

**PREDICTORS OF PSYCHOLOGICAL WELL-BEING IN LAW
ENFORCEMENT OFFICERS**

Thesis

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Under the guidance of

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This is to certify that the corrections suggested by the two adjudicators of the Ph.D thesis entitled “**PREDICTORS OF PSYCHOLOGICAL WELL-BEING IN LAW ENFORCEMENT OFFICERS**” submitted by Ms. Soumya Mohan C under my supervision from the Department of Psychology, Prajyoti Niketan College, Pudukad have been duly incorporated in the thesis and that the contents in the thesis and the soft copy herewith are one and the same.

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DECLARATION

I, **Soumya Mohan C.**, do hereby declare that this thesis entitled “**PREDICTORS OF PSYCHOLOGICAL WELL-BEING IN LAW ENFORCEMENT OFFICERS**” is a bonafide record of the research work done by me under the guidance of **Dr.Sukanya B Menon**, Asso. Professor, Department of Psychology, Prajyoti Niketan College for the award of the degree of Doctor of Philosophy in Psychology at the University of Calicut. This thesis does not contain any content that has been plagiarized or that was aided by ChatGpt or other generative AI techniques. I further declare that this thesis has not been placed by anybody in any University for the award of any degree or Diploma, Associateship, Fellowship, or other similar title of recognition.

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Abstract

The study titled “Predictors of Psychological Well-being in Law Enforcement Officers” investigated the factors influencing the psychological well-being of police officers in Kerala. Recognizing the intense and often traumatic nature of police work, and the application of positive psychology, the research examined variables such as psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty and how it is related to psychological well-being of law enforcement officers. The objectives of the research are (1) to find out the correlation between variables under study with psychological well-being, (2) to find out the predictive power of the independent variables, (3) to find out the mediating effect of self-esteem, psychological capital and work-life balance on self-compassion, gratitude, forgiveness, perceived social support, life engagement, intolerance of uncertainty and psychological well-being, (4) to find out the influence of demographic variables on psychological well-being. A sample of 489 officers from various districts, with diverse demographic backgrounds, was analyzed using quota sampling. Pearson’s correlation analysis, step-wise regression analysis, Mann-Whitney U test, Kruskal Wallis test, and mediation analysis were performed to analyze the data. Key findings revealed that psychological well-being is positively correlated with all the study variables except intolerance of uncertainty which is negatively correlated. Psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion together contributed to 47.9 % of psychological well-being. Self-esteem was a significant mediator, whereas psychological capital mediates forgiveness, life engagement, perceived social support, self-compassion, and

psychological well-being. The mediating role of work-life balance was not supported. Notably, sociodemographic variables such as age, gender, designation, and education did not significantly affect psychological well-being. The study emphasizes integrating psychological support mechanisms within police training and practices to enhance officers' psychological well-being. These findings suggest that targeted psychological interventions, rather than demographic-based approaches, are crucial for fostering well-being among law enforcement officers.

KEY WORDS: Psychological capital, self-esteem, forgiveness, work-life balance
Law enforcement officers.

CHAPTER I

INTRODUCTION

- Background of the study
- Review of literature

Law enforcement officers are the guardians of civil society, and their well-being is often tested by the demands of their profession. The well-being of law enforcement officers depends on various factors, such as physical and mental health, work environment, nature of work, and support from family, friends, the public, and officials. Law enforcement professionals face threats to their mental well-being because of the challenging nature of and diverse job roles, indicating the need for more comprehensive wellness programmes (Purba & Demou, 2019). It is not only a necessity but also a moral imperative to understand and support their psychological health.

The highest rank in police in India is the Director General of Police (DGP) in a State, followed by the Additional Director General of Police (ADGP), Inspector General of Police, Deputy Inspector General of Police, Superintendent of Police, Deputy Superintendent of Police, Inspector of Police, Sub-inspector, Assistant of Sub-Inspector (ASI), Head Constable and Constable. In Kerala, the public often find it more accessible to approach police officers up to the rank of Inspector. These officers are typically stationed at police stations where individuals frequently visit to file complaints or seek assistance. According to the Ministry of Home Affairs' data in 2021, the sanctioned strength of police to public ratio per lakh population in Kerala is 177.60, whereas the current strength is 152.49. The Administrative Reforms Commission recommended increasing the number of personnel to one official for every 500 persons eight years ago, but currently, the police-to-citizen ratio is one for every 656 individuals in the state ("Voluntary retirement", 2024).

By maintaining law and order in society, the Police Department has become one of the most important departments for social well-being. From 2016 to 2019, 59

police officers died by suicide. The police department expanded a project launched in 2017 called Help and Assistance to Tackle Stress, or HATS, to assist its employees with mental health issues (Cris, 2021). From 2019 to 2024, 82 police officers in Kerala were working in various ranks died by suicide (Ajeesh et al., 2024). As a result, the psychological well-being of police officers is critical and requires great concern and attention. Based on an extensive review of the literature in this area, it is clear that the research topic is relevant to law enforcement officers in Kerala and other parts of the world. Finding out the contributing factors to psychological well-being and providing immediate psychological support if needed is therefore an important aspect of ensuring the emotional and psychological well-being of police personnel. This allows for the provision of guidance and first aid, as well as the removal of stigma, resulting in general acceptance of the mental health burden in police forces (Pandya et al., 2020).

Voluntary retirement requests from 826 police officers in Kerala, primarily citing job pressure, underscore the urgent need to address stress and wellness in law enforcement (Fourth news, 2023). The number of police trainees who choose to leave the force voluntarily is increasing, along with concerns about an increase in applications for voluntary retirement in Kerala's police forces. Many Sub-Inspector (SI) trainees are quitting training midway between training. The trend of individuals quitting SI posts, which were once thought to be an attractive and promising career route, has made the authorities perplex. Individuals are now prepared to leave the force, even if this means accepting clerical jobs elsewhere and paying compensation to break their service bonds (Ravi, 2024).

Positive psychology is a relatively new field in psychology that focuses on elements that lead to human flourishing and well-being rather than focusing on the

traditional view of treating mental dysfunctions. Positive psychology is “*the science of positive subjective experience, positive individual traits, and positive institutions*” (Seligman & Csikszentmihalyi, 2000). Improving qualities, virtues, and happiness is a matter of positive psychology. Knowledge and application of the field of positive psychology, which was previously underestimated, have gained importance in recent years. Law enforcement officers are frequently exposed to various traumatic and unexpected stressful events during their professional lives, such as witnessing crime scenes, violent incidents, long working hours, and high responsibility. These factors lead them to experience burnout, stress, and suffering (Carleton et al., 2017; Violanti, 2007). In addition to focusing on the issues of burnout and stress, a proactive approach of positive psychology that focuses on strength and positive emotions to buffer against the negative effects of stress and burnout is needed. The key principles of positive psychology include resilience, optimism, gratitude, mindfulness, and character strengths (Seligman & Csikszentmihalyi, 2000). These principles offer a framework for promoting psychological well-being, which is primarily relevant to high-stress professions such as law enforcement.

Law enforcement officers’ well-being impacts the effective functioning of the communities they serve. Instead of a study of problems, positive policing, which comprises accomplishment, relationships, meaning, health, optimism, positive emotions, and engagement, seeks to enhance the good that is already present and to function effectively (Qureshi, 2023). Positive psychological interventions improve the well-being, health behaviours, and physical health of police officers (Kukucska et al., 2023). The three elements identified to influence the psychological well-being of police officers were personal (self-efficacy, emotional talents, and disillusionment), organisational (police culture, managerial instability, leadership, and interpersonal

support), and socioeconomic (budget cuts and social pressure). Identifying and giving proper attention and importance to these elements can make police officers happy and contented (Deschênes et al., 2018). Among first responders, self-compassion, exercise, and social support from friends, family, and significant others were strong indicators of health and well-being. In order to maximise well-being, positive psychological interventions that focus relationship development, self-compassion, and social support need to be implemented among law enforcement officers (Lowery & Cassidy, 2022). There must be a transition from the obedience and order rule structure of organisations to a newer type of leadership structure involving others in decision making, enhancing the personal growth of workers by implementing ethical and caring behaviours and thereby improving the quality of organisations (Spears & Lawrence, 2002).

Positive psychology interventions can help police officers develop strategies to find new ways to address and mitigate the negative effects of stress and adversity. It has been proven that different positive psychology interventions, such as mindfulness-based stress reduction (MBSR) and resilience training, are beneficial for enhancing psychological outcomes and reducing the symptoms of post-traumatic stress disorders (Kearney et al., 2012). The absence of positive aspects of well-being predicts an additional chance of depression in later life (Wood & Joseph, 2010). Identifying and leveraging individual strengths and character traits can empower officers and enhance their sense of purpose and efficacy. Positive psychology principles can inform organisational practices and policies that promote a supportive and psychologically healthy work environment. This includes fostering a culture of openness, mutual respect, and appreciation within the organisation and facing challenges (Donaldson & Ko, 2010).

There should be continuous engagement and monitoring of positive psychology practises in law enforcement departments. The implementation of positive psychology practises will be effective if they are integrated into existing training and refresher courses as well as in daily people-to-people interactions without overwhelming officers' workloads or training schedules. Positive psychology provides insightful and optimistic perspectives to improve the psychological well-being of law enforcement professionals. Because police personnel face unique job atmospheres and challenges compared to members of other professions, tailored interventions are necessary. Psychological well-being among law enforcement officers is crucial because it affects public mental health and trust rather than focusing on individual mental health aspects. Understanding how these variables, such as self-compassion, social support, intolerance of uncertainty, gratitude, forgiveness, self-esteem, psychological capital, work-life balance, and life engagement, interact with and influence psychological well-being among law enforcement officers is critical for developing effective interventions and support systems.

In essence, the study of positive psychological variables in the realm of police psychology offers a promising avenue for understanding and enhancing the well-being of law enforcement officers. This research is particularly pertinent in Kerala, where cultural, social, and occupational factors may interact uniquely to influence officers' mental health. By shedding light on the predictors of psychological well-being, such as self-compassion, social support, and gratitude, this study seeks to provide evidence-based strategies to support the mental health needs of police officers and improve the overall effectiveness of policing in the region.

Conceptual Framework

The selection of variables such as psychological capital, self-compassion, forgiveness, social support, gratitude, life engagement, intolerance of uncertainty, work-life balance, and self-esteem as predictors of psychological well-being among law enforcement officers in Kerala is based on a literature review and its relevance. Unlike other professions, their jobs involve many unknown challenges and stressors. Therefore, their well-being is vulnerable to negative effects. Psychological capital, which includes resilience, optimism, hope, and self-efficacy, can be considered a shield against stressors. At times of duty, unavoidable feelings of hurt may require self-compassion and forgiveness. Social support is crucial when unanticipated difficulties arise. Gratitude helps individuals discover what makes life meaningful, while life engagement enables individuals to add value to their lives.

This might influence police officers' ability to efficiently deal with unexpected situations, especially those who are intolerant towards uncertainty or are not sure about such situations. Kerala police are recently experiencing problems in achieving work-life balance. This affects how they view their own worth and hence affects their overall well-being in terms of how they view themselves as competent.

Psychological well-being

Well-being is a complex construct that concerns optimal experiences and functioning. There are two perspectives on well-being: the hedonic approach, which focuses on happiness and defines well-being in terms of pleasure attainment and pain avoidance; and the eudaimonic approach, which focuses on meaning and self-realisation and defines well-being in terms of the degree to which a person is fully functioning, a subjective versus objective viewpoint (Ryan & Deci, 2001). Aristotle gave more importance to self-realisation in terms of well-being than subjective happiness, and he

emphasised the significance of individual action based on unique talents and disposition rather than abstract principles. According to Aristotle, acts based on good qualities, such as justice, help develop virtue. Furthermore, Aristotle acknowledged that other needs like external prosperity, health, and sustenance were important for attaining full contemplation. Nevertheless, Ryan indicated that fine actions could be performed even by humble means, and that wealth or power is not a condition for being virtuous (Ryan & Deci, 2001).

Carol Ryff developed a comprehensive model of psychological well-being that emphasises more than just happiness and positive emotions. Her approach combines philosophical inquiry with empirical rigour and aims to understand the essence of good life through scientific inquiry. She emphasised that well-being is not just a single attribute; it includes several dimensions. Based on research, she found that psychological well-being includes six key components: self-acceptance, personal growth, positive relationships with others, environmental mastery, purpose in life and autonomy. Self-acceptance indicates a positive view of oneself that accepts both positive and negative aspects. Personal Growth involves a sense of continuous growth and expansion, openness to new experiences, and long-term realisation of one's potential. Purpose in the life dimension includes goals, direction, and meaning, including beliefs that accord purpose to life. Positive relationships with others focus on nurturing relationships, trust, and empathy, as well as navigating interpersonal development effectively. The environmental mastery dimension includes control and competence in managing one's environment, taking advantage of opportunities, and external issues tailoring it to individual needs and values. Autonomy refers to self-determination, the ability to resist external pressure, and the use of personal values to self-evaluate and make decisions (Ryff & Singer, 2006).

Martin Seligman also emphasises the multidimensional nature of well-being. Dr. Martin Seligman's PERMA theory of well-being emphasises the five essential building blocks that contribute to human flourishing or well-being: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment (PERMA). Well-being encompasses all these aspects. Seligman defined these terms as follows:

1. Positive Emotion: By practising gratitude and forgiveness based on hope and optimism, one can cultivate positive emotions about the past, present, and future.
2. Engagement: Engagement refers to being fully absorbed in activities that utilise one's skills and strengths, leading to a state of "*flow*".
3. Relationships: Meaningful relationships rooted in happiness, belongingness, and support influence well-being by providing purpose and meaning in life.
4. Meaning: Finding meaning and purpose beyond oneself, whether through family, work, religion, or social causes, contributes to wellbeing. Serving something bigger than you fosters a sense of fulfilment and direction.
5. Accomplishment: Pursuing achievements and mastery for their intrinsic value enhances well-being, even when they do not directly lead to positive emotions or relationships. Accomplishments in various domains contribute to a sense of competence and satisfaction.

Higher well-being not only works and performs at an individual level but also in different spheres of life of an individual, such as work, career, education, personal life, and relationships, by exhibiting cooperation and prosocial behaviour. Additionally, assessing national well-being alongside economic indicators can inform policy decisions that prioritise holistic measures of social progress (Seligman, 2011).

Frederickson (2001) emphasised the role of positive emotions in wellbeing. The theoretical model is referred to as the broaden and build theory. She focused on

the important functions of positive emotions. Positive emotions build personal and social resources, leading to a better future. The theory underscores multiple positive emotions that act as fundamental human strength for optimal functioning and have the role of broadening our thought–action repertoires, reducing negative emotions, building psychological resilience, and triggering upward spirals towards enhanced emotional well-being.

Self-determination theory also emphasises different types of motivation, of which are autonomous and controlled, whereas the former acts on a sense of willingness and the latter on controlled motivation acts on demand and obligation (Deci & Ryan, 2010). Self-determination is defined as follows: “*acting with a sense of choice, volition, and commitment, and it is based on intrinsic motivation and integrated extrinsic motivation*” (Deci & Ryan, 2010). Self-determination theory also states relatedness, competence, and autonomy are multiple aspects of well-being and performance. The need to be taken care of and caring for other, feel to be effective on one's own behaviour and the need to act upon one's own choice rather than demand or obligation plays a prime role in cultivating a feeling of well-being. Research on self-determination theory has found that autonomous regulation is linked to greater overall well-being. A more self-determined behaviour than a controlled one is associated with personal commitment and positive feelings, which lead to better mental health and performance (Ryan & Deci, 2000).

Character strengths are defined as natural capacities that promote optimal functioning and performance towards valued outcomes. This approach was developed from environmental experiences and interactions. Character strengths differ from talents, skills, interests, resources, and values. Talents are innate patterns with the potential to become strengths; skills are developed competencies (e.g., computer literacy) influenced by character strengths like love for learning; interests align with

strengths (e.g., pursuing civil services for leadership opportunities); resources (e.g., social networks) benefit from strengths such as gratitude and empathy; and values guide behaviour, reflecting character strengths in action.

Peterson and Seligman (2004) developed the Values in Action (VIA) framework, which identified character strength and its importance in leading an optimal life. Based on a thorough analysis of theoretical literature, twenty-four character strengths were identified under the six virtues: Wisdom (related to knowledge acquisition and application), Courage (overcoming obstacles), Humanity/Love (maintaining relationship with others), Justice (contributing to societal welfare), Temperance (balancing against excesses), and Transcendence (meaningfulness). Everyone possesses these character strengths, and for an individual, some strength may be dominant, known as signature strength, which represents our authentic self. Recognising these strengths, individuals can enhance their overall well-being and sense of purpose, contributing to a more fulfilling and authentic life.

Psychological Capital (PsyCap)

Psychological Capital can be defined as: *“An individual’s positive psychological state of development that is characterised by: having confidence (self-efficacy) to take on and put in the necessary effort to succeed at challenging tasks; making a positive attribution (optimism) about succeeding now and in the future; persevering towards goals, and when necessary, redirecting paths to goals (hope) in order to succeed; and when beset by problems and adversity, sustaining and bouncing back and even beyond (resiliency) to attain success”* (Luthans et al., 2007). One distinguishing characteristic of PsyCap is its plasticity or openness to change and development. PsyCap changes over time and can be developed and changed through training (Avey et al., 2010; Peterson et al., 2011). A meta-analytic literature review reveals that PsyCap improves job performance and employee engagement. Low

turnover intention, positive mental health and the absence of mental health dysfunction, burnout, and higher well-being and relationship outcomes are also the by-products of high psychological capital. Individuals with high PsyCap values are less prone to substance-related problems (Loghman et al., 2022).

The subdimension of PsyCap are hope, efficacy, resilience, and optimism (HERO)

Hope

Hope is defined as goal-directed thinking in which the individual utilises pathways thinking (the perceived capacity to find routes to desired goals) and agency thinking (the requisite motivations to use those routes) (Snyder et al., 2000). Stressful situations are common among law enforcement officers. Hope is a word that means the ability to think about different ways of doing something and having reasons for doing it. In line with Snyder et al. (1991), *“hope is a positive motivational state which is based on an interactively derived sense of successful (1) agency (goal-directed energy) and (2) pathways (planning to meet goals)”*.

According to this concept, while seeking hope, people move from one point to another in thinking about how they can reach their goals. This progression assumes that if someone plans well enough, they should become more energised towards achieving their objectives, leading to the generation of even better strategies. This means that reciprocation should always exist between agency ideas and pathway thoughts when engaged in any particular string of actions intended to attain a desired end. This view of hope highlights the need not only to imagine possible ways but also to motivate one and others towards these ends. The back-and-forth nature between pathways and agency thinking implies a cycle in which each strengthens the others, thus promoting continued action directed at goals coupled with positive states. Hope

theory predicts that a stressor can be interpreted differently depending on the individual's overall level of hope by exploring alternate routes and applying motivation to overcome the stressor (Snyder et al., 2001).

Self- efficacy

“Self-efficacy is an individual's belief in their capacity to act in the ways necessary to reach specific goals” (Bandura, 1977). This concept was originally proposed by psychologist Albert Bandura. Sources of personal self-efficacy include performances, vicarious experiences, verbal persuasion, and physiological states. Self-efficacy transforms from one situation to another even when it is difficult and challenging. Cognitive processing of efficacy information is also related to efficacy performance (Bandura, 1977). Perceived efficacy to take action as a group is known as collective self-efficacy, which has an impact on the perceived capability of other group members to solve problems as a group. Self-Efficacy plays a significant part in developing collective efficacy, which has more impact on individuals' emotions and problem-solving ability (Stephanou & Oikonomou, 2018). Self-efficacy has an influence on psychological well-being (Milam et al., 2019). In addition, self-efficacy mediates the relationship between psychological well-being and optimism (Sabouripour et al., 2021).

Resilience

According to the American Psychological Association (2018), *“Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioural flexibility and adjustment to external and internal demands. A number of factors contribute to how well people adapt to adversities, including how individuals view and engage with the world, the availability and quality of social resources, and specific coping strategies”*. Various factors, such as personal, biological, and environmental factors, contribute to

resilience development. Personal factors include openness, extraversion, agreeableness, optimism, internal locus of control, and positive interpretation of facts and events. Biological factors include brain changes, oxytocin levels and neurobiological systems. Social support, secure attachment, effective social policies, and community factors, such as education and the arts, promote resilience (Herrman et al., 2011). Understanding these factors is essential for developing effective interventions and policies to promote resilience and well-being across different populations.

Optimism

Optimism is defined “*one’s expectancy that good things, rather than bad things, will happen. It is a stable trait in some people and is independent of self-efficacy*” (Scheier & Carver, 1985). Dispositional optimism, which is viewed as a broader personality trait, fosters resistance to distress and acts as a route towards well-being. Optimism works in different ways to ensure well-being and performance in many situations. It acts as a source of motivation and effective coping. Optimists know how to be flexible with different coping strategies. Optimism empowers physical and mental health (Snyder et al., 2000). “*An optimistic explanatory style is associated with higher levels of motivation, achievement, and physical well-being and lower levels of depressive symptoms*” (Peterson et al., 1995). An optimistic explanatory style is a habitual way of explaining both positive and negative events in a positive light. This concept is often associated with the field of positive psychology and can have significant implications for overall well-being and resilience.

When individuals have an optimistic explanatory style, they tend to attribute positive events to internal, stable, and global causes, while negative events are attributed to external, unstable, and specific causes. Cognitive behavioural therapy

(CBT) often targets an explanatory style as part of interventions aimed at promoting optimism and resilience. By identifying and challenging negative thought patterns, individuals can learn to adopt a more optimistic explanatory style, which can have profound effects on their overall well-being and quality of life (Seligman et al., 1988).

Self-esteem

Self-esteem is the overall evaluation of self-worth that has two aspects: global and specific (Rosenberg, 1965). Global self-esteem refers to all round feelings of self-worth, whereas specific self-esteem refers to self-worth related to specific aspects of behaviour. Self-esteem develops and evolves over time as a result of various psychosocial changes from childhood onwards. It is linked to self-image and awareness. Based on research findings, self-esteem tends to decrease during adolescence, but this pattern changes from adulthood. However, parental involvement in granting autonomy and providing support was positively correlated with adolescent self-esteem during this period. The affective model of self-esteem development also emphasises the importance of relational and temperamental influences (Rosenberg et al., 1995).

High self-esteem acts as a form of resilience or positive adaptation and contributes to well-being and successful navigation through life's challenges (Abdel-Khalek, 2016). Different studies have reflected different views on the nature of self-esteem, whether it is a stable personality trait, a momentarily manipulated trait, or an affected trait. Therefore, self-esteem can be viewed as a "*trait*" and a "*state*" (Heatherton & Wyland, 2003). Self-esteem is a good predictor of psychological well-being (Choudhary & Wani, 2023; Mikula et al., 2021). In addition, self-esteem acts as a protective factor against burnout and enhances the well-being (Pikoulas et al., 2022). This will also reduce the risk of turn over intention of police officers (Gomes et al., 2022). Prosocial behaviour, empathy, flexibility, and positive relationships are

all related to high self-esteem (Afolabi, 2014). Individuals with high self-esteem are protected against many mental health conditions, such as depression and anxiety, and are more satisfied in life with a favourable attitude towards themselves (Orth et al., 2012).

Work-life balance

Work-life balance is defined in different ways. It is assumed as equal engagement and satisfaction in work and non-work domains and full engagement in multiple life domains with minimal role conflict (Greenhaus et al., 2003; Allen et al., 2000). Work life balance policies emerged as a result of the trend of women participating in work roles apart from the homemaker role. Work-life balance is attained by individual effort but is facilitated and constrained by a wide range of factors operating at the micro (individual), meso (organisational), and macro (national) levels (Gregory & Milner, 2008).

Many theoretical approaches have been developed to explain work-life balance. Kanter (1977) emphasised the interconnectedness of domains, work, and personal life, emphasising how one affects another. Pleck (1995) described the idea of spill over, where experiences in one domain spill over into another. Compensation and conflict theories have different viewpoints. Compensation theory (Staines, 1980) asserts that individuals tend to compensate for deficits in one domain on another domain whereas in conflict theory, the demanding nature of work and family for resources and attention is explained (Greenhaus & Beutell, 1985). Boundary theory views workers as segments or integrates on the basis of how they view the boundary between work and personal life (Nippert-Eng, 1996).

