

**PSYCHO-SOCIAL CONTRIBUTORS OF EMOTION
REGULATION AND ITS IMPACT ON MENTAL HEALTH
OF FEMALE LAW ENFORCEMENT OFFICERS**

By

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Thesis

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**DOCTOR OF PHILOSOPHY
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2017

DECLARATION

I, Ashalatha P.J., do hereby declare that this thesis, “**Psycho-Social Contributors of Emotion Regulation and Its Impact on Mental Health of Female Law Enforcement Officers**” is bonafide record of the research work done by me under the guidance of Dr. C. Jayan, Professor and Head (Retd.), Department of Psychology, University of Calicut. I further declare that this thesis has not previously formed the basis for the award of any degree, Diploma, associateship, fellowship or other similar title of recognition.

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Dedicated
To My Parents

ABSTRACT

Emotion regulation is all about how an individual experience and express emotions. As emotions have an important role in whole areas of a human life, study of emotion regulation has its importance in all branches of Psychology. There is growing evidence that emotion regulation is an imperative concept of wellbeing even in organizations. Law enforcement is an essential part of the every society and in our society; police is the one of the strong agency which regulates the law and order of the society. Law enforcement is a profession, where the employees frequently facing conflicting and emotionally demanding situation, so regulation of emotions is very important than any other profession. In most cases the interactions that occur during the duty elicit emotions like frustration, irritation, anger, or tension. The female law enforcement officers, who are working in male dominated occupation, may face additional difficulties. The purpose of the present study was to identify the psycho social contributors of emotion regulation and how it impact on the mental health of law enforcement officers, especially female officers. Preliminary qualitative, interpretative phenomenological analysis was done to identify the factors affecting emotional experience of female law enforcement officers. To understand the contributors of emotion regulation and how it impact the mental health, a quantitative descriptive investigation was also done among female law enforcement officers by using simple random sampling. Personality, interpersonal sensitivity, work family conflict, and social support contribute to the emotion regulation and emotion regulation has an important influence on overall mental health of female law enforcement officers. Emotion regulation found to be a

strong mediating mechanism in the relationship between its contributors and mental health. The findings of the present study are useful to develop training module to enhance emotion regulation abilities of law enforcement officers particularly for female officers and thereby their mental health.

Key words: Emotion regulation, Law enforcement officers, Psycho-social contributors, Mental health.

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Chapter – 1

INTRODUCTION

- Emotion Regulation
- Emotion Regulation and Law enforcement
- Contributors of Emotion Regulation
- Emotion Regulation and Mental health
- Significance of the study
- Statement of the problem
- Definition of the key words
- Organization of the report

"Nothing gives one person so much advantage over another as to remain always cool and unruffled under all circumstances."—Thomas Jefferson (1743–1826).

Emotions are a complex set of cognitive, behavioral, and physiological responses to internal and external stimuli (Ekman & Davidson, 1994). Emotion is first mentioned by James (1884). According to Frijda (1993), emotions typically arise in response to an event, either internal or external, that has a positive or negative meaning for the individual and it is shorter and more intense and can be distinguished from mood which is comparatively a prolonged reaction. Emotions are thought to arise when an individual attends to a situation and understands it as being relevant to his or her current goals (Lazarus, 1991). Emotions have an important role in whole aspects of human life such as survival, mental health, social interactions and even in physical health (Sumida, 2010). Fredrickson (1998) proved that positive emotions promote sociability and social competence by dampening negative emotions. According to him positive emotions attract individuals to others and strengthen their social networks. Individuals in a positive mood are more optimistic, feel a sense of connectedness with other people and likely to offer help to others (Isen, 1984; Isen & Levin, 1972). According to Clark, Pataki, and Carver (1996), individuals viewing the people as more trustworthy and likable who display positive emotions like happiness and feel discomfort towards the people who display negative emotions like anger. So that the people who have the tendency to display positive emotions easily build smooth interpersonal relationships, which gives rise to cooperation and satisfaction within the work environment (Staw, Sutton & Pelled, 1994). Individuals regulate their emotions by deciding whether or not to experience certain emotions, and whether and how to

express them (Gross, 1999). Emotions can help the individual sort out what is central for their well-being prior to taking action and also allows an individual to utilize their past experiences to gain a sense (Gross, 1999).

EMOTION REGULATION

Cole, Michel and Teti (1994) suggested that Emotion regulation is an ongoing process of the individuals' emotion pattern in relation to moment-by-moment contextual demands. In the opinion of Gross and Munoz (1995), the concept of emotion regulation is comparatively recent in origin and it first studied in developmental literature in 1980s. They explained that emotion regulation can be understood in two different ways, one is regulation by emotions, and the second is regulation of emotions. Regulation by emotions refers to the regulation of 'something' by the emotions and the second one implies the regulation of emotions according to the stimuli. Regulation of the emotions is an attempt to influence which emotions one's have and how to express it. "Emotion regulation is the process by which individuals influence which emotions they have, when they have them and how they experience and express these emotions" (Gross, 1998). Gross (2002), describes emotion regulation as the process by which an individual modify the emotional reactions and the coping processes that increase or decrease the intensity of the emotion or the situation. He further detailed that emotion regulation not only include the suppression of negative emotions, but it also consists increasing, maintaining and suppressing negative and positive emotions. According to him emotion regulation also occurs without consciousness. Emotion regulation is all about how people experience, modulate, and organize emotion, and how such management impacts human behavior (Elliott, Watson, Goldman, &

Greenberg, 2003). According to their emotion theory, the emotional demands one experiences and the regulatory ability each individual possesses tend to differ. This implies that individuals are differing in the regulation of emotions and each individual are using different methods. Some individuals are denying the emotion generating situations while others may intensify, weakening, curtailing, masking, or completely hiding them. Diamond and Aspinwall (2003) opined that individual differences in capacities and strategies for emotion regulation which is developed in adolescent age can carry over into adulthood.

Elliott, Watson, Goldman, and Greenberg (2003) explained emotion regulatory system with the two opposite concepts of, adaptive emotion regulation and emotion regulation dysfunction. Adaptive emotion regulation strategies help individual in better adjustment in distressing situations (Elliott, Watson, Goldman, & Greenberg, 2003), to develop healthy interpersonal relationships (Shiota, Campos, Keltner & Hertenstein, 2004), sense of wellbeing (Gross, 2007), to pursue goal directed behavior (Gratz & Rumors, 2004), to improves positive coping, mental and physical health (Cooper, Shaver, & Collins, 1998) and indispensable for healthy psychological state (Gross & Munoz, 1995). Strong emotional reactions are not always desirable, may be inconsistent with social norms, or may cause physical or psychological suffering (Miller, 2009).

Emotion regulation difficulties arise when an individual face difficulties in modulating emotional responses according to the situation. Gratz and Roemer (2004) defined that emotion regulation difficulties includes difficulty in identification of emotions, difficulty in accepting negative emotional responses, lack of behavioral control, and difficulty in goal directed behavior. These

difficulties can be manifested as angry outbursts or behaviour outbursts such as destroying or throwing objects, aggression towards self or others, and threats to kill one self. The ability to regulate negative emotions is integral part of the maintenance of mental health and in the prevention of psychopathology (Gross & Muñoz, 1995; Kring & Werner, 2004). The difficulties in emotion regulation can lead to behavioral problems and can interfere with a person's social interactions and relationships at home, in school, or at place of employment.

According to Gross (2001) reappraisal and suppression are used by individual to regulating their emotions, in which reappraisal deals with the perception of situation which forms some sort of emotions. Suppression is all about how an individual manage emotional expressions. Campos, Frankel, and Camras (2004) explained that the process of emotion regulation includes two factors which predict the management and mismanagement of emotions. First factor is generating emotion and the second factor takes account of managing an emotion after it is elicited. Gross (2008) suggested that emotion regulation is a part of affect regulation along with coping, mood regulation and psychological defenses. Situation selection, Situation modification, Attention development, Cognitive changes, and Response modulation are the main strategies used by an individual in the regulation of emotions. Situational selection includes how the individual is deciding whether he needs to attend the situation and how an individual modifying the situation in favors of him. Gross (2008) explained that some individual developing attention to a particular stimuli in a situation in order to regulate emotions, which termed as attention development. Emotion regulation can be done by changing the perceptions about the stimuli (cognitive changes) and also by

deciding what responses are needed for the situation (response modulation).

Regulation of emotions drastically improves through each phase of childhood, adolescence, and adulthood (Capuzzi & Stauffer, 2016). Some researchers argued that emotion regulation include all the strategies which an individual used to cope with a situation (Campose, Saarni, Camras, & Witherington, 1998). “Emotion regulation refers to the internal and transactional processes through which individuals consciously or unconsciously modulates one or more components of emotion, by modifying either their own experience/behavior/expression or the emotion-eliciting situation” (Eisenberg, Fabes, Guthrie, & Reiser, 2000). Regulating an emotional response requires effort, just as controlling impulses requires it (Fox & Calkins, 2003). People who are good at it are seen as more emotionally intelligent, while those who struggle with it tend to be less social. Emotion regulation is essential to socialization and is dependent on the culture one lives in as well as the specific social context of the situation (Karim, Sharafat, & Mahmud, 2014).

Nowadays regulation of the emotion is a major concern of researches not only in clinical psychology, but also in organizational settings. According to Grandey (2000), Emotion regulation is an important factor in explaining many aspects of employee and organizational life.

LAW ENFORCEMENT AND EMOTION REGULATION

Law enforcement is an essential part of the every society, which regulate law and order of the society. It affects day to day living of the each and every individual. In our society, police is the one of the strong agency which regulates the order of the society. As Kalam (Former president of the India) said our police

force needs to be more responsible, friendly, and tolerant to the ambiguity and pressure, a sense of compassion and empathy, efficient, stress tolerant, mentally and physically fit and robust. But how it can be attained is still a question. The role of police requires officers to exercise a high degree of control, of themselves emotionally as well as of the situation, and officers must suppress affect in order to maintain a cool mental health (Reiser & Geiger, 1984). Trompetter (1998) suggests that emotional control is one of the major psychological domains which are essential for effective functioning as law enforcement officer. VanGelderren, Bakker, Konijn and Demerouti (2011) opined that Emotion regulation in law enforcement officers is concerned with how they are tackling the emotionally demanding situations that a police officer may face during their duty. According to them, Emotional job demands of officers may thus form an important antecedent of emotion suppressions, and which may lead to the experience of emotional dissonance. Police work can be emotionally demanding in many ways. The officers who hold less accepting attitudes towards emotional expression at work may be at greater risk (Stephens, Long, & Miller, 1997). Not only do emotions exist in the workplace, but they greatly impact the workplace and the employees (Grandey, 2000). Affective events theory for the role of emotion in organizations (Weiss & Cropanzano, 1996), suggests that emotions at work are determined by both situational and individual forces. In contrast to many other service professions, a police officer is often deal with negative or conflict situations. In performing police work many emotionally demanding interactions take place in the form of violence, aggression, accidents, crime victims, and death (Brown & Campbell, 1990). Besides all these police is a profession with unpredictable work schedule which

may affect their personal life too. Since police officers constantly have to show the right emotions in order to keep up a professional appearance and achieve organizational goals, the management of emotions holds a central role in conducting police work (Gelderen, 2013). Furthermore, police officers often experience emotionally demanding interactions with crime victims and offenders. Dealing with such emotionally taxing job demands may lead to psychological burnout (Lee & Ashforth, 1996). Maslach and Jackson (1984) proposed that absence of positive feedback, lack of social support and lack of role clarity may affect the employees emotionally and this may increase the risk for psychological burn out. Bakker and Heuven (2006) also proposed that emotional job demands predicts burn out including emotional exhaustion and cynicism through the experience of emotional dissonance among police officers and nurses. They also found out as a result of the emotionally charged interactions with civilians, police officers experience a discrepancy between felt and displayed emotions which, in turn, leads to emotional exhaustion and cynicism.

Police work, in general, considered as one of the most stressful occupations (He, Zhao & Ren, 2005; Stichman, Hassel & Archold, 2010) and greater part of the studies related with law enforcement is mainly constraint to occupational stress. Studies indicating that police occupational stress is arising from a wide variety of sources, organizational factors are found to be a common sources of police stress (Stichman, Hassel & Archold, 2010; He, Zhao & Ren, 2005; Savage, 2009; Morash, Haar, & Kwake, 2006; Bradway, 2009). Apart from the organizational factors the some duties of police officers also act as stressors for them (Collins & Gibbs 2003; Gächter, Savage & Torgler, 2009; Bradway 2009).

From different studies it is clear that some familial factors also contributing stress among police officers especially among female officers. Family conflict (Morash & Haar 2006; Ni He, & Zang 2005), Negative attitude of the spouse towards the job (Beehr, Johnson, & Nieva, 1995), Lack of family support (Morash, Kwak & Haarr, 2006) are some of the familial factors of stress. On the other hand, all variables that measure support at home as well as the time spent at home (work-life balance) are still important factors to reduce perceived stress levels for women officers (Gachter, Savage & Torgler, 2009). But apart from the stress, how these factors affect the emotion regulation abilities and there by the overall mental health is not dig too much. It is imperative that the law enforcement forces remain physically and mentally healthy to carry out their duties and regulation of emotions is crucial in such forces in order to prevent potentially catastrophic personal and social events.

Berking, Meier and Wupperman (2010) in an experimental study found out that police officers have difficulties in accepting and tolerating negative emotions, supporting themselves in distressing situations, and confronting emotionally challenging situations. He also proved that emotion regulation training can improve officer's emotion regulation skills. A study by Gelderen, Bakker, Konijn and Demerouti (2011) among forty one criminal investigation officers showed that the emotions; anger, abhorrence, and sadness were among the most common negative emotions that were suppressed as part of the emotional labor and it may lead to emotional exhaustion. Emotional dissonance is negatively related to work resources, work resources are negatively related to psychological health and work resources partially mediated the relationship between emotional dissonance and

psychological health among operational police officers (Sawang, Sukanlaya , Brough, Paula, Barbour & Jennifer ,2009).

Women in policing have had an important political, social, economic, and psychological impact (Sherman, 1975 as cited in Pattanaik & Worley, 2013). Entrance of women in to the law enforcement is comparatively late. Certain social forces like social violence, crime against women and children, child abuse induces the way in of women in to law enforcement with a prime aim of better protection of women and juveniles, but they have faced lot of challenges and obstacles, still facing, in policing as it was considered as masculine job. As they are playing different roles in family, profession, and society, Female police officers are subject to more or different sources of stress than their male counterparts from their occupation and their responds to the stressors is slight dissimilar (Brown & Campbell, 1990). As a predominantly male-dominated organization, woman officers have difficulty in adaptation to the organization. Women and minority officers face additional problems. They are more likely to face disapproval from fellow officers and from family and friends for entering police work. These factors may contribute to the successful adaptation to a range of emotional demands among law enforcement officers, especially among female officers. Different studies on female police officers in different states of India revealed that they are more prone to stress, low level of life satisfaction, lack of social support, facing more work place problem than male officers and have role ambiguity (Banu, 1995; Krishnamurthi, 1995; Pattanaik, 1996). This may also leads to emotion regulation difficulties.

CORRELATES OF EMOTION REGULATION

Emotion regulation has been linked to important outcomes as mental health (Gross & Munoz, 1995), physical health and work performance (Diefendorff, Hall, Lord, & Streat, 2000). It thus seems vital to study more about the contributors of emotion regulation. Even though emotions are biological in nature, situational and environmental factors contributing lot to the final experience and expression of emotions. Regulation of emotion by an individual is determined by many factors; both individual and social. Emotion regulation strategies are determined by some intrinsic factors like temperament, personality etc., and how an individual perceives situations inside and outside environment is also very crucial. Emotion regulation is also affected by social process as the emotions within an individual are influenced by the process in social environment outside the individual (Kappas, 2011). The extrinsic factors like family environment, attachment styles and social support and demographic factors such as age and gender also can influence the regulation of emotions (Gresham & Gullone, 2012; Khodarahimi, Hashimah, & Mohd-Zaharim, 2011; Izard, Woodburn, Finlon, Krauthamer-Ewing, Grossman, & Seidenfeld, 2011; Hughes & Gullone, 2010; Christophe, 2009; Cole, Martin & Dennis, 2004; John & Gross, 2004; Yagmurlu & Altan, 2010).

According to American Psychological Association (1994), personality refers to individual differences in characteristic pattern of thinking, feeling, and behaving. Personality is dominant quality or qualities which distinguish a person from other. The big five, five factor model of personality describes almost all dimensions of personality by the factors extraversion, agreeableness, conscientiousness, neuroticism, and openness to experiences (Eysenck & Eysenck,

1975). Kelly (1955), theorizing that “Personality is our abstraction of the activity of a person and our subsequent generalization of this abstraction to all matters of his relationship to other persons, known and unknown, as well as to anything else that may seem particularly valuable”. Kelly’s view supports the belief that police personality is shaped by the experiences of an officer that he faced in the job.

Allport (1937) discusses the development of personality under three related tasks namely Self-objectification, Extension of self, and Unifying philosophies of life. By Self-objectification he meant that “peculiar detachment of the mature person when he surveys his own pretensions in relation to his abilities, his comparison with the equipment of others, and his opinion of himself in relation to the opinion others hold of him”. The second task of Extension of self concerned about “going beyond self to invest energies in causes and goal-seeking that transcend his or her individual life”; the final task of unifying philosophies of life explained as “mature persons live their lives by some dominant guiding principles by which they place themselves in the scheme of things.” So according to him, personality is related with both individualistic and environmental endeavors.

People have conflicting stereotypic views about police personnel and their personality traits. Some are convinced that police officers are responsible, dedicated guardians of society, while others as police officers are authoritarian individuals who are prone to abusing their authority (Yarmey, 1990). Police officers are not much open to new experiences; they are conservative compared to general public (Topp & Kardash, 1986). Studies revealed that some of the traits are common for most of the police officers. According to Skolnick (1994), the two important nature of police job, danger and authority, are the main reason for the

particular kinds of unique characteristics of the police. Abrahamsen and Strype (2010) confirmed the importance of both conscientiousness and emotional stability within a police sample, and also identified the role of agreeableness. The personality differences of police officers from rest of the population are reflected in many ways, such as, coping strategies officers use to deal with stress. Grubb, Brown and Hall (2015) explored the traits and characteristics held by police with specific reference to personality, coping style and cognitive emotion regulation. Findings confirmed the existence of a 'police personality/profile' with significant differences obtained between police samples and the student sample on personality, coping style and emotion regulation. The specific conditions of work may impact or shape personality of the individual (Kohn & Schoolar, 1983).

Eysenck and Eysenck (1975) point to the emotional nature of five dimension personality. Highly extraverted individuals are active, lively, carefree, sociable, tend to experience positive emotions, warm, assertive, and fun-loving. Neuroticism dimensions of the personality are characterized by anxious, depressed, tense, moody and less likely to employ problem focused coping strategies. Conscientiousness dimension associated with being hardworking, reliable, purpose-driven, and trustworthy whereas agreeableness reflect a courteous, trusting, harmony seeking, and helpful personality and openness is characterized by being imaginative, creative, receptive to ideas and feelings, and flexible (McCrae & Costa, 1986; McCrae & John, 1992). The affective components of each of the personality dimensions itself represent the emotion regulatory abilities.

Studies have shown that high extraversion is associated with problem-focused coping (McCrae & Costa, 1986; Parkes, 1986) such as social support

seeking and positive reappraisal (McCrae & Costa, 1986; Watson & Hubbard, 1996). Individuals with neuroticism dominated personality are more prone to engage in emotion-focused means of coping, such as wishful thinking, avoidance, escapism, self-blame, withdrawal, mental and behavioral disengagement, venting of emotion, and passivity. They are also less likely to cope by means of positive appraisal and seeking social support (McCrae & John, 1992). Conscientiousness individuals are more inclined toward problem-focused coping strategies, such as planning and suppression of competing activities, and also tend to avoid emotion-focused coping (Watson & Hubbard, 1996). High scores on agreeableness and openness to experience prefer seeking social support in times of stress and they are less likely to utilize emotional ways of coping and confrontational coping (Hooker, Frazier & Monahan, 1994; O'Brien & DeLongis, 1996).

Personality characteristics in adulthood is an extension of the temperamental qualities of early life (Kokkonen & Pulkinen, 2001). Temperament also relates to the emotional nature and the quality of the prevailing mood, being mostly inherited and relatively stable over time (Allport, 1961). Temperament considered as a set of biologically based traits that appear early in life and show at least moderate consistency throughout life (Vaughn & Bost, 1999). Buss and Plomin (1984) refers temperament to the stylistic component of an individual's mental or behavioral repertoire. Low inhibitory control and experiencing negative emotions by temperamental predisposition are lead to high negative emotionality. People with poor effortful control may affect with environmental stressors or their physiological manifestation (Rettew & McKee, 2005). Temperament is generally thought of as reflecting constitutionally-based dispositions to cope with emotional

arousal and therefore it has often been associated with regulatory behaviors (Aureli, Coppola, Picconi, Grazia & Ponzetti, 2015). Based on studies involving both context and time, temperament is currently viewed as a predisposing set of individual characteristics with the potential to systematically change over time as the child develops, and for individual differences in temperament to be manifested in different ways in response to the nature of the context within which the individual is functioning (Wachs, 2006). Personality characteristics have an important role, especially in an occupation like law enforcement in maintaining positive mental health, coping with stresses, regulation of emotions and making positive relationships. Appropriate awareness about the Interpersonal interactions and emotions of others is also crucial in regulation of emotions.

Interpersonal sensitivity (IS) is a broad construct that can include both perceiving others accurately and engaging in interpersonally appropriate behavior (Bernieri, 2001). It is an important aspect of interpersonal interactions and understanding others is critical to social functioning. Interpersonal sensitivity can be described as excessive awareness of both the behaviour and feelings of others (Boyce & Parker, 1989). According to Bernieri (2001), interpersonal sensitivity is the ability to accurately sense and perceive one's personal, interpersonal, and social environments. Davidson, Zisook, Giller, and Helms (1989) explained Interpersonal sensitivity as "a construct that refers to an individual's hyper sensitivity of self-deficiencies in relation to others. It embraces sensitivities to rejections and criticism on the part of others; it also embodies a sense of personal inadequacy, inferiority and having an unlikeable inner self that needs to be hidden from others". As interpersonal sensitivity includes the ability to make correct judgments about

the abilities and traits, it is very important in adaptive social functioning.

Carney and Harrigan (2003) classified interpersonal sensitivity in to two domains such as emotional and social sensitivity. Emotional sensitivity is the ability to accurately assess nonverbal cues associated with emotion, whereas social sensitivity is concerned with more global social information including emotion, personality, and social role. Accuracy that is based on making interpretational judgments has been called “inferential” and accuracy that is based on recall has been called “attentional” (Hall & Bernieri, 2001, 2006). Boyes and Parker (1989) stated that individuals with interpersonal sensitivity are preoccupied with interpersonal relationships, vigilant to the behavior and mood of others, sensitive to perceived or actual criticism or rejection, and modified their behavior to comply with others' expectations. High interpersonal sensitivity often elicits poor and uneasy interpersonal relationships and this found to be a great effect on the mental health of an individual (Barnett & Gotlib, 1988). Interpersonal sensitivity is an important aspect of interpersonal interactions. Studies reveal that high level of interpersonal sensitivity is a risk factor for depression (Boyce & Mason, 1996), low social and academic self-esteem, and poorer academic performance (McCabe, Blankstein, & Milis, 1999), social anxiety disorder (Liebowitz, Gorman, Fyer, & Klein, 1985) and it has been investigated for its role in the development and maintenance of eating disorders.

Interpersonal sensitivity lies at the core of models of emotional and social intelligence where one must have basic interpersonal sensitivity skills to be emotionally or socially intelligent (Mayer & Salovey, 1997). Interpersonal sensitivity is theoretically related to the construct of emotional empathy, it is

distinct from empathy in that empathy is defined as the extent to which one feels what others feel. Being empathic includes the ability to be interpersonally sensitive, but being interpersonally sensitive does not necessarily mean that one is empathic (Carney & Harrigan, 2003). Among police officers, interpersonal sensitivity concerned with attitudes, prejudices, and overall feelings towards the co-workers, supervisors and the entire community. It determines the way the officer relates to the supervisor, colleagues and citizens he come across at work. There has be no doubt that accuracy in interpersonal perception is connected to healthy psychological functioning that is manifested in both intrapersonal and interpersonal domains, including work settings and family life.

The family lives can have positive or negative influences on one's emotion, work attitudes, behaviors, and outcomes. In the same way work life also had great impact on emotion regulation abilities and behaviors of an individual. The conflict in these roles can contribute to the emotion regulation abilities, especially in a job like law enforcement. Work family conflict has been defined as "a form of inter role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect" (Greenhaus & Beutell, 1985). work family conflict as a form of inter-role conflict in which the role pressures from work and family spheres are mutually incompatible. Such incompatibility is indicated by the fact that participation in the work role is made more difficult by virtue of participation in the family role and vice versa (Kahn, Wolfe, Quinn Snoek, & Rosenthal, 1964). Earlier, researchers like Greenhaus and Beutell, (1985) considered work family conflict as the conflicts which arise due to work strain or work overload that can interfere with family. But he proposed that this

unidirectional conflict, work to family, can be arise from different sources like time-based, strain-based and behavior-based conflicts. According to Greenhaus and Beutell (1985), time based work conflicts occurs when lack of time to manage the family matters due to the time need to be spent on work. If an individual can't meet the responsibilities of family life due to the strain from his work constitute the strain based conflict. Behavior based conflicts occurs when behavior needed for the job became incompatible with the family role.

Later the studies (Duxbury, Higgins, & Mills, 1992; Frone, Russell, & Cooper, 1992a) identifies that work family conflict is not a unidirectional concept, as the family lives can also interfere the work. So they considered the work family conflict as bidirectional which includes work interference with family and family interference with work. Carlson, Kacmar, and Williams (2000) opined that, to fully understand the work–family interface, both directions of work–family conflict (WIF and FIW) must be considered. They measured the work family conflict bidirectional, work interference family and family interference work includes the sources of time, strain, and behavior. Work related sources of strain-based conflict include work-role ambiguity, intra role work conflict, Low levels of leader support, and high physical and psychological demands. Family-related sources include lack of spousal support, husband-wife dissimilarity in career orientation, husband-wife disagreement about family roles, and husband-wife dissimilarity in attitudes towards a wife's employment status. (Carlson, Kacmar, & Williams, 2000).

Work family conflict has great impact on individual and in organization. The conflicts from the dual role of work and family has been effect wellbeing of individual, can cause depression, physical ailments, hyper tension, stress, lower life

satisfaction, reduced quality of work life etc,(Grant-Vallon & Donarldson, 2001; Frone, Russel & Cooper, 1992b). Researchers also studied effect made by the work family conflict in organizations, and found out that it creates occupational stress, absenteeism, job dissatisfaction, resignation, reduces organizational commitment and performance at work (Greenhaus &Beutell, 1985; Frone, Russel & Cooper, 1992b; Kirchmeyer & Cohen, 1999; Parasuraman, Greenhaus & Granrose, 1992). Carlson, Ferguson, Hunter and Whitten (2012) found out that emotion labour will mediate the relationship between abusive supervision and work family conflict. But some studies supports that negative family experience can affect the work (family interference work) will contribute to emotional labour negatively (Wharton & Erickson, 1993). Family to work conflict which experienced at work and work to family conflict experience at home is found to be associated with emotions, especially with the feelings of guilt and hostility at home and work respectively (Judge, Ilies & Scott, 2006). Lazarus (1991) theorized, “As an effect or dependent variable, emotion is the result of appraisals of the significance of what has happened for personal well-being”. Emotions are associated and even generated by the changes in one’s external environment which intern makes changes in attitudinal reactions (Weiss & Cropanzano, 1996).

As all we know, policing is an emergency service with no time constraints. They need to work whole twenty four hours in an emergency. They are dealing with the issues of people who are in trouble which eliciting negative emotions and at the same time under the pressure from department, public and media. All these can induce time based, strain based, and behavior based conflict, which in turn puts officers at a greater risk of burn out (Burke, 1993a). With modernization, Indian

women have entered into the domain of a male dominated professional world, but Indian cultural values and social functioning have not changed. So they need to perform multiple roles as bread winner and child bearer (Valk & Srinivasan, 2011). Both work and family are an indispensable part of their lives and to reconcile their roles in both spheres is challenging (Louw & Viviers, 2010), so Hochschild and Machung (1989) called the domestic duty of employed women as 'second shift'. Women experiencing more work–family conflict compared to men (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005), and this will be doubled in married female employees.

According to the gender role strain theory, females are held responsible for carrying out family responsibilities and not men (Vogel, Wester, Heesacker, & Madon, 2003; Michel, Kotrba, Mitchelson, Clark, & Baltes, 2011). Research has consistently shown that, despite changes in gender roles, increased involvement of men in domestic responsibilities, and a decrease in the income disparity, the bulk of household labour still falls to working mothers (Coltrane, 2000; Wharton, 1994). Thus it was clear that work family conflict is an imperative factor while studying the emotions of female law enforcement officers. The impact of work family conflict on regulation of emotions will be twice over if that person lacking social support.

Social support can be defined as an exchange of resources between at least two individuals perceived by the provider or the recipient to be intended to enhance the wellbeing of the recipient. Social support is the instrumental, emotional, informational, and appraisal support individuals receive through interactions with other individuals (House, 1981). Barbalet (2011) proposed that

emotions are arises with the experience of one person to his social world and regulation of the emotions influenced by the interaction with the other persons in his social world. Kappas (2011) also proposed that emotion regulation can be influenced by the social process, especially in social interactions. Social support can be act as a resources and it help individual to cope with negative emotions and stress (Brackett & Katulak, 2006). Studies proved that social support have a strong negative relationship with burn out in organizational settings (Greenglass, Burke & Konarski, 1997). Folkman and Lazarus (1991) claim that social support simultaneously can function as a problem focused and an emotion-focused coping strategy. Negatively expressed support can positively predict burn out. Social support helps the individual to maintain the regulation of emotional responses and prevent extreme responses which leads to dysfunction (Cohen, Underwood & Gottlieb, 2000). Ju, Lan, Li, Feng and You (2015) assert the mediating role of social support in the relationship between emotions and burn out. Burn out includes the physical, mental and emotional exhaustion which arise as a response to the continuous exposure to emotionally demanding situation (Pines & Aronson, 1983). Potential stressors are appraised as more manageable and less threatening when individuals perceive high levels of social support (Cohen, Gottlieb, & Underwood, 2000).

Among police officers, the support network includes co workers, supervisors, family, and the community. Graf (1986) considers that peers could be the most important source of support for the police. A study by Kaufmann and Beehr (1989) suggests that among police officers, support from supervisors and from coworkers is more important than support from people external to the

organization. If these sources of support are act as sources of stress, the negative effects of the occupational stress on well being of the employees will be doubled (Kaufmann & Beehr, 1989). Co-workers is considered as an important source of support for coping with work-related stress (Beehr, 1985; House,1981). Support from peer, supervisor and support from outside work predicted the stress and symptoms of post traumatic stress disorders among police officers (Brown & Grover, 1998; Long & Miller, 1997).

Types of support include informational support, tangible support, and emotional support. Emotional support which includes the provision of reassurance, love, and concern likely to be very important in an occupational context in which workers are at risk of traumatic experiences. Earlier researchers considered the social support that an individual is actually receiving in wellbeing studies. But now perceived social support is getting more attention as it has more impact on wellbeing than the actual support. Perceived social support consists of social resources that individuals perceive as accessible and offered to them (Cronkite & Moos, 1995). So the definition of social support is also modified accordingly. Gottlieb (2000) defined social support as the “process of interactions in relationships which improves coping, esteem, belonging, and competence through actual or perceived exchange of physical or psycho social resources”. Research shows that perceived social support is associated with positive physical and mental health (Ben- Ari, & Gil, 2004).

Social support is viewed as an important factor in the wellbeing of individual especially where the work is more emotionally demanding. Women police officers have had to deal with receiving little or no support from within their

organizations, little support from supervisors and management which is a major stressor for women that could lead to higher turnover rates (Schwartz, 1981). Swanson, Territo, and Taylor (2008) found that organizational stressors included the absence of assistance programs particularly for females, little support from supervisors and management, and receiving harsher treatment than males in the organization. Prime role of social support as emotional support, when individuals feel they have other people to turn to for comfort during difficult times. Hence perceived social support will enhance the mental health by improving regulation of emotions and healthy relationships.

EMOTION REGULATION AND MENTAL HEALTH

Mental health describes a level of psychological well-being, or an absence of a mental disorder. Earlier mental health researches mainly focused on psychopathology, but now researchers are also interested in positive aspects of functioning. From the perspective of 'positive psychology', mental health may include an individual's ability to enjoy life, and create a balance between life activities and efforts to achieve psychological resilience. Mental health can also be defined as an expression of emotions, and as signifying a successful adaptation to a range of demands (Joseph, 2015).

The World Health Organization (WHO, 2001) states that “health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”. Mental health is a broad and positive concept related to the psychological, social and emotional wellbeing of individuals and communities and is more than the absence of mental ill health. Even though the concept of mental health can be vary according to culture, but generally it consist of to the life

satisfaction and enjoyment, ability to cope with stresses, positive and effective use of potentials, the fulfillment of goals, and a sense of tie and relationship to others (Lamers, 2012). In today's world of fast development and machine, maintaining a good mental health is one of the major tasks of every individual. By having a good mental health, an individual can cope effectively with his inner and outer environment, and can make use of his abilities with satisfaction for himself and for the society's progress in which he is living. Health Global Organization (2001) opined that mental health is a crucial need for improving human's life quality. All these facts encourage the researches in this area, especially in organizational psychology. As it has a direct affect on the performance and professional activity, especially in a sensitive area, such as law enforcement, maintaining good mental health is not a small concern. In human service professions like law enforcement particularly serious not only for the increased risk of individual health problems, but also on increased risk of impaired work performance that could put in danger the safety and health of the general population.

Mental health refers to our cognitive, and/or emotional wellbeing; it is all about how we think, feel, and behave. According to medical dictionary (2012), mental health is "emotional, behavioral, and social maturity or normality; the absence of a mental or behavioral disorder; a state of psychological well-being in which one has achieved a satisfactory integration of one's instinctual drives acceptable to both oneself and one's social milieu; an appropriate balance of love, work, and leisure pursuits". Emotional well-being involves the presence of a positive affect, the absence of negative affects, and an evaluation of life satisfaction (Diener, 1994; Diener, Suh, Lucas, & Smith, 1999). Individuals, who

experience more positive life experiences, will experience more emotional well-being. Mental health difficulties can affect an individual's functional and working capacity in numerous ways. In the workplace, this can lead to absenteeism, require sick leave, and reduce productivity. Mental health problems do not just affect the individual. They impact the entire community (Gabriel & Liimatainen , 2000).

The World Health Organization (2004) defines mental health as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community". Jahoda (1958) described a multidimensional model of positive mental health, which comprise of attitudes of an individual towards his own self; the degree of growth, development, and self-actualization; coherence and continuity of personality, autonomy and self-determination; an adequate perception of reality; and environmental mastery. Valliant (2003) conceptualize mental health as an ideal state of complete functioning; as positive personal qualities such as love and wisdom; as healthy adult development; as social-emotional intelligence, subjective well-being; and as resilience and coping. The Public Health Agency of Canada (PHAC, 2006) states that "mental health is the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity".

From these definitions it can be understood that mental health is determined by the complex relationship between physical, psychological, and social factors.

Health Education Authority (HEA, 1997) clustered the determinants of mental health in to three areas as structural level factors, community level factors and individual. Structural factors include social, economic and cultural factors that are supportive of positive mental health, such as safe living environments, employment and education. Community level factors include a positive sense of belonging, activities to highlight and embrace diversity, social support and participation in society. Individual level factors include the ability to manage thoughts, cope with stress and strains and ability in regulating emotions. Experience of negative emotions can have negative consequences for one's physical health and psychological well-being due to increased autonomic nervous system responses (Beiser, 1974; Gross & Levenson, 1997). It has been found that negative emotions and physical health has a close relationship with each other. Barak (2006) proposed a relationship of the negative emotions with the immune system by confirming that people who experienced more negative emotions have a weaker immune system and compared with people who experience positive emotions.

Emotion regulation is an essential but traditionally underemphasized feature of mental health (Gross & Muñoz ,1995). Deficits in emotion regulation appear to be relevant to the maintenance of good mental health. An individual's emotional health can also impact physical health and poor mental health. Quoidbach, Berry, Hansenne and Mikolajczak (2010) found out that when experiencing positive events, focusing attention on the present moment and engaging in positive rumination promoted positive affect thereby promoted life satisfaction. In contrast, being distracted diminished positive affect, while focusing

on negative details and engaging in negative rumination reduced life satisfaction. Research suggests that poor emotion regulation competencies and the use of strategies that prolong or magnify negative affect pose significant risk for the development and maintenance of mental illness. For example, greater use of emotion suppression, self-blame, rumination and catastrophizing, and less use of cognitive reappraisal and refocusing have been associated with higher levels of depression and anxiety (Hughes & Gullonec, 2011).

Gross and Muñoz (1995) proposed that emotion regulation has an important role in all three facets of mental health; work creatively and productively, relate to other that is mutually satisfying and feel comfortable by developing rich and fulfilling inner life. Ability to develop, sustain, and manage emotions is important to many occupations and inability to regulate emotions may lead to diminished effectiveness. They argued that emotion regulation is essential in social domain too. Deficits in skills which are necessary for emotion regulation will hamper the interpersonal relationship and social functioning of the individual. Emotion regulation is essential in healthy adaptation and the interaction in which positive affect is experienced than the negative affects, that relationship will be successful. The ability to modulate one's emotional state in the absence of social exigencies is also inevitable to mental health. If an individual couldn't able to experience positive emotions when he/she is alone, there will be a chance to engage in unhealthy emotion regulation practices like substance abuse. In long run the maladaptive ways of emotion regulation may also lead to personality difficulties and it will prevent the individual from involving in satisfying and sustainable relationships (American Psychiatric Association, 1994). Poor

performance, violent behavior, marital distress, job dissatisfaction, dysfunctional parenting, and aggression are also contributed by emotion regulation difficulties (Zuravin, 1989).

SIGNIFICANCE OF THE STUDY

Emotion regulation is an important term in Psychology which can explain a lot not only in clinical areas but even in organizations. Tamir (2011) stated that emotion regulation researches started in adolescent developmental studies in the 1980s than it slowly came in to adult literature also, through the studies of Gross. According to Freud, (1961, as cited in Gross & Munoz, 1995), in adulthood emotion regulation is no longer simply desirable but it is essential for daily functioning. Gross and Munoz (1995) defines mental health as being able to work creatively and productively, relate to others in a way that is mutually satisfying and feel comfortable when alone and they argued that emotion regulation is important to each of the three overlapping domains of mental health. According to them emotion regulation is an important, but traditionally under emphasized part of mental health.

Grandey (2000) reported that in the past emotions were ignored in the study of organizational behavior because the workplace is considered as a rational environment where emotions does not want to be considered. But emotions do exist in the workplace and they greatly impact the workplace and the employees. So the researchers in the field of occupational stress and well-being are increasingly interested in the role of emotion regulation in the work context. Weiss and Cropanzano (1996) argued, work place experiences comprise a succession of work events that can be pleasing invigoration, or stressful and

frustrating. These events affect the way we feel and behave at work. Emotion regulation is an important factor in explaining many aspects of employee and organizational life (Grandey, 2000). Most service professions require an employee to display positive emotions and to suppress possible negative emotions (Hochschild, 1983). Still, as Liu, Prati, Perrewé, and Brymer (2010) said, the emotion regulation field of research primarily focused on the examination of emotion regulation strategies but what all contributing to the selection of particular strategies by an individual should also will study in order to prevent the emotion regulation difficulties.

Law enforcement is a profession, where the employees frequently facing conflicting and emotionally demanding situation, regulation of emotions is very important than any other profession. In most cases the interactions that occur during the duty elicit emotions like frustration, irritation, anger, or tension. Police officers are routinely exposed to situations that elicit intense negative emotions; thus, officers have a particularly strong need for effective methods of regulating such emotions (Berking, Meier & Wupperman, 2010). Emotion regulation is an essential part to maintain mental health and dysregulation of emotion has been called as hallmark of psychopathology (Gross & Munoz, 1995). Maintaining a good mental health is very important in the case of police officers because they have the responsibility to protect the society by maintaining law and order. So any difficulties not only affect them personally, but the entire community.

Public considered police as an important system among all the criminal justice system (Howitt, 1998). Police is doing a tremendous work by performing diverse functions like maintenance of law and order, handling of violence and

trauma, dealing with court systems, protection of the victims etc. when we consider the kind of the work officers is called up on to do, we can clearly understand the significance of psychological health of this community. Srivastava (1991) studied the relationship between employee role stress and mental health. The result indicated that employee's role stress and mental ill health are positively correlated and also found that the coping strategies adopted by the employees was moderating the relationship between role stress and mental health. With the advent of community policing, modern police have been challenged to perform new tasks, such as foot patrol, public relations, and problem solving. Recently, several researchers have argued that women may be better suited to these particular police tasks because of their unique abilities and skills as women (Hemp, 2008).

The police force in Kerala welcomed women to reduce and prevent harassment and attacks against women and children. But how much justice and support are getting to them as police officers and as 'working women' should be considered. Moral and physical support from the family, department, and society are needed to fulfill the ambition of the state. The women constables in Kerala are under severe stress by playing different roles in family, profession and society. The main drawback faced by them is the lack of recognition from all these sectors. Women police have fewer resources than do men in terms of economic power, autonomy, self-concept, and power over others. This may affect their ability of regulating emotions and their by mental health. Chandra (2009) shared her opinion about working as "it is an open truth that working women have to face problems just by virtue of their being women. The psychological pressure of all this can easily lead to a woman quitting her job. Most of the problems that beset working

women are in reality rooted in the social perspective of the house keepers, child bearers, and rearers. This typecast role model continues to put obstacles before the working women". Generally the police job is considered as one of the most stressful occupation. McCarty, J Zhao, and Garland (2007) suggest that female police officers experiences stress are different from male police officers and the coping mechanism is also different from their male counterparts. It is argued that females are more likely to use emotion focused coping strategies compared to males who are more using problem focused coping (Billings & Moos, 1981). Studies revealed that male and female law enforcement officers differing in their emotional experience and stress. Thus the intervention programs and policies which are made on the basis of studies on their male counterpart will not be effective to them. So it should give special focus to the problems that the women officers facing in the organization. The concern of the mental health of female police officers should be given more attention now as those female police officers have become a steadily growing demographic in many police agencies.

The importance of maintaining good mental health is crucial to living a long and healthy life. Good mental health can enhance one's life, while poor mental health can prevent someone from living a normal life. According to Richards, Campania, and Muse-Burke (2010) "There is growing evidence that showing emotional abilities are associated with prosocial behaviors such as stress management and physical health". It was also concluded in their research that people who lack emotion regulation lead to misfit behaviors. These behaviors are a direct reflection of their mental health. Gender differences in emotional responding might be due not to gender differences in emotional reactivity, but instead to

gender differences in emotion regulation (McRae, Ochsner, Mauss, Gabrieli, & Gross (2008). Mental health difficulties can affect an individual's functional and working capacity in numerous ways. In the workplace, this can lead to absenteeism, require sick leave, and reduce productivity. Mental health problems do not just affect the individual, They impact the entire community (Gabriel & Liimatainen, 2000).

STATEMENT OF THE PROBLEM

The study primarily focuses on the Psycho-social factors which are related with the emotional experiences female policing, especially the emotional demands of the work of female law enforcement officers, in their own perspectives. To have a better understanding of nature of emotion regulation and contributors of emotion regulation, researcher intends to study the relationship, interaction and predictive effect of the variables which is identified in first phase on emotion regulation of female law enforcement officers. The effect of difficulties in emotion regulation on mental health is also need to analyze. As it analyzes certain contributors of emotion regulation and its impact on mental health among female law enforcement officers, the study entitled as "**Psycho-social contributors of emotion regulation and its impact on mental health of female law enforcement officers**".

DEFINITION OF THE KEY TERMS

Operational definitions of the key terms involved in the study are explained below in order to have much precision about the study.

Emotion regulation

Emotion regulation includes the awareness of one's emotional state, the ability to not only recognize emotions, but to also have some degree of acceptance

of them, impulse control when one is angry, upset, and effective healthy goal-directed behavior (Gratz & Roemer's ,2004). The difficulties in awareness of one's own emotions, acceptance of negative emotions and management of emotions constitute the emotion regulation difficulties.

Mental health

In present study positive perspectives of mental health is considered.

Mental health is a broad concept related to the psychological, social and emotional wellbeing of individuals and is more than the absence of mental ill health. Mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community (World Health Organization, 2004).

Psycho- social contributors

Contributors are the factors which put in to certain phenomena. By psycho social contributors researcher meant the intrinsic and extrinsic factors that contribute to the phenomena of emotion regulation. In present investigation, personality and interpersonal sensitivity is considered as intrinsic factors and social support and work family conflicts are considered as extrinsic factors.

Personality

American Psychological Association (1994) defines personality as individual differences in characteristic pattern of thinking, feeling, and behaving. Personality is dominant quality or qualities which distinguish a person from other. Big Five personality dimensions considered to be the underlying traits that make up an individual's overall personality. The Big Five traits are Openness to

experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (McCrae & Costa, 1986).

Interpersonal sensitivity

Interpersonal sensitivity can be described as the awareness of both the behaviour and feelings of others (Boyce & Parker, 1989). Its measure includes self esteem, assertiveness, acceptance, and empathy.

Work family conflict

Kahn, Wolfe, Quinn, Snoek, and Rosenthal (1964) defined work family conflict as a form of inter-role conflict in which the role pressures from work and family spheres are mutually incompatible. Such incompatibility is indicated by the fact that participation in the work role is made more difficult by virtue of participation in the family role and vice versa.

Social support

Social support is the instrumental, emotional, informational, and appraisal support individuals receive through interactions with other individuals (House, 1981). Social support can also be defined as support accessible to an individual through social ties to other individuals, groups, and the larger community (Lin, Simeone, Ensel, & Kuo, 1979).

Law enforcement officers

A law enforcement officer is a government employee who is responsible for the prevention, investigation, apprehension, or detention of individuals suspected or convicted of offenses against the criminal laws, including an employee engaged in this activity who is transferred to a supervisory or administrative position (legal definition). Law enforcement in India is performed

by numerous law enforcement agencies. Like many federal nations, the nature of the constitution of India mandates law and order as a subject of the state, therefore the bulk of the policing lies with the respective states and territories of India. At the federal level, the many agencies are part of the Union Ministry of Home Affairs (MHA), and support the states in their duties. Larger cities also operate metropolitan police forces, under respective state governments. In present study, law enforcement officers include the female police officers of state of Kerala.

ORGANIZATION OF THE REPORT

The report has been organized by dividing it into six major chapters as follows.

Chapter 1 Introduction: This chapter introducing the problem under investigation, its relevance, significance of present investigation, definition of key terms and summary about the organization of the report.

Chapter 2 Review of Literature: This chapter provides a brief review of literature relating to the main variables under consideration. It also includes objectives and hypothesis for the present study.

Chapter 3 Method: Method chapter explain the research design, way through which the researcher collected, analyzed data and retrieve the important information. This chapter includes the description of participants, techniques used for sample selection, measures used in the present investigation and the statistical techniques used in the investigation.

Chapter 4 Test Development: This chapter describes the development of mental health inventory (adult), including definitions and description of sub dimensions.

Chapter 5 Results and discussion: deals with the data analysis and results of both interpretative phenomenological analysis and quantitative descriptive study including descriptive statistical procedures and some inferential assessments.

Chapter 6 Summary: This chapter deals with an overview of important aspects of the investigation major findings and inferences, implication of the present study and few suggestions for further research.

Chapter – 2

REVIEW OF LITERATURE

- Emotion Regulation- Theoretical perspectives
- Emotion Regulation- Empirical studies
 - Emotion Regulation and work
 - Correlates of Emotion Regulation
 - Mental health at work
 - Emotion Regulation and Mental health
- Objectives of the study
- Hypothesis of the study

Review of the literature is an integral and important part of any research. It helps the researcher to do his/her research in a systematic and scientific manner. The awareness about what all data exist related with our research area will help to narrow down our research problem in to workable hypothesis. Review of literature is not a distinct phase of the research; it is an ongoing process which starts before the formulation of the problem till to the end of the research. This chapter deals with a brief review related with the main variables under the concern.

In early years the emotion regulation studied only in the developmental contexts, mainly in child and adolescent psychopathic studies. Later the concept was studied in adults also (Tamir, 2011). There occurs a drastic growth regarding the emotion regulation studies. In last ten years, the researchers showed remarkable interest in emotion regulation studies. In 2006 to 2010 period of time 1078 peer reviewed article is produced in the area of emotion regulation, were it is only 34 articles in 1990-1995 period (according to the psyc INFO data by Rusk, 2011). The investigator reviewed a lot of studies and articles related with emotion regulation of adults. But in this chapter the investigator presented only few of them, which are comparatively recent and much related to the present investigation. The chapter begins with the different theoretical concept of emotion regulation than presented the empirical studies in the area of emotion regulation and explained emotion regulation in work context. Later the investigator tried to explain certain antecedents of emotion regulation and finally its consequences on mental health, mainly under the work situations.

EMOTION REGULATION- THEORETICAL PERSPECTIVES

Different perspectives regarding the emotion regulation is summarized in

following paragraphs.

Functionalist theory of emotion regulation (Barrett & Campos, 1987) suggests that “emotional experience and expressions are influenced by personal characteristics such as biological factors and learning history, the emotion eliciting event, and social context”. This theory defines emotions as “bidirectional process of establishing, maintaining, and disrupting significant relationships between an organism and the environment, both internal and external”.

Thompson (1994) proposed a model which explained “the process of emotion regulation includes the extrinsic and intrinsic process responsible for monitoring, evaluating, and modifying emotional reactions to accomplish one’s goals”. According to him, coping strategies constitute only one facet of emotion regulation. Emotion regulation also includes diminishing of physiological arousal, minimizing the emotional expressions or intensifying emotions according to different context and situations.

Gross (2000) explained strategies for down regulating emotional expression to the external stimuli. The first one is reappraisal strategies of emotion regulation which consist the changing of perception about a particular situation before the expression of emotions and thereby reduce the intensity of the emotion. The second, suppression, comes after the reappraisal in emotion regulation process. It consists of suppression of felt emotions to an emotion generating situation. Suppression considered as more harmful to the wellbeing of the individual.

Gratz and Roemer (2004) define regulation of emotions as (a) awareness and understanding of emotions, (b) acceptance of emotions, (c) ability to control impulsive behavior, (d) ability to control behavior in accordance with desired goals

when experiencing negative emotion, and (e) ability to use situation-appropriate emotion regulation strategies flexibly to modulate emotional responses as desired in order to meet individual goals and situational demand. The difficulties in these areas constitute the emotion regulation difficulties.

Two factor model of emotion regulation (Campos, Frankel, & Camras, 2004) explain that the process of emotion regulation includes two factors. First factor is generating emotion and the second factor takes account of managing an emotion after it is elicited. These two factors can be used to appropriately manage or mismanage emotion.

Philippot, Baeyens, Daouilliez and Francart (2004) proposed a cognitive model of emotion regulation. They conceptualize emotion regulation as a complex process consisting of different systems like perception, attention, memory, decision making and consciousness. They describes as “one can perceive a variety of information from various sources but he/she usually selectively pay attention to only a particular part of information. Moreover, memory of one’s past experience, namely cognitive schemas, also influence human affective behavior and affect decision making. Actively making decisions and taking actions could also regulate emotions and minimize potential negative effects of the events. Reflexive consciousnesses of emotional experience have an important role in whole process of emotion regulation”. The cognitive model of emotion regulation provides the underlying process of emotion regulation in five steps as perception, attention, memory, decision making, and consciousness.

John and Gross (2004) explained that reappraisal has a healthier profile of short-term affective, cognitive, and social consequences than suppression. Using

of reappraisal to regulate emotions is associated with healthier patterns of affect, social functioning, and well-being than using suppression. They also consider issues in the development of reappraisal and suppression and provide new evidence for a normative shift toward an increasingly healthy emotion regulation profile during adulthood.

Process Model of Emotion Regulation proposes five strategies in emotion regulation: (a) situation selection, (b) situation modification, (c) attention development, (d) cognitive changes, and (e) response modulation. Situation selection strategy includes consciously chooses actions that place them in a situation leading to desirable or undesirable emotions. Manipulating the environment to create a situation favorable for the desired emotion response is a strategy for emotion regulation which is called as situation modification. Attention development strategy refers to how and where individuals choose to put their attention within a situation in order to achieve a desired emotional response. Cognitive change strategy refers to an individual altering their perception or assessment of a given situation, thereby affecting its emotional significance. Response modulation strategy refers to an individual directly influencing and modifying experiential psychological, physiological, and behavioral responses. Response modulation can only take place after emotions have been generated and response tendencies have been instigated. This model of emotion regulation is proposed by Gross (1998).

Koole, Dillen and Sheppes (2011) proposed the Model of Emotion sensitivity versus emotion regulation that takes into account biological factors such as temperament and individual differences in emotional sensitivities. The model

consists of two reactions: (a) primary reaction, and (b) secondary reaction. The primary reaction implies that individuals' emotional experiences are heavily impacted by their level of emotional sensitivity. Individuals with high emotional sensitivity will quickly have a high level of emotional response. Individuals with low emotional sensitivity will take a longer time to reach high levels of emotional response. After individuals reach a high level of emotional response, they experience the secondary reaction which involves emotion regulation. The secondary response consists of two types of emotion regulation: (a) up regulation, and (b) down-regulation. Up-regulation increases the degree of emotional response and down-regulation decreases the magnitude of emotional response.

Koole (2009) proposed emotion regulation as one of the most far-ranging and influential processes at the interface of cognition and emotion. Emotion regulation determines the offset of emotional responding and is thus distinct from emotional sensitivity, which determines the onset of emotional responding. The emotion-generating systems that are targeted in emotion regulation include attention, knowledge, and bodily responses. The functions of emotion regulation include satisfying hedonic needs, supporting specific goal pursuits, and facilitating the global personality system. Emotion regulation was defined by him as the set of processes whereby people seek to redirect the spontaneous flow of their emotions. In a broad sense, emotion regulation refers to the set of processes whereby people manage all of their emotionally charged states, including specific emotions, affect, mood, and stress. Emotion regulation determines how easily people can leave a given emotional state. It can thus be distinguished from emotional sensitivity, which determines how easily people can enter an emotional state.

Gyurak, Gross, and Etkin (2012) presented a dual-process framework that integrates explicit and implicit forms of emotion regulation, and argue that both forms of regulation are necessary for well-being. Explicit emotion regulation often called as effortful emotion regulation are those processes that require conscious effort for initiation and demand some level of monitoring during implementation, and are associated with some level of insight and awareness. Implicit often called automatic emotion regulation are believed to be evoked automatically by the stimulus itself and run to completion without monitoring and can happen without insight and awareness. Furthermore explicit/implicit regulations are not mutually exclusive categories, but rather have porous boundaries. That is processes may vary in explicitness or implicitness over time or across situations and adaptive emotional responses depend on the interplay between explicit and implicit processing.

EMOTION REGULATION – EMPIRICAL STUDIES

Certain empirical studies which is related with the variables and the population under concern is briefly presented in following head.

EMOTION REGULATION AT WORK

Early researchers study the emotion regulation in the context of clinical settings, but now researchers are enthusiastic enough to investigate the impact of emotion regulation at work. Emotion regulation in organizations studied mainly in two different perspectives. One is how the emotion regulation affect the work life of the employees and second is about how it effect the overall wellbeing of an individual.

Grandey (2000) reviewed and compared different perspectives of emotional

labor and provided a definition of emotional labor that integrates emotion regulation as a guiding theory for understanding the mechanism of emotional labor that includes both individual and organizational factors. Emotion regulation in work settings is comparatively a recent branch of knowledge in the area of emotion regulation.

Cote and Morgan (2002) explored the association between emotion regulation, job satisfaction and intention to quit through a longitudinal study of 111 workers. Longitudinal regression analysis and test of mediation revealed that the suppression of unpleasant emotions decreases job satisfaction and which may lead to intent to quit. The result also proved that the amplification of pleasant emotions increases job satisfaction. Longitudinal analysis revealed that emotion regulation influences both job satisfaction and intention to quit, but no support was obtained for the reverse.

Cote (2005) presented a social interaction model of how emotion regulation impacts strain based interpersonal process and explained how emotion regulation influenced work strain. Social functions of emotions play a critical role in how emotion regulation impacts the work strain. He argued that there are different factors related to social dynamics of emotion, which decide the emotion regulation. The model explained that the surface acting is detrimental and which may lead to work strain.

Mann (2007) studied the expectation of emotional display of co-workers by the different service providers quantitatively. The result suggested that the expectations of emotional displays are found to be different across cultures, between jobs in the organization. It also found to be different between genders.

Cosette (2009) investigated the organizational factors which mediated the motivation to adopt appropriate emotional regulation strategies among 195 employees. Result proved that the organizational justice impact the motivation of an employee in order to adopt the emotion regulation strategies.

Sawang, Brough and Barbour (2009) examined emotional dissonance among police officers who dealt directly with communities. The results of the study indicated that, emotional dissonance is negatively related to work resources, work resources are negatively related to psychological health, and work resources partially mediated the relationship between emotional dissonance and psychological health among operational police officers.

Brackett, Palomera, Mojsa-Kaja and Salovey (2010) examined the relationship between emotion regulation ability and both job satisfaction and burnout among secondary school teachers. Two path models demonstrated that both positive affect and principal support mediated independently the associations between emotion regulation ability and both personal accomplishment and job satisfaction. Higher emotional regulation ability was associated with positive affect. Positive affect also mediated the relationships between emotion regulation ability and both job satisfaction and personal accomplishment.

VanGelderen, Bakker, Konijn and Demeroutid (2011) examined fluctuations in emotional job demands predict exhaustion through the suppression of discrete emotions. The diary study of twenty five respondents tested how the suppression of discrete emotions is related to exhaustion at the end of the work shift of police call-center service workers. Results revealed that suppressing anger was positively related to exhaustion at the end of a work shift, whereas suppressing

happiness was not. A second study among forty one criminal investigation officers showed that the emotions anger, abhorrence, and sadness were among the most common negative emotions that were suppressed as part of the emotional labor of this specialized occupational group. Results of a third study confirmed that emotional dissonance and more particularly the suppression of abhorrence mediated the relationship between emotional job demands and exhaustion at the end of a work shift.

Liu, Prati, Perrewe and Brymer (2010) studied the relationships among individual differences in emotion regulation, employee emotions at work, and job performance and satisfaction with two samples. Results indicated that reappraisal was positively associated with positive emotions and negatively associated with negative emotions. Also found that job satisfaction was positively associated with positive emotions and negatively associated with negative emotions. Self-rating of job performance was positively related to positive emotions, but was not significantly related to negative emotions. The result suggest that reappraisal is a healthier way to regulate emotions than suppression, it is related to wellbeing and also contributing to one's job satisfaction and there by performance.

Berking, Meier and Wupperman (2010) investigated whether manualized emotion-regulation training can improve the emotion-regulation skills of police officers. First, self-reports of nine emotion-regulation skills were assessed in a sample of 31 officers and compared to those of a matched community-based control group. It was found that, compared to controls, officers have difficulties in accepting and tolerating negative emotions, supporting themselves in distressing situations, and confronting emotionally challenging situations. The training

significantly enhanced successful skill application, especially some skills with which officers reported difficulty applying.

Fisk and Friesen (2011) examined how job attitude and performance of an employee is influenced by supervisor's emotion regulation. 126 employees are surveyed and result indicated that leader-member exchange relationship quality influenced follower reactions to the form of emotion regulation engaged by supervisors. The effect of surface acting would negatively affect the behaviors of individuals in high quality exchange relationships to a greater degree than low quality exchange relationships were supported. They also suggested that in response of an authentic display of emotions, those in high quality relationships may be especially prone to withdrawing behaviors that go beyond their organizational roles. For some individuals surface acting appears to have a status reducing effect.

Ali, Garner and Magadley (2012) explored the relationship between emotional intelligence and job performance in a sample of 310 police officers. The results showed significant correlations between emotional intelligence levels and police job performance. After controlling for general mental abilities and personality traits, emotional intelligence has been found to explain additional incremental variance in predicting police job performance. high levels of emotional intelligence may play a significant role in building constructive communication practices with other people and agencies within a community (such as in schools) to meet these demands, which in turn would aid in predicting other aspects of police officer performance. Hierarchical regression analysis revealed that emotional intelligence has been found to add incremental validity over these

variables in the predicting of job performance.

Using experience-sampling, Schmitt, Zacher, and Frese (2012) showed that the use of selection, optimization, and compensation strategies of emotion regulation, which represent examples of situation selection, modification, and coping was positively related to daily job satisfaction, and buffered the positive relationship between daily problem solving demands and fatigue.

Kubicek, Hoelzl and Korunka (2013) reported that employees whose work frequently requires regulation of their emotions are less likely to project their current work-related affect into the future. Employees relied heavily on current affect when making work-related affective forecasts. However, employees who reported that their work demanded high levels of emotion regulation exhibited a weaker relationship between current affect and predicted affect.

Dumbrava (2014) investigated through meta analysis, the predictors and the effects of emotions regulation in organizations. They represent both our response to events and happenings that we frequently meet and a cause of these reactions. Quantitative results showed that the dissonance of surface emotions regulation is harmful for the well-being and the performance of the employees. Regarding the connection intensity with the emotional regulation predictors, the negative individual factors are best represented, the positive individual factors and the cognitive factors remain in the low intensity area. As for the environmental trigger events, they have the lowest intensity in this ranking. The most important effect of the relation with emotional regulation is the positive emotional activism, the negative emotional activism spectrum and the organizational factors being irrelevant in emotional regulation.

Ashalatha and Jayan (2014) explored the relationship of emotion regulation difficulties with the occupational stress of law enforcement officers. It was found that emotion regulation difficulties has significant positive relationship with occupational stress ($r = 0.638$, $p < 0.01$) and its dimensions namely quantitative overload, qualitative overload, role ambiguity, role conflict, lack of autonomy, group pressure and lack of challenges at the 0.01 level, and with lack of participation, lack of control, Interpersonal relations, responsibility and promotion at 0.05 level. From one-way analysis of variance it can be found that the 'F' value ($F = 14.83$, $p < 0.01$) is greater than the value required for the significance of freedom. From this analysis it is understood that occupational stress of police officers are significantly differ to the level of difficulties in emotion regulation. A close link among emotion regulation and stress was found. Occupational stress was increasing with the increase in emotion regulation difficulties.

Jawahar and Rajagopal (2015) proposed that emotion regulation have some implication on organizational citizenship behavior of the employee. The author explained that "employees projecting altruistic behavior to help their co-workers with their work-related problems will demonstrate organizational citizenship behavior, which in return will act as a benefactor for the entire organization. It will also result in employees having faith in each other which may enhance the employees' relationship with supervisors and subordinates at vertical level, and peers at horizontal level to flourish. Those employees showing a due concern towards the progress of their organization by performing activities that will benefit the organization, this behavior also leads to the betterment of environment and behavior within the organization. If employees strictly adhere to the rules and

regulation then it will automatically result in some positive effects, which may include timeliness, decrease in employee absenteeism, resulting in turn in the prosperity of the organization. Finally, if employees take part in activities not mandatory by the organization but which result in the impression of the organization to prosper, then the social life within the organization will become pleasant, which at the end of the day will result in satisfied employees and may cause the employees to develop vigorous and frictionless relationships among themselves”.

There were only a few studies on emotion regulation in work context. It is found out that emotion regulation can effect job satisfaction (Schmitt, Zacher & Frese 2012; Liu, Prati, Perrew & Brymer,2010; Brackett,Palomera, Mojsa-Kaja & Salovey ,2010; Cote & Morgan, 2002), job performance(Dumbrava ,2014; Ali, Garner & Megadley,2011; Fisk &Friesen ,2011; Liu, Prati, Perrew & Brymer;2010). The ability of problem solving and fatigability in the work settings can influence by emotion regulation strategies used by the employees (Schmitt, Zacher & Frese, 2012). From the review it could be understood that emotion regulation is an important concept in organizational psychology too.

CORRELATES OF EMOTION REGULATION

Psycho social correlates of emotion regulation in adult may differ from the adolescent or childhood. There are many factors which may correlate with emotion regulation. Here the investigator tried to explore studies related to factors which can influence the emotion regulation of an individual, especially in work settings.

Personality

During the past few years, researchers are curious about the existence of a specific police personality. Much research has been undertaken to determine what characterizes the 'police personality', but so far the results have been ambiguous. Some have suggested that people who join emergency-services professions have a unique set of personality and response characteristics that allow them to manage the intense stressors of their particular jobs. Several researchers have found evidence of a 'police personality', while other researchers have failed to detect personality differences between the police and the public (Balch, 1972). Sterling (1969) indicated that "there are significant differences between police recruits and non police college students, but the differences are not necessarily consistent with the authoritarian stereotype of policemen. The recruits were more likely to believe in the value of punishment, and they received significantly higher scores on the dimensions of deference and orderliness. They also appeared to be far less independent than the college students, and they were less likely to prefer new experiences. On the other hand, the recruits did not differ from the college students on three dimensions which are closely related to authoritarianism: aggression, nurturance, and interceptions".

Balch (1972) examined the authoritarian nature of American police and it was found that there is no difference between American police and an average middle classed white American public. Rubinstein (1973) examined the suspicious nature of American rookie cops in urban area and explained that the suspicious nature is not the after effects of police training but merely the personality characteristics of the cops. Fenser, Hanevicz, and Stanley (1977) found out that

police officers are more intelligent, masculine, less neurotic and extrovert than general public.

Reiner (1992) called the particular kinds of police personality as 'cop culture' and he described it as a pack of mission, cynicism, suspicion, solidarity/ isolation, conservatism, machismo, racial prejudice, and pragmatism.

Evans, Coman and Stanley (1992) measured the incidents of type A behavior pattern among 271 police officers. the results showed that, compared to junior personnel, police officers with more years of service saw themselves as more competitive, conscientious, and responsible and displayed traits of cynicism, aloofness, tough-mindedness, independence, aggression, hostility, and authoritarianism. Typically, police officers with longer service displayed behaviors associated with the Type A personality, including a tendency to show greater arousal and less flexibility when faced with occupational stress.

Biggam and Power (1996) examined the personality traits of positive and negative Affectivity in a group of serving Scottish police officers. Differences in affectivity were observed according to gender, marital status, rank, working location and job satisfaction level and found that the police do not markedly deviate from the norm on either positive or negative affect and must be asserted that overall the police are no different from the general population with regards to their emotional tone, although differences do appear to arise within the force according to demographic and occupational characteristics such as gender, marital status, rank, working location and job satisfaction level.

