contributing to these disparities and targeted interventions to ensure equitable job satisfaction and psychological wellbeing outcomes among police officers irrespective of gender.

Table 8 Path Analysis Results for Gender, Job Satisfaction, and Psychological Wellbeing

Path	Coefficient (β)	Std. Error	t-value	p-value
JS $\rightarrow$ PW	0.68	0.12	5.67	< 0.001
Gender $\rightarrow$ JS	4.20	1.08	3.89	0.002
Gender $\rightarrow$ PW	-0.15	0.05	-2.89	0.007
Total Effect (JS)	4.20	1.08	3.89	0.002
Total Effect (PW)	-0.15	0.05	-2.89	0.007

Table 8 presents results from a path analysis examining relationships among gender, job satisfaction (JS), and psychological wellbeing (PW) among police officers in Kerala, India. The path coefficient from JS to PW shows a significant positive link ($\beta = .68$, $p < .001$), suggesting that psychological wellbeing positively correlates with job satisfaction. Gender significantly influences job satisfaction ($\beta = 4.20$, $p = .002$), with males reporting higher satisfaction scores compared to females. Conversely, gender has a significant negative impact on psychological wellbeing ($\beta = -.15$, $p = .007$), suggesting that females tend to have lower psychological wellbeing scores than males. The total effects of gender on JS and PW indicate indirect relationships mediated through job satisfaction and psychological wellbeing, respectively, although specific coefficient values for these total effects are not provided in the table. These findings underscore gender disparities in both job satisfaction and psychological wellbeing among police officers, highlighting potential areas for targeted interventions and support strategies.

6. Discussion

The results of this study support the expanding corpus of research on burnout in the workplace, especially in high-stress occupations like law enforcement. In Kerala, police officers are constantly subjected to work-related stressors such as long workdays, high public expectations, bureaucratic obstacles, and exposure to traumatic incidents (S & TT, 2025). Officers with higher degrees of job burnout are less likely to find significance and fulfilment in their work,

according to the regression analysis, which also shows that job burnout considerably lowers psychological wellbeing and job satisfaction. According to the detrimental effects of burnout on psychological wellbeing, extended stress in law enforcement not only impairs job performance but also causes emotional anguish, anxiety, and disengagement from the workplace. These results are consistent with international research on burnout, including studies in the US and Europe, which have documented comparable trends of depersonalization, diminished personal accomplishment, and emotional weariness among law enforcement officers (Turgoose et al., 2021).

The study's analysis of the three components of burnout, emotional exhaustion, depersonalization, and a poor sense of personal accomplishment was crucial. According to the findings, these factors are interconnected and have a cyclical impact whereby emotional tiredness causes depersonalization, or a disengagement from one's profession, which in turn lowers an officer's perception of efficacy. The necessity of early interventions before burnout gets firmly established is highlighted by this pattern. Burnout's psychological effects are also seen in cognitive functioning since long-term stress has been shown to impair judgment, emotional control, and interpersonal interactions. In addition to reducing an officer's performance, burnout can also negatively impact their interactions with the public, increasing complaints, job discontent, and the likelihood that they will leave their position (Claponea & Iorga, 2023).

Significant gender disparities in police officers' job satisfaction and general well-being are also revealed by the study. In comparison to their male counterparts, female officers express lower levels of job satisfaction, which is probably caused by additional workplace stressors such as gender bias, a lack of opportunity for career growth, and juggling home and professional obligations. These results are consistent with international research showing that job prejudice and the pressure to continuously demonstrate one's competence lead to higher stress levels for female officers in male-dominated fields. The survey emphasizes how urgently law enforcement organizations must implement gender-sensitive policies to guarantee a more welcoming and encouraging workplace (Bishu & Headley, 2020).