Police organisations work 24/7. Officers have to face stressful, unpleasant, and difficult circumstances. Sometimes they must work for a long time without a break, and heavy workloads are common during their professional careers. Family friendly policies are unworkable in their profession. Psychological health of police officers in India is significantly linked to both work-life conflict and enrichment. Equity in the workplace, an optimistic attitude, and an amicable family environment can be beneficial in attaining work-life balance (Agrawal & Mahajan, 2022).

Investigating the nature of work-life balance strategies is of prime importance in the public's life because the mental health and rational decision-making of police officers are important in establishing law and order in a smooth manner. Therefore, the need to develop and implement better work-life balance policies not only helps safeguard mental health but also affects the public. When officers have time for rest and personal life, they tend to make rational decisions, exhibit sound judgement, and respond effectively to challenges. By addressing these issues, police administrators and authorities can create a favourable work environment, ultimately benefiting the community (Sandhya, 2024).

Perceived social support

According to the APA dictionary, "*Social support is the provision of assistance or comfort to others, typically to help them cope with biological, psychological, and social stressors. Support may arise from any interpersonal relationship in an individual's social network, including family members, friends, neighbours, religious institutions, colleagues, caregivers, and support groups. It may take the form of practical help (e.g., doing chores, offering advice), tangible support that involves giving money or other direct material assistance, and emotional support that allows the individual to feel valued, accepted, and understood*". When people experience

stressful life events, social support provides sufficient physical and psychological benefits to alleviate psychological distress (Brummett et al., 2005). Zimet et al. (1988) proposed that social support is multidimensional in nature and consists of three dimensions: family support, support from friends, and support from significant others. According to the Office of Disease Prevention and Health Promotion in the United States (2023), social connectedness not only works at the individual level but also at the community level, creating trust and resilience within different communities.

Mental health is affected by community belonging and supportive connections in different spheres, such as education and work place (Michalski et al., 2020). Social support, whether direct or online, plays a crucial role in influencing psychological well-being across different age groups and populations. Many studies have indicated a positive relationship between social support and psychological well-being, whether through receiving help from family, friends, or online sources. Social support acts as a protective factor against depression, loneliness, and other psychosocial issues (Setiawan & Mariyati, 2023; Lu et al., 2023; Stephen, 2023; Napitupulu & Kurniawan, 2023).

Police work is more difficult and stressful compared to other professions. Social support in the form of praise and recognition helps police officers to increase morale, motivation, and productivity. In addition, improving the mental and physical health of employees may benefit the organisation as well (Gove, 2005). Perceived social support and psychological well-being are related among law enforcement officers. Therefore, there is a high need to impart policies and interventions in these fields to increase social support (Padhy et al., 2022).

Lakey and Cohen (2000) based on a theoretical review, identified relationship perspectives on social support. Relationship processes and qualities are focused on

from this theoretical perspective. These qualities include companionship, intimacy, low conflict, and attachment styles, which ultimately contribute to physical and psychological well-being by enhancing self-esteem and active coping with stress. This theory also integrates social support within a broader framework of relationship dynamics and human evolution. This perspective is crucial in the current study because law enforcement officers are required to help people and sometimes they must seek help from others. Police officers, by forming relationships with colleagues, supervisors and the public, benefit from social support to face the challenges they face in their profession, share experiences and seek advice and help in the decision-making process. By actively forming and nurturing relationships, police officers cultivate a support system that promotes well-being.

Self-Compassion

“Self-compassion refers to how we relate to ourselves in instances of perceived failure, inadequacy, or personal suffering” (Neff, 2003). Initial conceptualisation of self-compassion based on Buddhist philosophy. Self-compassion is viewed as a multifaceted construct comprising three broad domains, each with two dimensions. These are based on a) how people emotionally respond to suffering with kindness or a judgmental perspective, b) how they cognitively understand and view their suffering as a human experience or isolating experience, and c) how they pay attention to suffering in a mindful or overidentified manner. This perspective and dimension help us understand that various elements work together to alleviate suffering. The concept of self-compassion denotes how we treat ourselves during challenging and suffering times rather than how we treat others. We must acknowledge our faults and difficulties with care and compassion rather than judging harshly. Self-kindness is not merely stopping criticism; rather, it is an active process

of responding to our distress with a concern to alleviate. The emotional availability of feelings is essential for reducing unworthiness and promoting greater well-being. Understanding and acknowledgement are necessary for accepting life challenges and imperfections as universal human experiences rather than as isolated experiences. To cultivate self-compassion, we must mindfully acknowledge and turn towards our pain without avoidance or exaggeration rather than overly identifying with the suffering (Neff, 2015).

It is evidenced that burnout, a serious issue faced by law enforcement officers, is significantly decreased when they are self-compassionate (Kaplan et al., 2020). Self-compassion also plays a role among law enforcement officers by reducing their psychological and post-traumatic stress. It enhances resilience and life satisfaction (McDonald et al., 2020). According to previous empirical evidence, self-compassion enhances psychological well-being (Neff & Germer, 2017).

Life engagement

Life engagement encompasses concepts such as fulfilling life, well-being, and participating in valued and meaningful activities. Life engagement includes cognitive, physical, social, and emotional dimensions (Bartrés et al., 2018; Ryff et al., 2016). Different life domains exist based on different authors. The five major domains of life are spirituality, family, work, health, and community (Vanderweele, 2017). Historically, mental health has focused on mental illness, which indicates the absence of the illness rather than the inclusion of positive aspects. Purposeful life engagement means perceiving the direction and meaning of life; it is one of the positive aspects of mental health. It has been concluded from different studies that life engagement is linked to better functioning of multiple aspects of health, which shed light on nurturing the need to cultivate and sharpen the purpose in life (Ryff, 2023).

The association between psychological well-being and life engagement corresponding to age has been of interest to researchers. It has been identified that well-being reduces slightly from mid to old age; however, people who are engaged in social participation reported a smaller decline in psychological well-being, indicating the protective nature of life engagement in one's mental health and well-being (Sharifian &Grühn, 2017). Older people who underwent community based intervention programme including savouring positive experiences in the eudaimonic well-being domains reported significant increases in well-being, satisfaction with life, and social well-being, along with lower depression levels and fewer physical symptoms and sleep complaints(Friedman et al., 2015;Scott et al., 2022). Studies conducted among persons with mental health difficulties, such as depression, reported a feeling of motivation and energy when engaged in tasks and showed interest in them and the people around them. The positive outlook and seeking to enjoy activities are the result of making them aware of the concept of engaging with life, thereby reflecting the positive result in cognitive, physical, emotional, and social domains (Therrien, 2022; Correll et al., 2022).

Work engagement with police officers directly impacts life satisfaction among law enforcement officers. Maintaining high engagement decreases burnout, which is common in their profession (Baker et al., 2022). The necessary skills must be imparted for community engagement among law enforcement officers, as their success in the profession depends on how they interact with the public (Murphy, 2017).

Gratitude

Gratitude is defined as recognising the achievement of a positive outcome along with its external source of that positive outcome (Emmons & McCullough, 2003).

Gratitude is an emotional experience involving affective traits, mood, and emotion. Affective traits include a grateful disposition, a fluctuating mood, and emotions representing short-term reactions to particular events (Rosenberg, 1998). Gratitude has evolutionary origin. Trivers (1971), in his reciprocal altruism theory, explained that an organism behaves at the cost of its own fitness to increase the fitness of another organism, expecting the same kind of behaviour to occur later.

Many studies have collectively emphasised the positive physical health outcomes of gratitude in people with different health issues, such as sleep disturbance, cardiac problems, and chronic illness, by improving their sleep and emotional well-being, which underscores the importance of health benefits by cultivating gratitude (Ng & Wong, 2012; Emmons & McCullough, 2003; Millstein et al., 2016). Gratitude and its relationship with psychological well-being and related aspects has been evidenced (Rye, et al., 2023). The relationship between gratitude and well-being has been explained in the Broaden-and-Build theory, which says that positive emotions like gratitude leads to positive consequences. According to this theory, when a threat is present, we must select a response option quickly, which narrows the response options. However, no quick action is needed for positive emotions so that a broader and flexible range of thought processes can be elicited (Frederickson, 2001). This broadening and building of gratitude can benefit and transform individuals, organisations, and communities by acting in a prosocial way with many creative actions (Frederickson, 2004). The Find, Remind, and Bind theory explains the role of gratitude in building interpersonal relationships through which it enhances happiness and well-being. The theory explains that gratitude serves the function of finding a suitable relationship, reminding people of the importance of the relationship, and binding the relationship after receiving beneficial responses from the relationship

(Algoe, 2012). The role of gratitude in psychological well-being and mental health has been evidenced in many studies (Watkins et al., 2003; Wood et al., 2009). Gratitude has been found to play a moderating role between stress and psychological well-being (Mawarpury et al., 2023). Gratitude also plays a moderating role in the relationship between marital relationships and psychological well-being (Arzeen et al., 2023).

The biological aspects of gratitude have been discovered through many neuroimaging studies. When participants experience gratitude, an increase in grey matter is observed in the right inferior temporal cortex and activates regions like the mesolimbic and basal forebrain, which are areas activated during reward processing and social bonding (Zahn et al., 2008). In addition to experiencing gratitude, imagining gratitude scenarios involving receiving help activates certain areas of the brain, such as the medial prefrontal cortex (PFC) and anterior cingulate cortex (ACC), which are involved in moral cognition and reward (Fox et al., 2015), and regular gratitude practise strengthens the neural response that encourages prosocial behaviour (Karns et al., 2017). Expressing gratitude also induced increased activity in the parietal and lateral prefrontal cortex, which incorporates the cognitive element of gratitude. Gratitude interventions also lead to consistent brain changes in the perennial ACC, which predicts the outcomes of actions (Kini et al., 2016). These studies collectively demonstrate the neural underpinnings of gratitude in terms of receiving, expressing, and experiencing it.

Forgiveness

According to the American Psychological Association, forgiveness is defined as *"willfully putting aside feelings of resentment towards an individual who has*

committed a wrong, been unfair or hurtful, or otherwise harmed one in some way. Forgiveness is not equated with reconciliation or excusing another, and it is not merely accepting what happened or ceasing to be angry. Rather, it involves a voluntary transformation of one's feelings, attitudes, and behaviour towards the individual, so that one is no longer dominated by resentment and can express compassion, generosity, or the like towards the individual". Dr. Everett Worthington (2001), a leading researcher on forgiveness, developed the REACH model of emotional forgiveness. Everett described two types of forgiveness: decisional and emotional. Decisional forgiveness is the decision to forgive and allow one to experience angry and resentful thoughts and feelings towards the person they want to forgive. In emotional forgiveness, the forgiver does not allow negative feelings to go, but these negative feelings are replaced by positive feelings towards the person the forgiver wants to forgive. The REACH technique emphasises emotional forgiveness, and each step is applied to offence or wrongdoing. The steps of the REACH model are

1. Recall the hurt. This step involves a voluntary decision to forgive
2. Empathise. This step involves convincing the individual who is hurt about the wounding feeling of oneself and being in the position of that person explaining the causes behind the hurting one. That shifts the thought process of a person who has hurt us and one who is being hurt by someone.
3. Altruistic gift. Offer forgiveness as a gift to the person.
4. Commit. It is about reminding oneself of the act of forgiveness.
5. Hold on to forgiveness. Effort from the forgiver not to become angry or resentful at any point.

Enright et al. (1998) viewed forgiveness as a process that involves four phases: uncovering, decision, work, and deepening. Uncovering refers to awareness and gaining insight into the offence in one's life with an objective view of how the offence has affected people and its consequences. Decisions include realising the voluntary need for an alternate resolution without an external demand and understanding that the current method for coping with offence is not working smoothly. This phase marks a shift when individuals are motivated to explore ways of forgiveness to relieve suffering due to unforgiveness. The work phase includes developing a new cognitive understanding of the offender and reframing the act and situation, while incorporating empathy and acceptance of pain. This is an active engagement process which involves experiencing forgiveness and replacing negative thoughts with positive ones. Deepening includes finding and increasing suffering, feeling connected with others, and having universality.

Law enforcement agencies in today's society are also limited by their largely pyramidal hierarchical structures, a traditional form of organisation that "weakens informal links, dries up channels of honest reaction and feedback, and creates limiting chief subordinate relationships" (Greenleaf, 1977). The law enforcement community faces a difficult time with the notion of forgiveness. By the very nature of their job in bringing justice to victims and criminals, it is difficult for them to forgive. Forgiveness is essential when the relationship between the citizens they protect and the officers is broken (Koschmann, 2012). The relationship between forgiveness and psychological well-being has been established across various populations (Vinayak & Judge, 2018; Matsuyuki, 2011; Pareek et al., 2016; Singh & Sharma, 2018) and helps decrease distress and increase happiness (Abid, 2015; Toussaint et al., 2001 ;Krause & Ellison, 2003).

Forgiveness plays a crucial role in benefiting law enforcement officers by contributing to their psychological well-being and overall effectiveness by coping with the stressful and emotional burden of their duties by reducing anger, resentment, and bitterness towards others, including suspects, victims, and colleagues. By cultivating forgiveness, officers can enhance their interpersonal relationships, leading to effective serving of their community from an understanding perspective.

Intolerance of uncertainty

Intolerance of uncertainty is the tendency to react negatively to uncertain situations and events, and it is reflected in different domains such as emotional, cognitive, and behavioural (Dugas et al., 2004). Intolerance of uncertainty (IU) has been more studied and associated with individuals diagnosed with and suffering from Generalised Anxiety Disorder (GAD). In anxiety, worrying about what will happen next time is common, and avoiding that situation is prominent. Intolerance of uncertainty has been recognised as a risk factor for many clinical conditions, including anxiety, depression, obsessive-compulsive disorder, and eating disorders (Carleton et al, 2012; Toffolo et al, 2014; Renjan et al, 2016).

Problem solving and quick decision-making skills are essential qualities needed by law enforcement officers. It is evidenced from research that imposter syndrome, which is described as self-doubt of intellect and skills among high-achieving individuals, is common among professionals who score high in intolerance of uncertainty (Lin et al., 2022). Decision making in complex problem-solving is related to how one views tolerance for uncertainty. A negative attitude towards uncertainty is a hindrance to it. Coping strategy, procrastination, tolerance for uncertainty, and risk-readiness can be considered predictors of individual parameters of complex problem-solving strategies (Epishin & Bogacheva, 2020). Tolerance to

uncertainty is crucial for police officers because they must face and address unpredictable and aggressive situations in their working environments (Tiurina & Romanyshyna, 2022). Tolerating uncertainty will lead to better decision-making skills by unlocking potential and implementing logical and quick solutions; otherwise, it will lead to stagnation and mere repetition of past errors (Hmilar & Cherevychnyi, 2020).

Intolerance of uncertainty (IU) has a significant impact on psychological well-being across various populations. Studies have shown that higher IU levels are associated with worse psychological well-being outcomes, low personal growth (Rusina, 2023), poorer quality of life, and increased vulnerability to mood disorders. Furthermore, individuals with long-term physical health conditions (LTPHCs) who exhibit higher IU levels tend to experience more negative health-related outcomes and difficulties in self-management (Gibson et al., 2023)

Need and Significance of the study

Law enforcement officers (LEO) experience distinct and severe stressors, including exposure to violence, high-stake decision-making, and the necessity for constant vigilance (Violanti et al., 2017). These stressors can have a negative impact on their mental health, leading to misconduct in public (Bishopp et al., 2018). Many studies conducted among law enforcement officers in India have focused on occupational stress (Ragesh et al., 2017; Amin, 2015; Kaushal et al., 2020). Results of a survey among police officers also revealed that future officers are under threat of mental dysfunctions due to the challenging nature of their job, as the well-being level of most officers is low (Kelley, 2005). Burnout and job dissatisfaction are common among law enforcement officers. Only a few studies have addressed psychological wellbeing. Compared to other professions, law enforcement officers work in

demanding and stressful situations, and a chance of their psychological well-being get affected is expected. Law enforcement officers should have good mental well-being not just for themselves but also because the average public is asking them. Well-being impacts decision making, social relationships, and life satisfaction (Ryff & Singer, 2006).

Positive psychology differs from the humanistic tradition largely in its focus on positive (i.e., protective and promotive) variables rather than mitigating or treating psychopathology (Seligman & Csikszentmihalyi, 2000). The basic principle underlying the US task force's recommendations is that "*Trust between law enforcement agencies and the people they protect and serve is essential in a democracy. It is key to the stability of our communities, the integrity of our criminal justice system, and the safe and effective delivery of policing services.*" (President's Task Force on 21st Century Policing, 2015). Establishing positive psychology within the framework of law enforcement officers insists that improved well-being occurs through promoting beneficial emotions, character strengths, and resources rather than simply treating mental illness. The police have also been required to provide a wider range of security services in response to various social issues within communities that involve many stakeholders. They must connect with others and be professional in their behaviour to fulfil this role effectively because they will have to perform various tasks. By addressing these factors, the government can attract more youth to this profession by cultivating a better working environment that emphasises the well-being of officials. Whether well-being can be cultivated through training is of paramount importance. Therefore, identifying the predictive nature of the selected variables could help include them in the training and interventions provided.

New policies need to be developed to address issues that enhance the mental health of police officers. Overall, psychological well-being is a crucial matter among law enforcement officers because turnover intentions are increasing (Ravi, 2024). Improved well-being also results in better job performance and decreases the turnover rate (Siu et al). Positive policing allows the police to play their role effectively. This spark of hope consists of success, relationships, meaning, health, expectations, positive emotions, and engagement. Rather than a diagnosis of problems, community support provides an opportunity to strengthen what is right with police officers, as it acknowledges that attendees should engage in positive policing instead (Qureshi, 2023). Identifying predictors such as self-esteem, self-compassion, psychological capital, gratitude forgiveness, perceived social support work-life balance, life engagement intolerance of uncertainty would provide a better understanding of how police officers are in their psychological well-being. Knowing the key predictors can guide targeted interventions and training programmes designed to enhance psychological well-being among law enforcement officers (McCraty & Atkinson, 2012).

Statement of the problem

Law enforcement officers face unique psychosocial challenges that can significantly impact their psychological well-being. Despite the critical nature of this issue, a gap remains in the understanding of specific psychosocial contributors that affect the psychological well-being of law enforcement officers. This study aims to address these gaps by investigating the specific psychosocial factors associated with psychological well-being among law enforcement officers. This study is entitled “Predictors of Psychological Well-being in Law Enforcement Officers”

Definition of key terms

- **Predictors:** These variables predict psychological well-being. In this study, the researcher included a selected set of nine psychosocial variables as predictors of psychological well-being among law enforcement officers. The predictors included in this study were psychological capital, self-esteem, self-compassion, work-life balance, life engagement, perceived social support, forgiveness, gratitude, and intolerance of uncertainty.
- **Psychological well-being** is a dynamic process that reflects individuals' ability to adapt to life's challenges and maintain a positive outlook towards their future (Mehrotra et al., 2013)
- **Psychological Capital:** Psychological Capital contains measurable, developable, and effectively controllable applications related to the potential and psychological capacity of human resources, which result in performance increases in organisations (Keles, 2011).
- **Work-life balance:** Achieving satisfying experiences in all life domains, which requires personal resources such as energy, time, and commitment to be well distributed across domains (Kirchmeyer. 2000)
- **Self-compassion-** self-compassion is extending compassion to one's self in instances of perceived inadequacy, failure, or general suffering (Neff, 2003)
- **Self-esteem** refers to a person's overall sense of value or worth. It can be considered a measure of how much a person "values, approves of, appreciates, prizes, or likes him or herself" (Adler & Stewart, 2004).
- **Perceived social support:** Perceived social support is the awareness that support is available if the individual needs it and is divided into three

dimensions: family support, support from friends, and support from significant others (Zimet et al., 1988).

- **Life engagement:** Being fully immersed in activities that provide a sense of flow and absorption that lead to a sense of purpose and well-being (Seligman, 2001)
- **Forgiveness:** absence of negative emotion and presence of positive emotion towards the offender (Rye et al., 2001)
- **Gratitude** is the acknowledgement of goodness in one's life and recognition that sources of this goodness lie outside the self (Emmons & McCullough, 2003).
- **Intolerance of uncertainty:** This trait involves the tendency to react negatively at emotional, cognitive, and behavioural levels to uncertain situations and events. (Dugas et al., 2004)
- **Law enforcement officers:** are public servants that are primarily responsible for enforcing laws by preventing crimes and promoting peace and public safety. In the present study, this term is used to denote police officers of various ranks, ranging from civil police officers to inspectors of police under the government of Kerala.

Review of Literature

The literature review is the cornerstone of social science research. A literature review is a comprehensive evaluation and interpretation of recent publications, theoretical frameworks, empirical research, and relevant terminology or concepts on a defined research topic. A literature review establishes the context for a study by examining the current research in the area, identifying inconsistencies or gaps in the

literature, and providing the researcher with an overall picture of the current state of knowledge. Post et al. (2020) defined literature review as “*a study that analyses and synthesizes an existing body of literature by identifying, challenging, and advancing the building blocks of a theory through an examination of a body (or several bodies) of prior work,*”.

Moreover, the conceptualization of research initiatives, the development of hypotheses and the selection of relevant methodologies often critically rely on this type of work. In this way, scholars can locate their research within the vast framework of the existing academic literature and demonstrate their expertise in its wisdom and their legitimate rights to make relevant contributions. Therefore, a well-structured literature review increases the validity and credibility of the findings by demonstrating the researcher’s proficiency in the field of prior research, theoretical perspectives, and methodological assumptions. Finally, the latter is important for fostering interdisciplinary discoveries because the social sciences are diverse and include sociology, psychology, anthropology, economics, political science, and so on.

The accessible reviews were divided into the following headings to facilitate understanding.

The issue under investigation;

- Studies on psychological well-being
- Studies related to work-life balance and psychological well-being
- Studies on the relationship between self-esteem and psychological well-being
- Studies on the relationship between psychological capital and psychological well-being

- Studies on the relationship between self-compassion and psychological well-being
- Studies on the relationship between perceived social support and psychological well-being
- Studies on the relationship between life engagement and psychological well-being
- Studies relating gratitude to psychological well-being
- Studies relating forgiveness to psychological well-being
- Studies on the intolerance of uncertainty in psychological well-being
- Studies on psychological well-being and sociodemographic variables
- Research gap

Studies on psychological well-being

Law enforcement officers play a crucial role in maintaining social order and safety, despite the many challenges they face. The psychological well-being of law enforcement officers is important not only for them but also for society for the betterment and effective functioning of their communities. Many studies have been conducted to examine well-being and its contributing factors. A comprehensive review of the literature reveals a multifaceted landscape of studies examining various aspects of psychological well-being among law enforcement personnel, including a broad spectrum of topics specifying its importance.

Well-being is defined as optimal functioning and experience. The two closely related philosophies of wellbeing are hedonism and eudemonism (Ryan& Desi, 2001). A hedonic view revolves around pleasure- related aspects, whereas a eudaimonic view focuses on well-being in terms of greater good and cultivation of personal strengths. Aristotle facilitated the origin of the concept of eudemonia. The eudaimonic

dimension significantly predicted well-being than the hedonic dimension, making it more significant in conceptualizing well-being and found to be relatively more important for positive psychological functioning (McMahan & Estes, 2010). Based on an analysis of literature, positive psychological interventions can improve the well-being, health behaviors, and physical health of police officers (Kukucska et al., 2023).