According to crank (1997), widely shared attitudes, values and norms that manage strains constitute the working personality of police officer. This can also

termed as police culture.

Black (2000) proposed that the higher and middle order personality traits (big five) related with the performance of police recruits. Performance of the police recruits were associated with all the big five higher order traits namely neuroticism, extraversion, openness, agreeableness, and conscientiousness. He proved that police officers who are reliable, determined, self confident are prefer to be busy and assertive and are likely to be higher performance during training.

Gould (2000), through a longitudinal study tried to expand the knowledge regarding the existence and development of police personality. He differentiates how the policing environment effects the development of personality on male and female police officers.

Bishop, Tong, Diong, Enkelmann, Why, Khader, and Ang (2001) examined the relationship between coping styles and personality among 243 male police officers from the Singapore Police Force. Canonical correlation analysis revealed that problem solving, composed of active coping, suppression of competing activities, planning, restraint coping, and instrumental social support, was positively associated with conscientiousness. Avoidance coping, which included behavioral disengagement, mental disengagement, denial, and focusing on and venting of emotion, was positively related to neuroticism but negatively related to conscientiousness. Positive reappraisal, which included emotional social support, turning to religion, positive reinterpretation and growth, and acceptance, was positively associated with extroversion, agreeableness, and openness.

Twersky-Glasner (2005) explained that “the police departments rigorously attempt to screen out individuals who exhibit certain personality traits, thus most

cadets have basically the same personality constructs going in to the force in essence, a baseline. What happens to these officers during the course of their careers continues to shape their personalities and ultimately, it is the job related experiences that form the “police personality”. This is certainly along the lines of the theories espoused by classical personality theorists who discuss personality as a dynamic process, one that is constantly changing in relation to the stimuli and experiences of the individual”.

Abrahamsen (2006) examined the police personality among 179 patrol officers. The result indicated a significant difference in the personality of police and the public. They also differed each other in terms of preferences for the resolution of conflicts.

Lau, Hem, Berg, Ekeberg and Torgsen (2006) conducted a comprehensive nationwide questionnaire survey. They combined the three personality traits of Neuroticism, Extraversion, and Conscientiousness into eight personality types: the spectator, insecure, sceptic, brooder, hedonist, impulsive, entrepreneur, and complicated. The typology comprises eight types that each represent a unique combination of Extraversion (E), Neuroticism (N), and Conscientiousness (C). The study also found relatively more men compared to women having personality types characterized with low scores of neuroticism and extraversion (spectator type and sceptic type and more women compared to men with personality types with high scores of neuroticism and extraversion. the study suggested that combinations of the personality factors neuroticism, extraversion, and conscientiousness are of some importance for stress and coping in a police sample.

Abrahamsen and Strype (2010) examined personality differences between

the police and the public by using the Big Five taxonomy of personality. It also explores differences in officers' job performance, using preferences for ways of resolving conflict situations as the job performance criterion. The study found support for the existence of a police personality. It also found differences in terms of preferences for conflict resolution tactics. Personality was only weakly related to such differences.

Salters-Pedneault, Ruef and Orr (2010) examined self-reported personality traits of police and firefighter recruits, as well as their psycho physiological response patterns during a loud-tone procedure. Police recruits scored higher than firefighters on gregariousness, a facet of extraversion, and on dutifulness and deliberation, facets of conscientiousness. Extraversion domain and two facets of extraversion, gregariousness and excitement-seeking, were elevated compared to the normative sample.

In a research, Grubb, Brown and Hall (2015) explored the traits and characteristics held by police hostage (crisis) negotiators, with specific reference to personality, coping style and cognitive emotion regulation. Findings confirmed the existence of a 'police personality/profile' with significant differences obtained between both police samples and the student sample on all three constructs

Police personality is a term used to describe personality characteristics that are found among most police officers. Traits encompass authoritarianism, suspicion, conservatism, and cynicism, among others. Some researchers have found that officers differ from each other in terms of job performance, and that actual personality differences predict such variations.

Personality and emotion regulation

A number of studies proved that personality have an association with various emotion regulation strategies. Most studies shows that neuroticism is positively linked to the maladaptive emotion regulation strategies like avoidance denial etc,. Researchers support that extraversion is positively correlated with understanding and regulating of emotions in general.

Larsen and Ketelaar(1989) suggested that extraversion is associated with a predisposition to experience positive affect, whereas neuroticism is associated with a predisposition to experience negative affect. Results supported that extraverts (compared to introverts) show heightened emotional reactivity to positive (but not negative) mood induction procedures, whereas neurotics (compared to stable individuals) show heightened emotional reactivity to negative (but not positive) mood induction procedures.

Watson and Clark (1992) investigated “relations between general and specific measures of self-rated affect and markers of Neuroticism, Extraversion, Openness to Experience, Agreeableness, and Conscientiousness. They found strong and pervasive associations between neuroticism, its facets, and the various negative affects; and between extraversion, its facets, and the positive affects. Conscientiousness also had a significant, independent relation with general positive affect, conversely, only the achievement facet of conscientiousness correlated broadly with the positive affects and hostility had a strong independent association with (low) agreeableness. The results for neuroticism and extraversion further clarify the temperamental basis of these higher order trait dimensions; whereas those obtained for agreeableness and conscientiousness illustrate the

importance of examining personality-affect relations at the lower order level.”

Kardum and Kneievic (1996) examined the effects of Eysenck’s personality traits on coping styles and moods, as well as the effects of coping styles on moods on the sample of 177 subjects. The results obtained showed a strong direct effect of Eysenck’s personality traits on positive and negative moods, while their effects on coping styles in stressful situations were considerably lower. Coping styles especially avoidance and problem-focused, contribute to the emotional outcomes directly and indirectly mediating the effects of Eysenck’s personality traits on moods. Extraversion is related primarily to seeking social support. They also found that the greatest numbers of items which measure emotion-focused coping style refer to seeking social support for emotional and instrumental reasons.

Gomez, Holmberg, Bounds, Fullarton and Gomez (1998) examined how neuroticism, extraversion and neuroticism, extraversion interaction predict cognitive approach and behavioral approach and avoidance coping styles. The results indicated that in male, extraversion predicted all three coping styles positively. In this group neuroticism also predicted avoidance coping positively and it exacerbated the effect of extraversion on all three coping styles. In females, extraversion predicted both the approach coping styles positively, while neuroticism predicted avoidance coping positively. For females, there was no neuroticism extraversion interaction. Extraversion was also positively associated with and predicted avoidance coping in males. The study found that among young male adolescents cognitive approach, behavioral approach and avoidance coping styles were all positively predicted by extraversion. In addition, avoidance coping was also positively predicted by neuroticism. In this group neuroticism exacerbated

the effect of extraversion on all three coping styles. In young female adolescents both cognitive and behavioral approach coping styles were positively predicted by extraversion, while avoidance coping was positively predicted by neuroticism.

With in a longitudinal perspective, Kokkonen and Pulkkinen (2001) examined the contribution of personality to the regulation of emotions. They mainly focus on the contribution of extraversion and neuroticism to predicting later emotion regulation and dysregulation. The result showed that extraversion at the ages 27 and 33 was positively associated with emotional social support at age 36 but neuroticism at the age 27 was positively related to emotional ambivalence at age 36 in both male and females. Based on structural equation model, they proposed that neuroticism led to higher emotion dysregulation later in adulthood and the prior extraversion was linked to lower emotion dysregulation.

Pienaar, Rothmann and Vijver (2007) studied whether the personality traits, coping strategies and occupational stress can predict the suicide ideation of south African police officer. The logistic regression analysis revealed that the emotional stability can be influenced by the personality and the avoidance coping and emotional stability were associated with suicidal ideation.

Ng and Diener (2009) confirmed that high neuroticism individuals were less likely to repair negative emotions than low neuroticism, and high extraversion individuals were more likely to savor positive emotions than low extraversion. These attempts at negative and positive emotion regulation predicted negative and positive emotional reactions, respectively, and accounted for the trait differences in emotions. Differences in negative emotion regulation mediated the relation between neuroticism and negative emotions, and differences in positive emotion

regulation mediated the relation between extraversion and positive emotions.

Thake and Zelenski (2012) examined the relationship between neuroticism and negative mood inductions among 166 adult participants. The results showed that the relationship between neuroticism and emotional reactivity differed according to the emotion that was induced. Neuroticism predicted increase reactivity to fear and sadness, the interaction of neuroticism and extraversion predicted the reactivity to the anger.

Gresham and Gullone (2012) conducted a study to examine the role of personality and parental attachment in the use of emotion regulation strategies like reappraisal and suppression among adolescents. The result of hierarchical multiple regression analysis shows all independent variable explaining around one quarter of the variation in emotion regulation strategies. Higher levels of extraversion and openness predicted greater use of cognitive reappraisal and are more likely to employ adaptive emotion strategies. Higher scores on extraversion and openness predicted more reappraisal use and neuroticism is positively related to suppression use.

Sandhu and Kapoor (2013) explored how the emotion regulation is influenced by personality traits in young women. Results of the study revealed the significant role of personality types in influencing typical emotional self regulatory patterns in young women and they suggested that identifying personality types thus becomes relevant in context of social and occupational adjustment of young women, since success in there domain largely depends upon effective emotional functioning.

Xia, Gao, Wang, and Hollon, (2014) explored the longitudinal relationship

between personality traits and emotion regulation strategies at two times across a six months interval. The result revealed that some personality traits influence certain emotion regulation strategies and some other traits may be influenced by specific emotion regulation strategies. Interpersonal independences predicted the use of cognitive reappraisal and expressive suppression across time, interpersonal initiative predicted cognitive reappraisal six months later, while cognitive reappraisal predicted interpersonal flexibility and interpersonal openness at the subsequent wave. The result also supports that the relationship between personality and emotion regulation may not be reciprocal and suggest that cognitive reappraisal and expressive suppression may be emotion mechanism of 185 traits. Their study also found out that interpersonal flexibility was not negatively correlated with suppression.

An individual's emotion regulation abilities are mainly related with personality characteristics of that individual. Studies suggested that positive emotion regulation is related with extraversion and neuroticism leads to emotion dysregulation.

Temperament

Temperament considered as a set of biologically based traits that appear early in life and show at least moderate consistency throughout life (Vaughn & Bost, 1999). A child's understanding of regulatory strategies, emotion regulation strategies and emotion regulation skills they develop is influenced by his or her temperament (Calkins, 2004; John & Gross, 2004). Low inhibitory control and experiencing negative emotions by temperamental predisposition are lead to distraction like high negative emotionality; if one has a good effortful control may

be able to take advantage of coping or cognitive restructuring than the child with low negative emotionality. Children with poor effortful control may affect with environmental stressors or their physiological manifestation (Rettew & McKee, 2005). According to Rothbart and Bates (2006), temperament is considered as individual differences regarding the way in which each individual respond in different domain like attention, activity and emotion. Temperament is generally thought of as reflecting constitutionally-based dispositions to cope with emotional arousal and therefore it has often been associated with regulatory behaviors. Based on studies involving both context and time, temperament is currently viewed as a predisposing set of individual characteristics with the potential to systematically change over time as the child develops, and for individual differences in temperament to be manifested in different ways in response to the nature of the context within which the individual is functioning (Wachs, 2006).

Ksionzky and Mehrabian (1986) studied temperament characteristics associated with successful job performance among 30 female and 30 male police dispatchers. The result indicated that job performance correlated positively with trait arousal and submissiveness. In addition, they also supported that females and younger performed better than did males and older.

Watson and Slack (1993) investigated the extent to which employee satisfaction is related with two broad temperamental traits, positive affect and negative affect through a longitudinal study. Result indicated that positive affect and negative affect predicted some facets of job satisfaction. The multiple regression analysis proved that emotional temperament, job changes, and occupational quality variables each made an independent contribution to the

prediction of job satisfaction.

Cieslak, Korczynska, Strelau and Kazmarek (2008) studied the effects of work stressors on burn out of the police officers. The result of the moderator analysis revealed that, temperament endurance moderate the relationship between the work stressors and burn out among police officers.

Schmidt, Rodrigues, Pipa, Brandalise, Lorenski and Lara (2010) studied the temperament differences in 23 broad professional areas. Results showed that educational level was correlated with drive and control, was lower in depressives and apathetic and higher in euthymics and hyperthymics. Fear was lower in administration and communications and higher in computing and office workers. Drive was lower in those unemployed and at home and higher in fitness and administration. Control was lower in arts and higher in teaching and health caring. Anger was lower in subjects in the areas of teaching and health caring and higher in human studies and unemployed. For affective temperament scores: depressive was lower in fitness and higher in human studies; anxious and apathetic scores were lower in fitness and higher in unemployed subjects; cyclothymiacs was lower in health caring and higher in unemployed; euthymic score was lower in human studies and higher in fitness; irritable was lower in religion and higher in unemployed; labile was lower in health caring and higher in unemployed; disinhibited was lower in engineering and higher in communications and arts; hyperthymic was lower in human studies and high in fitness.

Kasprzak and Brzuszkiewicz (2012) evaluated the impact of the temperamental traits and structure (as defined by Strelau's Regulative Theory of Temperament) on the level of life satisfaction and job satisfaction among

employees having different jobs and from different workplaces. The results indicated that there exists a positive relationship between both types of satisfaction and activity and endurance as well as a negative relationship between the measures of satisfaction and emotional reactivity. Multiple linear regression analysis revealed that activity and emotional reactivity are temperamental predictors of life satisfaction. The temperamental predictor of job satisfaction in the cognitive aspect was only activity, whereas in the case of job satisfaction in the emotional aspect - activity and endurance, temperament can influence job satisfaction and performance of an individual. So it has some indication in organizational settings also.

Temperament and emotion regulation

By referring some studies on temperament, Lauren and Powers (2007) states that measures of temperament often include some measure of emotionality with a focus on the tendency toward negative emotional experience and/or expression. Temperament, which is considered as an individual characteristic has an implication in emotion regulation process. Different temperamental dispositions relate to emotion regulation strategies in diverse ways such that individuals may have tendencies towards the development and the particular types of regulatory strategies. Temperament relates to the emotional nature and the quality of the prevailing mood, being mostly inherited and relatively stable over time (Cloninger, 1993).

Henderson and Wachs (2007) reviewed current definitions and measurement approaches used to assess individual differences in children's temperament. They review the neural bases of temperamental reactivity and self-

regulation and propose that these constructs provide a framework for examining individual differences and developmental change in emotion–cognition interactions across development.

Yap, Allen and Sheeber (2007) proposed a frame work that argue the emotion regulation can provide an organizing rubric to understand the role of temperamental and family process in adolescent depressive disorders. They noted that early individual differences in affective temperament like reactivity and emotional negativity will influence the development of regulatory strategies of emotion regulation. Emotions and its regulations are at the core of conceptualization and measurement of early childhood temperament. Negative emotionality, positive emotionality, and effortful control, which are factors of temperament have particularly relevant to emotion regulation process.

Lauren and Powers (2007) investigated the ways in which temperament and attachment together predict hypothalamic-pituitary-adrenal (HPA) response in emerging adult couples. Difficulty managing the stress of conflict in close relationships can lead to mental and physical health problems, possibly through dysregulation of the hypothalamic-pituitary-adrenal (HPA) axis, the neuro endocrine stress response system. Temperament, an individual characteristic, and attachment, a dyadic characteristic, have both been implicated in emotion regulation processes and physiological reactivity, yet there is no clear consensus on how the two work together to influence the stress response, especially after childhood.

Jaffe, Gullone and Hughes (2010) analyzed the independent and interactive roles of temperamental dispositions and perceptions of parenting behavior in the

use of emotion regulation among children and found that differing temperamental dispositions and the presence of supportive care giving environment is important for the development of adaptive pattern of emotion regulation.

Congard, Dauvier, Antoine, and Gilles (2011) investigated the role of anxiety and positive affect in emotion regulation among adults. They assumed that temporal dynamics of affective experience related to trait anxiety would manifest themselves both in affective responsiveness to life events and in homeostatic regulatory forces. The results showed that the relationship between trait emotions and functional characteristics linked to the dynamic aspects of affective dysfunction.

Shen and Zhang (2012) explored individual factors of emotion regulation. The hierarchical linear modeling proved that effortful control and affiliativeness were positively related with reappraisal of adolescents. The result also showed that surgency was inversely correlated with reappraisal. The hierarchical linear regression showed that negative affect (NA) were positively predicted the suppression which is a strategy emotion regulation.

Theory suggests that temperamental reactivity (negative affectivity) and regulation (Effortful control) predict variations in the development of emotions regulation. Tan, Armstrong and Cole (2013) investigated the relations between two temperament dimensions, reactivity and regulation and changes in anger regulation. Results indicated that higher mean level of effortful control predicted longer latency to anger and quicker use of distractions.

Turliuc and Bujor (2013) in their meta analytic study, summarized the result of investigation in terms of two main categories of factors; determinants and

consequences of emotions regulation. For the accurate analysis these two categories are again subcategorized like intrinsic factors; temperament and personality structures and extrinsic factors; attachment styles and emotion socialization. The analysis of consequences were focuses on mainly there areas like emotional, cognitive and social consequences of emotion regulation. The analysis shows that emotion regulation, whether it is adaptive or non adaptive are determined by intrinsic factors like temperament and personality and extrinsic factors like interactions with family and demographic factors like age and gender. Some personality traits which are developed from early temperamental dispositions were associated with strategies using for the regulation of emotions. Reactivity, hyper sensitivity and cyclothymiacs dispositions which are different dimensions of temperament are positively correlated with emotion regulation strategies

Temperaments which developed in the early developmental period will continue through adulthood and it may influence the individual's regulation of emotions.

Interpersonal sensitivity

Individuals with interpersonal sensitivity are preoccupied with their interpersonal relationships, vigilant to the behavior and moods of others, overly sensitive to perceived or actual criticism or rejection, and their behavior is modified with other's expectations to minimize the risk of criticism or rejection (Otani, Suzuki, Ishii, Matsumoto & Kamata2008). High interpersonal sensitivity often elicits poor and uneasy interpersonal relationships and this aspect was found to be important predictor of mental ill health. (Barnett & Gotlib, 1988).

Butler, Doherty and Potter (2007) investigated the interpersonal

antecedents and consequences of rejection sensitivity among the adult population. The results indicated that interpersonal sensitivity was associated with teasing during childhood, but not acceptance and social support. The high interpersonal sensitivity was also related to interpersonal competence during adulthood.

Otani, Suzuki, Ishii, Matsumoto and Kamata (2008) studied the relationship of interpersonal sensitivity and temperament in healthy subjects. The multiple regression analysis showed that the interpersonal sensitivity scores were correlated with the scores of five dimensions of the temperament and character inventory, and the correlations were especially strong with self-directedness and harm avoidance. The findings suggested that interpersonal sensitivity is related to some dimensions of the temperament, especially with low self-directedness and high harm avoidance.

Bunk and Magley (2011) designed a tool to measure the interpersonal sensitivity in the work place in order to assess how strongly individual react to the interpersonal interactions in the work place. They define sensitivity as “the strength of one’s cognitive and affective responsiveness to interpersonal encounters”. According to their view sensitivity consists of mainly two factors, self treatment and other treatment.

Murphy and Hall (2011) investigated the association between general intelligence and interpersonal sensitivity. Interpersonal decoding accuracy requires some level of social sophistication and results of the meta-analysis suggest that part of that social sophistication involves the cognitive abilities comprising general intelligence.

Hopewood, Ansell, Pincus, Wright, Lukowitsky and Roche (2011) Studied

that interpersonal sensitivities can be mapped the interpersonal circumplex and that people generally find others' behavior that is least similar to their own generally most aversive. Results suggested that interpersonal opposites are generally perceived as most aversive. They distinguish general from specific kinds of sensitivity, allow for tests of the convergent and discriminant validity of interpersonal sensitivities, and integrate sensitivities into a well-established nomological net composed of multiple constructs relevant to social behavior and interpersonal dysfunction.

Khodarahimi, Hashim and Mohd-Zaharim (2012) examined work relationship and its relationships with stress, depression and anxiety in workplace, and also to investigate the roles of demographical factors in these constructs. Findings indicated that work relationship with stress is a multidimensional construct with four factors: critical and procrustean, satisfactory, supportive and sympathetic, and disciplinary factors. Critical and procrustean was positively correlated with interpersonal sensitivity, demands and control subscales of work stress, depression, and anxiety. Satisfactory relationship was negatively correlated with depression, work stress and its support subscale. Third factor was negatively correlated with total work stress. A disciplinary relation was positively correlated with interpersonal sensitivity, work stress and its demands and control subscales.

Williams and Polman (2015) investigated how professional workers' willingness to act with interpersonal sensitivity is influenced by the gender and power of their interaction partners among management consultants, and found that the willingness to act with interpersonal sensitivity increased in interactions with women. Moreover, this effect was greater in interactions with women who had low

reward power, i.e., females who better fit the expectations associated with the social category “women”. Professionals working with mixed-gender versus all-male client teams reported a greater willingness to act with interpersonally sensitive behavior toward male client team members. Findings also showed that the willingness to act with interpersonal sensitivity is context dependent.

Bianchi, Schnfield and Laurent (2015) examined interpersonal rejection sensitivity (IRS) prospectively predicted burnout, controlling for baseline symptoms, history of depressive disorders, antidepressant intake, gender, age, and length of employment. IRS was related to a 119% increased risk of burnout at follow-up. Three of four burned out participants reported to be affected by IRS, or 2.5 times the rate observed in participants with no burnout symptoms.

Haq (2015) examined the relationship between workplace bullying, Interpersonal sensitivity, supervisor rated job performance and job stress. He also explored the impact of workplace bullying on job performance and job stress. Workplace bullying was significantly related with job stress and job performance. Similarly interpersonal sensitivity significantly related with job stress and insignificantly related with job performance. He also suggested that Interpersonal sensitivity moderate the relationship between workplace bullying and job performance such as the relationship was weaker which Interpersonal sensitivity was high. Similarly the relationship between interpersonal sensitivity moderates between workplace bullying and job stress such that the relationship was weakened when interpersonal sensitivity was high.

Lambert and Hopwood (2016) investigated sex differences with respect to a range of interpersonal sensitivities across acquaintances, friends, and romantic

relationships and suggested that women were significantly more sensitive than men, in general, to others' aversive behavior. Women were also found to be relatively more sensitive to coldness where as men were relatively more sensitive to warmth across different kinds of relationships. No significant differences were found with respect to dominance, nor were there systematic differences across relationships that vary in their emotional closeness.

Inter personal sensitivity is an important element of interpersonal relations, communication and also in psychological wellbeing of an individual. It has an implication in police work as it is a social service sector.

Interpersonal sensitivity and Emotion regulation

Individual differences are there in interpersonal sensitivity. The individual with high interpersonal sensitivity always try to adjust and modify their behavior according to the expectations of significant others in order to avoid the criticism or rejection.

Carney and Harrigan (2003) examined whether interpersonal sensitivity was related to accuracy of judging a friend's interpersonal sensitivity. Consistent with their predictions, found that the more interpersonally sensitive a participant was, the more accurate was their assessment of a friend's interpersonal sensitivity, and this it-takes-one-to-know-one effect was found for both emotional and social sensitivity. This relationship did not cross sensitivity domains, that is, participants' level of emotional sensitivity was not related to the accurate assessment of their friend's social sensitivity, and participants' social sensitivity was only slightly (but not significantly) related to the accurate judgment of a friend's emotional sensitivity. They opined that the relation between social sensitivity and some

degree of accuracy in judging a friends' emotional sensitivity makes sense because social sensitivity includes, both conceptually and operationally, sensitivity to emotion.

Through a meta-analysis Hall, Andrzejewski and Yopchick (2009) examined "how interpersonal sensitivity is related to psychosocial characteristics of the perceiver, defined as personality traits, social and emotional functioning, life experiences, values, attitudes, and self-concept. For 215 independent studies reported in 96 published sources, higher interpersonal sensitivity was generally associated with favorable or adaptive psychosocial functioning. Significant mean correlations were found for 27 of the 40 categories of psychosocial variables; these categories covered many different personality traits, indicators of mental health, and social and work-related competencies. Moreover, many additional studies that fell outside these conceptual categories also showed significant positive relations between interpersonal sensitivity and numerous other psychosocial variables".

Mast, Jonas, Cronauer and Darioly (2012) showed that interpersonal sensitivity (being attuned to and correctly inferring another person's thoughts and feelings) is an important aspect of what people expect from a good leader and that interpersonally sensitive leaders have more satisfied subordinates. In the first study, participants indicated how much they expected a good superior to be interpersonally sensitive (among other characteristics). People expect leaders to be interpersonally sensitive more so than subordinates. In the second study, participants interacted in same-gender dyads as leaders and subordinates. They measured subordinate satisfaction and leader interpersonal sensitivity. More interpersonally sensitive leaders had more satisfied subordinates. Interpersonal

sensitivity is important for good leadership: It is expected from leaders, and it contributes to increased subordinate satisfaction.

Kim, Park, Lee, Choi, and Choi (2015) investigated the factors affecting perception of service workers' emotional labor. Multiple regression analysis showed that subway workers' perception of emotional labor was different according to their gender, experience of negative emotions and psychology; and variables affecting emotional labor include experiences of physical and verbal abuse, disregard of personality and interpersonal sensitive psychology.

Kever, Pollatose, Verneulen and Grynberg (2015) investigated whether individual differences in interoceptive sensitivity are associated with the habitual use of two main emotion regulation strategies; reappraisal (antecedent-focused) and suppression (response-focused). Individuals with higher interoceptive sensitivity showed both greater habitual reappraisal and suppression use compared to those with lower interoceptive sensitivity. The findings suggested that better detection of one's' bodily signals facilitates the selection and implementation of antecedent-focused as well as response-focused emotion regulation strategies.

The review gave a picture about the association between interpersonal sensitivity and emotion regulation strategies. The individuals with high interpersonal sensitivity using suppression as emotion regulation strategies where as the individual with lower interpersonal sensitivity using more positive regulation strategies like reappraisal.

Work family conflict

Singh (2014) states that the concept of work/life conflict and work/family conflict were developed in the West and has been studied quite vigorously in

Western countries. It can be noticed that the studies on work family conflict is rare in eastern countries like India. Few of studies are there, but it lacks focus on cultural specifications (Rajadhyaksha & Smita, 2004). Here the investigator provides a brief review regarding how work family conflict impact individual and organization. After that few studies which analyze work family conflict and emotion regulation together is also reported.

Triplett, Mullings and Scarborough (1999) explored the contribution of work-home conflict to work-related stress among correctional officers and what role did gender play in understanding the contribution of work-home conflict to work-related stress among correctional officers. The findings supported the prediction that work-home conflict is an important contributor to work related stress for females. The analysis suggested that males experience work home conflict but experience its effect at home, rather than work. The findings supported the idea that the greater the level of work-home conflict, the greater the level of stress at work.

Grant-Vallone and Donaldson (2001) studied the effect of work family conflict on wellbeing of non professional employees through longitudinal study. The results revealed that work-family conflict predicted employee well-being over and above social desirability bias. In addition, analyses were consistent when both self-reports and co-workers reports were utilized. Finally, work-family conflict was a longitudinal predictor of employee's positive well-being. Both cross-sectional and longitudinal analyses were consistent across self-reports and co-worker reports.

Esson (2004) tested a comprehensive model of work-family conflict by

examining the work, non-work, and stress related consequences of work-family conflict. The results indicated that work family conflict did predict job and life stress, and findings indicated that work-family conflict results in work, non-work and stress related consequences that are evidenced in a complicated network of direct and indirect relationships. They also suggest that the consequences of work-family conflict may be best reduced by making attempts to prevent or eliminate a consequence that occurs early in the chain.

Mathew and Panchanatham (2011) illustrated the work-life balance (WLB) issues faced by women entrepreneurs of South India and also sought to understand the important factors influencing the work life balance of women entrepreneurs. The study revealed that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the work life balance of women entrepreneurs in India. They found a significant differences in the level of work life balance issues faced by the various categories of women entrepreneurs between work overload and family- work conflict.

Erdamer and Demirel (2013) determined the work-family conflict and family-work conflict- that teachers went through. The most common conflicts within the work-family conflict identified are; a continuing trouble at home confronted at work, the physical and mental fatigue at work makes difficult the responsibilities at home, a problem that was confronted at work causes tension and stress at home. On the other hand, the most common problems within the family-work conflict are found as; the responsibilities and small works at home causes to make sacrifice from sleeping. The unexpected situations (becoming ill of the child,

unplanned guest) at home makes difficult the working life. In addition, it was found that female and young teachers more go through work- family conflict and private school teachers more go through both of the conflicts.

Sikora, Moore, Grunberg and Greenberg (2015) conducted a longitudinal exploration of work-family conflict theories previously examined via cross-sectional methods. Using four waves of data collected over a 10 year time frame. They analyzed the temporal linkages between two forms of work-family conflict (i.e., family-to-work and work-to-family), causal precedence frameworks, and domain-specificity using work-domain stressors of job stress and work overload. Within wave results replicate previous findings of associations between work to family and family to work as well as moderate domain specificity with work domain stressors more closely aligned with work to family than family to work. Finally, cross-domain causal linkages are evident with a reciprocal pattern.

Research on work–family conflict has found that this variable influences a number of outcomes including psychological distress, job satisfaction, organization commitment, turnover, and life satisfaction. it is also seems to study the work family conflict from the perspectives of emerging economy as very important because the institution of family is very strong and where of late women participation in professional sphere is on the rise (Chandra, 2010).

Work family conflict and emotion regulation

Work and family are the most important facets in both women and men's lives, and conflictive demands arising from them have turned out to be one of the five emerging psycho-social risks in today's occupational world (European Agency on Health and Safety at Work, 2010).

Judge, Ilies and Scott (2006) investigated the effect of work–family conflict on the emotions of guilt and hostility, and the implications of work–family conflict and these emotions for job satisfaction and marital satisfaction. Results revealed that within individuals, family-to-work conflict experienced at work, and work-to-family conflict experienced at home, were positively associated with guilt and hostility at work and at home, respectively. In addition, they also state hostility mediated the negative effect of work-to family conflict at home on daily marital satisfaction.

Morris, Silk, Steinberg, Myers and Robinson (2007), in a review study examined associations between components of the family context and children and adolescents' emotion regulation (ER). The review is organized around a tripartite model of familial influence. Firstly, it is posited that children learn about emotion regulation through observational learning, modeling and social referencing. Secondly, parenting practices specifically related to emotion and emotion management affect emotion regulation. Thirdly, emotion regulation is affected by the emotional climate of the family via parenting style, the attachment relationship, family expressiveness and the marital relationship.

Cheung and Tang (2009) adopted the conservation of resources model to examine the associations among emotional labor, work family interference, and quality of work life. Correlation and hierarchical regression analyses showed that surface acting was a salient correlate of work to family interference, even when organizational display rules and employees' demographic information were controlled. Furthermore, quality of work life had partially mediated the relationship between surface acting and work-to-family interference. However,

deep acting and expression of naturally felt emotion did not relate to work to family interference. They also found that family-to work interference was a salient correlate of the use of surface acting in workplace.

Carlson, Ferguson, Hunter and Whitten (2012) provides insights into the relationship of abusive supervision with work–family conflict (work-to-family and family-to-work). And it incorporated the emotional labor to burnout link as the mediating process between abuse and conflict. Results suggest that abusive supervision influences conflict and the relationship is partially mediated through the surface acting to burnout path.

Haar, Russo, Sune and Malaterre (2014) investigated the effects of work–life balance (WLB) on several individual outcomes across cultures among a sample of 1416. Structural equation analysis showed that work life balance was positively related to job and life satisfaction and negatively related to anxiety and depression across the seven cultures. Individualism/collectivism and gender egalitarianism moderated these relationships.

Sharma, Dhar and Tyagi (2015) examined “the extent to which work–family conflicts cause stress among nursing staff and its subsequent impact on their psychological health”. The results revealed that stress acted as a mediator between work–family conflict of the nursing staff and their psychological health. However, their emotional intelligence level acted as a moderator between their stress level and psychological health.

Rutherford, Wallace, Lauren and Mayes (2015) examine the role of emotion regulation in parenthood, and propose that regulatory function during this period is distinct from the emotion regulation skills acquired and implemented

during other periods of life. In this review, they consider the unique demands of caring for a child and recognize that parents have to maintain a regulated state as well as facilitate regulation in their child, especially early in development. They examine neurobiological, hormonal, and behavioral shifts during the transition to parenthood that may facilitate parental regulation in response to infant cues. Furthermore, they consider how parents shape emotion regulation in their child, and the clinical implications of regulatory functioning within the parent–child relationship. They also examine the potential role for cognitive functions in facilitating emotion regulation in parents, building on emerging work in non-parents relating emotion regulation to executive functioning, as well as social–cognitive functions such as metallization and mindfulness.

Rubio, Osca, Recio, Urien and Peiro (2015) tested the relations between work-family conflict and emotional exhaustion across time and the role of professional self-efficacy in this relation among army samples through a longitudinal study. Structural Equation Modeling results confirm the simultaneous reciprocal effects model as it fits the data better than the normal causal or the reverse causal models. This result suggested that work-family conflict predicts emotional exhaustion and at the same time emotional exhaustion increases work-family conflict. The article also contributes to clarifying the role of self-efficacy in the complex relationship between work-family conflict and emotional exhaustion.

Studies proved that work family conflict can impact an individual's emotion management, both in personal and occupational life. Emotion regulations affected by the emotional climate of the familial relationships.

Social support

There are a lot of research in social support in the contexts of work settings and found out that it is necessary for both physical and mental health of an employee.

Brown and Grover (1997) examined exposure to operational duties and the possible moderating role played by just world beliefs, availability of social support and negative attitudes towards emotional expression and their general health. A multivariate procedure indicated that, in the low stressor exposure condition, the addition of negative attitudes towards emotional expression appears to be associated with increases in psychological distress. However, under circumstances where the police officer enjoys a high level of social support and expresses a high degree of just world beliefs, negative attitudes towards emotional expression would not appear to have an impact.

Stephens, Long and Miller (1997) tested the hypothesis social support moderates the effect of traumatic experiences on post traumatic stress symptoms among police officers. The prediction that lower social support would be related to higher post traumatic stress was supported for social support from peers, supervisors, and outside work, but not for negatively expressed support. Findings suggested that there are important types of ongoing social support, from peers in particular that can be fostered or provided for by organizations.

Viswesvaran, Sanchez and Fisher (1999) studied the social support in organizations meta analytically. Results indicated that social support had a threefold effect on work stressor–strain relations. Social support reduced the strains experienced, social support mitigated perceived stressors, and social support

moderated the stressor–strain relationship. Evidence for mediational and suppressor effects of social support on the process of work stress was weak

Patterson (2003) examined the effects of coping and social support on psychological distress in response to stressful work and life events among police officers. The results of hierarchical multiple regression analysis showed that the main effect of life events was related to higher distress. Problem-focused coping resulted in a reverse buffering effect; the relationship between work events and distress was associated with higher distress. Seeking social support buffered the relationship between work events and distress, and emotion-focused coping buffered the relationship between life events and distress.

Tong, Bishop, Diong, Enkelmann, Why, Ang, and Khader (2004) examined the relationship between perceived social support and personality among police officers from Singapore's three main ethnic groups, Chinese, Indians, and Malays. Of the three ethnic groups Chinese participants reported the largest number of social supports but the lowest satisfaction with that support. Regression analyses revealed agreeableness, extraversion, and openness contributed independently to number of social supports. The number of social support was divided into two components: number of social supports from family and number of social supports from others. Regression analyses showed agreeableness and conscientiousness to be independent predictors of social support from family and conscientiousness, extraversion, and openness to experience is independent predictors of social support from others. In addition, the relationships were found to be equally descriptive of the three ethnic groups.

Morash, Kwak, Hoffman, Lee, Cho and Moon (2008) conducted a study

among police officers related to the sources of police stress. Almost half of the variance in stress could be explained. Reports of being ridiculed and “set up” in dangerous situations, and to a lesser extent, lack of support from superiors and perceived disrespect from the public, were found as salient predictors of stress.

Yuan et al. (2011) studied the supportive factors of post traumatic stress among police officers. Less previous trauma exposure, and less critical incident exposure during police service as well as greater sense of self-worth, beliefs of greater benevolence of the world, greater social support and better social adjustment, all assessed during academy training, were associated with lower post traumatic stress disorder symptoms after two years of service. Positive personality attributes assessed during training with the NEO Five- Factor Personality Inventory were not associated with lower post traumatic stress disorder symptoms. In a hierarchical linear regression model, only Caucasian race, lower critical incident exposure during police service, greater assumptions of benevolence of the world and better social adjustment during training remained predictive of lower post traumatic stress disorder symptoms after two years of police service. The results suggested that positive world assumptions and better social functioning during training may protect police officers from critical incident related post traumatic stress disorder.

Reviews show that social support fostering the psychological wellbeing, job satisfaction, and even performance of the employees.

Social support and Emotion regulation

The sources of social support of a working person mainly include coworkers, friends, spouses, and supervisors. The emotional support that one got

from the significant relationships helps the individual to regulate their emotions appropriately.

Lakey and Cassady (1990) studied social support and emotion regulation. Results showed that low perceived support might influence emotion regulation by limiting the resources an individual activates when enlisting social support, thus effectively preventing enacted support from exerting its predicted effects. Perceived support may thus moderate any effects of enacted support on emotion regulation, in a way that contributes to its pattern of inconsistently supporting stress-buffering models. The relative independence of perceived and enacted support as constructs and in their effects on outcomes suggests that they will relate differently to emotion regulation mechanisms as well.

Esther, Greenglass, Burke and Konarski (1997) examined the antecedents and consequences of burnout, including the roles of work stressors and social support from supervisors and co-workers, in a sample of teachers. It was found that greater co-worker support contributed to the prediction of burnout, particularly to decreased depersonalization and increased feelings of accomplishment and suggested that burnout be regarded as a process beginning with emotional exhaustion (in response to external stressors), which then leads to depersonalization. Social support relates to the depersonalization and the personal accomplishment aspects of burnout suggest that resources may be most effective in alleviating burnout when individuals are cognitively reacting to emotional exhaustion. By regarding burnout as a process that proceeds through emotional and cognitive stages, researchers may better understand the factors that contribute to its development.

Marin and Garcia-Ramirez (2003) analyzed the role of three sources of social support on the emotional exhaustion in a sample of 210 nurses. Hierarchical multiple regression analysis confirmed the main effect of the three sources and the buffering effect in the case of outsiders and kin. The positive relationship found between co-worker support and emotional exhaustion. Negative relationships found in the other two sources, close families and friends and supervisor, and suggested that these ties may form an important resource to prevent emotional exhaustion.

Cieslak, Korczynska, Strelau and Kazmarek (2008) investigated whether work stressors, coping styles, and work-related social support predict burnout among prison officers. Results of structural equation modeling showed that emotion-oriented coping was positively related to emotional exhaustion, and negatively to personal accomplishment. Task-oriented coping was positively related to personal accomplishment. Social support from work was negatively related to emotional exhaustion. The effects of work stressors on burnout were mediated by work-related social support and by emotion-oriented coping. Work-related social support was negatively related to depersonalization only among participants with strong endurance. High level of work stressors predicted high emotion-oriented coping only among individuals with weak endurance.

Solan, Newhouse and Thompson (2013) by using survey data from a large sample of state employees, examined race differences in the quantity and quality of workplace social relationships. Apart from this they also assessed the emotional consequences of relationships with coworkers for both black and white workers. Findings showed the workplace social ties were unrelated to negative emotional

experiences for both black and white workers and were only associated with positive emotional experiences for white workers. Also, perceived coworker support mediated the association between social ties and positive emotional experience, but only among white workers. These findings illustrate that workplace social ties have different emotional effects for black and white workers. White workers appear to experience emotional benefits from social ties because they increase perceptions of coworker support. Among black workers, however, social ties are not correlated with similar emotional benefits. The only emotional benefit of workplace social ties found for black workers was perceptions of increased coworker support.

Rami (2013) investigated one possible mechanism through which social support affects emotional well-being—that is, one’s strategy of emotion regulation. Study one examined the influence of social support on one’s positive affect over the past two months, and whether this was influenced by one reappraising his or her emotions. Results showed that people who had more social support were more likely to experience greater positive affect, and reappraisal was a potential mechanism. Study two focused on how social support helps people cope with specific negative experiences. Results showed that the more social support participants reported receiving, the lower their emotional reactivity to a recalled personal negative event. Interestingly, participants thinking that the event was less important to them influenced this effect. Collectively, these findings show how one’s emotion regulation strategies can serve as a mechanism through which social support has an influence on emotional well-being.

Ju, Lan, Li, Feng and You (2015) investigated the mediating effect of

workplace social support on the relationship between trait emotional intelligence and burnout. Workplace social support partially mediated the relationship between trait emotional intelligence and burnout. Neither gender nor age moderated the relationship between trait emotional intelligence and teacher burnout. Emotional intelligence and workplace social support can protect from burn out.

Social support buffers positive emotion regulation strategies and thereby help to adopt adaptive coping mechanisms which are essential for maintaining good physical and mental health.

MENTAL HEALTH

Mental health studies have its importance in organizational settings also as it determined job performance, achievement, interpersonal relationship etc., Mental health researches in organizations started along with the development of organizational behavior. Srivastava (1991) studied the relationship between employee role stress and mental health. The result indicated that employee's role stress and mental ill health are positively correlated and also found that the coping strategies adopted by the employees was moderating the relationship between role stress and mental health. Lakshminarayanan and Prabakaran (1993) studied the mental health of industrial workers. Results provided the evidences that young employees have poor mental health compared to older employees. Anand (1997) conducted a study to find out the relationship between mental health and occupational strength of school teachers. The analysis showed the negative correlation between the variables.

Nagarathannamma (1999) analyzed the mental health level of employees working in three different organizations. The results showed that mental health of

the employees differing with the duration of their employment.

Yildiz (2008) evaluates the relationships of time balance, social relations, role conflict, perception of work environment, and fourteen control variables to police officers' well-being and found significant relationships between time balance and well-being (an indirect effect via role conflict), time balance and social relations, time balance and role conflict, social relations and role conflict, role conflict and well-being, and perception of work environment and well-being. In addition, six control variables (rank, department, optimism, isolation, income sufficiency, and working days per week) were statistically significantly related with well-being. They suggested that attention should be paid to the effects of time balance, income sufficiency, work environment, and workdays on the well-being of the officers.

A study by Juniper, White and Bellamy (2010), with an aim to construct an instrument that measures the work related wellbeing of officers and staff within a police force, showed that nine distinct elements of police work adversely affect the wellbeing of the officers. These elements were advancement, facilities, home work interface, job, physical health, psychological health, relationships, organizational and workload. The dimensions were identified from the sample of 822 police officers and they suggested that the majority of work related wellbeing issues are experienced by all sections of the police that have practical implications for those tasked with shaping and delivering workplace interventions to improve health and performance across the whole force.

Rani, Garg and Rastogi (2012) studied the effect of perceived organizational justice on psychological wellbeing (life satisfaction) of police

employees including constables, sub-inspectors and circle officers. The results suggested perceived organizational justice has positive relationship with psychological wellbeing, leading to life satisfaction and the components of organizational justice (distributive Justice, procedural Justice and interactional Justice) found to be strong predictors of the autonomy, environmental mastery, personal growth, positive relationships with others, and purpose in life, self-accepted and psychological wellbeing.

Basinska and Wiciak (2013) assess the positive and negative impact of the work of police officers and firefighters on their well-being. The study also examined the relationship between the type of occupation and the elements that generate a feeling of well-being, issues relating to a positive influence of work on different spheres of life, as well as the relationship between the length of service and the influence of work on health. The results showed that the impact of work on well-being in the social, economic, and health spheres, and in relation to self-esteem, was determined by the nature of the work. Compared to police officers, firefighters were more positive in their assessment of the impact of work on their private life and overall well-being. Among the police officers, work was considered to have a negative impact on health, leisure and economic well-being.

Garbarino, Cuomo, Chiorri and Magnavitta (2013) analyzed job stress and the presence of mental health symptoms among special police force who engaged exclusively in the enforcement of law and order. The regression analysis showed that job stress causes some sort of mental health problems. The psychological screening revealed some cases of mild depression also.

The longitudinal study to identify individual, operational, organisational

and environmental factors associated with the wellbeing and resilience of police officers and their ability to cope with the demands of contemporary policing by Alexander, Klein and Falconer (2013) yield that factors such as job satisfaction, methods of coping, 'disturbing' types of incidents, and the 'stressfulness' of aspects of work over time impact the wellbeing of police officers and the stigma surrounding stress-related and mental health issues continues to be a significant barrier to officers seeking support after 'personally disturbing' incidents.

Padhy, Chelli and Padiri (2015), examined the "relationship between optimism and psychological well-being (PWB) among police officers. Sixty police officers, both male and female, between the age ranges of 26 to 57 years were categorized into two equal groups consisting of participants below ten years of work experience and above ten years of work experience. They proposed that police officers of these two groups differed significantly on their optimism levels. Significant positive correlations were found between optimism and positive wellbeing, for the entire sample of police officers. The findings of this study indicate the need for organization-specific interventions to increase optimism to manage health outcomes, and improve the personal wellbeing of these officers".

EMOTION REGULATION AND MENTAL HEALTH

According to Gross and Munoz (1995) emotion regulation is essential but traditionally under emphasized feature of mental health. Adult mental health mainly included the abilities, to work creatively and productively, to relate to others in a way that is mutually satisfying and to feel comfortable by developing a rich and fulfilling inner life (Gross & Munoz ,1995). In adulthood, emotion regulation is no longer simply desirable but it is necessary for daily functioning.

Zapf (2002), in a review article, explain the emotion work and its effects on well-being. Emotion regulation, surface acting, and deep acting were discussed from an action theory point of view. Empirical studies so far show that emotion work has both positive and negative effects on health. Negative effects were found for emotional dissonance. Concepts related to the frequency of emotion expression and the requirement to be sensitive to the emotions of others had both positive and negative effects. Control and social support moderate relations between emotion work variables and burnout and job satisfaction. Moreover, there is empirical evidence that the co occurrence of emotion work and organizational problems leads to high levels of burnout.

John and Gross (2004) showed that reappraisal is a healthier profile of short-term affective, cognitive, and social consequences than suppression. They also reviewed individual-difference, which show that using reappraisal to regulate emotions is associated with healthier patterns of affect, social functioning, and well-being than is using suppression. They also consider issues in the development of reappraisal and suppression and provide new evidence for a normative shift toward an increasingly healthy emotion regulation profile during adulthood

Berking, Orth, Wupperman and Casper (2008) clarify the reciprocal effects between emotion regulation and emotional adjustment. The results showed that emotion regulation skills predicted the emotional adjustment and concluded that emotion-regulation skills may be important in the prevention and treatment of affect-related mental health problems.

Aldao, Nolen-hoeksema, and Schweizer (2010) focused on rumination, which is generally considered to be a dysfunctional emotion regulation approach.

Rumination typically occurs when an individual engages in highly repetitive, mental replays of events, or mental searches for nonexistent solutions to problems that evoke strong emotions despite possible negative consequences. They also proposed that, although rumination is one of strategies that individuals often engage in order to expand their knowledge or to solve problems; it is negatively associated with problem-solving activities because it can interfere with more adaptive problem-solving efforts. Individuals with emotional/behavioral problems tend to ruminate about problems they have no control over.

Quoidbach, Berry, Hansenne and Mikolajczak (2010) examined the relative impact of the main positive emotion regulation strategies on two components of well-being: positive affect and life satisfaction (LS). Results showed that when experiencing positive events, focusing attention on the present moment and engaging in positive rumination promoted positive affect, whereas telling others promoted life satisfaction. Results further showed that regulatory diversity (i.e., typically using various strategies rather than a few specific ones), was beneficial to overall happiness and wellbeing.

Mandal, Arya and Pandey (2011) through a meta-analytical study on recent articles related with emotion regulation theorized emotion regulation may serve as a potential mediator of the relationship between mindfulness and well-being. They proposed that, well-planned empirical studies are needed to attest this theoretical speculation is as much as some studies points towards the possibility that mindfulness may serve as a potential mediator in the relationship of emotion regulation and well-being.

Pisaniello, Winefield and Delfabbro (2012) explored the relationship

between emotional labour and emotional work on psychological wellbeing and occupational stress in nurses. In a multivariate model, emotional work was found to be less strongly predictive of negative psychological outcomes than was emotional labour, but was more strongly predictive of positive outcomes. Social support may moderate or be an antecedent to the performance of emotional labour and emotional work. They support the conservation of resources theory with emotional work, rather than emotional labour, enabling the uptake of resources and leading to positive occupational health and wellbeing.

Chi and Liang (2012) examined the moderating role of subordinates' emotion-regulation strategies and the mediating role of emotional exhaustion in the relationship of abusive supervision and work withdrawal from a stress perspective, and the results suggested that subordinate's emotional exhaustion mediated the relationship between abusive supervision and work withdrawal only when subordinates engaged in high-frequency expressive suppression or low-frequency cognitive reappraisal.

Turliuc and Bujor (2013), in a metaanalytical study summarized the results of different investigation in to two main categories of factors like contributors and consequences of emotion regulation. They analyzed the consequences of emotion regulation in the emotional, cognitive and social areas of individual's mental health. Results showed that poor regulation of emotions may cause expression of dysfunctional negative emotions, less successful recovery of mood, outbursts and psychic troubles. Cognitive reappraisal related with life satisfaction and positive affect. Emotion dysregulation affects the social dimensions of the personality and the quality of interpersonal relations of adults.

Haver, Akerjordet and Furunes (2013) analyzed emotion regulation and its implications for leadership, from both leaders' and followers' perspectives. The major themes emerged from their preliminary analysis were emotion regulation strategies facilitates health, job outcomes also facilitated by emotion regulation, regulation of emotions is essential for effective and good leadership and some kinds of emotion regulation act as a barriers to health and job outcomes. Findings revealed that leaders' emotion competencies, cultural understanding, and coaching ability and the quality of leader-member relationships seem particularly important for the efficiency of emotion regulation.

Gratz and Roemer's (2004) outline of emotional regulation problems emphasizes the following: (a) fundamental to emotional regulation is awareness of one's emotional state; some individuals cannot identify and label negative or aversive emotions; (b) adaptive emotional regulation requires the ability to not only recognize emotions, but to also have some degree of acceptance of them as well (versus ignoring, escaping/avoiding emotions, etc.); (c) poor emotion regulation can be inferred from certain behavioral problems, such as lack of impulse control when one is angry, upset, etc; and (d) adaptive emotional regulation allows one to effectively pursue needs and goals, despite experiencing negative or aversive emotions. That is, adaptive emotion regulation allows an individual to continue to pursue healthy goal-directed behavior, despite their distress.

Donahue, Goranson, Clure and Male (2014) tested the mediation of emotion deregulation between negative affect and physical aggression and moderating effect of sex in the relationship between negative affect and aggression in a nonclinical sample. Results showed that sex moderated the relationship

between negative affect and physical aggression, and emotion dysregulation fully mediated the relationship between these variables in both males and females.

While difficulty inhibiting impulsive behavior when distressed was a significant mediator across sexes, difficulties with emotional awareness demonstrated a mediation effect only in males. Findings provided preliminary support for the facets of emotion dysregulation that are important in understanding the negative affect – physical aggression association in males and females.

Kleiman, Ammerman, Look, Berman, and McCloskey (2014) examined emotion reactivity as a mediator of the relationship between depression symptoms and borderline personality disorder symptoms and history of self-injurious behavior and suicide attempts. They also examined gender as a potential moderator of this relationship. Mediated path analyses indicated that emotion reactivity is a possible pathway through which depression and self-injurious behavior relate, especially in women.

Dumbrava (2014) analyzed the effect of emotion regulation through a meta-analysis and it was found out that emotion regulation affects the organization both positively and negatively. Positive effects include deep emotional effort, well being and performance of the employees. Surface emotional effort, occupational stress and behavioral problems were the negative effects of the emotion regulation.

Buruck, Dorfel, Kuqler and Brom (2016) evaluated the impact of standardized emotion regulation training to improve emotion regulation skills and thereby well being in elderly employees. They used affect regulation training (ART) to improve the emotion regulation skills and found out that affect regulation training fosters emotion regulation skills, especially acceptance, tolerance and

modification of negative emotions. At the six month follow up it could be found out that well being of the experimental group is enhanced compared to control groups.

Emotion regulation is one of the major tasks of any employee in his/her work setting. Emotion regulation not only affects the job performance and achievement but also the mental health of that individual. The difficulty in emotion regulation affects the emotional adjustment of the employees and their by problem solving, decision making, social functioning and the total well being of the employees.

This chapter summarizes the reviews related with the emotion regulation in the work settings especially related with law enforcement sector. From this review it is clear that personality, temperament, interpersonal sensitivity are related with the regulation of emotions and some social factors can also influence the emotion regulation strategies. In adulthood individual learns how to experience and express the emotions, especially in work settings and this also contribute to the overall emotion regulation skills of an individual. From the review it is clear that emotion regulation is a fundamental requisite for the mental health, as it influence the inner feelings, relationships and productive work.

The emotions and regulation of emotions is very important not only in organizational perspectives but also in individual perspectives. Nowadays organizations are much concerned about the emotional labour and job behaviours of the employees as it affects the effectiveness of organizations. But how certain job related factors and behaviours affect and decide the 'emotions' of employees and how it is impinge on the overall effectiveness of that individual (mental health)

is not focus to a great extent. So the review of above literature spot out the need of such investigation among employees especially like law enforcement whose job is more emotionally demanding and stressful.

Review of related studies always should be a strong foundation to the present research. It helped in entire process of present investigation and that great pieces of knowledge provoked thoughts to formulate objectives and researchable hypothesis.

OBJECTIVES OF THE STUDY

The present study planned to conduct in two phases.

PHASE I

- a. To explore the psycho social factors related with emotion regulation of female law enforcement officers.

PHASE II

Part 1

- b. To get an idea on the nature of distribution of variables emotion regulation, and its contributors among female law enforcement officers.
- c. To study the nature and extend of relationship among the variables emotion regulation and its contributing variables among law enforcement officers.
- d. To identify the variables which are contributing to the emotion regulation among female law enforcement officers.

Part 2

- e. To get an idea on the nature of distribution of variable mental health and its dimensions among female law enforcement officers.

- f. To study the relationship of emotion regulation and contributors of emotion regulation with the mental health of female law enforcement officers.
- g. To identify the variables which are predicting mental health of female law enforcement officers.
- h. To explore the role of emotion regulation and its contributors on mental health and its dimensions among female law enforcement officers.
- i. To explore the role of emotion regulation and job related demographic variables on mental health of female law enforcement officers.
- j. To analyze the role of socio-demographic variables and emotion regulation on mental health of female law enforcement officers.
- k. To find out the mediating effect of emotion regulation on relationship between its contributors and mental health.

HYPOTHESES OF THE STUDY

The general hypothesis was formulated for the study in accordance with the objectives formulated.

PHASE 2- PART I

1. There will be normality on the nature of distribution of the variables under study through preliminary analysis.
2. There will be significant inter correlation among variables under study.

In order to examine the relationship between the study variables emotion regulation, personality, interpersonal sensitivity, work family conflict, and social support the following hypotheses and the sub hypotheses are formulated and tested.

3. There is a significant relationship between the study variables emotion

regulation, personality, interpersonal sensitivity, work family conflict and social support.

- 3.1. There will be a significant relationship between the variable of emotion regulation and personality dimensions.
- 3.2. There will be a significant relationship between emotion regulation and interpersonal sensitivity.
- 3.3. There will be a significant relationship between emotion regulation and work family conflict.
- 3.4. There will be a significant relationship between emotion regulation and social support.
- 3.5. There will be a significant relationship between personality and interpersonal sensitivity.
- 3.6. There will be a significant relationship between personality and work family conflict.
- 3.7. There will be a significant relationship between personality and social support.
- 3.8. There will be a significant relationship between interpersonal sensitivity and work family conflict.
- 3.9. There will be a significant relationship between interpersonal sensitivity and social support.
- 3.10. There will be a significant relationship between work family conflict and social support.

To examine the contributor relationship between emotion regulation, personality, interpersonal sensitivity, work family conflict and social support and

its sub-dimensions, The following hypothesis will be tested.

4. There will be significant contributor relationships between personality, interpersonal sensitivity, work family conflict and social support on emotion regulation.

PART II

In order to examine the relationship between the study variables mental health, emotion regulation, personality, interpersonal sensitivity, work family conflict and social support the following hypothesis and the sub hypothesis are formulated and tested.

5. There will be a significant relationship between the study variables emotion regulation, personality, interpersonal sensitivity, work family conflict social support and mental health.
 - 5.1. There will be a significant relationship between emotion regulation and mental health.
 - 5.2. There will be a significant relationship between personality and mental health.
 - 5.3. There will be a significant relationship between interpersonal sensitivity and mental health.
 - 5.4. There will be a significant relationship between work family conflict and mental health.
 - 5.5. There will be a significant relationship between social support and mental health.

To examine the predictor relationship between emotion regulation, personality, interpersonal sensitivity, work family conflict and social support on

mental health and its sub-dimensions. The following hypothesis will be tested.

6. There will be significant predictor relationships between Emotion regulation, personality, interpersonal sensitivity, work family conflict and social support on mental health and its sub variables.
- 6.1. The variables Emotion regulation, personality, interpersonal sensitivity, work family conflict and social support will predict mental health.
- 6.2 The variables Emotion regulation, personality, interpersonal sensitivity, work family conflict, and social support will predict self awareness.
- 6.3 The variables Emotion regulation, personality, interpersonal sensitivity, work family conflict and social support will predict coping with stresses.
- 6.4 The variables Emotion regulation, Personality, interpersonal sensitivity, work family conflict and social support will predict positive relationships.
- 6.5 The variables Emotion regulation, Personality, interpersonal sensitivity, work family conflict and social support will predict emotional wellbeing.
- 6.6 The variables Emotion regulation, Personality, Interpersonal sensitivity, Work family conflict and Social support will predict social wellbeing.

To examine the interaction between the classificatory factors of personality, interpersonal sensitivity, Emotion regulation difficulties, work family conflict and social support on mental health and its dimensions the following hypothesis will be tested.

7. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high), personality (low, moderate and high), interpersonal sensitivity (low, moderate and high), social support(low, moderate and high) and work family conflict(low,

moderate and high) on mental health and its dimensions.

- 7.1. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and personality on mental health and its dimensions.
- 7.2. There will be significant interaction between the classificatory factors of in emotion regulation difficulties (low, moderate and high) and interpersonal sensitivity (low, moderate and high) on mental health and its dimensions.
- 7.3. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and social support (low, moderate and high) on mental health and its dimensions.
- 7.4. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and work family conflict (low, moderate and high) on mental health and its dimensions.

To examine the interaction between the classificatory factors of emotion regulation difficulties and the classificatory factors of demographic/job related variables on mental health and its sub-dimensions the following hypothesis will be tested.

8. There will be significant interaction between emotion regulation difficulties (low, moderate and high) and the classificatory factors of demographic variables (age, marital status, education and religion) on mental health and its dimensions.
 - 8.1. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and age on mental health and its dimensions.

- 8.2. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and religion on mental health and its dimensions.
- 8.3. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and educational qualification on mental health and its dimensions.
- 8.4. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and marital status on mental health and its dimensions.
9. There will be significant interaction between emotion regulation difficulties (low, moderate and high) and the classificatory factors of job related variables (year of service and place of work) on mental health and its dimensions.
 - 9.1. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and year of service on mental health and its dimensions.
 - 9.2. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and place of work on mental health and its dimensions.

To examine the mediator effect of difficulties in emotion regulation on mental health; the following hypothesis will be tested.

10. Emotion regulation difficulties shall mediate the relationship of personality, interpersonal sensitivity, social support and work family conflict with mental health.

- 10.1. Emotion regulation difficulties can mediate the relationship of social support and mental health.
- 10.2. Emotion regulation difficulties can mediate the relationship of interpersonal sensitivity and mental health.
- 10.3. Emotion regulation difficulties can mediate the relationship of personality and mental health.
- 10.4. Emotion regulation difficulties can mediate the relationship of work family conflict and mental health.

These hypotheses are made based on the review of literature and results of the first phase of the present investigation and it also gave directions for the research method adopted for the phase two of the investigation.

Chapter – 3

METHOD

- Research design
- Participants
- Tools
- Procedures
- Data analysis techniques

Method is all about the procedures that a researcher adopted for the scientific and valid research. Success of any scientific research depends on the proper method and measures adopted for data collection and analysis. According to Kerlinger (1996) the researcher's choice of design, methods of observation, measurement methods and the type of analysis must be congruent and must fit together. Different methods have different strengths. Every successful research project requires a meaningful research question and an appropriate way to answer that question (Morgan, 2014). According to him deciding how to do research depends on the understanding of why the research is doing. Choosing a design that can accomplish research goals requires knowledge about the options that are available and how to evaluate those options. This chapter deals with the general plan of the research work, including research design, sample selection, measures used to collect data and techniques used to analyze the data.

An appropriate research design means finding a match between the purposes that motivate the research and the procedures that use to meet those purposes (Morgan, 2014). Pragmatic approach is always linking the purpose and the procedures. Pragmatism as a philosophy originated in the united states in the late nineteenth century. The first detailed summary is given by James (1995) in his book 'pragmatism'. In Greek "pragma" means action and it is the central concept of all version of pragmatism. The major elements of pragmatism are: actions cannot be separated from the situation and contexts with in which they occur, actions are linked to consequences in ways that are open to change and actions depend on world views that are socially shared sets of beliefs. According to Morgan (2014) pragmatists emphasize the nature of experiences and focus on

outcomes of action. Instead of concentrating on individuals as isolated sources of beliefs, pragmatism examines shared beliefs.

Dewey's (1986) version of pragmatism interested in the concept of inquiry as a form of experiences and it links belief and actions through a process of decision making. This approach is similar to contingency theory approach to research design by Johnson and Onwuegbuzie (2004) which accepts that "quantitative, qualitative and mixed research are all superior under different circumstances and it is the researchers task to examine the specific contingencies and make the decision about which research approach, or which combination of approaches, should be used in a specific study".

The broad objectives of the present study are

1. To explore the psycho social factors related with emotion regulation of female law enforcement officers of Kerala.
2. To identify the psycho social contributors of emotion regulation among female law enforcement officers.
3. To analyze the impact of emotion regulation and its contributors on mental health of female law enforcement officers.

In order to achieve these objectives, the present investigation is designed to carry out in two phases by using two different research methods. So it designed as a pragmatic approach of Sequential contributions model with a quantitative priority based on preliminary qualitative inputs.

"In a research motivated by sequential contributions, the goal is to use the strength of one method to enhance the performance of the other method. This approach relies on a division of labour in which each method serves a different

purposes and one method builds on what you learned from other”(Morgan, 2014). Two fundamental principles of sequential contribution method are prioritizing and sequencing. Prioritizing is deciding of core method and supplementary method, it should be based on purposes of the study. Sequencing includes the assignment of specific order to supplementary method either as an input or as a follow up extension to the core method. In a preliminary qualitative input design (qual →QUANT), the initial qualitative method contributes a set of inductive, subjective and contextual strength that are useful for the core quantitative method.

The present study designed in two phases, a preliminary qualitative exploration (interpretative phenomenological analysis- 1st phase) supplementing the core quantitative descriptive study (IInd phase). The second phase of the study consists of two parts, the major objective of first part is the identification of contributors of emotion regulation among female law enforcement officers and the second part analyses the impact of emotion regulation and its contributors on mental health of female law enforcement officers.

PHASE 1: INTERPRETATIVE PHENOMENOLOGICAL ANALYSIS

The major objective of this phase is to explore the psycho social factors related with emotional regulation of female law enforcement officers. This will help the researcher to understand different psychological and social factors related with the emotional experience of female policing in their own perspectives.

Through this phase researcher tried to identify the variables related with mental health of officers.

Research design

To meet the objectives of the first phase the researcher uses a qualitative

exploratory approach: interpretative phenomenological analysis. A qualitative research is inductive, subjective and contextual. The induction related to theory creation through flexible research designs. Qualitative research captures a set of purposes associated with meaning and interpretations and this helps to examine a specific situation or sets of people in detail.

Interpretative phenomenological analysis (IPA) is an approach which is concerned about the detailed exploration of personal meaning and living experiences. Particularly, it explores in detail how participants are making sense of their personal and social world (Smith & Osborn, 2015). According to them IPA is phenomenological that involves detailed examination of the participants lived experiences concerned with an individual's personal perceptions or account of an object or event, as opposed to an attempt to produce an objective statement of the object or event itself.

Participants

Participants for phase I consisted of 50 female law enforcement officers between the age group 21 to 50 from selected districts of Kerala. The participants belong to different religion, educational status, experience and designation is selected through convenience sampling technique. Convenience sampling made use of sample that is easily available at any time and are willing to take part at the time of the study which suits best to the criteria of investigation.

Method for data collection

Unstructured qualitative interview method is used for data collection. Even though it is an unstructured one, the researcher mainly seeks the factors related with their job which affects their mental health. Here the researcher promotes the

participants to describe their own experiences rather than perceptions.

The qualitative interviewing gives the researcher an opportunity to learn more about the other's beliefs and meanings in a context which they are experiencing. This kind of interview also helps the researcher to interpret the quantitative results.

Procedure

After getting the permission from the district police superintendent of Kozhikode (appendix A) district of Kerala, the researcher selects few police stations from the district according to her convenience. The investigator approaches the Station House Officer (SHO) and explained about the study, with his/her permission approach each Women Police Officer (WPO) personally and explained the purpose of the interview. First of all rapport was established, the confidentiality of the information was assured and collected the consent form (appendix B). The participants are encouraged to share their own experiences rather than general opinion. Each session took around 30 minutes to one hour according to the convenience of the participant. As the participants were the officers of law enforcement, which is characterized by unpredictable work schedule, the data were collected in 2-3 sessions. Before the interview, background information was collected by using demographic data sheet. The investigator not permitted to record the audio of the interview by the authority, so the interviewer drops the plan of recording the interview process. So she jots down the maximum information from the whole process after each session without any delay by case by case.

Data analysis

In interpretative phenomenological analysis the researcher wants to learn about participants lived experiences. The major aim of analysis is to understand the content and meaning of the data rather than measuring their frequency. In IPA, the investigator engaging in an interpretative relationship with the data. There is no prescriptive method for data analysis in IPA, but always begins by looking in detail at the data of one interview before moving to examine the other, case by case. In the second part of analysis, the individual pieces of analysis slowly come together in clusters and patterns.