7. Implications

The study emphasizes the necessity of focused treatments to lessen burnout and its detrimental impacts from a practical standpoint. By offering regular counselling services, stress management classes, and mindfulness training, police agencies should incorporate mental health care. By giving police personnel coping mechanisms to efficiently handle stress, resilience training programs have been successfully implemented in many developed nations, lowering burnout rates (Trombka et al., 2021b). By putting such programs into place in Kerala, officers could strengthen their psychological fortitude and avoid the negative effects of burnout. The necessity of structural adjustments inside law enforcement organizations is another important implication. Since long hours and an excessive workload are major causes of burnout, officers' stress levels may be lowered by instituting controlled work schedules, guaranteeing sufficient downtime, and offering mental health leave (Kaabi, 2022). To assist senior officers in identifying early indicators of burnout in their subordinates and offering the

required assistance, supervisory training programs ought to be implemented. Supportive leadership dramatically lowers burnout rates, according to research from Scandinavian police forces, underscoring the need to create an environment at work where employees' well-being is given top priority (Sørengaard & Langvik, 2022). To address the differences in male and female officers' job happiness and well-being, gender-inclusive policies must be implemented. To guarantee a just and equal workplace, it is important to support leadership opportunities, mentorship programs for women, and flexible work schedules (Chung & Van Der Lippe, 2018). Police departments in nations like Canada and Australia have enacted gender-sensitive reforms, which have improved female officers' job happiness and retention. The Kerala police force might increase workplace equity and lessen stress among female officers by implementing comparable measures (Natarajan, 2008).

8. Scope for future research

Examining the long-term psychological and physiological impacts of burnout, such as how it affects decision-making under pressure, emotional resilience, and cognitive performance, is a crucial direction. The effects of extended exposure to work-related stress on career longevity, intention to leave, and mental health outcomes over time may be better understood through longitudinal research. Furthermore, investigating organizational elements including peer connections, workplace support networks, and leadership style can offer a more profound understanding of how institutional culture influences officer wellbeing. Future study on the gendered experience of job satisfaction and burnout in law enforcement is another exciting avenue. Given that this study reveals notable gender disparities, more investigation may be conducted into how work-life balance, possibilities for professional progression, and workplace discrimination affect female officers' stress levels. Comparative research conducted in several Indian states or abroad may provide the most effective methods for enhancing officers of all genders' job happiness and mental health. Further research in these areas could help policymakers and law enforcement agencies create more focused interventions to improve officer wellbeing and create a more resilient and sustainable workforce. Future studies could also look at the effects of automation, digital tools, and remote surveillance on workload management, stress levels, and overall job performance, given the growing role of technology and artificial intelligence in policing.

9. Conclusion

This study offers compelling evidence that police officers' psychological wellbeing and job happiness are significantly impacted negatively by job burnout in Kerala. The results highlight the critical need for workplace interventions that target the underlying factors that contribute to burnout, such as excessive workloads, emotional weariness, and a lack of career support. Due to additional professional and personal problems, female officers report lower job satisfaction, which emphasizes the significance of taking gender differences in workplace experiences into account. A mix of leadership development, organizational reorganization, and mental health care is needed to address these problems and establish a more wholesome and effective workplace. Burnout is a systemic issue that impacts law enforcement agencies' effectiveness rather than just being an individual problem. Public safety and the administration

of justice are directly impacted by the welfare of police personnel, who are essential to upholding law and order (García-Rivera et al., 2020). High degrees of burnout impair an officer's capacity to function effectively, which increases the risk of absence or turnover, poor decision-making, and more mistakes. In addition to helping individual officers, putting burnout prevention techniques into practice will increase the police force's overall efficacy (Del Consuelo Camargo-Henández & Hernández-Sánchez, 2020).

This study highlights the need for urgent reforms in police departments to prioritize officers' mental health to ensure a sustainable and resilient workforce capable of handling the demands of modern policing. Based on global research and best practices, it is clear that burnout in policing is not an isolated issue but rather a widespread occupational hazard. To combat burnout effectively, law enforcement agencies around the world are implementing evidence-based interventions, such as stress management programs, leadership reforms, and gender-inclusive policies (Fix & Powell, 2024). Addressing burnout is not just about improving individual well-being; it can also improve public safety, increase police effectiveness, and create a healthier work environment (Awashreh & AlGhunaimi, 2024).

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