Mental health and wellness programs are to be provided by police departments because they face many stressful situations in their professional lives. However, whether law enforcement professionals are aware of the mental health services provided by the department and their willingness to seek help whenever needed is a matter of question. A descriptive study conducted in the southwest U.S. state provides insight into this issue. Only 34% of the officers were explicitly aware about the mental health awareness programs offered by the department, and 38% were unsure of exactly what those services were. Over 60% of the officers were willing to participate in an annual mental health check-ups or mental health class. The lack of awareness of mental health and wellness programs has led individuals to move away from preventive health options (Padilla, 2023). Results of a US-based survey among police officers also revealed that future officers are under threat of mental dysfunctions due to the challenging nature of their job, as the well-being level of most officers is low (Kelley, 2005). Understanding the mental health and well-being needs of Scotland Yard Police with the motive to incorporate intervention, training and workplace changes to address well-being and mental health threats such as long working hours, anxiety, depression, workload and culture was analyzed (Demou et al., 2020). A study conducted among police officers in Turkey found common factors that affect the well-being of officers, such as time balance, income sufficiency, work environment, and workdays (Yildiz, 2008). Apart from the quality of life, the quality

of social work relationships impacts the well-being of police officers. This result is from a study conducted in an Arab working environment. Career commitment and psychological well-being depend on the quality of social relationships with colleagues and superior officers (Alkhawaldeh & Alkrimeen, 2020). In Kerala, the police department expanded a project launched in 2017 called Help and Assistance to Tackle Stress, or HATS, to assist its employees with mental health issues. Within two years of its launch, approximately 4,000 police personnel approached HATS (Cris, 2021; Sudevan, 2021).

When analyzing the studies conducted in India about the factors that affect the psychological well-being of police officers, it was found that the quality of work life has a significant contribution. Therefore, the need to cultivate positive behaviors in the workplace and in personal life matters a lot in establishing psychological well-being (Rani et al., 2012). The relationship between quality of life and psychological well-being was established in a study conducted among traffic police in Lucknow, which found a significant positive correlation between psychological well-being and quality of life (Gangwar & Kiran, 2017). Many organizational stressors, such as long working hours, organizational culture, structure, and practice, were identified from a review of similar studies (Purba & Demou, 2012). In addition, enforcement officers work in different fields. A study was conducted among law enforcement officers and digital forensic examiners working on child exploitation cases to compare their psychological well-being, job satisfaction, coping mechanisms, and attitudes toward mental health services. Individuals performing both duties scored low on the aforementioned study variables compared with digital examiners. This provides insight into the nature of duty and its influence on wellbeing scores (Seigfried-Spellar, 2017).

Studies related to work-life balance and psychological well-being

How individuals prioritize work and family depends on their cultural context. When one spends more time for work than family in a collectivistic culture, this may be perceived as self-sacrifice, whereas if this condition occurs in an individualistic culture, it is perceived as less family-oriented (Yang et al., 2000). Many studies conducted in different regions of India addresses on work-life balance of police personnel. Through factor analysis techniques, factors such as quality of work life, family, and personal-related problems that hinder work-life balance among women police personnel at Coimbatore were identified (Sivaraman, 2014). Employee wellness programs and work policies, such as promotion of the age of respondents and family factors, have significant effects in ensuring work-life balance among female police officers in Salem, Tamilnadu (Bhuvaneswari & Thirumoorthi, 2019). Apart from these findings, digitalization has been identified as a factor that helps reduce work-family overload, according to a study conducted among police personnel in Chennai. Using digitalization in their work made it easy for them as it helped to reduce workload, which literally transformed their approach to work-life balance (Subalya & Khannan, 2022). A study was conducted among law enforcement officers and their family members to identify strategies for addressing work-family conflict in Punjab (Islam et al., 2020).

Many officers face high levels of operational stress, which may lead to short-term absences from their jobs. Work-life programs that incorporate leisure time, social interaction, and work-life balance are essential for the betterment of law enforcement communities (Kaur & Jain, 2014). A UK--based study of male police officers provides insights into the need to modify the definitions of work-life balance to adapt to their working atmosphere. The study also focuses on reducing work-life

interference (Bharadwaj, 2019). Research conducted in India also found that perceived work-life balance mediates the link between work overload and career commitment. Additionally, organizational strategies play a crucial role in mitigating the negative impact of work overload on perceived work-life balance (Poulose & Dhal, 2020). Organizational support plays a crucial role as a mediator between emotional intelligence and work-life balance (Kumarasamy et al., 2016). A study conducted among women police officers in Thiruchirappilly district, India, also covered the challenges faced by them and highlighted the importance of implementing work-family policies (Shobhana&Kanchana, 2019).

Various law enforcement agencies follow different strategies to address issues related to work-life balance. Implementing family friendly policies, modifying work schedules, creating gender equality -ensuring atmospheres, ensuring organizational and peer support, and addressing mental health issues are some of these initiatives. In a US- based study, it was found that family friendly policies such as flexibility in scheduling work time have a significant influence on maintaining work-life balance, reducing turn over intentions, and improving job satisfaction among women (Yu, 2018). A qualitative study using content analysis in Sweden examined the challenges faced by uniformed officers in meeting and achieving a balance between their work and family roles. Common threats such as shifting between roles, constant alertness, and guilt are identified although the fulfilment of their profession is on the other side. This study addresses the struggles of law enforcement officers during work and family schedules. Addressing and removing gender inequality and incorporating a gender- inclusive working atmosphere help mitigate the challenges faced by law enforcement officers (Valmari et al., 2023).

Maintaining a healthy work-life balance is an important aspect of law enforcement officers' lives because they face many troubles in their profession, such as stress, uncertainty, and long working hours. This may hinder their personal and professional lives. When officers are successful in managing their time and resources, they experience well-being, through which they attain a better work-life balance. Conversely, an imbalance in work can lead to problems with their overall psychological well-being. Therefore, work-life balance influences psychological well-being and vice versa. The number of police women is increasing in number in the police force. Due to cultural stigma, individuals have to face stressful events in balancing their work and personal life. It is found from a study conducted among police women in Chennai who have work experience from 10 months to 20 years that occupational stress, work-life balance, job attitude, and personality influence psychological well-being (Karunanidhi & Chithra, 2013). Studies conducted in other countries also support this finding. Work stress and work-family conflict have been identified as profoundly decreasing psychological well-being among police officers in Makurdi metropolis, which also implicates the need for incorporating work-life balancing policies in law enforcement departments (Sunday & Hume, 2017; Sunday et al., 2017). In addition to these results, work-life balance has a moderated mediation effect in which it enhances job performance, ultimately leading to psychological well-being (Haider et al., 2018). In Kerala, the number of police officers working is far below the required amount of manpower, which increases their workload and ultimately leads to problems in balancing work and personal life (Ajeesh et al., 2024).

In addition to the results that support the influence of work-life balance on psychological well-being, psychological well-being has its own influence on work-life balance. When a study was conducted in Indonesia among working women, it is

understood that psychological well-being and family-supportive supervision behaviors influence work-life balance in women who work either together or separately for the two psychological well-being and family-supportive variables (Sari & Nugroho, 2024). Another study conducted among hotel employees to measure job satisfaction found, that work-life balance is mediated between job satisfaction and psychological well-being (Jung et al., 2023). This research explores the correlation between psychological well-being. A study conducted among nurses in Turkey during COVID-19 found that the psychological well-being of nurses is related to their work-life balance (Yayla & İlgin, 2021).

Self-esteem and psychological well-being

Various summaries of studies have emphasized the role of self-esteem in promoting mental health through its positive effects on happiness, academic performance, and satisfaction. Self-esteem helps recover better from severe illnesses, such as depression, anxiety, and impaired social functioning. It is essential to promote and implement mental health initiatives that emphasize the importance of self-esteem (Mann, 2004). When analyzing the relationship between different aspects of self-esteem rather than a single entity, both personal self-esteem (PSE) and relational self-esteem (RSE) were found to predict subjective well-being positively, with relational self-esteem showing a stronger association. However, collective self-esteem was not correlated with subjective wellbeing. The study also emphasizes the role of culture, whether individualistic or collectivistic in nature, in predicting the association between different aspects of self-esteem and wellbeing (Du et al., 2017). An experimental study conducted among police officers also showed that interventions focusing on improving self-esteem and quality of life are beneficial for enhancing the mental health of police officers (Andradee et al., 2009).

Many studies have predicted the role of self-esteem in psychological well-being. Studies are conducted in different age groups and working groups. According to Erikson's Fifth Stage of Psychosocial Development Identity versus Role Confusion, which occurs between the ages of 12 and 19, adolescents need to develop a sense of self and personal identity; otherwise, they will not be confident about their life. The school environment in which both pupil-to-pupil and pupil-to-teacher relationships have been shown to be an important factor in explaining and impacting the self-esteem and psychological well-being of adolescents (Sarkova et al., 2014). Based on this theory, many studies conducted among adolescents have determined the role of self-esteem on their psychological well-being and found that there is a significant positive relationship between the two variables (Singhal & Prakash, 2020; Karatzias et al., 2006).

Self-esteem plays a protective role against burnout and depression, thus enhancing the well-being of police officers (Pikoulas et al., 2022). An intervention study among police officers to enhance their quality of life and self-esteem was conducted and found that it had an impact on the mental health of law enforcement officers (Andrade et al., 2009). Although studies were conducted among law enforcement officers to determine the relationship between self-esteem and psychological well-being, different studies were conducted among different populations to establish the relationship between the two variables. In the contemporary society of India, whether the employment status among women has an impact on self-esteem and psychological well-being has been an interesting area of study, and it was understood that both variables are found to be high in the working women group compared to the non-working women group. This indicates the role of employment status in cultivating self-esteem and psychological well-being (Akram,

2017). In addition, studies have been conducted on persons with various mental health difficulties. Findings revealed that self-esteem is related to affect, indicating that high self-esteem leads to low levels of anxiety, depression, and psychological distress and a better psychological well-being score. Self-esteem and self-acceptance were lower in persons with mental health difficulties than in the general population. Therefore, the study emphasizes the need to incorporate self-acceptance and self-esteem as essential components of CBT training (Macinnes, 2006).

In conclusion, previous studies have emphasized the role of self-esteem in promoting mental health across various populations and contexts. Studies have shed light on the importance of self-esteem in various aspects of life, such as happiness, academic performance, and satisfaction. They also emphasize the role of self-esteem in combating mental health issues, such as anxiety and depression. The different aspects of self-esteem also have different effects on psychological well-being. Adolescents' development of self-esteem is closely related to their relationship with peers and teachers, which may indirectly affect their psychological well-being. Additionally, in the adult women group, employment status has a positive impact on self-esteem and psychological well-being in India. Overall, these findings indicate and emphasize the impact of self-esteem on psychological well-being and the need to include self-esteem in various training strategies.

Psychological capital and psychological well-being

Based on a literature review on psychological capital and related areas, it was found that the positive influence of psychological capital on job performance and motivation as well as reduced cost and negative influence in an organization (Çavuş & Gökçen, 2015). The broaden-and-build theory underscores the importance of positive emotions in the well-being continuum. The theory emphasizes the role of positive emotions in

broadening attention and thinking, elevating resilience, building personal resources, and seeding human flourishing toward greater well-being (Fredrickson, 2004). The study conducted in China also supports Frederickson's broaden and build theory in the workplace (Lui, 2011). A significant positive relationship found between optimism and psychological well-being in a study conducted among police officers in India also underscores the importance of imparting training incorporating these positive psychological interventions among law enforcement officers (Padhy et al., 2015). Turns over intentions have recently emerged among Kerala police. From 2019 to 2023, 148 officers were voluntary retired. In 2024, 167 individuals applied for voluntary retirement. Twenty sub inspector trainees quit training from Kerala police academy training batch. Such a trend has never been seen in any other government departments in Kerala (Elangath et al., 2024). When considering the work well-being aspects of a law enforcement officer's psychological capital, it acts as a mediating variable between positive emotions and work-related factors, such as turnover intentions and job satisfaction, where it increases job satisfaction, whereas turnover intentions are reduced (Lui, 2015).

Significant positive relationships were found between psychological capital and psychological well-being in the adolescent and college student groups. Gratitude, optimism, hope, life satisfaction, and psychological well-being are all related (Kardas et al., 2019). A study was conducted with Indian medical students, who are the first-hand responders and are supposed to handle stressful and unpredictable situations in their careers. Psychological capital mitigates the effects of stress and enhances psychological well-being. The students who were more hopeful, optimistic, efficacious, and resilient were found to withstand the stressful environment and have better well-being (Nafees & Jahan, 2017). The research related to psychological

capital and psychological well-being was conducted in a student population to understand the effects of psychological capital on different aspects of academic performance. Several studies have found a positive relationship between psychological capital academic engagement and psychological well-being (Datu & Valdez, 2015; Amini et al., 2020). Which sub variable of psychological capital predicts psychological well-being in a significant way is a question of interest. Path analysis showed that hope, but not optimism, predicted grade expectancy and well-being more strongly by increasing positive affect and life satisfaction among college students (Rand et al., 2020).

In addition, a moderating role of psychological capital between psychological well-being and job involvement was also found among doctor professionals in China (Xu et al., 2020). Medical professionals and law enforcement officers are first-hand responders, and the above studies play significant roles. There is a complex interplay between psychological capital, work-family spill over, psychological well-being, and performance in organizational settings where psychological capital significantly enhances both psychological well-being and performance. In this study, psychological well-being partially mediated the relationship between psychological capital and job performance, thereby achieving mitigation of the negative impact of work-family spill over on performance and enhancement of positive work-family spill over (Polatcía & Akdoğanb, 2014). In addition to enhancing psychological well-being, psychological capital can reduce burnout (Malekitabar et al., 2016). Burnout is common among employees who experience frequent stress. This is especially true for first-hand responders. Direct support staff with autism services in Spain who are high in psychological capital reported less burnout and a better psychological well-being score (García & Ayala, 2017). In addition to the effects of psychological capital alone,

the interrelations among psychological capital, core self-evaluations (CSE), and psychological well-being were studied in employed Australian individuals. The CSE comprises assessments of one's locus of control, self-esteem, generalized self-efficacy, and adaptive versus 'neurotic' behavior. The combined effect of both variables predicted employees' psychological well-being more than the single variable (Gibson & Hicks, 2018). An Indian study on unemployed youth also underscores the importance of psychological capital on psychological well-being (Rani, 2015).

In addition, psychological capital acts as a mediator between psychological well-being and other variables. A study conducted among entrepreneurs found that psychological capital positively and significantly mediates the relationship between personality and psychological well-being (Dewal & Kumar, 2017). Optimism, a sub variable of psychological capital, has a moderating effect in the relationship between personality traits (neuroticism and conscientiousness) and subjective well-being (distress and satisfaction with life) (Jibeen, 2013). A study conducted among Korean workers to explore the impact of empowering leadership on employees' psychological well-being (PWB) and job engagement was conducted and determined the mediating role of psychological capital (PsyCap) in these relationships (Park et al., 2017). Social support is another important factor affecting psychological well-being. The well-being of refugee employees in Australia was studied and found that psychological capital fully mediates the relationship between perceived organizational support and well-being, whereas it partially mediates the relationship between perceived family support and well-being (Newman et al., 2017).

In essence, fostering PsyCap leads to enhanced job performance and positively influences organizational settings. In addition, PsyCap plays a significant mediating

role in various relationships, such as those between job-related aspects, personality traits, and well-being. The importance of PsyCap is relevant in different professional contexts such as medical, law enforcement, business, and education. These reviews shed light on the importance of imparting training and interventions to enhance PsyCap to promote well-being in various professional and educational contexts.

Self-compassion and psychological well-being

Compassion requires one to recognize the pain experienced by others suffering and then feel motivated to alleviate that suffering. In fields where workers are routinely exposed to the suffering of other people, such as regular police and emergency medicine work, it is important to consider how compassion influences such work (Cambria & Parish, 2020). When we are compassionate to others, we feel non-judgmental instead of harsh criticism, and a feeling of experience of shared humanity. When self-compassion is applied, we will be able to feel our own suffering. This is a desire for well-being. Instead of feeling isolated and separated from others, we see suffering as a common human experience (Neff, 2004).

When the relationships between self-compassion, compassionate love, and mental health among traditional first responders were examined, greater self-compassion was linked to improved mental health outcomes. Self-compassion mitigates mental health issues when responding to severe stressful work situations, and compassionate love leads to positive outcomes. Both self-compassion and compassionate love improve the mental well-being of first-hand responders (McDonald et al., 2020). However, contradictory results were found when a general population study was conducted to investigate the levels of compassion for others and self-compassion in relation to psychological well-being and demographic factors. Results showed that compassion for others and self-compassion was not significantly

related, whereas self-compassion was associated with lower levels of depressive symptoms and negative affectivity and higher levels of positive affectivity. Compassion for others showed no significant relationship with psychological well-being and the study also emphasized the role of education in increasing self-compassion (López et al., 2017). This view is supported by another study on law enforcement officers to determine the impact of dispositional mindfulness, self-compassion, and dispositional envy on various job and mental health outcomes. Findings revealed that the negative effects of envy on job and mental health outcomes were reduced after accounting for mindfulness and self-compassion (Beshai et al., 2022). Self-compassion has a profound effect on perinatal mental health interventions because it is found to be low among women who have perinatal depression and anxiety. Target interventions that improve self-compassion to combat postpartum symptoms are effective (Felder et al., 2016). The protective function of self-compassion against mental health difficulties is again proved. The effects of self-compassion and self-esteem on the psychological well-being of military personnel are enhanced by strengthening resilience (Eshraghi & Namvar, 2020). The effect of self-compassion on well-being is evident from the above studies.

Rather than an independent variable that affects psychological well-being, self-compassion was found to mediate mindfulness and certain aspects of psychological well-being in a study conducted among the Italian general population aged 18–72 years. Self-compassion mediated the relationship between mindfulness and positive relationships with others, autonomy, and environmental mastery. This study underscores the importance of mindfulness and self-compassion in enhancing psychological well-being (Voci et al., 2018). Psychological well-being was severely affected during COVID-19 pandemic. Uncertainty was the root cause of stress during

the COVID-19 pandemic. Self-compassion enhanced psychological well-being and reduced intolerance of uncertainty. Individuals with higher self-compassion reported lower intolerance of uncertainty, which leads to a lower fear of COVID-19 and higher levels of well-being (Deniz, 2021). Self-compassion along with gratitude also reduced the influence of COVID-19 stress and fears on individuals' mental health and had a positive impact on psychological well-being (Nguyen & Le, 2021).

When examined in other work spheres, self-compassion was found to act as a buffer against the effect of work-family conflict on psychological well-being in a study conducted among individuals in telecommunication organizations in Islamabad, Pakistan, with an age range of 23–56 years (Rafique & Masood, 2018). Self-compassion has a positive impact on the psychological well-being of different age groups. Among older adults, self-compassion not only predicted psychological well-being and moderated the relationship between subjective health ratings and depression. Self-compassion promotes optimal functioning and offers a better way of coping with age-related challenges (Homan, 2016). Another study was conducted among college students to examine the composite dimensions of self-compassion. A significant positive correlation was found between compassion and psychological well-being. Increased self-assessment is more related to physical and psychological symptoms. The findings emphasize the importance of considering different aspects of self-compassion (Hall et al., 2013).

The literature on the effect of self-compassion on well-being highlights its crucial role in first-hand responders who encounter stressful situations regularly. Overall, these studies shed light on the positive impact of self-compassion on psychological well-being as a protective factor against mental health difficulties and mitigate the effects of anxiety and depression, along with work–family conflict.

Furthermore, the mediating effect of self-compassion on psychological well-being and related variables is established. These studies indicate the relationship between self-compassion and psychological well-being across different populations and age groups.

Perceived social support and psychological well-being

Perceived social support predicts adjustment to stress. Sometimes the influence of received support is mediated by perceived support (Wethington & Kessler, 1986; Prati & Pietrantonio, 2010). Social support influences psychological well-being and vice versa. The influence of social support on wellbeing is crucial during stressful periods (Turner, 1981).

Law enforcement officers face daily hassles and unpredictable stressful situations in their work lives. Therefore, the chances of their well-being being affected are high. There are many factors that can prevent their mind from getting disturbed. Perceived social support is a prominent factor. When analyzing the influence of perceived and received social support and personality traits on psychological well-being in the English police force, the support variable significantly predicted psychological well-being, along with extraversion and emotional stability dimensions of personality. This may be due to extraversion, and emotional stability may help individuals achieve successful relationships. Through emotional stability, psychological well-being may be positively affected. Therefore, special training and additional support for officers with low levels of extraversion and emotional stability can be offered as part of in-service training (Jackman et al., 2020).

A more-focused study conducted in India among police officers of Odisha focused on the composite aspects of social support. The study found a significant relationship between family and other significant factors that contribute to the

psychological well-being of law enforcement officers, disregarding the dimension of friendship support. This may be due to the nature of the study population, where the participants have little time for social interaction (Padhy et al., 2022). In addition to its impact on psychological well-being, social support also serves as a protective barrier against generalized anxiety disorder, social anxiety disorder, and panic disorder.

A study conducted among Canadian police officers highlighted the reduction in perceived social support when they shifted their work place from one to another, indicating the need to analyze the contributing factors behind this (Nisbet et al., 2023). Mental health help seeking behavior during the time of need is essential for enhancing both officers' and public well-being. A better support system ensured by peer groups and authorities may help address stress and enable law enforcement officers to attain better well-being among law enforcement officers (Daniel & Treece, 2021). Work stress is a prominent factor affecting the well-being of police officers, as they face many situations, such as risky assignments and hectic work, which affect their job satisfaction and psychological well-being. However, the role of workplace support, which includes support from peers and supervisors, functions as a moderator between well-being and stressful situations (Goswami & Burman, 2015).

Apart from the law enforcement group, various studies have been conducted on individuals of different age groups. Friendship quality is also a factor that affects psychological well-being, especially during adolescence. A study conducted among a Turkish adolescent group found a significant positive correlation between friendship quality and perceived social support, which leads to better well-being. The mediating role of perceived social support through friendship quality on the psychological well-being of adolescents is verified (Bakalim & Karçkay, 2016). Adolescent groups in

Canada and America were studied to determine the relative degree of perceived mattering among friends and parents and its impact on well-being. Results indicated the additive association between the perceived importance of parents and friends on an adolescent's psychological well-being than a single association. The additive effect is more on perceived mattering of friends, which indicates the strength of friendship support on wellbeing (Marshall, 2004).

Friendship quality changes from adolescence to adulthood with gender differences in friendship quality. A study on Swiss adolescents aged 19–21 revealed the relationship between friendship and well-being in different age periods. The correlation between friendship quality and psychological well-being also varies with age. Although there is a correlation between friendship network qualities between ages 19–23, well-being decreased. Psychological well-being was lower among females at both time points. It was found that there was a significant correlation between friendship network quality and well-being during both age periods, and this correlation was reduced at age 23 (Miething et al., 2016). Other results also support the positive correlation between friendship support and psychological well-being among young adult groups (Falki & Khatoon, 2016).

Social support contributes to the mental health of students, where it is denied or lowered due to different factors, such as minority race or ethnicity, international status, and low socioeconomic status, and students are at greater risk of social isolation. When they do not receive social support, students are more prone to develop depressive symptoms than students who receive high-quality social support (Hefner & Eisenberg, 2009). Certain aspects of recent trends like cyber bullying, affect the well-being of adolescents. A study conducted among adolescent cyber people who have experienced bullying revealed that they display high levels of depressive symptoms

and low levels of well-being. However, this study also focuses on the positive aspect that certain aspects of social support from family and teachers act as mediators between cyber bullying and psychological well-being. This result also emphasizes the impact of social support on one's well-being (Hellfeldt et al., 2019).

It has been established from many studies that friendship and family support are essential components of psychological well-being. One study conducted among older adults from both China and America helped to analyze the impact of these two networks on psychological well-being and to determine whether there is any difference in these aspects due to cultural variations. For the Chinese elderly, family support was graded as more important for fighting mental health difficulties and loneliness, whereas friend support was more important for American elderly people (Poulin, 2012). A similar finding from a study conducted among women in Hong Kong found that they rely more on friendship than on familial support. The perceived importance of friendship predicted positive affect as the participants found it more vital for emotional support (Siu & Phillips, 2002). Another finding conducted among adult groups in South Korea also explored social support from various sources, such as spouses, children, friends, and parents, and its relationship with psychological well-being. Findings focus on the mediating role of autonomy and relatedness between support and well-being, where social support from spouses and friends was found to be higher in satisfying those needs through which they attain higher well-being. When comparing age, social support from spouses and friends for younger adults focuses on the need for autonomy and relatedness more than older ones; these needs remained crucial for both age groups (Shin & Park, 2022).