The analysis in IPA is started with analyzing the first case. Data is read in number of times and annotate the significant responses made by the sample. Reading and re reading is very important because each reading has the potential to throw up new insights (Morgan, 2014). There are no rules about what is commented up on, but should be based on the research purposes. The comments may be either a preliminary interpretation or the similarities in the content. After that read the note again to identify the themes. The themes move the responses to a slightly higher level of abstractions. Then the themes ordered in chronological order (based on the sequence in the data). In the next stage the researcher tries to make connections between the themes, a kind of theoretical ordering and to cluster these themes. After completing the analysis of one respondent, moved in to another sample and continues the same way of analysis as for the first case. Once each data has been analyzed by the interpretative process, a final list of group theme is constructed. The final themes are selected purely on the basis of their prevalence in the whole data.

PHASE II: QUANTITATIVE DISSCRIPTIVE STUDY

The major objectives of the phase II are:

1. To identify the psycho social contributors of emotion regulation among female law enforcement officers.
2. To study the impact of emotion regulation on mental health of female law enforcement officers.

Under these objectives lot of specific objectives are formed. In order to achieve the objectives, it again divided in to two sub parts. Same Participants were used for these two sub parts and data were collected together.

RESEARCH DESIGN

In order to achieve these objectives, the second phase of the study is designed as quantitative descriptive study. In quantitative descriptive design all the observations are quantified by using scales, ratings etc. quantitative research is typically deductive, objective and general. It is mainly begin with theories and hypotheses which needs to evaluate through observations. This deductive process of moving from theory to observations is also associated with the linking causes to effects. Quantitative research design always pursues a set of purposes associated with objectivity.

Section A: Participants

In this section the procedures used for the selection of sample from the population are described. Selection of the samples (participants) is a crucial step in any research.

Adequate sample size and the representativeness are very important to draw some valid interference from the study. Simple random sampling (Probability

sampling), which is a basic sampling technique in which each element of the population has an equal chance of being included in the participants, is used for the present investigation.

The universe of this study consists of female law enforcement officers of Kerala state. The population consists of female law enforcement officers of Kerala between the ages ranging from 21 to 55. Sample selected from all the 14 districts of Kerala using simple random sampling.

Categorization of the participants based on demographic and main variables

Participants are categorized in to different groups based on the variable under study. This categorization is mainly for the purpose of different analysis. Categorization is also made on the basis of demographic variables such as age, religion, marital status, education, designation, year of service, place of work, etc.

Age

Participants were female law enforcement officers of Kerala with in the age ranging from 22-55; the entire sample is divided in to three groups based on their age as follows.

Table 1

Distribution of the Participants according to Age

Groups	Age in years	No. of Participants	%
1	Below 30	84	37.3%
2	31-45	103	45.8%
3	46 and above	38	16.9%
Total		225	100%

From the table it is clear that 45.8% of the sample are of the age category 31-45 years, 37.3% are of age below 30 years and 16.9% are 46 and above.

Level of Education

The participants is also categorized based on their educational qualification as group 1 (comprised of plus two and below), group 2 (comprised of Degree) and group 3 (Post Graduation and above). The details of distribution based on level of education is presented in table 2.

Table 2

Distribution of Participants according to Education

Groups	Qualification	No. of Participants	%
Group I	Plus two & below	67	29.8%
Group II	Degree	107	47.6%
Group III	Post Graduation	51	22.7%
Total		225	100%

Educational level of the participants is range from matriculation to post graduation. Plus two/pre degree and SSLC is included in one category and it is composed of 29.8% of the present sample. Majority of the sample have degree level education (Diploma after plus two is also included in this category). This category constitutes 47.6% of the sample. Higher educations after the degree are included in the third category. They constitute 22.7% of the sample. Senior officers reported that in earlier the persons who have higher education like post graduation or professional course has not much interest to join in the department but nowadays there is no such discrimination to the job of law enforcement.

Religion

Participants of the present study also classified based on the religion.

Mainly three religious groups are found among participants.

Table 3:

Distribution of the Participants according to Religion

Groups	Religion	No. of Participants	%
1	Hindu	146	64.9%
2	Muslim	49	21.8%
3	Christian	30	13.3%
Total		225	100%

From the table it is clear that 64.9% of the sample is from Hindu religion, 21.8% are Muslim and 13.3% are Christian. The variation may be the representation of total Kerala population.

Years of Service

In order to understand the effect of experience of the officers on emotion regulation and mental health, participants were also categorized in to three groups. Officers below ten years of experience included in group one, officers who have 11 to 20 years of experience included in second group and third group consists of officers with more than 20 years of experience.

Table 4

Distribution of participants according to years of Service

Groups	Years of service	No. of Participants	%
1	0-10	87	38.7%
2	11-20	96	42.7%
3	20 above	42	18.7%
Total		225	100%

Table 4 gives details regarding the service (in years) of the present participants. 38.7% of participants are below 11 years of experience. 42.7% of participants have 11-20 years of service in law enforcement. 18.7% of the sample has more than 20 years of service. In present study a commendable percentage of freshers are there. But still department needs more appointments to meet the need and their by can reduce the stress of female officers due to work overload.

Table 5

Distribution of participants according to Designation

Groups	Designation	No. of participants	%
1	WCPO	201	89.3%
2	ASI & SI	20	8.9%
3	Higher Officials	4	1.8%
Total		225	100%

Majority of the participants are Civil Police Officers (WCPO) and they constitute 89.3% of the total sample. Assistant Sub Inspector (ASI) and Sub Inspector (SI) included in the second category which constitutes 8.9% of the total

population. In this study higher official includes the female law enforcement officers above the rank of sub inspector. They constitute 1.8% of the sample. During the semi structured interview female law enforcement officers expressed their opinion that getting promotion in law enforcement job is little difficult as compared to any other government job. The direct appointment of female officers as sub inspectors is to be encouraged.

Area of workplace

The participants consisted of officers who worked in different places of Kerala. They were classified in to two groups as those working in rural area and those working in urban area.

Table 6

Distribution of participants according to place of work

Groups	Place of work	No. of participants	%
1	Rural	74	32.9%
2	Urban	151	67.1%
Total		225	100%

Investigator collected data from both urban and rural police stations. 67% of the participants are from urban areas and rests of them are from the stations of rural area.

Marital status

Participants also grouped based on their marital status as shown in table 7.

Table 7

Distribution of the participants According to Marital Status

Groups	Marital Status	No. of Participants	%
1	Married	214	95.1%
2	Single	11	4.9 %
Total		225	100%

In the present study, 95% of the respondents are married and rest of them is unmarried. Most of the participants joined in department after their marriage.

Classification of the participants on the basis of Main variables

The main variables of the present investigation like emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict, and social support is classified in to three levels based on their value of mean and standard deviation (Low group- those below mean minus one standard deviation, Moderate – those between mean minus one standard deviation and mean plus one standard deviation; and High group– those above mean plus one standard deviation).

Classification helps to make the variables more effective and interactive variables and these classifications used to analyze the influence of the variables emotion regulation, personality, interpersonal sensitivity, work family conflict, social support on mental health of female law enforcement officers. Grouping of the variables is detailed in following tables.

Personality

In the present investigation the personality is measured by using the big five factor inventory, through which five factors of personality, namely extraversion, agreeableness, open to experience, conscientiousness, and

neuroticism can be measured. From the present investigation, results show that among the five factors extraversion and neuroticism are the main predictors of the mental health. So the further analysis is done by considering these two factors. The participants were divided in to three levels of extraversion and neuroticism based on the mean and standard deviation.

Split of the participants based on the levels of extraversion

The total participants is classified in to three levels namely low, moderate and high based on the mean and standard deviation of the extraversion dimension of personality and the classifications are showed in table 8.

Table 8

Split of the Participants based on the Levels of Extraversion

Levels of extraversion	No. of Participants	Percentage
Low (below 20)	50	22.2%
Moderate (21-31)	141	62.7%
High (32 above)	34	15.1%
Total	225	100%

The mean and standard deviation of the extraversion is found to be 26 and 6. Based on these values all the participants are classified in to three levels and the table shows that most of the participants are fall under moderate level of extraversion.

Split of the participants based on the levels of neuroticism

Personality dimension neuroticism also divided in to three levels based on the mean value and standard deviation obtained on the neuroticism dimension of personality and the classification is tabulated in table 9.

Table 9

Split of the Participants based on the Levels of Neuroticism

Levels of neuroticism	No. of Participants	Percentage
Low (below 16)	47	22.0%
Moderate (17-28)	150	65.6%
High (28 above)	28	12.4%
Total	225	100%

Table 9 shows the three levels of neuroticism dimensions of personality which was calculated by taking in to account the value of mean as 22 and standard deviation as 6. It was found that among the total 225 officers, the number of officers who fall under the high level is the minority.

Split of the participants based on the levels of interpersonal sensitivity

Participants were divided in to three categories based on the mean and standard deviation of interpersonal sensitivity score of the total sample. Details are tabulated in table 10.

Table 10

Split of the Participants based on the Levels of Interpersonal sensitivity

Levels of interpersonal sensitivity	No of respondents	Percentage
Low (below 37)	34	15.1%
Moderate (38-131)	158	70.2%
High (132 above)	33	14.7%
Total	225	100%

The table 10 shows the three levels of interpersonal sensitivity. It can be found that majority of officer's falls under moderate level of interpersonal

sensitivity, which means they are not hypersensitive or rejection sensitive to interpersonal interactions.

Split of the participants based on the levels of social support

Table 11

Split of the Participants based on the Levels of Social support

Levels of social support	No of respondents	Percentage
Low (below 66)	40	17.8%
Moderate (67-94)	142	63.1%
High (95 above)	43	19.1%
Total	225	100%

Participants also classified in to three categories based on the mean and standard deviation of perceived social support as showed in table 11. From the total participants 18% reported that they have low level of social support and 63% reported as moderate level of social support. 20% of the participants reported that support from family, friends and society is satisfactory for them. Here the investigator measured the perceived social support not the actual support. Many researchers proved that perceived social support is more important in well being than the actual support.

Split of the participants based on the levels of work family conflict

The total participants of the phase II of the present investigation are also classified in to three levels (low, moderate and high) based on their score on work family conflict.

Table 12

Split of the Participants based on the Levels of Work family conflict

Levels of work family conflict	No of respondents	Percentage
Low (below 39)	42	18.7%
moderate (40-69)	134	59.6%
High (70 above)	49	21.8%
Total	225	100%

Table 12 shows the three levels of work family conflict among the female law enforcement officers. This has been calculated by taking into account the value of mean and standard deviation of the work family conflict score. It was found that among the total participants most of them have the work family conflict, about 60% of the participants fall under moderate level of work family conflict and 22% comes under the level of high work family conflict.

Emotion regulation difficulties

The participants were divided into three groups based on the mean and standard deviation obtained by the emotion regulation difficulties scores. The details are shown in table 13.

Table 13

Split of the Participants based on the Levels of Emotion regulation difficulties

Levels of emotion regulation difficulties	No of respondents	Percentage
Low (below 66)	40	17.8%
Moderate (67-94)	142	63.1%
High (95 above)	43	19.1%
Total	225	100%

Table 13 shows the classification of the participants based on the mean value and standard deviation of the difficulties in emotion regulation. It was found

that nearly 18% of the participants are with low emotion regulation difficulties, which implies that the group constitute of officers with high emotion regulation. About 20% of the participants facing high difficulties in regulating their emotions (low emotion regulation) and 63% of participants fall under the moderate level of emotion regulation difficulties.

Section B: Measures used

The section deals with the tools used for the present investigation. Questionnaire is mainly used for the data collection. Unstructured interview also conducted to understand their perceptions and experience regarding the job of law enforcement. The psychometric features of each questionnaire which is used in present study are described. The major measures used in the present study are

Part 1

1. Difficulties in Emotion regulation scale (Gratz & Roemer, 2004)
2. Big five factor inventory (Denahue & Kentle ,1991)
3. Interpersonal sensitivity measure (Boyce &Parker, 1989)
4. Perceived social support assessment (Zimet, Dablem, Zimet & Farley 1988)
5. Work family conflict scale (Carlson, Kacmar & Williams, 2000)
6. Personal data sheet

Part 2

1. Mental health inventory- Adult (Ashalatha & Jayan, 2014)
2. Difficulties in emotion regulation scale (Gratz & Roemer, 2004)
3. Big five factor inventory (Denahue & Kentle ,1991)
4. Interpersonal sensitivity measure (Boyce & Parker, 1989)
5. Perceived social support assessment (Zimet, Dablem, Zimet & Farley 1988)

6. Work family conflict scale (Carlson, Kacmar & Williams, 2000)
7. Personal data sheet

A brief description of the tool is given below

1. Difficulties in Emotion Regulation Scale (DERS)

The Difficulties in Emotional Regulation Scale (DERS) is a 36 item self reported multidimensional assessment of emotion regulation and emotion regulation difficulties developed by Gratz and Roemer (2004). It is originally developed for use with adults, designed to provide a comprehensive assessment of emotion regulation across multiple domains. Items are scored on six subscales like Lack of emotional awareness: which reflects the tendency to attend to and acknowledge emotions.

Lack of emotional clarity: which reflects the extent to which individuals know the emotions they were experiencing.

Difficulties in controlling impulsive behavior: This reflects difficulties in remaining in control of one's behavior when experiencing negative emotions.

Difficulties in engaging goal directed behaviour when distressed: which reflects difficulties in concentrating and accomplishing tasks when experiencing negative emotions.

Non acceptance of negative emotional response: it denotes a tendency to have negative secondary emotional responses to one's negative emotions

Limited access to effective emotion regulation strategies: which reflects the belief that there is little that can be done to regulate emotions effectively once an individual is upset (Gratz & Roemer, 2004).

Reliability and Validity

Previous studies have shown the DERS have good reliability and validity for both adolescents and adults (Gratz & Roemer 2004). Exploratory factor analysis supported a six factor structure consistent with the six DERS sub scales. Internal consistencies for the sub scales were found to be excellent (alphas ranged from .76 to .89). The overall internal consistency is .93 ranging from .80 to .89 on sub scales. The copy of the standardized scale is appended as appendix C.

2. Big Five factor Inventory

Big five factor inventory is a 44 item inventory developed by Denahue and Kentle (1991). The Big five inventory (BFI) used short phrases based on trait adjectives used to be prototypical markers of Big five (John, 1990). BFI is comparatively brief inventory which allows efficient and flexible assessment of personality in five dimension factors. The Malayalam version of the measure standardized by Jaya (2014) is also used for the present investigation. The five factors of big five inventory are:-

Extraversion

Extraversion dimension is associated with sociability, assertiveness, boldness, and active traits. It also implies an energetic approach towards the social and personal world and it also characterized by positive emotionality.

Agreeableness

Agreeableness is characterized by altruism, trust, modesty and tender mindedness. It includes a communal attitude towards others.

Conscientiousness

Conscientiousness include traits like impulse control, thinking before acting, following norms, rules and regulations, organizing tasks, goal directed behaviour etc.,. These individual considered as social.

Neuroticism

Neuroticism factor is mainly characterized by negative emotionality mainly anxious, nervous, sad and tensed. Neuroticism is mainly contrast with emotional stability it is measured by the eight items in the scale (Denahue & Kentle, 1991).

Openness to experience

Openness to experience involves the tendency to be imaginative, creative, curious, flexible, attuned to inner feelings, and inclined toward new activities and ideas.

Reliability

The alpha reliabilities of dimensions of Big five inventory range from .75 to .91 with an average of .80. Three months test- retest reliabilities range from .80 to .90 (John, Hampson & Goldberg, 1991).

Validity

John and Srivastava (1999) made a comparison of the BFI with the other well known measures of Goldberg, TDA and Costa and McCrae's (1992b) NEO personality inventory using self reports on all the three measures and found good criterion validity. The copy of the scale (both English and Malayalam version) is appended as appendix D.

3. Interpersonal Sensitivity Measure (IPSM)

Interpersonal sensitivity measure is a 36 item self report questionnaire

developed by Boyce and Parker (1989). It can be used to measure the range of interpersonal sensitivity that is hyper sensitivity to interpersonal rejection. The scale consists of five subscales. The interpersonal sensitivity score can be obtained by adding the subscale score. The Malayalam version of the measure standardized by Jaya (2014) is also used for the present investigation. The five subscales are:

Interpersonal awareness

It is the awareness and the sensitivity to the interpersonal interactions. It is an individual perceived impact of a negative or critical response. Interpersonal awareness is composed of seven items of the IPSM scale.

Need for approval

Need for approval includes a person's wish to make others happy and maintaining peace in the relationship and ensuring that the others should look them and not reject them. The high score in this dimension indicates the subordination of own needs to make the other happy.

Separation Anxiety

Separation anxiety is the anxiety regarding the separation from relationships. It includes anxiety regarding the viability of attachments. The individuals who have the high separation anxiety will be very sensitive to any threat which affects the smooth relationships.

Timidity

It is the inability to behave assertively in interpersonal interactions. It is the behavioural component of the interpersonal sensitivity. It indicates lack of assertiveness.

Fragile Inner self

It denotes the inner self which is unlikable by the individual so they need to hide it from others. The high score in this dimension implicates the high fragile self esteem (low self esteem).

Reliability

The interpersonal sensitivity measure (IPSM) is reported to have test-retest reliability of .85 for the total score and the coefficient range from .55 to .76 for subscales. The test obtained .67 test retest reliability in an Indian study (Vidyanithi & Sudhir, 2000), test-retest reliability in its total score and .55 to .70 for its subscales.

Validity

The interpersonal sensitivity measure correlated highly with self esteem scale (low self esteem) as 0.39. A copy of the measure is appended as appendix E.

4. Work Family Conflict Scale (Carlson, Kacmar & Williams, 2000)

Work family conflict scale is developed by Carlson, Kacmar and Williams in 2000. It is an 18 item scale with six different sub scales that measured the six dimensions of work family conflict, that is

- a. Time based work interference with family
- b. Time based family interference with work
- c. Strain based work interference with family
- d. Strain based family interference with work
- e. Behaviour based work interference with family
- f. Behaviour based family interference with work

In present investigation, as the participants are natives of Kerala, the

investigators translated the original scale in to Malayalam which is the local language of Keralites. The multidimensional measure of the concept of work family conflict is a more accurate depiction of the construct as it allows each of the six dimensions to be examined.

Time based conflict: Conflict occur when time devoted to one role makes it difficult to participate in another role.

Strain based conflict: Strain based conflict suggest that strain experienced in one role intrudes in to and interferes with participation in another role.

Behavior based conflict: Behaviour based conflict occurs when specific behaviour required in one role is incompactable with behavioural expectation in other role (Greenhaus & Beutell, 1985).

Reliability

The internal consistency of each of the six dimensions was estimated with coefficient alpha. The reliabilities time-based WIF is .87; time-based FIW is .79; strain based WIF is .85; strain-based FIW is .87; behavior-based WIF is .78 and behavior based FIW is found to be as .85 (Carlson, Kacmar & Williams, 2000).

Validity

Discriminant validity was assessed by examining the factor correlations from the confirmatory factor analysis. The correlations of the six factors, found to be ranged from .24 to .83 (Carlson, Kacmar & Williams, 2000). A copy of standardized version of the scale is appended as appendix F.

5. Multi Dimensional Scale of Perceived Social Support (MSPSS)

Multi dimensional scale of perceived social support is short and brief scale to measure the perceived social support. It mainly assess the perception of support

from family, friend and significant others. The scale is developed by Zimet, Dablem, Zimet and Farley (1988). The Malayalam version of the scale developed by Sarika and Baby Shari (2015) is also used for the present investigation. Scale consists of 12 items which measure three sub scales (four items for each sub scale). Sub scales are as follows

- a. Family: this subscale measuring the support that getting to the participants from their family.
- b. Friends : the support from friends are measuring with the four items of the scale
- c. Significant others: the perceived support from the significant people other than family and friends.

Reliability

Cronbach's coefficient alpha was obtained for the total scale was .88. The subscales namely significant other, family and friends got the values .91, .87, .85 respectively (Zimet, Dablem, Zimet & Farley, 1988).

Validity

Strong factorial validity and moderate construct validity was established by the developers. A copy of standardized version of the scale is appended as appendix G.

6. Mental Health Inventory -Adult (AMHI)

Adult mental health inventory is developed by the investigators in 2014. It includes 64 items measuring five sub-dimensions of mental health namely self awareness, positive coping with stresses, positive relationships, Emotional wellbeing and social wellbeing. Items are rated on five point scale. Details of the

scale including the definition and psychometric properties are presented in chapter four. The copy of the rough draft and the final form of the inventory is shown in appendix H and I.

7. Personal Data Sheet

A personal data sheet was prepared by the investigators to collect data regarding relevant socio demographic characteristics of the participants. The basic details like age, education, religion, marital status, year of service, designation, etc were collected by using the personal data sheet. A copy of personal data sheet is appended as appendix J.

Standardization of Tools

The tools namely Adult mental health inventory, Difficulties in emotion regulation scale, Big five inventory, Interpersonal sensitivity measure, Perceived social support assessment, Work family conflict were used in the present investigation. The Malayalam(which is the local language of the participants) and English version of these scales which is standardized in adult population is used to measure the study variables. Among these tools, adult mental health inventory is developed by the investigators themselves. The Malayalam version for the measure of work family was not available, so the investigators translated and standardized it in adult population. Malayalam version of difficulties in emotion regulation scale is available, but it was standardized in adolescent population. So the researcher re standardized the scale in adult population. The Malayalam versions of the rest of the tools standardized in adult population are already available.

a. Difficulties in Emotion Regulation Scale (DERS)**Adaption and Re-administration**

Difficulties in Emotion Regulation Scale originally developed by Gratz and Roemer (2004), which is developed for the adult. For the present study the Malayalam translation made by Anto (2013) was taken. Difficulties in Emotion Regulation Scale consist of 36 items. The Malayalam translated version was given to 250 persons randomly selected from different occupation, like law enforcement, teaching, banking, nurses for the re-standardization.

Item analysis

A pilot study was conducted for the re-standardization of the tool. Difficulty in emotion regulation of the respondent can vary from 36 to 180. This score was obtained by adding the sum of subscale for each individual. High score indicates greater difficulties in emotion regulation and low score indicating emotion regulation. The responses were arranged in the ascending order of total score. Then the top and bottom subjects were selected and grouped in to high and low groups. Items analysis of the scale was done by Lickert method, 't' values were given in table 14.

Table 14

DERS-The 't' value of Items of the Original scale

Sl. No.	't' value	Sl. No.	't' value
1	4.517**	19	5.598**
2	4.696**	20	8.432**
3	4.745**	21	5.813**
4	6.026**	22	0.824
5	4.364**	23	6.434**
6	0.652	24	1.519
7	1.373	25	5.938**
8	1.264	26	9.323**
9	5.752**	27	7.272**
10	2.837**	28	4.325**
11	5.420**	29	7.387**
12	1.350**	30	7.237**
13	7.888**	31	6.543**
14	5.653**	32	7.693**
15	9.240**	33	8.467**
16	7.966**	34	5.778**
17	3.715**	35	8.320**
18	7.695**	36	7.843**

** Items selected for the final scale.

Item Selection

After the item analysis of 36 items of DERS original scale, only 30 items were selected for the final study. The 6 items were found to be insignificant for the Kerala adult population. Items are scored as in original scale. i.e., 5 point scale ranging from almost never which is denoted by 1 to almost always, which is denoted by 5. Thus in the standardized tool, a subject can score from a minimum of 30 to maximum 150. The high score indicates higher emotion regulation

difficulties and low score indicates the emotion regulation.

Reliability and Validity

The reliability coefficient of the difficulties in emotion regulation scale (DERS) was found to be 0.883. The Chronbach's alpha was used to assess the reliability. Reliability for the subscales also in calculated and it is found as Lack of emotional awareness (0.639), Lack of emotional clarity (0.630), Difficulties controlling impulsive behaviour when distressed (0.692), Difficulties engaging goal directed behaviours when distressed (0.721), Non acceptance of negative emotional responses (0.704), Limited access to Emotional regulation strategies (0.621). The scale assured good face validity (Anto, 2013).

b. Multi Dimensional measure of work family conflict

Multi dimensional measure of work family conflict was originally developed by Carlson, Kacmer and Williams (2000). For the present study Malayalam version was also used. The investigator translated the original scale in to Malayalam and the Malayalam translation was standardized.

Item Analysis

A pilot study was conducted among 200 employed persons for the adaptation and standardization of the scale. On the basis of pilot study the total score of work family conflict was finding out by adding the value of six dimensions of work family conflict measure. So a subject could score a minimum value of 18 to maximum value of 90. The total 200 subjects score were arranged in ascending order based on the total score obtained. The 75 subjects who got high score considered as one group and the last 75 subjects who got low total score considered as group two. The item analysis of the scale was done by Likert

method and the 't' value of 18 items of multi dimensional measure of work family conflict scale is given below:

Table 15

The 't' value for the 18 items of Work family conflict scale

Sl. No.	't' value	Sl. No.	't' value
1	6.053**	10	13.628**
2	8.689**	11	17.230**
3	4.663**	12	17.676**
4	9.051**	13	10.973**
5	15.292**	14	7.697**
6	8.003**	15	16.882**
7	11.889**	16	11.001**
8	14.262**	17	13.079**
9	18.888**	18	13.226**

Item Selection

The item analysis shows that all the 18 items have significant difference ('t' value greater than 2.58) between high and low groups. So all the 18 items were selected for the final scale. A subject can score minimum value of 18 to maximum value of 90. Higher values shows higher work family Conflict and lower values indicate lower work family conflict.

Reliability and validity

To estimate the extent to which the test is internally consistent, reliability is measured. Chronbach's alpha of the scale was found to be 0.788. The scale got adequate face validity.

Section C: Procedure and Scoring

Prior to the data collection, the investigator briefly introduce the research topic with aim, significant, scope and future implications to the state police chief for getting permission to collect data from whole Kerala. The researcher got the permission for data collection only after examining the tools for the data collection by the authorities to analyze whether the questionnaire break the confidentiality of the department. After that State Police Chief send the permission letter to all districts Police Superintendent and a same copy is given to the investigator (appendix K) also. The researcher selects few police stations randomly from all 14 districts of Kerala. The investigator approaches the Station House Officer (SHO) and explained about the study, with his/her permission approach each Women Police Officer (WPO) personally and explained the purpose of the study well. Participants were informed that the study was not related to police departmental procedures so the participation was voluntary, and were seeked informed consent describing the nature of the study. Individuals who agreed to participate were provided with a set of tools consists of (a) difficulties in emotion regulation inventory (b) Adult mental health inventory (c) Interpersonal Sensitivity Measure (IPSM) (d) Work Family Conflict Scale (WFCS), (e) Big Five Inventory (BFI) and (f) Multidimensional scale of perceived social support along with personal datasheet is gave in form of a booklet to those female police officer who are willing to co-operate with the study. All the questionnaire have clear printed instructions apart from these the investigator gave a clear information regarding how to fill each questionnaire. Doubts and quarries are clarified when ever required confidentiality also assured. Six or seven police stations are selected from

each districts and average of 20-30 respondents got from each districts. The investigator distributed the tools among around 300 female law enforcement officers who are willing to cooperate with the study. After the data collection questionnaire are checked and the incomplete data are excluded after that each questionnaire is scored according to the guidelines for scoring each questionnaire as described below. All the measures are distributed with appropriate and clear instructions to respond.

a. Difficulties in Emotion Regulation Scale (DERS)

Difficulties in emotion regulation scale were given to the officers with the instruction like “certain statements relating to your emotions are given below. After reading each statements make a (✓) to the response which you feel is correct. All the questions were to be answered and not to be missed.” All items in Difficulties emotion Regulation is Scored as 1, 2,3, 4, and 5 based on the responses ranging from almost never (0–10%), sometimes (11-35%), half the time (36–65%), Most of the time (66–90%) and almost always (91–100%) respectively and reverse scoring for positive items.

DERS subscale score can be obtained by adding the items score in each subscale and the total score can be assessed by adding all six subscales. As it consists 30 items in the standardized version of the scale, a subject can expect the minimum score of 30 and maximum score of 150. Higher score indicating higher difficulties in regulation of emotions and the lower score implies the emotion regulation. The interpretation of scoring of sub scales is also in the same way higher score in each subs scales indicates high difficulties in each area.

b. Big Five factor Inventory (BFI)

The instruction to fill the big five inventory is provided as “Given below are statements pertaining to different aspects of your personality. Read each statement carefully and put a tick mark in the appropriate response that well describes your personality. Remember to make the first response that comes to your mind”. The big five inventory provides a 5 point response category ranging from 1 to 5 which denotes as 1- Disagree strongly, 2- Disagree little, 3-neither agree nor disagree, 4-Agree little and 5-agree strongly. But scoring will be in reverse pattern for the negative items. The scores are adding for each dimension. High score in any factor denotes high prevalence of that personality factor.

c. Interpersonal Sensitivity Measure (IPSM)

The interpersonal sensitivity measure was provided both in English and Malayalam and the instruction to respond with the questionnaire is given as follows “A number of statements are listed below which is related to how you might feel about yourself and the other people in your life. Please indicate with a tick mark (✓) in the appropriate response how each one applies to you”. IPSM also measured on five point scale. The responses very like me, moderately like me, neither like me nor unlike me, moderately unlike me and very unlike me is scored as 5, 4, 3, 2 and 1 respectively. The scores of subscales can be obtained by adding the scores of each item which represent each subscale all the subscale score can be added to get the total interpersonal sensitivity score. Higher score indicate greater interpersonal sensitivity (hyper sensitivity) and lower score implies lower interpersonal sensitivity that means interpersonal rejection.

d. Multi dimensional measure of work family conflict

It is an 18 item scale. Even though the scale itself is self explanatory, it was given by the instruction as follows “A number of statements are listed below which is related to how you might feel about your work and family life. Please indicate with a tick mark (✓) in the appropriate response how each one applies to you”. Each item is measuring on a five point likert type scale. The responses are scored at a range from one to five. One “1” representing “Never” and “5” representing “Always”. The composite scores on time, strain and behaviour based conflict can range from 6 to 30. The higher score indicates high conflicts and lower score denotes less conflicts. The total score of work family conflict can calculate by adding all six sub dimensional scores.

e. Multi dimensional Scale of Perceived Social Support (MSPSS)

MSPSS is short and brief scale to measure the perceived social support. It mainly assess the perception of support from family, friend and significant others. The scale is developed by Zimet, Dablem, Zimet and Farley (1988). Scale consists of 12 items which measure three sub scales (four items for each sub scale). All are positive items. The scale was provided with the instructions like “Read each statement carefully. Indicate how you feel about each statement by putting a (✓) mark on corresponding response”.

The responses are scored as 5, 4, 3, 2 and 1 in which 5 represents strongly agree, 4 represents mildly agree, 3 represent neutral, 2 represents mildly disagree and 1 denotes strongly disagree. Total score of perceived social support can be finding out by adding the subscale scores. The mean values of each subscale can calculate by dividing the sum of each sub scale score by four.

f. Adult mental health inventory

The inventory is prepared in Malayalam and then translated to English. The instruction to fill the inventory is provided as “Given below are statements pertaining to different aspects of your life. Read each statement carefully and put a tick mark in the appropriate response that well describes you. Remember to make the first response that comes to your mind”. Adult mental health inventory consists of 64 items measuring 5 dimensions, The items which are positively stated is scored as 5, 4, 3, 2 and 1 to the responses always, Mostly, sometimes, rarely and never and negatively stated are scored as 1,2,3,4 and 5 respectively. The minimum score can obtained in the inventory is 64 up to the maximum score 320. High scores indicated higher mental health status and low score indicates poor mental health status.

Consolidation of Data

After the data collection, all the tools of data collection including the personal data sheet is scored, coded and entered in to the software, statistical package for social science (SPSS). SPSS version 17 is used mainly for the analysis of data. Apart from these, process software and sobel test calculator was also used to analyze and confirm the significance of mediation analyses.

Section D: Statistical Techniques used

Statistical analyses help us for drawing inferences and make generalization. What kind of statistical analysis is needed for the data is mainly decided by the purpose of the study, objectives and hypothesis formulated for the study. The statistical analysis for the phase II (quantitative study) is conducted in two separate sub parts- part I and part II. The major aim of the first part of phase II is to identify

the contributors of emotion regulation among female law enforcement officers. In order to achieve this objective the statistical techniques used for the analysis are:

- a) Descriptive statistics
- b) Correlation and
- c) Regression

To study the impact of emotion regulation on mental health of female law enforcement officer, the second part of the phase II was made use the statistical techniques such as

- a) Correlation
- b) Analysis of variance
- c) Regression and
- d) Mediator analysis

a. Descriptive statistics

According to Huysaman (2001) descriptive statistics are used to describe the features of data and provides simple summaries about the participants and measures. In order to understand the nature of variables under study, the fundamental statistics like arithmetic mean, median, mode, standard deviation, skewness and kurtosis of the all variables under study were calculated.

b. Correlation analysis

Correlation analysis describes the relationship of one variable to another. In social sciences the coefficient of correlation is used to estimate the direction and the degree of relationship between two variables. A coefficient of correlation is a single number that tells us to what extent two variables are related, that is to what extent variation in one goes with the variation in the other (Guilford, 1982).

The coefficient of correlation may take any value between plus one (1) and minus one (-1). The sign of the correlation coefficient determines the direction of the relationships, which is either positive or negative. Positive direction indicates that as the value of one variable increases, the value of the other variable also increases; same way the value of one variable decreases the other also decreases. The negative sign of correlation coefficient indicates that as one variable increases, the other one decreases and vice-versa (Garrett, 2000).

If the value of coefficient of correlation(r) is zero, there is no correlation between variables, when $r = -1$, there is perfect negative correlation, If $r = 1$ there is perfect positive correlation. If the value of r is closer to zero there will be only a weak relationships between the variables. If the value of r is closer to one (-1 or 1), the correlation will be higher between the variables (Potti, 2005).

Karl Pearson's product moment correlation analysis is used in the present study to analyze the relationship between the variables under concern; personality, interpersonal sensitivity, work family conflict, social support, emotion regulation and mental health of law enforcement officers. Correlation analysis is used in both part of the phase II.

c. Multiple linear regression analysis

To learn more about the relationship of independent variable with dependent variable, multiple regression analysis is used. Regression analysis also used to understand which all independent variable predicts or contribute to the dependent variable. Regression analysis is a collection of statistical techniques that serve as a basis for drawing inferences about relationships among interrelated variables (Golberg & Cho, 2013). If a linear regression model that contain more

than one predictor variable, it is called multiple linear regression model. It tests how well one can predict a dependent variable on the basis of multiple independent variable.

For the present study multiple regression analysis was done to understand the contributing factors emotion regulation and predictor variables of mental health of female law enforcement officers. Thus regression analysis is used in both parts, part I and part II, of the quantitative descriptive investigation.

d. Analysis of variance

Analysis of variance (ANOVA) is a common and powerful statistical model used to analyze the differences in means of more than two groups. The statistical significance of the experiment is determined by a ratio of two variance. One way analysis of variance is useful when one want to compare the effect of multiple levels of one factor and we have multiple observations at each level. The factor can be either discrete or continuous. The one way analysis is calculating in three steps, sum of squares for all samples, with in class and between class cases.

Two way analysis of variance (Two way ANOVA) measuring the effects of two factor simultaneously. It is commonly used in experimental designs. Two way anova analyses how two independent variable influences a single dependent variable. So in a two way ANOVA there are two factors and each factor will have two or more levels within it. The degree of freedom for each factor is one less than the number of levels.

Three way ANOVA is used to determine the effect of three nominal variable on a dependent variable. For three way ANOVA the main effects are factors A, B and C. The two factor interactions are AB, AC and BC. There is also a

three factor interaction ABC (Varghese, 2013).

e. Mediation analysis

In statistics, a mediation model is one that seeks to identify and explain the mechanism or process that underlies an observed relationship between an independent variable and a dependent variable via the inclusion of a third hypothetical variable, known as a mediator variable (also a mediating variable, intermediary variable, or intervening variable).

The coded data are subjected to the above mentioned statistical analysis. The results of these analyses are then interpreted and discussed. Detailed interpretation and discussions are presented in chapter 5; Result and discussion.

Chapter – 4

TEST DEVELOPMENT

- Mental health inventory- Adult

Mental health is a broad and positive concept and is more than the absence of mental ill-health. Unfortunately, in our society the term 'mental health' is often misunderstood and interpreted as mental ill health. This may be due to our system in which mental health services are more concerned with the treatment of mental illness, rather than mental health. People are also relating the mental health services for the treatment of mental illness. Majority of people may free from mental illness throughout their life. But it not implies that they are mentally very healthy people. Mental health assessments and services can be applicable to all people, regardless of whether they are currently experiencing, or recovering from, a mental illness (Lamers, 2012). Mental health is a positive concept related to the social and emotional wellbeing of individuals and communities. Even though the concept of mental health can be vary according to culture, but generally it includes the enjoyment of life, ability to cope with stresses, the fulfillment of goals and potential, and a sense of connection and relationship to others. The World Health Organization (2001) states that health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. This definition implies mental health is one of the foremost part of the health.

Cronbach and Meehl (1955) opined that the concept of mental health is not a single construct, and cannot be directly observable. According to him it is a concept with multiple referents. The idea of positive mental health as a construct started with the work of Jahoda (1958). Based on several theories and research findings, she proposed a multidimensional model of positive mental health which includes attitudes of an individual towards his own self; the degree of growth, development, and self-actualization; coherence and continuity of personality;

autonomy and self-determination; an adequate perception of reality; and environmental mastery. De Bradburn (1969) conceptualised the psychological wellbeing as the balance between two independent dimensions which he termed as positive and negative affect. Murrell (1978) argued that mental health status generally used in two ways. One is the absence of mental illness and the other one is positive mental health. Positive mental health includes behaviors, attitudes and feelings that represent an individual's level of personal effectiveness, success and satisfaction. Scheier and Carver (1985) proposed the optimism/pessimism dimension, which they described as a tendency to believe that one will generally experience either good or bad outcomes in life. Headey, Kelley, and Wearing (1993), studied and measured the mental health through the concept of subjective well being. Subjective well being can be defined as the evaluations of one's own lives in terms of their affective states and psycho-sociological functioning (Keyes & Waterman, 2003). Kahneman, Diener, and Schwarz (1999) proposed a multifactor model of mental health which included the personal satisfaction, prosocial attitude, self control, autonomy, problem solving and self actualization and finally interpersonal relationship skill. Luch (1999) also conceptualize positive mental health as multidimensional concept which includes Personal Satisfaction, Pro social Attitude, Self-control, Autonomy, Problem-solving, Self-actualization, and Interpersonal Relationship Skills.

Vaingankar et al., (2011) defined and measured mental health as multi domain concepts including General coping, Personal growth and autonomy, Spirituality, Interpersonal skills, Emotional Support and Global affect. They argued that, "six dimensions which encompass the notion that mental health can be

achieved by the balance and strengths of multiple domains, and while an individual may not be equipped with all the components of mental health, an optimum level can be achieved through further strengthening the stronger components". Cowen and Kilmer (2002), by analyzing different studies found out some variables such as wellbeing, quality of life, resilience, sense of coherence, optimism, happiness as the positive side of mental health. According to Keyes (2002) mental health is a multidimensional construct composed of Self-acceptance, Purpose in life, Autonomy, Positive relations with others, Environmental mastery, Personal growth, Social coherence, Social acceptance, Social actualization, Social contribution and Social integration.

Vaillant (2003) defined mental health in six different empirical conceptualizations like 1) mental health as an ideal state of complete functioning; 2) mental health as positive psychology and positive personal qualities such as love and wisdom; 3) mental health as healthy adult development; 4) mental health as social-emotional intelligence; 5) mental health as subjective well-being; and 6) mental health as resilience and coping. Concepts of mental health have changed in recent years. World Health Organization (WHO) focuses on mental health as a positive state that is defined as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community" (WHO, 2004). According to this definition mental health composed of well-being, effective functioning in individual life, and effective functioning in community life. According to Keyes (2005), for the accurate and complete understanding of the mental health statues of an individual one should measure

emotional psychological and social wellbeing together. Lehtinen, Sholman and Kovess-Masfety (2005) points out “Happiness or life satisfaction are necessarily not the same as positive mental health, although they can be seen as essential components of the construct. More research on the epidemiology of positive mental health is evidently needed”

Public Health Agency of Canada (PHAC, 2006) states that “mental health is the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity”. Though many elements of mental health may be identifiable, the term is not easy to define. The meaning of being mentally healthy is subject to many interpretations rooted in value judgments, which may vary across cultures. Mental health should not be seen as the absence of illness, but more to do with a form of subjective well-being, when individuals feel that they are coping, fairly in control of their lives, able to face challenges, and take on responsibility (Lamers, 2012). Mental health can also defined as successful performance of mental function, resulting in productive activities, fulfilling relationships with other people, and the ability to adapt to change and to cope with adversity specific to the individual’s culture.

From the analysis of the above reviews, it is understood that there are few inventories on mental health. But most of them are not satisfying cultural specificity or not in adult specific as the world health organization defined mental health should include well being, functioning in individual life and functioning in community life especially in case of adults.

a. Variable selection-Dimensions of mental health

From the review of the theoretical literature the investigators identified few very important dimensions of the mental health. Some of the dimensions are repetitive in many theories but some are very unique.

Table 16

Dimensions of mental health identified through review of related literature

SI No.	Dimensions	SI No.	Dimensions
1	Realizes own self	17	Social wellbeing
2	Coping with stresses	18	Quality of life
3	Work productively and fruitfully	19	Resilience
4	Contribution to community	20	Sense of coherence
5	Spirituality	21	Optimism
6	Work and leisure	22	Happiness
7	Positive relationships	23	Personal satisfaction
8	Love and self direction	24	Pro social attitude
9	Personal characteristics	25	Self control
10	Personal growth	26	Problem solving
11	Autonomy	27	Self actualization
12	Attitude towards self	28	Perception of reality
13	Environmental mastery	29	Integration of personality
14	Purpose in life	30	Group oriented attitude
15	Emotional wellbeing	31	Personal effectiveness
16	Psychological well being	32	Success

After identifying these dimensions, the investigators approaches 50 experts in the field of psychology to rate these dimensions as most important dimension of mental health to least. Finally based on their ratings five dimensions which are selected for the inventory are as follows.

1. Realizes own self/ self awareness
2. Coping with stresses
3. Positive relationships
4. Emotional wellbeing
5. Social wellbeing

Realizes own self

It means realization of one's own abilities and limitations. It is a kind of self awareness. It includes self evaluation, self acceptance, self determination, self confidence and self consciousness. According to Judge, Locke, and Durham (1997) self evaluation is the basic assessment that a person makes about his or her ability, competency and overall value. Self acceptance is necessary for good mental health, it includes the satisfaction and happiness of an individual with him/her selves (Shepard, 1979) and the acceptance of all the positive and negative sides of self. The faith in own judgments, ability is essential for a good mental health. This assurance is known as self confidence. Acute sense of self awareness is self consciousness. It can be either private or public. The awareness of inner self and feelings is meant by private self consciousness. Public self consciousness is the awareness of the self as it is viewed by others. Realization of self also includes self determination, the ability to make choices without any external influences. Competency and autonomy also included in this. Johoda (1958), Kahneman, Diener, and Schwarz (1999), Keyes (2002), WHO (2004) pointed about this dimension as an important part of mental health.

Coping with stresses

It can be defined as the capacity to cope with adversity and to avoid break

down when confronted with stress (WHO, 2003). It includes adaptability, resilience, patience, and purpose in life etc. According to Anderson and Gronau (2005), adaptability is the ability to change something or oneself to fit to the occurring changes. The state of endurance under difficult condition is important in managing good mental health. That state is known as patience. Resilience allows a person to face set backs in life and cope and function under stress. Johoda (1958), Cowen and Kilmer(2002), Vaillant (2003), WHO(2004), Public health agency of Canada(2006) are stress that coping with normal stresses of life is imperative to mental health. Here the investigator considered positive coping.

Positive relationships

Having good/supportive relationships and possessing attributes necessary for developing such relationships is a key attribute of a mentally healthy person. Kahneman, Diener and Schwarz (1999), Keyes (2002) and Public health agency of Canada (2006) pointed out the role of interpersonal relationships in positive mental health. Positive relationship comprises of ability to establish and maintain supportive interpersonal relationships, ability to getting along with others, making time for others, communication, affection and intimacy.

Emotional wellbeing

Emotional wellbeing is the ability to understand the emotions and use them to move life forward in positive direction. It consists of emotional awareness, emotional stability, positive affect, satisfaction with life and emotional maturity. Emotional stability is the tendency to be relaxed and at peace with one self. Experience symptoms that suggest enthusiasm, joy and happiness for life is called as positive affect. Life satisfaction is a sense of contentment and satisfaction from

small discrepancies between wants and needs. According to Maheswari (2005) emotional maturity is the ability to deal constructively, the capacity to find more satisfaction in giving than in receiving, the ability to learn from experiences and accept frustrations. . Lehtinen, Sholman and Kovess-Masfety (2005), Bradburn (1969), Murrell (1978), Vaillant (2003) and Public health agency of Canada (2006) supported that emotional wellbeing is a key symptom of the mental health.

Social wellbeing

Individual's appraisal of their own circumstances and functioning in society. Social well-being defines individuals as mentally healthy when they experience that they belong and contribute to society, that they understand how society functions, and believe that society evolves in a positive direction (Keyes, 1998). According to Keyes (2002) social wellbeing comprised of:-

1. Social coherence: being able to make meaning of what is happening in society;
2. Social acceptance: a positive attitude toward others while acknowledging their difficulties;
3. Social actualization: the belief that the community has potential and can evolve positively;
4. Social contribution: the feeling that one's activities contribute to and are valued by society;
5. Social integration: a sense of belonging to a community.

Headey, Kelley and Wearing (1993), Keyes (2002) and WHO (2004) put forward the value of being social in mental health.

b. Item construction

Effective and objective items are the heart of a successful and reliable inventory (Varghese, 2013). After confirming the dimensions of the mental health inventory, the investigators identified the sub themes which included in each dimensions. Based on each dimensions a set of items were developed. So it generated a total of 70 items for five dimensions. A special care is given in writing the item for the easy understanding, unambiguous meaning, self sufficient and independent meaning and existence. Items developed in Malayalam as it is the language of Kerala locales. The items was reviewed by the subject and language experts for the conformity of simple language, clarity of the items, clarity of thought, etc., then those items were translated to English and the English version is checked by two bilingual experts and a subject experts. All the statements prepared in the likert form scale were the statements to be answered in any one of the five response categories as always, mostly, sometimes, rarely, never for which numerical weightage is given as 5,4,3,2,1 respectively. The reverse scoring is given to negative items.

c. Item analysis

Item analysis is a complex procedure by which valid items suited for measuring the variable are selected by eliminating or modifying the draft inventory.

(i) Participants

Participants were the adult persons whose age is above 20 possessing the job like teachers, nurses, bank employment, law enforcement officers, managers and other customer service, working in government or non government

organizations in Kerala. Participants include both male and female with varying age, education and income.

Table 17

Break up of sample for item analysis of Mental health inventory

Occupation	Respondents
Law enforcement officers	100
Education	100
Caring professionals	50
Customer service	80
Managers	30
Un skilled jobs	40
Total	400

(ii) Administration

After explaining the concept of mental health and the purpose of the test clearly to the randomly selected participants, the inventory was distributed. After that they were requested to read the instruction printed on the inventory and respond to each question appropriately by using the sign as per the instructions. Every individual doubt and queries was taken in to consideration. After that the inventory was collected, verified and omitted the incomplete inventories. For all positively stated items, a score of 5, 4, 3, 2, and 1 is given to the responses always, mostly, sometimes, rarely, and never respectively and the reverse score is given to the negative items.

d. Item selection

The next step is the item selection. Item analysis is done for the total 70 items which makes the five dimensions of the mental health inventory. The total score of the each dimensions of every individual is calculated by adding the score

of each item in the subscales. The respondents were arranged in the descending order of the total score. The 27 percent of individuals with lowest total score and 27 percent with highest total score is taken and formulates the low and high group respectively. Then the ‘t’ value of the each items of low and high group is calculated. The ‘t’ value equal or greater than the 2.58 indicated a significant difference by 0.01 level. The items which show a significant difference (‘t’ value greater than 2.58) between high and low groups were included in the final inventory.

Table 18

Result of item analysis of mental health inventory

Items	t value	Items	t value	Items	t value
1	9.51	25*	1.51	49*	1.39
2*	0.92	26	21.01	50	12.39
3	4.91	27	11.89	51	13.08
4	7.59	28	12.78	52	13.60
5*	0.88	29	12.25	53	5.13
6	4.62	30	8.03	54	8.06
7	10.74	31	10.72	55	6.08
8	6.68	32	9.37	56	4.74
9	10.85	33	10.95	57	20.60
10	10.99	34	8.68	58	15.73
11	10.90	35	7.38	59	10.66
12	11.39	36	6.89	60	7.57
13	9.74	37	5.92	61	2.65
14	3.51	38	9.02	62*	0.38
15	17.60	39	4.99	63	9.75
16	16.52	40	4.95	64	7.27
17	15.03	41	13.19	65	3.33
18	7.69	42	8.86	66	21.02
19	11.37	43	6.05	67*	1.79
20	10.76	44	9.76	68	14.82
21	7.18	45	9.42	69	3.19
22	10.55	46	20.71	70	19.08
23	14.77	47	13.89		
24	7.89	48	17.99		

Note: items marked with asterisk (*) are not selected for the final scale

Total 64 items were selected for the final scale, which has the high discriminating value between low group and high group. The subjects can score minimum of 64 to maximum 320. The higher score shows higher mental health status and the lower score shows lower level of mental health.

Reliability

To estimate the extent to which the test is internally consistent, reliability was measured. It also helps to find out the predictive purpose of the instrument. The method of Cronbach alpha was used to establish the reliability of the inventory. The alpha coefficient obtained is 0.873 and the test re test method was also found to be significant.

Validity

Validity is the most critical criterion and indicates the degree to which an instrument measures what it is supposed to measure. The instrument has the face validity.

Chapter – 5

RESULT AND DISCUSSION

❖ PHASE I

- Interpretative phenomenological analysis.

❖ PHASE II

▪ Part I

- Preliminary analysis.
- Relationship between the study variables.
- Determines the efficacy of predictor variable on the criterion variable

▪ Part II

- Relationship between the study variables.
- Determines the efficacy of predictor variable on the criterion variable.
- Examines the significant influence among and within variance in different subsections.
- Mediator analysis

This chapter encloses the results obtained through the present investigation. The present study carried out in two phases. Phase I is interpretative phenomenological analysis which explores the psycho social factors that are related to the emotional regulation of female police officers. Second phase aimed to identify the major psycho social factors which contribute to the emotion regulation of the female police officers through a quantitative descriptive design and how the emotion regulation difficulties impact the overall mental health of officers is also analyzed. So the results and discussion chapter presented in two phases; phase I and phase II.

PHASE 1: INTERPRETATIVE PHENOMENOLOGICAL ANALYSIS

Police is considered as the one of the strong agency for the law enforcement, especially in our country- India and the job of police is traditionally considered as a male dominated one. Women entered in to the police force with the increasing harassment and aggravation against women and children. But early, unlike other service profession the public and the male co workers questioned on the abilities of female officers to maintain the authority and strength (Hemp, 2008). Earlier studies revealed that, male police officers is not give much a warm welcome to female officers by stating that female officers can't perform well because of poor physical health and lack of authoritative behavior (Balkin, 1988 as cited in Hemp, 2008). Later women proved their abilities to do the police work. Based on differential socialization and biological differences in men and women's experiences, it is argued that women may bring different talents and skills to policing which embody greater empathy and communication skills, and fewer forceful behaviors (Hemp, 2008). Now the police system is changed in to

community policing, which is characterized by public relations, problem solving, women assistance programs and women stations, so female law enforcement officers have lot of scope to perform with their unique abilities and skills as women (Lonsway, Wood, & Spillar, 2002). But still women faces many obstacles in this occupation, may be due to the nature of job or the stereotypic concept of gender role in some cultures. So the investigator tries to explore the experiences of female police officers in Kerala through their own perspectives in order to identify the psycho- social factors related with the emotional experience of the officers.

By using the method of interpretative phenomenological analysis the data collected from the female law enforcement officers (n=50) was analyzed to understand the psycho social factors related with emotional experiences of female policing. Investigator read the data obtained through unstructured interview carefully one after another and write down the themes as they appear in data. In further reading, the researcher tried to cluster the data based on the thematic similarities. All the clusters were later named by the investigator that she felt will describe the themes well. The themes reflect the factors related with policing experiences of female law enforcement officers of Kerala. From the interview the investigator also understood the fact that officers like the job and they are proud of being part of the force but they are under stress due to certain psycho social factors related with their job. They explained more about emotional difficulties they are facing in their job. Here the investigator concentrated more on presenting collective themes than the individual experience, but for the clear understanding she gave few examples of the conversation. The factors which the female officers perceived as emotional demands of the job explained in following paragraphs.

Work family conflict

Table 19

Subthemes that describe 'Work family conflict'.

- Lack of time for family life
- Personal chores cannot be done due to job demands.
- No time for entertainments and hobbies
- In sufficient time for exercise
- Physical and mental fatigues due to the work makes difficult to do house hold activities.
- unsocial shift duty
- Job demands make it difficult to maintain good relationship with spouse and children
- Work prevents from contributing to family
- Couldn't enjoy the familial celebrations due to work pressure
- Couldn't concentrate on work due to family responsibilities
- Anxious about children's safety, especially about teenagers
- Couldn't meet parental responsibilities
- stereotypical gender roles
- Family demands
- High responsibilities at home.

Work family conflict “refers to the situation when pressures from work and family roles are mutually incompatible in which participation in one role makes it difficult to participate in the other role” (Greenhaus & Beutell, 1985). Here the pressure from one sector definitely affects the other role also. From the interview it was clear that work family conflict is one of the major factors which affect the female law enforcement officers of Kerala. Work family conflict occurs when job causes certain difficulties in the private life of the officers. In present study most of the participants are married and they are really working harder to meet the

demands of the two roles. They reported that they couldn't be with their children when they need their mother most. Many of the officers are anxious about their adolescent girl as they are not getting enough time to communicate. One participant asked

"If we are not getting time to look after our kid, how can we take care of other's".
(35 year old officer, with 10 years of service).

Participants are from those culture, where demands of the gender role is greater in female than males, domestic role as mother and wife always gave importance than the role of father and husband. Some of the officers reported that they are feeling guilty that they couldn't be a support during difficult times of their children and assisting the child in their studies. One of the participants reported as

"I couldn't get time to be with my adolescent girl, when she had a problem in her school and that time my husband and family members blamed me and advised me to resign the job. I also agree that my busy schedule of work make it difficult to maintain the kind of relationship with spouse and children" (38 year old officer).

It is noticed that, the officers who have more number of children reported more conflict. As the nature of police job keep them away from their home, mothers of adolescent children, especially adolescent girls, are very anxious about the safety of their children. Mothers are also worrying about the studies and school performance of their children. The officers feel guilty that they couldn't help their children in their studies due to the work schedule.

One of the participants shared her feelings as *“I am a postgraduate in science, I like to help my son in preparing assignment and charts related to science. But I have no time due to this job, then what is the use of my education”*.

Many officers shared these kinds of incidents which pull them back from the job of police and they are in confusion about how to handle both work and family role. It has another side too. From the interview, it was clear that most of the (above 80%) female law enforcement officers like their job but family responsibilities is hindering them to work with 100% commitment. The home can influence the job as well. High responsibilities at home, conflict with the family members, old parent who need support, high number of children are some factors which can affect the job performance. Few of the women officers said that family responsibilities negatively affect their job advancement too.

“I like my job and I can have enjoyed my job if I am not a married one. Sometimes I felt jealous of my unmarried colleagues” (28 year old women police officer).

Many of the researchers suggested that work family conflict is a unique stressor for the female law enforcement officers (He, Zhao & Archbold, 2002; Morash, Haarr, & Kwak, 2006; Lonsway, 2007; Wells & Alt, 2005). Howard, Donofrio and Bolesin (2004) found out that work to family conflict is significantly related with job satisfaction including satisfaction with pay, supervision, promotion and co-workers but family to work conflict is not related to employee satisfaction. Negative effects of work demand on family were related to both work attitude and emotional wellbeing of the police officers (Burk, 1994). He also reported that work demands (negative) are affecting the health and safety of the officers and it less the

job satisfaction and increase the intention to quit. Anafarta (2011) also supported the same result that work family conflict reduces the job satisfaction of employees.

Grant-vallone and Donaldson (2001) proposed that high work family conflict will reduce the well being of the employees. Hall, Dollard, Tuckey, and Winefield (2010) suggested that job demands, work family conflict and emotional exhaustion are inter related work demands of the police officers will create work family conflict and it will lead to emotional exhaustion. They explained it as the accumulative affect of work family conflict and emotional exhaustion measured at two time intervals (time1 and time 2) would mediate the relationship between job demands at time one and emotional exhaustion at time two. Through the meta-analytical study, Allen, Herst, Burck and Sutton (2000) presented some serious results associated with work family conflict. He categorized the consequences associated with work family conflict in to three as work related consequences- job dissatisfaction, resignation, poor performance; non work related consequences- marital disharmony, leaving of job; and stress related consequences- life dissatisfaction, fatigability, feeling oneself less competent at work, and poor psychological health.

Social support

Table 20

Subthemes describe 'Social support'

<ul style="list-style-type: none"> • Public attitude towards the police • Supportive supervisor • Communication • Criticism by supervisor, public and media • Support from family • Verbal abuse from public • Respect from co workers • Assistance in problem solving by supervisor • Availability of peer support and trust • Un supportive administration
--

Although police officers are frequently exposed to stressful and traumatic situations, not all officers emotionally exhausted and burned out but only a minority group shows such stressful reactions. So it was clear that there are some protective factors; social support is one among them. Through the interpretation of the interview data it was clear that lack of social support is one of the important factors which affect the female law enforcement officers 'emotionally'.

"Social support is the exchange of resources between two individuals perceived by the provider or the recipient to be intended to enhance the wellbeing of the recipient" (Shumaker & Brownell, 1984). House (1981) defined social support as the instrumental, emotional, informational, and appraisal support individuals receive through interactions with other individuals. According to Yuan, et.al, (2011), Social support is a complex construct which includes actual versus

perceived support, quality of support, size of support network, and type of support (material, emotional and advice). Quality of support indicates whether the individual is getting positive or negative support. Positive support always intend to the wellbeing of the recipient. Based on the demands of each situation, individual needs support in the form of material, emotional or advice.

Majority of the female law enforcement officers reported that support from the family, friends, colleagues, supervisor and public is inevitable for the police job, which is considered as one of the stressful occupations. The higher level of social support will help to manage stress and to view the stressors as less threatening (Cohen, Gottlieb, & Underwood, 2000). A 27 year old women civil police officer reported that *“if my family is not supportive I can’t survive in job with my two year old kid”*. Most of the participants shared same kind of incidents.

“As I couldn’t attend the all functions and celebrations in the family, my in-laws and relatives always mocks at me by calling ‘commissioner’ in front of the guests” (30 year old women participant).

Most of the participants opined that support from supervisors is as crucial as family support. Some shared that a female police officer can’t survive without a supportive supervisor.

“I had several sleepless nights because of my supervisor, but now I am very relaxed as I got an understanding supervisor” 42 year old women civil police officer.

Every one emphasized the need of emotional support from the colleagues and supervisor. Officers expect to have supervisors who understand, supportive and can help to resolve problems in professional life. As the participants reported,

some of the officers do not value their efforts and always criticizing them. By mentioning about the support that she getting from the family and the job, a 38 year old women civil police officer burst out like *“not expecting much, just some humanitarian considerations, we are also human beings.”* Many of the officers complained about the lack of support from the public. They shared that the public had a hostile nature towards the police and they also underestimating their abilities based on their physical stature. One of the participant discoursed as *“People are not supportive, they thought that law and order is only the responsibility of police and they have no role in it”*

Officers generally opined that lack of support from colleagues, supervisors and the public affect them emotionally. One of the officer opined that *“most of the supervisors have the ‘show must go on’ attitude”*. She explained that no one is concerned about their personal issues; everyone needs the work to be done.

Support networks of a law enforcement officer include family, superiors at work, peers at work and public. Each of these groups might provide some understanding of and assistance to police officers with regard to issues related to work (Morash, Haar & Kwak, 2006). In policing and in other occupations, lack of social support can fail to ameliorate or can exacerbate the effects of workplace problems on psychological and physical health (Cullen, Lemming, Link, & Wozniak, 1985). Emotional support from co-workers and supervisor enhances the psychological wellbeing and job satisfaction of female police officers irrespective of stress (Bannerman, 1996). He also added that female officers will link their feeling of doing something worthwhile on the job depends upon the support they got from the work place.

Interpersonal sensitive interactions

Table 21

Subthemes describe Interpersonal sensitive Interaction

- | |
|---|
| <ul style="list-style-type: none"> • Feeling of isolation • Fear of supervision • Lack of Assertiveness • Fear of rejection from supervisor, coworkers • Lack of proper communication • Unnecessary criticism • Negative evaluation • Fear to voice opinion |
|---|

From the interview the investigator can also identified some factors in the interpersonal relationships (irritants of interpersonal relationships) of the female officers which are affecting them emotionally. Most of the officers feel a sort of isolation from the society. Due to their tight working schedule, shift work, unpredictable working hours most of the officers can't develop and maintain a healthy relationship with the non police environment. The hostile nature of public toward the police also contributing to the social isolation. Gaines and Kappeler (1995) defined isolation as the emotional and physical condition that makes it difficult to members of one social group to have relationship and interact with other group.

"I lost most of my non police friends, so I feel like I am living in a different world" 35 year old women police officer.

Most of them observed that due to the implementation of community policing, many of the barriers of hostility and mistrust are reduced but time for

maintaining relationships are still a barrier to break down the isolation. Regarding the isolation some different kind of perspectives also got through interview.

“I am knowingly kept away from my friends, neighbors and other networks, because if we are too much attached to them definitely we should do some favors for them” 40 year old assistant sub inspector.

Few of the participants shared same thought as above. They believe in authority and like to be stay apart from the general society. Some opined that an interaction with supervisor is a difficult task and they fear being supervised.

“I am not comfort in the interaction with my supervisor because of the fear of being analyzed my skills and knowledge”, 27 year old woman civil police officer. Here the officer is too aware about the skills and ability that she possesses to do the police job. Officers needs to be free to express their feelings, thoughts, and desires with coworkers and supervisors. But they reported that something pull back them and this also affect the officers emotionally. Few of them reports that these frustrations leads to anger expressions in family, especially towards the kids.

According to participants, the supervisors should express confidence in the employees and should support weaker employees to develop and maintain acceptable standards of performance. Few participants reported that they are feeling some sort of rejection either from the part of supervisor or from colleagues and this may develop a negative attitude towards the job. Supervisors influence the behavior of officers either commanding or through the compliances of performance standards. These approaches of supervisor influence the attitude of the subordinates towards job (Engel & Worden, 2003).

“Even though police job is a disciplinary profession we have lot of chances to raise our opinion, but most of us keep calm due to the fear of rejection”, 42 year old women civil police officer.

Unnecessary criticism from the part of political leaders, public and media is affecting the emotional wellbeing and job satisfaction of the employees and there by the performance.

“Police is always sensational news for media, they always reporting mistakes of police and not interested to report the achievements”, 48 year old sub inspector of police. Media has a crucial role in creating the image of police among public. According to the participants, Medias always criticizing unnecessarily and reporting law enforcement fail downs only.

Hopewood, Ansell, Pincus, Wright, Lukowitsky and Roche (2011) opined that although it is likely that some people may be more generally sensitive to irritating social behavior than others, it is also probable that individual differences exist with regard to the kinds of specific irritants that are most bothersome for certain individuals and it reflects the interpersonal sensitivity of that individual. Miller, Rohleder, and Cole (2009) suggested chronic interpersonal stressors have a detrimental effect on mental and physical health. It also has been negatively affecting occupational or other role performance and thereby contributing to poor health. Women are affected by the negative interpersonal process than male, because they are more aware about the interpersonal interactions (Acitelli, 1992).

Leader’s attachment anxiety predicting the follower’s instrumental function, likewise avoidance from the part of leader effect the socio emotional

functioning of subordinates and poorer long range mental health (Davidovitz, Mikulincer, Shaver, Izsak & Popper, 2007).

4. Organizational climate

Table 22

Subthemes describe Organizational climate

- Status in the organization
- Lack of proper training to do a duty
- Least importance to employee's 'human rights'
- Pressure to do things against the will
- Favoritism
- Political influence/ non departmental influence
- Unequal sharing of work responsibilities
- Conflicting demands of supervisor
- Lack of proper interactions
- Blaming supervisor
- Lack of enough people to work with
- Work overload
- Work pressure
- Authoritarian nature

Organizational climate can be defined as how an organization is perceived, experienced and interpreted by its members (Stichman, Hassell, & Archbold, 2010). Participants revealed that some particular nature of the police organizations can affect them emotionally. Through interpretative phenomenological analysis the investigators identified that the status of employees in an organization have a definite impact on emotions of female law enforcement officers. It is not easy for a female to work in a male dominated profession. Few of the male officers are still

not ready to accept female officers as their supervisors. One of the participants said as

“As only because I am a female my male colleagues and supervisor is limiting me in paper work and not involving in prestigious duties like case investigation”.

Cultural bias regarding the status of women is reflecting in department also. Few of the participants also complained about the gender discrimination. Most of them opined that they are involved in case investigation group only to write case diaries and some prestigious duties are still dominated by their male colleagues. These kind of discrimination may have to affect the female officers self image and thereby the attitude towards job.

“A supervisor doesn't like the questioning from a subordinate, especially from a female officer. Previous experiences taught me keeping silent is better for peace”

30 year old women civil police officer.

Repos indicates, none of the police stations in Kerala had a single woman Station House Officer (SHO) in-charge. Woman SHOs (in charge of a police station) are based mostly in all-Women Police Stations. Officers reported that about 99% of the female officers are working as civil police officers, nearly 1% is working in senior ranks. These kinds of status differences are being aware by female law enforcement officers which may had a negative impact in their commitment.

An organization's effectiveness relies mostly on its employee's satisfaction. A satisfied employee can contribute lots to success of the organization, so the basic thing that an organization should do is protection of human rights of its employees. Nearly all the participant complaints that people are always discussing about the

obligations of police to respect and protect human rights of the people, no one is concerned about the human rights of the law enforcement officer. One of the participant shared *“when I reported to my supervisor about some sort of discrimination I faced from my colleagues, he (supervisor) scold that I should sacrifice certain things for the department”*. She asked *“what should I scarifies, my rights as a human being”*. Law enforcement officers have the same rights and the freedom as other people have and they are also protected by human rights. These kinds of unfair organizational practices also had an impact on the emotion regulation of the employees.

A majority of the participants shared the fact that they are facing lot of difficulty in doing a new duty due to lack of proper training. The training that they got at the initial stage of their career is not sufficient to carry out the police job. A need arise when there felt a gap between present situation and desired situation. So the officers opined that the training need assessment should be done in department at a particular interval.