This literature review highlights the significant role of social support on psychological well-being in various professions, age groups, and cultural contexts.

This underscores the importance of perceived social support in preventing and protecting mental health disorders. In addition, the mediating role of perceived social support between certain variables and psychological well-being was established. The influence of sub dimension of perceived social support on the psychological well-being of individuals from adolescence to old age in different sociocultural contexts is also analyzed.

Life engagement and psychological well-being

Engagement emerged from the work on “flow” states and refers to being completely immersed in an activity. That is, in an engaged or flow state, there is no sense of time; attention is intensely focused on the activity, and self-consciousness is greatly diminished (Csikszentmihalyi, 1990). Life engagement is affected to an extent by the impact of COVID-19. Mostly, it affected the lives of medical professionals and first-hand responders. Perception of COVID-19 burnout accounted for variance in nurses’ life engagement and well-being perceptions (Özer et al., 2022).

Life engagement is a strong predictor of psychological well-being among young Asian adults. When tested with four aspects of identity, personal, relational, social, and collective, along with life engagement, all variables predicted well-being. However, the influence of life engagement on psychological well-being is stronger than that of identity variables (Berezina et al., 2020). The effect of purpose in life among emerging adults and its relationship with psychological well-being were examined, and several results were obtained. Along with the significant positive relationship between purpose in life and psychological well-being, purpose mediated the relationship between meaningful engagement and psychological well-being. When the nature of a goal is considered, purpose and well-being are stronger for individuals

with self-transcendent life goals. This approach focuses on setting goals that go beyond one's own interests (Bundick, 2010).

Numerous health benefits like longevity, low vulnerability to diseases and physiological problems, and better psychological well-being, are observed in older adults who engage in purposeful life engagement (Ryff et al, 2016). In addition, participation in community-based programs may ameliorate the effects of the aging process on psychological well-being. This may be due to engagement in social networks acting as reinforcement; as a result, positive effects increase and act as a healing strategy for deficits in physical as well as cognitive aspects (Bastos et al., 2023).

Income also affects well-being because it satisfies many of our needs. When considering the psychological well-being of the low-income adult group, it was found that there is a moderate correlation between life engagement and psychological well-being. Engaging in purposeful and meaningful activities contributed significantly to their well-being, regardless of income level (Schmelzer & Raina, 2023).

This review elucidates the relationship between life engagement and different aspects of its impact on psychological well-being. Changes in life engagement during COVID-19 and their impact on well-being were analyzed. Engaging in various activities and finding meaning in life impact the physical as well as psychological well-being of both adults and the older adults. This review elucidates the relationship between different aspects of engagement and psychological well-being. Although not many studies have been conducted among law enforcement officers to indicate the relationship between life engagement and psychological well-being, studies in other populations have proved this relationship.

Gratitude and psychological well-being

Gratitude has state and trait aspects. State aspect means that one experiences gratitude for someone or something at a certain moment in time, whereas trait is a long-term positive trait for a gratitude experience (Jans-Beken et al., 2029). Gratitude also plays a role in enhancing physical and psychological well-being (Schache et al., 2018). “*Gratitude appears to broaden people’s modes of thinking as they creatively consider a wide array of actions that might benefit others,*” Fredrickson writes. “*Although grateful individuals most typically act pro socially simply to express their gratitude, over time the actions inspired by gratitude build and strengthen social bonds and friendships*” (Fredrickson, 2004).

The effect of gratitude on well-being can be observed among students, young adults, and different working groups. The effects of the gratitude intervention can also be understood from the literature review. During stress periods, how gratitude affected psychological well-being through social support can be understood from a study conducted among college students. The two groups were randomly assigned to either a gratitude-inducing experience or a neutral experience group. After receiving a speech, the participants were randomly allocated to the support receiving and not receiving groups. Lower stress was observed among participants in the gratitude writing condition who received support than among those who did not receive support (Deichert et al., 2019).

When the mediating role of gratitude between personality traits and psychological well-being (PWB) among college students was analyzed, gratitude fully mediated the relationship between agreeableness and overall PWB. Additionally, gratitude partially mediated the relationship between extraversion and overall PWB. Gratitude was also found to mediate the relationships between extraversion and

agreeableness and some dimensions of psychological well-being (Ziskis, 2010). Another perspective regarding gratitude is that it cannot be considered in relation to personality as a predictor of well-being because the unique contribution of gratitude itself is enough to have a significant impact on psychological well-being beyond the effects of personality. Gratitude was significantly correlated with various aspects of psychological well-being, such as personal growth, positive relationships, purpose in life, and self-acceptance, independent of the effects of other personality traits (Wood et al., 2009).

Despite these findings, gratitude has been found to have an indirect effect on the well-being of young adults through active coping styles and social support (Lin & Yeh, 2013). Another correlational study conducted among college students concluded that there is a positive relationship between gratitude, psychological well-being, and happiness at a highly significant level (Jayakumar & Gupta, 2021). When the correlation between a group of variables such as gratitude, optimism, hope, and life satisfaction with psychological well-being was analyzed among a group of college students, it was found that gratitude predicted well-being more than the other variables (Kardas et al., 2019).

Many studies have focused on the direct and indirect roles of gratitude. One of the studies was conducted to determine the mediating role of gratitude between mindfulness and psychological well-being, with a particular emphasis on the function of gratitude as a sign of "heartfulness." Gratitude moderates the relationship between mindfulness and aspects of psychological well-being, except autonomy (Voci et al., 2018). A study conducted in Northern India with emerging adults attempted to determine the mediating role of spirituality on the relationship between gratitude and psychological well-being. Different dimensions of spirituality were tested

independently and found that gratitude is also positively associated with various dimensions of spirituality, including mindfulness, belief in God, and feeling of security in the world, which partially mediated the relationship, except for the quest for meaning, which shows a non-significant and negative relationship (Bali et al., 2022).

In addition to psychological well-being, happiness, a closely related variable, was studied among young adults to determine the relationship between personality, psychological well-being, gratitude, and happiness. The results of the stepwise regression analysis show that extraversion, psychological well-being, and gratitude were the most significant predictors of happiness, accounting for approximately 37%, 41%, and 44% of the variation, respectively, and these results implicate the role of gratitude in happiness (Singh & Shejwal, 2017).

Studies on gratitude have also been conducted with different employees. To find out the relationship between depression and gratitude on well-being, a study was conducted among clinical nurses and found a strong positive relationship between gratitude and psychological well-being. The negative correlation between depression and psychological well-being indicated the need to incorporate strategies to enhance gratitude and reduces (Jun et al., 2015). The creativity of psychological counsellors was assessed on the basis of their relationship with gratitude, resilience, and psychological well-being. It was found that gratitude and resilience directly predicted creativity and indirectly influenced creativity through wellbeing. These findings shed light on practitioners in the service field, emphasizing the significance of incorporating gratitude, resilience, and well-being to enhance services creatively (Arnout & Almoied, 2020).

The influence of gratitude on psychological well-being was also studied in the clinical population. The gratitude levels of patients with breast cancer were assessed and divided into high and low gratitude individual groups. The post-traumatic growth, psychological well-being, and distress levels of both groups were assessed. Results revealed significant positive correlations between gratitude and post-traumatic growth, positive relations, and relaxation, whereas negative correlations were observed with anxiety, depression, and hostility-irritability. The high-gratitude group displayed higher post-traumatic growth, positive affectivity, and lower mental health issues compared with the low-gratitude group, indicating the recommendation to include gratitude interventions in oncology departments (Ruini & Vescovelli, 2012).

Gratitude intervention has also been found beneficial to psychological well-being and quality of life in a group of patients with substance abuse disorder during pre- and post-follow-up (Maghsoudi, 2019). Gratitude intervention included certain strategies, such as preparing diaries that list the things they feel grateful for, and a study was conducted to determine how these strategies influence a group of young adults' sense of meaning in life, psychological well-being, general health, and perceived stress. Two groups were randomly assigned as experimental and control groups, and their sense of meaning in life, psychological well-being, general health, and perceived stress were assessed. The experimental group was given a gratitude intervention, whereas the control group was not. A significant relationship was found between expressing gratitude and meaning in life and psychological well-being. In addition, significant increases in three areas of psychological well-being: environmental mastery, relationships with others, and purpose in life) and a significant decrease in perceived stress were observed (Czyżowska & Gurba, 2022). Gratitude interventions increased psychological well-being among university

employees (Kaplan et al., 2013). Organizational culture, if tuned with appreciation and gratitude, enhances workers' well-being (Randolph, 2017)

Gratitude positively influences psychological well-being. Although the relationship between gratitude and psychological well-being is not explored in law enforcement officers, this relationship has been proven in different studies conducted among different age groups, clinical populations, and employees from different sectors. In addition, gratitude intervention was found beneficial in enhancing psychological well-being and reducing mental health issues in clinical and nonclinical groups. Despite enhancing well-being, it influences post-traumatic growth and creativity, which indicates the need to incorporate gratitude into various intervention strategies.

Forgiveness and psychological well-being

The developmental process of forgiveness includes four broad phases: uncovering, decision-making, work, and deepening. These four stages make the person aware of the problem, emotional pain, and decision for an alternate resolution. After that, forgiveness includes processes such as empathy and acceptance of pain and an attempt to discover meaning and universality. One must go in depth through the developmental stages to attain the maximum possible beneficial effect of forgiveness (Enright et al., 1998). Based on the literature review analysis, forgiveness was found to be associated with many aspects of mental well-being and mental health, such as depression, anxiety, and stress (Webb & Toussaint, 2019).

There are many situations in law enforcement officers' work life that require the ability to forgive. When forgiveness among law enforcement officers in India was analyzed, men scored higher on forgiveness than women, attributing the cause to societal norms and expectations (Vinayak & Judge, 2018). Clemency, an effect of

forgiveness, indicates the legal aspect of forgiveness. An article on clemency points to the correct decisiveness related to clemency, ensuring its benefits, such as rehabilitation of offenders and further reforms, ultimately leading to a return to an era where clemency plays a vital role in the justice system, indicating its importance in balancing individual justice with societal benefits in the practice of clemency (Barkow, 2009). In addition to the police community, the positive impact of empathy along with forgiveness on psychological well-being was found in a study conducted among nurses in Pakistan, indicating the relevance of forgiveness on psychological well-being among first-hand responders (Khan & Butt, 2022).

The practical application of forgiveness in interventions among incarcerated people involves helping them reduce self-punitive attitudes and increase their capacity for forgiveness. This approach is emphasized in the study by Paleari et al. (2022), which suggests that focusing on these aspects can enhance the psychological well-being of incarcerated individuals. In other words, by learning to forgive themselves and others, and by being less harsh and critical towards themselves, incarcerated people may experience better mental health and overall well-being. Based on the literature of studies conducted among adolescents, many studies emphasized the role of forgiveness on adolescent psychological well-being (Wulandari & Megawati, 2020; Singh & Sharma, 2018). Forgiveness facilitates healing and rebuilding lives and improves individual and social functioning by promoting mental well-being. This result is from a study conducted among the Indian population that emphasizes forgiveness as significant in dealing with stress, guilt, and loss (Pareek et al., 2016).

Forgiveness contributes to well-being by restoring a sense of closeness and commitment in relationships, thus indicating the impact of positive relationships through forgiving. A bidirectional relationship between forgiveness and well-being is

also evident (Bono et al., 2007). There was a positive association between forgiveness and psychological well-being, with a greater impact among friends than strangers. This also indicates the strength of relationships in forgiveness (Van der Wal et al., 2016). In Buddhist adult population in the USA, forgiveness positively predicts psychological well-being. Years of Buddhist practice lead to self-compassion, which mediates the relationship between forgiveness and well-being. The study could not determine the effects of age or gender on forgiveness (Matsuyuki, 2011).

In addition, forgiveness unconditionally reduces psychological distress more than the act of contrition experience (Krause & Ellison, 2003). A related study exclusively involving women of old age was conducted to assess the relationship between the aspects of forgiveness, psychological well-being, and psychological distress. The study concluded that forgiveness is associated with better psychological well-being and less psychological distress, indicating the need to embrace forgiveness to attain peace, happiness, and psychological well-being and overcome negative emotions and psychological distress (Abid, 2015).

In conclusion, the literature highlights the significant impact of forgiveness on psychological well-being among different age groups and working groups, such as law enforcement officers in India and nurses in Pakistan, in which the chances of trauma exposure are high. In addition, the strength of the relationship also matters in the process of forgiveness. Overall, forgiveness fosters psychological well-being and reduces factors that can deteriorate mental health. A bidirectional relationship is also suggested by the literature, emphasizing the dynamic interplay between forgiveness processes and mental health outcomes. The impact of interventions in forgiving also ensures better mental health and acts as a means of healing and reconciliation.

Intolerance of uncertainty and psychological well-being

Intolerance of uncertainty (IU) has gained increasing attention because of its impact on mental health and well-being. Certain professionals like first-hand responders, have to face many uncertain situations and demands throughout their careers. Understanding the impact of IU on psychological well-being will help to develop coping strategies that improve their well-being. Using a network analysis approach, the internal structure of intolerance of uncertainty (IU) was examined among nonclinical local community samples of adults and undergraduate students. According to this study, discomfort with uncertainty and the importance of action planning were important aspects in both samples. The results supported emotion regulation theories and cognitive-behavioral models of psychopathology by showing the interaction between negative attitudes, behavioral responses, and emotional reactions related to uncertainty. Furthermore, there were stronger statistically significant network edges found in this study, indicating important associations between some IU features. Besides, it appeared from these findings that there was hardly any divergence observed, as this was surprisingly similar in both groups (Bottesi et al., 2020).

When anxiety sensitivity (AS) and intolerance of uncertainty (IU) was examined among public safety officers in Canada and clinical samples, it was found that public safety officers have lower IU and AS scores, which can be attributed to the development of coping skills to manage regular exposures to uncertain threats (Angehrn et al., 2020). The term uncertainty was more pronounced during the COVID-19 pandemic. The COVID-19 pandemic affected the health, financial, and social domains of individuals and friends and family networks. Uncertainty was at its peak in health, job, and life, which seemed to decrease mental well-being (Nelson & Kaminsky, 2020).

During the pandemic, a study was conducted on 740 participants involved in the COVID-19 outbreak in Serbia to investigate the sources of elevated distress levels. Media exposure and COVID-19-related fear were also examined in addition to intolerance of uncertainty. In this study, a high level of distress was experienced by a significant percentage of the participants, who were divided into three parts; no distress, moderate-high distress, and severe-distress respondents by one-third each. Serial mediation analysis results showed that the link between intolerance of uncertainty and level of distress is direct, whereas there is an indirect effect through media exposure and fear of COVID-19. Intolerance of uncertainty led to more time spent searching for information through the media, which increased fear and anxiety. Additionally, media exposure independently increased fear levels, which directly affected mental well-being (Blanuša et al., 2021). There is little doubt that the COVID-19 incident has affected law enforcement procedures throughout India. Getting men more aware of issues related to men's health could be the first step that focuses on developing resilience and good coping skills to lessen psychological suffering. These situations indicate the need to benefit from training and implement proper training, if needed (Navin et al., 2020). Another study aimed to explore the relationships among self-compassion, intolerance of uncertainty, fear of COVID-19, and well-being among a group of Turks aged between 18 and 72 years. Although the study did not directly mention the role of intolerance of uncertainty, it indicates the role of self-compassion in tolerance of uncertainty related to the fear of COVID-19. The study also found that fear of COVID-19 mediated the relationship between intolerance of uncertainty and wellbeing (Deniz, 2021; Satici et al., 2020).

When analyzing the association between perceived financial level and perceived parent's attitude variations, with psychological well-being and intolerance

of uncertainty among students, the less psychologically adjusted students were more intolerant of uncertainty, while the psychologically well-adjusted students were associated with having lesser degrees of intolerance. Gender differences showed that intolerance of uncertainty was similar in both sexes, but female students' psychological well-being was significantly higher than male students'. Furthermore, protective parental attitudes are often associated with increased levels of uncertainty. Contrary to this finding, psychological well-being scores improved when parents assumed authoritarian attitudes toward their children, unlike when they adopted a protective parenting style. Perceived income level did not affect the degree of intolerance of uncertainty, but it enhanced a sense of well-being (Geçgin & Sahraç, 2017). Overall, the aforementioned studies focus on the related factors that affect intolerance of uncertainty and its impact on psychological well-being, along with the crucial role of intolerance of uncertainty among public safety officials.

Psychological well-being and sociodemographic variables

A lifespan perspective helps understand the favorable correlation between employee age and well-being. As people age, effective stress management and emotion regulation usually become more refined. According to an earlier study by the authors, growing older is linked to an increase in one's perception of efficacy, competence, and mastery in relation to one's line of work, all of which impact one's well-being (Padhy et al., 2015; Steptoe, 2008). Contradictory findings were also identified from another study, which found no relationship between age, sex, education, marital status, rank, and income and psychological well-being among police Officers and general public (Sunday & Hume, 2017; Karunanidhi & Chitra, 2013; Daraei, 2012).

When the sub-dimensions of psychological well-being were analyzed, gender differences were found in sub-dimensions in which women exhibited significantly lower levels of autonomy and higher levels of environmental mastery compared to men (Li et al., 2015). Rank differences among law enforcement officers in psychological well-being were found in a study conducted in India where SI-ranked police personnel scored better than ASI-ranked police personnel on psychological well-being (Vinayak & Judge, 2018). A survey conducted in an adult group in Oklahoma revealed gender differences in psychological well-being, where females scored low, and a positive correlation was found between age and psychological well-being (Mills et al., 1992).

Research gap

Many studies have been conducted to determine the relationship between selected variables and their relationship with psychological well-being in populations other than law enforcement officers. A few studies have been conducted among law enforcement officers. When considering law enforcement officers in Kerala, no study has addressed well-being and related factors. Cultural variations and mediation models have not yet been explored. Additionally, the study could benefit from examining the role of sociodemographic variables on wellbeing. By addressing these potential gaps, this study can provide a more nuanced understanding of the factors contributing to psychological well-being in this population.

Research questions

- Do psychosocial variables such as self-esteem, self-compassion, psychological capital, perceived social support, gratitude, forgiveness, work-life balance, life engagement, intolerance of uncertainty related to psychological well-being?

- Do self-esteem, self-compassion, psychological capital, perceived social support, gratitude, forgiveness, work-life balance, life engagement, and intolerance of uncertainty predict the psychological well-being of law enforcement officers?
- Do self-esteem, psychological capital and work-life balance mediate on the relationship of self-compassion, perceived social support, gratitude, forgiveness, life engagement, intolerance of uncertainty with psychological well-being?
- Do psychological well-being differ according to sociodemographic variables?

OBJECTIVES OF THE STUDY

- To determine the relationship between selected psychosocial variables and psychological well-being among law enforcement officers.
- To identify the predictors of psychological well-being among law enforcement officers.
- To determine the mediating role of work-life balance, psychological capital, and self-esteem in relationship of perceived social support, life engagement, self-compassion, forgiveness, gratitude, and intolerance of uncertainty with psychological well-being
- To determine whether there is any difference in psychological well-being on the basis of sociodemographic variables.

HYPOTHESES

1. There will be a significant relationship between psychological capital, perceived social support, self-compassion, self-esteem, life engagement, gratitude, forgiveness, work-life balance, intolerance of uncertainty and psychological well-being.
2. Psychological capital, perceived social support, self-compassion, self-esteem, life engagement, gratitude, forgiveness, work-life balance, and intolerance of

uncertainty will be able to predict the psychological well-being of law enforcement officers.

3. Self-esteem mediates the relationship between perceived social support, self-compassion, life engagement, gratitude, forgiveness, intolerance of uncertainty, and psychological well-being.
4. Work-life balance mediates the relationship between perceived social support, self-compassion, life engagement, gratitude, forgiveness, intolerance of uncertainty, and psychological well-being.
5. Psychological capital mediates the relationship between perceived social support, self-compassion, life engagement, gratitude, forgiveness, intolerance of uncertainty, and psychological well-being.
6. There is a significant relationship between age and psychological well-being.
7. There is a significant difference in psychological well-being based on gender.
8. There is a significant difference in psychological well-being based on education.
9. There is a significant difference in psychological well-being based on designation.

CHAPTER II

METHOD

The method chapter is an important aspect of research because it presents knowledge about how the research was conducted. Research Methodology consists of a clear formulation of the problem, hypothesis formulation, data collection, data analysis, and conclusion. It also includes certain generalisations and sometimes some theoretical formulation (Kothari, 2004).

With guidance and consultation with experts from the fields of psychology and law enforcement and based on literature review, the researcher identified variables that may affect the psychological well-being of law enforcement officers. The study also sought to learn more about how sociodemographic factors influence the psychological well-being of law enforcement officers.

Research Design

This chapter summarises the study's overall strategy in four sections: the participants chosen for the study, the instruments used, the data collection procedures, and the statistical techniques used for analysis. To explore the psychosocial contributors that influence the psychological well-being of law enforcement officers, the researcher examined a comprehensive literature review. During the research, based on the literature review, the researcher selected appropriate instruments for measuring the variables. After that, the researcher proceeded to data collection and analysis. During this time, the researcher carefully ensured that data were collected and subjected them to rigorous statistical analysis with logic to identify meaningful patterns and relationships.

A correlational research design is used to assess the relationships among variables and make predictions. Correlational design is a quantitative design. According to Singh (2006), in a correlational design, the researcher collects two or more sets of data from the same group of participants so that the relationship between

the two subsequent sets of data can be determined. The relationship among variables within the same group of subjects is studied, and none of which may be the actual cause of the other in correlational research design (Mcburney & White, 2009).

Sampling method

The quota sampling method was used to select participants. After identifying the different strata of the population, the investigator selected participants from each stratum. The final selection of participants is random in quota sampling, which ensures that specific elements are included and represented in subsequent collection. To a greater extent, quota sampling can guarantee the inclusion of individuals from different strata of the population. This sampling enabled the researcher to introduce a few controls into his research plan (Singh, 2006)

Participants

The population of the research are law enforcement officers in Kerala. The sample included police officers of the rank from Civil police officer to Inspector of Police. The participants included 489 police officers from different districts in Kerala. The age of officers ranges from 25 to 55 years. There are four police ranges in Kerala. The Thiruvananthapuram range includes three districts: Thiruvananthapuram, Kolam, and Pathanamthitta. The Ernakulam range includes four districts: Ernakulam, Alappuzha, Idukki, and Kottayam. The Thrissur range includes three districts: Thrissur, Palakkad, and Malappuram. The Kannur range includes four districts: Kannur, Kozhikode, Wayanad, and Kasargod. The range-wise distribution of police officers was depicted in table 1. The other demographic details of the participants, such as gender, educational qualifications, and designation, are depicted in table 2

Table 1
Range-wise Representation of the Sample

Variable	Frequency	Percentage
Thiruvananthapuram	138	28.2
Ernakulam	35	7.2
Thrissur	220	44.9
Kannur	96	19.6

Table 2
Characteristics of the sample

Variable	Groups	Frequency	Percentage
Gender	Female	61	12.5
	Male	428	87.5
Education	Higher secondary	149	30.5
	Undergraduate	272	55.6
	Postgraduate	68	13.9
Designation	CPO	179	36.6
	SCPO	129	26.4
	SI	143	29.2
	IOP	38	7.8

Sample size calculation

Sample size is calculated using G power software V.3.1.97. The criteria considered for linear multiple regression with nine predictors are a small effect size ($f^2 = .04$), Alpha error of $.05(\alpha)$ power $(1-\beta)$ of $.8$. The predicted sample size for the study was 400. Expecting incomplete and inappropriate responses additional 100 individuals more recruited in the study. After scrutinising the data, 11 responses were eliminated because they consisted of incomplete responses.

Inclusion criteria

- Police officers with the designation of Civil Police Officers, Senior Civil Police Officers, Sub Inspectors, and Inspector of Police.
- Law enforcement officers working in Kerala are included

Exclusion criteria

- Officers less than one year of experience are excluded from the study.
- Officers on medical leave
- Officers who are under suspension
- Officers who are working in Kerala Armed Police, such as Special Armed Police(SAP), Rapid Response and Rescue Force(RRRF), and India Reserve Batalion (IRBn)

INSTRUMENTS

In this stage, the following measures/instruments were finalised and used based on a literature review.