“The lack of knowledge and skill related with some specific duties is the main problem I am facing in the department” 38 year old women civil police officer with 10 years of experience. One can identify the fact that experience alone couldn't make the officers able to do the police job. To decrease workplace stress and improve job satisfaction; administrators must address the lack of training.

Now most of the districts of Kerala have a district woman cell (vanitha cell), each headed by a Woman Circle Inspector. They look into the grievances of Women, particularly, harassment against women, neglect, desertion, not recognizing her rights, and even family discords, etc. The Cells are tasked to

uphold the right and dignity of Women, and, in appropriate circumstances, register cases against culprits. Reviewing the progress of investigation of case in which women are victim, the women cell is not entrusted with investigation of any case. Women cell conducts petition enquiry and its disposal which deals with family matters, gives legal aid and counseling and also conducts awareness classes. The Women Cells comprise of women officers only (retrieved from official website of Kerala social justice department). This system has been found to be a great success in redressing the grievances of the needy women and children. But 60% of the participants of the present study opined that as they are not getting proper training, they are facing difficulties in handling cases.

“In women cell we need to handle cases related to family problems, harassment, and also some psychological issues. But as we are not getting any special training for handling these kind of cases, we are doing it with our commonsense” 40 year old woman civil police officer.

Lack of training will lead to confusion and role conflict which may affect emotionally and result in stress and burn out. Police officer’s job is stressful and adequate training in all aspects of the job definitely help to reduce some of this stress.

Officers shared the fact that at times they need to behave against their desire. There are situations, where they know that accused is innocent but need to take action under legal procedures. There are other situations also, in which decisions are influenced by some external non organizational factors. Most of the officers reported that they feel helplessness and anger and they be of the same

opinion that, they expressing it in inappropriate situations and in inappropriate way.

The participants also reported that no one is valuing their effort, neither public nor the department. The officers are feel frustration and disappointment when they lack proper appreciation from the part of coworkers and supervisors. Appreciation and praise are good intrinsic motivators which can enhance the standard of the performance and also can develop a healthy attitude towards the job.

“I started my carrier with an attitude of ‘serving the society’, but later I realized that no one will value the effort and now I am doing my job merely mechanically” 30 year old woman civil police officer.

Most of the officers said that it is very difficult to get promotion in their department, especially to a female officer. Melchionne (1967) opined that “the main barriers of policewoman’s progress are traditional belief held by many police administrators, that police work is essentially a man's job, limitations in the policewoman's physical strength and endurance are often cited as liabilities to her overall usefulness, Her family responsibilities-particularly the demands of pregnancy and motherhood and they are emotional and high strung, therefore less capable of sustaining the pressures of police duties”. It was the situation of 1960s, now lots of changes occurred in the attitude police administrators and public but still exist such problems in a different forms.

One of the participants (48 year old assistant sub inspector) complained *“we are still facing male domination in an indirect form”*. “Police organizations, typically inbred and fraternal in spirit, emphasizing male values of dominance, and

use of force, assertion of authority, generally are not hospitable to women even if good-faith efforts are made to integrate them” (Fairchild, 1987).

Police stations are one of the fewest organizations where the female representation is very low. In Kerala, the women representations in police job are around 6.5%. Many of the participants opined that this minority status also creating problems in organizations, such as work overload, isolation, can't raise voice for rights, etc. and these problems also have an effect on emotional experiences. Researches also support that as the proportion of female officers employed in a department increases, the workplace experiences of female officers will improve (Krimmel & Gormley, 2003). Women law enforcement officers perceived their work place differently from male officers, may experience more discord, and less harmony, felt like stood out in departments where they represent a smaller proportion of the workforce and were underestimated by their peers (Stichman, Hassell, & Archbold, 2010).

The climate or characteristics of an organization definitely impact the emotional experience of the employees. A negative organizational climate produces workplace problems that can impact job satisfaction and organizational commitment of its members. According to Malloy and Mays (1984) organizational structure and feelings of uncontrollability in the work environment may be a major source of stress for police officers. Supervisory qualities have been related with the performance and mental health of the subordinates (Davidovitz, Mikulincer, Shaver, Izsak & Popper, 2007). Among police officers, organizational factors proved to be strongest and consistent predictor of satisfaction (Nalla, Rydberg & Mesko, 2011).

Work nature

Table 23

Subthemes describe Work nature

- Working unpredictable hours
- Emergency responsibilities
- Appearing before court
- Dealing with harassed women and children
- Night duties when the child is ill
- Escorting dead body
- Dealing with a new unskilled job
- Traffic duties during menstruation.

Law enforcement job is quite different from other service profession, mainly due to the unpredictability and authority. Some of the duties of police are creating some emotional difficulties among them. Interpretive phenomenological analysis helped the researcher to identify some duties which have an impact on their emotions and wellbeing. Working unpredictable hours is one of the natures of the police job. Police officers generally work more than 12 hours in a day and besides this they can be called up during in holidays. This will affect their personal life, family life, and even their children's perceptions of the mother. One participant shared as

“Our job itself is unpredictable, when we awake in the morning we haven't any idea regarding where will be the duty and what will be the duty”. The unpredictable nature of work demands lot of emotional adjustments from the part of female officers as they are doing multiple roles of mother, wife, and daughter.

Unpredictable work time has been affecting mothers, especially mothers of small kids.

Shift work/night duties also insisting different sort of adjustments, including emotional from the part of the participants. As it affects the social and family lives, many of the officers point out night shift as one of the stressors of police job. Shift work is one of the factors which law enforcement officers are rated as most stressful. And it may effects on perceived sleep and health among officers who feel chronically stressed (Violanti & Aron, 1995). Most of the participants revealed that appearance before court is a 'fearful' experience of their work. The lack of training on how to deal with the court may be the reason for the anxiety while appearing before the court.

"Women are equally capable for doing any job, which a man can do. But some physiological differences are there to pull back them in certain areas and should admit that" One of the participants. Women officers expect certain kinds of considerations in duties during in the days of menstruation. In those days most of them wish to 'escape' from traffic duties. At the same time, they don't want to promote the 'considerations' as a woman too much in their duties.

Violanti and Aron (1994) proposed that constables (civil police officers) experience more operational stressors. Operational stressors are arises from some duties or work itself.

Law enforcement is a male dominated profession, and image of a 'police' is masculine nature. Women entered in the law enforcement system as a responds to the growing attack against women and children. Even though women are facing some sort of difficulties due to their minority status and stereotypic gender roles,

they are doing a wonderful job in the department. Women officers offer some unique abilities to the department. They approach and handle things differently than their male counterparts. Apart from these the investigator observed that some unique individual traits are also contributing to the emotional experience of the officers. The review of emotion regulation literature also indicates the need of studying the personality in emotion regulation abilities.

Even though officers have some difficulties to manage the job of law enforcement, they like their job and feel proud to be a part of it. It is also noticed that female officers shared few positive perspectives of their job too.

- Uniform has a status among the public
- Able to travel alone everywhere, even in night
- Feeling of self respect
- Can service the society
- Uniform gives some special power (eg: to enter any offices, hospitals without delay)
- Feeling of empowerment
- Can update with laws, social situations etc.

Woman always takes their job as emotional because of the self involvement (Bernard, 1981). So it calls for a comforting labour for the community. Female officers utilize a less authoritarian style of policing that relies less on physical force, despite similarities in activity and effectiveness (Grennen, 1985).

Interpersonal skills that female officers possess are often greater than their male counterparts. Research demonstrates that female officers not only exhibit more reasoned caution than their male counterparts, but also that they increase this

tendency in their male partners. By hiring and retaining more women, departments can thus go a long way toward transforming their focus to one that emphasizes interpersonal skills and cooperation with the community. Interpretative phenomenological analysis of the interview data reveals that work family conflict, lack of perceived social support, interpersonal sensitive interactions, organizational climate, nature of work and personality is related with the emotional experience of the female law enforcement officers and this may lead to stress and there by affect the performance. These factors are studied quantitatively to analyze how they are contributing to the emotion regulation of the female law enforcement officers in phase II of the present investigation.

PHASE II: QUANTITATIVE DESCRIPTIVE ANALYSIS

The major objectives of phase two is to identify the contributors of emotion regulation among female law enforcement officers and to analyze how the difficulties in emotion regulation impact the overall mental health of female officers. Different statistical techniques such as correlation analysis, regression analysis and analysis of variance and mediator analysis are used in order to fulfill the objectives. This section encloses the results of the statistical analysis done and the major inferences drawn from those results. Analysis and interpretation are the process of data processing and converting a raw data in to a meaningful inferences or statements (Sarantakos, 1998). Collected data is coded and analyzed using the statistical package for social science researches (SPSS). According to the objectives of phase II, it again divided in to two - part I and part II.

PART I

Part I of the phase II analyzed the nature and contributors of emotion

regulation among female law enforcement officers. The results obtained are presented as three major sections according with the formulated hypothesis.

Section 1: preliminary analysis

Section 2: relationship between the study variables

- a. Relationship among the dimensions of the study variables
- b. Relationship among the variables under study

Section 3: determination of efficacy of contributor variable on criterion variable.

Section 1: Preliminary Analysis

A normal distribution is a very important statistical data distribution pattern occurring in many natural phenomena. Certain data, when graphed as a histogram (data on the horizontal axis, amount of data on the vertical axis), creates a bell-shaped curve known as a normal curve, or normal distribution. Normal distributions are symmetrical with a single central peak at the mean (average) of the data. The shape of the curve is described as bell-shaped with the graph falling off evenly on either side of the mean. Fifty percent of the distribution lies to the left of the mean and fifty percent lies to the right of the mean. The spread of a normal distribution is controlled by the standard deviation. The smaller the standard deviation, the more concentrated the data. The mean and the median are the same in a normal distribution. The value of measure of central tendency, skewness and kurtosis defines the normal distribution of a data (Garrett, 2000).

The value of measure of central tendency can be said at an average, which represents all the scores made by a group and it also enables us to compare two or more groups in terms of typical performance. There are three measures of central tendency in common use. They are arithmetic mean, the median, and the mode.

Mean is the sum of separate scores on measures divided by their number. Mean is the center of gravity of the distribution and many statistics are based upon the mean. When the measures are arranged in order of size, the midpoint is called as median. Median will not be disturbed by extreme scores. Mode can be explained as the single measure or score which occur most frequently. A distribution is said to be skewed when the mean and the median fall at different points in the distribution and the balance is shifted to one side or other. In a normal distribution mean equals the median exactly and the skewness will be zero. The term kurtosis refer is to the peakedness or flatness of a frequency distribution as compared with the normal. A frequency distribution more peaked than the normal is said to be leptokurtic. The frequency distribution which is flatter than the normal is called as platykurtic. For a normal curve $Ku = .263$ and it is known as mesokurtic distribution. If the Ku is greater than $.263$ the distribution is platykurtic; If it is less than $.263$ the distribution is leptokurtic. (Garrett, 2000)

Descriptive analysis of the sample

The type of analysis, whether parametric or non parametric, can be used for the present study is deciding based on nature of distribution. So to check the nature of distribution, Mean, median, mode, skewness and kurtosis of the distribution of variables under study; emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict and social support for the entire sample was analyzed. Details of the calculation are presented in table 24.

Table 24

Basic Descriptive statistics of the main Variables under investigation

Variables	Mean	Median	Mode	S.D	Skewness	Kurtosis
Extraversion	25.61	25.00	22.00	5.920	0.110	-0.692
Agreeableness	37.70	32.00	31.00	3.802	-0.200	-0.178
Conscientiousness	32.91	33.00	35.00	4.535	0.022	0.336
Neuroticism	21.71	22.00	25.00	6.431	-0.005	-0.022
Openness to experience	29.86	30.00	28.00	4.88	0.219	-0.015
Interpersonal sensitivity	104.24	103.00	100.00	17.186	0.274	0.600
Perceived social support	44.24	44.00	60.00	9.958	0.004	-1.021
Work family conflict	53.92	52.00	55.00	15.187	0.022	-0.774
Emotion regulation difficulties	79.88	79.00	75.00	14.357	0.119	-0.827

Table 24 shows the values of measure of central tendency, skewness and kurtosis for the all variables like personality, interpersonal sensitivity, work family conflict, social support, and emotion regulation difficulties. The results shows that arithmetic mean, median and mode got some what equal values for all variables and the values of standard deviation, skewness and kurtosis are almost normally distributed.

From the table 24, it can found that the mean, median and mode of personality dimensions are almost equal and value of skewness is near to the zero, the value of mean, median and mode of extraversion dimension is 25.61, 25.00,

22.00 respectively which is almost equal and standard deviation is found to be 5.920. The value of skewness is 0.110, which is slightly positively skewed the value of measure of peakedness is -0.692, which suggest that the distribution is slightly leptokurtic, but it was negligible. So the distribution of extraversion score for the whole sample is normally distributed.

When considering the measure of central tendencies of another dimension of personality namely agreeableness seems to be almost equal and the standard deviation is 3.802. The value of skewness is -0.200, which means the distribution is negatively skewed. The value of measure of peakedness is 0.178 which suggest that distribution is slightly platykurtic, but negligible. Hence the distribution can considered as a normal one.

Mean, median and mode of conscientiousness, another personality factor, is 32.91, 33.00 and 35.00 respectively; these three values are almost equal and standard deviation is found to be 4.535. The distribution is positively skewed (0.022) and slightly platykurtic (0.321). But it also met the condition of normal distribution. The distribution of the factor neuroticism also found as normal with almost equal value of measure of central tendency and the standard deviation is found to be 4.88. The value of skewness and kurtosis were found to be -0.005 and -0.022. This shows that the distribution is negatively skewed and the value of kurtosis shows that the distribution is mesokurtic, but fall under normal distribution.

Almost equal values of mean, median and mode is also found to the factor, openness to experience. The value of mean, median and mode is 29.86, 30.00 and 28.00 respectively. The value of skewness is 0.219 which is positively skewed and

the value of kurtosis is found to be as -0.015, which is approximately zero hence the distribution is normally distributed.

The descriptive analysis of the variable personality shows that all the five factors of personality namely extraversion, agreeableness, conscientiousness, neuroticism and openness to experience are normally distributed.

When analyzing the distribution of the variable interpersonal sensitivity in the whole sample, it can be found that the measure of central tendency got almost equal values. In other words the value of mean, median and mode is 104.24, 103.00 and 100.00 respectively. Standard deviation is 17.186 and the distribution is positively skewed (0.274). The measure of peakedness is found as 0.600, indicates that the distribution is slightly platykurtic. But it is negligible so that the distribution can be considered as normal distribution.

Preliminary analysis for perceived social support reveals that mean (44.24), median (44.00) and mode (50.00) got almost equal values. The standard deviation is 9.958. The value of skewness is 0.004 which is almost equal to zero. So there is no skewness in the distribution. The value of kurtosis is -1.021 which is higher than mesokurtic value (0.26), so the distribution is slightly platykurtic, but the value is negligible. Hence the variable perceived social support is found to be distributed normally in the present samples.

Preliminary analysis of work family conflict shows that, measure of central tendency, mean (53.92), median (52.00) and mode (55.00) got almost equal values. Standard deviation is found be 15.18. Value of skewness (0.022) indicates that the distribution is slightly positively skewed. Kurtosis (-0.774) get the value higher

than the standard value (0.26) which means that the distribution is slightly platykurtic. But it also falls under standards of normal distribution.

From the table 24, it can found that the mean, median and mode of Emotion regulation difficulties are almost equal and value skewness is near to the zero, the value of mean, median and mode of Emotion regulation difficulties is 79.88, 79.00 and 75.00 respectively which is almost equal standard deviation is found to be 14.357. The value of skewness is 0.119, which is slightly positively skewed the value of measure of peakedness is -0.827, which suggest that the distribution is slightly leptokurtic. So the distribution of Emotion regulation difficulties score for the whole sample is normally distributed.

The above discussions imply that the variables under investigations are not much deviated from the normality and they satisfied the conditions of normal distribution. Hence this investigation can use any parametric techniques for analysis. All the main variables of the present investigation falls under normal distribution, there for the hypothesis one of the study is accepted.

Section 2: Relationship between the Variables Under Study

Karl Pearson coefficient of correlation is calculated to find out the relationship, strength and direction of relationship between personality, interpersonal sensitivity, social support, work family conflict and Emotion regulation difficulties. Correlation analysis is done to find out

- A. Relationship among the dimensions of study variables.
- B. Relationship between the study variables.

A. Relationships among the dimensions of study variables

In order to analyze how the factors of each variables is distributing in the present sample of law enforcement officers, inter-correlation between the dimensions of the variables are calculated by using Pearson's method of correlation.

Inter correlation between Big five personality dimensions

Personality is measured using big five inventory, consists of five factors such as extraversion, agreeableness, conscientiousness, Neuroticism and Openness to experience. Correlation between these five factors is studied among 225 female law enforcement officers and result is presented in table 25.

Table 25

Inter correlation between Personality Dimensions

Variables	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness to experience
Extraversion	-				
Agreeableness	.10	-			
Conscientiousness	.14*	.23**	-		
Neuroticism	-.40**	-.13	-.28**	-	
Openness to experience	.25**	.12	.40**	-.16**	-

**Significant at 0.01 level *Significant at 0.05 level

Results shows that extraversion is positively correlated with conscientiousness ($r = .14$) at 0.05 level and with openness to experience at 0.01 level ($r = .25$). The highest correlation value is found between extraversion and neuroticism, which is a negative correlation ($r = -.40$, 0.01 level), which denotes

when extraversion dimension of personality increases the neuroticism is decreasing and vice versa. In the present participants agreeableness has significant correlation only with conscientiousness and it is a positive correlation ($r = .23$) at 0.01 level. Conscientiousness is significantly correlated with Extraversion and agreeableness at 0.01 significant level, where as correlation with neuroticism is negative. As conscientiousness increase the openness to experience and extraversion also increases and neuroticism is decreases with the increase in conscientiousness and vice versa. The factor neuroticism is negatively correlated with all other factors at 0.01 level where the correlation with agreeableness is not significant.

Rollard and Mogenlet (1994) assessed the five factor model of personality by using D5D and it measures the big five dimension as emotional stability ($\alpha = 0.84$), introversion ($\alpha = 0.79$), openness ($\alpha = 0.74$), conscientiousness ($\alpha = 0.77$) and agreeableness ($\alpha = 0.84$).

Lau, Hem, Berg, Ekeberg and Torgsen (2006) studied the three personality traits of Neuroticism, Extraversion, and Conscientiousness by dividing it into eight personality types: the spectator, insecure, sceptic, brooder, hedonist, impulsive, entrepreneur, and complicated. The typology comprises eight types that each represents a unique combination of Extraversion (E), Neuroticism (N), and Conscientiousness (C). And found that all personality dimensions correlated somewhat with each other. The highest correlation was between Neuroticism and Extraversion (.24) and it was in negative direction.

In the assessment of big five personality factors by Neelima and Kumari (2006), the correlational value obtained as $r = 0.243$ (extraversion), $r = 0.325$

(agreeableness), $r=0.456$ (conscientiousness), $r=0.423$ (neuroticism), and $r=0.150$ (openness to experience).

Inter correlation between Interpersonal sensitivity and its dimensions

The Interpersonal Sensitivity Measure (IPSM) was developed to assess hypersensitivity to interpersonal rejection. IPSM is used in the present study to measure the nature of interpersonal interaction among the participants. Correlation analysis of interpersonal sensitivity and its five dimensions namely interpersonal awareness, need for approval, separation anxiety, Timidity and fragile inner self are calculated using pearson’s method of correlation.

Table 26

Inter correlation between Interpersonal sensitivity and its dimensions

Variables	Interpersonal awareness	Need for approval	Separation anxiety	Timidity	Fragile inner self	Interpersonal sensitivity
Interpersonal awareness	-					
Need for approval	.34**	-				
Separation anxiety	.61**	.47**	-			
Timidity	.42**	.38**	.25**	-		
Fragile inner self	.35**	.11	.34**	.15*	-	
Interpersonal sensitivity	.80**	.68**	.79**	.66**	.51**	-

**Significant at 0.01 level

*significant at 0.05 level

Table 26 shows the results of correlation analysis of interpersonal sensitivity and its five dimensions. The dimensions interpersonal awareness, need for approval, separation anxiety, Timidity and Fragile inner self are positively

correlated with the total score of inter personal sensitivity at 0.01 significant level. It denotes that with the increase in any five dimensions, the total interpersonal sensitivity also increases. Among the total 15 correlations 14 found to be significant at 0.01 level. The dimensions fragile inner self and need for approval are positively correlated but not significant. The highest correlation is found between the interpersonal sensitivity and its dimension interpersonal awareness ($r = .80$). Inter personal awareness is one of the important factor which determines inter personal sensitivity among female law enforcement officers.

In a study by Otani, Suzuki, Ishii, Matsumoto and Kamata (2008) among adult sample, Cronbach's alphas for the interpersonal awareness, separation anxiety, timidity, and fragile inner-self subscales were 0.84, 0.82, 0.68, and 0.70, respectively. These values are found to be closer to the r^2 values in the present investigation. A study by Harb, Heimberg, Fresco, Schneier and Liebowitz (2002) found that the subscales of IPSM is correlated positively to the total interpersonal sensitivity score as interpersonal awareness(.86), need for approval (.46), separation anxiety (.86), timidity(.77), and fragile inner self(.74).

Inter correlation between social support and its dimensions

Inter correlation analysis of perceived social support and its sub dimensions family support, support from friends, support from significant others among female law enforcement officers ($n = 225$) is also considered.

Table 27

Inter correlation between social support and its dimensions

Variables	Family	Friends	Others	Social Support overall
Family				
Friends	.79**			
Significant Others	.79**	.78**		
Social support overall	.93**	.92**	.93**	

** Significant at 0.01 level

The results of inter correlation analysis of perceived social support and its sub dimensions shows that all the sub dimensions; family support, support from friends, support from significant others have high positive correlation with the overall social support at 0.01 significant level and the r value is above .90. So the relationship between the sub dimensions and overall perceived social support is very strong. Support from family has a significant positive correlation with other dimensions like friends, significant others and overall social support.

In case of female law enforcement officers, support from family is an important aspect which can determine the perceptions about the overall social support. Results of the phase I also prop up that family support and support from supervisor are very crucial support sources to sustain in the job of law enforcement. The internal consistency has been found as family(.87), friends(.85), significant others(.91) in nonclinical sample by Zimet, Dahlem, Zimet and Farly (1988).

Inter correlation between work family conflict and its sub dimensions

Correlation between work family conflict with all the sub dimensions like time based work interference with family (TWIF), time based family inference with work (TFIW), strain based work interference with family (SWIF), strain based family interference with work (SFIW), behaviour based family interference with work (BFIW), and behaviour based work interference with family (BWIF) is also analyzed.

Table 28

Inter correlation between Work family conflict (WFC) and its Sub dimensions

Variables	TWIF	TFIW	SWIF	SFIW	BFIW	BWIF	WFC
TWIF	-						
TFIW	.45**	-					
SWIF	.40**	.65**	-				
SFIW	.37**	.68**	.72**	-			
BFIW	.40**	.49**	.53**	.70**	-		
BWIF	.35**	.47**	.56**	.64**	.72**	-	
WFC	.60**	.79**	.82**	.88**	.82**	.81**	-

** Significant at 0.01 level

The results (table 28) shows that work family conflict total score is positively correlated with all the sub dimensions like time based work interference with family(.60), Time based family inference with work(.79), strain based work interference with family(.82), strain based family interference with work(.88), behaviour based family interference with work(.82) and behaviour based work interference with family(.81) at 0.01 level of significance. All the 21 correlations found to be significant at 0.01 level. The highest value of correlation found to be

in strain based family interference with work and overall work family conflict (.88). It implies that strain based conflict has a significant correlation with over all work family conflict among female law enforcement officer.

Results imply that the strain caused due to the dual role creating more conflict than the lack of time or conflict in showing appropriate behavior among female law enforcement officers. Carlson, Kacmar and Williams(2000) in the study of initial validation of work family conflict scale found out that , the dimensions of behavior-based conflict are highly correlated (.83) with total work family conflict and it is different from the present investigation. Huang, Hammer, Neal, and Perrin (2004) noted a range of correlations between $r = .33$ to $r = .59$ between work to family and family to work conflict measured at two time periods.

Inter correlation between Emotion regulation difficulties and its sub dimensions

Correlation between Emotion regulation difficulties and its sub dimensions namely non acceptance of negative emotions, difficulties in engaging goal directed behaviour, difficulty in impulse control, limited strategies for emotion regulation, lack of emotional awareness and lack of clarity is also calculated by using Carl Pearson's coefficient of correlation. The result is tabulated in table number 29.

Table 29

Inter correlation between Emotion regulation difficulties and its Sub dimensions

Variables	Non acceptance of negative emotions	Difficulty in goal directed behavior	Difficulty in impulse control	Lack of awareness	Limited access to ER Strategies	Lack of emotional Clarity	Emotion regulation difficulties
Non acceptance of negative emotions							
Difficulty in goal directed behavior	.69**						
Difficulty in impulse control	.48**	.60**					
Lack of emotional awareness	.34**	.18**	.22**				
Limited access to ER strategies	.68**	.67**	.62**	.37**			
Lack of emotional clarity	.40**	.46**	.46**	.04	.35**		
Emotion regulation difficulties	.83**	.84**	.77**	.09	.80**	.63**	

** Significant at 0.01 level

Table 29 shows that the total score of Emotion regulation difficulties found to be correlated positively with its sub dimensions; Non acceptance of negative emotions, difficulties in engaging goal directed behaviour, difficulty in impulse

control, limited strategies for emotion regulation and lack of clarity, at 0.01 significance level. Among the present participants, it is found that difficulty in engaging goal directed behaviour has high significant positive correlation with overall score of Emotion regulation difficulties ($r = .84$). The relationship between lack of awareness about the emotional response and overall score of Emotion regulation difficulties is not significant.

Moriya and Takahashi(2013), in their study confirmed that the subscales of difficulties in emotion regulation were positively correlated with each other, with the exception of awareness. Likewise, Donahue, Goranson, Clure and male (2014) tested the mediation of emotion deregulation between negative affect and physical aggression in a nonclinical sample. The internal consistency was found as .93 for the total score and ranging from .79 to .89for the six factor-analytically derived subscales.

This section determines the relationship of the dimensions of the variables under study. The analysis concluded that high relationships were seen among the dimensions and factors of personality, interpersonal sensitivity, work family conflict, and Emotion regulation difficulties. Hence the second hypothesis of the present investigation is also accepted.

B. Relationship between the study variables.

To find out the relationship between the study variables personality, interpersonal sensitivity, work family conflict, social support and emotion regulation, the Karl Pearson product moment correlation test is conducted. The coefficient of correlation obtained between different variables is presented in following sections.

Correlation between personality factors and emotion regulation difficulties

Karl Pearson product moment correlation is calculated to find out the whether there is any relationship between personality and Emotion regulation difficulties and its sub variables among female law enforcement officers.

Table 30

Correlation between Personality factors and Emotion regulation difficulties

Variables	Lack of emotional awareness	Lack of emotional Clarity	Difficulty in controlling Impulsive behavior	Difficulty in goal directed behavior	Non acceptance of negative emotions	Limited access to effective ER Strategies	Emotion regulation difficulties
Extraversion	.02	-.21**	-.25**	-.26**	-.21**	-.29**	-.32**
Agreeableness	.05	-.03	.08	.03	.08	.12	.08
Conscientiousness	.02	-.10	-.12	-.12	-.15*	-.15*	-.16*
Neuroticism	.04	.23**	.33**	.27**	.23**	.24**	.34**
Openness to experiences	-.02	-.05	-.01	-.01	-.02	-.04	.01

** Significant at 0.01 level

*significant at 0.05 level

The results shows that extraversion significantly correlated with Emotion regulation difficulties ($r = -.32$) at 0.01 level, and it is a negative correlation.

Extraversion also have significant relationship to the sub variables of Emotion regulation difficulties namely non acceptance of negative emotions ($r = -.21$), difficulty in goal directed behaviour ($r = -.26$), difficulty in controlling impulsive behaviour ($r = -.25$), limited to access to emotion regulation strategies ($r = -.29$) and lack of emotional clarify ($r = -.21$). These results denote that difficulties in regulation of emotions decrease with increases in extraversion dimension of personality. Difficulty in emotion regulation also found to be correlated negatively

with conscientiousness ($r = .16$) at 0.05 level and positively with neuroticism ($r = .34$) at 0.01 level. Neuroticism is positively correlated with the Emotion regulation difficulties and its sub variables at 0.01 significant level except lack of emotional awareness. The overall Emotion regulation difficulties and its sub dimensions are increasing with the increases in neuroticism. If the individual's personality is dominated by the neuroticism dimension, that individual has the problems of regulating emotions compared to other personality traits.

Conscientiousness negatively correlated with Non acceptance of negative emotions, limited strategies for emotion regulation and overall difficulty in emotion regulations, the coefficient of correlation found to be significant at 0.01 levels. It implies that individuals with conscientiousness personality felt less difficulty in regulation of emotions. Emotion regulation difficulties increase with the decrease in conscientiousness. In other words conscientiousness increases the emotion regulation.

People high in extraversion report more pleasant emotional experience, and people high in neuroticism report more unpleasant emotional experience (Costa & McCrae, 1980). John and Gross (2004) argued that Extraversion is thought to be related to adaptive emotion regulation strategies, while neuroticism is believed to be related to negative emotion regulation strategies. Ng and Diener (2009) also found out the same results. In a study of adolescents between the ages of 10 and 18 Gresham and Gullone (2012) found that extraversion and openness were associated with cognitive reappraisal, neuroticism was positively related to expressive suppression, and extraversion and agreeableness were inversely related to expressive suppression. There is a strong and pervasive association between

Neuroticism, its facets, and the various negative affects; and between Extraversion, its facets, and the positive affects. Conscientiousness also had a significant, independent relation with general positive affect, conversely, only the achievement facet of Conscientiousness correlated broadly with the positive affects (Watson & Clark, 1992).

There are some different views on personality and emotion regulation relationship. Kuhl's (2000) Personality systems interactions theory suggests that emotion regulation improves personality functioning. Here the emotion regulation is a supportive system for the better functioning of the personality.

Relationship of Interpersonal sensitivity with Emotional regulation difficulties and its sub dimensions

Correlation analysis is also done to find out the nature, extend and direction of relationship between interpersonal sensitivity and emotion regulation.

Table 31

Correlation of Interpersonal sensitivity with Emotion regulation difficulties and its Sub dimensions

Variables	Lack of emotional awareness	Lack of emotional Clarity	Difficulty in controlling Impulsive behavior	Difficulty in goal directed behavior	Non acceptance of negative emotions	Limited access to effective ER Strategies	Emotion regulation difficulties
Interpersonal awareness	.15	.22**	.40**	.40**	.41**	.29**	.47**
Need for approval	.06	.14**	.31**	.29**	.32**	.34**	.37**
Separation anxiety	.15	.34**	.45**	.50**	.53**	.50**	.59**
Timidity	.03	.16*	.30**	.25**	.26**	.17**	.30**
Fragile inner self	.03	.19**	.20**	.35**	.30**	.22**	.34**
Interpersonal sensitivity	.06	.30**	.49**	.51**	.53**	.44**	.60**

** Significant at 0.01 level

*significant at 0.05 level

Results shows that the interpersonal sensitivity got a strong positive correlation ($r=.60$) with the Emotion regulation difficulties at 0.01 significant level. The relationship is calculated through Karl Pearson product Moment correlation. The result implies that, the Emotion regulation difficulties increases with the increase in interpersonal sensitivity. If a person is more conscious and concern about what others think of them, he may have high difficulties in regulating his emotions.

The sub variables of interpersonal sensitivity also got a positive correlation with the Emotion regulation difficulties as; interpersonal awareness ($r=.47$), need for approval ($r=.37$), separation anxiety ($r=.59$), timidity ($r=.30$) and fragile inner self ($r=.34$). Among the dimensions of interpersonal sensitivity, separation anxiety got high relationship with emotion regulation. Interpretative phenomenological analysis of the interview data of 50 female law enforcement officers (phase I of the present investigation) also revealed that the rejection from the supervisor and colleagues, social isolation are some factors which were affecting them emotionally. From the analysis it was clear that low self esteem and lack of assertiveness among law enforcement officers also related positively with the emotion regulation difficulties.

Likewise, the overall interpersonal sensitivity is positively correlated with sub dimensions of Emotion regulation difficulties namely Lack of emotional clarity, Difficulties in controlling impulsive behavior, Difficulties in engaging goal directed behavior, Non acceptance of negative emotional response and Limited access to effective emotion regulation strategies. Here the high correlation is found between interpersonal sensitivity and non acceptance of negative emotions ($r=.53$).

The people who are more aware about the behavior of others cannot afford the negative emotional responses from others. As interpersonal sensitivity have a significant positive correlation with emotion regulation difficulties and its sub dimensions, the hypothesis is accepted.

The social-functional approach to emotion by Keltner and Haidt (1999) describes that emotions motivate behavior that establishes more ideal conditions of social relations and it also organize adaptive responses to social problems and decide the interpersonal interactions. Van Kleef (2009) introduced the Emotions as Social Information model, which describes emotional expression as influencing observers by eliciting affective reactions in them and or/by triggering inferential processes. According to Watson and Sinha (2008) emotion control was related to hostility and interpersonal sensitivity.

Relationship of Work family conflict with Emotion regulation difficulties and its sub dimensions

In order to find out whether there is any relationship between work family conflict and Emotion regulation difficulties among female law enforcement officers, Karl Pearsons product moment correlation analysis was done and result is presented in table 32.

Table 32

Correlations of Work family conflict with Emotion regulation difficulties and its Dimensions

Variables	Lack of emotional awareness	Lack of emotional Clarity	Difficulty in controlling Impulsive behavior	Difficulty in goal directed behavior	Non acceptance of negative emotions	Limited access to effective ER Strategies	Emotion regulation difficulties
TWIF	.01	.17*	.17**	.20**	.15*	.15*	.21**
TFIW	.01	.28**	.26**	.22**	.19**	.21**	.29**
SWIF	.02	.22**	.22**	.26**	.25**	.21**	.31**
SFIW	.06	.25*	.27**	.30**	.29**	.30**	.35**
BWIF	.07	.24**	.32**	.24**	.40**	.32**	.40**
BFIW	.13	.25**	.29**	.34**	.34**	.29**	.37**
Work family conflict	.15	.30**	.33**	.36**	.34**	.32**	.41**

** Significant at 0.01 level

*significant at 0.05 level

The results showed a significant positive correlation between work family conflict and Emotion regulation difficulties. The positive correlation denotes that work family conflict increases emotion regulation difficulties. In other words, work family conflict reduces the emotion regulation among the participants. The female officer's conflict in balancing work and family life had the positive relationship with Emotion regulation difficulties. The sub variable of work family conflict like time based work interference with family ($r=.21$). Time based family interference with work ($r=.29$), strain based work interference with family ($r=.31$), strain based family interference with work ($r=.35$), behaviour based family interference with work ($r=.37$) and behaviour based work interference with family

($r=.40$) are significantly correlated with Emotion regulation difficulties and all these correlations are positive.

When analyze the relationship of overall work family conflict with sub dimensions of Emotion regulation difficulties, It is found that work family conflict got a high relationship with all the dimensions, except lack of awareness of emotions. The highest coefficient of correlation is found in relationship between the overall work family conflict and Emotion regulation difficulties ($r=.41$) and between Emotion regulation difficulties and behaviour based work interference with family ($r = .40$). Results denote that as the behaviour based work family conflict increases, difficulties in regulation of emotions also increases. The conflict regarding how to behave in work and family life is related with the problems of emotion regulation. The results of phase I of the present investigation clearly indicated that work family conflict is creating emotional problems in female law enforcement officers. As a result, the hypothesis that there will be a significant relationship between the variables of work family conflict and emotion regulation is accepted.

Mikkelsen and Burke (2004), in a study with 766 police agents found that exhaustion and cynicism are highly related with work-family conflict. Furthermore, Innstrand, Langballe, Espnes, Falkum, and Aasland (2008) in a survey of 2,235 people from eight different professions reported the bi-directionality of the relationship between stress derived from work-family relations and emotional exhaustion. Lower emotional intelligence results in a higher the stress level related to an inability to handle negative feelings caused by a lack of self-awareness (Nikolaou & Tsaousis, 2002; Sy, Tram, & O'Hara, 2006).

Weiss (2002) commented, “Work is a place where all of our basic processes, including emotional processes, play out daily, events at work have real emotional impact on participants”. The family-to-work conflict experienced at work will most directly impact emotions experienced at work, and work to-family conflict experienced at home will most directly impact emotions experienced at home (Frijda, 1994). It was also supported by Watson (2000) and Lazarus and Cohen-Charash (2001). A different view on the relationship between wok family conflict and emotion regulation made by Hall, Dollard, Tuckey, Winefield, and Thompson (2010), they supported the hypothesis that emotional exhaustion increases the perception of work-family conflict.

Correlation of Social support with Emotion regulation difficulties

The relationship between social support and difficulties of emotion regulation is also calculated using Karl Pearson product moment correlation.

Table 33

Correlation of Social support with Emotion regulation difficulties and its Sub dimensions

Variables	Lack of emotional awareness	Lack of emotional Clarity	Difficulty in controlling Impulsive behavior	Difficulty in goal directed behavior	Non acceptance of negative emotions	Limited access to effective ER Strategies	Emotion regulation difficulties
Family	.09	-.45**	-.49**	-.58**	-.61**	-.55*	-.69**
Friends	.03	-.43**	-.53**	-.60**	-.59**	-.50**	-.68**
Significant others	-.14*	-.44**	-.55**	-.65**	-.60**	-.61**	-.72**
Social support	.09	-.47**	-.56**	-.66**	-.64**	-.60**	-.75**

** Significant at 0.01 level

*significant at 0.05 level

The result of the correlation analysis showed a significant negative correlation between the variables social support and Emotion regulation difficulties. The coefficient of correlation is very high ($r=-.75$) between the perceived social support and difficulties in emotion regulation. Direction of the relationship is negative, that means, as the perceived social support decreases the Emotion regulation difficulties among female law enforcement officers. in other words, social support enhances the emotion regulation abilities.

Emotion regulation difficulties got a high significant negative correlation with all the sub variables of social support namely support from family ($r=-.69$), support from friends ($r=-.68$) and support from significant others ($r=-.72$) at 0.01 significant level. From the result it is understood that the support from significant others has the highest correlation with difficulties in emotion regulation, it is understood from the unstructured interview that in the case of female law enforcement officer's superiors and their higher officers constitute an important support system and it was found out that social support is an important factor in determining the emotional experience of the participants.

Perceived social support got a significant negative relationship with the non acceptance of emotion, difficulty in goal directed behaviour, difficulty in impulse control, limited access to strategies and lack of clarity at 0.01 level, except lack of awareness, in which correlation is not significant. Result indicates that the female law enforcement officer's perceived social support is related with the acceptance of negative emotions by them. The correlation matrix indicated that the variables social support and emotion regulation difficulties were highly, negatively related with each other. Therefore, the hypothesis that there will be a significant

relationship between the variables social support and emotion regulation is accepted.

According to Gross and John (2004) Suppression also was associated with poorer social support and lesser use of instrumental and emotional social support and coping. According to Barbalet (2011) social support and emotion regulation is mutually related. Lakey and Cassady (1990) studied social support and emotion regulation. Results “showed that low perceived support might influence emotion regulation by limiting the resources an individual activates when enlisting social support, thus effectively preventing enacted support from exerting its predicted effects”. Likewise Solan, Newhouse and Thompson (2013) in their study on employees through survey data confirmed that perceived coworker support mediated the association between social ties and positive emotional experiences.

Relationship of personality factors and interpersonal sensitivity

Relationship between the personality and interpersonal sensitivity is also analyzed and the result is tabulated in the table 34.

Table 34

Correlation between Big Five Personality factors and Inter personal sensitivity

Variables	Interpersonal awareness	Need for approval	Separation anxiety	Timidity	Fragile inner self	Overall interpersonal sensitivity
Extraversion	-.20**	.18**	.26**	.14**	.15*	.27**
Agreeableness	.03	.09	.01	-.05	.04	.03
Conscientiousness	.02	-.01	.11	-.02	.08	.05
Neuroticism	.29**	.15**	.33**	.21**	.20**	.34**
Openness to experience	.13*	.09	.03	.01	.04	.07

** Significant at 0.01 level

*Significant at 0.05 level

Table 34 shows the correlation between the interpersonal sensitivity with the big five personality factors among female law enforcement officers. From the table it can be found that the two factors, that is extraversion and neuroticism has significant correlation with the interpersonal sensitivity. Extraversion, one of the personality factors, got a significant relationship with interpersonal sensitivity and its sub dimensions. Extraversion is negatively correlated with interpersonal awareness, need for approval, separation anxiety, timidity and fragile inner self. The correlation of extraversion with fragile inner self is significant only at 0.05 level. Extravert officers face all the situations assertively; they have no timidity in their interpersonal relationships. Results imply that when extraversion increases the interpersonal sensitivity decreases. But when neuroticism increases the interpersonal sensitivity also increases. ($r = .34$ $p < 0.01$). Compared to other four personality factors, Officers with neuroticism dominant personality shows low self esteem (fragile inner self) and lack of assertiveness in interpersonal interactions.

Neuroticism has a significant positive correlation with all the dimensions of interpersonal sensitivity except interpersonal awareness. Openness to experience, another big five personality factor, also got a significant positive relationship with interpersonal awareness. Hence, the hypothesis that there will be a significant relationship between personality and interpersonal sensitivity is accepted to an extent. Boyce and Parker (1989) stated that the high interpersonal sensitivity scores were correlated with neuroticism and low self-esteem measures in healthy subjects. DeYoung, Weisberg, Quilty and Peterson (2013) supports that two dimensions of big five, extraversion and agreeableness related with interpersonal interactions. But

in present participants agreeableness is not significantly related with interpersonal sensitivity.

Relationship between personality factors and work family conflict

In order to find out the relationship of personality characteristics with work family conflict, Karl Pearson Product moment correlation is calculated. Results is explained below

Table 35

Correlation between Big five Personality factors and Work family conflict

Variables	Time based		Strain based		Behavior based		Work family conflict
	Work interference with family	Family interference with work	Work interference with family	Family interference with work	Family interference with work	Work interference with family	
Extraversion	-.14*	-.10	-.12	-.14*	-.21**	-.23**	-.20**
Agreeableness	-.01	-.04	-.10	-.03	-.01	-.02	-.04
Conscientiousness	-.04	-.10	-.08	-.02	-.01	-.05	-.06
Neuroticism	.15	.19**	.30**	.31**	.30**	.38**	.34**
Openness to experience	-.04	-.19**	-.15*	-.08	-.12	-.13*	-.15*

** Significant at 0.01 level * Significant at 0.05 level

Result shows that extraversion, Neuroticism and openness to experience factors of personality are significantly correlated with overall work family conflict among female law enforcement officers.

Coefficient of correlation found to be negative in the relationship between extraversion and work family conflict. The same direction of relationship is also found between openness to experience and work family conflict. From the table 35, it can be found that as extraversion increases, Work family conflict decreases (r = -.20, p < 0.01) and the same pattern can see in the case of openness to

experiences ($r = -.15, p < 0.05$). But neuroticism got a significant positive relationship with work family conflict. The individual with neuroticism personality dimension is facing more work family conflict ($r = .34, p < 0.01$) when compared to the other personality factors.

Extraversion is negatively correlated with the time based work interference with family ($r = .14$), behavior based family interference with work ($r = .21$) and behavior based work interference with family ($r = .23$), where as neuroticism got significant positive relationship with all the dimensions of work family conflict. Among 16 significant correlation of personality factors with work family conflict, the high values of coefficient of correlation is found between the neuroticism and behaviour based work interference with family ($r = .34$). Openness to experience got a significant negative correlation with time based family interference with work and behaviour based family interference with work.

Using a random sample Wayne, Musisca, and Fleeson (2004) investigated the relationship between each of the Big Five personality traits and work and family roles. Both the conflict and facilitation between the variables are studied and result showed that extraversion was related to greater facilitation between roles but was not related to conflict, whereas neuroticism was related to greater conflict but only weakly related to facilitation. Conscientiousness related to less conflict, presumably reflecting efficient time use and organizational skills. Personality factors, neuroticism, extraversion and open to experience found to be correlated with work family conflict, hence the hypothesis that there will be a significant relationship between the personality and work family conflict is approximately accepted.

Among five dimensions of personality, neuroticism is highly correlated with work interference with family and family interference with work (Blanch & Aluja, 2009). Neuroticism personality characteristics may lead individuals to experience more job and family stress which, in turn, increases the degree of conflict experienced (Stoeva, Chiu, & Greenhaus, 2002). Neuroticism highly predict negative mood (David, Green, Martin, & Suls, 1997), so its relationship with work family conflict is obvious. Priyadharshini and Wesley (2014) also supported that all dimensions of personality, except neuroticism is highly negatively related to the work family conflict.

Correlation between Big five Personality factors and Social support

In order to understand the relationship of personality factors to the perceived social support of the female law enforcement officers, the correlation analysis is done. Results are tabulated in table 36.

Table 36

Correlation between Big five Personality factors and Social support

Variables	Family	Friends	Significant others	Overall social support
Extra version	.19**	.19**	.16*	.20**
Agreeableness	.02	.04	.04	.04
Conscientiousness	.15**	.14**	.14**	.15**
Neuroticism	-.24**	-.24**	-.22**	-.25**
Openness to experience	-.01	-.02	-.01	.02

** Significant at 0.01 level

* Significant at 0.05 level

The analysis of relationship between the social support and big five personality factors revealed that, extraversion factor of the personality had a significant positive relationship with the overall social support ($r = .30, p < 0.01$) and a significant negative relationship with neuroticism ($r = -.25, p < 0.01$). The result shows that social support positively related with n extraversion score and social support is decreasing with the increase in neuroticism score.

All the dimension of social support, support from family, support from friends, support from significant others, is positively related with extraversion. All this correlation is significant at 0.01 level except support from significant others, which is at 0.05 level.

But neuroticism got a significant negative relationship with all the dimensions of social support and all are significant at 0.05 level. Perceived social support from family, friends and significant others are decreasing with the increase in Neuroticism dimension of personality. Conscientiousness got a significant positive relationship with social support and all its dimensions. The relationship of other personality factors, agreeableness and openness to experience with social support are found to be in positive direction but not significant in the present participants. Thus the hypothesis that there will be a significant relationship between the personality factors and social support is approximately accepted.

According to Pierce, Lacky, Sarason, Sarason and Joseph (1997) personality play an important role in social support process and the perceived social support reflects the personality of the perceiver. Cukrowicz, Franzese, Thorp, Cheavens, and Lynch (2008) proved that extraversion and

conscientiousness dimensions personality is highly related to social support in adults.

Correlation between interpersonal sensitivity and work family conflict

To find out whether there exist any relationships between interpersonal sensitivity and work family conflict and its sub dimensions, Karl Pearson coefficient of correlation is calculated. The results are presented in table 37.

Table 37

Correlation between Interpersonal sensitivity and Work family conflict

Variables	Time based		Strain based		Behavior based		Work family conflict
	Work interference with family	Family interference with work	Work interference with family	Family interference with work	Family interference with work	Work interference with family	
Interpersonal awareness	.11	.09	.14*	.07	.13**	.19**	.16*
Need for approval	.06	.01	.00	.07	.09	.07	.07
Separation anxiety	.19**	.28**	.27**	.28**	.27**	.32**	.34**
Timidity	.03	-.01	.07	.04	.03	.05	.00
Fragile innerself	.13*	.07	.20**	.18**	.23**	.26**	.23**
Inter personal sensitivity	.15*	.15*	.14*	.17*	.21**	.25**	.23**

** Significance at 0.01

* Significant at 0.05

The results indicated that there is a significant positive relationship between interpersonal sensitivity and work family conflict among female law enforcement officers ($r = .23$) at 0.01 significance level.

The work family conflict is significantly related with interpersonal awareness ($r = .16$, $p < 0.05$), separation anxiety ($r = .34$, $p < 0.01$) and fragile inner self ($r = .23$, $p < 0.01$). These results denotes that work family conflict increase

with the increase interpersonal awareness, separation anxiety and fragile inner self but need for the approval and timidity is not significantly related with work family conflict. The excess awareness regarding the interpersonal interactions with in work and family life definitely increase the work family conflict. Results also supported that the low self esteem (fragile inner self) leads to work family conflict. It can be found that interpersonal sensitivity has significant positive correlation with time based work interference with family ($r = .15$), Time based family interference with work ($r = .15$), strain based work interference with family ($r = .14$) and strain based family interference with work ($r = .17$) at 0.05 significant level and behaviour based family interference with work ($r = .21$) and behavior based work interference with family ($r = .25$) at 0.01 significant level.

The interpersonal awareness got significant positive correlation with behavior based work family conflict. This indicated that intense awareness of interpersonal relationship has a strong relationship on the behavior based work family conflict. From the analysis it was clear that lack of assertiveness and low self esteem/ timidity is related with work family conflict among female law enforcement officers. hence the hypothesis that there will be a significant relationship between interpersonal sensitivity and work family conflict is accepted.

Relationship between interpersonal sensitivity and social support

Karl Pearson's product moment correlation is calculated in order to find out the nature of relationship between interpersonal sensitivity with social support among the present participants.

Table 38

Correlation between Interpersonal sensitivity and Social support

Variables	Support from family	Support from friends	Support from significant others	Social support
Interpersonal awareness	-.37**	-.32*	-.32**	-.36**
Need for approval	-.36**	-.25**	-.30**	-.33**
Separation anxiety	-.52**	-.42**	-.50**	.52**
Timidity	-.21**	-.13**	-.22**	-.21**
Fragile inner self	-.40**	-.34**	-.33**	-.36**
Interpersonal Sensitivity	-.51**	-.41**	-.48**	-.51**

** Significant at 0.01 level, * Significant at 0.05 level

Karl Pearson product moment correlation analysis revealed that there exist a strong negative relationship between interpersonal sensitivity and social support among female law informant officers ($r = -.51$) at 0.01 significance level. It implies that high interpersonal sensitive individual perceived that they are not getting sufficient support from family, friends, and other significant people. From the table it was clear that perceived social support is related with interpersonal awareness ($r = -.36$), need for approval ($r = -.33$), separation anxiety ($r = -.52$), timidity ($r = -.21$) and fragile inner self ($r = -.36$) at 0.01 level of significance.

At the same time the interpersonal sensitivity got a high coefficient of correlation with all the dimensions of social support namely support from family ($r = -.51$), support from friends ($r = .41$) and support from significant others ($r = .48$) which is significant in 0.01 level and is in negative direction. The high correlation is found between separation anxiety and support from family and it is a negative

relationship. The female officers who lack support from family are anxious about the rejection from the work place as well as from family.

Marian (2013) opined that “person with interpersonal sensitivity will be sensible to the threats in their social relations, they are unable to be assertive and they have a low self-esteem. Generally, sensitive persons have relationship difficulties because they worry too much about the way in which they are seen by the others”.

Correlation between social support and work family conflict

To analyze the correlation between social support and work family conflict among female law enforcement officers, correlation coefficient is calculated.

Table 39

Correlation between Social support and Work family conflict

Variables	Time based		Strain based		Behavior based		Overall work family conflict
	Work interference with family	Family interference with work	Work interference with family	Family interference with work	Family interference with work	Work interference with family	
Family	-.08	-.26**	-.34**	-.39**	-.36**	-.42**	-.40**
Friends	-.04	-.21**	-.32**	-.38**	-.36**	-.40**	-.37**
Significant other	-.08	-.26**	-.31**	-.40**	-.36**	-.35**	-.38**
Perceived social support	-.07	-.26**	-.35**	-.42**	-.39**	-.42**	-.42**

** Significant at 0.01 level

* significant at 0.05

From the table 39 it is clear that perceived social support is significantly related with work family conflict (r = -.42). The direction of correlation is negative. It implies that work family conflict is decreasing with the increase in perceived social support. The overall work family conflict also have a negative

relationship with support from family ($r = -.40$), support from friends ($r = .37$), support from significant others at 0.01 significance level.

One of the sub dimension of work family conflict called time based family interference with work got high significant negative relationship with support from family ($r = .26$), support from friends ($r = .21$), support from significant others ($r = .26$) and with total perceived social support ($r = .26$) at 0.01 significant level. It denotes that family support, friends support and support from significant others has a strong negative relationship with time based interferences on family created by work in the present participants. When the support system decreases, work family conflict heightens among female law enforcement officers. Likewise all other dimensions work family conflict namely, strain based work interference with family, strain based family interference with work, behaviour based work interference with family and behaviour based family interference with work got high significant negative correlation with support from family, support from friends, Support from significant others and overall perceived social support at 0.01 level of significance.

When analyzing the correlation between the sub dimensions of work family conflict and sub factors of social support, it can found that the highest value of coefficient of correlation is obtained between the strain based family interference with work and support from significant others ($r = .40$, $p < 0.01$). Same value of correlation coefficient also got between behaviour based work interference with family and support from friends ($r = .40$, $p < 0.01$). The correlation analysis shows that with the decrease in social support, the behavior based conflict is increasing than the time based conflict and strain based conflict. It is proven from the high

value of correlation coefficient between behaviour based conflict and the perceived social support. In brief, the social support and its dimensions are highly correlated with work family conflict of the female law enforcement officers, and it is in negative direction. Thus the hypothesis that there will be a significant relationship between social support and work family conflict is accepted.

Thomas and Ganster (1995) examined the effects of supportive supervisors on work-family conflict and found out that a negative correlation exist between work family conflict and support from supervisor. It also understood from the first phase of the present study that non supportive supervisor had an impact on emotional wellbeing of the female law enforcement officers.

Rastegarkhaled (2004) also found significant relationship between support from work and family with work-family conflict. The finding suggested that supportive supervisor provide more support for employee and this may reduce the conflict experienced by employees in their occupation and family environment. Kim and Ling (2001) indicated that women who got greater spousal support will able to maintain work family conflict than the women who is in marital disharmony with their spouse. Present study also reveals that the female officers who have greater support from family felt lower conflict in work and family role.

To sum up, the correlation analysis clearly indicates about the psycho-social correlates of Emotion regulation among female law enforcement officers.

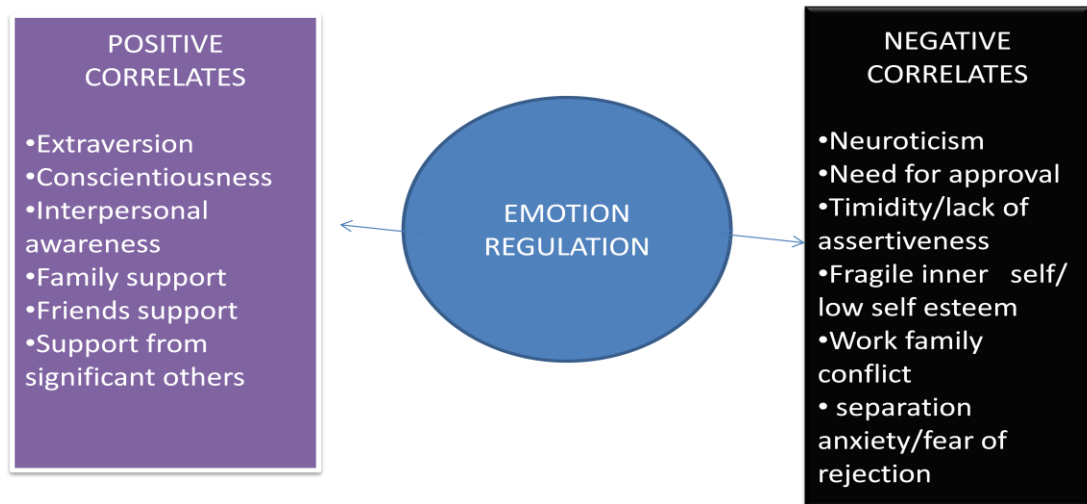


Figure 1. Psycho social correlates of emotion regulation among female law enforcement officers.

From the above sets of correlation analysis it was very clear that neuroticism dimension of personality, conscious about the approval from others, lack of assertiveness, low self esteem, work family conflicts like conflicts due to the difficulty in managing time in work and job, strain arises due to the management of dual role, and the difficulty in showing appropriate behavior in job and family, fear of rejection from the society and family were negatively related with the emotion regulation ability of the female law enforcement officers. The factors which are positively associated with the emotion regulation of female officers were extraversion, conscientiousness, support from family, friends support and support from other significant people.

Section 3 - Determines the predictability of Contributor Variables on the Criterion Variable

Multiple regression is mainly using to determine the predictability of contributor variable on the criterion variable. The joint relationship between two or more variables to a third variable is known as multiple regression. It also known as multiple correlation. The multiple correlation 'R' is related with correlation of two or more independent variables, also related with inter correlation of these independent variable to the dependent variable. The dependent variables also known as criterion variables and the independent variables as predictor or contributor variables. Multiple regression is the calculation of weights between a criterion variable and the sum of weights of predictor variable. The multiple regression analysis allows for more complicated investigation of the interrelationships among the set of variables examined (Pallant, 2001) while controlling for other relating variables, thus, allowing for investigation into the effects of the independent variables and their interactions on the dependent variable.

Multiple regression analysis (step-wise) of emotion regulation difficulties as dependent variable

To find out the psycho-social factors which are contributing to the emotion regulation abilities of female law enforcement officers, regression analysis is conducted by considering the Emotion regulation difficulties (ERD) as dependent variable and by keeping personality, interpersonal sensitivity, work family conflict and social support as independent variables. Step-wise regression analysis used to

find out the variables which all are contributing to the emotion regulation among female law enforcement officers.

Stepwise regression analysis helps to find out the maximum possible variance in Emotion regulation difficulties that explain with the weights of each independent variable. The summary of results of regression analysis is shown in the below table 40.

Table 40

Multiple regression analysis (step-wise) of Emotion regulation difficulties as Dependent variable

Independent variable		Multiple regression (R)	F-value for R	R square	Partial Regression coefficient 'b'	Constant	Bet- coefficient (β)
Perceived social support	PSS	.750	287.219 (1,223)	.563	-1.082 (PSS)	122.744	-.750
Interpersonal sensitivity	IPS	.792	186.947 (2,222)	.627	-.867 (PSS) .246 (IPS)	92.596	-.601 .294
Extraversion	EXT	.802	133.146 (3,221)	.644	-.851 (PSS) 0.220 (IPS) -0.323 (EXT)	102.875	-.591 .264 -.133
Conscientiousness	CONS	.819	104.33 (4,220)	.655	-.848 (PSS) -.220(IPS) -.289 (EXT) -.336 (CONS)	112.906	-.588 .263 -.119 -.106
Agreeableness	AGREE	.824	86.145 (5,219)	.663	-.842 (PSS) -.309 (EXT) -.401(CONS) -.351AGREE)	104.202	-.584 .259 -.121 -.127 .093
Work family conflict	WFC	.829	74.165 (6,218)	.671	-.784 (PSS) .217(IPS) -.280(EXT) -.397 (CONS) .367 (AGREE) .096(WFC)	95.020	-.594 .260 -.115 -.125 .097 .101

From the table 40, it was clear that the first variable entered in multiple regression analysis is PSS (perceived Social Support). The multiple correlation value obtained is .750 and the relationship is showed as negative. The value of multiple regression R found to be significant at 0.01 level ($F = 287.219$ for 1,223). The coefficient of multiple correlation (R^2) is found to be 0.563. The value of R^2 denotes that 56.3% of variance in emotion regulation is contributed by social support. The value of R shows the strength of interaction between emotion regulation difficulties and social support. It was 75% of this level; hence the analysis shows that perceived social support is the most important contributor of emotion regulation. The partial regression coefficient 'b' is 1.082, which indicates that the emotion regulation difficulties vary by 1.08 units for every unit of change in perceived social support. Regression equation for this step is

$$ERD = 122.744 - 1.082 (PSS)$$

In present study social support include support from family, friends and significant others. In a state like Kerala where family system is so strong and it is one of important social institution which is influencing individual in his/her overall development and wellbeing. Society in total also had a significant impact on daily living of its individual. In this social situation social support naturally influence an individual's regulation of emotions; especially among women. More over definitely influence the law enforcement officers who are in continuous need of social support. The present analysis shows that social support is an important contributor of the dependent variable emotion regulation.

Esther, Greenglass, Burke and Konarski (1997) in a study among teachers found out that lack of social support will predict the emotional exhaustion. A

similar result was found in a study by Marin and Ramirez (2003). They analyzed the role of three sources of social support (family as kin, co-workers as insiders, and supervisors as outsiders) on the emotional exhaustion in a sample of 210 nurses. Hierarchical multiple regression analysis confirmed the main effect of the three sources and the buffering effect in the case of outsiders and kin.

Reeck, Ames and Ochsner (2016) explained about the 'social regulatory cycle' of emotion regulation, specifies at multiple levels of description the act of regulating another person's emotions as well as the experience of being a target of regulation. It describes that an individual not only regulating self emotions, but also attempts to change the emotions of the other person. So the support from the target person also determines the emotion regulation abilities of that individual.

The second significant variable entered in the multiple regression analysis is interpersonal sensitivity (IPS). The multiple correlation value R obtained 0.792 which is significant at 0.01 level ($F = 186.947$, for 2 and 222 df). The strength of the relationship between interpersonal sensitivity and social support put together is 79.2%. The value of R square is 0.62 which predicts the variance put together by social support and interpersonal sensitivity to the difficulties in emotion regulation. So the variables social support and interpersonal sensitivity together contribute around 62% variance in emotion regulation.

The value of partial regression coefficient of these two independent variables is -.867 and .246. The 'b' value of interpersonal sensitivity is positive which indicates that for the every unit of increment in interpersonal sensitivity, there will be a corresponding increment in Emotion regulation difficulties by .246 units.

Regression equation at this point will be

$$\text{ERD} = 95.596 - 0.867 (\text{PSS}) + 0.246 (\text{IPS})$$

Interpersonal sensitivity is the excessive awareness about the interpersonal relationship. It includes lack of assertiveness, low self esteem, fear of rejection etc.

This excess concern definitely will contribute to the regulation of emotions.

Interpersonal sensitivity is proved as the second best contributor of emotion regulation among female law enforcement officers in the present study. Joo, Yeon and Lee (2012) supported the notion that interpersonal sensitivity may influence individual differences in emotional response to stressful life events. Emotion regulation involves the management of emotional response to each stimulus.

The third variable entered in the multiple regression analysis is extraversion, one of the dimensions of big five personality, with the multiple regression value (R) .802 which is significant at 0.01 level (F=133.146 for 3 and 221 df.) The strength of the relationship between independent variables increased to 80% to that of Emotion regulation difficulties. The independent variables, social support, interpersonal sensitivity and extraversion together contribute around 64% variance on dependent variable ($R^2 = .644$).

The partial regression coefficient (b) values indicate the proportion to which each independent variable contributes to dependent variable. For every unit of change in social support, interpersonal sensitivity and extraversion, there will be -0.851, 0.220, -0.323 unit change in difficulties in emotion regulation respectively.

Extraversion contributing negatively to the emotion regulation difficulties. That means Extraversion positively contributing to emotion regulation among female officers. The regression equation for this step is

$$\text{ERD} = 102.875 - 0.857 (\text{PSS}) + 0.220 (\text{IPS}) - 0.323 (\text{EXT})$$

Extraversion dimension of personality is characterized by talkative, Assertive, active energetic, friendly and bold type of personality. People with this personality type are regulating their emotions properly according to each situation. They are not facing much difficulty in emotion regulation. From the multiple regression analysis, it is clear that extraversion contributing to Emotion regulation difficulties in negative direction.

Sadr (2016) proved that extraversion predicts positive emotion regulation strategies. Kokkonen and Pulkkinen (2001), based on structural equation model, it was argued that neuroticism led to higher emotion dysregulation later in adulthood and the prior extraversion was linked to lower emotion dysregulation. Ng and Diener (2009) confirmed negative and positive emotion regulation predicted negative and positive emotional reactions, respectively, accounted for the trait differences in emotions and emotional reactions are determined by personality traits like extraversion and neuroticism.

The fourth contributing variable is conscientiousness, another dimension of personality. The multiple correlation value is 0.819 which is significant at 0.01 level ($F = 104.334$ to 4 and 220 df). The strength of the interaction between four independent variables put together on dependent variable (Emotion regulation difficulties) is 81.9%. The value of R^2 is found to be 0.655, it denotes that the four independent variables namely social support, interpersonal sensitivity, extraversion and conscientiousness together contribute around 65% of variance on difficulties in emotion regulation.

Partial regression coefficient (b) indicates the unit of contribution made by each of independent variable on dependent variable. For every unit of change in social supports, interpersonal sensitivity, extraversion, and conscientiousness there will be -.848, .220, -.289, -.336 unit change in Emotion regulation difficulties respectively. Equation for this step is

$$\text{ERD} = 112.906 - .848 (\text{PSS}) + 0.220 (\text{IPS}) - 0.289 (\text{EXT}) - 0.336 (\text{CNS})$$

Conscientiousness is associated with being hardworking, reliable, purpose-driven, and trustworthy (Costa & McCrae, 1992). Thus high conscientiousness individuals are more inclined toward problem-focused coping strategies, such as planning and suppression of competing activities, and also tend to avoid emotion-focused coping (Watson & Hubbard, 1996). Sadr (2016) proposed that “Extraversion and conscientiousness can predict more using of reappraisal, so extroverts and conscientious people are more likely to experience positive emotion, positive affect and well-being, and they are less likely to experience disorders involve emotion dysregulation.”

The fifth variable entered in multiple regression analysis is agreeableness, a personality factor with multiple regression value (R) .824 significant at 0.01 level (F = 86.145 for 5 and 219). From the R value it is understood that the strength of the relationship between emotion regulation and independent variable put together will be 86.1%. The value of R square was 0.663, so the 66% variance is made on emotion regulation difficulties by all the five independent variables, social support, interpersonal sensitivity, extraversion, conscientiousness and agreeableness. The equation at this step will be

ERD = 104.202 -0.842 (PSS) +0.217 (IPS) -0.309 (EXT) - 0.401 (CNS) -
0.351 (AGR)

Agreeableness is associated with sympathetic, kind, appreciative, affectionate, helpful, trusting and lenient personality. Employees low in agreeableness feels less difficulties in emotion regulation. Meier and Robinson (2004) found that agreeableness is moderating the anger expressions. Accessible hostile thoughts predicted anger and aggression only at low levels of agreeableness. Conversely, at high levels of agreeableness, accessible hostile thoughts did not predict anger or aggression. Additionally, Meier, Robinson, and Wilkowski, (2006) found that individuals high in agreeableness influences the aggression related cues on cognition and behavior and activated the pro-social thoughts. This implies that people who have agreeableness personality dimensions can cut short their emotions like anger by activating pro social thoughts.

As per the multiple regression analysis (table 40) the sixth contributor of Emotion regulation difficulties is work family conflict. The relationship between work family conflict and difficulties in emotion regulation are positive. Multiple regression R is 0.829 significant at 0.01 level ($F= 74.165$ for 6 and 218 df). Six independent variables together contribute for 67% of variance on dependent variable ($R^2 = 0.671$). The value of partial regression coefficient (b) denotes that for the every unit of change in social support, interpersonal sensitivity, extraversion, conscientiousness, agreeableness and work family conflict, there occurs 0.784, 0.217, 0.280, 0.397 0.367 and 0.096 units change in difficulties in emotion regulation respectively. So from the analysis one can identify that work

family conflict negatively contributing to the emotion regulation in the present sample. The equation will be

$$\text{ERD} = 95.020 - 0.784 (\text{PSA}) + 0.217 (\text{IPS}) - 0.280 (\text{Ext}) - 0.361 (\text{agree}) + 0.096 (\text{WFC})$$

In Indian culture family has its own importance. The social perspectives of gender role putting family responsibilities more on women than the man. Women has an important role in house hold activities, rearing children, looking after old age and other dependent people, etc., in our family system. So the working women facing lots of conflicts to cope up with the dual roles of work and family. This may be higher to the women who is working in law enforcement, where the job itself it stressful and unpredictable. The multiple regression analysis show that work family conflict also an important contributor of regulation of emotion among law enforcement officers. Previous studies also showed that work family conflict is an important predictor of the police stress, especially among females because their family role demands are higher than males (Martin, 1980). More over some studies argued that females are more likely use emotion focused coping strategies (Stone & Neale, 1984).

The results of multiple regression analysis of Emotion regulation difficulties as dependent variable proved that social support, inter personal sensitivity, personality (extraversion, conscientiousness, agreeableness) and work family conflicts are important contributors of regulation of emotions in an appropriate way according to each situation. Social support is found to be the strongest contributor of emotion regulation of female law enforcement officers, it contribute about 56% of positive variance in emotion regulation. Extraversion, conscientiousness and agreeableness also contributing positively to the emotion

regulation ability, where as interpersonal sensitivity and work family conflict have a negative impact on the emotion regulation. These entire variables put together could predict 67% of emotion regulation. Thus the hypothesis that the personality, interpersonal sensitivity, works family conflict, social support will be able to contribute emotion regulation is established.

From the above analysis of correlation and regression, it was very clear that personality, interpersonal sensitivity, work family conflict, social support will be able to contribute emotion regulation difficulties among female law enforcement officers. As emotion regulation is the basic theory of the emotional labour (Grandey, 2000), the identification of the contributors of emotion regulation will help in improving emotional labour of the female law enforcement officers and there by the performance. Emotion regulation difficulties may also affect the overall wellbeing of the individual. Impact of the emotion regulation difficulties on the mental health of the female law enforcement officers is analyzed in second part of this quantitative descriptive study.

PART II

The major objectives of part II of phase II were

- a. To get an idea on the nature of distribution of variable mental health and its dimensions among female law enforcement officers.
- b. To study the relationship of emotion regulation and contributors of emotion regulation with the mental health of female low enforcement officers.
- c. To identify the variables which are predicting mental health among female law enforcement officers.
- d. To explore the role of emotion regulation and its contributors on mental health and its dimensions among female law enforcement officers.
- e. To explore the role of emotion regulation and job related demographic variables on mental health of female law enforcement officers.
- f. To analyze the role of socio-demographic variables and emotion regulation on mental health of female law enforcement officers.
- g. To find out the mediating effect of emotion regulation on contributors of emotion regulation and mental health.

In order to achieve these objectives correlation analysis, analysis of variance, regression analysis and meditational analysis were conducted.

Section 1: Relationship between the Variables under Study

Karl Pearsons product moment correlation was calculated to find out relationship between the variables under concern; emotion regulation, personality, interpersonal sensitivity, work family conflict, social support and mental health.

The coefficient of correlation obtained between different variables is presented in following tables.

Inter correlation between mental health and its dimensions

In order to analyze how the different domains of mental health; self awareness, coping with stresses, positive relationships, emotional wellbeing and social wellbeing is related with female law enforcement officer's overall mental health, Pearsons product moment correlation was calculated.

Table 41

Inter correlation between Mental health and its Dimensions

Variables	Self awareness	Coping with stress	Positive relations	Emotional wellbeing	Social wellbeing	Overall mental health
Self awareness						
Copying with stress	.80**					
Positive relations	.70**	.70**				
Emotional wellbeing	.80**	.80**	.74**			
Social wellbeing	.64**	.64**	.60**	.64**		
Mental health	.85**	.82**	.79**	.85**	.73**	

** Significant at 0.01 level

The overall mental health is found to be positively correlated with all other dimensions of mental health significantly (table 41). The highest correlation is found between mental health and self awareness ($r=.85$) and mental health and emotional wellbeing ($r=.85$). These results denote that mental health is more related with self awareness and emotional well being. All the five sub dimensions of the mental health got a high positive relationship with overall mental health. The lowest value of correlation can be found between the social wellbeing and mental health ($r=.73$).

In the evaluation of psychometric properties of mental health continuum-short form Lamers, Westerhot, Bohlmeijer, Klooster and Keyes (2011) found out

that all the three factors were interrelated. The correlation was highest between psychological and social well-being (0.60), followed by the correlation between psychological well-being and emotional well-being (0.52), and the correlation between social well-being and emotional wellbeing (0.30). Vaingankar et al., (2011) analyzed the correlation of sub dimensions of positive mental health scale to overall mental health and found that the six subscales were strongly correlated with higher order PMH scale (correlation coefficient = 0.65 to 0.81).

Relationship of emotion regulation difficulties with mental health

In order to understand how the emotion regulation difficulties are related with overall mental health of female law enforcement officers, correlation analysis is done and the result is tabulated in table 42.

Table 42

Correlation of Emotion regulation difficulties and its Sub variables with Mental health and its Dimensions

Variables	Self Awareness	Coping with stresses	Positive Relationships	Emotion well-being	Social well-being	Overall mental health
Lack of emotional awareness	-.05	-.02	-.01	-.06	-.02	-.04
Lack of emotional Clarity	-.43**	-.45**	-.40**	-.40**	-.35**	-.45**
Difficulty in controlling Impulsive behavior	-.45**	-.46**	-.48**	-.42**	-.39**	-.48**
Difficulty in goal directed behavior	-.52**	-.57**	-.51**	-.53**	-.46**	-.57**
Non acceptance of negative emotions	-.48**	-.50**	-.46**	-.44**	-.40**	-.50**
Limited access to effective ER Strategies	-.48**	-.53**	-.47**	-.47**	-.42**	-.52**
Emotion regulation difficulties	-.62**	-.65**	-.61**	-.60**	-.53**	-.66**

** Significant at 0.01 level

The analysis revealed that overall emotion regulation difficulties has a significant negative correlation with mental health score ($r = -.66$, $p < 0.01$). It implies that an emotion regulation difficulty reduces the mental health of the female law enforcement officers. From the table 42, it can be understood that all the dimensions of mental health got a significant negative relationship with the overall emotion regulation difficulties. Self awareness ($r = -.62$), coping with stresses ($r = -.65$), positive relationships ($r = -.67$), emotional wellbeing ($r = -.60$) and social well being ($r = .53$) correlated with the difficulties of emotion regulation at 0.01 level of significance. Among the total 42 correlations, 36 found to be high and are significant at 0.01 level.

When analyzing the correlation of sub dimensions of emotion regulation difficulties with overall mental health, it is found that the entire dimensions except lack of awareness is correlated at 0.01 level of significance. From correlations, it was clear that the overall mental health is getting poor in accordance with the non acceptance of emotions, difficulty in goal directed behavior, difficulty in impulse control, limited access to emotion regulation strategies and lack of clarity of emotional responses. Hence the hypothesis that there will be a significant relationship between emotion regulation and mental health is accepted.

These results imply that mental health improves along with the emotion regulation abilities of female police officers. Gross and John (2003) argued that emotion regulation is an important factor in mental health and well-being. Schutte Manes, and Malouff (2009) also support the same results. Eisenberg, Fabes, Bernzweig, Karbon, Poulin, and Hanish (1993) stated that emotion regulation is related to coping with emotional responses to stress in interpersonal contexts. It is

also proved that regulatory process make significant contribution to stress coping mechanism by interacting with situational factors (Fabes & Eisenberg, 1997).

Efficient use of emotion regulation strategies could help to maintain emotional well-being even when an individual is experiencing negative events (Ochsner & Gross 2005; Troy, Wilhelm, Shallcross & Mauss, 2010). Present investigation showed that lack of awareness of emotions is not correlated with mental health, which is consistent with the results of the study by Weinberg and Klonsky (2009). Emotion regulation influences coping style, relationship quality, and mental and physical health (Cooper, Shaver, & Collins, 1998). The negative regulation strategies like self blame and rumination were positively associated with depressive symptoms and the positive regulatory strategy like positive reappraisal associated with positive affect (van der Veek, Kraaij, & Garnefski, 2009). This indicated that the nature of emotion regulation strategy one adopted is related with the personal wellbeing.

Relationship of personality factors with mental health

To analyze the relationship between personality factors and the mental health among present participants (n = 225), Pearson's product moment correlation is calculated and the result is tabulated in table 43.

Table 43

Correlation between Personality factors and Mental health

Variables	Self awareness	Copying with stress	Positive relations	Emotional wellbeing	Social well being	Overall mental health
Extraversion	.34**	.38**	.39**	.39**	.40**	.41**
Agreeableness	.02	.10	.06	.03	.03	.05
Conscientiousness	.17*	.17*	.13*	.18**	.08	.16*
Neuroticism	-.34**	-.31**	-.37*	-.34**	-.31**	-.37**
Openness to experience	.17*	.17*	.13*	.18**	.15*	.18**

** Significant at 0.01 level

* Significant at 0.05 level

From the table 43, it can be found out that the overall mental health is positively correlated with extraversion ($r = .41, p < 0.01$), conscientiousness ($r = .16, p < 0.01$) and openness to experience ($r = .18, p < 0.05$). Extraversion got a significant positive relationship with Self awareness, coping with stresses, positive relationships, emotional well being and social well being, which are the sub dimension of the mental health, at 0.01 level. The highest correlation was found between extraversion and social well being ($r = .40, p < 0.01$). As Extraversion increases the social aspects of mental health also increases. Extraversion is characterized by talkative, energetic and sociable; so these will definitely add to the social wellbeing of an individual.

In the present investigation, the factor agreeableness showed positive relationship with mental health and its sub dimensions, but the relationships were not significant. Conscientiousness got significant positive relationship with overall mental health and its sub dimensions except the positive relations and social well being. The relationship of conscientiousness with positive relations and social wellbeing was not significant. The highest value of correlation of conscientiousness is found with emotional well being dimensions of mental health ($r = .18, p < 0.01$). This correlation denotes that emotional well being increases with the increase in conscientiousness. In a study by Varghes (2013) established that among big five personality, conscientiousness factor of the personality is the good predictor of emotional labor.

One of the factors of big five personality factors namely neuroticism found to have high significant relationship with mental health and that relationship is in negative direction. Negative relationship implies that, neuroticism reduces the

mental health. Neuroticism also correlated with self awareness, Positive coping with stresses, emotional wellbeing, positive interpersonal relationships and social wellbeing negatively. Neuroticism got the highest value of coefficient of correlation with positive relationships dimensions of mental health ($r = .37$, $p > 0.01$). According to the analysis in female law enforcement officers, as neuroticism factor of personality increases individuals ability in making and maintaining positive relationships decreases. Neuroticism characterized by irritability, temperamental and they have trouble forming and maintaining relationships (McCrae & John, 1992).

Openness to experience, another factor of big five personality, is also found to be positively related with the self awareness, coping with stresses, positive relationships, emotional well being and social well being. In these correlations, the coefficient of correlation between emotional well being and openness to experience is significant at 0.01 level ($r = .34$), the rest of the correlations are significant at 0.05 level. Open individual is curious, creative and adaptive to change and these characteristics helped them to stay emotionally healthy. These results entail that personality trait is one of the strongest correlates of mental health among female law enforcement officers. Hence the hypothesis formulated that there will be a significant relationship between mental health and personality is accepted.

McCrae and Costa (1986) stated that preferred coping strategies are directly derived from personality traits like extraversion and neuroticism. According to the literature on personality characteristics, Furham and Cheng (1999) and Goodwin

and Friedman (2006) stated that personality characteristics were associated with mental health.

According to Jafarnejad, Moradi, Farzad, and Shokri (2004) there is a negative and counter relation between mental health and neurotic and positive and right relation between extrovert and mental health. Amini, Heidary and Danesh parvar (2015) found out that social functioning subscale of mental health had a significant positive correlation with extraversion ($P < 0.01$), conscientiousness ($P < 0.01$), and agreeableness ($P < 0.05$), while it had a significant negative correlation with neuroticism ($P < 0.05$).

Relationship between interpersonal sensitivity and Mental health

Interpersonal sensitivity is the awareness and concerns about interpersonal relationships. To understand the relationship between the interpersonal sensitivity and mental health, Karl Pearson's product moment correlation is calculated.

Table 44

Correlation between Interpersonal sensitivity and Mental health

Variables	Self awareness	Copying with stresses	Positive relations	Emotional wellbeing	Social well being	Overall mental health
Interpersonal awareness	-.22**	-.22**	-.24**	-.16**	-.23**	-.23**
Need for approval	-.18**	-.16*	-.15*	-.17*	-.12	-.18**
Separation anxiety	-.27**	-.20**	-.32**	-.23**	-.26**	-.30**
Timidity	-.17**	-.19**	-.11	-.11	-.13*	-.29**
Fragile inner self	-.28**	-.30**	-.26**	-.23**	-.29**	-.29**
Interpersonal sensitivity	-.40**	-.33**	-.31**	-.26**	-.29**	-.33**

** Significant at 0.01 level

* Significant at 0.05 level

The analysis shows that interpersonal sensitivity has a negative relationship with overall mental health and its dimensions. Mental health is correlated with interpersonal awareness ($r = -.23$), need for approval ($r = -.18$), separation anxiety ($r = -.30$), fragile inner self ($r = -.29$) and interpersonal sensitivity ($r = -.33$) at 0.01 significant level. The high value of correlation coefficient is found in the correlation between interpersonal sensitivity and self awareness dimension of the mental health ($r = -.40$).

All these results imply that as high interpersonal sensitivity reduces mental health among the officers. Inter personal sensitivity is negatively correlated with all the dimensions of mental health, namely self awareness, coping with stresses, positive relations, emotional wellbeing and social wellbeing at 0.01 significant level. The sub dimensions of interpersonal sensitivity namely interpersonal awareness, separation anxiety and low self esteem (fragile innerself) got a high negative relationship with the mental health and its sub domains.

Need for the approval, a dimension of interpersonal sensitivity, had a significant negative relationship with all the dimensions of mental health except social well being. The higher consciousness regarding the behavior of others, low self esteem lack of assertiveness is detrimental to the mental health of female law enforcement officers. Thus the stated hypothesis that there will be a significant relationship between interpersonal sensitivity and mental health is accepted to an extent.

According to Hall, Andrzejewski and Yochick (2009) interpersonal sensitivity is related to social and emotional wellbeing of the individual. Otani , Suzuki, Ishii , Matsumoto and, Kamata (2008) proved that interpersonal

sensitivity was correlated with low scores of the self-directedness, which is the concept of the self as an autonomous individual such as self-confidence and self-esteem. Khodarahimi, Hashim and Mohd-Zaharim (2012) reported that interpersonal sensitivity is correlated with stress coping. It is also evident that there occurs an association between interpersonal sensitivity and negative problem-solving orientation, low academic performance, low self-esteem, and depression (McCabe, Blankstein, & Mills, 1999).

Relationship between social support and mental health

Karl Pearson product moment correlation is also calculated to find out the relationship of social support and its dimensions with mental health among female law enforcement officers.

Table 45

Correlation between Social support and Mental health

Variables	Self Awareness	Coping with stresses	Positive Relationships	Emotional well-being	Social well-being	Overall mental health
Family	.59**	.60**	.54**	.56**	.50**	.60**
Friends	.54**	.58**	.56**	.51**	.54**	.59**
Significant Others	.54**	.61**	.55**	.52**	.50**	.59**
Social support	.59**	.64**	.60**	.58**	.56**	.64**

** Significant at 0.01 level.

* Significant at .05 level

The result shows that social support has a significant high positive relationship with overall mental health, (r = .64, P<0.01). It denotes that perceived social support improves the mental health among female law enforcement officers.

The overall mental health has a significant positive relationship with all the

dimensions of perceived social support. The overall mental health of female law enforcement officers was correlated with support from family ($r = .60$), support from friends ($r=.59$), support from significant others ($r=.59$) at 0.01 significant level. All these value of coefficient of correlation is very high which denotes a strong relationship between the social support and mental health of female law enforcement officers.

When analyzed the correlation between the perceived social support with the dimensions of mental health, it is found out that perceived social support got a high significant positive correlation with self awareness ($r=.56$), coping with stresses ($r=.60$), positive relationships ($r=.54$), emotional well being ($r=.56$) and social wellbeing ($r=.50$) at 0.01 significant level.

Among the total 24 correlation all the correlation are significant at 0.01 level. Among these the highest value of coefficient of correlation is obtained between the perceived social support and mental health ($r=.64$) and the same value is also found between perceived social support and coping with the stresses. These results show that perceived social support and mental health has a high relationship among female law enforcement offices. Therefore the hypothesis that there will be a significant relationship between mental health and social support is accepted.

Perceived social support is one of the important correlates of the psychological health (Dunkel-Schetter & Bennett, 1990). Dignam, Barrera, and West (1986) also argued that social support is related to occupational stress and burn out in correctional officers negatively. They also assert that social support act as preventive measure against stress and burn out rather than a remedial measure. Studies showed that it is perceived support, rather than received support, that is

related to various health outcomes (Collins, Dunkel-Schetter, Lobel, & Scrimshaw, 1993).

Relationship of work family conflict with mental health and its sub dimension

The nature and extent of relationship of work family conflict and its sub variables with mental health is also calculated among present participants.

Table 46

Correlation of Work family conflict with Mental health and its Sub dimensions

Variables	Self awareness	Copying with stresses	Positive relationships	Emotional wellbeing	Social well being	Mental health
Time based work interference family	-.16*	-.14*	-.13	-.18**	-.13*	-.17*
Time based family interference work	-.26**	-.21**	-.19**	-.27**	-.16*	-.24**
Strain based work interference family	-.30**	-.29**	-.31**	-.31**	-.18**	-.31**
Strain based family interference work	-.36**	-.38**	-.31**	-.35**	-.26**	-.37**
Behavior based work interference family	-.41**	-.39**	-.38**	-.45**	-.34**	-.44**
Behavior based family interference work	-.39**	-.39**	-.41**	-.43**	-.32**	-.43**
Work family conflict	-.41**	-.39**	.37**	-.43**	-.30*	-.42**

** Significant at 0.01 level * Significant at 0.05 level

The Karl Pearson's correlation analysis shows that work family conflict is significantly correlated with the mental health of female law enforcement officers (n=225). The relationship was in negative direction ($r=-.42$) at 0.01 significant level. Work family conflict has significant relationship with mental health status of female law enforcement officers; Work family conflict reduces the mental health.

All the sub dimensions of work family conflict namely, time based work interference with family ($r=-.17$, $P < 0.05$), Time based family interference with work ($r=-.25$), strain based work interference with family ($r=-.31$), Strain based family interference with work ($r=-.37$), behaviour based work interference with family ($r=-.44$) and behaviour based family interference with work ($r=-.43$), has negative relationship with mental health at 0.01 significance level.

Among the total 42 correlations, 35 are significant at 0.01 level. The highest correlation coefficient is found between behaviour based work interference with family and emotional well being and it is a negative relationship. The results denote that emotional well being is reduced with the increase in behaviour based work interference with family. The overall work family conflict has a significant negative correlation with self awareness ($r=-.41$), coping with stresses ($r=-.39$), positive relationships ($r=-.37$), emotional well being ($r=-.43$) at 0.01 significant level and with social wellbeing ($r=-.30$) at 0.05 significant level. The result shows that the overall work family conflict has close negative relationship with Mental health status and its sub dimensions. Thus the formulated hypothesis that there will be a significant relationship between mental health and work family conflict is accepted.

Sharma , Dhar, and Tyagi (2016) found out that work–family conflict had a

direct negative relationship with the psychological health of female employees. A study by Amstad, Meier, Fasel, Elfering, and Semmer (2011) found that work–family conflict increases the level of stress. Spurgeon, Harrington and Cooper (1997) concluded that long working hours, specifically working hours greater than fifty hours per week were associated with risks to mental health. Changing hours has been related to greater risk of common mental disorders than working regular schedules (Martens, Nijhuis, Van Boxtel, & Knottnerus, 1999).

The results of the correlation analysis (table 41 to table 46) indicate that emotion regulation difficulties, personality, interpersonal sensitivity, social support and work family conflict is highly related with the mental health of female law enforcement officers. Though not all the sub variables, most of them showed significant relationships with the mental health of the officers and the correlations falls under positive or negative perfect significant correlation.

Section 2: Determines the Efficacy of Predictor Variables on the Criterion Variable

This section of analysis deals with the determines of the joint relationship of two or more variable to that of another variable. This analysis is known as multiple regressions. In this section, regression analysis is done on mental health and its dimensions and they are presented under following subsections.

- a. Multiple regression analysis of mental health as dependent variable.
- b. Multiple regression analysis of self awareness as dependent variable.
- c. Multiple regression analysis of coping with stresses as dependent variable.
- d. Multiple regression analysis of positive relationships as dependent variable.
- e. Multiple regression analysis of Emotional well being as dependent variable.
- f. Multiple regression analysis of social well being as dependent variable.

Multiple Regression analysis of mental health as dependent variable

In order to find out the which all independent variables are contributing to the mental health of female law enforcement officers, multiple regression analysis is done by keeping the emotion regulation difficulties, personality, interpersonal sensitivity, social support and work family conflict as independent variables. Step wise regression analysis is done to find out the variance made by each of the independent variables on mental health. In the present analysis mental health is taken as criterion variable. Result of the analysis is presented in table 47

Table 47

Multiple Regression analysis (step wise) of Mental health as Dependent variable

Independent variable	Abbreviation of variable	Multiple regression (R)	F-value for R	R ²	Partial Regression Coefficient 'b'	Constant	Beta-Coefficient (β)
Emotion regulation difficulties	ERD	0.660	172.460 (1,223)	0.436	-1.952 (ERD)	398.495	0.660
Perceived Social Support	PSS	0.698	105.218 (2,222)	0.487	-1.198 (ERD) 1.449(PSS)	274.153	-0.405 0.340
Extraversion	EXT	0.732	85.279 (3,221)	0.530	-0.921 (ERD) 1.550 (PSS) 1.695(EXT)	204.095	-0.311 0.364 0.236
Inter personal sensitivity	IPS	0.745	68.645 4,220)	0.555	1.157 (ERD) 1.653(PSS) 1.814(EXT) -0.426(IPS)	170.981	-0.391 0.388 0.253 0.173
Openness to experience	OE	0.753	57.438 (4,220)	0.567	-1.146 (ERD) 1.666(PSA) 1.583(EXT) 0.384 (IPS) 0.998(OE)	149.988	-0.388 0.391 0.221 0.156 0.115
Neuroticism	NRT	0.759	49.439	0.576	-1.099 (ERD) 1.670(PSS) 1.362(EXT) 0.434(IPS) 0.906(OE) -0.720 (NRT)	164.923	-0.372 0.392 0.190 0.176 0.104 -0.109

From the table 47, it is seen that the emotion regulation difficulties is the first variable which is entered in to the multiple regression analysis table, with the 0.660 multiple regression value (R) which is significant at 0.01 level (F=172.460,1 and 223). Multiple regression value (R) signifies the strength of interaction between independent and dependent variable, and it was 66% at this stage. Value of R^2 is 0.436 and it denotes that emotion regulation contribute 44% of variance in mental health. For the one unit of change in emotion regulation, there will occur 1.952 unit change in mental health (partial regression coefficient (b) = -1.952). The value shows that the contribution is in negative direction. As the difficulty in emotion regulation increases by one unit, mental health is decreases by 1.952 units. So it can conclude that emotion regulation predicts mental health. The regression equation at this point will be

$$MH = 398.495 - 1.952(ERD).$$

Regulation of Emotion is how people regulate their emotions according to each situation. Unlike other professions police officers is always face up to conflicting situation which may be emotionally taxing. So the regulation of emotions is an important aspect of their job and the difficulties will results in burn out complaints (Lee & Ashforth, 1996; Maslach & Jackson, 1984). Emotional job demands may evoke emotional dysregulation, which in turn appeared to be related to stress. According to Gross and John (2003) Emotion regulation is an important factor in mental health and well-being. By using the step-wise multiple regression analysis, Pandey, Saxena, and Dubey (2011) found out that some specific types of emotional deficits such as difficulties in identifying feelings, lack of emotional clarity and limited access to emotion regulation strategies were relatively more

important in predicting the health status and well-being of an individual as compared to other emotional difficulties.

Perceived social support is the second variable which is entered in to the multiple regression analysis. Multiple regression value (R) is significant at 0.01 level ($F=105.218$ for 2 and 222). Multiple regression value ($R= 0.698$) signified the strength of interaction (69%) between emotion regulation, perceived social support and mental health. Value of R^2 is 0.487 and it denotes that perceived social support and emotion regulation contribute 49% of variance in the mental health. For the every one unit of change in perceived social support there will occur 1.449 unit change in mental health (partial regression coefficient (b) =1.449). The value shows that the contribution is in positive direction. As the social support increases in 1 unit, mental health is increasing by 1.449 units. The regression equation at this point will be

$$MH = 274.153 - 1.198(ERD) + 1.449(PSS)$$

Multiple regression analysis shows that perceived social support is one of the major predictors of the mental health of female law enforcement officers. Law enforcement is the profession which is traditionally a male dominated field so the female officers are the minority group. So the lack of support from colleagues, supervisors and the society will affect their mental health.

The police job is unpredictable and no specific time schedule. It will be difficult to women to work in this land of a job without a strong support from family. So in every aspect social support will be a strong contributor of mental health among female law enforcement officers. The prime role of social support is considered to be emotional support. Social support has beneficial effect on health

as social support is generally seen as a buffer for stressors (Cohen & Wills, 1985). Turner (1981) and Williams, Ware and Donald(1981) found out in two different studies that significant predictor effect of social support on mental health, after controlling for other predictors of mental health (direct effect).

The third significant variable entered in to the analysis table is one of the personality dimension, extraversion. Multiple regression value (R) found to be 0.732 significant at 0.01 level (F=85.279 for 3and 221df) so the strength of interaction of independent variable on dependent variable is 73.2%. The value of R^2 denotes the variance accounted by emotion regulation difficulties, social support and extraversion on mental health is 49%. For the every unit of change in emotion regulation, perceived social support and extraversion, there will be -0.921, 1.550 and 1.695 unit changes in mental health respectively. The regression equation for this will be

$$MH = 204.095 - 0.921(ERD) + 1.550 (PSS) + 1.695 (EXT)$$

Extraversion is characterized by assertive, energetic and bold. Mental health is contributed positively by their extraverted character. Assertiveness and boldness definitely help in a job like law enforcement. Multiple regression analysis proved that extraversion is the third best predictor of mental health among female law enforcement officers. People who are higher in Extraversion tend to report greater wellbeing. Individual differences in these personality traits in adults show considerable stability over time (Matthews, Deary, & Whiteman, 2009). Kumari and Sharma (2016) also established out those personality traits such as Openness to Experience, Extraversion and Neuroticism are the important factors in determination of Mental Well-Being.

Extraversion, conscientiousness and neuroticism is strongly associated with wellbeing (Garcia, 2011). Similar associations between these traits and current wellbeing have also been observed by Richards and Huppert (2011).

Interpersonal sensitivity (IPS) is the fourth variable entered in to the regression table with the R value 0.745, which is significant at 0.01 level ($F=68.645$ for 4 and 220 df). Value of $R^2(0.555)$ predicts that the independent variables namely emotion regulation, social support, extraversion and interpersonal sensitivity together make 55% of variance in mental health. Partial regression coefficient (b) is a negative value (-0.426), denotes that the contribution of interpersonal sensitivity on mental health is in negative direction as one unit of interpersonal sensitivity increases, there occurs 0.426 unit decreases in mental health. The regression equation at this point is:

$$MH=170.981-1.157(ERD) +1.653(PSS) +1.814(EXT) -0.426 (IPS)$$

Analysis shows that overly interpersonally sensitive behavior has an impact on mental health of female law enforcement officers. It is not easy to the employee's who have high sensitive behavior to maintain good interpersonal relationships. Boyce and Parker (1989) proposed that individuals high on interpersonal sensitivity (hypersensitivity to behaviors and feelings of others) are more likely to be sensitive to interpersonal issues, and these, in turn, act as precipitating or maintaining factors for mental ill health. Highly sensitive individuals will anxiously expect rejection from others. Their low interpersonal self-efficacy may be a further contributing factor to difficult relationships and compromised psychological adjustment and wellbeing (Levy, Ayduk, & Downey, 2001).

The fifth predictor variable of mental health as per the analysis is openness to experience, one of the personality dimensions. The multiple regression value (R) is 0.753 (F=57.438 for 5 and 219 df). R² value obtained is 0.567. So the variance made by total five independent variables on mental health is 56.7%. The value of partial regression coefficient (b) predicts that for the every one unit change in emotion regulation, social support, extraversion, interpersonal sensitivity and openness to experience changes in mental health is occurring by -1.146, 1.665, 1.583, 0.384, and 0.998 units respectively.

$$\text{MH} = 149.988 - 1.146(\text{ERD}) + 1.665(\text{PSS}) + 1.583(\text{EXT}) - 0.384(\text{IPS}) + 0.998(\text{OE})$$

Openness to experience dimension of personality is consistently and broadly related to creativity, predicting creative achievement and divergent thinking, as well as creative hobbies, personal goals, and thinking styles (Batey & Furnham, 2006; Carson, Peterson, & Higgins, 2003). Individuals with high openness to experience can further be characterized by their intellectual abilities and flexibility (Ng, Eby, Sorensen & Feldman, 2005). Research has shown that individuals with high openness to experience are better able to understand and adapt to others' perspectives (Judge & Bono, 2000).

The sixth variable entered in multiple regression analysis is neuroticism, a personality dimension, with multiple regression (R) 0.759 significant at 0.01 level (F = 49.439 for 6 and 218). From the R value it is understood that the strength of the relationship between mental health and independent variable put together will be 75.9%. The value of R square was 0.576, so the 57.6% variance is made on mental health by all the six independent variables; emotion regulation, social

support, extraversion, interpersonal sensitivity, openness to experience and neuroticism. The partial regression coefficient for neuroticism is found as -0.720 and it indicates that the every unit increases in neuroticism will diminish the mental health by .720 units. The equation at this step will be

$$MH=164.923-1.099(ERD)+1.670(PSS)+1.362(EXT)-0.434(IPS)+0.906(OE)-0.720(NRT).$$

Neuroticism is characterized by the personality traits like anxious, irritable, temperamental and moody. Neurotic people have a tendency to have adjustmental problems, stress, unhappy in their job and if they achieve managerial jobs, they tend to create an unfair climate at work. Goleman (1997) found that they respond more poorly to environmental stress, are more likely to interpret ordinary situations as threatening, and minor frustrations as hopelessly difficult. Bradshaw (1997) also found out that neuroticism negatively contributed to psychological resilience. Neuroticism is a risk factor for mood and anxiety disorders and a strong predictor of subjective stress (Mangold, Veraza, Kinkler, & Kinney, 2007)

The results of multiple regression analysis of mental health as dependent variable proved that emotion regulation, social support, inter personal sensitivity, personality (extraversion, openness to experience, neuroticism) are important predictors of mental health of female law enforcement officers, and thus formulated hypothesis is accepted

Multiple regression analysis (step-wise) of self awareness as dependent variable

Stepwise regression analysis is done to find out the variance made by each of the independent variables, namely emotion regulation, social support, inter

personal sensitivity, personality and work family conflict on self awareness dimension of mental health. The summary of results of regression analysis is shown in the table 48.

Table 48

Multiple Regression analysis (step-wise) of Self awareness as Dependent variable

Independent variable		Multiple regression (R)	F-value for R	R' square	Partial Regression coefficient 'b'	Constant	Bet- coefficient (β)
Emotion regulation difficulties	ERD	0.624	142.433 (1,223)	0.390	-0.514 (ERD)	104.965	-0.624
Social support	PSS	0.651	81.710 (2,222)	0.424	-.341(ERD) 0.332(PSS)	76.461	-0.414 0.280
Openess to experience	OE	0.673	61.051 (3,221)	0.453	-.331(ERD) 0.347(PSS) 0.413(OE)	62.668	-0.402 0.293 0.171
Extraversion	EXT	0.684	48.462 (4,220)	0.459	-.289(ERD) 0.361(PSS) 0.336(OE) 0.269(EXT)	54.118	-.351 0.304 0.139 0.135
Work family conflict	WFC	0.691	40.098 (5,219)	0.478	-.271(ERD) 0.326(PSS) 0.298(OE) 0.258(EXT) -.086(WFC)	60.267	-0.329 0.275 0.123 0.129 -0.111

From the table 48, it is clear that the first variable entered in multiple regression analysis is emotional regulation difficulties (ERD). The multiple regression value obtained is 0.624 and the relationship is showed as negative. The value of multiple regression R found to be significant at 0.01 level (F =142.433 for 1,223). The coefficient of multiple correlation (R^2) is found to be 0.390. The value

of R^2 denotes that 39% of variance in self awareness is contributed by emotion regulation. The value of R shows the strength of interaction between emotion regulation and self awareness. It was 62% of this level; hence the analysis shows that an emotion regulation difficulty is the one of the predictive variable of self awareness. The partial regression coefficient 'b' is -0.514, which indicates that the one unit increase in difficulties in emotion regulation change 0.514 units in self awareness in negative direction. Regression equation for this is

$$SA = 104.965 - 0.514(ERD)$$

Self awareness indicates realization of one's own abilities and limitations. It includes self evaluation, self acceptance, self determination, and self confidence. Results of the regression analysis show that ability to regulate the emotions will contribute to self acceptance and self confidence of the individual. High Emotional self regulation leads to high self esteem and life satisfaction (Gul, Arouj & Khan, 2014). As Bandura (1997) said individuals integrate their self system with the emotions they feel make them capable of identifying the emotions of others as well.

The second significant variable entered in the multiple regression analysis is perceived social support. The multiple correlation value (R) obtained 0.651 which is significant at 0.01 level ($F = 81.710$, for 2 and 222 df). The strength of the relationship between social support and emotion regulation difficulties put together on dependent variable is 65.1%. As the value of R square is 0.424, the variables social support and emotion regulation together contribute around 42.2% variance in realization of own abilities (self awareness).

The value of partial regression coefficient of these two independent variables is -0.341 and 0.332. The 'b' value of perceived social support is positive which indicates that for the every unit of increment in independent variable, there will be a corresponding increment in awareness about one's own abilities and limitations by 0.332 units. The regression equation at this point is

$$SA = 76.461 - 0.341(DER) + 0.332(PSS).$$

In present study social support include support from family, friends and significant others. Society in total had a significant impact on daily living of its individual. In these social situation social support naturally influence an individual's self confidence and self determination; especially among women. More over it definitely influence the law enforcement officers who are in continuous need of social support. Existence of social support adds self-confidence and qualifications to try new experiences (Asgari & Nekelzadeh, 2010), perceived support is important than actual support in mental health (Helgeson, 1993).

The third contributing variable is openness to experience, a personality dimension. The multiple regression value obtained is 0.673 which is significant at 0.01 level ($F = 61.051$ to 3 and 221 df). The strength of the interaction between four independent variables put together on dependent variable (self awareness) is 67.3%. The value of R^2 is found to be 0.453, it denotes that the three independent variable namely emotion regulation, social support and openness to experience together contributes around 45% of variance on self awareness.

Partial regression coefficient (b) indicates the unit of contribution made by each of independent variable on dependent variable. For every unit of change in emotion regulation, social support, and openness to experience there will be

-0.331, 0.347 and 0.413 unit change in self awareness respectively. Equation for this step is

$$SA=62.668- 0.331(ERD) +0.347(PSS) +0.413(OE).$$

People who have the personality dimension of openness to experience will be curious, creative and open to new ideas. The open mindedness helps them to seek a lot of information and feed back about themselves. These characteristics definitely add to their self confidence and self awareness.

The fourth variable entered in the multiple regression analysis is extraversion, a dimension of big five personality, with 0.684 the multiple regression value (R) which is significant at 0.01 level (F=48.462 for 4 and 220 df.) The strength of the relationship between independent variables increased to 68% to that of self awareness. The independent variables, emotion regulation, social support, openness to experience and extraversion together contribute around 46% variance on dependent variable ($R^2 = 0.459$).

The partial regression coefficient (b) values indicate the proportion to which each independent variable contributes to dependent variable. - 0.289,0.361,0.336 and 0.269 unit changes occurring in self awareness according to the one unit change in emotion regulation, social support , openness to experience and extraversion respectively. The regression equation for this step is

$$SA=54.118- 0.289(ERD) +0.361(PSS) +0.336(OE) +0.269(EXT).$$

Extraversion dimension of personality is characterized by talkative, Assertive, active, energetic, friendly and easily build relationships. People with this personality type have self confidence and will be aware of their abilities and limitations. From the multiple regression analysis it is clear that extraversion

contributing to self awareness in positive directions. According to Robins, Tracy, and Trzesniewski (2001) people's consistent patterns of behavior (i.e., personality) influences how they perceive and evaluate themselves.

As per the multiple regression analysis (table 48) the fifth contributor of self awareness among the study variable is work family conflict. The relationship between work family conflict and self awareness is negative. Multiple regression R is 0.691 and is significant at 0.01 level ($F= 40.098$ for 5 and 219). Five independent variables together contribute for 48% of variable on dependent variable ($R^2 = 0.478$). The value of partial regression coefficient (b) denotes that for the every unit of change in emotion regulation, social support, openness to experience, extraversion and work family conflict, there occurs -0.271, 0.326, 0.298, 0.258 and -0.086 units change in self awareness respectively. The equation will be $SA=60.267- 0.271(ERD) +0.326(PSS) +0.298(OE) +0.258(EXT)-0.086(WFC)$.

Women has an important role in house hold activities, rearing children, looking after old age and other dependent people, etc., in our family system because of these working women facing lots of conflicts to cope up with these dual roles. This may be higher to the women who is working in law enforcement, when the job itself it stressful and unpredictable. The multiple regression analysis show that work family conflict also an important predictor of self confidence and self determination among law enforcement officers.

Multiple regression analysis (step-wise) of coping with stresses as dependent variable

In the present analysis coping with stresses (CPS) is considered as dependent variable by keeping the other variables emotion regulation, personality,

interpersonal sensitivity, work family conflict and social support as independent variables. Step-wise regression analysis used find out the variables which is all are predicting the healthy stress coping mechanism among female law enforcement officers.

Stepwise regression analysis helps to find out the maximum possible variance in coping with stresses that explain with the weights of each independent variable. The summary of results of regression analysis is shown in the table 49.

Table 49

Multiple Regression analysis (step-wise) of Coping with stresses as Dependent variable

Independent variable		Multiple regression (R)	F-value for R	R's square	Partial Regression coefficient 'b'	Constant	Beta-coefficient (β)
Emotion regulation difficulties	ERD	0.655	167.964 (1,223)	0.430	-0.363(ERD)	74.816	-0.655
Perceived social support	PSS	0.694	102.920 (2,222)	0.481	-0.221(ERD) 0.274(PSS)	51.277	-0.398 0.343
Extraversion	EXT	0.720	79.167 (3,221)	0.511	-0.176(ERD) 0.291(PSS) 0.273(EXT)	39.984	-0.317 0.364 0.203
Openness to experience	OE	0.731	63.100 (4,220)	0.534	-0.178(ERD) 0.296(PSS) 0.226(EXT) 0.215(OE)	34.78	-0.322 0.370 0.168 0.132
Interpersonal sensitivity	IPS	0.736	52.822 (5,219)	0.536	-0.215(ERD) 0.311(PSS) 0.249(EXT) 0.192(OE) -0.066(IPS)	30.217	-0.387 0.389 0.186 0.118 -0.142

From the table 49, it is clear that the first variable entered in multiple regression analysis is emotion regulation difficulties. The multiple regression value obtained is 0.655 and the relationship is showed as negative. The value of multiple regression R found to be significant at 0.01 level ($F = 167.964$ for 1,223). The coefficient of multiple correlation (R^2) is found to be 0.430. The f value of R^2 denotes that 43% of variance in coping is contributed by emotion regulation. The value of R shows the strength of interaction between emotion regulation and coping. It was 65% of this level, hence the analysis shows that regulation of the emotions is the most important variable in the prediction of coping with stresses. The partial regression coefficient 'b' is 1.082, which indicates that the positive coping with stresses decreases by 1.08 units for every unit of change in emotion regulation.

Regression equation for this is $CPS = 74.816 - 0.363 (ERD)$

Emotion Regulation is a process through which an individual modify the emotional reactions according to each situation. Regulation of emotions has its importance especially in a service profession like law enforcement in which officers are continuously facing emotionally demanding situation. It is theoretically proved that the coping processes increase or decrease the intensity of the moment. Coping is defined as being context dependent, which restricts responses only to stressful situations, such as harms/losses, threats, and challenges. Research in coping usually puts emphasis on its function of decreasing negative affect caused by stressful events. Analysis shows that emotional difficulties are one of the contributors of coping with stress.

Emotion regulation is a term used to characterize the processes and characteristics involved in coping with heightened levels of positive and negative emotions (Kopp, 1989).

The second significant variable entered in the multiple regression analysis is perceived social support (PSS). The multiple correlation value R obtained 0.694 which is significant at 0.01 level ($F = 102.920$, for 2 and 222 df). The strength of the relationship between interpersonal sensitivity and difficulties in emotion regulation put together is 69.4%. The value of R square is 0.481 which predicts the variance put together by emotion regulation and social support to the coping with stresses. As the value of R square is 0.481, so the variables social support and emotion regulation difficulties together contribute around 48.1% variance in coping with stresses.

The value of partial regression coefficient of social support is found to be 0.274 which indicates that for the every unit of increment in social support, there will be a corresponding increment in coping by 0.274 units.

Regression equation at this point will be

$$CPS = 51.277 - 0.221 (ERD) + 0.274 (PSS)$$

Job of police is considered as one of the most stressful occupation. Stress may be due to organizational factor, operational factor or work family conflict. So the lack of support from family, colleagues and supervisor definitely predict the ability of coping with stresses. Greenglass (1993) examined the role of social support in the development of coping forms employed by women and men managers when they are coping with stresses of job and found out that the social support from supervisors and colleagues predict their coping process.

The third variable entered in the multiple regression analysis is extraversion, one of the dimensions of big five personality, with multiple regression value ($R=0.720$) which is significant at 0.01 level ($F=79.167$ for 3 and 221 df.) The strength of the relationship between independent variables increased to 72% to that of coping with stress. The partial regression coefficient (b) values indicate the proportion to which each independent variable contributes to dependent variable. Here the independent variables emotion regulation, social support and extraversion together contribute around 52% variance on dependent variable ($R^2 = 0.518$). For every unit of change in these three independent variable, there will be -0.176,0.291,0.273 unit change in in coping with stresses.

Extraversion got a positive value of partial regression, which denotes that the contribution of extraversion to the coping abilities is in positive direction. The regression equation for this step is

$$\text{CPS} = 39.984 - 0.176 (\text{ERD}) + 0.291 (\text{PSS}) + 0.273(\text{EXT}).$$

Extraversion, relate to perceiving events as challenges rather than threats and to positive appraisals of coping resources (Penley & Tomaka, 2002; Vollrath, 2001). Features of extraversion like strong approach tendencies and assertiveness should provide the energy required to initiate and persist in problem solving (Lengua, Sandler, West, Wolchik & Curran, 1999).

The fourth contributing variable is openness to experience, another dimension of personality. The multiple regression value is 0.731 which is significant at 0.01 level ($F= 63.100$ to 4 and 220 df). The strength of the interaction between four independent variables put together on dependent variable (coping with stresses) is 73.1%. The value of R^2 is found to be 0.534, it denotes that the

four independent variable namely emotion regulation, social support, , extraversion and openness to experience together contributes around 53.4% of variance on coping with stresses.

Partial regression coefficient (b) indicates the unit of contribution made by each of independent variable on dependent variable. Here the unit of change made by openness to experience on coping with stresses is 0.215 and it is in positive direction. Equation for this step is

$$\text{CPS} = 34.758 - 0.178 (\text{DER}) + 0.296 (\text{PSS}) + 0.226 (\text{EXT}) + 0.215 (\text{OE}).$$

Openness to experience involves the tendency to be imaginative, creative, curious, flexible, attuned to inner feelings, and inclined toward new activities and ideas (McCrae & Costa, 2003). These tendencies may facilitate engagement coping strategies that require considering new perspectives, such as cognitive restructuring and problem solving, but may also facilitate use of disengagement strategies such as wishful thinking (Carver & Smith, 2010).

The fifth variable entered in multiple regression analysis is interpersonal sensitivity, with multiple regression value(R) of 0.739 significant at 0.01 level (F = 52.822 for 5 and 219). From the R value it is understood that the strength of the relationship between independent variables and abilities to coping with the stresses is 73.9%. The value of R square was 0.547, it indicate that 55% variance is made on coping with stresses by all the five independent variables; emotion regulation, social support, extraversion, openness to experience and interpersonal sensitivity. The equation at this step will be

$$\text{CPS} = 30.217 - 0.215 (\text{ERD}) + 0.311 (\text{PSS}) + 0.249 (\text{EXT}) + 0.192 (\text{OE}) - 0.66 (\text{IPS}).$$

Women are relatively more aware of and affected by interpersonal processes in general (Acitelli, 1992). People with high interpersonal sensitivity tend to be adopting emotion focused coping strategies to adapt with stress. The step wise multiple regression analysis showed that emotion regulation, social support, extraversion, openness to experience and interpersonal sensitivity predict the coping abilities of female law enforcement officers and in which the emotion regulation is the best predictor.

However the present analysis showed that positive coping with stresses is predicted by emotion regulation, perceived social support, openness to experience, extraversion, and interpersonal sensitivity, but the work family conflict is not entered in regression table. Hence the hypothesis formulated is essentially accepted.

Multiple Regression analysis of Positive relationships as dependent variable

In order to find out the variables which are contributing to the positive relationships dimension of mental health among female law enforcement officers, multiple regression analysis was done by keeping the emotion regulation, personality, interpersonal sensitivity, social support and work family conflict as independent variable. Step wise regression analysis was done to find out the variance made by each of the independent variable on positive relationships. In the present study, positive relationships means that the ability to establish and maintain supportive interpersonal relationships, ability to getting along with others, making time for others, communication, affection and intimacy. Results of the step wise regression analysis is tabulated in table 50.

Table 50

Multiple Regression analysis of Positive relationships as Dependent variable

Independent variable		Multiple regression (R)	F-value for R	R ²	Partial Regression Coefficient 'b'	Constant	Beta-Coefficient (β)
Emotion regulation difficulties	ERD	0.606	129.601 (1,223)	0.368	-0.407(ERD)	78.103	-0.606
Perceived social support	PSS	0.641	77.574 (2,222)	0.406	-0.247(EDR) 0.306(PSS)	51.834	-0.369 0.317
Extraversion	EXT	0.679	63.059 (3,221)	0.461	-0.184(ERD) 0.329(PSS) 0.384(EXT)	35.951	-0.275 0.340 0.236
Interpersonal sensitivity	IPS	0.688	49.539 (4,220)	0.474	-0.229(ERD) 0.348(PSS) 0.406(EXT) 0.080(IPS)	29.759	-0.341 0.360 0.250 0.142
Neuroticism	NRT	0.700	42.064 (5,219)	0.490	-0.214(ERD) 0.350(PSS) 0.334(EXT) 0.094(IPS) -0.216(NRT)	33.662	-0.319 0.362 0.205 0.167 -0.144

Results of the multiple regression analysis (table 50) shows that emotion regulation difficulty is the first variable entered in to the multiple regression analysis table. The multiple regression value (R) is found as 0.606 and which is significant at 0.01 level (F=129.601 for 1 and 2231). The strength of interaction between dependent and independent variable at this stage is 60.6%. Value of R² is 0.368 and it denotes that emotion regulation contribute 36.8% of variance in the positive relationships. For the one unit of change in difficulty in emotion regulation

there will occur 0.407 unit change in the positive relationships of an individual (partial regression coefficient (b) = -0.407). The value shows that the contribution is in negative direction. That means one unit increases in difficulty in emotion regulation will contribute 0.407 unit diminishes in positive relationships of officers. There for the emotion regulation positively predicts the ability to maintain positive and healthy relationships. The regression equation at this point will be

$$PR=78.103-0.407(ERD).$$

According to Riggio (1986, as cited in Gross & Munoz, 1995) deficits in the skills necessary for emotion regulation may hamper social functioning and intimate relationships. Maladaptive ways of managing one's emotion will prevent an individual from developing satisfying and sustainable relationships (APA, 1994). So it is clear that the ability to regulate emotions is an important contributor of maintaining positive relationships.

The second significant variable entered in to the analysis is Perceived social support with multiple regression value (R) 0.641 which is significant at 0.01 level (F=77.574 for 2 and 222 df) .The strength of interaction between independent variables and dependent variable is 64.1%. The value of R² denotes the variance accounted by emotion regulation and social support on positive relationships and is 41.1%. For the every unit of change in difficulties in emotion regulation and perceived social support, there will be -0.247 and 0.306 units change in positive relationships respectively. The regression equation for this will be

$$PR=51.834-0.247(ERD) +0.306(PSS).$$

Perception about the social support may definitely predict healthy relationships than the actual support. Coyne and Downey (1991) expressed the

view that low social support may signify the presence of negative and conflictual relationships.

Extraversion (EXT) is the third variable entered in to the regression table with the R value 0.679, which is significant at 0.01 level ($F=63.059$ for 3 and 221 df). Value of R^2 (0.461) predicts that the independent variables namely emotion regulation, social support and extraversion together make 51% of variance in positive relationships. The value of partial regression coefficient (b) is 0.384, denotes that the contribution of extraversion is in positive direction. As one unit of extraversion increases, there occurs 0.384 unit increases in positive relationships. The regression equation at this point is:

$$PR=35.951-0.184(ERD) +0.329(PSS) +0.384(EXT).$$

Extraversion is characterized by assertive, energetic and bold. The extraverted characters definitely help in creation and maintenance of good relationships. Multiple regression analysis proved that extraversion is a contributor of positive relationships among female law enforcement officers. Extraversion is a potent personality factors to the prediction of interpersonal relationship (Ayodele, 2013).

The fourth predictor variable of positive relationships as per the analysis is interpersonal sensitivity. The multiple regression value (R) is 0.688 ($F=49.539$ for 4 and 220 df). R^2 value obtained is 0.474. So the variance made by total four independent variables on dependent variable is 47.4%. The value of partial regression coefficient (b) predicts that for the every one unit augment in interpersonal sensitivity experiences 0.080 units' decreases in positive relationships.

$$PR=29.759-0.229(ERD) +0.348(PSS) +0.406(EXT)-0.080(IPS).$$

Boyce and Parker (1989) stated that individuals with high interpersonal sensitivity are preoccupied with their interpersonal relationships, overly vigilant to the behavior and moods of others, and excessively sensitive to fluctuations in interpersonal interactions. The frequent misinterpretation of others' interpersonal behavior results in discomfort in the presence of others as well as interpersonal avoidance and non-assertive behavior.

The final variable entered in multiple regression analysis is neuroticism, a personality dimension with multiple regression value(R) 0.700 which is significant at 0.01 level ($F = 42.064$ for 5 and 219). From the R value it is understood that the strength of the relationship put together by all five independent variable will be 70%. The value of R square was 0.490, so the 49% variance is made by all the six independent variables namely emotion regulation, social support, extraversion, interpersonal sensitivity, and neuroticism on positive relationships of the participants. The partial regression coefficient for neuroticism is found as -0.216 and it indicates that the every unit of increases in neuroticism will decreases positive relationships by 0.216 units. The equation at this step will be

$$PR=33.662-0.214(ERD) +0.350(PSS) +0.334(EXT)-0.94(ISS)-0.216(NRT).$$

Neuroticism dimension of personality is characterized by anxious and temperamental traits and they may have adjustmental problems. These characteristics will undeniably contribute to the healthy relationships of an individual negatively. Caspi, Roberts, and Shiner (2005) stated that personality continues to be an important predictor of relationships in adulthood.

In sum, the findings presented above shows that emotion regulation, interpersonal sensitivity, social support, and personality contribute to positive relationships of the female law enforcement officers. Hence hypothesis formulated is accepted.

Multiple Regression analysis of emotional wellbeing as dependent variable

Emotional wellbeing, as a dimension of mental health comprised of the ability to understand the emotions and use them to move life forward in positive direction. It consists of emotional awareness, emotional stability, positive effect, satisfaction with life and emotional maturity. Stepwise regression analysis is conducted to find out the independent variables which all predicting the emotional well being among female law enforcement officers with the weights of each independent variable. The summary of results of regression analysis (step wise) is shown in the table 51.

Table 51

Multiple Regression analysis of Emotional wellbeing as Dependent variable

Independent variable		Multiple regression (R)	F-value for R	R square	Partial Regression coefficient 'b'	Constant	Beta-coefficient (β)
Emotion regulation difficulties	ERD	0.596	123.022 (1,223)	0.356	-0.461(ERD)	88.537	-0.596
Extraversion	EXT	0.631	73.290 (2,222)	0.398	-0.407(ERD) 0.407(EXT)	73.810	-0.527 0.217
Perceived social support	PSS	0.664	58.176 (3,221)	0.441	-0.220(ERD) 0.436(EXT) 0.353(PSS)	42.469	-0.284 0.232 0.317
Interpersonal sensitivity	IPS	0.687	49.130 (4,220)	0.472	-0.299(ERD) 0.475(EXT) 0.387(PSS) -0.143(IPS)	31.377	-0.386 0.253 0.347 -0.221
Work family conflict	WFC	0.700	42.006 (5,219)	0.490	-0.273(ERD) 0.448(EXT) 0.343(PSS) 0.136(IPS) -0.106(WFC)	38.498	-0.353 0.239 0.308 -0.211 -0.150

From the table 51 it is clear that emotion regulation is the most important predictor of emotional wellbeing with the multiple regression value 0.596 and the relationship is showed as negative. The value of multiple regression coefficient found to be significant at 0.01 level ($F = 123.022$ for 1,223). The coefficient of multiple correlation (R^2) is found to be 0.356 which denotes that 35.6% of variance in emotional wellbeing is contributed by emotion regulation. The value of R shows the strength of interaction between the independent variables and emotional wellbeing. It was 60% at this level. The partial regression coefficient 'b' is found to be -0.461, which indicates that emotional wellbeing decreases by .461 unit with the increases in one unit of emotion regulation difficulties. Regression equation for this is

$$EW = 88.537 - 0.461(ERD).$$

It is undoubtedly clear that difficulties in regulating emotions will negatively predict emotional wellbeing of an individual. Emotion regulation involves how a person can influence the emotions being experienced, in addition to when and how these emotions are felt and/or expressed (Gross, 1998b). It has been empirically shown that in daily life situations, people regularly increase, decrease, and maintain both positive and negative emotions (Parrott, 1993). So emotion regulation plays a large role in emotional well being of our lives constantly. Women, more than men, up-regulate positive emotion when trying to down-regulate negative emotion, contributing to a difference in reappraisal of emotions (McRae, Ochsner, Mauss, Gabrieli, & Gross, 2008). This, in turn, can lead to a variation in emotional well-being. In the present analysis one can found out that

difficulties in emotion regulation will contribute the emotional well being negatively.

The second significant variable which is contributing to the emotional wellbeing is the extraversion dimension of the personality. The multiple regression value (R) obtained is 0.631 which is significant at 0.01 level ($F = 73.290$, for 2 and 222 df). The strength of the relationship put together by emotion regulation difficulties and extraversion on emotional wellbeing is 63.1%. As the value of R square is 0.398, so the variables together contribute around 40% variance in emotional wellbeing.

The values of partial regression coefficient of these two independent variables are found to be -0.407 and 0.407. The 'b' value of extraversion is positive which indicates that for the every unit of increment in extraversion, there will be a corresponding increment in emotional wellbeing by 0.407 units. Regression equation at this point will be

$$EW=73.810-0.407(ERD) +0.407(EXT).$$

Larsen and Ketelaar (1989, 1991) argued that extraverts are more reactive to pleasant emotional stimuli than are introverts, and neurotic individuals are more reactive to unpleasant emotional stimuli than are stable individuals. Rusting and Larsen (1997) also support that extraversion predict pleasant emotions than introverts. Present analysis shows that, the extraversion dimension of personality is the best predictor of emotional wellbeing than the other four personality dimensions namely conscientiousness, agreeableness, open to experience and neuroticism.

The third variable entered in the multiple regression analysis is perceived social support with the multiple regression value (R) 0.664 which is significant at 0.01 level ($F=58.176$ for 3 and 221 df.). The strength of the relationship between independent variables and emotional wellbeing is increased to 66.4%.

The partial regression coefficient (b) values indicate the proportion to which each independent variable contributes to dependent variable. For every unit of change in emotion regulation, extraversion and perceived social support, there will occur -0.220, 0.436 and 0.353 unit change in emotional wellbeing respectively. Individual's perception about the support from family, colleagues, and significant others are contributing to the emotional wellbeing. The regression equation for this step is

$$EW=42.469-0.220(ERD) +0.436(EXT) +0.353(PSS).$$

Perceived support is the subjective judgment of how much the individuals perceive that they are supported by family or peer groups. Perceived social support has an important predictive value in SWB. Several decades of social science research have provided evidence of the positive effects of perceived social support on emotional and physical functioning (Cohen, Underwood & Gottlieb, 2000).

The fourth contributing variable found to be interpersonal sensitivity. The multiple regression value is 0.687, significant at 0.01 level ($F= 49.130$ to 4 and 220 df). The strength of the interaction between four independent variables put together on dependent variable (Emotional wellbeing) is 68.7%. The value of R^2 (0.472) denotes that the four independent variable namely emotion regulation, social support, extraversion and interpersonal sensitivity together contributes around 47% of variance on emotional well being.

Partial regression coefficient (b) indicates the unit of contribution made by each of independent variable on dependent variable. The partial regression coefficient got for interpersonal sensitivity is -0.143. So the increases in one unit of interpersonal sensitivity will decline the emotional wellbeing by 0.143 units.

Equation for this step is

$$EW=31.377-0.299(ERD) +0.475(EXT) +0.387(PSS)-0.143(IPS).$$

Regression results indicate that interpersonal sensitivity predicts the emotional wellbeing, but it is in negative direction. According to the analysis low interpersonal sensitivity predicts emotional well being among female law enforcement officers. Interpersonal sensitivity is characterized by a sense of personal inadequacy (Masillo et al., 2014). Interpersonal sensitivity also associated with negative problem-solving strategies and low self-esteem (McCabe, Blankstein, & Mills, 1999).

The fifth variable entered in multiple regression analysis is work family conflict with multiple regression (R) 0.700, significant at 0.01 level (F = 42.006 for 5 and 219). From the R value it is understood that the strength of the relationship between emotional wellbeing and independent variables put together will be 70%. The value of R square was 0.490, so the 49% variance is made on emotional wellbeing by all the five in dependent variables, social support, interpersonal sensitivity, extraversion conscientiousness, and agreeableness. The value of partial regression coefficient found as a negative value (-0.109), so the contribution of work family conflict on emotional wellbeing is in negative direction. The equation at this step will be

$$EW=38.498-0.273(ERD) +0.448(EXT) +0.343(PSS)-0.136(IPS)-0.109(WFC).$$

In a study Geurts, Rutte, and Peeters (1999) found out that there is a strong correlation between work family conflict and lack of emotional resources. They also established the relationship of work family conflict with the mood in which negative and cynical attitudes dominate. These also support the prediction of work family conflict on emotional wellbeing.

From the regression analysis it was quite clear that emotional wellbeing of the female law enforcement officers are contributed by emotion regulation, perceived social support, interpersonal sensitivity, extraversion and work family conflict. So the hypothesis formulated is accepted.

Multiple Regression analysis of Social wellbeing as dependent variable

Independent variables which are contributing to social wellbeing of female law enforcement officers are also analyzed by using stepwise regression analysis. It also helps to find out the maximum possible variance in social wellbeing that explains with the weights of each independent variable. The summary of results of regression analysis (step wise) is shown in the below table.

Table 52

Multiple Regression analysis of Social wellbeing as Dependent variable

Independent variable		Multiple regression (R)	F-value for R	R square	Partial Regression coefficient 'b'	Constant	Beta-coefficient (β)
Perceived social support	PSS	0.559	101.317 (1,223)	0.312	0.316(PSS)	21.561	0.559
Extraversion	EXT	0.631	73.369 (2,222)	0.398	0.282(PSS) 0.283(EXT)	15.774	0.500 0.298

Results of the multiple regression analysis show that social wellbeing among female law enforcement officers are found to be predicted by two variables. The most significant variable entered in to the analysis table is Perceived social support with multiple regression value (R) 0.559 which is significant at 0.01 level ($F=101.317$ for 1 and 223 df). The strength of interaction between independent variable and dependent variable is 55.9%. The value of R^2 denotes the variance accounted by social support on social wellbeing and the value of R square is found to be 0.312. The partial regression coefficient value (0.316) signified that the contribution of perceived social support on social wellbeing is in positive direction and for every unit of change in perceived social support; social wellbeing will improve by 0.316 units. The regression equation for this will be

$$SW = 21.561 + 0.316(PSS)$$

Social wellbeing includes the concepts of social coherence, social acceptance, social actualization, social contribution and social integration. Perceptions regarding the support that an individual got from their significant people will contribute to the social acceptance and social contribution by that individual.

Extraversion (EXT) is the second variable entered in to the regression table with the multiple regression value (R) 0.631, which significant at 0.01 level ($F=73.369$ for 2 and 222 df). Value of R^2 (0.398) predicts that the independent variables namely social support and extraversion together make 40% of variance in social wellbeing. The value of partial regression coefficient (b) is 0.282, denotes that the contribution of extraversion is in positive direction. As one unit of

extraversion increases, there occurs 0.282 unit increases in social wellbeing. The regression equation at this point is:

$$SW = 15.744 + 0.282(PSS) + 0.283(EXT)$$

McCrae and Costa (2008) explained Extraversion dimension of personality as a preference for companionship and social stimulation which is related to social skills, numerous friendships, enterprising vocational interests, participation in team, etc., . These traits help the individual to connect with society in a healthy way. Eaton and Funder (2003) were able to conduct a study that revealed how extraversion influences dynamic social interactions. Present analysis showed that among the five personality dimensions, it is the extraversion which is the only personality predictor of social well-being among female law enforcement officers.

Social wellbeing of the officers is contributed by personality and social support, rest of the variables is not predicted the social wellbeing of female officers. Hence the hypothesis is accepted to an extent.

To sum up, From the analysis it was clear that perceived social support and extraversion positively contribute to the mental health, where as contribution of emotion regulation difficulties, interpersonal sensitivity and neuroticism is in negative direction. Work family conflict is not predicting the overall mental health of officers directly. But it can predict the sub dimensions of mental health; emotional wellbeing and self awareness. The highest variance on mental health is predicted by emotion regulation; it made 44% variance on mental health. All the five independent variables together made 58% variance on mental health.

When analyzing the dimensions of mental health, self awareness is contributed by emotion regulation difficulties, perceived social support, openness

to experience, extraversion, and work family conflict. All these variables contributing 48% variance on dependent variables and the difficulties in emotion regulation alone contributing around 39% of variance, in negative direction. Perceived social support, openness to experience and extraversion are positive predictors of self awareness.

The second dimension of mental health namely coping with stresses is predicated by emotion regulation, perceived social support, extraversion, openness to experience and interpersonal sensitivity. Results of the regression analysis signify that emotion regulation is the best predictor of coping abilities of female law enforcement officers; it is accounting around 43% variance on coping with stresses. Perceived social support, extraversion, interpersonal sensitivity, openness to experience and emotion regulation difficulties together contributing 55% variance in coping abilities of female law enforcement officers.

Positive relationships, another dimension of mental health is predict by difficulties in emotion regulation, perceived social support, extraversion, interpersonal sensitivity and neuroticism. Here also one can see that emotion regulation is the most important predictor variable which makes around 37% variance in dependent variable.

Emotion regulation, extraversion, perceived social support, interpersonal sensitivity and work family conflict are the independent variables which are predicting emotional wellbeing of the participants. As expected, emotion regulation is the first variable which is entered in the multiple regression analysis table (table 51). In the same time social wellbeing, the fifth dimension of mental health is predicted by only two variables. They are perceived social support and

extraversion. These two variables together account around 40% variance on social wellbeing, and in which 31% of variance made by perceived social support (table 52). Both variable contributing in positive direction indicates that social wellbeing can be enhanced with the improvement in perceived social support and extraversion.

The above sets of multiple regression analysis depict that difficulty in emotion regulation, perceived social support, extraversion, interpersonal sensitivity and neuroticism predict the overall mental health of female law enforcement officers. Thus the formulated hypothesis is accepted.

Section 3: Examines the Significant Influence of Independent Variables on Mental Health of Female Law Enforcement Officers

To learn more about the role of variables under study and to analyze the significance of the variables under study, this section analyses the influences of independent variables on mental health and its dimensions by using the statistical techniques; Analysis of variance, among and within variance, in different subsections such as:

- A. Role of emotion regulation, personality, interpersonal sensitivity, work family conflict and social support on mental health of female law enforcement officers.
- B. Role of emotion regulation and certain demographic variables on mental health.
- C. Role of emotion regulation and job related demographic variables on mental health.

Taking the variable under study, for the part II of the phase II, it can found that emotion regulation, personality, inter personal sensitivity, work family conflict, and perceived social support are the independent variables. Among them for all the variables, except personality, overall score can be measured but it can't be done for the variable personality. Personality traits are used to explain person's conduct and characteristics. It is unique to each individual.

Present investigation utilized the big five inventory to measure the personality traits of female law enforcement officers and it consist of five distinct factors which represent different personality traits; it cannot be considered as a whole. So the step wise regression analysis was conducted to determine which among the five factors are best predicting the mental health of female law enforcement officers. The results of regression analysis of the personality factors on mental health are summarized in table 53.