1. Psychological well-being scale (Mehrotra et al., 2013)
2. Work life balance scale (Heyman, 2005)
3. Psychological Capital Questionnaire (PCQ; Luthans et al., 2007)
4. The Heartland Forgiveness Scale (HFS; Thompson & Snyder, 2003).
5. Intolerance of uncertainty scale (IUS; Carleton et al., 2007)
6. The Gratitude Questionnaire-Six Item Form (GQ-6; McCullough et al., 2002).
7. Rosenberg's Self-esteem Scale (Rosenberg, 1965)
8. Life Engagement Test (Scheier et al., 2006)
9. Self-Compassion Scale (Raes et al., 2011)
10. Multidimensional Scale of Perceived Social Support (Zimet et al., 1988)
11. Personal data sheet

The details of each measure, including the sub dimensions, their psychometric properties, administration, and scoring, are given below.

PSYCHOLOGICAL WELL-BEING SCALE (PWB-20)

Psychological well-being scale is a twenty item scale developed by Mehrotra et al. (2013). Four dimensions of psychological well-being, namely, self-acceptance, sense of mastery and competence, positive relations, and sense of engagement and growth, are measured using the scale. Self-acceptance is the acceptance of all aspects of oneself and the formation of trusting relationships with others. A sense of mastery and competence includes meeting external and internal challenges. Positive relations with others include concern about others based on empathy, affection, and intimacy. Sense of engagement and growth factor refers to active engagement with one's environment with a sense of purpose and meaning. The test was developed by the authors to understand that the nature and number of dimensions of psychological well-being across different cultures may not fully correspond to Ryff's (1995) model.

Administration

This measure was provided with the instruction "the following set of statement deals with how you feel about yourself and your life. Put a tick (✓) mark indicating the option that is applicable to you. Please remember that there are no right or wrong answers"

Scoring

Scoring on the responses ranged from 1 to 6, with strongly disagree being given a score of 1 and strongly agree being scored as 6. The six options were "strongly disagree," "disagree somewhat," "disagree slightly," "agree slightly," "agree somewhat," and "strongly agree," Item numbers 1, 4, 8, 10, 11, 12, 14, 19,

and 20 were reverse scored. The item numbers for self-acceptance are 2, 3, 17, and 18. The item numbers correspond to the sense of mastery, and the competence dimension includes 8, 11, 12, 14, 19, and 20. The item numbers for positive relations are 1, 4, 7, 10, and 15. The corresponding item numbers for the sense of engagement and growth are 5, 6, 9, 13, and 16.

Reliability and Validity

The internal consistency reliability coefficient (α) of the scale used in this study was 0.83. PGI well-being scores correlated moderately with overall PWB scores (.40) on the 20-item measure, supporting the latter's concurrent validity (Mehrotra et al., 2013).

WORK-LIFE BALANCE SCALE

Hayman (2005) adapted work-life balance scale, which was originally developed by Fisher. Here, the word life includes personal life, whereas family provides the opportunity to measure the interface between work and non-work regardless of employee marital or family status. This broader approach is useful for organisations to assess the non-work domain of employees; family may not be relevant to all employees. The scale comprises 15 items designed to assess three dimensions of work-life balance. The dimensions are work interference with personal life (WIPL-7 items), personal life interference with work (PLIW-4 items), and work/personal life enhancement (WPLE-4 items). The first dimension, work interference with personal life (WIPL), measures the extent to which work interferes with personal life. The second dimension is personal life interference with work (PLIW), which depicts the extent to which personal life interferes with work. The items of the third dimension work/personal life enhancement (WPLE) involved

positive effects of one's work on personal life or vice versa, and the extent to which one's personal life enhances work.

Administration

The following instructions were given to the participants: "Below 15 statements are given. Please indicate how frequently you felt in a particular way during the past three months, on a seven-point scale, by putting a tick mark (✓) in appropriate column"

Scoring

Scoring on the responses ranges from 1 to 7, where *1 stands for Not at All, 2 stands for least of the time, 3 stands for rarely, 4 stands for Sometimes, 5 stands for frequently, 6 stands for most of the time, and 7 stands for All the Time*. All items except 7, 12, 13, 14, and 15 were reverse scored. Items starting from 1 to 7 correspond to WIPL dimensions, items from 8 to 11 belong to PLIW dimensions, and items from 12 to 15 represent WPLE dimensions of work-life balance.

Reliability and Validity

The Cronbach's alpha reliability for the three aspects of work-life balance scale of .93 for WIPL, .85 for PLIW, and .69 for WPLE (Heyman, 2005). Unidimensionality and high internal consistency, which are more than .90 for all constructs, have been established, and evidence of convergent validity has been established (Agha et al., 2017).

PSYCHOLOGICAL CAPITAL QUESTIONNAIRE (PCQ)

The Psychological Capital Questionnaire (Luthans et al., 2007) was used in this study to measure the psychological capital of law enforcement officers. This scale comprises 24 items, including six items for each of the four components. The four

components are hope, efficacy, resilience, and optimism. Hope is a positive emotional state which leads one to find pathways to achieve goals, whereas efficacy the belief in oneself to reach the goals. Resilience items measures how one is adaptable and acceptable to challenging situations in life. Optimism measures the expectancy about good things happens in their life.

Administration

This measure was provided with the instruction “below are statements that describe how you may think about yourself right now. Use the following scale to indicate your level of agreement or disagreement with each statement”

Scoring

The items are on a six-point Likert scale ranging from “*strongly disagree*” to “*strongly agree*” such that a score of 1(*strongly disagree*), 2 (*disagree*), 3(*somewhat disagree*), 4(*somewhat agree*), 5(*agree*), and 6(*strongly agree*) would be given. Item numbers 13, 20, and 23 were reverse scored. The resulting score represents an individual’s level of positive PsyCap (Luthans et al., 2007). Items from 1 to 6 comprise the dimension of self-efficacy, items from 7 to 12 comprise the dimension of hope, items 13 to 18 comprise the dimension of resilience, and items from 19 to 24 comprise the dimension of optimism. The scores indicate the level of psychological capital. The higher the score, the higher the level of psychological capital.

Reliability and validity

The Cronbach alpha reliability coefficient (α) of the scale was 0.89 (Luthans et al., 2007). Learning orientation and psychological capital constructs had a composite reliability (CR) of 0.77 or higher and average variance extracted (AVEs) of 0.46 or higher for main sample and all sub-samples. Further, all items of both constructs had

high factor loadings. The value of AVE above 0.40 is acceptable if a construct has a CR higher than 0.60 (Fornell & Larcker, 1981). This showed the convergent validity of psychological capital and learning orientation (Goswami et al., 2022).

THE HEARTLAND FORGIVENESS SCALE (HFS)

The Heartland Forgiveness Scale (HFS) is an 18-item self-report questionnaire developed by Thompson and Snyder (2003) that measures a person's dispositional forgiveness (i.e., the general tendency to be forgiving) rather than the forgiveness of a particular event or person. The HFS consists of three dimensions: Forgiveness of self, Forgiveness of others, and Forgiveness of the situation. Three sub dimensions measures the ability of the individual to forgive one's own and others' actions and thoughts, and forgiveness to the situations in life.

Administration

This measure was given with the following instruction: "in the course of our lives, negative things may occur because of our own actions, the actions of others, or circumstances beyond our control. For some time after these events, we may have negative thoughts or feelings about ourselves, others, or the situation. Consider how you typically respond to such negative events. Next to each of the following items, write the number that best describes how you typically respond to the described negative situation. There are no right or wrong answers. Please be as open as possible in your answers"

Scoring

The items are endorsed using a 7-point Likert scale. There are verbal anchors that are *almost always false of me (1)* , *more often false of me (3)*, *more often true of me (5)*, and *almost always true of me (7)*. To score the HFS, the nine negatively

worded items were reverse-scored, and the values for all 18 items were then summed. Scores on the three HFS subscales ranged from 6 to 42. Scores for the total HFS ranged from 18 to 126. The score on the forgiveness of self subscale indicates how forgiving a person tends to be of oneself; the score on the forgiveness of others subscale indicates how forgiving a person tends to be of other people; and the score on the forgiveness of situation subscale indicates how forgiving a person tends to be in negative circumstances, events, or situations that are beyond anyone's control. Item numbers from one to six correspond to forgiveness of the self dimension, items from 7 to 12 correspond to forgiveness of others, and items from 13 to 18 correspond to forgiveness of situations. Higher scores indicate higher levels of forgiveness, and lower scores indicate lower levels of forgiveness.

Reliability and validity

The authors report adequate internal consistency, Cronbach's alpha, with values between 0.72 and 0.87 (Thompson et al., 2005). The HFS's convergent validity was predicted to be supported by its positive correlation with measures of constructs that logically would be positively related to forgiveness and found a moderate convergent validity of .58 with mental health questionnaire (Gallo-Giunzioni et al., 2020).

INTOLERANCE OF UNCERTAINTY SCALE (IUS)

The IUS-12 is a short version of the 27-item Intolerance of Uncertainty Scale (Freeston et al., 1994) that measures responses to uncertainty, ambiguous situations, and the future. The shorter version was developed by Carleton et al (2007). The two subscales of IUS are the prospective and inhibitory subscales. The inhibitory IU is linked to paralysis of action and cognition when faced with the unknown, while

Prospective IU reflects the desire for predictability and active seeking of certainty when uncertainty arises.

Administration

The following instructions were given to the participant “please tick the statement to which you agree much as your characteristic pattern”

Scoring

The 12 items were rated on a 5-point Likert scale ranging from 1 (*not at all characteristic of me*), 2 (*a little characteristic of me*), 3 (*somewhat characteristic of me*), 4 (*very characteristic of me*), and 5 (*entirely characteristic of me*). Higher scores indicate greater intolerance of uncertainty. Item numbers 1,2,4,5, 8, 9, and 11 correspond to the prospective subscales, and the remaining items correspond to the inhibitory subscale.

Reliability and validity

The Cronbach’s alpha reliability for IUS scale is 0.88. The convergent validity of IUS-12 was assessed by correlating the IUS-12 total with the Perfectionism/Certainty subscale of the OBQ-44 and found that 0.552 (Simos & Nisyraiou, 2023).

GRATITUDE QUESTIONNAIRE

Gratitude measures the extent of gratefulness in life. The Gratitude Questionnaire (GQ-6) evaluates an individual's disposition towards gratitude, which is characterised as a broad propensity to acknowledge and react with thankfulness to the contributions of other people's kindness in one's favourable experiences and results. The Gratitude Questionnaire-Six-Item Form (GQ-6) is a six-item self-report

questionnaire designed to assess individual differences in the proneness to experience gratitude in daily life that was developed by McCullough et al (2002).

Administration

The following instructions were given to the participant “please tick the response option to each statement to which you agree much”

Scoring

Give the following points to options 1 (*strongly disagree*), 2 (*disagree*), 3 (*slightly disagree*), 4 (*neutral*), 5 (*slightly agree*), 6 (*agree*), and 7 (*strongly agree*). Reverse the scores for items 3 and 6. Add both scores and find the total score between 6 and 42. If the score is less than 35, it indicates low or below average gratitude. A score between 36 and 38 is considered to indicate an average gratitude score. A score lying within 39-41 is determined as having high gratitude.

Reliability and validity

The GTQ-6 has good internal reliability, with alphas between .82 and .87(McCullough et al., 2002). The convergent validity of GQ-6 scale is .554 and this was ensured using average variance extracted (AVE) values (Garg et al., 2021).

SELF-ESTEEM SCALE

The self-esteem scale developed by Rosenberg (1965) involves 10 items that measure global self-worth through positive and negative feelings about one’s self. It is believed to be a uni dimensional measure designed to assess the self-evaluation of one’s worthiness. As one of the most widely used measures in educational, social and behavioural science with almost all age groups, the investigator used this measure in the present study.

Administration

This measure was provided with the instruction “the following statements are related to you.” Please choose one of the five given responses that does match your feeling about yourself.

Scoring

Score on the responses ranging from 1 to 5, where *1 denotes strongly disagree, 2 denotes disagree, 3 denotes undecided, 4 denotes agree, and 5 denotes strongly agree.* Reverse scoring was performed for negative items 2, 5, 6, 8, and 9.

Reliability and validity

The Cronbach alpha reliability coefficient (α) of the scale is .88. The convergent validity of the scale was reported with Coopersmith self-esteem scale and found a .52 correlation (Francis & Wilcox, 1995)

LIFE ENGAGEMENT TEST

The life engagement test (Scheier et al., 2006) was employed to assess the extent to which individuals perceive their activities as valuable and important. Recently, life engagement has drawn attention and scientific interest as a holistic notion that includes results reflecting life-fulfilment, well-being, and participation in valued and important activities.

Administration

This measure was provided with the instruction as follows: “please place a tick mark in the appropriate column by indicating the extent of your agreement using the following scale. Be as honest as possible throughout the process and do not let your response to one question influence your response to another question. There are no

right or wrong answers.” Respondents used a 5-point Likert scale to rate how much they agreed with self-descriptive statements about the purposefulness of life.

Scoring

Each item on the study is scored using a 5-point Likert scale, where the responses are assigned the following point values: 1 (*Strongly Disagree*), 2 (*Disagree*), 3 (*Neutral*), 4 (*Agree*), and 5 (*Strongly Agree*). Item numbers 1, 3, and 5 were reverse scored.

Reliability and validity

The Cronbach alpha reliability coefficient (α) of the scale is .80. The convergent validity is established with a correlation of .73 between the LET and the Purpose in Life Scale (Scheier et al., 2006).

SELF-COMPASSION SCALE

Neff (2003) defined the self as the ability to hold one’s feelings of suffering with a sense of warmth, connection, and concern. The six facets of self-compassion are Self-Kindness, Self-Judgement, Common Humanity, Isolation, Mindfulness and Over-Identification Subscale. The total scores were computed by calculating the mean of subscale item responses. This test is a shorter version scale consists of two items for each facets of self-compassion. Self-kindness dimension indicates a warm understanding toward oneself whereas self-judgment is criticising ourselves during the times of suffering or feeling inadequate. Common humanity dimension indicates the recognition that challenges and personal failures are something we all share and isolation sub dimension indicates the feeling that the sufferer is alone in the world. Mindfulness sub dimension indicates the nature of paying attention to the present moment with complete acceptance of thoughts, feelings, and bodily sensations

whereas over identification is denial of those feelings (Neff, 2003). The shortened version of original short compassion scale was developed by Raes et al. (2011).

Administration

A total of 12 statements with five response options were given to the participants. The participant is instructed as follows “there are five response options for each statement. You must tick the appropriate response that fits best for you”.

Scoring

The following points were given to options 1(*never*), 2 (*Rarely*), 3 (*Sometimes*), 4(*Often*), 5 (*Always*). Item numbers 1, 3, 5, and 6 were reverse scored. The item numbers 2 and 6 represent the self-kindness dimension, the item numbers 11 and 12 represent the self-judgement dimension, the item numbers 5 and 10 represent the common humanity dimension, the item numbers 4 and 8 represent the 4 and 8, the item numbers 3 and 7 represent the mindfulness dimension, and the item numbers 1 and 9 represent the over-identified dimension of the self-compassion scale.

Reliability and validity

The Cronbach alpha reliability coefficient (α) of the scale is .90 (Raes et al., 2011). The Convergent validity for the scale was negatively correlated to self-criticism with a value of -.65 and a significant positive correlation with a sense of social connectedness with a value of .41(Neff, 2003).

MULTIDIMENSIONAL SCALE OF PERCEIVED SOCIAL SUPPORT

Zimet et al. (1988) developed the Multidimensional Scale of Perceived Social Support (MSPSS). The scale evaluates the adequacy of perceived social support from three sources: family, friends, and significant others. The sub dimensions indicate

how the individual perceive support getting from family, friends and significant others.

Administration

The scale consists of 12 items, and each item is rated on a seven-point Likert scale from 1(very strongly disagree) to 7(very strongly agree). The participant is instructed as follows “there are seven response options for each statement. You must select the appropriate response that fits your needs best. Please remember that you have to select only one option that is best suitable for you out of the seven ratings provided to you.”

Scoring

The scores can be given as follows: 1(Very Strongly Disagree), 2(Strongly Disagree), 3(Mildly Strongly), 4(Neutral), 5 (Mildly Agree), 6(Strongly Agree), and 7(Very Strongly Agree).The items 3, 4, 8, and 11 measure support from family; 6, 7, 9, and 12 measure support from friends; and 1, 2, 5, and 10 measure support from significant others. The sum of 4 items under each subscale gives the subscale score, whereas the sum of all subscale scores gives the overall scale score. Total scores ranged from 12 to 84. High scores indicate high perceived social support.

Reliability and validity

The Cronbach alpha reliability coefficient (α) of the scale for a different samples ranged from .84 to .92(Zimet et al., 1990). The construct reliabilities for these three constructs are 0.86, 0.84 & 0.86 respectively (Kaur & Beri, 2019).

PERSONAL DATA SHEET

The general information about the participants is included in the Personal Data Sheet. This comprised age, gender, educational qualification, designation, and place of work.

PROCEDURE

The purpose and nature of the data to be collected were explained to the State Police chief (Kerala) who provided permission to collect data. The investigator approached the police officers personally after obtaining permission from the State Police chief. Each police officer received a well-explained information sheet. In the booklet, there was also an informed consent form, which ensured confidentiality and their right to withdraw at any stage of filling out the form. They were also assured that their identities would not be revealed at any stage of the research because there was no space to record their names on the data collection form.

The data were gathered from civil police officers, senior civil police officers, sub inspectors, and police inspectors who are working in various districts. All respondents were informed about the nature and purpose of the study, which was also printed in the data collection booklet. The data were primarily collected from officers of various districts who attended the Police Academy for refresher courses. Besides that, the researcher approached several Station House officers to schedule a data collection appointment. After establishing rapport and ensuring confidentiality, background information and data collection were completed. In general, it took about 30 min to complete the form. Each participant was given a booklet containing these 10 questions. They were requested to provide genuine and honest responses because the study was intended for research only. Emphasis on anonymity and the need for honesty was necessitated by the fact that many of the questions were related to personal matters, and hence, there existed a possibility of giving socially desirable answers by the respondents. Most officers cooperated and gave their wholehearted responses. Informed consent was obtained from them and recorded. At the front of the instrument, instructions and guidelines for filling out each measure are provided.

Following the completion of the form, gratitude was also expressed. After completion, the research instruments were collected, scored, and entered into a spread sheet for further statistical analysis. Some incomplete data collection forms are rejected at the time of scoring.

Statistical Analysis

A comprehensive statistical analysis of the obtained data was performed in this study. The purpose of this stage was to make generalisations and conclusions on a scientific database. Depending on the nature of the research problem, different statistical techniques were used to draw inferences. Statistical methods, such as descriptive and inferential statistics, were included in the study. Major inferential statistics used to test the hypotheses of the research are the Karl–Pearson product moment correlation coefficient, linear regression analysis, mediation analysis, and multivariable analysis of variance. Leven’s test of homogeneity of variance, box plot, homoscedasticity test, Burbin-Watson test, and multi collinearity are used to test the assumptions of tests. The assumption of normal distribution was established with Shapiro-wilk test of normality. Because a violation of the normal distribution does not have a major impact on the results of a large sample, the researcher did not consider slight violations of the normal distribution to be an important parameter in determining the appropriateness of the test (Havlicek & Peterson, 1977).

Descriptive analysis

Mean, standard deviation, frequency, and percentage of data were determined using descriptive analysis.

The Pearson product moment correlation

The Pearson product moment correlation was done to recognise the nature and strength of the relationships between variables. Correlation describes the relationship of one variable to another. The coefficient of correlation can take any value between +1 and -1. The sign of the correlation coefficient determines the direction of the relationship. If the value is positive, it indicates that when one value increases or decreases, the other value responds in the same direction, whereas if the value is negative, it means that when the value of one variable increases, the other variable decreases. If the value of the coefficient of correlation(r) is zero, there is no correlation between variables; when r is -1, there is a perfect negative correlation; if r is 1, there is a perfect positive correlation. If the value of r approaches zero, only weak relationships between the variables are formed. If the value of r approaches one (-1 or 1), the correlation will be higher between the variables (Garrett, 1926). In this study, to know the relationship between selected variables, correlation analysis is used.

Regression analysis

Linear regression analysis was used for the predictive analysis. These regression estimates explain the relationship between one dependent variable and one or more independent variables. Here, the purpose was to identify which variables predicted the dependent variable of psychological well-being. In this study, to identify the best predictor variables of psychological well-being and the sub dimensions of psychological well-being, regression analysis is conducted.

Mediation analysis

Mediation analysis is a statistical method used to quantify the causal sequence through which an antecedent variable causes a mediating variable that causes a

dependent variable. The role of self-esteem, work-life balance, and psychological capital as mediating variables between the dependent and other independent variables were analysed.

Mann–Whitney U test

The Mann-Whitney U test is used to compare differences between two independent groups but not normally distributed (Singh, 1986). Because the normality assumption was violated, the Mann–Whitney U test was used. In this study, this test is used to identify gender differences in the psychological well-being of law enforcement officers.

The Kruskal-Wallis test

The Kruskal–Wallis test is used to compare the average of more than two groups (Singh, 1986). It compares the differences among three or more independently sampled groups on a single, non-normally distributed continuous variable. In the present study, the difference in psychological well-being was compared based on sociodemographic variables such as education and, designation

All statistical analyses were performed with the help of software (SPSS v.23) and Jamovi (v 2.3.2) with gamm module software. In conclusion, this chapter provides a detailed account of the overall research process, including the details of the variables and research participants, data collection measures/instruments, procedures, and statistical analysis.

Ethical Considerations

1. Informed consent

The American Psychological Association defines the process of informed consent as *follows*: “*psychologists inform participants about (1) the purpose of the*

research, expected duration, and procedures; (2) their right to decline to participate and to withdraw from the research once participation has begun; (3) the foreseeable consequences of declining or withdrawing; (4) reasonably foreseeable factors that may be expected to influence their willingness to participate, such as potential risks, discomfort, or adverse effects; (5) any prospective research benefits; (6) limits of confidentiality; (7) incentives for participation; and (8) whom to contact for questions about the research and research participants' rights." The ethical guidelines were followed.

CHAPTER III

RESULTS AND DISCUSSION

A summary of the statistical analysis, interpretation and discussion were included in this chapter. Statistical methods, such as descriptive and inferential statistics, were included in the study. The major inferential statistics used to test the hypotheses of the research are: Karl Pearson product moment correlation coefficient, stepwise linear multiple regression analysis, mediation analysis, Mann-Whitney U test, and Kruskal–Wallis test. Leven’s test of homogeneity of variance, box plot, homoscedasticity test, Durbin-Watson test, and multicollinearity analysis were used to test the assumptions of the inferential statistics. The assumption of normal distribution was tested with Shapiro-wilk test of normality. The chapter is divided into three sections as follows:

Section 1: Predictors of psychological well-being

Section 2: The mediator role of self-esteem, psychological capital and work-life balance between the predictor variables and psychological well-being

Section 3. Role of demographic factors in psychological well-being

Predictor variables

In this study, the predictor variables selected are work-life balance, psychological capital, forgiveness, intolerance of uncertainty, gratitude, self-esteem, life engagement, self-compassion, and perceived social support.

Section I: Predictors of Psychological Well-being

The relationships between psychological well-being and predictor variables were tested using correlational analysis. Summary of the Shapiro-wilk test of normality indicates that scores of the variables violated the assumption of normal distribution, $w = .96, .99, .99, .98, .99, .98, .95, .97, .97, .99, .93$ $p < .05$. No major outliers were identified in the dataset. Karl Pearson product moment correlation

analysis was used to test the hypotheses related to the relationship among predictor and criterion variables, as Pearson's method is found to be robust with the violation of normality when the sample size is large (Havlicek & Peterson, 1977).

Table 3
Inter-correlation among Variables

Variables	Mean	SD	<i>M</i>	1	2	3	4	5	6	7	8	9	10
Psychological well-being (1)	90.24	15.02	.99*										
Work-life balance (2)	73.42	13.94	.99*	.399**									
Psychological capital (3)	105.45	17.03	.98*	.572**	.428**								
Forgiveness (4)	89.13	13.57	.99*	.504**	.274**	.451**							
Intolerance of uncertainty (5)	28.61	8.45	.98*	-.307**	-.223**	-.202**	-.374**						
Gratitude (6)	32.40	6.71	.95*	.407**	.205**	.391**	.496**	-.187**					
Self-Esteem (7)	38.86	6.29	.97*	.552**	.325**	.445**	.566**	-.386**	.481**				
Life Engagement (8)	23.52	3.83	.97*	.417**	.235**	.460**	.410**	-.202**	.384**	.505**			
Self-compassion (9)	43.01	6.46	.99*	.493**	.291**	.425**	.582**	-.430**	.370**	.623**	.472**		
Perceived social support (10)	64.76	14.29	.93*	.463**	.263**	.432**	.411**	-.196**	.530**	.485**	.451**	.409**	

* $p < .05$, ** $p < .01$

The results of the correlation analysis presented in table 3 indicate that psychological well-being and work-life balance were related to each other ($r = .399, p < .01$). Further, psychological well-being is positively related to psychological capital ($r = .572, p < .01$), forgiveness ($r = .504, p < .01$), gratitude ($r = .407, p < .01$), self-esteem ($r = .552, p < .01$), life engagement ($r = .417, p < .01$), self-compassion ($r = .493, p < .01$) and perceived social support ($r = .463, p < .01$). Furthermore, intolerance of uncertainty was negatively related to psychological well-being, ($r = -.307, p < .001$). The results indicate that when work-life balance, psychological capital, forgiveness, gratitude, self-esteem, life engagement, self-compassion, and perceived social support increase, the level of psychological well-being among law enforcement officers also increases, whereas the increase in the level of intolerance of uncertainty reduces the level of psychological well-being. Thus, the hypothesis that all predictor variables are correlated with psychological well-being is accepted.

Because the predictor variables are related to the criterion variables, the decision was made to continue linear regression analysis.

Table 4*Predicting Psychological Well-being from the Predictor Variables*

Step	Predictors	β	T	R^2	F	ΔR^2	ΔF
1	Psychological Capital	.572	15.40**	.326	237.28**		
2	Psychological Capital	.408	10.73**	.435	188.96**	.110	94.89**
	Self-esteem	.370	9.74**				
3	Psychological Capital	.364	9.38**	.453	135.96**	.019	17.29**
	Self-esteem	.290	6.91**				
	Forgiveness	.175	4.16**				
4	Psychological Capital	.320	7.90**	.465	107.14**	.013	11.69**
	Self-esteem	.271	6.46**				
	Forgiveness	.171	4.12**				
	Work-Life Balance	.127	3.42**				
5	Psychological Capital	.291	7.09**	.476	89.59**	.012	10.77**
	Self-esteem	.232	5.38**				
	Forgiveness	.155	3.71**				
	Work Life Balance	.123	3.33**				
6	Perceived Social Support	.129	3.28**				
	Psychological Capital	.284	6.90**	.479	75.75**	.004	3.88*
	Self-esteem	.199	4.29**				
	Forgiveness	.128	2.94**				
	Work Life Balance	.119	3.25**				
	Perceived Social Support	.124	3.15**				
	Self-compassion	.089	1.97*				

** $p < .01$, * $p < .05$

The results of linear regression analysis presented in table 4 indicate that psychological capital is the best predictor of psychological well-being, $\beta = .284$, $p < .01$, Step 6. Second, the predictive role of self-esteem was also significant, $\beta = .199$, p

< .01. The third significant predictor variable was forgiveness, $\beta = .128$, $p < .01$. The fourth predictor variable of well-being was perceived social support, $\beta = .124$, $p < .01$. The fifth predictor variable of well-being was work-life balance, $\beta = .119$, $p < .01$. Self-compassion was also a significant predictor of psychological well-being $\beta = .089$, $p < .05$. Together, the model predicting psychological well-being of police officers from psychological capital, self-esteem, forgiveness, perceived social support, work-life balance, and self-compassion are significant. The model explained 47.9% of variance in psychological well-being scores ($R^2 = .479$, $F = 75.75$, $p < .01$). Hence, the hypothesis that psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion predict psychological well-being is accepted. The hypothesis that intolerance of uncertainty, life engagement, and gratitude can predict psychological well-being is not accepted.

The predictive roles of variables such as psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion in the psychological well-being of law enforcement officers are verified in this study; further detailed investigation is conducted with factors of psychological well-being. The analysis is carried out to determine whether any variable or its sub dimension predicts any of the sub dimensions of psychological well-being. Four factors of psychological well-being, namely, self-acceptance (SA), sense of mastery and competence (SMC), positive relations with others (PR), and sense of engagement and growth (SEG), were considered as criterion variables. Separate stepwise multiple regression analysis was conducted using the factors of each predictor variable. Results are presented in the table 5 to 8.

Table 5

Predicting the Self-acceptance dimension of Psychological Well-being from Work-life Balance, Psychological Capital, Forgiveness, Intolerance of Uncertainty, Life Engagement, Gratitude, Self-esteem, Self-Compassion, and Perceived Social Support

Step	Predictors	β	t	R^2	F	ΔR^2	ΔF
1	Self esteem	.442	10.886**	.194	118.497**		
2	Self esteem	.327	7.636**	.258	85.849**	.065	42.985**
	Hope	.281	6.556**				
	Self esteem	.321	7.676**				
	Hope	.247	5.829**				
3	Work Interference with Personal Life			.291	67.685**	.034	23.433**
4	Self-esteem	.287	6.441**	.296	52.288**	.007	4.592*
	Hope	.247	5.855**				
	Work Interference with Personal Life	.179	4.600**				
	Self-Compassion Over Identified	.089	2.143*				
5	Self esteem	.245	5.098**	.302	43.253**	.008	5.270*
	Hope	.223	5.131**				
	Work Interference with Personal Life	.183	4.711**				
	Self-compassion Over Identified	.096	2.319*				
	Gratitude	.102	2.296*				

** $p < .01$, * $p < .05$

Results of regression analysis predicting the self-acceptance dimension of psychological well-being from the predictor variables are presented in the table 5. All sub dimensions of predictor variables were entered into stepwise regression analysis. When the predictive roles of the sub dimensions of all predictor variables were analysed in the self-acceptance sub dimension of psychological well-being, self-esteem contributed 19.4% variance in the self-acceptance dimension of psychological well-being. Self-esteem and hope together contributed 25.8% of the self-acceptance dimension of psychological well-being. When work-interference with personal dimension is added, these three variables together contribute 29.1%. By adding the fourth variable, work interference with personal life, together, they contributed 29.6% of variance in the self-acceptance dimension of psychological well-being. Self-esteem, hope, work-interference with personal dimension, self-compassion over identified and gratitude predicted 30.2 % of the self-acceptance dimension of psychological well-being. Hope is the sub-dimension of psychological capital, whereas work interference with personal life is the sub-dimension of work-life balance. Self-compassion over identified dimension is the sub-dimension of self-compassion. Results indicate that self-esteem ($\beta = .245, p < .01$), hope ($\beta = .223, p < .01$), work Interference with Personal Life ($\beta = .183, p < .01$), self-Compassion over Identified ($\beta = .096, p < .05$) and gratitude ($\beta = .102, p < .05$) are the best predictors of the self-acceptance dimension of psychological well-being. The model explains 30.2% variance in the self-acceptance dimension of psychological well-being ($R^2 = .302, F = 43.253, p < .001, \text{step } 5$).

Table 6

Predicting Sense of Mastery and Competence dimension of Psychological well-being from Work-life Balance, Psychological Capital, Forgiveness, Intolerance of uncertainty, Life Engagement, Gratitude, Self-esteem, Self-Compassion, and Perceived Social Support

Step	Predictors	β	t	R^2	F	ΔR^2	ΔF
1	Self esteem	.459	11.39**	.209	129.688**		
2	Self esteem	.336	7.98**	.280	96.093**	.073	49.566**
	Hope	.297	7.04**				
3	Self esteem	.251	5.52**	.307	73.047**	.028	19.600**
	Hope	.264	6.27**				
4	Forgiveness Situation	.196	4.43**	.325	59.745**	.019	13.975**
	Self esteem	.212	4.59**				
	Hope	.239	5.70**				
	Forgiveness Situation	.181	4.14**				
5	Personal life interference with work	.153	3.74**	.333	49.828**	.010	7.132**
	Self esteem	.197	4.26**				
	Hope	.173	3.56**				
	Forgiveness Situation	.170	3.89**				
	Personal life interference with work	.138	3.39**				
6	Optimism	.131	2.67**	.339	42.761**	.007	5.239*
	Self esteem	.173	3.69**				
	Hope	.180	3.72**				
	Forgiveness Situation	.147	3.27**				
	Personal life interference with work	.139	3.40**				
	Optimism	.121	2.48*				
	Self-compassion over identified	.095	2.29*				

** $p < .01$, * $p < .05$

Results of regression analysis predicting Sense of Mastery and Competence dimension of Psychological well-being are presented in the table 6. All sub dimensions of predictor variables were entered into stepwise regression analysis. When analyzing the predictive role of the sub dimensions of all predictor variables in the sense of mastery and competence sub dimension of psychological well-being, self-esteem contributed 20.9% variance in the sense of mastery and competence sub dimension of psychological well-being. Self-esteem and hope together contributed 28% of sense of mastery and competence sub dimension of psychological well-being. When forgiveness to situation is added, these three variables together contributed 30.7%. By adding the fourth variable personal life interference with work, together contributed 32.5% of variance in the sense of mastery and competence sub dimension of psychological well-being. Self-esteem, hope, and forgiveness for the situation, personal life interference with work, and optimism together contributed 33.3% to the sense of mastery and competence sub dimension of psychological well-being. When the sixth variable, self-compassion over identified, was added, it was found that self-esteem, hope, forgiveness of situation, personal life interference with work, optimism, and self-compassion over identified predicted 33.9 percentage of the self-acceptance dimension of psychological well-being. Hope and optimism are the sub dimension of psychological capital, whereas personal life interference with work is the sub dimension of work-life balance. Forgiveness to situation is the sub dimension of forgiveness, and self-compassion is the sub dimension of self-compassion. The table indicate that the model predicting the sense of mastery and competence dimension of psychological well-being explains 33.9% of the variance in the criterion variable, $R^2 = .339$, $F = 42.76$, $p < .001$, step 6. Self-esteem ($\beta = .173$, $p < .01$), hope ($\beta = .180$, $p < .01$), forgiveness situations ($\beta = .147$, $p < .01$), personal life interference with work (β

= .139, $p < .01$), Optimism ($\beta = .121$, $p < .05$), and self-compassion over identified ($\beta = .095$, $p < .05$) are the best predictors of the sense of mastery and competence dimension of psychological well-being.

Table 7

Predicting the Positive Relations dimension of Psychological Well-Being from Work-life Balance, Psychological Capital, Forgiveness, life engagement, Intolerance of uncertainty, Gratitude, Self-esteem, Self-Compassion, and Perceived Social Support

Step	Predictors	B	t	R ²	F	ΔR^2	ΔF
1	Perceived social support-friends	.476	11.959**	.225	143.022**		
2	Perceived social support-friends	.368	8.499**	.270	91.432**	.046	31.024**
	Hope	.241	5.570**				
3	Perceived social support-friends	.338	7.811**	.293	68.498**	.024	16.718**
	Hope	.205	4.722**				
	Personal life interference with work	.165	4.089**				
4	Perceived social support-friends	.332	7.714**	.301	53.615**	.009	6.593**
	Hope	.194	4.470**				
	Personal life interference with work	.153	3.779**				
	Self-compassion over identified	.100	2.568*				

** $p < .01$, * $p < .05$

Results of regression analysis predicting the positive relation sub dimension of psychological well-being are presented in the table 7. All sub dimension of predictor variables were entered into stepwise regression analysis. When the predictive roles of

the sub dimension of all predictor variables were analysed in the positive relations sub dimension of psychological well-being, perceived social support from friends contributed to 22.5 % of variance in the positive relations sub dimension of psychological well-being. When hope was added to the stepwise regression, hope and perceived social support from friends together contributed 27% of the positive relationship sub dimension of psychological well-being. When personal life interference with work is added to the stepwise regression, together, hope, perceived social support from friends, and personal life interference with work contributed 29.3% of variance in the positive relations sub dimension of psychological well-being. Perceived social support from friends, hope, personal life interference with work, and self-compassion predicted 30.1% of the positive relation dimension of psychological well-being. Perceived social support from friends is the sub dimension of perceived social support; hope is the sub dimension of psychological capital; personal life interference with work is the sub dimension of work-life balance; and self-compassion over identified is the sub dimension of self-compassion. The table indicates that the model predicting the positive relation sub dimension of psychological well-being explains 30.1% of the variance in the criterion variable ($R^2 = .301$, $F = 53.615$, $p < .001$, step 4. Perceived social support from friends ($\beta = .332$, $p < .01$), hope ($\beta = .194$, $p < .01$), personal life interference with work ($\beta = .153$, $p < .01$), and self-compassion over identified ($\beta = .10$, $p < .05$) are the best predictors of the positive relations sub dimension of psychological well-being.

Table 8

Predicting Sense of engagement and growth dimension of Psychological well-being from Work-life Balance, Psychological Capital, Forgiveness, Life engagement, Intolerance of uncertainty, Gratitude, Self-esteem, Self-Compassion, and Perceived Social Support

Step	Predictors	β	t	R^2	F	ΔR^2	ΔF
1	Resilience	.401	9.667**	.159	93.451**	.161	93.451**
2	Resilience	.291	6.645**	.218	69.183**	.061	37.845**
	Self esteem	.270	6.152**				
3	Resilience	.244	5.419**	.239	52.158**	.022	14.316**
	Self esteem	.197	4.150**				
	Self-compassion mindfulness	.181	3.784**				
4	Resilience	.138	2.422*	.251	41.931**	.013	8.751**
	Self esteem	.189	4.024**				
	Self-compassion mindfulness	.177	3.732**				
	Self-efficacy	.160	2.958**				
5	Resilience	.138	2.422*	.261	35.386**	.011	7.094**
	Self esteem	.159	3.303**				
	Self-compassion mindfulness	.151	3.132**				
	Self-efficacy	.145	2.692**				
	Forgiveness to others	.118	2.663**				

** $p < .01$, * $p < .05$

Results of regression analysis predicting the sense of engagement and growth dimension of psychological well-being from the predictor variables are presented in the table 8. All sub dimension of predictor variables were entered into stepwise regression analysis. When the predictive roles of the sub dimension of all predictor variables were analysed in the sense of engagement and growth sub dimension of psychological well-being, resilience contributed to 15.9 % of variance. Resilience and self-esteem together contributed 21.8 % of variance in the sense of engagement and

growth sub dimension of psychological well-being. Together, resilience, self-esteem, and self-compassion mindfulness contributed 23.9 % of variance in the sense of engagement and growth sub dimension of psychological well-being. When self-efficacy, the fourth variable, was added, they together predicted 25.1% of variance in the sense of engagement and growth sub dimension of psychological well-being. Resilience, self-esteem, self-compassion mindfulness, self-efficacy, and forgiveness to others predicted 26.1% of variance in the sense of engagement and growth sub dimension of psychological well-being. Resilience and self-efficacy are the sub dimension of psychological capital, self-compassion mindfulness is the sub dimension of self-compassion, and forgiveness of others is the sub dimension of forgiveness. Results indicate that resilience ($\beta = .138, p < .01$), self-esteem ($\beta = .159, p < .01$), self-compassion mindfulness ($\beta = .151, p < .01$), self-efficacy ($\beta = .145, p < .01$) and forgiveness to others ($\beta = .118, p < .01$) are the best predictors of the sense of engagement and growth sub dimension of psychological well-being. The model explains 26.1% of variance in the sense of engagement and growth sub dimension of psychological well-being by these variables, $R^2 = .261, F = 35.386, p < .001$, step 5.

SECTION I PREDICTORS OF PSYCHOLOGICAL WELL-BEING

From the results, it is evident that psychological capital, work-life balance, self-esteem, forgiveness, gratitude, life engagement, self-compassion, and perceived social support are positively related to psychological well-being, except intolerance of uncertainty, which is negatively related. Psychological capital, self-esteem, forgiveness, perceived social support, work-life balance, and self-compassion were found to be the best predictors of psychological well-being. The predictive value of gratitude, life engagement, and intolerance of uncertainty in relation to psychological well-being could not be verified. The discussion can be summarised under the

following sub-headings according to the results of correlation and stepwise regression tables in which the analysis was conducted to identify the best predictors of each dimension of psychological well-being from table 3 to 8.

Psychological capital (PsyCap) and psychological well-being

The results indicate that psychological capital is positively related to psychological well-being. The linear regression analysis also indicated that psychological capital is the best predictor of psychological well-being. The sub dimension of psychological capital is hope, efficacy, resilience, and optimism. From the stepwise linear regression analysis of each sub dimension of the predictor variable's contribution to the dimension of psychological well-being, it is clear that hope, the sub dimension of psychological capital, contributed to the three sub dimension of psychological well-being, which are self-acceptance, sense of mastery and competence, and positive relationships. The efficacy and resilience factors of psychological capital contributed to the sense of engagement and growth dimensions of psychological well-being, whereas optimism contributed to the sense of mastery and competence dimensions of psychological well-being.

Studies conducted among first-hand responders such as medical and law enforcement professionals have shown that PsyCap influences psychological well-being by mitigating the effects of stress and thereby leading to mental well-being (Nafees & Jahan, 2017), and better involvement and performance in job(Xu et al., 2020;Chen et al., 2021). Collectively, these studies underscore the consistent observation that psychological capital, either directly or indirectly, emerges as a paramount predictor of psychological well-being among first-hand responders, including law enforcement officers.

When considering the sub dimension of PsyCap, hope and optimism play vital roles in shaping an individual's psychological well-being. Various studies support this (Kardas et al., 2019; Parveen, 2016; Rand et al., 2020; Alarcon et al., 2012). Hope and optimism have a mediating effect on stress and subjective well-being in adults (Genç & Arslan, 2021; Biassoni et al., 2022) and help reduce the risk of mental health difficulties (D'Souza et al., 2020; Kačmár et al., 2022). There are two major approaches to understanding optimism: dispositional and learned optimism. Both optimism approaches are related to positive results in various aspects, such as physical health, interpersonal relationships, academic success, and work success. Optimism plays a role in the mental health domain by reducing the threat of various mental health issues, which implicates the development of intervention strategies that incorporate the development of optimism (O'Byrne et al., 2023).

Self-efficacy influences psychological well-being (Gabryś, 2023; Lee et al., 2022; Kamil & Hadrawi, 2022; Rasool et al., 2020). A high level of self-efficacy will buffer the negative impacts of upward social comparisons and increase well-being and life satisfaction (Yukai, 2023). Self-efficacy and resilience reduce the impact of depression and anxiety on psychological well-being (Hong et al., 2022). Studies have also indicated that resilience, a PsyCap factor, predicts psychological well-being (Bag et al., 2022). Resilience is essential for a police officer to react and recover from stress, trauma, and unexpected setbacks in their profession (Domínguez et al., 2022), and resilience training helps mitigate the effects of stress and burnout on well-being (Ricciardelli & Johnston, 2022).

Grounded in Fredrickson's broaden-and-build theory, the influence of positive emotions on psychological well-being was established (Luthans et al., 2006).The

finding and the supporting studies help to understand how important PsyCap is in influencing psychological well-being in different age groups and professions.

Self-esteem and psychological well-being

Self-esteem was positively related to psychological well-being and was the second predictor of psychological well-being in this study. When the contributions of self-esteem to the sub dimension of psychological well-being are considered, self-esteem is found to contribute to self-acceptance, sense of mastery and competence, and sense of engagement and growth, which are sub dimensions of psychological well-being. People with high self-esteem never let things hold them back. Since working in law enforcement, an officer has to face many challenges. This enables the officers to develop coping mechanisms, deal with hardship, and put bad things in perspective; having a high sense of self is beneficial. Self-esteem was strongly and favourably correlated with both subjective and psychological well-being. Additionally, many mental health issues like sadness and anxiety are thought to be prevented by having a high sense of self-worth. The ability to maintain a positive attitude towards oneself in upsetting circumstances and happiness in life are closely connected to high self-esteem (Henriksen et al., 2017). Various studies have demonstrated that self-esteem is a good predictor of psychological well-being (Singhal & Prakash, 2020; Choudhary & Wani, 2023; Paradise & Kernis, 2002; Freire & Tavares, 2010). Self-esteem significantly and favourably predicted psychological and subjective well-being. It also mediates the relationship between loneliness and well-being outcomes to some extent (Cicek, 2022). Self-esteem plays a protective role against depression and burnout among law enforcement officers (Pikoulas et al., 2022).

Relational self-esteem develops from close ties with important people. A positive association between relational self-esteem and various psychological well-being measures (Du et al., 2017). Collective self-esteem, an individual appraisal of value as a member of a social group, which is influenced by self-evaluation and other's evaluation as a member of a group, can also influence well-being. However, it is evident from research that personal self-esteem is more important than collective well-being in affecting psychological well-being (Nonterah et al., 2024). Self-esteem can be inculcated by promoting professionalism among police officers by eliciting a sense of competence. They must be exposed to and offer feedback from various intervention situations, such as family dispute management, call-and-assistance management, and promoting follow-through on cases, which may help to increase the confidence and competence of officers. Enhancing the status without considering hierarchical order, mutual respect for peers, and the community enhances self-esteem (Scotland, 1975).

Forgiveness and psychological well-being

Forgiveness and psychological well-being were positively related, and forgiveness was the third predictor of psychological well-being in this study. From the stepwise linear regression analysis, forgiveness to the situation predicted the sense of mastery and competence in the psychological well-being dimension, whereas forgiveness to other dimensions predicted the sense of engagement and growth in psychological well-being. There is limited research on the relationship between psychological well-being and forgiveness among law enforcement personnel. To close this gap, this study explicitly examines the relationship between forgiveness and police officers' psychological well-being.

Forgiveness is a positive aspect of human nature. Forgiveness makes people less distressed and happier (Abid, 2015). Forgiveness of self and others is associated with less distress and greater well-being (Toussaint et al., 2001). A study conducted among US-based Buddhists revealed that psychological well-being is an outcome of forgiveness and self-compassion. Self-compassion partially mediated the relationship between state forgiveness and psychological well-being in a study by Matsuyuki, 2011. A national survey of older US individuals revealed that psychological well-being is significantly related to forgiveness, especially forgiving others, which has a much greater impact on psychological well-being (Krause & Ellison, 2003).

When the well-being of police officers in the rank of Sub-Inspector and Assistant Sub Inspectors in Punjab was examined, it was found that forgiveness significantly affects their psychological well-being. Gender difference was also found, where men scored more than women for forgiveness. Separating offences from offenders and forgiving attacks on colleagues by the culprits are some acts of forgiveness that can be adopted by law enforcement officers. Studies on police officers have also provided insights into the significance of empathy and forgiveness in promoting psychological well-being (Vinayak & Judge, 2018).

Many studies conducted in India have revealed a positive relationship between forgiveness and psychological well-being (Pareek et al., 2016; Singh & Sharma, 2018; Wulandari & Megawati, 2020; Bono et al., 2007). Forgiveness is a key element of psychological health, and an unforgiving disposition can cause psychological discomfort. Accepting forgiveness can bring about peace, happiness, and psychological well-being, whereas rejecting it can result in unpleasant feelings and feelings of psychological discomfort (Abid, 2015).

Perceived social support and psychological well-being

Psychological well-being was positively related to perceived social support and was the fourth predictor of psychological well-being in this study. A helping hand from a person can help the law enforcement officers fall, hurt, and increase psychological well-being. A study was conducted to better understand the connections between police officers' well-being (WB), perceived control of internal states (PCOIS), and perceived social support (PSS) in India. All of these variables showed strong positive connections. Additionally, perceived social support and feeling control over one's internal feelings also predicted well-being (Padhy et al., 2022). Another study conducted among Canadian police officers revealed that social support has a protective effect against anxiety and enhances mental health (Nisbet et al., 2023). The role of trained peer support enhances mental health and psychological well-being, thus indicating the importance of perceived support from friends (Venville et al., 2022). A lack of perceived public support may lead to physical health issues (Baker et al., 2023).