Table 53

Multiple Regression analysis (step wise) of the Personality factors on Mental health

Independent variable		Multiple regression (R)	F-value for R	R square	Partial Regression coefficient 'b'	Con-stant	Beta-coefficient (β)
Extraversion	EXT	0.408	44.659 (1,223)	0.167	2.928(EXT)	167.552	0.0.408
Neuroticism	NRT	0.465	30.555 (2,222)	0.216	2.231(EXT) -1.595(NRT)	220.038	0.311 -0.242

Results of the multiple regression analysis (table 53) showed that, among five factors, mental health of female law enforcement officers are found to be

predicted by two personality factors. The most significant factor entered in to the analysis table is extraversion with multiple regression value (R) 0.408 which is significant at 0.01 level ($F=44.659$ for 1 and 223 df). The strength of interaction between independent variable and dependent variable is 40.8%. The value of R^2 denotes the variance accounted by extraversion on mental health and the value of R square is found to be 0.167. The partial regression coefficient value (2.928) implies that the contribution of extraversion on mental health is in positive direction and for every unit of change in extraversion; mental health will improve by 2.928 units. The regression equation for this will be

$$MH= 167.552+2.928 (EXT)$$

The second factor which is contributed to mental health of female law enforcement officers was neuroticism. From the table it was clear that the contribution was in negative direction and overall mental health changed by 1.595 (partial regression coefficient 'b' was 1.595) units for every unit of change in the personality factor neuroticism. It also denoted that high score on neuroticism factor, the lower the overall mental health. Regression equation at this step will be

$$MH= 220.038+2.231(EXT)-1.595(NRT)$$

Thus, the present analysis has clearly indicated that among the Big five personality factors, extraversion has the best predictor of mental health of female law enforcement officers and have a positive impact. The second best predictor of mental health is neuroticism, but it has a negative impact. So among the five factor of personality, extraversion and neuroticism were considered for further analysis.

It is to be noted that all the independent variables; personality, inter personal sensitivity, perceived social support work family conflict, and difficulties

in emotion regulation were classified in to three groups (low, moderate and high) based on the mean and standard deviation of each variable in order to make them interactive variables. The grouping of the variable is already discussed in the method chapter. Further analysis was done on the basis of this classification.

A. Role of emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict, social support on mental health.

A series of analysis is done to analyze the role of emotion regulation, personality, interpersonal sensitivity, work family conflict and social support on mental health of female law enforcement officers. Mainly ANOVA is used to study the significant difference among the different categories of each variable. Analysis of variance is an important method for testing the significant differences between the numbers of mean results. The analysis is mainly done in two levels; a main effect and two-way interaction effect. Main effect analyses the independent interaction of each variable to the dependent variable. The one way ANOVA gave the independent effect of emotion regulation. Personality, interpersonal sensitivity, work family conflict and social support on mental health of female law enforcement officers separately. In two way analysis of variance, the combination of the any two of the independent variables were tested for their influence on mental health.

Two-Way ANOVA

For the Two-way analysis of variance, the whole participants is divided in to three groups as low, moderate and high based on each independent variable. For this purpose the total participants were classified on the basis of overall score of the variables. The following criterion is used for classification purpose. Low

group- those below mean minus one standard deviation, Moderate group – those between mean minus one standard deviation and mean plus one standard deviation; and High group– those above mean plus one standard deviation. For the analysis, the participants were subjected to different combinations and these combinations are tested to find out their interaction to the mental health. The combinations made for the two way ANOVA are:

- a) Emotion regulation and personality on mental health and its dimensions.
- b) Emotion regulation and interpersonal sensitivity on mental health and its dimensions.
- c) Emotion regulation and work family conflict on mental health and its dimensions.
- d) Emotion regulation and social support on mental health and its dimensions.

Emotion regulation and personality on mental health and its dimensions

Two way analysis of variance done on the basis of three groups formed as low, moderate and high for the variable emotion regulation and personality. Groups are formed on the basis of mean scores of each variable. From the regression analysis it was clear that among five, two personality factors are contributing to mental health in female law enforcement officers. They are extraversion and neuroticism. Extraversion impact in the positive direction where as neuroticism in negative direction. So the analysis of variance is done only extraversion and neuroticism factors of personality. The results of two-way ANOVA of emotion regulation and personality on mental health are given below. Two-way ANOVA of Emotion regulation difficulties and extraversion on mental health and its sub dimensions

In order to find out is there exist any differences among the different categories of extraversion and difficulty in emotion regulation on mental health and its sub dimensions, two way analysis of variance is done. The F' value and mean differences between groups are discussed below.

Table 54

Two-way ANOVA of Emotion regulation difficulties, Personality (Extraversion) on Mental health and its sub dimensions.

Variables	Main Effect		Interaction
	Emotion Regulation difficulties (A)	Extraversion (B)	Two-Way AB
Self Awareness	17.301**	13.362**	0.662
Coping with Stress	25.765**	15.104**	1.791
Positive Relation	10.759**	15.546**	1.846
Emotional Well Being	15.547**	14.410**	1.886*
Social Well Being	7.037**	12.899**	4.707*
Mental Health	17.966**	17.282**	0.792

** Significant at 0.01 level * Significant at 0.05 level

Table 54 indicates the independent and two way interaction among the variables emotion regulation and personality (extraversion) on mental health. From the table 54, it was clear that there exist a significant difference in the one way interaction among the variables emotion regulation on mental health and its dimensions at 0.01 significant level. When considering the one-way interaction of personality (extraversion) on mental health and its dimensions namely; self awareness, coping with stress, positive relationships, emotional well being, and social well being, also shows a significant interaction based on groups. But the

two-way analysis did not exhibit any significant differences on mental health and its dimensions except emotional and social well being.

Main Effect

This section of analysis, clearly points out the independent effect of variables Emotion Regulation and Extraversion (Personality) on mental health and its dimensions. Each of the variables is separately analyzed as below.

a) Role of Emotion regulation difficulties on mental health and its dimensions

Table 55

Mean and Standard Deviation of groups in the basis of Emotion regulation difficulties on Mental health and its dimensions

Variables	Emotion Regulation difficulties					
	Low (N=40)		Moderate (N=142)		High (N=43)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self Awareness	73.50	5.897	64.94	10.601	51.63	9.464
Coping with Stresses	53.28	4.438	46.36	6.740	36.98	5.738
Positive Relationships	53.40	6.230	45.99	8.750	37.21	8.408
Emotional Well Being	59.78	4.577	53.04	9.843	39.72	9.895
Social Well Being	39.75	3.460	35.76	5.491	30.79	3.991
Mental Health	279.72	19.951	246.08	37.509	196.33	31.086

The entire sample was divided in to three groups based on the emotion regulation difficulty scores as low, moderate and high groups. Here the low group also represents the high emotion regulation group. The mean and standard deviation were calculated with respect to the mental health and its dimensions.

From the results (Table 55) it is clear that the group with low difficulties in emotion regulation (N=40) showed significantly higher mean value on mental health (279.72) and on its dimensions namely self awareness (73.50) coping with stress (53.28), positive relationships (53.40), emotional well being (59.78) and social well being (39.75) than other groups. These results indicates that the law enforcement officers with low level of difficulties in emotion regulation showed a better mental health ($F = 54.619, P < 0.01$) compared to other two groups. The overall results indicate that the groups with different emotion regulation differ in mental health and its dimensions. As the difficulties in emotion regulation increases, the overall mental health diminishes.

Emotion labor helps the employee to meet the organizational demands and to have a positive attitude towards the job. Emotion regulation is the base for emotion labour. So regulation of emotions is necessary even in organization.

Gross and Munoz (1995) proposed that the manner in which individuals are able to manage their emotional experiences to confirm adaptively to a given context appears to be important in mental health. Difficulties in understanding, communicating and regulating emotions that may adversely affect the mental health and subjective well being of an individual (Gross & Munoz, 1995; Taylor, 2004). In a study among youth, Anto and Jayan (2014) proved the significant difference between the low, moderate and high difficulties in emotion regulation groups on mental health.

In a study by Ashalatha and Jayan (2014) analyzed the effect of difficulties in emotion regulation on occupational stress of law enforcement officers and the result indicated the strong relationship between difficulties in emotion regulation

and occupational stress. The result also proved the significance difference in occupational stress according to the low, moderate and high difficulties in regulation of emotion.

b) Extraversion on mental health and its dimensions.

The one way interaction effect of different groups formed on the basis of extraversion with the mental health is also analyzed.

Table 56

Mean and Standard Deviation of Extraversion on Mental Health and Its Dimensions

Variables	Extraversion					
	Low (N=50)		Moderate (N=141)		High (N=34)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self Awareness	57.44	12.85	64.81	11.06	69.74	9.08
Coping with Stresses	41.28	7.10	46.35	7.75	50.12	5.37
Positive Relationships	39.90	9.64	46.48	9.18	50.50	7.52
Emotional Well Being	45.36	12.02	52.60	10.59	57.26	7.07
Social Well Being	32.54	5.44	35.90	5.58	38.35	4.01
Mental Health	216.52	44.78	246.14	40.15	265.97	27.58

The mean value of extraversion on mental health (Table 56) and its dimensions clearly indicated that the officers who have high extraversion showed better mental health (265.97), self awareness (69.74), coping with stresses (50.12), positive relationship (50.50), emotional well being (57.26) and social well being (38.35) than the other two groups. Analysis indicated a clear significant difference

between the mean scores of three groups of extraversion on mental health. F value shows (table 54) significant difference between levels of extraversion on mental health ($F=17.282$, $P<0.01$) and its dimensions self awareness (13.362 , $p<0.01$), coping with stress ($F=15.104$, $P<0.01$), positive relation ($F=15.546$, $p<0.01$), emotional well being ($F=14.410$, $p<0.01$), and social well being (12.899 , $p<0.01$).

Many studies already proved the effect of personality, personality traits, and personality dimensions in mental health (Josefsson, Cloninger, Hintsanen, Jokela, Pulkki-Råback, & Keltikangas-Järvinen, 2011; Cloninger & Zohar, 2011). Highly extraverted individuals appear to be in better mental health as evidenced by higher subjective well-being (Steel, Schmidt, & Shultz, 2008). This may be due to the characteristics of extraversion personality like higher activity, sociability and higher tendency of experiencing positive emotions. Sadeghi, Ofoghi and Azizi (2015) also found out the same results that extraversion has a role in mental health.

Among the female law enforcement officers, the highly extraverted officers have better self awareness, positive coping to the stresses, positive relationships, emotional health and social health compared to low extraverted officers. Personality traits are primary motivational factors in risk-taking behaviors (Prochniak, 2014), so the dominant personality traits that officer's possess had an important role in stress coping mechanism and maintenance of a cool mental health. Police officers possess mainly a personality trait called sensation seeking (Zuckerman, 1994). This has been defined as "seeking varied, novel, complex and intense sensations and experiences and the willingness to take physical, social, legal, and financial risks for the sake of such experience" (Zuckerman, 1994).

Two-way Interaction

Emotion regulation and extraversion was divided in to three groups as low, moderate and high. Two way ANOVA is calculated and the mean and standard deviation for each group under the combination of emotion regulation and personality are listed in table 57.

Table 57

Mean and Standard Deviation of Emotion Regulation difficulties and Extraversion on mental health and its dimensions

Variables		Emotion Regulation difficulties (N = 225)								
		Low (n = 50)			Moderate (n = 14)			High (n = 34)		
		Extraversion			Extraversion			Extraversion		
		Low N=5	Medium n=26	High n=9	Low n=26	Medium n=92	High n=24	Low n=15	Medium n=21	High n=6
Self Awareness	\bar{X}	75.33	73.25	73.67	60.92	65.13	68.54	50.57	52.14	63.00
	σ	7.37	6.02	5.68	12.91	9.78	9.87	8.790	10.14	7.65
Coping with Stress	\bar{X}	53.00	53.32	53.22	43.46	46.41	49.29	36.90	36.81	42.00
	σ	3.60	4.53	4.84	7.88	6.49	5.09	5.45	6.19	3.25
Positive Relations	\bar{X}	52.67	52.39	56.78	42.00	46.51	78.29	35.48	38.48	47.00
	σ	5.69	6.61	4.15	9.42	8.62	7.36	7.92	8.72	5.86
Emotional Well being	\bar{X}	60.33	59.43	62.00	48.73	53.35	56.54	38.76	40.19	50.00
	σ	2.51	4.59	5.14	12.07	9.33	7.53	8.22	11.47	9.89
Social Well Being	\bar{X}	41.33	39.79	39.22	33.81	35.76	37.88	29.71	31.33	42.00
	σ	1.15	3.57	3.70	5.42	5.66	4.14	3.66	3.50	3.99
Mental Health	\bar{X}	284	278	282	228.92	247.16	260.54	191.43	198.95	244.00
	σ	16.655	20.71	21.25	44.75	35.98	27.75	29.12	32.16	34.63

The analysis shows that among the three groups, the group which is high in extraversion and low in emotion regulation difficulties showed high levels of mental health when compared to other groups (table 57). The mean and standard deviation of this group is found to be 282 and 21.25. Officers who have high difficulty in emotion regulation and low level of extraversion is found to be lower level of mental health (mean = 191.43). The same pattern of results is found for the every dimensions of mental health. But the F value (Table 54) does not show any significant difference between the groups on mental health and its dimensions except emotional well being and social well being. Thus the formulated hypothesis that there will be significant interaction between the classificatory factors of difficulties in emotion regulation (low, moderate and high) and personality-extraversion (low, moderate and high) on mental health and its dimensions is accepted to some extent.

In a study by Haga, Kraft and Corby (2007) depicted that private self consciousness of an individual, which is a part of personality traits, and the ability of emotion regulation together plays a role in subjective wellbeing of that individual. Both private self-consciousness and healthy emotion regulation manifested themselves as important for well-being, and by extension mental health. A similar kind of results is produced by Donohue (2006) by analyzing whether the effectiveness of emotion regulation strategies associated with extraversion. The results supported that the interaction of emotion regulation and extraversion does not have influence on overall wellbeing.

Two-way ANOVA of Emotion regulation, and Personality (Neuroticism) on mental health and its dimensions

The two way analysis of variance is calculated to understand the influence of difficulties in emotion regulation and neuroticism on mental health and its sub dimensions. Results of the analysis presented in table 58.

Table 58

Results of Two-way ANOVA of Emotion regulation difficulties and Personality (Neuroticism) on mental health and its dimensions

Variables	Main Effect		Interaction
	Emotion Regulation difficulties (A)	Neuroticism (B)	Two-Way AB
Self Awareness	17.440**	5.786**	1.148
Coping with Stress	25.708**	6.870**	0.875
Positive Relation	10.221**	12.067**	2.623*
Emotional Well Being	15.382**	8.862**	2.275*
Social Well Being	9.580**	4.235**	0.502
Mental Health	18.624**	7.283**	3.310*

** Significant at 0.01 level * Significant at 0.05 level

Table 58 depicts the independent and two way analysis of variance among the variables Neuroticism (personality) and emotion regulation difficulties on mental health and its dimensions. Table 58 indicates that there exist significant one way interaction between the variables emotion regulation on mental health and neuroticism on mental health. All the f values are significant at 0.01 level between the variables emotion regulation on mental health and its dimensions namely self awareness, coping with stress, positive relationship, emotional well being and

social well being. Two way interaction of emotion regulation and neuroticism found to be significant on mental health and its dimensions positive relationships and emotional well being.

Main Effect

Independent effects of variables emotion regulation and neuroticism (personality) on mental health and its dimensions is analyzed separately as below:

a) Emotion Regulation on mental health and its dimensions.

One way interaction of emotion regulation on mental health is already discussed in Table 55.

b) Neuroticism on Mental Health and Its Dimensions

The whole participants (n = 225) was divided in to low, moderate and high groups based on the score obtained in the neuroticism dimension of personality.

The mean and standard deviation were calculated with respect to mental health and its dimensions. Result was presented in Table 59.

Table 59

Mean and Standard Deviation of Neuroticism (Personality) on Mental Health and Its Dimensions

Variables	Neuroticism					
	Low (N=28)		Moderate (N=170)		High (N=27)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self Awareness	71.26	6.19	63.29	12.18	60.64	11.26
Coping with Stress	50.48	6.65	45.31	7.82	44.21	8.61
Positive Relations	53.48	5.83	44.90	9.47	42.46	9.96
Emotional Well Being	55.67	4.46	50.88	11.13	48.93	12.39
Social Well Being	39.63	3.25	35.06	5.76	34.36	5.02
Mental Health	274.52	20.51	239.45	42.70	230.61	43.45

Results indicates that group with low score on neuroticism (N = 28) showed a significant high mean value on mental health (274.52). The mean value of dimension of mental health, self awareness (71.26), coping with stress (50.48), positive relationship (53.48), emotional well being (55.67) and social well being (39.63) also found to be high in the group with low neuroticism compared to other two groups. From the Table 58 it can be understand that F value is significant with mental health and all its dimensions. The results indicate that high score in neuroticism dimension of personality have a negative impact on mental health.

Neuroticism refers to individual differences in negative emotional response to threat, frustration, or loss (Costa & McCrae, 1992). According to (Costa & McCrae, 2003) individuals who are high on neuroticism frequently have negative emotional responses to challenges. Moreover, they are often self-critical, sensitive to the criticism of others, and feel personally inadequate (Watson, Clark, & Harkness, 1994). These characteristics definitely influence mental health and wellbeing.

Two-way Interaction

For the two-way analysis, the total participants were divided into three groups as low, moderate and high based on the mean and standard deviation of variables emotion regulation difficulties and personality (neuroticism). This combination is then tested for finding out their significant interaction to that of mental health. The mean and standard deviation for all groups under combinations are listed on Table 60.

Table 60

Mean and Standard Deviation of Emotion Regulation difficulties and Neuroticism on Mental health and its dimensions

Variables		Neuroticism								
		Low (n = 27)			Medium (n = 142)			High (n = 40)		
		Emotion Regulation difficulties			Emotion Regulation difficulties			Emotion Regulation difficulties		
		Low n=10	Medium n=25	High n=5	Low n=5	Medium n=110	High n=17	Low n=5	Medium n=29	High n=9
Self Awareness	\bar{X}	74.40	73.32	71.50	69.97	64.22	65.41	67.50	51.31	49.22
	σ	4.248	6.487	6.364	5.219	11.263	8.804	11.26	9.318	6.610
Coping with Stress	\bar{X}	55.60	52.25	56.00	47.87	45.97	47.53	44.50	36.97	35.33
	σ	4.300	4.309	2.414	3.623	7.037	6.848	19.092	5.096	3.082
Positive Relations	\bar{X}	57.80	52.18	48.50	50.13	45.25	47.06	51.00	31.31	32.44
	σ	1.874	6.661	1.701	5.865	9.014	8.407	1.414	7.550	5.151
Emotional Well being	\bar{X}	61.80	58.71	64.50	58.20	52.20	53.94	60.8	39.50	36.00
	σ	1.874	4.973	0.707	5.171	10.229	9.317	5.65	9.497	6.481
Social Well Being	\bar{X}	41.40	39.32	38.00	38.80	35.27	36.24	37.00	30.62	30.00
	σ	1.713	3.702	5.657	29.33	5.790	4.395	8.485	3.731	3.202
Mental Health	\bar{X}	291.00	275.79	278.50	264.67	242.92	250.18	266.00	195.72	183.00
	σ	10.646	21.769	0.707	14.661	39.520	34.063	50.912	28.773	11.147

Table 60 indicates that the group of officers who have low difficulty in emotion regulation and low neuroticism showed higher level of mental health. The mean value is found to be 291.00 and the standard deviation is 10.65. In further analysis, it can be found that all the dimensions of mental health got high mean value in the group which has low difficulty in emotion regulation (high Emotion regulation) and low neuroticism. The group which have high emotion regulation difficulties and high neuroticism is found to be low mean value (M = 183.00, SD = 11.15) compared to the other two groups. F value also shows a significant

difference between the groups ($F = 3.310, P < 0.05$). Hence, the formulated hypothesis that there will be significant interaction between the classificatory factors of difficulty in emotion regulation (low, moderate and high) and personality- Neuroticism (low, moderate and high) on mental health and its dimensions is accepted.

Two-way ANOVA of Emotion regulation, and interpersonal Sensitivity on mental health and its dimensions

Independent and two way interaction among the variables emotion regulation and interpersonal sensitivity on mental health and dimensions namely self awareness, coping with stresses, positive relationships, emotional well being and social well being were calculated and tabulated in Table 61.

Table 61

Results of Two-way ANOVA of Emotion regulation, and Interpersonal Sensitivity on Mental health and its dimensions

Variables	Main Effect		Interaction
	Emotion Regulation difficulties(A)	Interpersonal Sensitivity (B)	Two-Way AB
Self Awareness	17.00**	11.128**	0.553
Coping with Stresses	25.566**	10.028**	0.633
Positive Relationships	9.410**	7.642**	0.155
Emotional Well Being	14.565**	8.553**	1.012
Social Well Being	8.693**	8.477**	0.424
Mental Health	17.327**	10.360**	1.949

** Significant at 0.01 level

* Significant at 0.05 level

There is a significant one-way interaction among the variable emotion regulation and mental health ($F = 17.327, P < 0.01$) and with all the dimensions of

mental health. Interpersonal sensitivity also shows significant interaction with mental health, self awareness, coping with stress, positive relationship, emotional wellbeing and social well being.

There is no significant differences are found in two way interaction of emotion regulation and interpersonal sensitivity on mental health.

Main Effect

Analysis in this section clearly shows the independent effect of each variable (emotion regulation difficulties, interpersonal sensitivity) on the dependent variable, mental health.

a. Emotion regulation difficulties on mental health

Participants were divided in to three groups based on their emotion regulation difficulties score and their mean and standard deviation were computed. Results (table 61) indicated that there is a significant difference between the levels of emotion regulation on mental health among female law enforcement officers. Mean and standard deviation is detailed in table 55.

b. Interpersonal sensitivity on mental health

Independent effect of the variable interpersonal sensitivity on mental health and its dimensions also analyzed separately. Mean and standard deviation of interpersonal sensitivity on mental health and its dimensions self awareness, coping with stress, positive relationships, emotional well being and social well being is analyzed and tabulated in Table 62.

Table 62

Mean and Standard Deviation of Interpersonal Sensitivity on Mental Health and its dimensions

Variables	Interpersonal Sensitivity					
	Law (N=34)		Moderate (N=158)		High (N=33)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self Awareness	64.25	10.01	70.29	11.544	55.76	10.31
Coping with Stress	45.96	7.10	56.85	7.43	39.82	7.48
Positive Relations	45.66	7.61	51.03	9.43	39.91	9.38
Emotional Well Being	52.08	7.21	56.74	11.09	44.67	11.28
Social Well Being	35.61	5.55	37.88	5.42	32.67	5.55
Mental Health	243.55	33.80	266.79	41.53	212.82	37.73

From the Table 62 it can be found out that the group with moderate interpersonal sensitivity scored high mean value on mental health (Mean = 266.79) compared with the other two groups. F value is found to be significant at 0.01 level for all the dimension of mental health (Table 61). There exist a significant difference between the three groups of interpersonal sensitivity on the dimension of mental health namely self awareness, coping with stress, positive relationship and emotional well being and social well being. The result indicates that law enforcement officers with moderate interpersonal sensitivity showed a high mean score on mental health than other two groups.

Studies suggested that hyper interpersonal sensitivity and interpersonal rejection sensitivity is not good in the interpersonal relationships. Interpersonal sensitivity is characterized by a sense of personal inadequacy, and it has a role in negative problem-solving strategies, and low self-esteem (McCabe, Blankstein, & Mills, 1999). Interpersonal sensitivity influences the interpersonal competence in adults (Butler, Doherty & Potter, 2007) which is an indicator of mental wellbeing. Masillo et al. (2014) reported that high interpersonal sensitivity is associated with development and maintenances of mental health problems.

Two Way Interaction

The whole participants are subjected to different groups as low, moderate and high based on the variables Emotion regulation difficulties and interpersonal sensitivity. Mean and standard deviation of each group under the combination of emotion regulation and interpersonal sensitivity are listed in Table 63.

Table 63

Mean and Standard deviation of Emotion regulation difficulties and Interpersonal sensitivity on Mental health and its dimensions

Variables		Emotion Regulation difficulties (N = 225)								
		Low (n = 40)			Moderate (n = 142)			High (n = 43)		
		Interpersonal Sensitivity			Interpersonal Sensitivity			Interpersonal Sensitivity		
		Low n=17	Moderate n=11	High n=6	Low n=18	Moderate n=121	High n=19	Low n=5	Moderate n=10	High n=18
Self Awareness	\bar{X}	73.05	68.64	50.50	73.89	65.21	48.95	76.00	57.50	54.05
	σ	6.492	10.176	7.778	5.422	10.397	8.222	4.740	8.670	10.275
Coping with Stress	\bar{X}	52.71	56.36	34.00	53.83	46.35	36.00	55.00	42.10	38.09
	σ	4.361	7.890	4.243	4.681	6.456	3.944	3.243	6.855	6.976
Positive Relationship	\bar{X}	53.00	48.36	45.00	54.11	46.16	34.47	49.00	41.30	38.86
	σ	6.550	7.619	15.55	6.057	8.789	4.563	4.321	8.564	9.829
Emotional Well being	\bar{X}	58.71	55.18	44.50	60.78	53.22	36.53	64.00	48.56	42.05
	σ	4.755	7.679	10.263	4.236	9.978	7.275	6.423	9.789	10.991
Social Well Being	\bar{X}	39.76	35.82	29.50	40.11	35.71	30.74	34.00	34.30	30.95
	σ	3.714	6.88	2.121	3.027	5.324	3.694	34.32	6.447	4.445
Mental Health	\bar{X}	277.24	258.36	203.50	282.72	246.65	186.68	278.00	225.70	204.00
	σ	22.492	28.844	28.844	17.340	37.104	23.901	27.340	36.866	34.991

From the analysis (table 63) it can conclude that the officers who have low difficulties in emotion regulation (high Emotion regulation) and medium level of interpersonal sensitivity shows the higher mean score on mental health (Mean = . 282.72). The analysis also showed that the group of officers who falls under low difficulties in emotion regulation and moderate level of interpersonal sensitivity had better self awareness, positive coping with stresses, positive relationships, emotional wellbeing and social well being. But table 61 showed any significant f values in the two way interaction of difficulties in emotion regulation and interpersonal sensitivity on mental health. Thus the formulated hypothesis about the two way interaction of emotion regulation and interpersonal sensitivity is not accepted. But both variables had a clear independent effect on mental health of female officers.

Role of Social Support and Emotion regulation difficulties on Mental health and its sub variables.

To analyze the interaction effect of social support and emotion regulation difficulties on mental health, two way analysis of variance is computed. The F value and mean values are discussed below.

Independent and interaction effect of emotion regulation and social support on mental health is analyzed separately. For the two way analysis of variance both the variable is divided into three groups based on their total score as low, moderate and high. F values of two way ANOVA of emotion regulation and social support on mental health and its dimensions are listed in table 64.

Table 64

Results of ANOVA of Emotion regulation difficulties and Social support on Mental health and its dimensions

Variable	Main effects		2way (AB)
	Emotion regulation (A)	Social support (B)	
Self awareness	17.647**	15.88**	0.586
Coping with stress	26.242**	24.43**	0.740
Positive relations	9.781**	23.18**	0.955
Emotional well being	15.028**	12.89**	0.856
Social well being	8.468**	12.17**	0.841
Mental health	17.846**	22.90**	0.907

** Significant at 0.01 level

* Significant at 0.05 level.

Significant one way interaction is found between the variables emotion regulation and mental health as well as Social support and mental health. F value is significant in the one way interaction between difficulties in emotion regulation and mental health and all its dimensions at 0.01 significant level. The independent effect of social support on mental health also found to be significant at 0.01 level.

F values of two way interaction indicates that there is no significant interaction among emotion regulation and social support on mental health and its dimensions called self awareness coping with stress, positive relations, emotional wellbeing and social well being.

Main effect

Analysis in this section depicts the independent effect of variables emotion regulation and social support on the dependent variables mental health and its dimensions.

(a) Emotion regulation difficulties on mental health

(b) Social support on mental health

a) Emotion regulation difficulties on mental health

The analysis showed a significant interaction between Emotion regulation difficulties and mental health among present participants. The analysis proposes that the three groups formed on the basis of difficulties in emotion regulation differ significantly on mental health. Officers with low difficulties in emotion regulation show better mental health than other groups. The independent effect of Emotion regulation difficulties on mental health is detailed in table 55.

(b) Social support on mental health

The whole participants were divided into three groups based on their score on the variable Social Support and analysis of variance was done on mental health. The mean and standard deviation were tabulated in table 65.

Table 65

Mean and Standard deviation of Social support on Mental health and its Dimensions

Variables	Social Support					
	Low (N=45)		Moderate (N=135)		High (N =45)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self awareness	53.58	8.73	63.62	11.33	75.13	4.34
Coping with stress	38.31	5.49	45.36	6.87	54.60	3.34
Positive relations	37.40	7.45	45.07	8.72	55.53	3.80
Emotional well being	41.73	10.15	51.84	10.24	61.22	3.31
Social well being	31.51	5.18	35.15	5.23	40.67	2.62
Mental health	202.53	29.90	241.03	38.29	287.16	11.32

From the mean table (table 65), it can be found that there is a very significant and clear differences in mental health status between the three groups formed on the basis of perceived social support. Those group which is high in

Social Support showed higher mean scores on mental health (287.16), self awareness (75.13), coping with stress (54.60), positive relations (55.53), emotional well being (61.22) and social well being (40.67). F values (table 64) also found to be significant between levels of social support on mental health ($F = 15.88$, $P < 0.01$) and all its five sub dimensions. These results clearly indicate that those officers who have better social support also have better mental health compared to other officers who have low social support. In a service profession like law enforcement social support has a crucial role in maintaining mental health.

Supportive interaction with colleagues, friends, and family help to maintain wellbeing in police officer during the period of trauma (Evans, Pistrang, & Billings, 2013). Supportive individual help to decrease stress and improves person's ability to handle stressful situations through motivating certain behaviors such as exercise, eating a healthy diet, and getting adequate rest (House & Wells, 1978 as cited in Rami, 2013). Higher level of social support in female police officers is associated with lower level of emotional exhaustion, high job satisfaction and improved personal wellbeing (Bannerman, 1996).

Interaction effect

The two way interaction analysis was done between groups (low, moderate and high) formed on the basis of emotion regulation difficulties and social support on mental health and its sub dimensions. But F values show no significant interaction between emotion regulation and social support on mental health and its sub dimensions (Table 64).

Emotion Regulation difficulties and Work family conflict on mental health and its dimensions

A two-way analysis of variance was carried out to find the interaction effect of the three levels (low, moderate and high) of emotion regulation and work family conflict on mental health and five dimensions of mental health namely self awareness, coping with stresses, positive relationships, emotional well being and social well being.

Table 66

Results of Two-way ANOVA showing the F-values for Emotion regulation difficulties and Work family conflict on Mental health and its dimensions

Variable	Main effect		Two way (AB)
	Emotion regulation (A)	Work family conflict (B)	
Self awareness	17.697**	20.24**	1.43
Coping with stress	26.784**	18.13**	0.83
Positive relations	9.951	12.71**	1.66
Emotional well being	15.613**	20.22**	1.64
Social well being	8.923**	10.03**	0.29
Mental health	17.986**	22.04**	1.68

Table 66 shows the main and two-way interaction effect of variables Emotion regulation difficulties and work family conflict on mental health and its dimensions. Though significant difference was seen among the independent interactions, two way interactions does not exhibit any significant role among variables such as difficulty in emotion regulation and work family conflict on mental health. F values for independent effect of Emotion regulation on mental

health and its dimensions, work family conflict on mental health and its dimensions found to be significant at 0.01 level.

Main effect

For the main effect, interaction between variables as given below:

a) Emotion regulation difficulties on mental health

The independent effects of emotion regulation on mental health and its dimensions have been already discussed in table 55. From that table it was clear that group with low difficulties in emotion regulation shows significantly higher mean value on mental health compared to other two groups.

(b) Work family conflict on mental health

For the analysis of variance, the variable work family conflict is divided into three groups as low, moderate, and high groups and their mean score is calculated on mental health and its sub dimensions.

Table 67

Mean and Standard deviation of Work family conflict on Mental health and its dimensions

Variables	Work family conflict					
	Low (N=42)		Moderate (N=134)		High (N =49)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self awareness	68.86	7.47	65.79	11.47	53.44	10.89
Coping with stresses	49.55	5.33	46.84	7.77	39.73	7.15
Positive relationships	49.83	7.24	46.56	9.47	39.47	9.09
Emotional well being	57.28	7.22	53.23	10.21	42.69	11.21
Social well being	37.45	4.52	36.18	5.74	32.08	4.71
Mental health	262.28	27.17	248.60	40.66	190.83	25.4

Table 67 clearly indicates that the group with low work family conflict shows high mean value for mental health (262.28) and its dimensions. It indicate that the officers who have low work family conflict shows better mental health than the officers who have high work family conflict ($M = 190.83$). F value also shows (Table 66) significant difference between group of work family conflict (low, moderate, high) on self awareness, coping with stress, positive relations, emotional well being, social well being and overall mental health. From the analysis it was clear that work family conflict have a significant role on mental health of female law enforcement officers.

Kinman, McDowall, and Cropley (2012) also reported that work family conflict had a significant role in job related wellbeing of police officers. according to them police officers shows behavior based conflict more, but strain based conflicts is greatly impact the job related wellbeing. Strain-based conflict, behavior-based conflict, and family-based conflict were significantly associated with higher levels of job stress in Indian police officers (Lambert, Qureshi, Frank, Keena & Hogan, 2017). Janzen, Muhajarine, and Kelly (2007) also established the role of work family conflict on psychological distress of police officers.

Two way interaction

For the two-way analysis both the variables emotion regulation and work family conflict is divided into three groups as low, moderate and high. This combination is then tested for their significant interaction to that of mental health. The mean and standard deviation for all the combination is listed in table 68.

Table 68

Mean and Standard deviation of Emotion regulation and Work family conflict on Mental health and its dimensions

Variable	Emotion Regulation difficulties								
	N = 40 (Low)			Medium (N = 142)			High (N = 48)		
	Work family conflict			Work family conflict			Work family conflict		
	Low (n=7)	Medium (n=27)	High (n=6)	Low (n=29)	Medium (n=88)	High (n=25)	Low (n=6)	Medium (n=19)	High (n=17)
Self awareness	70.58	69.38	45.00	69.63	65.31	54.05	63.00	58.48	54.55
	6.829	6.516	6.317	4.041	10.513	10.073	10.217	11.927	7.781
Coping with stress	52.33	48.83	37.00	53.89	46.55	38.16	48.00	42.84	36.00
	5.54	4.457	3.375	3.806	6.796	6.890	7.523	7.476	4.671
Positive relations	51.17	49.83	34.00	54.70	45.80	30.83	45.00	42.20	36.26
	7.734	6.783	62.3	5.305	8.647	9.389	9.250	9.510	7.741
Emotional well being	58.75	5.752	33.88	60.48	53.52	41.58	53.00	46.16	38.45
	5.379	6.549	4.34	4.051	9.12	10.986	5.347	11.936	6.080
Social well being	40.33	36.39	28.00	36.67	36.08	31.68	36.00	33.68	30.17
	5.962	4.022	3.940	3.258	5.825	4.967	4.325	5.437	4.712
Mental health	284.37	262.14	171.00	272.17	247.25	204.00	245.00	223.56	190.53
	25.135	25.759	21.457	15.318	36.690	36.647	34.642	35.122	28.412

From the table 68, it can be understood that the group which is low in difficulty in emotion regulation and low in work family conflict shows higher mean value on mental health. But F value (table 67) shows any significant difference between the groups on mental health. The mean value implicate that the officers who have high emotion regulation and low work family conflict have high self awareness , better coping with stresses, good interpersonal relationships, better emotional wellbeing and social wellbeing compared to other two groups. Even though the mean values shows differences in the interaction effect of emotion regulation and work family conflict on mental health, F- value indicates that the difference is not significant. Thus, the formulated hypothesis that there will be significant interaction between the classificatory factors of difficulties in emotion regulation (low, moderate and high) and work family conflict (low, moderate and high) on mental health and its dimensions is not accepted. Similar findings were established by Burke (1993), He ascertain that work family conflict and emotion based coping has no significant interaction effect on emotional and physical wellbeing of police officers.

B. Role of emotion regulation difficulties and certain socio-demographic variables on mental health and its dimensions

Demographic variables can cause impact within the subjects. But it is not easy to study all the demographic variables related with an individual in a single study. There for only certain variables are selected for the study which the researcher felt to produce an impact on dependent variables. Analysis of variance conducted in different combinations to understand two way interaction among difficulties in emotion regulation and certain demographic variables on mental health and its dimensions namely self awareness, coping with stresses, positive relationships, emotional wellbeing and social well being.

The combinations of demographic variable and other study variables are made as follows.

1. Emotion regulation difficulties and age on mental health.
2. Emotion regulation difficulties and religion on mental health
3. Emotion regulation difficulties and education on mental health
4. Emotion regulation difficulties and marital status on mental health

Interaction between emotion regulation difficulties and age with the mental health and its sub variables

The present analysis had attempted to explore the interaction of age and emotion regulation difficulties on mental health. Age is classified into three groups as below 30 years as first group, 31 to 45 years as second group and 46 and above as third group. The participants also grouped in to three groups based on the variable emotion regulation difficulties as low, moderate and high. The result of two way analysis of variance is listed in the table 69.

Table 69

Two way ANOVA of Emotional regulation difficulties and Age on Mental health and its dimensions

Variable	Main effects		Two-way (AB)
	Emotion regulation difficulties(A)	Age (B)	
Self awareness	17.868**	0.434	1.854
Coping with stresses	25.765**	1.787	1.903
Positive relationships	10.379**	0.487	2.020
Emotional well being	14.398**	0.116	1.844
Social well being	8.693**	0.176	1.515
Mental health	17.731**	0.049	1.843

** Significant at 0.01 level.

Table 69 indicates the independent and two way interaction among the variable emotion regulation and age on mental health and its sub dimensions.

a) Emotion regulation difficulties on mental health

From the results it is seen that there are significant mean differences on self awareness, coping with stress, positive relationship, emotional well being, social wellbeing and mental health with the groups of emotion regulation and the calculated F values are highly significant at 0.001 level. It suggests that low, moderate and high group of emotion regulation are differing each other in mental health and all its sub dimensions.

b) Age on mental health and its dimensions

Table 70

Mean and Standard deviation of Age on Mental health and its Dimensions

Variables	Age					
	Group 1 (below 30)		Group 2 (31-45)		Group 3 (46 & above)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self awareness	62.27	7.47	65.42	11.03	63.47	10.89
Coping with stresses	45.07	8.21	46.68	7.46	45.00	8.59
Positive relationships	45.31	9.92	45.90	9.16	45.58	9.09
Emotional well being	51.01	10.56	52.38	10.21	51.3	9.21
Social well being	34.65	5.76	36.13	5.49	35.82	5.40
Mental health	238.32	27.17	246.50	25.66	241.21	22.81

This section of analysis points out the independent affect of age on mental health and its dimensions. Table 70 describes that among 225 female law

enforcement officers, the officers belongs to age group two (31-45) showed high self awareness, positive coping with stresses, emotional wellbeing and social wellbeing. But developing and maintaining positive relationships is not differing according to age. From the table 69 it is clear that the differences are not significant. Results indicate that there is no change in the mental health according to the age of officers. This firmly reprovod that age alone cannot impact the mental health of an individual.

Burke and Mikkelsen (2006) also found out that in the case of officers who were below 30 years were in confusion regarding the lack of experience and the realities of job may shock them. So it may affect their wellbeing in initial years. At the same time aged officers (45-50) face difficulties in doing the job due to physical problems, so they start to blame the system or some may became bitter, less willing to trust others which also will affect their mental health

Interaction effect

The table 69 shows that there is no significant interaction between the groups of emotion regulation and age groups with mental health and its dimensions. Results depicts that the interaction effect of age and emotion regulation on mental health is more or less same.

Emotion regulation difficulties and religion on mental health

The interaction effects of mental health and its sub dimensions with the groups of religion and emotion regulation is also analysed. For the two way analysis of variances, the three religious groups (Hindu, Muslim and Christian) is considered with three group of emotion regulation difficulties (law, moderate and high).

Table 71

Two-way ANOVA of Emotion regulation and Religion in Mental health and its Dimensions

Variable	Main effects		
	Emotion regulation difficulties	Religion	Two-way
Self awareness	17.597**	1.336	(AB)
Coping with stress	26.772**	1.297	0.841
Positive relations	9.981**	0.147	0.489
Emotional well being	15.013**	0.455	0.610
Social well being	8.953**	0.462	0.288
Mental health	17.956**	0.525	0.522

** Significant at 0.01

Main effects

a) Emotion regulation with mental health

From the table 71, it can be found that the calculated 'F' values are highly significant at 0.01 level. The result is already interpreted in table 55.

b) Religious group with mental health

Any of 'F' value is found to be significant (table 71). This result indicates that mental health shows any significant differences based on the religion that the police officers affiliated to.

Interaction Effect

For the two-way interaction, the participants are subjected to three groups based on Emotion regulation and religion. F value of the two way interaction shows any significant difference on mental health and its dimensions. It suggests

that difficulties in emotion regulation and religion are not making any interaction effect for the mental health and its dimensions. So it can conclude that the interaction effect of emotion regulation and religion on mental health is more or less same as the independent effect. Thus the hypothesis that there will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and religion on mental health and its dimensions is not accepted.

Interaction between mental health and its sub variables with education and emotion regulation difficulties

This section of analysis is exploring the interaction of mental health and its subvariables with the level of education and emotion regulation difficulties.

Education is classified as three groups; plus two and below as one group, Degree as second group and post graduation and above as third group.

Table 72

Interaction between Mental health and its sub variables with Education and Emotion regulation

Variable	Main effects		Two-way
	Emotion regulation difficulties	Educational qualification	
Self awareness	17.597**	1.336	(AB)
Coping with stresses	26.772**	1.297	0.841
Positive relations	9.981**	0.147	0.489
Emotional well being	15.013**	0.455	0.610
Social well being	8.953**	0.462	0.288
Mental health	17.956**	0.525	0.522

** Significant at 0.01 level

Main effects

a) Emotion regulation on mental health

Results from the table 72 reveals that mental health and all its dimensions are showing significant differences with the three groups of difficulties in emotion regulation at 0.01 significance level. These results already discussed before (table 55).

b) Groups of Education on Mental Health

Table 73

Mean and Standard deviation of Education on Mental health and its dimensions

Variables	Educational qualification					
	Group 1 (plus-two and below)		Group 2 (degree)		Group 3 (post graduation)	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self awareness	62.87	12.30	65.20	10.88	62.61	12.66
Coping with stresses	45.15	8.43	46.41	7.46	45.35	8.59
Positive relations	45.33	9.25	45.95	9.80	45.33	9.09
Emotional well being	50.45	11.33	52.80	10.63	51.00	11.75
Social well being	35.93	5.66	35.31	5.52	35.45	5.85
Mental health	239.72	17.37	245.67	15.36	239.75	17.99

Table 73 clearly illustrate that that among the three level of educational qualifications, officers with graduation is differing in mental health than the other two groups. Mean value indicate that officers with graduation shows better mental health, coping with stresses and emotional wellbeing. Trojanowicz and Nicholson (1976) found that highly educated officers didn't like directions from supervisor.

This may be the reason for the low emotional wellbeing and poor mental health of post graduated employees. From the table 72, it can be found that differences are not significant. So the present study reveals that educational qualification has no significant role on mental health of female low enforcement officers.

Interaction effects

The three groups of emotional regulation difficulties (low, moderate and high) and three groups of education is subjected to two-way ANOVA on mental health F value of two way interaction shows any significant difference on mental health and its dimensions. It implies that the interaction effect of emotion regulation and educational qualification is more or less same. Hence, the formulated hypothesis that There will be significant interaction between the classificatory factors of difficulties in emotion regulation (low, moderate and high) and educational qualification on mental health and its dimensions is not accepted.

Interaction between mental health and its sub variables with Marital status and emotion regulation difficulties

This section of analysis is exploring the interaction of mental health and its sub variables with the marital status and emotion regulation difficulties. Marital status is classified as two groups; married and single. The 'f' values for the independent and interaction effect of marital status and emotion regulation difficulties is analyzed and tabulated in table 74.

Table 74

Emotion regulation difficulties and Marital status on Mental health and its dimensions

Variable	Main effects		Two-way (AB)
	Emotion regulation difficulties (A)	Marital status(B)	
Self awareness	14.245**	0.094	0.419
Coping with stress	20.081**	0.000	1.365
Positive relationship	10.448**	0.023	0.179
Emotional well being	13.755**	0.122	0.592
Social well being	6.019**	0.363	1.170
Mental health	17.731**	0.049	1.843

** Significant at 0.01 level

Table 74 shows the main and interaction effect of emotion regulation and marital status on mental health of female law enforcement officers. The groups of low, moderate and high Emotion regulation difficulties differ in mental health of female law enforcement officers, but the marital status of the participants does not have any significant difference on mental health of the participants. The interaction of the emotion regulation and marital status also does not produce any impact on mental health of female law enforcement officers.

Main effects

a) Emotion regulation difficulties on mental health

Results from the table 74 revealed mental health and all its dimensions are showing significant differences with difficulties in emotion regulation at 0.01 significance level. The group which has the higher difficulties in emotion

regulation exhibit poor mental health compared to officers having emotion regulation. These results already discussed in table 55.

b) Marital status on mental health

The total participants are classified in to two groups based on their marital status. Then these groups were subjected to analysis of variance on mental health.

Table 75

Mean and Standard deviation of Marital status on Mental health and its Dimensions

Variables	Single (N=42)		Married (N=134)	
	\bar{X}	σ	\bar{X}	σ
Self awareness	64.06	11.72	61.18	13.91
Coping with stress	45.92	7.90	43.45	9.01
Positive relations	45.77	9.59	42.82	10.38
Emotional well being	51.83	11.08	49.00	11.73
Social well being	35.61	5.61	33.91	5.75
Mental health	243.18	27.17	230.36	40.66

The result of comparison of mean scores(table 75) of married and single female police officers revealed that in case of mental health, self awareness, coping with stress, emotional well being and social well being, not existing any significant difference among them. These results depicts that mental health is not differing among the police officers according to their marital status. From the 'F' value it can be seen that self awareness, coping with stress, positive relations emotional well being and social well-being of the female police officers are not significantly

differing in married and single officers. But the mean score showed that officers who are married have poor mental health compared to single officers.

Ogunbamila and Fajemirokun (2016) explained that “marital status moderated the relationship between job stress and occupational burnout in such a way that police personnel who were married tended to report higher level of occupational burnout in the presence of job stress than those who were single”. Marital status had a significant influence on police officer’s stress and that effect is more on female officers than male, as a result female officers face more stress in law enforcement job (Kurtz, 2012). He, Zhao and Ren (2005) found that work family conflict is an important predictor of occupational stress of police officers and married officers is suffering more work family conflict than single, so this may be the reason for the poor mental health among married officers than those who are single.

Interaction effects

From the table 74, it was clear that there is no significant interaction between emotion regulation and marital status on mental health of female law enforcement officers. These results suggest that the combined effect of these two variables on mental health and its dimension is more or less same. There fore the hypothesis that there will be significant interaction between the classificatory factors of emotion regulation (low, moderate and high) and marital status on mental health and its dimensions is not accepted.

C. Role of emotion regulation and job related demographic variables on mental health

The influence of certain job related variables on mental health is analyzed.

1. Emotion regulation difficulties and year of service on mental health
2. Emotion regulation difficulties and place of work on mental health

Emotion regulation and year of experience on mental health and its dimensions

The interaction effect of mental health and its dimensions with the groups of emotion regulation and service is also calculated. Year of service is classified into three groups as 0 to 10 years as group one, 11 – 20 years as group 2 and 20 years and above as 3rd group. Emotion regulation is also categorized into three groups based on their mean scores. The results of analysis of variance is listed in table 76.

Table 76

Results of Two way ANOVA of Emotion regulation difficulties and Year of Service on Mental health and its Dimensions

Variable	Main effects		Two-way (AB)
	Emotion regulation difficulties	Years of Service	
Self awareness	15.545**	0.144	1.019
Coping with stress	24.865**	0.579	1.335
Positive relations	11.278**	0.151	1.008
Emotional well being	14.567**	0.501	1.821
Social well being	8.732**	0.292	0.45
Mental health	17.487**	0.001	0.955

** Significant at 0.01 level

Main effects

a) Emotion regulation on mental health

From the result (table 76) it can be found that all the 'F' values are significant in the emotion regulation on mental health. The results already

interpreted before (table 55).

b) Year of service on mental health

Table 77

Mean and Standard deviation of Year of Service on Mental health and its Dimensions

Variables	Year of service					
	Below 10years		11-20 years		21 & above	
	\bar{X}	σ	\bar{X}	σ	\bar{X}	σ
Self awareness	63.00	12.30	64.61	12.14	64.21	10.20
Coping with stress	45.46	8.05	46.08	7.46	46.53	8.59
Positive relations	45.09	9.84	46.05	9.19	45.76	9.19
Emotional well being	51.09	11.33	51.96	11.63	52.33	10.75
Social well being	34.87	5.73	35.83	5.46	36.17	5.74
Mental health	239.52	17.37	244.31	17.89	244.54	15.99

The independent effect of year of service on mental health is also calculated. Table 77 shows that there is a slight difference in mean value according to the year of service of law enforcement officers. Mean values indicates that mental health, coping with stresses, emotional wellbeing and social wellbeing is improves with the experience of the officers. This may be due to the improvements in knowledge, skills, competency and better adaptation which is acquiring through the experience of the officers. But the F value (table 76) is not significant in this combination. It suggested that mental health is not significantly differs based on the year of service of law enforcement officers.

Result of the present study found in congruence with the study by Padhy, Chelli and Padiri (2015). They studied the role of work experience on positive wellbeing and optimism of the police officers, for that they formed two groups based on the work experience as; officers with below 10 years of experience and officers with above 10 years of work experience. Result found that two groups not significantly differing in wellbeing, but optimism of the officers was influenced by work experience.

Interaction effect

From the table 76, it can be found that there is no significant interaction between emotion regulation difficulties and year of service on mental health. These results suggest that the combined effect of these two variables on mental health and its dimension is more or less same. Thus the hypothesis that there will be significant interaction between the classificatory factors of difficulties in emotion regulation (low, moderate and high) and year if service on mental health and its dimensions is not accepted.

Emotion regulation difficulties and place of work on mental health and is dimensions

To analyze the interaction effect of emotion regulation difficulties and place of work (rural and urban) on mental health, two way analysis of variance is computed. The F value and mean values are discussed below.

Table 78

Results of Two way ANOVA of Emotion regulation difficulties and Place of Work on Mental health and its Dimensions

Variable	Main effects		Two-way (AB)
	Emotion regulation difficulties(A)	Place of work(B)	
Self awareness	16.824**	0.013	1.037
Coping with stress	24.567**	0.068	0.621
Positive relationship	12.670**	0.432	0.424
Emotional well being	16.794**	0.425	0.833
Social well being	11.564**	0.957	0.175
Mental health	27.825**	0.314	0.794

Table 78 shows the main and two-way interaction effect of variables emotion regulation difficulties and place of work on mental health and its dimensions. Though significant effect was seen among the independent interaction between emotion regulation and mental health, the independent interaction between place of work and mental health and two way interactions does not exhibit any significant role.

Main effects

a) Emotion regulation difficulties on mental health

From the results it was understood that there are significant mean differences in self awareness, coping with stress, positive relationship, emotional well being, social wellbeing and mental health with the groups of emotion regulation and the calculated F values are highly significant at 0.001 level. It

suggests that low, moderate and high group of emotion regulation are differing each other in mental health and all its sub dimensions.

b) Place of work on mental health and its dimensions.

Table 79

Mean and Standard deviation of Place of work on Mental health and its Dimensions

Mental health	Area of work place			
	Rural (N=74)		Urban (N=151)	
	\bar{X}	σ	\bar{X}	σ
Self awareness	63.00	12.10	64.36	11.68
Coping with stresses	45.22	8.29	46.08	7.79
Positive relationship	44.58	9.38	46.14	9.22
Emotional well being	50.34	10.94	52.36	11.15
Social well being	34.85	5.62	35.85	5.61
Mental health	237.99	27.17	244.79	40.66

As illustrated in the table 79, place of work are grouped in to two; rural and urban. Results indicate that group 2 (urban) did show a higher mean value with regard to overall mental health (244.79). The mean values though of no much difference, officers in urban area shows more of self awareness, positive coping, positive relationships, emotional wellbeing and social wellbeing. However the F value (table 78) shows that there exists no significance difference between area of workplace on mental health.

Section 4: To Determine the Mediator Effect of the Variable Emotion Regulation on Mental Health through Mediation Analysis

Mediation in its simplest form represents the addition of a third variable to this $X \rightarrow Y$ relation, whereby X causes the mediator, M , and M causes Y , so $X \rightarrow M \rightarrow Y$. A mediator is a variable that is in a causal sequence between two variables (Robins & Greenland, 1992). In statistics, a mediation model is one that seeks to identify and explain the mechanism or process that underlies an observed relationship between an independent variable and a dependent variable via the inclusion of a third hypothetical variable, known as a mediator variable (also known as mediating variable, intermediary variable, or intervening variable).

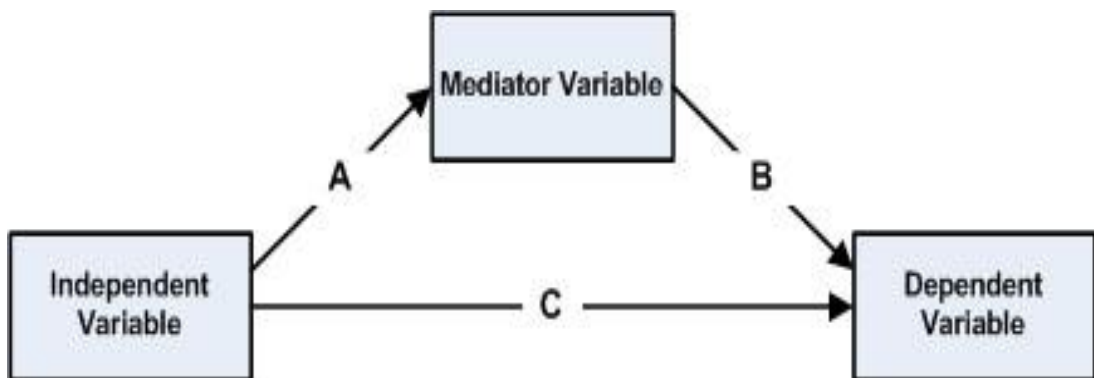


Figure 2. Mediation model of Baron and Kenny (1986)

In Lazarsfeld (1955) and Hyman (1955) framework of mediation, a third variable is added to the analysis of an $X \rightarrow Y$ relation in order to improve understanding of the relation or to determine if the relation is spurious. A mediating variable improves understanding of such a relation because it is part of the causal sequence of $X \rightarrow M \rightarrow Y$. Mediation analyses are employed to understand a known relationship by exploring the underlying mechanism or

process by which one variable influences another variable through a mediator variable.

A mediator variable can either account for all or some of the observed relationship between two variables. Maximum evidence for mediation, also called full mediation, would occur if inclusion of the mediation variable drops the relationship between the independent variable and dependent variable (see pathway c in diagram above) to zero. This rarely, if ever, occurs. The most likely event is that c becomes a weaker, yet still significant path with the inclusion of the mediation effect. Partial mediation maintains that the mediating variable accounts for some, but not all, of the relationship between the independent variable and dependent variable. Partial mediation implies that there is not only a significant relationship between the mediator and the dependent variable, but also some direct relationship between the independent and dependent variable. In order for either full or partial mediation to be established, the reduction in variance explained by the independent variable must be significant as determined by one of several tests, such as the Sobel test. According to Baron and Kenny (1986), a variable functions as mediator when its inclusion results in a significant reduction in the relationship between the independent and outcome variable.

Baron and Kenny (1986) laid out several requirements that must be met to form a true mediation relationship.

Step 1:

Regress the dependent variable on the independent variable to confirm that the independent variable is a significant predictor of the dependent variable.

Step 2:

Regress the mediator on the independent variable to confirm that the independent variable is a significant predictor of the mediator. If the mediator is not associated with the independent variable, then it couldn't possibly mediate anything

Step 3:

Regress the dependent variable on both the mediator and independent variable to confirm that the mediator is a significant predictor of the dependent variable, and the previously significant independent variable in Step 1 is now greatly reduced, if not non significant (Baron &Kenny, 1986)

In present study, through phase II, it can be found that emotion regulation is highly correlated with mental health and other independent variables such as personality, interpersonal sensitivity, work family conflict and social support among female law enforcement officers. Likewise multiple regression analysis also depicts that emotion regulation is the most important predictor of mental health and its sub dimensions namely self awareness, coping with stresses, positive relationships, emotional wellbeing, and social wellbeing. In the lights of above results, the investigator wants to know more about the impact of emotion regulation difficulties on mental health. So decided to conduct mediation analysis, to check whether the emotion regulation difficulties mediate the relationship between other independent variables and mental health. In this mediation analysis, personality, interpersonal sensitivity, work family conflict and perceived social support are considered as independent variables and mental health as outcome variable.

To be more specific, the mediation analysis was done under following subsections.

- a. Emotion regulation difficulties as a mediator in social support and mental health relationship.
- b. Emotion regulation difficulties as a mediator in interpersonal sensitivity and mental health relationship.
- c. Emotion regulation difficulties as a mediator in extraversion and mental health relationship.
- d. Emotion regulation difficulties as a mediator in conscientiousness and mental health relationship.
- e. Emotion regulation difficulties as a mediator in agreeableness and mental health relationship.
- f. Emotion regulation difficulties as a mediator in work family conflict and mental health relationship.

Mediator effect of in emotion regulation difficulties on social support and mental health Relationship

The mediator effect of difficulty in emotion regulation on social support and mental health relationship is also explored through mediator analysis. Here mental health is the dependent variable and difficulty in emotion regulation is considered as mediator. The results of the analysis are explained below (table 80).

Table 80

Analysis of Mediator effect of Emotion regulation difficulty on Social support and Mental health Relationship

Social support –ERD-MHS	Value	SC	't'	P
a = bmx	-1.0817	0.0638	-16.9476	0.0000
b = bym.x	-1.1980	0.2150	-5.5719	0.0000
c = by x	2.7449	0.2183	12.5733	0.0000
c ¹ byx.m	1.4489	0.3100	4.6741	0.0000
Indirect affect	1.2959	0.2452	5.2849	0.0000
Sobel test			5.2935	0.0000

Results shows that all the coefficient values, the test statistic for the Sobel test (5.2935) and its associated P values fall below the established alpha level of 0.05 indicates that the association between the independent variable and dependent variable is mediating by the mediator variable that means the social support and mental health relationship is mediated by emotion regulation difficulties. Table (80) shows that C' value (1.4489) is less than C value (2.7449) this also supports that difficulty in emotion regulation mediates the relationship between social support and mental health. C' value also found to be significant and it indicates that the relationship between social support and mental health is still significant after controlling the mediator. So emotion regulation exerts partial mediation only. Social support reducing the emotion regulation difficulties and emotion regulation leads to better mental health. Hence, the sub hypothesis is accepted. The path diagram showing the mediator effect of difficulty in emotion regulation on social support and mental health depicts in figure No.3.

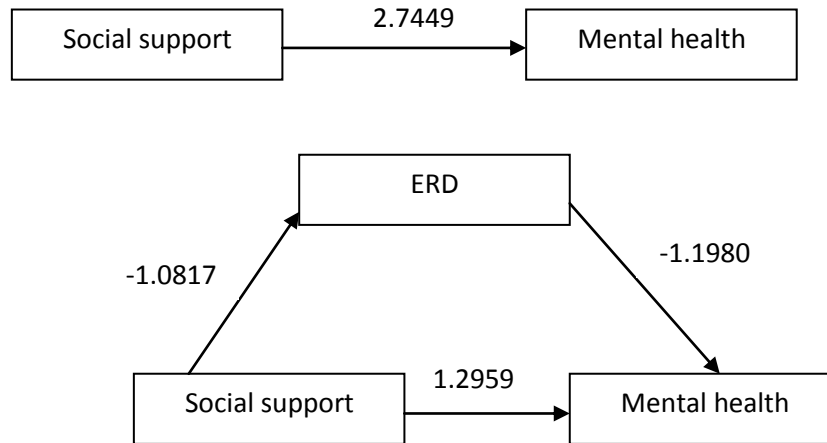


Figure 3. Path diagram showing the mediator effect of emotion regulation difficulties on social support and mental health.

Mediator effect of emotion regulation difficulties on interpersonal sensitivity and mental health

The mediator effect of difficulty in emotion regulation on interpersonal sensitivity and mental health relationship is also explored through mediator analysis. Here mental health is the dependent variable and difficulty in emotion regulation is considered as mediator. The results of the analysis are explained below.

Table 81

Analysis of Mediator effect of Emotion regulation difficulty on Interpersonal sensitivity and Mental health Relationship

IPS – ERD-MHS	Value	Se	't'	P
a = bmx	0.5001	0.0448	11.1629	0.0000
b = bym.x	-2.1412	0.1848	11.5877	0.0000
c = by x	-0.8070	0.1563	-5.1639	0.0000
c ¹ byx.m	0.2640	0.1544	1.7100	0.0887
Sobel test			8.0389	0.0000

Results (table 81) shows that all the coefficient values, except the C' value and the test statistic for the Sobel test (8.0389) and its associated P values fall below the established alpha level of 0.05. C' value (0.2640) found to be less than C value (0.8070) this also supports that emotion regulation difficulties mediate the relationship between interpersonal sensitivity and mental health. From the table, it can also found that C' value is not significant, it implies that interpersonal sensitivity has no significant relationship on mental health, when control the mediator variable. So it gives evidence for the complete mediation of the emotion regulation in interpersonal sensitivity and mental health relationship. Interpersonal sensitivity adds to the emotion regulation difficulties and emotion regulation difficulties leads to poor mental health. The path diagram showing the mediator effect of difficulty in emotion regulation on interpersonal sensitivity and mental health depicts in figure No.4.

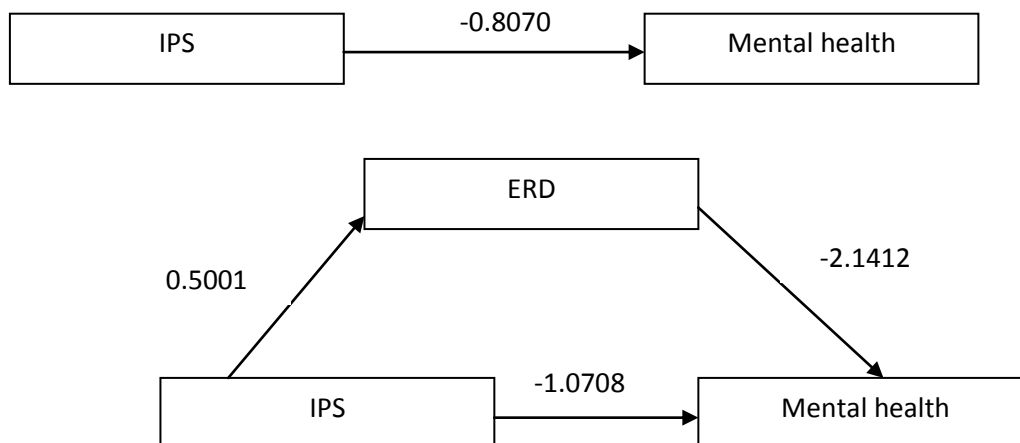


Figure 3. Path diagram showing the mediator effect of emotion regulation difficulties on interpersonal sensitivity and mental health.

Mediator effect of emotion regulation difficulties between personality (extraversion) and mental health

To study the mediation of emotion regulation on extraversion and mental health, the mediator analysis was done. In this analysis difficulty in emotion regulation is considered as mediator and extraversion dimension of the personality is considered as the independent variable. Prior to this analysis, correlation analysis was done between extraversion and mental health and between extraversion and difficulty in emotion regulation and the results shows that a significant correlation is found between extraversion and mental health. In order to understand whether this relation is mediated by difficulty in emotion regulation, mediation analysis was conducted and the results are discussed below.

Table 82

Analysis of Mediator effect of Emotion regulation difficulties on Extraversion and Mental health Relationship

Extraversion – ERD-MHS	Value	Se	't'	P
a = bmx	-0.7799	0.1538	-5.0718	0.0000
b = bym.x	-1.7441	0.1512	-11.5329	0.0000
c = by x	2.9283	0.4382	6.6827	0.0000
c ¹ byx.m	1.5680	0.3668	4.2750	0.0000
Indirect affect	1.3606	0.2939	4.6281	0.0000
Sobel test			4.6421	0.0000

The results of mediator analysis shows that the relationship between the independent variable and dependent variable is reduced significantly by the inclusion of mediator variable because from the table 82, one can found that all the

coefficient values and test statistic for Sobel test (4.6421) and its associated P values are significant (below the alpha level of 0.5). It gives the evidence of mediation. Here the C' value is less than C value, which also suggests that the emotion regulation mediates the relationship between extraversion and mental health. Extraversion has a positive relationship with mental health, but extraversion negatively predicts the difficulties in emotion regulation and the difficulties in emotion regulation contribute the mental health negatively. Mediation analysis indicates that extraversion reduces the difficulties in emotion regulation and which in turn improves the mental health. Therefore the sub hypothesis is established. The figure No.5 depicts the path diagram showing the mediator effect of difficulty in emotion regulation on extraversion and mental health.

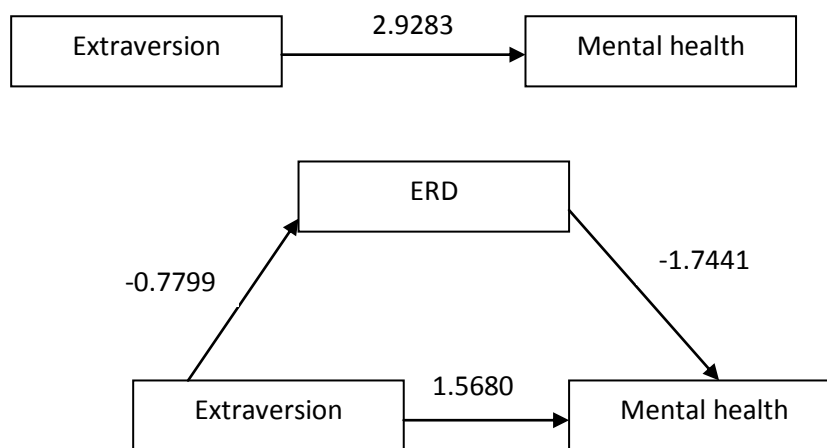


Figure 5. Path diagram showing the mediator effect of emotion regulation difficulties on extraversion and mental health.

Mediator effect of emotion regulation difficulties between conscientiousness and mental health relationship.

To study the mediation of difficulty in emotion regulation on conscientiousness and mental health, the mediator analysis was done. In this

analysis difficulty in emotion regulation is considered as mediator and conscientiousness dimension of the personality is considered as the independent variable and result is discussed in table 83.

Table 83

Analysis of mediator effect of in Emotion regulation difficulties on Conscientiousness and Mental health Relationships

CONS – ERD-MHS	Value	Se	't'	P
a = bmx	-0.528	0.209	-2.524	0.0012
b = bym.x	-1.952	0.149	-13.133	0.0000
c = by x	1.526	0.618	2.468	0.0140
c ¹ = byx.m	0.510	0.477	1.070	0.2860
Sobel test			2.4806	0.0131

Results (table 83) shows that all the coefficient values, except the C' value and the test statistic for the Sobel test (2.4806) and its associated P values fall below the established alpha level of 0.05. C' value (1.070) is less than C value (2.468) this also supports that emotion regulation mediate the relationship between conscientiousness and mental health. From the table it can also found that C' value is not significant, it implies that conscientiousness has no significant relationship on mental health, when control the mediator variable. So it gives evidence for the complete mediation of the emotion regulation in conscientiousness and mental health relationship. Thus, the sub hypothesis is accepted. The path diagram showing the mediator effect of difficulty in emotion regulation on conscientiousness and mental health depicts in figure No.6.

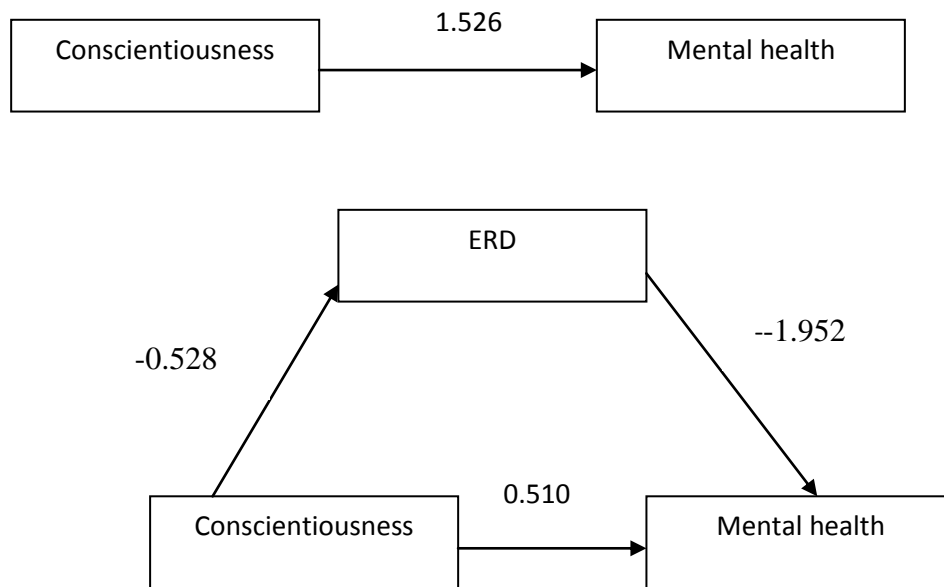


Figure 6. Path diagram showing the mediator effect of emotion regulation difficulties on conscientiousness and mental health.

Mediating effect of emotion regulation on personality (agreeableness) and mental health

To analyze whether difficulty in emotion regulation mediates the relationship between agreeableness and metal health, the mediation analysis was done and the results is discussed table 84.

Table 84

Analysis of Mediator effect of Emotion regulation on Agreeableness and Mental health

Agreeableness -ERD-MHS	Value	Se	't'	P
a = bmx	0.295	0.252	1.171	0.243
b = bym.x	-1.952	0.149	-13.133	0.0000
c = by x	-0.528	0.741	0.707	0.4800
c ¹ byx.m	0.049	0.564	-3.086	0.9320
Sobel test			-0.1170	0.4534

From the Table 84, we can found that the corresponding P values of all the coefficient values and the value of Sobel test (-4.9241) not fall below the established alpha level of .05, except the ‘b’ path. This suggests that the relationship between agreeableness and mental health is not mediated by difficulty in emotion regulation. Therefore, the sub hypothesis is not accepted.

Mediator effect of emotion regulation difficulties on work family conflict and mental health

In order to find out whether difficulty in emotion regulation mediates the relationship between work family conflict and mental health, the mediation analysis was done by putting mental health as dependent variable, work family conflict as independent variable and difficulty in emotion regulation as mediator. The result is discussed below.

Table 85

Mediation effect of Emotion regulation difficulties on Work family conflict and Mental health Relationships.

Work Family conflict – ERD-Mental Health	Value	Se	't'	P
a = bmx	0.3912	0.0576	6.7883	0.0000
b = bym.x	-1.7334	0.1598	-10.8500	0.0000
c = by x	-1.1776	0.1697	-6.9401	0.0000
c ¹ byx.m	-0.4996	0.1510	-3.3080	0.0010
Indirect affect	-0.6781	0.1182	-5.7373	0.0000
Sobel test			-5.7564	0.0000

Table 85 shows that all the coefficient values, Sobel test value and the corresponding P values, are fall below the established alpha level of 0.05, which indicates that association between work family conflict and mental health is

mediated by difficulty in emotion regulation. C^1 value is found to be -0.4996 which is less than C value (-1.1766), also proves the mediation of difficulty in emotion regulation on the relationship between work family conflict and mental health. Sobel test value shows that the mediation of difficulties in emotion regulation between the relationship of work family conflict and mental health is significant. From the analysis it was clear that work family conflict causes difficulties in emotion regulation among female law enforcement officers, and the emotion regulation difficulties negatively contribute to the mental health. Hence, the sub hypothesis is established. The path diagram showing the mediator effect of emotion regulation on work family conflict and mental health is depicted on figure No.7.

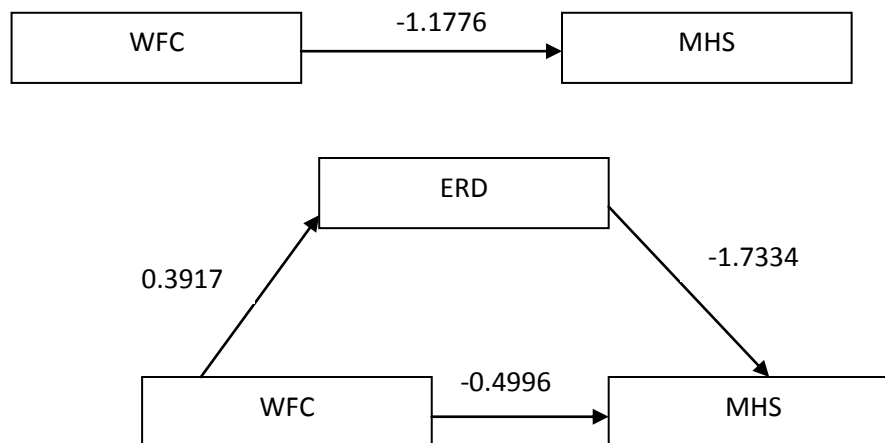


Figure 7. Path diagram showing the mediator effect of emotion regulation difficulties on work family conflict and mental health.

This section of analysis indicated that difficulty in emotion regulation is a strong mediator between the independent variables (personality, interpersonal sensitivity, work family conflict and perceived social support) and mental health among female law enforcement officers. Mediation analysis revealed that Emotion

regulation mediates the social support and mental health relationships of female law enforcement officers. Social support positively predicts the emotion regulation and emotion regulation contribute to the mental health. Rami (2013) also analyzed whether emotion regulation affects the relationship between social support and well-being. He evaluated whether reappraisal strategies of emotion regulation were a mediator for the effect of social support on positive affect. The Sobel test revealed that mediation effect was significant, $z = 2.22, p < .03$. These results showed that the effect of social support from family members on wellbeing was mediated by the extent to which one used reappraisal to regulate emotions. Buller (2016) also supported that mindfulness and emotion regulation would partially mediate the relationship between attachment insecurity and psychological distress among adults.

Emotion regulation difficulties fully mediate the relationship between interpersonal sensitivity and mental health. Emotion regulation difficulty is the mechanism which works in the relationship of interpersonal sensitivity and mental health of female law enforcement officers. Adams and Webster (2013) analyzed the emotion regulation strategies, surface acting and deep acting, in the relationship between interpersonal mistreatment by coworkers and customers on psychological distress of employees and found out that surface acting mediated the relationship but not the deep acting. This result is consistent with the result of present study. Similarly, emotion focused strategies of emotion regulation mediates the relationship between attachment security and post traumatic stress disorder symptoms following a trauma in adulthood (Benoit, Bouthillier, Moss, Rocisseau & Barnett, 2008)

It can be found out that the relationship between personality and mental health also mediated by emotion regulation difficulties. Emotion regulation found to be mediated the relationship between extraversion and mental health of female officers. Extraversion found to be negatively predict the emotion regulation difficulties, in other words, extraversion predict emotion regulation in an individual and emotion regulation obviously leads to better mental health. Conscientiousness, which is another dimension of mental health, and mental health relationships, is also established as mediated by emotion regulation difficulties fully. Amiri (2012) found out that emotion regulation mediated the relationship between perfectionist self-presentation and psychological distress. More specifically, the non-acceptance of negative emotions, subscale of emotion regulation, was found to be significant in a test of multiple mediator model. He proved that emotion regulation difficulties, specifically non acceptance of negative emotions mediated the relationship between self presentation and psychological distress. Panayiotou, Kokkinos and Kapsou (2014) also proved that even though personality exerts some direct effects on the psychological distress, the relationship partially mediated by expression of negative feelings, avoidance and active positive coping. Adult emotion regulation mediated the relationship between childhood temperament and anxiety in adults (Cole, 2008).

The relationship between Work family conflict and mental health of female law enforcement officers also found to be mediated by emotion regulation difficulties. Emotion regulation is the mechanism which is working in the relationship of work family conflict and mental health. Work family conflict predicts the emotion regulation difficulties, and mental healths of the officers are

predicted by their emotion regulation abilities. The result of a study by Yin, Huang and Wang (2016) found to be consistent with the results of present study. They found out emotion regulation strategies mediated the relationships between work environment and teacher well-being. Nelson and Smith (2016) suggested, the relationship between work characteristics and mental health outcomes was mediated by perceived stress among police officers.

The result of the mediation analysis reported that emotion regulation is a strong mediator in the relationship of independent variable (social support, interpersonal sensitivity, extraversion, conscientiousness, agreeableness and work family conflict) with the mental health among female law enforcement officers.

To sum up, Emotion regulation is all about how an individual experience and express emotions. As emotions have an important role whole areas of a human life, study of emotion regulation has its importance in all branches of psychology. There is growing evidence that emotion regulation is an imperative concept of wellbeing even in organizations. Law enforcement is an essential part of the every society and in our society; police is the one of the strong agency which regulates the law and order of the society. Law enforcement is a profession, where the employees frequently facing conflicting and emotionally demanding situation, so regulation of emotions is very important than any other profession. In most cases the interactions that occur during the duty elicit emotions like frustration, irritation, anger, or tension. The female law enforcement officers, who are working in male dominated occupation, may face additional difficulties. The purpose of the present study was to identify the psycho social contributors of emotion regulation and how

it effect on the mental health of law enforcement officers, especially female officers.

The present study clearly highlights that emotion regulation plays a great role in the mental health. All the analysis of the present investigation, include the meditational analysis, clearly and strongly depicts the role of emotion regulation on mental health, including self awareness, coping with stresses, positive relationships, emotional wellbeing and social wellbeing of female law enforcement officers. Emotion regulation is not a new concept, but identifying its contributors in the organizational surroundings is a growing concept. Many studied the concept of emotional labour, but without analyzing the emotion regulation-which is the basis of emotional labour- it will not be comprehensive. Present investigation suggested that certain factors like personality, interpersonal sensitivity, work family conflict and social support is contributing to the emotion regulation of female law enforcement officers and emotion regulation difficulties had a negative impact on their mental health. So the skill training should focus on more on these factors and equip them to deal with emotion regulation will help to improve their mental health. Women offer unique abilities within a police department, Women approach and handle things differently than their male counterparts would, which is able to melt the boundaries between police and public.

Chapter – 6

SUMMARY AND CONCLUSION

- Summary of the study
- Major findings of the study.
- Implication of the study.
- Suggestion and limitation

Emotions are a complex set of cognitive, behavioral, and physiological responses to internal and external stimuli (Ekman & Davidson, 1994). Emotions have an important role in whole aspects of human life such as survival, mental health, and social interactions and even in physical health (Sumida, 2010). Fredrickson (1998) proved that positive emotions promote sociability and social competence by damaging negative emotions. According to him positive emotions attracts individual to others and strengthen their social networks. Regulation of the emotions is an attempt to influence which emotions one's have and how to express it. According to emotion theory (Elliott, Watson, Goldman, & Greenberg, 2003), the emotional demands one experiences and the regulatory ability each individual possesses tend to differ. Emotion regulation is all about how people experience, modulate, and organize emotion, and how such management impacts human behavior (Elliott, Watson, Goldman, & Greenberg, 2003).

Emotion regulation is an ongoing process of the individuals' emotion pattern in relation to moment-by-moment contextual demands (Cole, Michel, & Teti, 1994). This implies that emotion regulation is all about how an individual is responding to his/her situational demands, either positive or negative. Eisenberg and Spinrad (2004) defined emotion regulation as "the process of initiating, avoiding, inhabiting, maintaining, or modulating the occurrence, form, intensity, or duration of internal feeling states, emotional related physiological, attention process, motivational states, and/or the behavioral processes, motivational states, and/or the behavioral concomitants of emotion in the services of accomplishing affect-related biological or social adaptation or achieving in individual goals." Most of the people misunderstanding emotion regulation as the suppression of

emotions, but according to Eisenberg and Spinrad (2004), it include initiating, avoiding, maintaining and modulating emotions depends up on situational demands. This implies that individuals are differing in the regulation of emotions and each individual are using different methods. Adaptive emotion regulation strategies help individual in better adjustment in distressing situations (Elliott, Watson, Goldman & Greenberg, 2003), to develop healthy interpersonal relationships (Shiota, Campos, Keltner, Hertenstein, 2004), sense of wellbeing (Gross, 2007), to pursue goal directed behavior (Grats & Rumors, 2004) and to improves positive coping, mental and physical health (Cooper, Shaver, & Collins, 1998).

The World Health Organization (WHO, 2001) considered mental health as an important aspect of health as the physical health. The World Health Organization defines mental health as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community". Gross and Muñoz (1999) argued that emotion regulation is an essential but traditionally underemphasized feature of mental health. Deficits in emotion regulation appear to be relevant to the maintenance of good mental health. An individual's emotional health can also impact physical health and poor mental health (Asadi, et.al, 2014). Emotion regulation difficulties of individuals can cause misfit behavior, which is considered as a direct reflection of their mental health status (Richards, Compania & Muse-burk, 2010).

Mental health difficulties can affect an individual's functional and working capacity in numerous ways. In the workplace, this can lead to absenteeism, require

sick leave, and reduce productivity. Mental health problems do not just affect the individual, They impact the entire community (Gabriel & Liimatainen, 2000).

Law enforcement is an essential part of the every society. In our society, police is the one of the strong agency which regulates the order of the society. The role of police requires officers to exercise a high degree of control, of them emotionally as well as of the situation, and officers must regulate emotions in order to maintain a cool mental health (Reiser & Geiger, 1984). Law enforcement is a profession, where the employees frequently facing conflicting and emotionally demanding situation, regulation of emotions is very important than any other profession. In most cases the interactions that occur during the duty elicit emotions like frustration, irritation, anger, or tension. Police officers are routinely exposed to situations that elicit intense negative emotions; thus, officers have a particularly strong need for effective methods of regulating such emotions (Berking, Meier & Wupperman, 2010). Emotion regulation is an essential part to maintain mental health and dysregulation of emotion has been called as hallmark of psychopathology (Gross & Munoz, 1995). Maintaining a good mental health is very important in the case of police officers because they have the responsibility to protect the society by maintaining law and order. So any difficulties not only affect them personally, but the entire community.

Women entered the criminal justice system as a response to social forces like social violence, crime against women and children, child abuse and for better protection of women and juveniles. The situation is not different in Kerala also, but how much justice and support are getting to them as police officers and as ‘working women’ should be considered. Moral and physical support from the

family, department, and society are needed to fulfill the ambition of the state. Reports shows that the women police officers in Kerala are experiencing stress by in concert of roles in family, profession and society and at the same time they lack recognition from all these sectors. Women police have fewer resources than do men in terms of economic power, autonomy, self-concept, and power over others. This may affect their ability of regulating emotions. It is argued that females are more likely to use emotion focused coping strategies compared to males who are more using problem focused coping (Billings & Moos, 1981). Studies revealed that male and female law enforcement officers differing in their emotional experience and stress. Thus the intervention programs and policies which are made on the basis of studies on their male counterpart will not be effective to them. So it should give special focus to the problems that the women officers facing in the organization. The concern of the mental health of female police officers should be given more attention now as those female police officers have become a steadily growing demographic in many police agencies. As it found that law enforcement officers are facing emotional demanding situation, the present study analyzes certain contributors emotion regulation and its effect on mental health among female law enforcement officers, the study entitled as "**Psycho-social contributors of emotion regulation and its impact on mental health of female law enforcement officers**".

OBJECTIVES OF THE STUDY

- To identify the psycho social factors related with policing experiences and emotional regulation of female law enforcement officers.

- To get an idea on the nature of distribution of variables emotion regulation, and its contributors among female law enforcement officers.
- To study the nature and extend of relationship between the variables emotion regulation and its contributing variables among law enforcement officers.
- To identify the variables which are contributing to the emotion regulation among female law enforcement officers.
- To get an idea on the nature of distribution of variable mental health and its dimensions among female law enforcement officers.
- To study the relationship of emotion regulation and contributors of emotion regulation with the mental health of female law enforcement officers.
- To identify the variables which are predicting mental health among female law enforcement officers.
- To explore the role of emotion regulation and its contributors on mental health and its dimensions among female law enforcement officers.
- To explore the role of emotion regulation and job related demographic variables on mental health of female law enforcement officers.
- To analyze the role of socio-demographic variables and emotion regulation on mental health.
- To find out the mediating effect of emotion regulation in the relationship between contributors of emotion regulation and mental health.

HYPOTHESES OF THE STUDY

The general hypothesis was formulated for the study in accordance with the objectives formulated.

PHASE 2- PART I

1. There will be normality on the nature of distribution of the variables under study through preliminary analysis.
2. There will be significant inter correlation among variables under study.
3. There is will be a significant relationship between the study variables emotion regulation, personality, interpersonal sensitivity, work family conflict and social support.
 - 3.1. There will be a significant relationship between the variable of emotion regulation and personality dimensions.
 - 3.2. There will be a significant relationship between emotion regulation and interpersonal sensitivity.
 - 3.3. There will be a significant relationship between emotion regulation and work family conflict.
 - 3.4. There will be a significant relationship between emotion regulation and social support.
 - 3.5. There will be a significant relationship between personality and interpersonal sensitivity.
 - 3.6. There will be a significant relationship between personality and work family conflict.
 - 3.7. There will be a significant relationship between personality and social support.
 - 3.8. There will be a significant relationship between interpersonal sensitivity and work family conflict.

- 3.9. There will be a significant relationship between interpersonal sensitivity and social support.
- 3.10. There will be a significant relationship between work family conflict and social support.
4. There will be significant contributor relationships between personality, interpersonal sensitivity, work family conflict and social support on emotion regulation.

PART II

5. There is a significant relationship between the study variables emotion regulation, personality, interpersonal sensitivity, work family conflict and social support.
 - 5.1. There will be a significant relationship between emotion regulation and mental health.
 - 5.2. There will be a significant relationship between personality and mental health.
 - 5.3. There will be a significant relationship between interpersonal sensitivity and mental health.
 - 5.4. There will be a significant relationship between work family conflict and mental health.
 - 5.5. There will be a significant relationship between social support and mental health.
6. There will be significant predictor relationships between Emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict and social support on mental health and its sub variables.

- 6.1. The variables Emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict and social support will predict mental health.
- 6.2. The variables Emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict and social support will predict self awareness.
- 6.3. The variables Emotion regulation difficulties, personality, interpersonal sensitivity, work family conflict and social support will predict coping with stresses.
- 6.4. The variables Emotion regulation difficulties, Personality, interpersonal sensitivity, work family conflict and social support will predict positive relationships.
- 6.5. The variables Emotion regulation difficulties, Personality, interpersonal sensitivity, work family conflict and social support shall predict emotional wellbeing.
- 6.6. The variables Emotion regulation difficulties, Personality, interpersonal sensitivity, work family conflict and social support shall predict social wellbeing.
7. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high), personality (low, moderate and high), interpersonal sensitivity (low, moderate and high), social support (low, moderate and high) and work family conflict (low, moderate and high) on mental health and its dimensions.

- 7.1. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and personality on mental health and its dimensions.
- 7.2. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and interpersonal sensitivity (low, moderate and high) on mental health and its dimensions.
- 7.3. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and social support (low, moderate and high) on mental health and its dimensions.
- 7.4. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and work family conflict (low, moderate and high) on mental health and its dimensions.
8. There will be significant interaction between difficulties in emotion regulation (low, moderate and high) and the classificatory factors of demographic variables (age, marital status, education and religion) on mental health and its dimensions.
 - 8.1. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and age on mental health and its dimensions.
 - 8.2. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and religion on mental health and its dimensions.

- 8.3. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and educational qualification on mental health and its dimensions.
- 8.4. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and marital status on mental health and its dimensions.
9. There will be significant interaction between emotion regulation difficulties (low, moderate and high) and the classificatory factors of job related variables (year of service and place of work) on mental health and its dimensions.
 - 9.1. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and year of service on mental health and its dimensions.
 - 9.2. There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and place of work on mental health and its dimensions.
10. Emotion regulation Difficulties shall mediate the relationship of personality, interpersonal sensitivity, social support and work family conflict with mental health.
 - 10.1. Emotion regulation difficulties can mediate the relationship of social support and mental health.
 - 10.2. Emotion regulation difficulties can mediate the relationship of interpersonal sensitivity and mental health.
 - 10.3. Emotion regulation difficulties can mediate the relationship of personality and mental health.

10.4. Emotion regulation Difficulties can mediate the relationship of work family conflict and mental health.

METHOD

Researcher made use of pragmatic approach of Sequential contributions model with a quantitative priority based on preliminary qualitative inputs. Dewey's(1986) version of pragmatism interested in the concept of inquiry as a form of experiences and it links belief and actions through a process of decision making. This approach is similar to contingency theory approach to research design by Johnson and Onwuegbuzie (2004) which accepts that “quantitative, qualitative and mixed research are all superior under different circumstances and it is the researchers task to examine the specific contingencies and make the decision about which research approach, or which combination of approaches, should be used in a specific study”. In a research motivated by sequential contributions, the goal is to use the strength of one method to enhance the performance of the other method. This approach relies on a division of labour in which each method serves a different purposes and one method builds on what you learned from other.” (Morgan, 2014).

The present study designed in two phases, a preliminary qualitative exploration (interpretative phenomenological analysis- 1st phase) supplementing the core quantitative descriptive study (2nd phase). The second phase of the study consists of two sub parts, the major objective of first part is the identification of contributors of emotion regulation among female law enforcement officers and the second part analyses the impact of emotion regulation on mental health of female law enforcement officers.

PHASE I

To meet the objectives of the first phase, researcher made use of a qualitative exploratory approach: interpretative phenomenological analysis. Interpretative phenomenological analysis (IPA) is an approach which is concerned about the detailed exploration of personal meaning and living experiences. Particularly, it explores in detail how participants are making sense of their personal and social world (Smith & Osborn, 2015).

Participants

Participants for phase I consisted of 50 female law enforcement officers between the age group 21 to 50 from selected districts of Kerala. The participants consist of different religion, education, year of service and designation is selected through convenience sampling technique.

Method of data collection

Unstructured qualitative interview method is used for data collection. Here the researcher promotes the participants to describe their own experiences rather than perceptions.

Procedure

After getting the permission from the district police superintendent of Kozhikode, the researcher selects few police stations from these district according to her convenience. The investigator approaches the Station House Officer (SHO) and explained about the study, with his/her permission approach each Women Police Officer (WPO) personally and explained the purpose of the interview. First of all rapport was established and the confidentiality of the information was assured. The participants are encouraged to share their own experiences rather than

general opinion. The interviewer recorded the responses by using verbal recording by case by case.

Data analysis

The analysis in IPA is started with analyzing the first case. Data is read in number of times and annotate the significant responses made by the sample. Reading and re reading is very important because each reading has the potential to throw up new insights (Morgan, 2014). There are no rules about what is commented up on, but should be based on the research purposes. The comments may be either a preliminary interpretation or the similarities in the content. After that read the note again to identify the themes. The themes move the responses to a slightly higher level of abstractions. Then the themes ordered in chronological order (based on the sequence in the data). In the next stage the researcher tries to make connections between the themes, a kind of theoretical ordering and to cluster these themes. After completing the analysis of one respondent, moved in to another sample and continues the same way of analysis as for the first case. Once each data has been analyzed by the interpretative process, a final list of group theme is constructed. The final themes are selected purely on the basis of their prevalence in the whole data.

PHASE II

In order to achieve the objectives, the second phase of the study is designed as quantitative descriptive study.

Participants

The population of this study consists of female law enforcement officers of Kerala state. Sample selected from all the 14 districts of Kerala using simple

random sampling. The sample consists of female law enforcement officers of Kerala between the ages ranging from 22 to 55.

Measures used

1. Adult mental health inventory (Ashalatha & Jayan, 2014)
2. Difficulties in emotion regulation scale (Gratz & Roemer, 2004)
3. Big five inventory (Denahue & Kentle, 1991)
4. Interpersonal sensitivity measure (Boyce & Parker, 1989)
5. Perceived social support assessment (Zimet, Dablem, Zimet & Farley 1988)
6. Work family conflict scale (Carlson, Kacmar & Williams, 2000)
7. Personal data sheet

Procedure

After getting the permission from state police chief, the investigator approaches the Station House Officer (SHO) and explained about the study, with his/her permission approach each Women Police Officer (WPO) personally and explained the purpose of the study well. Participants were informed that the study was not related to police departmental procedures so the participation was voluntary. A set of tools along with personal datasheet is given to female police officers who are willing to co-operate with the study. All the questionnaire have clear printed instructions apart from these the investigator gave a clear information regarding how to fill each questionnaire. Scoring was done based on the response category.

Statistical techniques used

Appropriate statistical techniques are used according to the objectives of the phase. In order to achieve the objectives of part I of the phase II, Descriptive

statistics, Correlation and Regression analysis was conducted. The second part of the phase II was make use the statistical techniques such as Correlation, Analysis of variance, Regression and Mediator analysis.

TENABILITY OF THE HYPOTHESES

The general hypothesis was formulated for the study in accordance with the objectives of present investigation.

Phase II- part I

Major objective of first part of the quantitative descriptive study was to identify the psycho social contributors of emotion regulation among female law enforcement officers. Four major hypotheses were formulated for the part I of the phase II of the present investigation. On the light of the major findings, the tenability of these hypotheses is tested.

The first hypothesis states: There will be normality on the nature of distribution of the variables under study through preliminary analysis.

The values from the measures of the central tendency, mean, median, mode, skewness and kurtosis for the variables emotion regulation difficulties, personality, interpersonal sensitivity, perceived social support and work family conflict were found to be not much deviated from normality and met the conditions of normal distribution.

Thus, the hypothesis is established.

The second hypothesis proposes: There will be significant inter correlation among the variables under study.

To verify the hypothesis, correlation analysis was done and the hypothesis was split in to five sub hypothesis.

- a. There will be significant relationship among the sub dimensions of personality.

Positive relationship is found between the dimensions of personality except neuroticism, neuroticism found to be negatively correlated with the rest of the dimensions. Hence the sub hypothesis is accepted.

- b. There will be significant relationship among the sub dimensions of interpersonal sensitivity.

Positive significant correlation is found between the dimensions of interpersonal sensitivity, except between fragile inner self and need for approval. There for the sub hypothesis is accepted.

- c. There will be significant relationship among the sub dimensions of perceived social support.

A high positive significant correlation was found between all the dimensions of the perceived social support. Hence, the sub hypothesis is proved.

- d. There will be significant relationship among the sub dimensions of work family conflict.

A high positive significant correlation was found between all the dimensions of the work family conflict. Hence, the sub hypothesis is proved.

- e. There will be significant relationship among the sub dimensions of emotion regulation difficulties.

Sub dimensions of the emotion regulation difficulties also confirmed a high and positive significant correlation. Thus the hypothesis is proved.

The third hypothesis stated: There will be a significant relationship between the study variables emotion regulation, personality, interpersonal sensitivity, work family conflict and social support.

Correlation analysis is conducted in order to test the hypothesis and the hypothesis was classified in to ten sub hypothesis.

- a. There will be a significant relationship between the variable of emotion regulation and personality dimensions.

Among the five personality factors, extraversion and conscientiousness found to be negatively correlated with emotion regulation difficulties and its sub dimensions, except lack of emotional awareness. Whereas, positive relationship is seen among the variables neuroticism and emotion regulation difficulties. Hence the sub hypothesis is accepted to an extent.

- b. There will be a significant relationship between emotion regulation and interpersonal sensitivity.

Interpersonal sensitivity and all its dimensions found to be positively correlated with emotion regulation difficulties and all its dimensions, except lack of emotional awareness. Thus the sub hypothesis is proved.

- c. There will be a significant relationship between emotion regulation and work family conflict.

Work family conflict and all its dimensions found to be correlated with emotion regulation difficulties and its dimensions at 0.01 significant level, except lack of emotional awareness. Thus the sub hypothesis is proved.

- d. There will be a significant relationship between emotion regulation and social support.

Social support got a significant negative relationship with emotion regulation difficulties and all its dimensions, except lack of emotional awareness.

But support from the significant others got a significant negative relationship with lack of emotional awareness. There for the sub hypothesis is accepted.

- e. There will be a significant relationship between personality and interpersonal sensitivity.

Personality dimensions namely, extraversion and neuroticism got a significant relationship with interpersonal sensitivity and its dimensions namely interpersonal awareness, need for approval, separation anxiety, fragile inner self and timidity. Thus, the sub hypothesis is accepted to an extent.

- f. There will be a significant relationship between personality and work family conflict.

Extraversion, neuroticism and openness to experience found to be correlated with work family conflict and its dimensions significantly. Extraversion and openness to experience had a negative relationship with work family conflict, where as neuroticism is positively correlated with work family conflict. Hence the proposed hypothesis is established.

- g. There will be a significant relationship between personality and social support.

Correlation analysis revealed that personality is correlated with social support. Extraversion, conscientiousness, and neuroticism are significantly correlated with social support and its dimensions, in which neuroticism is negatively correlated with social support. Hence, the sub hypothesis is proved.

- h. There will be a significant relationship between interpersonal sensitivity and work family conflict.

Interpersonal sensitivity is positively correlated with work family conflict and its sub dimensions like time based conflict, strain based conflict and behavior

based conflict. The dimensions of interpersonal sensitivity also positively correlated with work family conflict except need for approval and timidity. Thus sub hypothesis is accepted.

- i. There will be a significant relationship between interpersonal sensitivity and social support.

Interpersonal sensitivity and all its dimensions found to be highly correlated with social support and its dimensions at 0.01 significance level. The dimensions of the interpersonal sensitivity also highly correlated with social support and all its dimensions. Hence the sub hypothesis is accepted.

- j. There will be a significant relationship between work family conflict and social support.

Social support is highly correlated with work family conflict of the female law enforcement officers. Social support reduces the work family conflict. Social support and its dimensions negatively correlated with all the dimensions of work family conflict except work interferences with family. Therefore the sub hypothesis is accepted.

The third hypothesis states: There will be significant contributor relationships between personality, interpersonal sensitivity, social support and work family conflict on emotion regulation.

The results of multiple regression analysis of difficulties in emotion regulation as dependent variable proved that social support, inter personal sensitivity, personality (extraversion, conscientiousness, agreeableness) and work family conflicts are important contributors of regulation of emotions. Social support is found to be the strongest contributor of emotion regulation of female law

enforcement officers, it contribute about 56% of positive variance in emotion regulation. Extraversion, conscientiousness and agreeableness also contributing positively to the emotion regulation ability, where as interpersonal sensitivity and work family conflict have a negative impact on the emotion regulation. These entire variables put together could predict 67% of emotion regulation. Thus the hypothesis is established.

Phase II-Part II

In order to study the impact of emotion regulation difficulties and its contributors on mental health of the female law enforcement officers, following hypothesis and the sub hypothesis are formulated and tested.

There is will be a significant relationship between the study variables emotion regulation, personality, interpersonal sensitivity, work family conflict, social support and mental health.

To verify the hypothesis the correlation analysis was done by splitting the hypothesis in to five sub hypothesis.

- a) There will be a significant relationship between emotion regulation and mental health.

Emotion regulation difficulties found to be highly correlated with mental health and it is a negative relationship. All the dimensions of emotion regulation difficulties, except lack of emotional awareness, also have negative relationship with coping with stresses, positive relationships, emotional wellbeing and social well being. Analysis proved that an emotion regulation difficulty reduces mental health. Hence the sub hypothesis is accepted.

- b) There will be a significant relationship between personality and mental health.

Among the five factors of the personality; extraversion, conscientiousness, openness to experience got a significant positive correlation with mental health. But neuroticism is found to be negatively correlated with mental health. Therefore, the sub hypothesis is accepted.

- c) There will be a significant relationship between interpersonal sensitivity and mental health.

Interpersonal sensitivity and all its six dimensions, except timidity, negatively correlated with mental health and its dimensions. The relationship between timidity and positive relationships and timidity and emotional wellbeing is not significant. High interpersonal sensitivity reduces the mental health. So the hypothesis is accepted to a great extend.

- d) There will be a significant relationship between mental health and social support.

Correlation analysis indicated that there exist a strong positive relationship between social support and mental health of female law enforcement officers. support from family, support from friends and support from significant others enhances mental health. Hence, the sub hypothesis is established.

- e) There will be a significant relationship between mental health and work family conflict.

Work family conflict showed significant negative relationship with mental health and all its dimensions at 0.01 significant level. Time based, behavior based and strain based conflicts reduces the mental health of female law enforcement officers. Hence, the sub hypothesis is accepted.

To examine the predictor relationship between emotion regulation, personality, interpersonal sensitivity, work family conflict and social support on mental health and its sub-dimensions. The following hypothesis will be tested.

There will be significant predictor relationships between emotion regulation, personality, interpersonal sensitivity, works family conflict on mental health and its sub variables.

To verify the hypothesis, regression analysis was done by keeping mental health and its sub dimensions as criterion variables and other variables under study as predictor variables.

a) The variables emotion regulation, personality, interpersonal sensitivity, work family conflict and social support will predict mental health.

Multiple regression analysis of mental health as dependent variable proved that emotion regulation, social support, inter personal sensitivity, personality (extraversion, openness to experience, neuroticism) are important predictors of mental health of female law enforcement officers and these variables together predict 58% of variance on mental health, thus formulated hypothesis is accepted.

b) The variables emotion regulation, personality, interpersonal sensitivity, work family conflict and social support will predict self awareness.

Self awareness is contributed by difficulties in emotion regulation, perceived social support, openness to experience, extraversion, and work family conflict. All these variables contributing 48% variance on dependent variables and the difficulties in emotion regulation alone contributing around 39% of variance. Hence, the sub hypothesis is accepted.

- c) The variables emotion regulation, personality, interpersonal sensitivity, work family conflict and social support shall be predict coping with stresses.

Regression analysis signifies that emotion regulation is the best predictor of coping abilities of female law enforcement officers. Emotion regulation creating around 43% variance on coping with stresses. Perceived social support, extraversion, interpersonal sensitivity, openness to experience and difficulties in emotion regulation together contributing 55% variance in coping abilities. Thus, the sub hypothesis is proved.

- d) The variables Emotion regulation, Personality, interpersonal sensitivity, work family conflict and social support will predict positive relationships.

Difficulties in emotion regulation, perceived social support, extraversion, interpersonal sensitivity and neuroticism together predict 49% of variance on the positive relationships of the female officers. Thus the sub hypothesis is accepted to a great extent.

- e) The variables Emotion regulation, Personality, interpersonal sensitivity, work family conflict, and social support will be able to predict emotional wellbeing.

Emotion regulation, extraversion, perceived social support, interpersonal sensitivity and work family conflict are predicting 49% of variance in emotional wellbeing of the participants. Therefore the sub hypothesis is accepted.

- f) Emotion regulation, Personality, interpersonal sensitivity, work family conflict and social support will be able to predict social wellbeing.

Social wellbeing, the fifth dimension of mental health is predicted by only two variables. They are perceived social support and extraversion. These two

variables together account around 40% variance on social wellbeing. Hence, the sub hypothesis is accepted to an extent.

To examine the interaction between the classificatory factors of personality, interpersonal sensitivity, difficulties in emotion regulation, work family conflict and social support on mental health and its dimensions the following hypothesis will be tested.

The third hypothesis proposes: There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high), personality (low, moderate and high), interpersonal sensitivity (low, moderate and high), social support (low, moderate and high) and work family conflict (low, moderate and high) on mental health and its dimensions.

Two way analysis of variance is done to analyze the independent and interactive effect of the independent variables on mental health of female law enforcement officers. So the hypothesis is split in to following sub hypothesis.

- a) There will be significant independent and interaction effect between the classificatory factors of emotion regulation difficulties (low, moderate and high) and personality-extraversion (low, moderate and high) on mental health and its dimensions.

Emotion regulation difficulties and extraversion had an independent effect on mental health and it dimensions of the female law enforcement officers. The group of officers with high difficulties in emotion regulation showed poor mental health compared to officers with emotion regulation. Likewise officers with high

extraversion showed better mental health than the group of officers with low emotion regulation difficulties.

Two way analysis showed that among the three groups, the group which is high in extraversion and low in difficulties in emotion regulation showed high levels of mental health when compared to other groups. The mean and standard deviation of this group is found to be 282.25 and 21.25. Officers who have high difficulty in emotion regulation and low level of extraversion is found to be lower level of mental health (mean = 191.43). Thus the sub hypothesis accepted.

- b) There will be significant interaction between the classificatory factors of emotion regulation difficulties (low, moderate and high) and personality-Neuroticism (low, moderate and high) on mental health and its dimensions.

Emotion regulation and neuroticism shows independent and interactive effect on mental health. The results of one way interaction among the variables points out that emotion regulation difficulties and neuroticism had a significant effect on mental health of female officers. The results indicate that high score in neuroticism dimension of personality have a negative impact on mental health. Two way interaction indicates that the group of officers who have high emotion regulation and low neuroticism showed higher level of mental health compared to other group with high neuroticism and high difficulties in emotion regulation. Therefore the sub hypothesis is accepted.

- c) There will be significant independent and interaction effect between the classificatory factors of emotion regulation difficulties and interpersonal sensitivity on mental health and its dimensions.

It is seen that on independent interaction, significant role was seen among

emotion regulation difficulties on mental health, and also interpersonal sensitivity on mental health. The result indicates that law enforcement officers with moderate interpersonal sensitivity showed a high mean score on mental health than other two groups. Two way interaction reveals that there exist no significant influence between emotion regulation difficulties and interpersonal sensitivity on mental health and its dimensions.

Hence the hypothesis is restated as: *There will be no significant interaction between the classificatory factors of difficulties in emotion regulation and interpersonal sensitivity on mental health and its dimensions.*

d) There will be significant interaction between the classificatory factors of emotion regulation difficulties and social support on mental health and its dimensions.

One way interaction among the variables emphasis the role of emotion regulation difficulties and social support on mental health of female law enforcement officers. Results clearly indicate that those officers who have better social support also have better mental health compared to other officers who have low social support on two way interaction the results indicate that no significant interaction was seen between the classificatory factors of emotion regulation difficulties and social support. Hence the hypothesis is not accepted.

Therefore the hypothesis is restated as: *there will be no significant interaction between the classificatory factors of emotion regulation difficulties and social support on mental health and its dimensions.*

- e) There will be significant interaction between the classificatory factors of emotion regulation difficulties and work family conflict on mental health and its dimensions.

A significant association was seen among the independent interaction. Result indicated that the officers who have low work family conflict shows better mental health ($M=262.28$) than the officers who have high work family conflict ($M = 190.83$). F value also showed significant difference between group of work family conflict (low, moderate, high) on self awareness, coping with stress, positive relations, emotional well being, social well being and overall mental health. Two way interactions did not exhibit any significant role among variables such as difficulty in emotion regulation and work family conflict on mental health. Hence the hypothesis is not accepted. So the hypothesis is restated as: *there will be no significant interaction between the classificatory factors of emotion regulation difficulties and social support on mental health and its dimensions.*

To examine the interaction between the classificatory factors of difficulties in emotion regulation and the classificatory factors of demographic/job related variables on mental health and its sub-dimensions the following hypothesis is tested.

There will be significant interaction between emotion regulation difficulties (low, moderate and high) and the classificatory factors of demographic variables (age, marital status, education and religion) on mental health and its dimensions.

Two way analysis of variance is done to analyze the independent and interactive effect of the independent variables on mental health of female law

enforcement officers. So the hypothesis is split in to following sub hypothesis.

- a) There will be significant interaction between the classificatory factors of emotion regulation difficulties and age on mental health and its dimensions.

Result indicates that on independent analysis, emotion regulation difficulties showed significant association with mental health and all its sub dimensions. Officers belongs to age group 2 (31-45) showed high self awareness, positive coping with stresses, emotional wellbeing and social wellbeing. But developing and maintaining positive relationships is not differing according to age. But the F values indicate that the differences are not significant. So there is no change in the mental health according to the age of officers. two way analysis did not show any significant influence among the variables on mental health. So the hypothesis is restates as: *There will be no significant interaction between the classificatory factors of emotion regulation difficulties and age on mental health and its dimensions.*

- b) There will be significant interaction between the classificatory factors of difficulties in emotion regulation and religion on mental health and its dimensions.

On one way analysis, significant differences was noted among the levels of emotional regulation difficulties on mental health and its sub dimensions but mental health shows any significant differences based on the religion that the police officers affiliated to. F- value on two way analysis indicates that there is no significant interaction among the variables on mental health. Thus the hypothesis is restated as: *There will be no significant interaction between the classificatory*

factors of emotion regulation difficulties and religion on mental health and its dimensions.

- c) There will be significant interaction between the classificatory factors of emotion regulation difficulties and educational qualification on mental health and its dimensions.

On one way analysis, significant differences was noted among the levels of emotional regulation difficulties on mental health and its sub dimensions but mental health shows any significant differences based on the educational qualification of the police officers. F- Value on two way analysis indicates that there is no significant interaction among the variables on mental health. Thus the hypothesis is restated as: *There will be no significant interaction between the classificatory factors of emotion regulation difficulties and education on mental health and its dimensions.*

- d) There will be significant interaction between the classificatory factors of emotion regulation difficulties and marital status on mental health and its dimensions.

One way analysis indicated significant differences among the levels of emotion regulation difficulties on mental health. Mean values of one way interaction of marital status on mental health showed difference between married and single participants. Single participants showed better mental health than the other groups. But F- values showed the difference is not significant. Two way interaction did not show any significant role on mental health. Hence the hypothesis is restated as: *There will be no significant interaction between the*

classificatory factors of emotion regulation difficulties and education on mental health and its dimensions.

There will be significant interaction between emotion regulation difficulties (low, medium and high) and the classificatory factors of job related variables (year of service and place of work) on mental health and its dimensions.

Two way analysis of variance is done to analyze the independent and interactive effect of the independent variables on mental health of female law enforcement officers. So the hypothesis is split in two sub hypothesis.

- a) There will be significant interaction between the classificatory factors of emotion regulation difficulties and year if service on mental health and its dimensions.

Result indicates that on independent analysis, emotion regulation difficulties showed significant association with mental health and all its sub dimensions. Mean values indicates that mental health, coping with stresses, emotional wellbeing and social wellbeing is improves with the experience of the officers. But the F values indicate that the differences are not significant. Two way analysis did not show any significant influence among the variables on mental health. So the hypothesis is restates as: *There will be no significant interaction between the classificatory factors of emotion regulation difficulties and year of experience on mental health and its dimensions.*

- b) There will be significant interaction between the classificatory factors of emotion regulation difficulties and place of work on mental health and its dimensions.

Result indicates that on independent analysis, emotion regulation

difficulties showed significant association with mental health and all its sub dimensions. Mean values indicates that officers who are working in urban area showed better mental health. But the F values indicate that the difference is not significant. Two way analysis did not show any significant influence among the variables on mental health. So the hypothesis is restates as: *There will be no significant interaction between the classificatory factors of emotion regulation difficulties and place of work on mental health and its dimensions.*

To examine the mediator effect of difficulties in emotion regulation between independent variables and mental health; the following hypothesis will be tested.

Emotion regulation difficulties shall mediate the relationship of its contributors with mental health.

Mediation analysis was conducted to analyze the mediation effect of emotion regulation difficulties in the relationship between independent variables and mental health of female law enforcement officers. So the following sub hypothesis is tested.

- a) Emotion regulation difficulties can mediate the relationship of social support and mental health.

Mediator analysis showed that all the coefficient values, the test statistic for the Sobel test (5.2935) and its associated P values fall below the established alpha level of 0.05 which indicated that the association between the social support and mental health is mediated by emotion regulation difficulties. C' value (1.4489) is found to be less than C value (2.7449) this also supports that difficulty in emotion

regulation mediates the relationship between social support and mental health.

Thus the sub hypothesis is established.

- b) Emotion regulation difficulties can mediate the relationship of interpersonal sensitivity and mental health.

Mediation analysis showed that all the coefficient values, except the C' value and the test statistic for the Sobel test (8.0389) and its associated P values fall below the established alpha level of 0.05. C' value (0.2640) found to be less than C value (0.8070) this also supports that emotion regulation difficulties fully mediate the relationship between interpersonal sensitivity and mental health.

- c) Emotion regulation difficulties can mediate the relationship of extraversion and mental health.

The results of mediator analysis shows that the association between the independent variable and dependent variable is reduced significantly by the inclusion of mediator variable because it was found that all the coefficient values and test statistic for Sobel test (4.6421) and its associated P values are below the alpha level of 0.5. It gives the evidence of mediation. Hence the hypothesis is accepted

- d) Emotion regulation can mediate the relationship of conscientiousness and mental health.

Results of mediation analysis and its confirmatory analysis indicated that all the coefficient values, except the C' value and the test statistic for the Sobel test (2.4806) and its associated P values fall below the established alpha level of 0.05. C' value (1.070) is less than C value (2.468) this also supports that emotion

regulation fully mediate the relationship between conscientiousness and mental health. Therefore the sub hypothesis is accepted.

- e) Emotion regulation can mediate the relationship of Agreeableness and Mental health

Through mediation analysis, it was found that the corresponding P values of all the coefficient values and the value of Sobel test (-4.9241) not fall below the established alpha level of .05, except the 'b' path. This suggests that the relationship between agreeableness and mental health is not mediated by difficulty in emotion regulation. Therefore, the sub hypothesis is not accepted.

- f) Emotion regulation difficulties can mediate the relationship of work family conflict and mental health.

Mediation analysis proposed that C' value (-0.4996) which is less than C value (-1.1766), proves the mediation of difficulty in emotion regulation on the relationship between work family conflict and mental health. Sobel test value shows that the mediation of difficulties in emotion regulation between the relationship of work family conflict and mental health is significant. Therefore the sub hypothesis accepted.

INFERENCES AND MAJOR FINDINGS FROM THE STUDY

Phase I – Interpretative phenomenological analysis

- There were some psycho social factors which female law enforcement officers perceived as emotionally demanding or affecting them 'emotionally'.
- The major factors related with the emotional experiences of female officers were categorized through interpretative phenomenology as work family

conflict, lack of social support, interpersonal sensitive interactions, organizational climate, and work nature.

- Work family conflict includes difficulties like lack of time for family life, Personal chores cannot be done due to job demands, unsocial shift duty, Job demands make it difficult to maintain the kind of relationship with spouse and children, lack of skills in managing personal and professional roles, work prevents from contributing to family, Couldn't enjoy the familial celebrations due to work pressure, Couldn't concentrate on work due to family responsibilities, Anxious about children's safety, especially about teenagers, Couldn't meet parental responsibilities, stereotypical gender roles and Family demands.
- Social support composed of themes such as public attitude towards the police, supportive supervisor, communication, Criticism by supervisor, public and media, Support from family, Verbal abuse from public, Respect from co workers, Assistance in problem solving by supervisor, Availability of peer support and trust and non supportive administration.
- The factors like Social isolation, Fear of supervision, Assertiveness, Fear of rejection from supervisor and coworkers, Lack of proper communication, unnecessary criticism, Negative evaluation and Fear to voice opinion are included in interpersonal sensitive interactions.
- Organizational climate can be defined as how an organization is perceived, experienced, and interpreted by its members. Organizational climate includes the factors such as Status in the organization, Lack of proper training to do a duty, Least importance to employee's 'human rights', Pressure to do things

against the will, Favoritism, Political influence/ non departmental influence, Unequal sharing of work responsibilities, Conflicting demands of supervisor, Lack of proper interactions, Blaming supervisor, Lack of enough people to work with, Work overload and Work pressure.

- Working unpredictable hours, Emergency responsibilities, appearing before court, dealing with harassed women and children, Night duties when the child is ill, Escorting dead body, dealing with a new unskilled job, Traffic duties during menstruation are some factors which included in the work nature of the female law enforcement officers which is emotionally demanding in their perspectives.
- Married officers are explained work family conflict than unmarried female officers.
- Officers, those are the mothers of teenage girls shared the anxiety in unpredictable working hours and shift work.
- Officers from the rural areas reported high work family conflict.
- Officers from rural areas were more preoccupied with interpersonal sensitive interactions.

Phase II: Quantitative descriptive study

Part I

- Extraverts face less difficulties in emotion regulation. Extraversion enhances the emotion regulation
- Conscientiousness negatively related to difficulties in emotion regulation
- Officers with personality type of neuroticism shows positive correlation with difficulty in emotion regulation

- Hyper sensitivity to interpersonal relationships leads to difficulties in emotion regulation.
- Separation anxiety/ fear of rejection increase emotion regulation difficulties.
- Work family conflict can reduce the emotion regulation abilities.
- Behavior based and strain based conflict highly correlated with difficulties in emotion regulation.
- Behavior based work interference with family increases non acceptance of negative emotions.
- Social support enhances emotion regulation of female law enforcement officers.
- As support from significant people decreases difficulty in goal directed behaviour increases.
- Lack of support from significant people limits the access to effective emotion regulation strategies.
- Extraversion negatively correlated with interpersonal sensitivity, while neuroticism positively.
- Extraversion and openness to experience decreases the work family conflict.
- Extraversion decreases the behavior based work family conflict.
- Neuroticism highly correlated with behaviour based conflict among female officers.
- Extraverted officers are satisfied with their social support.
- Hyper sensitivity to interpersonal relationship will lead to work family conflict.

- Hyper sensitivity to interpersonal interactions increases the behavior based work family conflict among law enforcement officers.
- Inter personal sensitivity decreases the social support.
- High social support reduces the work family conflict.
- Social support, interpersonal sensitivity, extraversion, conscientiousness, open to experience and work family conflict contribute to emotion regulation of female law enforcement officers. All these variables together contribute 67% of variance in emotion regulation.

Part II

- Difficulties in emotion regulation has high negative correlation with mental health
- Emotion regulation enhances the ability of coping positively.
- Difficulty in impulse control reduces overall mental health of the officers
- Non acceptance of negative emotions decreases positive coping, emotional wellbeing and social wellbeing.
- Difficulties in goal directed behavior is highly correlated with the positive coping.
- Non acceptance of negative emotions decreases the positive coping.
- Personality types related with mental health.
- Neuroticism highly correlated with positive relationships of the officers.
- Conscientiousness increases emotional wellbeing.
- Extraversion highly correlated with social well being.
- High interpersonal sensitivity decreases mental health.
- Hyper sensitivity decreases positive relationships.

- Need for approval is highly related with self esteem and self confidence.
- Assertiveness improves the coping process of the officers.
- Social support enhances the mental health among female law enforcement officers.
- Support from family enhances positive coping with the stresses.
- Work family conflict reduces mental health.
- Time based work family conflict reduces the emotional well being.
- Strain based family interference with work reduces the positive coping.
- Behavior based work family conflict highly related with emotional wellbeing.
- Behavior based and strain based conflict highly related with mental health.
- Emotion regulation, personality, inter personal sensitivity, work family conflict and social support contribute to mental health of female law enforcement officer. These all variables predict around 58% variance in mental health.
- Emotion regulation, social support, openness to experience, extraversion and work family conflict contribute to self awareness of female law enforcement officer. These all variables predict around 49% variance in self awareness.
- Emotion regulation, social support, extraversion, openness to experience and interpersonal sensitivity predict around 54% of variance in coping with the stresses of female law enforcement officers.
- Emotion regulation, social support, extraversion, interpersonal sensitivity and neuroticism together contribute 49% of the variance in positive relationships.

- Emotion regulation, extraversion, social support, interpersonal sensitivity and work family conflict predict emotional wellbeing. All these variables together predicted 49% of emotional wellbeing of female law enforcement officers.
- Social support and extraversion dimension of personality together predicted 40% social well being among female law enforcement officers.
- Emotion regulation difficulties had important influences on mental health. High difficulties in emotion regulation yields poor mental health.
- High level of extraversion leads to better mental health among female officers.
- High level of extraversion and low difficulties in emotion regulation showed greater impact on emotional and social wellbeing.
- Officers who have neuroticism dominated personality had poor mental health.
- High emotion regulation difficulties and high neuroticism had a greater impact on positive relationships, emotional wellbeing and mental health.
- Law enforcement officers with moderate level of interpersonal sensitivity showed better mental health.
- Officers with high level of social support showed better mental health.
- Work family conflict of the female law enforcement had a great impact on mental health.
- There was no significant interaction found between emotion regulation and work family conflict.
- Mental health was not significantly differing according with the age of officers.
- Educational qualification doesn't show any differences on mental health status of female law enforcement officers.

- The F' value showed any significance difference, mean scores proved that officers working in urban areas posses better mental health.
- Emotion regulation difficulties had a mediating effect on extraversion and mental health relationships.
- Emotion regulation difficulties exerted a mediating effect the agreeableness and mental health relationships.
- The relationship between social support and mental health is mediated by emotion regulation.
- Emotion regulation difficulties had a mediating effect on work family conflict and mental health relationships.

IMPLICATIONS OF THE STUDY

Emotions have a center role in wellbeing of the individual. Emotion is a biologically based responds to a particular situation, but that response is purely based on how the individual perceive or appreciate those internal or external stimuli. Studies on emotions have that much importance in all branches of psychology, as it has significant role in various aspects of human life. Gohm and Clore (2002) studied and discovered that individuals who are high in emotional clarity are able to more readily identify emotions, which predicts the highest sense of well-being such as satisfaction in personal and professional life. Emotion regulation is the key element of almost every emotion theories. Nowadays Researchers are more interested to study how emotions are explaining workplace phenomena and how emotional labor affects the organizational effectiveness. Grandey (2000) proposed that emotion regulation is the guiding theory to understand emotional labor. The emotion regulation difficulties definitely impact

job attitude, job satisfaction and general wellbeing and there by productivity and quality of work. Certain job environment or nature of work demands more emotional adjustment from the part of employees and induces emotion responses like anger, sadness and anxiety. Law enforcement is a kind of job where employees are constantly dealing with the emotionally taxing situations like violence and sorrows and these may lead to behavior that may be inappropriate for the situation or the job. The work natures that elicit negative emotions not only impact the organizational life but also personal life and overall mental health. So identifying the psycho social correlates of emotion regulation in such organizations is helpful to enhance the well being of the employees and their by the quality of service.

Present study bring to light the need to focus on emotion regulation strategies adopted by the individual in order to improve the mental health and wellbeing of the individuals, especially among police officers. It is suggested that it will be helpful to law enforcement officers if they are available with on the job programs for screening, early intervention and management of emotion regulation difficulties. As the study bring out certain factors which is contributing to the emotion regulation, the management programs which incorporates those convergent factors will be more effective especially in female law enforcement officers.

The findings of the present study are also useful to develop training module to enhance emotion regulation abilities of law enforcement officers particularly for female officers. It helps in recurrent training, operational practices and in skill training. As the present investigation focus on the female police officers, it will be helpful in developing policies for the wellbeing of female law enforcement

officers. It may make understand supervisors and authorities what the female officers expect from them. To create better awareness training programs on importance of emotion regulation and there by mobilize the human resources of the organizations. It is also hoped that the present study provoke discussions on the state policing of Kerala regarding the improvement of status of female police officers.

LIMITATIONS OF THE STUDY

There are some elements that limit the interpretation of the study

- Study focused only among female law enforcement officers, it doesn't make use of perspectives of their male counterparts.
- The all factors which identified through the interpretative phenomenological analysis were not studied quantitatively.

SUGGESTIONS FOR FUTURE RESEARCH

- The study is purely theoretical. It will be beneficial to construct 'emotion regulation techniques' module to create awareness and training programs on the topic.
- It is suggested that police organizations should include an evaluation of emotion regulation practices as part of performance evaluation.
- Create more triangulation in the research to make the first phase of the study more valid.
- The impact of emotion regulation difficulties can be studied on more organizational variables like job attitude, organizational involvement etc.

To conclude, law enforcement is a powerful and vital agency in any society. It has an important role in maintaining law and order of the community.

Police is the one of the strongest part of any government, the strategies and approaches they adopt in the law enforcement can make some social and psychological impact on its population. Entrance of the women in police force is comparatively late. In a country like India, due to some cultural environment females facing lot of difficulties in policing which is considered as the male dominated profession. Even under these difficulties they are doing a wonderful job, especially in protecting women and children. But it also took in consideration about the psychological aspects of the officers like how the job influences the wellbeing, what all make it difficult to women officers to cope up etc. present investigation provides preliminary evidence that female officers have some difficulties in domains of emotion regulation and these are contributed by the factors such as personality, interpersonal sensitivity, work family conflict, lack of social support, organizational environment and the nature of certain work. The difficulties in emotion regulation has an impact on self awareness, coping with stresses, building and maintaining positive relationships, emotional wellbeing, social wellbeing and overall mental health of the officers. Emotion regulation difficulties not only effect the employee, but also the organizational effectiveness and there by the entire community.

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APPENDICES

Appendix-A

PROCEEDINGS OF THE DISTRICT POLICE CHIEF, KOZHIKODE CITY

Present : G. Sparjan Kumar I.P.S

Sub: Permission for Data collection from police stations- sanction issued- reg
Ref: Letter No. Nil Dtd 19-10-13 of Head of the Department, Department of
Psychology, University of Calicut

ORDER No.G1-51057-13 CC Dated -10-2013

As per the reference cited, Dr. Baby Shari, Head of the Department, Department of Psychology, University of Calicut has requested to permit Mrs. Asha Latha, Psychology Student, Department of Psychology to visit Police Stations for data collection on the topic “ Psychosocial contributors of emotional regulation and its impact on mental health of female law enforcement officers”

In the above circumstance permission is hereby granted to the above student to visit various Police Stations in Kozhikode City for data collection on the topic “ Psychosocial contributors of emotional regulation and its impact on mental health of female law enforcement officers” .

District Police Chief,
Kozhikode City.

To: The Individual

Copy to: All SHOs in Kozhikode City for information & necessary action.
: Proceedings File

This is a digitally signed document and does not require signature in ink.



G1-51057/2013/CC



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APPENDIX B

INFORMED CONSENT RELEASE

Investigator:

“My name is *ASHALATHA PJ*, and I am a *Research scholar* at *Calicut university*. I am inviting you to participate in a research study. Involvement in the study is voluntary, so you may choose to participate or not. I am now going to explain the study to you. Please feel free to ask any questions that you may have about the research; I will be happy to explain anything in greater detail.

“I am interested in learning more about *psycho- social contributors of emotion regulation and its impact on mental health of female law enforcement officers*. You will be asked about your emotional experience/ emotional demands of your job. This will take approximately *one* hour of your time. All information will be kept *confidential*. In any articles I write or any presentations that I make, I will use a made-up name for you, and I will not reveal details or I will change details about where you work, where you live, any personal information about you, and so forth. I also got the permission from your higher officials regarding this. If you do not wish to continue, you have the right to withdraw from the study, without penalty, at any time.”

Participant - “All of my questions and concerns about this study have been addressed. I choose, voluntarily, to participate in this research project”.

Signature of participant

date

Appendix-C

Difficulties in Emotion Regulation Scale (DERS)

Gratz & Roemer, 2004
Translated by Anto, 2013

താഴെ പറയുന്ന പ്രസ്താവനകളിൽ താങ്കളെപ്പറ്റി ഏറ്റവും ശരിയെന്ന് തോന്നുന്ന ഉത്തരത്തിൽ ഓരോ പ്രസ്താവനകൾക്കുമുണ്ടാകുന്ന (✓) അടയാളപ്പെടുത്തുക.

A -വളരെ അപൂർവ്വം (0-10%), B-ചിലപ്പോൾ (11-35%), C-പകുതിയോളം സമയം (36-65%), D- മിക്കപ്പോഴും (66-90%), E-എല്ലായ്പ്പോഴും (91-100%).

Please indicate how often the following statements apply to you by marking (✓) under the appropriate alphabet from the scale below on the line beside each item.

A- almost never(0-10%), B- sometimes (11-35%), C- about half the time(36-65%), D- most of the time (66-90%), E- almost always (91-100%)

Sl. No	Statements	A	B	C	D	E
1	എന്റെ വികാരങ്ങളെക്കുറിച്ച് എനിക്ക് വ്യക്തതയുണ്ട്. I am clear about my feelings.					
2.	എന്റെ വികാരങ്ങളെക്കുറിച്ച് ഞാൻ ശ്രദ്ധിക്കാറുണ്ട്. I pay attention to how I feel.					
3.	എന്റെ വികാരങ്ങൾ നിയന്ത്രണാതീതവും ആവശ്യത്തിലധികവുമായി എനിക്ക് അനുഭവപ്പെടാറുണ്ട്. I experience my emotions as overwhelming and out of control					
4.	എനിക്ക് എന്തു തോന്നുന്നു എന്നതിനെ കുറിച്ച് എനിക്ക് യാതൊരു ധാരണയുമില്ല. I have no idea how I am feeling					
5	എന്റെ വികാരങ്ങളെ മനസ്സിലാക്കിയെടുക്കുവാൻ എനിക്ക് പ്രയാസം തോന്നാറുണ്ട്. I have difficulty making sense out of my feelings					
6.	എന്റെ വികാരങ്ങളെ കുറിച്ച് എനിക്ക് ആശയക്കുഴപ്പമുണ്ട്. I am confused about how I feel.					

7.	എന്റെ അസ്വസ്ഥമായ അവസ്ഥകളെ എനിക്ക് നന്നായി അറിയാം. When I'm upset, I acknowledge my emotions.					
8	എന്റെ അസ്വസ്ഥതയെ കുറിച്ച് എനിക്ക് എന്നോട് തന്നെ ദേഷ്യം തോന്നാറുണ്ട്. When I'm upset, I become angry with myself for feeling that way.					
9.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എനിക്ക് ജോലി ചെയ്യാൻ ബുദ്ധിമുട്ടുണ്ടാകാറുണ്ട് When I'm upset, I have difficulty getting work done..					
10	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എനിക്ക് എന്നെ തന്നെ നിയന്ത്രിക്കാനാകാറില്ല When I'm upset, I become out of control.					
11.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ ഞാൻ ആ അവസ്ഥയിൽ കുറെ സമയമിരിക്കുമെന്ന് എനിക്ക് തോന്നാറുണ്ട് When I'm upset, I believe that I will remain that way for a long time.					
12.	അസ്വസ്ഥരായിരിക്കുമ്പോൾ ഞാൻ തീർത്തും വിഷാദവസ്ഥയിലാണ്. When I'm upset, I believe that I will end up feeling very depressed.					
13.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എന്റെ വികാരങ്ങൾ പ്രാധാന്യപ്പെട്ടതും പ്രസക്തവുമാണെന്ന് ഞാൻ വിശ്വസിക്കുന്നു. When I'm upset, I believe that my feelings are valid and important.					
14.	ഞാൻ അസ്വസ്ഥമാകുമ്പോഴെല്ലാം എനിക്ക് മറ്റു കാര്യങ്ങളിൽ ശ്രദ്ധചെലുത്താൻ ബുദ്ധിമുട്ട് തോന്നാറുണ്ട്. When I'm upset, I have difficulty focusing on other things.					
15.	ഞാൻ അസ്വസ്ഥമാകുമ്പോഴെല്ലാം എനിക്ക് എന്നെ നിയന്ത്രിക്കാൻ സാധിക്കാറില്ല. When I'm upset, I feel out of control.					
16	അസ്വസ്ഥമായിരിക്കുമ്പോൾ കാര്യങ്ങൾ ചെയ്തു വാൻ എനിക്ക് സാധിക്കാറുണ്ട് When I'm upset, I can still get things done.					
17.	ഞാൻ അസ്വസ്ഥമായിരിക്കുമ്പോൾ ആ അവസ്ഥയിൽ ആയതിൽ എനിക്ക് നാണക്കേട് തോന്നാറുണ്ട്. When I'm upset, I feel ashamed at myself for feeling that way.					
18.	ഞാൻ അസ്വസ്ഥമായിരിക്കുമ്പോൾ എന്റെ ശക്തി ക്ഷയിക്കുന്നതായി തോന്നാറുണ്ട്. When I'm upset, I feel like I am weak.					