From the stepwise linear regression analysis, it can be seen that perceived support from friends leads to a positive relationship dimension of psychological well-being. There are different types of social support, such as from spouses, friends, and supervisors. Different relationship types and psychological well-being were studied among adult groups, and it was found that social support from spouses and friends more matters to happiness (Shin & Park, 2022). The above study supported our findings. Law enforcement officers face many stressors, uncertainties, and job pressures. Social support from the public, family, higher officials, media, and colleagues is necessary to preserve mental health and enhance psychological well-

being. They may have to seek help from mental health professionals occasionally, and this help-seeking behaviour depends on the type of support system they have, and indirectly, this support system enhances their well-being (Daniel & Treece, 2021). Background support is essential for law enforcement officers against post-traumatic stress disorder and other psychological disorders (Vig et al., 2020). All of the above studies support the current findings of this study.

Work-life balance and psychological well-being

According to the results of the correlation analysis and regression analysis, it was found that work-life balance and psychological well-being were positively related. Work-life balance was the fifth predictor of psychological well-being in this study. Step-wise linear regression analysis showed that work interference with the personal life dimension (WIPL) predicted the self-acceptance dimension of psychological well-being. Personal life interference with work (PLIW) predicts a sense of mastery and competence and the positive relation dimension of psychological well-being. A substantial positive association has been confirmed between psychological well-being and work-life balance among police officers (Karunanidhi & Chitra, 2013). Work family conflict and stress have detrimental effects on the psychological well-being of police officers (Sunday et al., 2017). It is well-recognised that contented workers produce better work, which affects general productivity, and the significance of supportive work settings for overall contentment in both personal and professional life is significant for psychological well-being (Rani et al., 2012).

In addition to law enforcement officers, studies conducted among various professionals and employees also support the significance of maintaining work-life balance and its positive relation to psychological well-being (Saraswati & Lie, 2020;

Prasad & Sreenivas, 2020). An increase in quality of life was found in an intervention study after 5.5 years of implementing the new shift schedule, which ensures work-life balance (Rohwer et al., 2022). This indicates that interventions help improve work-life balance and enhance psychological well-being.

Self-compassion and psychological well-being

Self-compassion was positively related to psychological well-being among law enforcement officers. The linear regression analysis results indicate that self-compassion is the sixth predictive factor of psychological well-being. Self-compassion predicted all dimensions of psychological well-being. The over-identified sub dimension of self-compassion predicted self-acceptance, positive relations, and a sense of mastery and competence, whereas the mindfulness sub dimension predicted a sense of growth and engagement in psychological well-being. Compassion involves empathising and experiencing another person's suffering and emotional reactions and acting to help or alleviate them (Kanov et al., 2004). Although self-compassion and compassion intend to provide care, the target of care is different. Compassion intends to care for others, whereas in self-compassion, the recipient of care is the self. Various studies support the finding of the current study that self-compassion leads to psychological well-being (Hall et al., 2013; Zessin et al., 2015; Voon et al., 2021).

In the line of duty, police officers must face emergencies that may be dangerous to protect the public's welfare. However, during duty, police officers frequently encounter disappointment, failure, and pain. Police work can cause suffering in two ways: directly (when an officer is hurt while performing their duties) or indirectly (when cops help crime victims). There may be situations of perceived inadequacy or despair. Officers may develop cynicism and a belief that the world is

unfair if they endure prolonged stress and suffering. That is, given their exposure to violent crimes and profound suffering, cops may lack self-compassion. Lack of self-compassion is frequently the root cause of the anguish and failure faced by police personnel. As a result, especially in situations where the residents feel inadequate or desperate, police officers may experience guilt, shame, or self-blame. Therefore, it is crucial for police officers to develop self-compassion as a method for advancing their well-being, health, and professional performance (Papazoglou et al., 2019). In a study conducted among military officials, self-compassion was found to strengthen resilience and enhance well-being (Eshraghi & Namvar, 2020).

Among first responders, the need to incorporate programmes that help train self-compassion and compassionate love to promote mental health is very crucial and important (McDonald et al., 2020). This finding was also supported Lowery and Cassidy (2022) in a study involving first responders, including firefighters, police officers, and emergency medical personnel, in the state of Massachusetts.

Gratitude and psychological well-being

According to the correlation analysis, a significant positive relationship was found between psychological well-being and gratitude. A job in law enforcement is demanding, unpredictable, constantly changing, and frequently underappreciated. Due to work shifts, nature, and work scenarios, they are not able to live a normal life. Working with fatal car accidents, homicides, suicides, sexual assault cases, and a variety of other instances that may be incomprehensible to those outside the industry is "all in a day's work" and "the career they chose." Police enforcement professionals make difficult decisions and make sacrifices, and the majority take pride in their work. The Gratitude expressed towards them and their expression towards other

people when helping or assisting in their profession enhances their well-being. In psychological research, gratitude is conceptualised as both a trait and state (Emmons & McCullough, 2003; McCullough et al., 2002). At trait level, gratitude is characterised by individual differences in the average occurrence of feeling grateful in day- to-day life, while gratitude as a state or emotion involves feeling gratitude as a response to a beneficial experience (Wood et al., 2008). Although state and trait gratitude may differ, reviews have highlighted consistent associations between both forms and greater psychological well-being in healthy adult populations (Emmons & Mishra, 2011).

Gratitude, psychological well-being, and happiness are correlated (Singh & Shejwal, 2017; Nawa & Yamagishi, 2024), and gratitude helps reduce stress and fears associated with an individual's mental health (Nguyen & Le, 2021). Gratitude is associated with increased perceptions of support during stressful times and strengthens social relationships, ultimately leading to enhanced well-being. Police officers need supportive relationships and gratitude to build harmonious relationships (Deichert et al., 2019). Gratitude interventions enhance well-being and meaning in life (Czyżowska & Gurba, 2022). A meta-analytic study explored the positive impact of expressed gratitude interventions on psychological well-being (Kirca et al., 2023). Experiencing and expressing gratitude is part of law enforcement officers' profession. When they receive gratitude from the community for their good acts, they boost their energy and self-confidence. Just like that, they can express gratitude to the law-abiding public. In a group investigation, gratitude is expected from the senior officer for the team members' contributions, which enhances their well-being and pride in their job. Gratitude interventions and awareness can be incorporated into law enforcement officers' training curriculums.

Life engagement and psychological well-being

According to the correlation analysis, life engagement and psychological well-being are positively related. Life engagement gauges one's sense of direction. Strong correlations exist between psychological well-being, purpose, and meaningful involvement. The benefits of meaningful discussions and in-depth contemplation of life objectives for psychological health and purpose are well established (Bundick, 2010). In the older adults community, community-based programmes that engage them have reduced the detrimental impacts of ageing, with the benefits becoming more pronounced as age increases. This highlights the importance of social networks in encouraging well-being and the possibility of such programmes in creating pleasant ageing experiences (Bastos, 2023), and these social activities reduce the impact of depression and other mental health problems (Tung et al., 2022). During the COVID-19 pandemic, burnout was common among first responders. A study conducted during the COVID-19 pandemic examined the effect of life engagement on burnout and well-being and found that life engagement contributed to increased well-being and decreased burnout (Ozer et al., 2022).

Life engagement can significantly impact the psychological well-being of law enforcement officers. This involves a sense of feeling connected to one's goals and purposeful life engagement, which leads to healthy ageing, physical benefits, and reduced risk of physical health issues (Ryff et al., 2016). Life engagement involves actively pursuing personal growth and development, which makes the officer's work effective and leads to a greater sense of mastery and competence. Engagement helps establish better connections with the public and colleagues for law enforcement officers, ultimately leading to an increase in well-being.

Intolerance of uncertainty and psychological well-being

According to the correlation analysis, intolerance of uncertainty and psychological well-being are negatively related. The work of law enforcement officers is performed in socially hostile contexts full of social, psychological, and professional conflicts typified by high degrees of uncertainty. Tolerance for uncertainty is crucial for aspiring police officers. Tolerating uncertainty and developing conflict-related competence are essential professional traits for efficient performance in such circumstances. The definition of uncertainty tolerance and its manifestation as personality traits highlights the requirement for particular attitudes, aptitudes, and knowledge. Specific activities, especially training sessions with uncertainty components, are helpful in developing these qualities (Tiurina & Romanyshyna, 2022). Because they frequently deal with possible trauma and uncertainty, public safety personnel (PSP), such as correctional staff, fire fighters, paramedics, police officers, and public safety communications officials, have a higher prevalence of mental disorders than the general population, leading to intolerance of uncertainty (Angehrn et al., 2020). The relationship between intolerance of uncertainty and psychological well-being has been studied in many contexts. The intolerance of uncertainty had a substantial negative impact on psychological well-being during the COVID-19 pandemic (Satici et al., 2020). A study conducted among pregnant women indicated that when uncertainty intolerance increased with or without a risk of miscarriage, their psychological well-being declined. The professional assistance offered to expectant mothers at risk of miscarriage improved women's psychological health (Çevik & Yağmur, 2018). These studies indicate the role tolerance of uncertainty in impacting wellbeing. As uncertainty increases, well-being is reduced (Geçgin & Sahranç, 2017).

To sum up, the psychological well-being of law enforcement officers in Kerala is positively related to work-life balance, psychological capital, forgiveness, gratitude, self –esteem, life engagement, self-compassion, and perceived social support and inversely related to intolerance of uncertainty. Psychological capital, self-esteem, forgiveness, perceived social support, work-life balance, and self-compassion were found to be the best predictors of psychological well-being in this study.

SECTION II. MEDIATING ROLE OF PSYCHOLOGICAL CAPITAL, SELF-ESTEEM, AND WORK-LIFE BALANCE

A conceptual model of the proposed relationship between the variables is given in the figure 1.

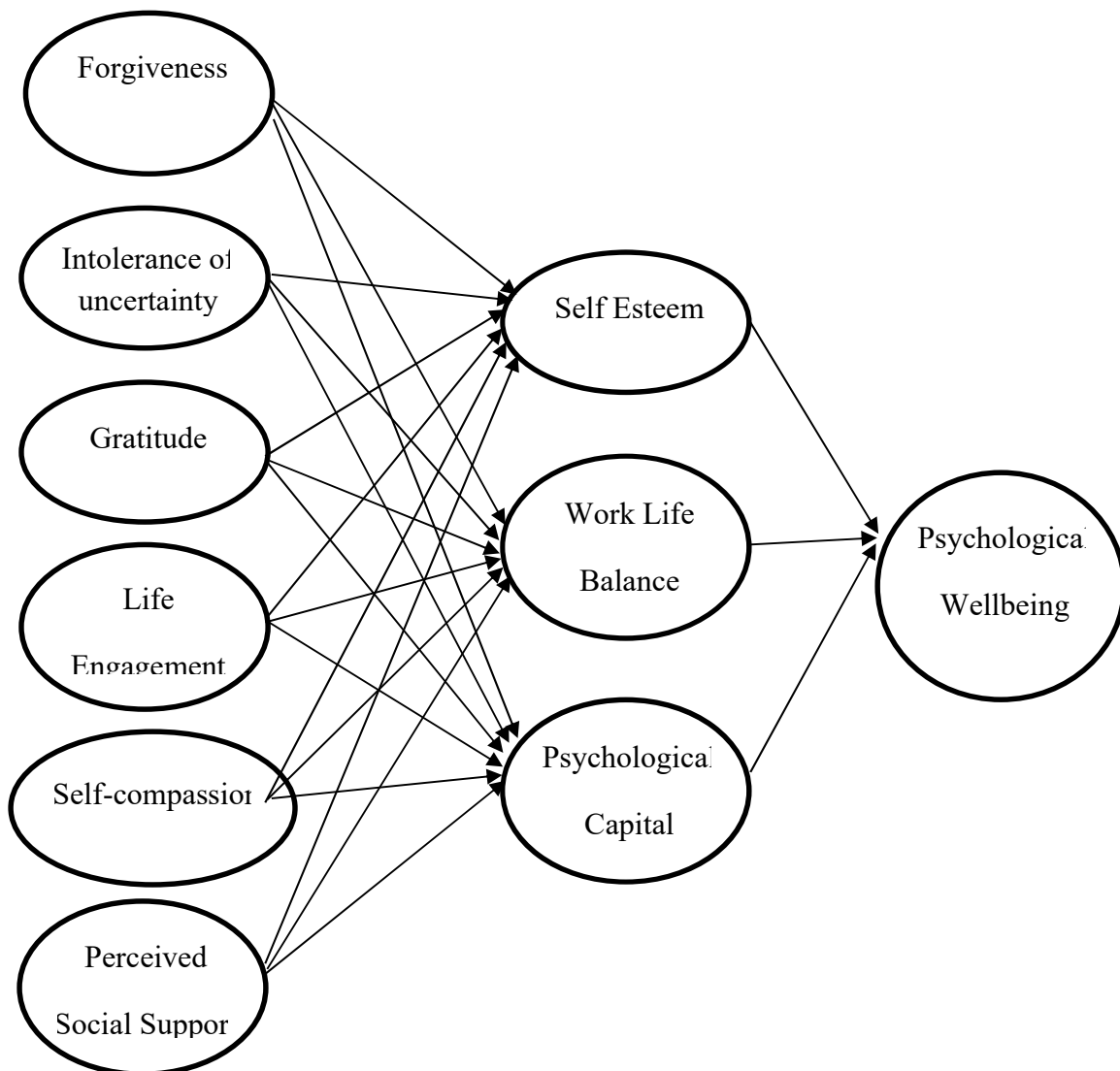


Figure 1. *Conceptual Model of the Mediating Role of Self-Esteem, Work Life Balance, and Psychological Capital*

Table 9

Mediation effect of Self-esteem, Work-life balance, and Psychological Capital on the relationship of forgiveness, Intolerance of uncertainty, Gratitude, Life Engagement, Self-compassion and Perceived social support with Psychological Well-being

Variables		β	Z	P	95% C.I.	
Predictor	Mediator				Lower	Upper
Forgiveness	Self-esteem	.029	2.714	.007	.009	.056
Intolerance of uncertainty	Self-esteem	-	-	.013	-.066	-.008
Gratitude	Self-esteem	.025	2.596	.009	.014	.100
Life Engagement	Self-esteem	.030	2.891	.004	.038	.198
Self-compassion	Self-esteem	.055	3.386	<.001	.054	.202
Perceived social support	Self-esteem	.023	2.480	.013	.005	.044
Forgiveness	Work Life Balance	.010	1.390	.165	-.005	.027
Intolerance of uncertainty	Work Life Balance	-	-	.073	-.045	.002
Gratitude	Work Life Balance	.001	0.156	.876	-.025	.030
Life Engagement	Work Life Balance	.008	1.189	.235	-.019	.079
Self-compassion	Work Life Balance	.013	1.628	.104	-.006	.065
Perceived social support	Work Life Balance	.015	1.918	.055	-.0003	.032
Forgiveness	Psychological Capital	.053	3.272	.001	.023	.093
Intolerance of uncertainty	Psychological Capital	.003	0.272	.785	-.035	.046
Gratitude	Psychological Capital	.024	1.728	.084	-.007	.113
Life Engagement	Psychological Capital	.063	4.031	<.001	.128	.369
Self-compassion	Psychological Capital	.033	2.204	.028	.008	.144
Perceived social support	Psychological Capital	.046	3.134	.002	.018	.079

Results of mediation effects (indirect effect) presented in the table 9 indicated that Self-esteem mediates relationship of Forgiveness ($\beta = .029, p < .01$), Intolerance

of uncertainty ($\beta = -.021, p < .05$), Gratitude ($\beta = .025, p < .01$), Life Engagement ($\beta = .030, p < .01$), Self-compassion ($\beta = .055, p < .001$), Perceived social support ($\beta = .023, p < .05$) with psychological well-being. Hence, Hypothesis 3, which stated the mediating role of self-esteem between forgiveness, intolerance of uncertainty, gratitude, life engagement, self-compassion, perceived social support, and psychological well-being, is accepted.

Similarly, psychological capital mediated the relationship of Forgiveness ($\beta = .053, p < .01$), Life engagement ($\beta = .063, p < .01$), Self-compassion ($\beta = .033, p < .05$) and Perceived social support ($\beta = .046, p < .01$) with Psychological well-being. Hence, Hypothesis 4 is accepted in the case of the mediating effect of psychological capital on the relationship between forgiveness, life engagement, self-compassion, perceived social support, and psychological well-being. However, the hypothesis that psychological capital mediates the effects of gratitude, intolerance of uncertainty, and psychological well-being is not accepted. The mediating role of Work life balance on the relationship between predictors and psychological well-being is insignificant ($\beta = .010, -.012, .001, .008, .013, .015, p > .05$). hence the hypothesis 5 is not accepted.

The mediating effect of Psychological Capital (PsyCap)

Psychological capital mediated the relationship of forgiveness, life engagement, self-compassion, and perceived social support with psychological well-being. However, psychological capital did not mediate the relationship between intolerance of uncertainty and psychological well-being.

Positive psychological resources act as bridges through the mediating role of psychological capital, helping individuals translate their overall well-being into a mindset conducive to forgiveness. Psychological capital acts as a mediator between forgiveness and psychological well-being. Forgiveness in the workplace leads to the

removal of negative emotions and resentments towards others and ultimately leads to a positive work environment. Practising forgiveness leads to lower stress, better job satisfaction, and increased work output (Okun, 2020). These findings align with the current findings of this study. Psychological resilience, a component of psychological capital, is defined as survival and coping skills (Resnick, 2008). The mediation effect of psychological resilience on secure attachment and forgiveness has also been established (Çapan, 2017). Existing literature predominantly focuses on the direct associations between forgiveness and psychological well-being without considering the mediating role of psychological capital. Self-forgiveness and interpersonal forgiveness both serve as partial mediating factors between subjective well-being and self-esteem (Yao et al., 2016). Although studies have independently explored the relationships between forgiveness and psychological well-being and between psychological capital and well-being, a comprehensive examination of the mediating role of psychological capital in the association between forgiveness and well-being is lacking.

During the COVID-19 pandemic, fear due to intolerance of uncertainty emerged, and psychological capital acted as a mediator between intolerance of uncertainty and positive future expectations (Yıldırım et al., 2023). The social cognitive theory of Bandura (1977) emphasises the role of self-efficacy, a factor of psychological capital, in individuals' ability to cope with uncertainty, and the resilience theory by Richardson (2002) emphasises the role of resilience, a component of psychological capital, in enabling individuals to adapt to crises and adversity, thereby promoting well-being. The current findings do not support the role of psychological capital as a mediator between intolerance of uncertainty and wellbeing. This may be attributed to specific organisational climate in the police department,

which has an impact on cultivating psychological capital (Singh et al., 2015). Law enforcement officers face highly specific unpredictable stressors which are different from other organisations. Certain stressors can overwhelm coping mechanisms, thus impacting psychological well-being (Folkman & Moskowitz, 2000).

In this study, psychological capital did not mediate the relationship between gratitude and psychological well-being. A study conducted among different kinds of employees in India found that gratitude practise reduced workplace toxicity and ensured a harmonious working atmosphere, which emphasised the practise of gratitude in an organisational setup. This is achieved through the mediating role of psychological capital (Sarkar et al., 2023; Garg, 2022; Garg, 2021). Although gratitude enhances psychological well-being, the mediating role of psychological capital between gratitude and psychological well-being could not be established in this study. From the positive psychology perspective, gratitude is beneficial in organisational setting as it enhances employee efficiency and creates positive relationships between individuals in the organisation and thereby increasing worker well-being. It also reduces negative workplace relations and creates a better and healthier working environment (Fabio et al., 2017). As evidenced from the above study about the positive impact of gratitude, the current finding may be attributed to a lack of gratitude practise among law enforcement professionals.

The mediating role of psychological capital in relation to life engagement and psychological well-being is established in this study. Academic psychological capital plays a major role in student involvement in different aspects and engagement. This is supported by a study on the academic PsyCap among student athletes, which revealed a favourable impact on school satisfaction and psychological well-being (Kim et al., 2020). Another study examined how empowered leadership affects workers'

psychological well-being (PWB) and workplace engagement. The mediating function of psychological capital (PsyCap) is established in the relationship between enabling leadership and employees' psychological well-being (Park, 2017). The relationships between the variables were not studied in law enforcement officers; studies conducted in other populations concur with the argument.

There are many related literature reviews that agree with the role of psychological capital in the relationship between self-compassion and psychological well-being. Self-compassion training has been found to be effective in increasing psychological capital for mothers of slow-learning children, which in turn increases their social well-being (Roohimotlagh et al., 2022). Academic stress is one of the factors faced by students, and it has been found that in a competitive academic atmosphere, self-compassion, psychological capital, and social support act as mediators between academic stress and psychological well-being (Poots & Cassidy, 2020). Self-compassion, along with psychological capital, acts as a mediator in the above study together, contributing to well-being. Psychological capital acts as a mediator between self-compassion and the well-being of first-hand responders (Lowery & Cassidy, 2022). A study conducted among students during the COVID-19 pandemic to examine the stress related to the pandemic and its emergence into adulthood. The study results indicate that hope, a factor of psychological capital, acts as a mediator between self-compassion and well-being, and an intervention of self-compassion leads to better hope and finally to well-being. These findings reveal the successful aspects of self-compassion training on well-being by enhancing psychological capital (Tran et al., 2022).

Psychological capital mediated the relationship between perceived social support and psychological well-being among law enforcement officers in Kerala.

Many studies have supported this finding. In a study conducted among law enforcement officers, perceived social support and psychological capital were found to act as mediating variables between health and well-being (Lowery & Cassidy, 2022). The well-being of mothers of children with autism when studied provided insights into the fact that their well-being depended on their social support, which was mediated by psychological capital. In addition, social support and psychological capital reduced stress and enhanced life satisfaction (Sarwar, 2022). Perceived social support may come from different spheres, such as personal, professional, and interpersonal. Perceived organisational and family support was positively related to well-being. Additionally, PsyCap fully mediated the relationship between perceived organisational support and well-being in a study on employees (Newman et al., 2017; Roemer, 2018).

The mediating effect of Self-esteem

Self-esteem mediated the relationship between forgiveness, life engagement, self-compassion, perceived social support, intolerance of uncertainty, gratitude, and psychological well-being.

Traumatic and morally injurious experiences are common among police officers who may lead to Post-Traumatic Stress Disorder (PTSD) and Moral Injury (MI). Moral injury occurs when an inner conflict between our action and what we feel right. Police have to behave according to rules, which may, in effect, cause feelings of guilt. Forgiveness practises were found beneficial in working against PTSD and MI among military officers (Brémault-Phillips et al., 2022). Forgiveness to the criminal, not the crime, is an essential quality that a police officer should possess. The act of forgiveness to the self, others, and situations in their duty of line may lead to increased self-esteem through which they attain better psychological well-being.

Many studies are aligned with the current findings. Wang et al. (2000) proposed a framework that connects organisational error tolerance with employees' psychological well-being through gains in psychological resources, such as perceived organisational support (POS) and organisation-based self-esteem (OBSE), based on the conservation of resources theory. Many studies have provided insights into the mediating role of self-esteem and forgiveness. Self-esteem and forgiveness act as mediators between interpersonal trust and psychological well-being (Ma et al., 2019). Aristotle first coined the term “*human flourishing*” and defined it as “the way we are to be as human beings.” Flourishing implies cultivating virtue. This is similar to the eudaimonic concept of psychological well-being. The mediating role of self-esteem in human flourishing and forgiveness was established in a study of adults (Tiwari et al., 2020). In another study, both interpersonal and self-forgiveness were mediators of self-esteem and psychological well-being (Yao et al., 2016). These studies supported the current findings of the study.