19.	ഞാൻ അസ്വസ്ഥമായിരിക്കുമ്പോൾ അതിൽ എനിക്ക് കുറ്റബോധം തോന്നാറുണ്ട്. When I'm upset, I feel guilty for feeling that way.					
20.	ഞാൻ അസ്വസ്ഥമായിരിക്കുമ്പോൾ എനിക്ക് ഒന്നിനും ഏകാഗ്രത ലഭിക്കാറില്ല. When I'm upset, I have difficulty concentrating.					
21.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എന്റെ പെരുമാറ്റത്തെ നിയന്ത്രിക്കുവാൻ എനിക്ക് ബുദ്ധിമുട്ടുണ്ടാകാറുണ്ട്. When I'm upset, I have difficulty controlling my behaviors.					
22.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ ഇനിയെന്തു ചെയ്താലും എന്റെ അവസ്ഥ മെച്ചപ്പെടില്ല എന്ന് എനിക്ക് തോന്നാറുണ്ട്. When I'm upset, I believe there is nothing I can do to make myself feel better.					
23.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എനിക്ക് ആ അവസ്ഥയെ കുറിച്ച് അലോസരം തോന്നാറുണ്ട്. When I'm upset, I become irritated at myself for feeling that way					
24.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എനിക്ക് എന്നെ കുറിച്ച് മോശമായി തോന്നാറുണ്ട്. When I'm upset, I start to feel very bad about myself.					
25.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ അതൽ ഊഴ്ന്നു കിടക്കാൻ മാത്രമേ എനിക്കു കഴിയൂ എന്ന് തോന്നാറുണ്ട്. When I'm upset, I believe that wallowing in it is all I can do.					
26.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എന്റെ പ്രവർത്തികളുടെ മേൽ എനിക്കു നിയന്ത്രണമുണ്ടാകാറില്ല. When I'm upset, I lose control over my behavior.					
27.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എനിക്ക് മറ്റൊന്നിനെ കുറിച്ചും ചിന്തിക്കാൻ സാധിക്കാറില്ല. When I'm upset, I have difficulty thinking about anything else.					
28.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എന്റെ വികാരങ്ങളെ തിരിച്ചറിയുവാൻ എനിക്ക് കുറെ സമയംവേണ്ടി വരാറുണ്ട്. When I'm upset I take time to figure out what I'm really feeling					
29.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ അതിനെ തരണം ചെയ്യാൻ ഞാൻ കുറെ സമയം എടുക്കാറുണ്ട്. When I'm upset, it takes me a long time to feel better.					
30.	അസ്വസ്ഥമായിരിക്കുമ്പോൾ എന്റെ വികാരങ്ങൾ ആവശ്യത്തിലധികമാകാറുണ്ട്. When I'm upset, my emotions feel overwhelming.					

Appendix- D

BIG FIVE INVENTORY

Denahue & Kentle (1991)

Malayalam translation: Department of psychology

University of Sanskrit, Kalady, Kerala

നിർദ്ദേശങ്ങൾ

താഴെ തന്നിരിക്കുന്ന പ്രസ്താവനകൾ ഓരോന്നും വായിച്ച് നിങ്ങൾ അതിനോട് എത്രമാത്രം യോജിക്കുന്നു അഥവാ വിധേയമാകുന്നു എന്നത് കൃത്യമായി രേഖപ്പെടുത്തേണ്ടതാണ്.

നിങ്ങളുടെ ഉത്തരം “ശക്തമായി വിധേയമാകുന്നു” എന്നാണെങ്കിൽ “A” എന്നും, “വിധേയമാകുന്നു” എന്നാണെങ്കിൽ “B” എന്നും, “അഭിപ്രായമില്ല” എന്നാണെങ്കിൽ “C” എന്നും “യോജിക്കുന്നു” എന്നാണെങ്കിൽ “D” എന്നും “ശക്തമായി വിധേയമാകുന്നു” എന്നാണെങ്കിൽ “E” എന്നും രേഖപ്പെടുത്തുക (✓).

Given below are statements pertaining to different aspects of your personality. Read each statement carefully and put a tick (✓) mark in the appropriate response that well describes your personality. Remember to make the first response that comes to your mind.

A- Disagree strongly, **B-** Disagree little, **C-**neither agree nor disagree, **D-**Agree little and **E-**agree strongly

Sl No	STATEMENTS	A	B	C	D	E
1.	ഞാൻ ഒരു വാചാലനായ വ്യക്തിയാണ്. I see myself as someone who is talkative					
2.	മറ്റുള്ളവരിൽ കുറ്റം കണ്ടെത്താനുള്ള പ്രവണത എന്നിലുണ്ട്. I see myself as someone who tends to find faults with others.					
3.	കാര്യശേഷിയോടും കൃത്യതയോടും കൂടി ഞാൻ എന്റെ പ്രവർത്തികൾ ചെയ്തു തീർക്കുന്നു. I see myself as someone who does a job completely with great attention to details.					
4.	ഞാൻ നിരാശിതനും തീവ്രദുഃഖിതനുമാണ് I see myself as sometime who is depressed or deeply sad					

5.	<p>മൗലികവും നൂതനവുമായ ആശയങ്ങളുടെ ഉപജ്ഞാതാവാണ് ഞാൻ.</p> <p>I see myself as someone who is original, comes up with new ideas.</p>					
6.	<p>എന്റെ അഭിപ്രായങ്ങളും മനോവികാരങ്ങളും പ്രകടിപ്പിക്കുന്നതിൽ ഞാൻ വിമുഖനാണ്</p> <p>I see myself as someone who is reserved or slow to show feeling and express opinions</p>					
7.	<p>ഞാനൊരു നിസ്വാർത്ഥനായ പരോപകാരിയാണ്.</p> <p>I see myself as someone who is helpful and unselfish with others.</p>					
8.	<p>ഞാൻ നയിക്കുന്നത് അശ്രദ്ധമായ ഒരു ജീവിതശൈലിയാണ്</p> <p>I see myself as someone who is somewhat careless.</p>					
9.	<p>ഞാൻ സമചിത്തനും, മനോവിക്ഷോഭങ്ങളെ ലിളിതമായി കൈകാര്യം ചെയ്യുന്നവനുമാണ്.</p> <p>I see myself as someone who is related, handling stress well.</p>					
10.	<p>തീർത്തും വ്യത്യസ്തമായ അനേകം കാര്യങ്ങളിൽ ഞാൻ തൽപരനാണ്.</p> <p>I see myself as someone who is curious about many different things.</p>					
11.	<p>ഞാൻ പൂർണ്ണമായും ഉന്മേഷവാനാണ്.</p> <p>I see myself as someone who is full of energy</p>					
12.	<p>കലഹങ്ങൾ എപ്പോഴും ഞാനായിട്ടാരംഭിക്കുന്നു.</p> <p>I see myself as someone who is starts quarrels with others.</p>					
13.	<p>ആർക്കും ആശ്രയിക്കാവുന്ന വിശ്വസ്തനായ വ്യക്തിയാണ് ഞാൻ.</p> <p>I see myself as someone who is a reliable worker</p>					
14.	<p>എല്ലാ കാര്യത്തിലും പരിഭ്രമമുള്ള വ്യക്തിയാണ് ഞാൻ. I see myself as someone who is tense.</p>					
15.	<p>ഞാൻ ആഴത്തിൽ ചിന്തിക്കുന്നവനും അതി ബുദ്ധിമാനുമാണ്.</p> <p>I see myself as someone who is ingenious/ clever, deep thinker.</p>					
16.	<p>മറ്റുള്ളവരിൽ ധാരാളം ആവേശം ജനിപ്പിക്കാൻ കഴിയുന്ന വ്യക്തിയാണ് ഞാൻ.</p> <p>I see myself as someone who generates lot of enthusiasm</p>					

17.	മറ്റുള്ളവരുടെ തെറ്റുകളെ ക്ഷമിക്കുന്ന ഒരു വ്യക്തിയാണ് ഞാൻ. I see myself as someone who has a forgiving nature					
18.	ജീവിതത്തിൽ അടുക്കും ചിട്ടയുമില്ലാത്ത വ്യക്തിയാണ് ഞാൻ. I see myself as someone who tends to be disorganized					
19.	ഞാൻ വളരെയധികം വ്യസനിക്കുന്നവനാണ്. I see myself as someone who worries a lot					
20.	വളരെ ഉയർന്ന വിചാരങ്ങൾ ഉള്ള ഒരു വ്യക്തിയാണ് ഞാൻ. I see myself as someone who has an active imagination					
21.	യാതൊരു ബഹളവുമില്ലാത്ത പ്രകൃതമുള്ള വ്യക്തിയാണ് ഞാൻ. I see myself as someone who tends to be quietest.					
22.	സാമാന്യമായി എല്ലാവരെയും വിശ്വസിക്കുന്ന വ്യക്തിയാണ് ഞാൻ. I see myself as someone who is generally trusting					
23.	അലസനും മടിയനുമായ വ്യക്തിയാണ് ഞാൻ. I see myself as someone who tends to be lazy					
24.	എളുപ്പത്തിൽ ഇളകിമറിയത്ത സ്ഥിരതയുള്ള ഒരു മനസ്സിനുടമയാണ് ഞാൻ. I see myself as someone who is emotionally stable, not easily upset.					
25.	മൗലികമായ ചിന്തകൾക്കും പുതിയ കണ്ടെത്തലുകൾക്കും പ്രാപ്തിയുള്ളവനാണ് ഞാൻ I see myself as someone who is inventive or having the ability to invent things and think originally					
26.	തന്റേടുമുള്ള/ധീരമായ ഒരു വ്യക്തിത്വത്തിനുടമയാണ് ഞാൻ I see myself as someone who has an assertive personality.					
27.	ഞാൻ ഒരു നിരുന്മേഷവാനാണ്/തണുപ്പാണ് I see myself as someone who is cold and aloof					
28.	അശ്രാന്തമായ പരിശ്രമത്തിലൂടെ ഏറ്റെടുത്ത ജോലികൾ ചെയ്തുതീർക്കുന്ന വ്യക്തിയാണ് ഞാൻ. I see myself as someone who preservers or stick on to work until the task is finished.					
29.	ഞാൻ പലപ്പോഴും മൂന്നുമായ മാനസികാവസ്ഥയിൽ അകപ്പെടുന്ന വ്യക്തിയാണ്. I see myself as someone who is moody					

30.	കലാപരവും, സുന്ദരവുമായതിനെ വിലമതിക്കുന്ന വ്യക്തിയാണ് ഞാൻ. I see myself as someone who values artistic and aesthetic experiences.					
31.	ഞാൻ പലപ്പോഴും ലജ്ജാലുവാവൊരു വ്യക്തിയാണ്. I see myself as someone who is sometimes shy, inhibited.					
32.	മറ്റുള്ളവരോട് പരിഗണനയും ദയയുമുള്ള വ്യക്തിയാണ് ഞാൻ. I see myself as someone who is considerate and kind to almost everyone.					
33.	കാര്യക്ഷമമായി, പ്രാപ്തിയോടെ കാര്യങ്ങൾ ചെയ്യുന്നവനാണ് ഞാൻ. I see myself as someone who does things efficiently.					
34.	പ്രക്ഷുബ്ധമായതും പിരിമുറുക്കമുള്ളതുമായ സാഹചര്യങ്ങളിലും ശാന്തമായി നിലകൊള്ളാൻ എനിക്ക് സാധിക്കും. I see myself as someone who remains calm in tense situations.					
35.	നിത്യേനയുള്ളതും കൃത്യമായതുമായ ജോലികൾക്കാണ് ഞാൻ മുൻഗണന നൽകാറുള്ളത്. I see myself as someone who prefers work that is routine.					
36.	ഞാൻ സാമൂഹ്യാവബോധമുള്ളവനും, മറ്റുള്ളവരുമായി നായി ഇടപഴകുന്നവനുമാണ്. I see myself as someone who is outgoing, sociable.					
37.	ചിലപ്പോൾ മറ്റുള്ളവരോട് വളരെ പരുക്കനായി പെരുമാറുന്നവനാണ് ഞാൻ. I see myself as someone who is sometimes rude to others.					
38.	ആശയങ്ങൾ മുൻകൂട്ടി ആവിഷ്കരിക്കുകയും അത് പ്രാവർത്തികമാക്കുകയും ചെയ്യുന്ന വ്യക്തിയാണ് ഞാൻ. I see myself as someone who makes plans and follows through with them.					
39.	പെട്ടെന്ന് പരിഭ്രമിക്കുന്ന വ്യക്തിയാണ് ഞാൻ. I see myself as someone who get nervous easily					
40.	ആശയങ്ങളെക്കുറിച്ച് ആഴത്തിൽ ചിന്തിക്കുകയും പരിപോഷിപ്പിക്കുകയും ചെയ്യുന്ന വ്യക്തിയാണ് ഞാൻ. I see myself as someone who likes to reflect or think, play with ideas.					

41.	<p>വളരെ കുറച്ച് കലാതാൽപര്യങ്ങൾ മാത്രമുള്ള വ്യക്തിയാണ് ഞാൻ.</p> <p>I see myself as someone who has few artistic interests.</p>					
42.	<p>മറ്റുള്ളവരുമായി സഹകരിക്കുവാൻ ഇഷ്ടപ്പെടുന്നൊരു വ്യക്തിയാണ് ഞാൻ.</p> <p>I see myself as someone who likes to cooperate with others.</p>					
43.	<p>നിസാരകാര്യങ്ങൾക്കുപോലും ഞാൻ അസ്വസ്ഥനാകാറുണ്ട്.</p> <p>I see myself as someone who is easily distracted</p>					
44.	<p>കലയിലും, സാഹിത്യത്തിലും, സംഗീതത്തിലും പരിജ്ഞാനമുള്ളവനാണ് ഞാൻ.</p> <p>I see myself as someone who is sophisticated in art, music, or literature.</p>					

Appendix- E

INTERPERSONAL SENSITIVITY MEASURE

Boyce and Parker (1989)

Malayalam translation: department of psychology.

University of Kalady, Kerala.

നിർദ്ദേശങ്ങൾ

നിങ്ങളുടെ ജീവിതവുമായി ബന്ധപ്പെട്ടതോ അല്ലാത്തതോ ആയ ചില കാര്യങ്ങളാണ് താഴെ തന്നിരിക്കുന്നത്. ഓരോന്നും വായിച്ച് നിങ്ങളുടെ ജീവിതത്തിൽ അത് എത്രത്തോളം ശരിയാണ് എന്നത് അതാത് കോളത്തിൽ (✓) അടയാളത്തിൽ രേഖപ്പെടുത്തേണ്ടതാണ്. ഇവിടെ തെറ്റോ/ശരിയോ ആയ ഉത്തരങ്ങളില്ല. നിങ്ങളുടെ ഉത്തരം 'എന്നെപ്പോലെതന്നെ', എന്നാണെങ്കിൽ A എന്നും 'കുറച്ച് എന്നെപ്പോലെതന്നെ', എന്നാണെങ്കിൽ B എന്നും 'അഭിപ്രായമില്ല, എന്നാണെങ്കിൽ C എന്നും 'കുറച്ച് എന്നെപ്പോലെയല്ല', എന്നാണെങ്കിൽ D എന്നും 'ഒട്ടും എന്നെപ്പോലെതന്നെ', എന്നാണെങ്കിൽ E എന്നും രേഖപ്പെടുത്തുക.

A number of statements are listed below which is related to how you might feel about yourself and the other people in your life. Please indicate with a tick mark in the appropriate response how each one applies to you.

A-very like me, **B**-moderately like me, **C**-neither like me nor unlike me, **D**-moderately unlike me and **E**-very unlike me.

SL No.	Items	A	B	C	D	E
1.	വിടപറയുന്ന വേളയിൽ എനിക്ക് അരക്ഷിതത്വ ബോധം അനുഭവപ്പെടാറുണ്ട് I feel insecure when I say goodbye to people					
2.	എന്റെ പെരുമാറ്റം മറ്റുള്ളവരിൽ ഉളവാക്കുന്ന സ്വാധീനത്തെക്കുറിച്ച് ഞാൻ ആശങ്കപ്പെടാറുണ്ട്. I worry about the effect I have on other people					
3.	നിരാകരിക്കുമോ എന്ന ഭയത്താൽ എന്റെ അഭിപ്രായങ്ങളെ ഞാൻ മറച്ചുവെക്കുന്നു. I avoid saying what I think for fear of being rejected					
4.	പുതിയ ആളുകളെ അഭിമുഖീകരിക്കുന്നതിൽ ഞാൻ അസ്വസ്ഥനാണ്. I feel uneasy meeting new people					

5.	<p>മറ്റുള്ളവർ എന്നെ ശരിയായി മനസ്സിലാക്കിയാൽ അവർക്കെന്നെ ഇഷ്ടപ്പെടാനാവില്ല.</p> <p>If others knew the real me, they would not like me</p>					
6.	<p>വളരെ അടുത്ത ആത്മബന്ധങ്ങൾ എന്നിൽ സുരക്ഷിതത്വബോധം ഉളവാക്കുന്നു.</p> <p>I feel secure when I'm in a close relationship,</p>					
7.	<p>മറ്റുള്ളവർക്ക് വേദനിച്ചാലോ എന്ന ഭയത്താൽ ഞാൻ ദേഷ്യപ്പെടാറില്ല.</p> <p>I don't get angry with people for fear that I may hurt them</p>					
8.	<p>സുഹൃത്തുക്കളുമായി വഴക്കിട്ടാൽ വീണ്ടും അവരുമായി കൂട്ടുകൂടുന്നതുവരെ എന്റെ അസ്വസ്ഥത നിലനിൽക്കും</p> <p>After a fight with a friend, I feel comfortable until I have made peace.</p>					
9.	<p>മറ്റുള്ളവരുടെ വികാരങ്ങളെക്കുറിച്ച് ഞാൻ എല്ലായ്പ്പോഴും ബോധവാനാണ്.</p> <p>I am always aware of how other people feel</p>					
10.	<p>ഞാൻ പറഞ്ഞതോ പ്രവൃത്തിച്ചതോ ആയ കാര്യങ്ങളിൽ വിമർശിക്കപ്പെടുന്നതിനെക്കുറിച്ച് എനിക്ക് ആശങ്കയുണ്ട്.</p> <p>I worry about being criticized for things I have said or done.</p>					
11.	<p>ആരെങ്കിലും എന്നെ അവഗണിച്ചാൽ അത് എപ്പോഴും എന്റെ ശ്രദ്ധയിൽപ്പെടും.</p> <p>I always notice if someone doesn't respond to me.</p>					
12.	<p>എന്നോടടുപ്പമുള്ള ആരെങ്കിലും നഷ്ടപ്പെടുമോ എന്ന ആശങ്ക എനിക്കുണ്ട്.</p> <p>I worry about losing someone close to me.</p>					
13.	<p>ആളുകൾ പൊതുവെ എന്നെ ഇഷ്ടപ്പെടുന്നു എന്നു ഞാൻ കരുതുന്നു.</p> <p>I feel that people generally like me.</p>					
14.	<p>മറ്റുള്ളവരുടെ മനോവികാരങ്ങൾ വ്രണപ്പെടുത്തിരിക്കാൻ എനിക്കിഷ്ടമല്ലാത്ത കാര്യങ്ങളും ഞാൻ ചെയ്തുപോകും.</p> <p>I will do something I don't want to do rather than offend to upset someone</p>					
15.	<p>ഞാൻ ചെയ്ത പ്രവർത്തികൾ നല്ലതാണെന്ന് മറ്റുള്ളവർ പറഞ്ഞാലേ ഞാൻ വിശ്വസിക്കുകയുള്ളൂ.</p> <p>I can only believe that something I have done is good when some one tells me it is</p>					

16.	<p>എന്നോട് വളരെ അടുപ്പമുള്ള ആളുകളെ സന്തോഷിപ്പിക്കാൻ ഞാൻ വഴിവിട്ടും പ്രവർത്തിക്കും.</p> <p>I will go out of my way to please someone I am close to</p>					
17.	<p>വിട പറയുന്ന വേളകളിൽ എനിക്ക് ഉത്കണ്ഠ അനുഭവപ്പെടുന്നു.</p> <p>I feel anxious when I say goodbye to people.</p>					
18.	<p>മറ്റുള്ളവർ എന്നെ പ്രകീർത്തിക്കുമ്പോൾ എനിക്ക് സന്തോഷം അനുഭവപ്പെടുന്നു.</p> <p>I feel happy when someone compliment me</p>					
19.	<p>എന്റെ വികാരങ്ങൾ മറ്റുള്ളവരെ ആഴത്തിൽ സ്വർശിക്കുമോ എന്ന് ഞാൻ ആശങ്കപ്പെടുന്നു.</p> <p>I fear that my feelings will overwhelm people.</p>					
20.	<p>മറ്റുള്ളവരെ സന്തോഷിപ്പിക്കാൻ എനിക്ക് കഴിയും.</p> <p>I can make other people feel happy</p>					
21.	<p>മറ്റുള്ളവരോട് ദേഷ്യപ്പെടാൻ എനിക്ക് വളരെ ബുദ്ധിമുട്ടാണ്</p> <p>I find it hard to get angry with people.</p>					
22.	<p>മറ്റുള്ളവരെ വിമർശിക്കാൻ എനിക്ക് വൈമനസ്യമുണ്ട്.</p> <p>I worry about criticizing other people.</p>					
23.	<p>എന്റെ പ്രവർത്തികളെ വിമർശനബുദ്ധിയോടെ ആരെങ്കിലും നോക്കിക്കാണുന്നത് എനിക്ക് ഇഷ്ടമല്ല.</p> <p>If someone is critical of something I do, I feel that</p>					
24.	<p>മറ്റുള്ളവർ എന്നെ ശരിയായി മനസ്സിലാക്കിയാൽ, അവർ എന്നെ മോശമായി വിലയിരുത്തും</p> <p>If other people knew that I am really like, they would think less of me.</p>					
25.	<p>ഞാൻ എല്ലായ്പ്പോഴും വിമർശനങ്ങളെ പ്രതീക്ഷിക്കുന്നു.</p> <p>I always expect criticism.</p>					
26.	<p>മറ്റുള്ളവർ എന്നിൽ സന്തുഷ്ടരാണോ എന്ന കാര്യത്തിൽ എനിക്ക് ഒരിക്കലും ശരിയായ ഉറപ്പില്ല.</p> <p>I can never be really sure if someone is pleased with me.</p>					
27.	<p>മറ്റുള്ളവർ എന്നെ ശരിയായി മനസ്സിലാക്കുന്നത് എനിക്ക് ഇഷ്ടമല്ല.</p> <p>I don't like that other people who understand me truly.</p>					

28.	<p>ആരെങ്കിലും എന്നെ അലോസരപ്പെടുത്തിയാൽ അത് എന്റെ മനസ്സിൽനിന്ന് എളുപ്പത്തിൽ മാഞ്ഞു പോകാറില്ല.</p> <p>If someone upsets me, I am not able to put it easily out of my mind.</p>					
29.	<p>മറ്റുള്ളവർ എന്നെ മനസ്സിലാക്കുന്നില്ല എന്നെ നിക്ക് തോന്നുന്നു.</p> <p>I feel others do not understand me</p>					
30.	<p>മറ്റുള്ളവർ എന്നെക്കുറിച്ച് എന്തു വിചാരിക്കും എന്നതിൽ ഞാൻ ആശങ്കാകുലനാണ്.</p> <p>I worry about what others think of me.</p>					
31.	<p>എന്നെ അറിയുന്നവർ എന്നെ പ്രശംസിച്ചില്ലെങ്കിൽ എനിക്ക് സന്തോഷം അനുഭവപ്പെടാറില്ല</p> <p>I don't feel happy unless people I know admire me.</p>					
32.	<p>ഞാൻ ആരോടും ക്രൂരമായി പെരുമാറാറില്ല.</p> <p>I am never rude to anyone.</p>					
33.	<p>മറ്റുള്ളവരുടെ വികാരങ്ങൾ മുറിപ്പെടുത്തുന്നതിൽ ഞാൻ ആശങ്കാകുലനാണ്.</p> <p>I worry about hurting the feelings of other people.</p>					
34.	<p>ആരെങ്കിലും എന്നോട് ദേഷ്യപ്പെടുമ്പോൾ അതെന്നെ മുറിപ്പെടുത്തുന്നു.</p> <p>I feel hurt when someone is angry with me.</p>					
35.	<p>ഒരു വ്യക്തി എന്ന നിലയിലുള്ള എന്റെ മൂല്യം തീർച്ചയായും മറ്റുള്ളവരുടെ അഭിപ്രായഗതിയെ ആശ്രയിച്ചിരിക്കുന്നു.</p> <p>My value as a person depends enormously on what others think of me.</p>					
36.	<p>മറ്റുള്ളവർ എന്നെക്കുറിച്ച് എന്തു വിചാരിക്കുന്നു എന്ന കാര്യത്തിൽ ഞാൻ ശ്രദ്ധാലുവാണ്.</p> <p>I care about what people feel about me.</p>					

Appendix- F

Work family conflict scale

Carlson, Kacmar and Williams (2000).

Malayalam translation: Ashalatha.PJ and Dr.C. Jayan(2014)

നിർദ്ദേശങ്ങൾ

നിങ്ങളുടെ ജീവിതത്തിലുള്ള അനുഭവങ്ങളെയും പ്രവർത്തനങ്ങളെയും കുറിക്കുന്ന ചില പ്രസ്ഥാവനകൾ താഴെ ചേർക്കുന്നു. അവ ഓരോന്നും നിങ്ങളെ സംബന്ധിച്ച് എത്രമാത്രം ശരിയാണ് എന്ന് ഓരോ പ്രസ്ഥാവനയ്ക്കും നേരെ കൊടുത്തിട്ടുള്ള 5 പ്രതികരണങ്ങളിൽനിന്നും തിരഞ്ഞെടുക്കുക.

Instructions

A number of statements are listed below which is related to how you might feel about your work and family life. Please indicate with a tick mark in the appropriate response how each one applies to you

Sl. No.	Items	എല്ലായ്പ്പോഴും Always	മിക്കപ്പോഴും most of the time	ചിലപ്പോൾ Sometimes	വളരപ്പോഴും Rarely	ഒരിക്കലുമില്ല never
1.	My work keeps me from my family activities more than I would like ഞാൻ ആഗ്രഹിക്കുന്ന തരത്തിൽ കുടുംബവുമായി സമയം ചെലവിടുന്നതിൽനിന്നും എന്റെ ജോലി എന്നെ അകറ്റിനിർത്താറുണ്ട്.					
2.	The time I must devote to my job keeps me from participating equally in household responsibilities and activities എന്റെ ജോലി സമയം കുടുംബപരമായ ഉത്തരവാദിത്വങ്ങൾ നന്നായി നിർവ്വഹിക്കുന്നതിൽനിന്നും എന്നെ അകറ്റി നിർത്താറുണ്ട്.					
3.	I have to miss family activities due to the amount of time I must spend on work responsibilities ജോലിസ്ഥലത്ത് ഞാൻ നിർബന്ധമായും ചിലവിടേണ്ട സമയം പല കുടുംബ ആഘോഷങ്ങളും എനിക്കി നഷ്ടപ്പെടുത്താറുണ്ട്.					
4.	The time I spend on family responsibilities often interfere with my work responsibilities. കുടുംബ ഉത്തരവാദിത്വങ്ങൾക്കായി നീക്കി വയ്ക്കേണ്ട സമയം എന്റെ ജോലിയിലുള്ള ഉത്തരവാദിത്തത്തെ ബാധിക്കാറുണ്ട്.					
5.	The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career. തൊഴിൽപരമായ ഉയർച്ചയ്ക്കുതക്കുന്ന പ്രവർത്തനങ്ങളിൽ ഏർപ്പെടാൻ എന്റെ കുടുംബപരമായ ഉത്തരവാദിത്തങ്ങൾ കാരണം സാധിക്കാറില്ല.					

6.	I have to miss work activities due to the amount of time I must spend on family responsibilities കുടുംബപരമായ ഉത്തരവാദിത്തങ്ങൾ നിറവേറ്റാനായി എനിക്ക് ജോലിയിൽ കൂടുതൽ അവധി എടുക്കേണ്ടിവരാറുണ്ട്.					
7.	When I get home from work I am often too frazzled to participate in family activities/responsibilities. ജോലി കഴിഞ്ഞ് വീട്ടിലെത്തുമ്പോൾ ക്ഷീണംകാരണം എന്റെ കുടുംബപരമായ ഉത്തരവാദിത്തങ്ങൾ നിറവേറ്റാൻ സാധിക്കാറില്ല.					
8.	I am often so emotionally drained when I get home from work that it prevents me from contributing to my family. ജോലി കഴിഞ്ഞ് വീട്ടിലെത്തുമ്പോൾ വൈകാരികമായ മടുപ്പുകാരണം കുടുംബത്തിനുവേണ്ടി കാര്യമായൊന്നും ചെയ്യാൻ സാധിക്കാറില്ല.					
9.	Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy ജോലിയിൽ നിന്നുള്ള സമ്മർദ്ദം കാരണം വീട്ടിൽ ആസ്വദിച്ചു ചെയ്യാറുള്ള കാര്യങ്ങൾപോലും എനിക്ക് ചെയ്യാൻ സാധിക്കാറില്ല.					
10.	Due to stress at home, I am often preoccupied with family matters at work. ജോലിസമയത്തുപോലും കുടുംബപരമായ ചിന്തകൾ എന്നെ അലട്ടാറുണ്ട്.					
11.	Because I am often stressed from family responsibilities, I have a hard time concentrating on my work. കുടുംബപരമായ ഉത്തരവാദിത്തങ്ങളുടെ സമ്മർദ്ദം കാരണം എനിക്ക് ജോലിയിൽ വേണ്ടപോലെ ശ്രദ്ധപതിപ്പിക്കാൻ കഴിയാറില്ല.					
12.	Tension and anxiety from my family life often weakens my ability to do my job കുടുംബജീവിതത്തിലെ പിരിമുറുക്കവും ഉൽകണ്ഠയും എന്റെ ജോലിചെയ്യാനുള്ള കഴിവിനെ ദുർബ്ബലപ്പെടുത്താറുണ്ട്.					
13.	The problem-solving behaviors I use in my job are not effective in resolving problems at home. ജോലിസ്ഥലത്ത് ഞാൻ ഉപയോഗിക്കുന്ന പ്രശ്നപരിഹാരരീതികൾ വീട്ടിലെ പ്രശ്നങ്ങൾ പരിഹരിക്കുന്നിതുതകാറില്ല.					
14.	Behavior that is effective and necessary for me at work would be counterproductive at home. ജോലിയിൽ ഫലപ്രദമായ പെരുമാറ്റരീതികൾ വീട്ടിലേതിൽനിന്ന് തികച്ചും വ്യത്യസ്തമാർന്നതാണ്.					
15.	The behaviors I perform that make me effective at work do not help me to be a better parent and spouse. ജോലിയിൽ വിജയകരമായി പ്രവർത്തിക്കാൻ സഹായിക്കുന്ന എന്റെ പെരുമാറ്റരീതികൾ എന്നെ ഒരു നല്ല					

	രക്ഷിതാവോ ഭാര്യ/ഭർത്താവോ ആകാൻ സഹായിക്കുന്നവയല്ല.					
16.	The behaviors that work for me at home do not seem to be effective at work. വീട്ടിൽ ഫലപ്രദമായ പെരുമാറ്റരീതികൾ ജോലിയിൽ ഒരിക്കലും യോജിക്കാറില്ല.					
17	Behavior that is effective and necessary for me at home would be counterproductive at work. വീട്ടിലെ പെരുമാറ്റരീതികൾ ജോലിസ്ഥലത്തേതിൽനിന്നും തികച്ചും വ്യത്യസ്തമാർന്നതാണ്.					
18.	The problem-solving behavior that work for me at home does not seem to be as useful at work വീട്ടിൽ ഞാൻ ഉപയോഗിക്കുന്ന പ്രശ്നപരിഹാര രീതികൾ ജോലിയിൽ ഉപയോഗപ്രദമാകാറില്ല.					

Appendix-G

Perceived social support assessment

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 Translated to Malayalam - By Sarika.K.K. & Baby Shari. P.A
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നിർദ്ദേശങ്ങൾ

താഴെ കൊടുത്തിരിക്കുന്നത് നിങ്ങളുടെ ചുറ്റുപാടുമുള്ളവരുമായി നിങ്ങൾക്ക് ഉള്ള ബന്ധത്തെ പ്രതിപാദിക്കുന്ന ചില പ്രസ്താവനകൾ ആണ്. അവ ശ്രദ്ധാപൂർവ്വം വായിച്ച് നിങ്ങൾക്ക് ഏറ്റവും അനുയോജ്യമായി തോന്നുന്ന ഉത്തരം രേഖപ്പെടുത്തുക.

നിങ്ങളുടെ ഉത്തരം “ശക്തമായി യോജിക്കുന്നു” എന്നാണെങ്കിൽ “A” എന്നും “യോജിക്കുന്നു” എന്നാണെങ്കിൽ “B” എന്നും “അഭിപ്രായമില്ല” എന്നാണെങ്കിൽ “C” എന്നും “വിയോജിക്കുന്നു” എന്നാണെങ്കിൽ “D” എന്നും, “ശക്തമായി വിയോജിക്കുന്നു” എന്നാണെങ്കിൽ “E” എന്നും, രേഖപ്പെടുത്തുക (✓).

Instructions: We are interested in how you feel about the following statements. Read each statement carefully. Indicate (✓) how you feel about each statement. **A-** Strongly Agree, **B-** Agree, **C-** Neutral, **D-** Disagree, **E-** Strongly Disagree.

Sl No.	Items	A	B	C	D	E
1.	ആവശ്യഘട്ടങ്ങളിൽത്തന്നെ എന്നെ സഹായിക്കാൻ ആരെങ്കിലും ഉണ്ടാകാറുണ്ട്. There is a special person who is around when I am in need.					
2.	സന്തോഷവും സങ്കടവും പങ്കുവെക്കാൻ എനിക്ക് വേണ്ടപ്പെട്ട ഒരാൾ ഉണ്ട്. There is a special person with whom I can share joys and sorrows					
3.	എന്റെ കുടുംബം യഥാർത്ഥത്തിൽ എന്നെ സഹായിക്കുവാൻ ശ്രമിക്കാറുണ്ട്. My family really tries to help me.					
4.	ആവശ്യമായ മാനസികപിന്തുണ എന്റെ കുടുംബാംഗങ്ങളിൽനിന്നും എനിക്ക് ലഭിക്കാറുണ്ട്. I get the emotional help & support I need from my family.					
5.	എപ്പോഴും ആശ്വാസമാകുന്ന പ്രിയപ്പെട്ട ഒരു വ്യക്തി എനിക്കുണ്ട്. I have a special person who is a real source of comfort to me.					

6.	എന്റെ സുഹൃത്തുക്കൾ എന്നെ എല്ലായ്പ്പോഴും സഹായിക്കുന്നുണ്ട്. My friends really try to help me					
7.	പ്രശ്നങ്ങൾ നേരിടേണ്ടിവരുമ്പോൾപോലും സഹായിക്കുന്ന സുഹൃത്തുക്കൾ എനിക്കുണ്ട്. I can count on my friends when things go wrong.					
8.	എന്റെ പ്രശ്നങ്ങൾ കുടുംബാംഗങ്ങളുമായി പങ്കു വെക്കാൻ എനിക്ക് കഴിയുന്നുണ്ട്. I can talk about my problems with my family.					
9.	എന്റെ സന്തോഷങ്ങളും സങ്കടങ്ങളും പങ്കുവെക്കാൻ കഴിയുന്ന സുഹൃത്തുക്കൾ എനിക്കുണ്ട്. I have friends with whom I can share my joys and sorrows.					
10.	എന്റെ (മാനസിക) വികാരങ്ങളെ മനസ്സിലാക്കുന്ന ഒരു വ്യക്തി എന്റെ ജീവിതത്തിൽ ഉണ്ട്. There is a special person in my life who cares about my feelings.					
11.	തീരുമാനങ്ങൾ എടുക്കാൻ എന്റെ കുടുംബം എന്നെ സഹായിക്കുന്നുണ്ട്. My family is willing to help me make decisions.					
12.	എനിക്ക് എന്റെ പ്രശ്നങ്ങളെപ്പറ്റി സുഹൃത്തുക്കളോട് സംസാരിക്കാൻ കഴിയുന്നുണ്ട്. I can talk about my problems with my friends.					

Appendix- H

**Mental health inventory- Adult
(Draft)
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നിർദ്ദേശങ്ങൾ:

നിങ്ങളുടെ ജീവിതത്തിലുള്ള അനുഭവങ്ങളെയും പ്രവർത്തനങ്ങളെയും കുറിക്കുന്ന ചില പ്രസ്താവനകൾ താഴെ ചേർക്കുന്നു. അവ ഓരോന്നും നിങ്ങളെ സംബന്ധിച്ച് എത്രമാത്രം ശരിയാണ് എന്ന് ഓരോ പ്രസ്താവനയ്ക്കും നേരെ കെടുത്തിട്ടുള്ള 5 പ്രതികരണങ്ങളിൽനിന്നും തിരഞ്ഞെടുക്കുക. A. എല്ലായ്പ്പോഴും എന്നതിനെയും, B. മിക്കപ്പോഴും, C. ചിലപ്പോൾ, D. വല്ലപ്പോഴും, E. ഒരിക്കലുമില്ല എന്നതിനെയും സൂചിപ്പിക്കുന്നു.

Given below are some statements pertaining to the experiences and processes in your life. Please select from the 5 responses given against them, to indicate how true they are as far as you are concerned. A – Always, B – Mostly, C – Sometimes, D – Occasionally, and E – Never.

Sl. No.	Items	A	B	C	D	E
1.	എന്റെ കഴിവുകളെക്കുറിച്ച് എനിക്ക് പൂർണ്ണബോധമുണ്ട്. I am fully conscious of my strengths					
2.	സാഹസികതകൾ നിറഞ്ഞ പദ്ധതികൾ ഏറ്റെടുക്കാൻ ഞാൻ താല്പര്യപ്പെടുന്നു. I am interested in taking up challenging programmes					
3.	മറ്റുള്ളവർ ബുദ്ധിമുട്ടായി കരുതുന്ന സാഹചര്യങ്ങളിൽപോലും എന്തെങ്കിലും ഒരു സാധ്യത ഞാൻ കണ്ടെത്താറുണ്ട് I find possibilities in situations which are considered difficult by others					
4.	ഒരാളുടെ വിധി നിർണ്ണയിക്കുവാൻ അവനവന് തന്നെ കഴിയും എന്ന് ഞാൻ വിശ്വസിക്കുന്നു. I believe that one can determine one's own fate.					
5.	എന്റെ പരിമിതികളെക്കുറിച്ച് ഞാൻ ബോധവാാനാണ്. I am aware of my limitations					
6.	എനിക്ക് എന്നെക്കുറിച്ച് നല്ല മതിപ്പാണ്. I appreciate myself very much					
7.	എന്റെ കഴിവുകളിൽ എനിക്ക് പൂർണ്ണവിശ്വാസമുണ്ട്. I believe in my abilities completely					
8.	സ്വയം നീതിപൂർത്താൻ ഞാൻ ശ്രമിക്കാറുണ്ട്. I try to do justice to myself					

9.	എന്റെ കഴിവുകളിൽ ഞാൻ സന്തോഷാവാനാണ്. I am happy with my abilities					
10.	കാരണമില്ലാതെ മറ്റുള്ളവർ വിമർശിക്കുമ്പോൾ ഞാൻ സ്വയം ശിക്ഷിക്കാറില്ല. I do not punish myself when others criticize for no reason					
11.	ആകെക്കൂടെ എനിക്ക് എന്നെക്കുറിച്ച് നല്ല തൃപ്തിയാണ്. On the whole I am satisfied with myself					
12.	എനിക്ക് എന്നിൽ ദൃഢവിശ്വാസമുണ്ട്. I firmly believe in myself					
13.	മറ്റുള്ളവരെപ്പോലെ തന്നെ കാര്യങ്ങൾ ഭംഗിയായി ചെയ്യുവാൻ എനിക്ക് കഴിയും I can do things as beautifully as others					
14.	അകാരണമായി ഞാൻ ഒന്നിനെയും ഭയപ്പെടാറില്ല. Without reason I am not afraid of anything					
15.	എനിക്ക് തീരുമാനങ്ങളെടുക്കാനും അവയിൽ തന്നെ ഉറച്ച് നില്ക്കാനുമുള്ള കഴിവുണ്ട്. I have the ability to take decisions and stick on to them					
16.	എന്റെ പ്രവർത്തികൾക്ക് ന്യായീകരണം ഉണ്ടായിരിക്കും. My actions will have justification					
17.	എന്റെ പ്രവർത്തികളെ നിയന്ത്രിക്കാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to control my activities					
18.	മറ്റുള്ളവരുടെ സമ്മർദ്ദങ്ങൾക്ക് വഴങ്ങിയാണ് ഞാൻ എല്ലാ കാര്യങ്ങളും ചെയ്യുന്നത്. I do everything under pressure from others					
19.	സാഹചര്യങ്ങൾക്കനുസൃതമായ തീരുമാനങ്ങൾ എടുക്കാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to take decisions according to the situation					
20.	മാറ്റങ്ങളെ പെട്ടെന്ന് ഉൾക്കൊള്ളുവാൻ എനിക്ക് കഴിയാറുണ്ട്. I can accept changes very quickly					
21.	ഉയർച്ചയ്ക്കുതക്കുന്ന രീതിയിൽ സാഹചര്യങ്ങളെ മാറ്റിയെടുക്കാൻ എനിക്ക് സാധിക്കാറുണ്ട്. I am able to transform circumstances into those facilitating growth					
22.	പ്രതിസന്ധിഘട്ടങ്ങളെ ഉയർച്ചയ്ക്കുള്ള അവസരമായാണ് ഞാൻ കാണാറുള്ളത്. I see crises as opportunities for growth					
23.	പ്രതിസന്ധികളെ തരണം ചെയ്യാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to overcome obstacles					
24.	പരാജയങ്ങൾ എന്നെ തളർത്താറില്ല. Failures don't discourage me					
25.	പ്രതിസന്ധികളെ തരണം ചെയ്യാൻ ഞാൻ മറ്റുള്ളവരെ സഹായിക്കാറുണ്ട്. I help others to overcome difficulties					
26.	ജീവിതത്തെക്കുറിച്ച് എനിക്ക് ശുഭപ്രതീക്ഷയാണുള്ളത്. I have positive hopes about life					

27.	ലക്ഷ്യങ്ങൾ മുന്നിൽകണ്ട് പ്രവർത്തിക്കുവാൻ ഞാൻ ഇഷ്ടപ്പെടുന്നു. I like to work with aims in view					
28.	ലക്ഷ്യങ്ങളാണ് ജീവിതത്തിന്റെ അടിസ്ഥാനം എന്ന് വിശ്വസിക്കുന്നു. Believe that goals are the basics of life					
29.	എന്റെ ജീവിതം അർത്ഥവത്താണ് എന്ന് വിശ്വസിക്കുന്നു. Believe that my life is meaningful					
30.	ഉയർന്ന പ്രതീക്ഷകളാണ് എന്റെ ജീവിത വിജയത്തിന്റെ അടിസ്ഥാനം High hopes are the fundamentals of my life success					
31.	യാഥാർത്ഥ്യ ബോധത്തോടെയാണ് ഞാൻ എപ്പോഴും പ്രവർത്തിക്കാറുള്ളത്. I always work pragmatically					
32.	ഏത് സാഹചര്യവും ശാന്തതയോടെ നേരിടാൻ എനിക്ക് കഴിയുന്നുണ്ട്. I can face any situation calmly					
33.	മറ്റുള്ളവരുമായി നല്ല സുഹൃദ്ബന്ധം സ്ഥാപിക്കാൻ എനിക്ക് കഴിയുന്നുണ്ട്. I am able to establish good friendship with others					
34.	എന്റെ സുഹൃദ്ബന്ധങ്ങളെ ഉയർച്ചയ്ക്കുള്ള പ്രേരകമായിട്ടാണ് ഞാൻ കാണുന്നത്. I see my friendships as motivations for my growth					
35.	ബന്ധങ്ങൾ നിലനിർത്തിക്കൊണ്ടുപോകാൻ എനിക്ക് കഴിയുന്നുണ്ട്. I am able to sustain my relationships					
36.	ദൃഢമായ സുഹൃദ്ബന്ധങ്ങൾ സ്ഥാപിക്കാൻ എനിക്ക് കഴിയുന്നുണ്ട്. I am able to establish strong friendships					
37.	സുഹൃത്തുക്കൾക്ക് വേണ്ടി സമയം ചെലവഴിക്കാൻ എനിക്ക് ഒരു മടിയും ഇല്ല. I have no hesitation to spend time for friends					
38.	ജോലിസ്ഥലത്തുള്ള എന്റെ ബന്ധങ്ങൾ തൃപ്തികരമാണ്. My relationships at workplace are satisfactory					
39.	ജോലിസ്ഥലത്തുള്ള സുഹൃദ്ബന്ധങ്ങളെല്ലാം എനിക്ക് മാനസികമായും ശാരീരികമായും പിന്തുണ നൽകുന്നവയാണ്. All relationships at workplace give me psychological and physical support					
40.	ജോലിസ്ഥലത്തല്ലാതെ എനിക്ക് സുഹൃദ്ബന്ധങ്ങൾ വളരെ പരിമിതമാണ്. Apart from the workplace, my friendships are limited					
41.	എന്റെ കുടുംബാംഗങ്ങളുമായെല്ലാം നല്ല ബന്ധം നിലനിർത്താൻ എനിക്ക് കഴിയുന്നുണ്ട്. I can sustain good relationship with all my family members					
42.	മറ്റുള്ളവരുമായി യോജിച്ച് പോകാൻ എനിക്ക് ബുദ്ധിമുട്ടുണ്ടാവാറില്ല. I do not have trouble in going along with others					

43.	സുഹൃത്തുക്കളെ ആകർഷിക്കത്തക്കവിധം ഞാൻ അവരോട് പെരുമാറാറുണ്ട്. I behave attractively to friends				
44.	എന്റെ സുഹൃത്തുക്കൾക്ക് വൈകാരിക പിന്തുണ നൽകാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to give emotional support to my friends				
45.	പ്രശ്നങ്ങൾ അഭിമുഖീകരിക്കേണ്ടി വരുമ്പോൾ ഞാൻ വൈകാരികമായി തളർന്നുപോകാറില്ല. While having to face problems I am not emotionally weakened				
46.	അത്ര പ്രാധാന്യമല്ലാത്ത പ്രശ്നങ്ങൾപോലും എന്നെ വല്ലാതെ അലട്ടാറുണ്ട്. Even unimportant problems disturb me very much				
47.	ഉത്തരവാദിത്വങ്ങളൊന്നുമില്ലാതിരുന്നെങ്കിൽ എന്ന് ഞാൻ ആഗ്രഹിക്കാറുണ്ട്. I wish there were no responsibilities				
48.	മുൻകൂട്ടി തീരുമാനിച്ച പ്രകാരം കാര്യങ്ങൾ ചെയ്യാൻ എനിക്ക് കഴിയാറുണ്ട്. I can do things as planned (before)				
49.	ചെയ്തുകൊണ്ടിരിക്കുന്ന ജോലിയിൽ തടസ്സങ്ങൾ നേരിടുമ്പോൾ എനിക്ക് ആശയക്കുഴപ്പമുണ്ടാകാറുണ്ട്. I am confused when the ongoing work is obstructed				
50.	ജീവിതത്തിൽ പൊതുവെ ഞാൻ സംതൃപ്തനാണ്. I am generally satisfied with life				
51.	സാമാധാനപരമായ ജീവിതമാണ് എനിക്കുള്ളത്. I have a peaceful life				
52.	എന്റെ ആദർശങ്ങൾക്കനുസരിച്ച് പ്രവർത്തിക്കുവാൻ എനിക്ക് കഴിയാറുണ്ട്. I can work according to my principles				
53.	എന്റെ ജീവിത സാഹചര്യങ്ങളിൽ ഞാൻ സന്തോഷവാനാണ്. Am happy with my life circumstances				
54.	ഊർജ്ജസ്വലതയോടെ പ്രവർത്തിക്കുവാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to work energetically				
55.	സ്വയം പ്രചോദനമാവാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to motivate myself				
56.	എപ്പോഴും കർമ്മോത്സുകനായിരിക്കാൻ ഞാൻ താല്പര്യപ്പെടുന്നു. I am interested in being always engaged				
57.	എന്റെ കഴിവുകളിൽ എനിക്ക് അഭിമാനം തോന്നാറുണ്ട്. I feel proud about my abilities				
58.	ഞാൻ ശുഭാപാതി വിശ്വാസമുള്ളയാളാണ്. I am an optimist				
59.	ഞാൻ തമാശകൾ പറയുകയും ആസ്വദിക്കുകയും ചെയ്യാറുണ്ട്. I crack jokes and enjoy them				

60.	ഞാൻ പൊതുവെ സന്തോഷവാനാണ്. I am generally happy					
61.	അടിസ്ഥാനപരമായി എല്ലാ മനുഷ്യരും നല്ലവരാണെന്ന് ഞാൻ കരുതുന്നു. Fundamentally all human beings are good					
62.	എന്റെ അഭിപ്രായത്തിൽ സാമൂഹിക ഉന്നമനത്തിനായി എല്ലാവരും അവരവരുടെതായ പങ്ക് നിർവഹിക്കണം. Everyone have role in social upliftment					
63.	സാമൂഹിക പ്രശ്നങ്ങളിൽ ഞാൻ വളരെ ക്രിയാത്മകമായി ഇടപെടാറുണ്ട്. I interfere creatively in social issues					
64.	സാമൂഹിക മാറ്റങ്ങളെ എളുപ്പത്തിൽ ഉൾക്കൊള്ളാൻ കഴിയാറുണ്ട്. Can accept social changes easily					
65.	എന്റെ കഴിവുകൾ സമൂഹനന്മയ്ക്കായി ഉപയോഗിക്കാറുണ്ട്. My abilities are used for social benefit					
66.	സാമൂഹിക ഉന്നമനത്തിനുതക്കുന്ന രീതിയിലുള്ള ഉപദേശങ്ങളും പ്രവർത്തനങ്ങളും ചെയ്യാറുണ്ട്. Advices and activities that are useful for social upliftment are done					
67.	സമൂഹമില്ലാതെ മനുഷ്യൻ നിലനിൽപ്പില്ല. Man cannot exist without society					
68.	സമൂഹം ആളുകളുടെ പുരോഗതിയിൽ പ്രധാന പങ്കുവഹിക്കുന്നു. society always stand with the progress of people					
69.	വികസനത്തെ അംഗീകരിക്കാൻ എനിക്ക് ബുദ്ധിമുട്ടുണ്ടാവാറില്ല. I do not have difficulty in accepting development					
70.	ഏതുകാര്യവും തുറന്ന മനോഭാവത്തോടെ കാണാൻ എനിക്ക് സാധിക്കാറുണ്ട്. I can see anything with an open mind					

Appendix- I

Mental Health Inventory- Adult (Final)
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നിർദ്ദേശങ്ങൾ:

നിങ്ങളുടെ ജീവിതത്തിലുള്ള അനുഭവങ്ങളെയും പ്രവർത്തനങ്ങളെയും കുറിക്കുന്ന ചില പ്രസ്താവനകൾ താഴെ ചേർക്കുന്നു. അവ ഓരോന്നും നിങ്ങളെ സംബന്ധിച്ച് എത്രമാത്രം ശരിയാണ് എന്ന് ഓരോ പ്രസ്താവനയ്ക്കും നേരെ കെടുത്തിട്ടുള്ള 5 പ്രതികരണങ്ങളിൽനിന്നും തിരഞ്ഞെടുക്കുക. A. എല്ലായ്പ്പോഴും എന്നതിനെയും, B. മിക്കപ്പോഴും, C. ചിലപ്പോൾ, D. വല്ലപ്പോഴും, E. ഒരിക്കലുമില്ല എന്നതിനെയും സൂചിപ്പിക്കുന്നു.

Given below are some statements pertaining to the experiences and processes in your life. Please select from the 5 responses given against them, to indicate how true they are as far as you are concerned. A – Always, B – Mostly, C – Sometimes, D – Occasionally, and E – Never.

Sl. No.	Items	A	B	C	D	E
1.	എന്റെ കഴിവുകളെക്കുറിച്ച് എനിക്ക് പൂർണ്ണബോധമുണ്ട്. I am fully conscious of my strengths					
2.	മറ്റുള്ളവർ ബുദ്ധിമുട്ടായി കരുതുന്ന സാഹചര്യങ്ങളിൽപോലും എന്തെങ്കിലും ഒരു സാധ്യത ഞാൻ കണ്ടെത്താറുണ്ട് I find possibilities in situations which are considered difficult by others					
3.	ഒരാളുടെ വിധി നിർണ്ണയിക്കുവാൻ അവനവന് തന്നെ കഴിയും എന്ന് ഞാൻ വിശ്വസിക്കുന്നു. I believe that one can determine one's own fate.					
4.	എനിക്ക് എന്നെക്കുറിച്ച് നല്ല മതിപ്പാണ്. I appreciate myself very much					
5.	എന്റെ കഴിവുകളിൽ എനിക്ക് പൂർണ്ണവിശ്വാസമുണ്ട്. I believe in my abilities completely					
6.	സ്വയം നീതിപുലർത്താൻ ഞാൻ ശ്രമിക്കാറുണ്ട്. I try to do justice to myself					
7.	എന്റെ കഴിവുകളിൽ ഞാൻ സന്തോഷാവാനാണ്. I am happy with my abilities					
8.	കാരണമില്ലാതെ മറ്റുള്ളവർ വിമർശിക്കുമ്പോൾ ഞാൻ സ്വയം ശിക്ഷിക്കാറില്ല. I do not punish myself when others criticize for no reason					
9.	ആകെക്കൂടെ എനിക്ക് എന്നെക്കുറിച്ച് നല്ല തൃപ്തിയാണ്. On the whole I am satisfied with myself					

10.	എനിക്ക് എന്നിൽ ദൃഢവിശ്വാസമുണ്ട്. I firmly believe in myself						
11.	മറ്റുള്ളവരെപ്പോലെ തന്നെ കാര്യങ്ങൾ ഭംഗിയായി ചെയ്യുവാൻ എനിക്ക് കഴിയും I can do things as beautifully as others						
12.	അകാരണമായി ഞാൻ ഒന്നിനെയും ഭയപ്പെടാറില്ല. Without reason I am not afraid of anything						
13.	എനിക്ക് തീരുമാനങ്ങളെടുക്കാനും അവയിൽ തന്നെ ഉറച്ച് നില്ക്കാനുമുള്ള കഴിവുണ്ട്. I have the ability to take decisions and stick on to them						
14.	എന്റെ പ്രവർത്തികൾക്ക് ന്യായീകരണം ഉണ്ടായിരിക്കും. My actions will have justification						
15.	എന്റെ പ്രവർത്തികളെ നിയന്ത്രിക്കാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to control my activities						
16.	മറ്റുള്ളവരുടെ സമ്മർദ്ദങ്ങൾക്ക് വഴങ്ങിയാണ് ഞാൻ എല്ലാ കാര്യങ്ങളും ചെയ്യുന്നത്. I do everything under pressure from others						
17.	സാഹചര്യങ്ങൾക്കനുസൃതമായ തീരുമാനങ്ങൾ എടുക്കാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to take decisions according to the situation						
18.	മാറ്റങ്ങളെ പെട്ടെന്ന് ഉൾക്കൊള്ളുവാൻ എനിക്ക് കഴിയാറുണ്ട്. I can accept changes very quickly						
19.	ഉയർച്ചയ്ക്കുതക്കുന്ന രീതിയിൽ സാഹചര്യങ്ങളെ മാറ്റിയെടുക്കാൻ എനിക്ക് സാധിക്കാറുണ്ട്. I am able to transform circumstances into those facilitating growth						
20.	പ്രതിസന്ധിഘട്ടങ്ങളെ ഉയർച്ചയ്ക്കുള്ള അവസരമായാണ് ഞാൻ കാണാറുള്ളത്. I see crises as opportunities for growth						
21.	പ്രതിസന്ധികളെ തരണം ചെയ്യാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to overcome obstacles						
22.	പരാജയങ്ങൾ എന്നെ തളർത്താറില്ല. Failures don't discourage me						
23.	ജീവിതത്തെക്കുറിച്ച് എനിക്ക് ശുഭപ്രതീക്ഷയാണുള്ളത്. I have positive hopes about life						
24.	ലക്ഷ്യങ്ങൾ മുന്നിൽകണ്ട് പ്രവർത്തിക്കുവാൻ ഞാൻ ഇഷ്ടപ്പെടുന്നു. I like to work with aims in view						
25.	ലക്ഷ്യങ്ങളാണ് ജീവിതത്തിന്റെ അടിസ്ഥാനം എന്ന് വിശ്വസിക്കുന്നു. Believe that goals are the basics of life						
26.	എന്റെ ജീവിതം അർത്ഥവത്താണ് എന്ന് വിശ്വസിക്കുന്നു. Believe that my life is meaningful						
27.	ഉയർന്ന പ്രതീക്ഷകളാണ് എന്റെ ജീവിത വിജയത്തിന്റെ അടിസ്ഥാനം High hopes are the fundamentals of my life success						

28.	<p>യാഥാർത്ഥ്യ ബോധത്തോടെയാണ് ഞാൻ എപ്പോഴും പ്രവർത്തിക്കാനുള്ളത്.</p> <p>I always work pragmatically</p>					
29.	<p>ഏത് സാഹചര്യവും ശാന്തതയോടെ നേരിടാൻ എനിക്ക് കഴിയാറുണ്ട്.</p> <p>I can face any situation calmly</p>					
30.	<p>മറ്റുള്ളവരുമായി നല്ല സുഹൃദ്ബന്ധം സ്ഥാപിക്കാൻ എനിക്ക് കഴിയാറുണ്ട്.</p> <p>I am able to establish good friendship with others</p>					
31.	<p>എന്റെ സുഹൃദ്ബന്ധങ്ങളെ ഉയർച്ചയ്ക്കുള്ള പ്രേരകമായിട്ടാണ് ഞാൻ കാണുന്നത്.</p> <p>I see my friendships as motivations for my growth</p>					
32.	<p>ബന്ധങ്ങൾ നിലനിർത്തിക്കൊണ്ടുപോകാൻ എനിക്ക് കഴിയാറുണ്ട്.</p> <p>I am able to sustain my relationships</p>					
33.	<p>ദൃഢമായ സുഹൃദ്ബന്ധങ്ങൾ സ്ഥാപിക്കാൻ എനിക്ക് കഴിയാറുണ്ട്.</p> <p>I am able to establish strong friendships</p>					
34.	<p>സുഹൃത്തുക്കൾക്ക് വേണ്ടി സമയം ചെലവഴിക്കാൻ എനിക്ക് ഒരു മടിയും ഇല്ല.</p> <p>I have no hesitation to spend time for friends</p>					
35.	<p>ജോലിസ്ഥലത്തുള്ള എന്റെ ബന്ധങ്ങൾ തൃപ്തികരമാണ്.</p> <p>My relationships at workplace are satisfactory</p>					
36.	<p>ജോലിസ്ഥലത്തുള്ള സുഹൃദ്ബന്ധങ്ങളെല്ലാം എനിക്ക് മാനസികമായും ശാരീരികമായും പിന്തുണ നൽകുന്നവയാണ്.</p> <p>All relationships at workplace give me psychological and physical support</p>					
37.	<p>ജോലിസ്ഥലത്തല്ലാതെ എനിക്ക് സുഹൃദ്ബന്ധങ്ങൾ വളരെ പരിമിതമാണ്.</p> <p>Apart from the workplace, my friendships are limited</p>					
38.	<p>എന്റെ കുടുംബാംഗങ്ങളുമായെല്ലാം നല്ല ബന്ധം നിലനിർത്താൻ എനിക്ക് കഴിയാറുണ്ട്.</p> <p>I can sustain good relationship with all my family members</p>					
39.	<p>മറ്റുള്ളവരുമായി യോജിച്ച് പോകാൻ എനിക്ക് ബുദ്ധിമുട്ടുണ്ടാവാറില്ല.</p> <p>I do not have trouble in going along with others</p>					
40.	<p>സുഹൃത്തുക്കളെ ആകർഷിക്കത്തക്കവിധം ഞാൻ അവരോട് പെരുമാറാറുണ്ട്.</p> <p>I behave attractively to friends</p>					
41.	<p>എന്റെ സുഹൃത്തുക്കൾക്ക് വൈകാരിക പിന്തുണ നൽകാൻ എനിക്ക് കഴിയാറുണ്ട്.</p> <p>I am able to give emotional support to my friends</p>					
42.	<p>പ്രശ്നങ്ങൾ അഭിമുഖീകരിക്കേണ്ടി വരുമ്പോൾ ഞാൻ വൈകാരികമായി തളർന്നുപോകാറില്ല.</p> <p>While having to face problems I am not emotionally weakened</p>					

43.	അത്ര പ്രാധാന്യമല്ലാത്ത പ്രശ്നങ്ങൾപോലും എന്നെ വല്ലാതെ അലട്ടാറുണ്ട്. Even unimportant problems disturb me very much					
44.	ഉത്തരവാദിത്വങ്ങളൊന്നുമില്ലാതിരുന്നെങ്കിൽ എന്ന് ഞാൻ ആഗ്രഹിക്കാറുണ്ട്. I wish there were no responsibilities					
45.	മുൻകൂട്ടി തീരുമാനിച്ച പ്രകാരം കാര്യങ്ങൾ ചെയ്യാൻ എനിക്ക് കഴിയാറുണ്ട്. I can do things as planned (before)					
46.	ജീവിതത്തിൽ പൊതുവെ ഞാൻ സംതൃപ്തനാണ്. I am generally satisfied with life					
47.	സാമാധാനപരമായ ജീവിതമാണ് എനിക്കുള്ളത്. I have a peaceful life					
48.	എന്റെ ആദർശങ്ങൾക്കനുസരിച്ച് പ്രവർത്തിക്കുവാൻ എനിക്ക് കഴിയാറുണ്ട്. I can work according to my principles					
49.	എന്റെ ജീവിത സാഹചര്യങ്ങളിൽ ഞാൻ സന്തോഷവാനാണ്. Am happy with my life circumstances					
50.	ഉറർജ്ജസ്വലതയോടെ പ്രവർത്തിക്കുവാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to work energetically					
51.	സ്വയം പ്രചോദനമാവാൻ എനിക്ക് കഴിയാറുണ്ട്. I am able to motivate myself					
52.	എപ്പോഴും കർമ്മോത്സുകനായിരിക്കാൻ ഞാൻ താല്പര്യപ്പെടുന്നു. I am interested in being always engaged					
53.	എന്റെ കഴിവുകളിൽ എനിക്ക് അഭിമാനം തോന്നാറുണ്ട്. I feel proud about my abilities					
54.	ഞാൻ ശുഭാപാതി വിശ്വാസമുള്ളയാളാണ്. I am an optimist					
55.	ഞാൻ തമാശകൾ പറയുകയും ആസ്വദിക്കുകയും ചെയ്യാറുണ്ട്. I crack jokes and enjoy them					
56.	ഞാൻ പൊതുവെ സന്തോഷവാനാണ്. I am generally happy					
57.	അടിസ്ഥാനപരമായി എല്ലാ മനുഷ്യരും നല്ലവരാണെന്ന് ഞാൻ കരുതുന്നു. Fundamentally all human beings are good					
58.	സാമൂഹിക പ്രശ്നങ്ങളിൽ ഞാൻ വളരെ ക്രിയാത്മകമായി ഇടപെടാറുണ്ട്. I interfere creatively in social issues					
59.	സാമൂഹിക മാറ്റങ്ങളെ എളുപ്പത്തിൽ ഉൾക്കൊള്ളാൻ കഴിയാറുണ്ട്. Can accept social changes easily					
60.	എന്റെ കഴിവുകൾ സമൂഹനന്മയ്ക്കായി ഉപയോഗിക്കാറുണ്ട്. My abilities are used for social benefit					

61.	<p>സാമൂഹിക ഉന്നമനത്തിനുകുന്ന രീതിയിലുള്ള ഉപദേശങ്ങളും പ്രവർത്തനങ്ങളും ചെയ്യാറുണ്ട്. Advices and activities that are useful for social upliftment are done</p>					
62.	<p>സമൂഹം ആളുകളുടെ പുരോഗതിയിൽ പ്രധാന പങ്കുവഹിക്കുന്നു. society always stand with the progress of people</p>					
63.	<p>വികസനത്തെ അംഗീകരിക്കാൻ എനിക്ക് ബുദ്ധിമുട്ടുണ്ടാവാറില്ല. I do not have difficulty in accepting development</p>					
64.	<p>ഏതുകാര്യവും തുറന്ന മനോഭാവത്തോടെ കാണാൻ എനിക്ക് സാധിക്കാറുണ്ട്. I can see anything with an open mind</p>					

Appendix-J

വ്യക്തിവിവരങ്ങൾ

Personal datasheet

1. പേര് :
Name
2. വയസ്സ് :
Age
3. മതം :
Religion
4. താമസം : ഗ്രാമം/നഗരം
Place : rural/ urban
5. വിദ്യാഭ്യാസം :
Education :
5. ഉദ്യോഗത്തിന്റെ പേര് :
Designation
6. ഈ ജോലിയിൽ പ്രവേശിച്ചിട്ട് എത്ര നാളായി?
Year of service
7. വിവാഹിത/അവിവാഹിത/വിവാഹ മോചിത
Married/unmarried/divorced
8. Place of work: rural/ urban
9. ഭർത്താവിന്റെ ജോലി
Occupation of husband

10. താമസ സൗകര്യം : സ്വന്തം വീട്/ക്വാർട്ടേഴ്സ്/വാടകകെട്ടിടം
Accommodation : own house/quarters / for rent

11. നിങ്ങൾക്ക് എന്തെങ്കിലും ശാരീരിക ബുദ്ധിമുട്ടുകൾ ഉണ്ടോ? ഉണ്ട്/ഇല്ല
Do you have any physical health problems : yes/no

12. നിങ്ങൾക്ക് എന്തെങ്കിലും മാനസികബുദ്ധിമുട്ടുകൾ ഉണ്ടോ? ഉണ്ട്/ഇല്ല
Do you have any psychological issues : yes/no

13. ജോലിസ്ഥലത്ത് എന്തെങ്കിലും ശാരീരിക പീഡനങ്ങൾ ഉണ്ടായിട്ടുണ്ടോ?
ഉണ്ട്/ഇല്ല
Have you faced any kind of physical harassment at your work place :
yes/no

14. ജോലിസ്ഥലത്ത് എന്തെങ്കിലും മാനസിക പീഡനങ്ങൾ ഉണ്ടായിട്ടുണ്ടോ?
ഉണ്ട്/ഇല്ല
Have you faced any kind of psychological harassment at your work
place : yes/no

15. ജോലിസ്ഥലത്തിൽ ഏതെങ്കിലും തരത്തിലുള്ള ലൈംഗികചൂഷണങ്ങൾ
നേരിടേണ്ടിവന്നിട്ടുണ്ടോ? : ഉണ്ട്/ഇല്ല
Have you faced any kind of sexual harassment at your work place :
yes/no

Appendix-K

Permission Letter from State Police Chief

//CRASH//

MESSAGE

TO : ALL DPCs
INFO :
FROM : STATE POLICE CHIEF
KERALA

No. C3-55521/2015/PHQ Dt 11-05-2015

COPY OF THE LETTER ALONG WITH THE QUESTIONNAIRE SUBMITTED BY SMT. ASHALATHA P.J, RESEARCH SCHOLAR, DEPARTMENT OF PSYCHOLOGY, CALICUT UNIVERSITY IS FORWARDED HERewith (.) YOU ARE DIRECTED TO CO OPERATE WITH THE SCHOLAR FOR COLLECTING DATA WITH THE DIRECTION TO SHARE RELEVANT FINDINGS WITH THE POLICE DEPARTMENT (.)

M.Sheikh Anverddin Sahib IPS
Superintendent of Police
For State Police Chief