Dealing with uncertainties is a part of life for law enforcement officers, and their well-being is influenced by their ability to deal with uncertainties and unpredictability. This phenomenon, also referred to as intolerance of uncertainty, deals with how people handle discomfort associated with uncertain situations. Uncertainty affects decision-making, coping mechanisms, and emotional health. The importance of self-esteem in mediating intolerance of uncertainty and psychological well-being emerges within this dynamic area. Intolerance of uncertainty gained importance during the COVID-19 pandemic. Rumination and fear of COVID-19 was tremendous among people, which was mediated between intolerance of uncertainty and psychological well-being during the COVID-19 pandemic (Satici et al., 2020). Intolerance of uncertainty and self-esteem have a negative relationship. Studies have

not focused on the exact mediating role of self-esteem between intolerance of uncertainty and well-being have not been conducted. It is found that when the level of intolerance of uncertainty is high, self-esteem is low (Kartol, 2023; Zaib & James, 2023). Self-esteem has a mediating role between emotional vulnerability and psychological well-being. The results of this study have significant implications for our understanding of how self-esteem affects psychological well-being through emotional vulnerability (Schilling, 2015).

Gratitude, a virtue with a transformative effect on the human psyche, does not have any cultural barriers and exerts an effect on psychological well-being. One pivotal aspect emerging from this investigation was the mediating role of self-esteem, which is a crucial element in the intricate web of human self-perception and emotional regulation. Gratitude, when practised and developed, helps build positive self-esteem, which directly has a positive impact on psychological well-being. This study highlights the inherent significance of gratitude in increasing psychological well-being and clarifies the crucial role that self-esteem plays as a bridge connecting gratitude and well-being. The mediating effect of self-esteem on the relationship between gratitude and psychological well-being is evident in many age groups. Dispositional gratitude may be defined as “*a generalised tendency to recognise and respond with grateful emotion to the roles of other people’s benevolence in the positive experiences and outcomes that one obtains*” (McCullough et al., 2002). A study conducted among college students found that higher levels of dispositional gratitude lead to higher levels of self-esteem, which ultimately lead to better psychological well-being. The mediating effects of self-esteem and psychological well-being on gratitude and depression were also identified (Lin, 2015). Zhou et al. (2019) found that feelings of gratitude among adolescents after a natural disaster may

be indirectly and favourably related to life satisfaction through social support, self-esteem, and hope. Practising various acts of gratitude during adulthood may enhance self-esteem and make individuals happy (Aziz & Yildirim, 2019). The mediation model proposes that elevated self-esteem acts as a catalyst for cultivating psychological well-being through the benefits of gratitude, which can lead to an optimistic outlook. All of the above studies underscore the connections between these variables and the need to conduct beneficiary training strategies to enhance gratitude and understand the relationship between these variables.

Life engagement affects psychological well-being. The results indicate that when engaged in different activities that create interest and happiness, they lead to increased self-esteem and ultimately to enhanced psychological well-being. There are no direct studies that emphasise the mediating role of self-esteem between life engagement and psychological well-being, but loneliness is evidenced to lead to poor self-esteem and poor well-being (Cicek, 2022). This emphasises the importance of life engagement for well-being through the mediating role of self-esteem. There are studies that emphasise the importance of getting engaged in activities and its relationship to well-being (Bastos et al., 2023). Meaningful engagement in employment enhanced organisational self-esteem which leads to greater organisational citizenship behaviours and less deviant behaviours. In addition, better levels of life satisfaction were associated with perceptions of meaningful employment (Kim & Beehr, 2018). All of the above studies agree with the current results of this study.

Self-compassion plays a crucial role in the life of police officers, as they have to face many sufferings during their duty, which may lead to hurt or injury to their minds, ultimately leading to feelings of guilt and self-blame (Papazoglou et al., 2019).

Self-esteem plays a mediating role between self-compassion and psychological well-being (Coutts et al., 2023). In addition to the role of self-esteem as a mediator, the moderating role of self-compassion in relation to subjective well-being, adult attachment, and self-esteem among elderly citizens was also established (Ding & Xu, 2021). Findings from other studies emphasised the role of psychological well-being and positive emotions in mediating the relationship between self-compassion, mindfulness, stress, and self-esteem. These results implicate the potential targets of intervention strategies to impart mental health by focusing on the above variables (Tran et al., 2022). These studies indicate the relationships between self-esteem, psychological well-being, and self-compassion.

People need social support from everyone to make them realise that they are inevitable and valuable because positive interrelationships are essential in planning and setting goals. This social support enhances the participants' psychological well-being by improving their self-esteem (Jeong, 2022). Individuals suffering from mental health difficulties are of great concern in any field. The proper delivery of functional social support enhances mental well-being, positively affecting self-efficacy and self-esteem among individuals with mental health difficulties (Rippon et al., 2022). Self-esteem is crucial in the developmental stage of adolescents, and how much social support they receive from peers, family, and educational institutions matters. The findings suggest that perceived social support indirectly influences psychological well-being through fluctuations in self-esteem (Poudel et al., 2020; Ooi et al., 2023; Ilyas et al., 2020). All of the aforementioned studies supported the mediating role of self-esteem in the relationship between perceived social support and psychological well-being. Understanding the complex interplay between perceived social support, self-esteem, and psychological well-being among law enforcement officers can shed

insight into potential strategies for enhancing officer support systems to enhance well-being. Self-esteem, or the evaluative assessment of one's own value, is crucial in determining how people view and engage with the world.

The mediating effect of work-life balance

Work-life balance did not mediate self-compassion, gratitude, forgiveness, perceived social support, life engagement, and intolerance of uncertainty in relation to psychological well-being.

From the analysis of the literature review, no typical mediating studies related to the relationship between these variables were found. However, studies have also determined the impact of forgiveness on work life (Cao et al., 2021; Dahiya & Rangnekar., 2020). Failures and wrongdoings are common in one's working life. However, ineffective coping with failures at work for oneself and others may lead to increased stress perception, problems with co-workers, and burnout, ultimately leading to impaired well-being. Therefore, self-forgiveness in the workplace is essential for one's well-being. The forgiveness of appropriate contextual factors is necessary for a healthy working environment (Woodyatt et al., 2017) and better occupational outcomes (Toussaint et al., 2016). The literature directly and indirectly focuses on how work-life balance mediates the relationship between forgiveness and psychological well-being; however, in this study, such a relationship could not be established. This may be due to the differences in cultural and situational factors of Kerala, and the unique characteristics, organisational culture, societal norms, and experiences of law enforcement officers in their working lives may contribute to this finding.

Police have to face many uncertain situations like terrorist attacks, and they have to explore new counterterrorism policing strategies and practises on the basis of

a democratic style of using community intelligence to obtain information and prevent future forms of attack. These situations indicate how prevalent the uncertainty in the working atmosphere among police officers is and how it impacts their work (Innes, 2006). One study conducted among physicians who are supposed to make accurate diagnoses and treatment strategies without any delay is that they are likely to experience burnout, work satisfaction, and low work–life balance when their level of intolerance of uncertainty is high (Begin et al., 2021). These studies implicate that uncertainty affects work-life balance, but the mediating role of work-life balance in the relationship between intolerance of uncertainty and well-being is rejected in this study.

The mediating role of work-life balance between gratitude and psychological well-being could not be established in this study. There are different related studies with different viewpoints. Gratitude is positively correlated with work-life balance. Reflecting on gratitude impacts work-life balance; employees benefit from reflection on their accomplishments and gratitude because doing so makes them happier at work (Butler & Jaffe, 2021). Grateful employees may be high performers. Recent research has revealed that being grateful may improve workers' productivity. According to a study of call centre workers, "other-oriented employees"—those who place a high value on and are concerned about others and their well-being—experience higher levels of expected guilt and gratitude, which push them to do well at work (Grant & Wrzesniewski, 2010). Gratitude influences job performance (Cortini et al., 2019). It reduces burnout and increases satisfaction with work (Cain et al., 2018). These studies supported the impact of gratitude on work outcomes and led to the formulation of the hypothesis that through work-life balance, gratitude affects psychological well-being. However, in this study, the mediating effect of work-life balance on the relationship

between gratitude and well-being could not be determined. There are studies that are in line with our current findings, which emphasise that gratitude interventions do not have any impact on work-related outcomes (AL-Hashimi & AlBarri, 2017; Komase et al., 2019). The impact of gratitude among law enforcement officers is an understudied area of research.

Life engagement and work-life balance are positively correlated. Life engagement indicates how we see purpose in our lives and how we engage in personally valued activities (Scheier et al., 2006). Work-life balance matters significantly in today's work culture in achieving life satisfaction. It is important to balance professional and personal commitment and all roles and responsibilities in personal and professional spheres in today's fast-paced world. Engaging employees leads to greater satisfaction with life and work and increased productivity (Žnidaršič et al., 2020). A sense of purpose is obtained from meaningful outcomes, and individuals engage in activities that produce such consequences. Meaning is found in outcomes valued by oneself and others. The distinction that needs to be made here is between activities that have a purpose, have meaning, and those that have a purpose but not much meaning. Training based on purposeful activity fosters employee engagement (Shuck & Rose, 2013). Although there are supporting studies focusing on the relationship between life engagement and work-life balance, there are not many that emphasise the mediating role of work-life balance on well-being. Although life engagement leads to work-life balance and work-life balance leads to psychological well-being, the mediating role of work-life balance could not be established in the current study among law enforcement officers.

A study conducted among employees on work-family conflict and psychological well-being, concluded that self-compassion acts as a buffer against the

negative impact of work-family conflict on psychological well-being (Rafique et al., 2018). It is a known fact that work-life imbalance and burnout are threatening factors in the work environment, especially for law enforcement officers. Being a law enforcement officer, there may be a struggle between working and family time. Moreover, they sometimes have to witness unparalleled life scenarios. Self-compassion and other compassion in a way that nourishes work-life balance. Self-compassion reduces burnout and increases satisfaction at home and at work, emphasising the need for self-compassion training for the benefit of the individual and organisation (Nicklin et al., 2019). Babenko et al. (2019) also found a relationship between self-compassion and professional well-being (work engagement, exhaustion, and professional life satisfaction). Many studies have been conducted on the issue of compassion fatigue among law enforcement officers (Davies et al., 2022; Andersen & Papazoglou, 2015; Papazoglou et al., 2019). However, only a few studies have been conducted on self-compassion in law enforcement officers. However, a review of the literature and the present study reveal a significant positive correlation between self-compassion and work-life balance. However, the mediating role of work-life balance between self-compassion and psychological well-being was not verified in the current study.

Perceived social support was positively correlated with work-life balance among law enforcement officers. The effects of work-life balance (WLB) and social support on employee engagement are positively correlated with job satisfaction (Inggamara et al., 2022). In addition, the moderating impact of work-life policy between perceived social support and work-life balance is also verified and mentions the importance of work-life balance policies that develop the relationships between perceived social support and work-life balance (Uddin et al., 2020). Various reviews

of the literature have also concluded that increasing social support in the work setting improves work- life balance. Personal and professional support from co-workers and higher authorities may help in fighting burnout and its associated problems (Oludayo & Omonijo, 2020). Work-life balance mediates the relationship between work culture, which includes temporal flexibility, supportive supervision, operational flexibility, and psychological well-being (Stankevičienė et al., 2021).

The mediating role of work-life balance between perceived social support and psychological well-being could not be established for law enforcement officers in Kerala. This may be due to the highly demanding and stressful nature of their job, which potentially impacts the mediating role of work-life balance in law enforcement officers. Factors such as long working hours, shift work, exposure to trauma, and high-pressure situations may limit the officers' ability to maintain a healthy work-life balance despite perceived social support.

SECTION III. DEMOGRAPHIC FACTORS IN PSYCHOLOGICAL WELL-BEING

Psychological well-being of police personnel was tested by comparing the groups based on demographic factors. Assumptions such as normal distribution and homogeneity of variance are tested. The violation of assumptions is considered significant when the sample size in some groups is relatively small.

Table 10

Relationship between Age and Psychological Well-being

Variables	Mean	SD	<i>w</i>	1	2
Age (1)	43.26	7.12	.96*	--	
Psychological well-being (2)	90.24	15.02	.99*	.064	(.85)

* $p < .05$

The results of the correlation analysis presented in table 10 indicate that Age and Psychological well-being were not significantly related ($r=.064$ $p > .05$). Hence, Hypothesis 6 that Age and Psychological well-being are correlated is not accepted.

Table 11

Comparing Psychological well-being based on Gender

Gender	N	Mean	SD	w	Mean Rank	U	Sig.
Female	61	88.03	13.41	.98	221.06	11593.500	.157
Male	428	90.55	15.22	.98*	248.41		

* $p < .05$

Summary of Shapiro-wilk test presented in the table 11 indicate that scores for factors of psychological well-being are not normally distributed ($w = .98$, $p < .05$) except scores among female group, $w = .98$, $p > .05$. Furthermore, the variances of the groups were homogeneous: $F(1,487) = 2.673$, $p > .05$. A decision was made to compare groups using the Mann–Whitney U test, considering the violation of the assumption of normal distribution of the dependent variable.

Results of the Mann–Whitney U test indicate that scores for factors of psychological well-being were not different between males and females, $U = 11593.500$ $p > .05$. Hence, Hypothesis 7, which states differences in psychological well-being on the basis of gender, is not supported.

Table 12

Comparison of Psychological Well-being Based on Education

Education	N	Mean	SD	W	Mean Rank	χ^2	Sig.
HSE and SSLC	149	91.2617	14.93517	.98*	254.76	1.319	.517
Under graduation	272	89.6838	14.69478	.99*	238.64		
Post-graduation	68	90.1912	16.53062	.96*	249.07		

* $p < .05$

Results of Shapiro-wilk test presented in the table 12 indicate that scores of psychological well-being are violated from the assumption of normal distribution of the variables ($w = .98, .99, .96, p < .05$). Though the assumption of the homogeneity of variances are met for the factors of psychological wellbeing [$F(2,486) = 2.048, p > .05$], psychological well-being among groups was tested with Kruskal–Wallis analysis as the assumption of normality is violated.

Results of the Kruskal–Wallis test indicate that scores for psychological well-being did not significantly differ among the groups based on educational qualification, $\chi^2(2) = 1.39, p > .05$. Hence, Hypothesis 8, which stated differences in psychological well-being on the basis of educational qualification, is not supported.

Table 13

Comparing Psychological Well-being Based on Designation

Designation	N	Mean	SD	<i>W</i>	Mean Rank	χ^2	Sig.
CPO	179	88.91	15.68	.98*	234.61	5.571	.134
SCPO	129	89.43	13.97	.99	234.36		
SI	143	91.57	14.541	.98	257.50		
IOP	38	94.16	16.480	.95	283.03		

* $p < .05$

*CPO=Civil Police officer, SCPO=Senior Civil Police officer, SI=Sub Inspector of Police, IOP=Inspector of Police.

The summary of the normality test presented in the table 13 indicate that scores of psychological well-being among the groups based on designation were not normally distributed ($w = .98, p < .05$) except the scores of SCPO, SI and IOP, $w = .99, .98, .99, p > .05$. However, the assumption of homogeneity of variances is met, $F(3,485) = 1.766, p > .05$. The Kruskal–Wallis analysis was used to test the differences

in psychological well-being among the groups. Results of Kruskal-Wallis analysis indicate that Psychological Well-being did not differ among the groups based on designation, $\chi^2 = 5.571$ $p > .05$. Hence, Hypothesis 9, which stated the difference in psychological well-being on the basis of designation, is not supported.

Age and psychological well-being

The relationship between age and psychological well-being is not significant. Different research results exist in the relationship between age and psychological well-being. When a study was conducted among police women, age appeared to be a factor affecting psychological well-being in such a way that continuous exposure to negative organisational work experience has a detrimental effect on their well-being, indicating that as age progresses, well-being decreases (Karunanidhi & Chitra, 2013). Emotional well-being is found more in elderly people than in younger and middle-aged people (Charles et al., 2023). Psychological well-being is more evident in older people than in younger ones (De-Juanas et al., 2020). However, there are different results. Women in young adulthood have better psychological well-being than middle adulthood (Gavrichenko & Semenova, 2023). Psychological well-being, especially personal growth and purpose in life dimensions are found lower in older communities (Lee et al., 2022), whereas in other studies, well-being was found to decrease as age progresses (Pourebrahim & Rasouli, 2019). According to self-determination theory, individual well-being is universally dependent upon the satisfaction of three basic psychological needs: autonomy, competence, and relatedness and is not solely dependent on age distribution (Lataster et al., 2022). Age may impact the ability to cope with the demands of the job either in a positive or negative way because experience helps in a better way to cope with or might struggle with physical demands. However, age was not correlated with the psychological well-being of

police officers. This may be because the experience of age or an increasing struggle with physical demands is not a determining factor of well-being among police officers.

Gender and psychological well-being

No significant gender difference was observed in the psychological well-being of law enforcement officers in Kerala. A study conducted among correctional officers in Nigeria also supported this finding, indicating that there is no difference in the psycho-socio-emotional well-being of officers on the basis of gender, and the study emphasised no need for the implementation of training and intervention programmes addressing these issues on the basis of gender (Ojedokun & Idemudia, 2014). There are some different results also indicating differences in well-being on the basis of gender.

Women have a lower chance of being exposed to demands of responsibility, job, role conflict, and discrimination, and their well-being is lower than men's (Lee, 2015). A study among Nigerian police officers also indicates better well-being scores among male police officers than female police officers (Oguegbe et al., 2019). There are studies that emphasise the impact of role conflict on work-life balance, which directly affects the psychological well-being of women (Saraswati & Lie, 2020). When considering dimensions of psychological well-being, men scored higher in self-acceptance and autonomy, whereas women scored higher in positive relations, personal growth, and adherence to gender roles, all of which determined their well-being (Matud et al., 2019). Gender differences in psychological well-being also depend on cultural differences too (Hori, 2010). The lack of significant gender differences in psychological well-being among law enforcement officers in Kerala in this study could be attributed to sharing responsibilities such as shift work and

stressors equally and the support offered by the organisation equally. The selection and training of officers might occur in such a manner that they are equally capable of facing the stressors. Both male and female officers are being exposed to the same job demands. In Kerala, direct sub-inspector female trainees are now recruited, which ensures gender equality in all spheres and equal exposure and opportunities for development and advancement. Changing gender norms also contributes.

Education on psychological well-being

A study conducted among adults, in which the direct and indirect influence of education on psychological well-being was not found, supported our current finding (Klein & Englund, 2021). Contradicting findings are also present to prove the impact of education on better physical, cognitive, and psychological well-being (Veldema & Jansen, 2019). A study conducted during the COVID-19 pandemic indicated that although psychological distress was observed among individuals, those who were tertiary educated recovered faster and attained better well-being (Jin et al., 2021). This indicates the role of education in enhancing psychological well-being. However, no impact of education on well-being among law enforcement officers was found in this study. Regardless of their educational background, each and every officer is selected on the basis of some selection procedures, and due to extensive training programmes, they are equipped with the skills needed for their roles. Cultural and social support may outweigh the impact on psychological well-being more than educational background. Rather than education, experience plays a critical role in managing situations in the field. Continuous professional development opportunities may be another cause.

Designation on psychological well-being

Although not enough studies have been conducted to determine the difference in psychological well-being on the basis of designation, one study conducted among ASI and SI Personnel in India found that psychological well-being is more prevalent among SI rank officers, although the exact cause has not been identified (Vinayak & Judge, 2018). In addition, life satisfaction was found to be at an increasing level among highly designated officers (Ghalib et al., 2021). The lack of significant differences in psychological well-being among law enforcement officers in Kerala based on designation may be due to the uniform nature of stressors in each designation criteria, and the psychological impact may be the same. A strong sense of collective identity among officers, regardless of rank, enhances mutual support and sharing responsibilities. Cultural factors in Kerala lead to the perception of uniformed police officers, with an equal attitude affecting officers regardless of their rank. All psychological services and stress management programmes are common to all officers regardless of their rank in addressing their psychological issues. By considering these factors, it becomes evident that psychological well-being might not significantly differ among law enforcement officers in Kerala based on their designation.

CHAPTER IV

SUMMARY AND CONCLUSION

Law enforcement officers play an important role in making the public feel safe and secure by maintaining law and order in a proper and peaceful manner. The Kerala Police has a reputation for being one of the best-managed state police forces in the country in terms of maintaining law and order. “Janmaithri” policing is renowned for its people friendly policing approach, and Kerala Police was the first department to implement it. Despite these advancements, the psychological well-being of law enforcement officers remains an underexplored area of study. Compared with other professions, the nature of police work involves dealing with uncertain, stressful, and sometimes traumatic situations, and the chances of impacting those events on mental health are greater. They have to handle many aspects, such as crime investigations, managing personal safety, community relationships, and maintaining proper records. Understanding the psychological well-being of law enforcement officers is crucial because it influences their performance, decision-making ability, responses to people under high pressure, and how they manage their personal lives despite such pressures. When the suicide rates among police forces increased, the police strengthened a project, which began in 2017—Help and Assistance to Tackle Stress or HATS—to help its employees with mental health problems. Experiencing high levels of stress, burnout, and other mental health issues may lead to increased misconduct, absenteeism, and attrition. Rather than focusing on curative aspects, more attention is needed to prevent aspects. Psychological well-being must be maintained, enriched, and addressed before stress is addressed. Ensuring the psychological well-being of police officers is not only a matter of personal benefit but also of organisational efficacy and community trust. This study focuses on factors that predict the psychological well-being of law enforcement officers serving in various capacities across Kerala, including their diverse demographic profile. Based on an extensive

review of the literature, the key independent variables to be studied included psychological capital, work-life balance, self-esteem, self-compassion, perceived social support, gratitude, forgiveness, life engagement, intolerance of uncertainty, and psychological well-being as the dependent variables. A thorough review of the existing literature revealed a growing body of research on the mental health of law enforcement officers globally, with a notable gap in the well-being of law enforcement officers in Kerala. Due to differences in sociocultural contexts, studies conducted in western cultures may not be applicable to our society. However, studies specific to Kerala are sparse, necessitating localised research to inform tailored interventions incorporating police academics and training.

Statement of the problem

To have a better understanding of the variables that contribute to the psychological well-being of law enforcement officers, the relationship of psychological capital, self-esteem, forgiveness, work-life balance, self-compassion, life engagement, perceived social support, gratitude, and forgiveness with psychological well-being, its predictive effect need to be studied. The mediating effects of psychological capital, self-esteem and work-life balance is also studied. Hence, the present study is entitled as “Predictors of psychological well-being in law enforcement officers”.

Variables of the study

The purpose of this study was to determine the relatedness of the variables to psychological well-being among law enforcement officers in Kerala. The variables included in this study were psychological well-being, psychological capital, work-life balance, self-esteem, self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty. A personal data sheet (age,

gender, designation, place of work and education) along with ethical guidelines was also administered to the participants.

Independent Variable

Psychological capital, work-life balance, self-esteem, self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty were proposed as independent variables. Sociodemographic variables such as age, designation, gender, and education were also considered independent variables.

Dependent Variable

Psychological well-being was proposed as the dependent variable.

Mediator variables

Psychological capital, self-esteem and work-life balance were proposed as mediator variables.

Objectives

1. To examine the relationship of psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty with psychological well-being.
2. To examine the predictive role of psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty on psychological well-being.
3. To determine the mediating role of self-esteem, psychological capital and work-life balance on the relationship between self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty with psychological well-being.

4. To analyse the role of sociodemographic variables on psychological well-being

Hypotheses

1. There is a significant relationship between psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, intolerance of uncertainty, and psychological well-being.
2. Psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty will be able to predict the psychological well-being of law enforcement officers.
3. Psychological capital mediates the relationship between self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty towards psychological well-being.
4. Self-esteem mediates the relationship between self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty towards psychological well-being.
5. Work-life balance mediates the relationship between self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty towards psychological well-being.
6. There is a significant relationship between age and psychological well-being among law enforcement officers.
7. There is a significant difference in psychological well-being according to gender.
8. There is a significant difference in psychological well-being according to education.
9. There is a significant difference in psychological well-being according to the designation.

Method

The method used in this study is briefly described as follows;

Participants for the Study

The participants included in this study were 489 police officers from different districts in Kerala. The age of officers ranges from 25 to 55 years. The range-wise distribution of police officers was as follows: Thiruvananthapuram (n=138, 28.2%), Ernakulam (n=35, 7.2%), Thrissur (n=220, 44.9%), and Kozhikode (n=96, 19.6%). Out of the sample, 61 were female and 428 were male police officers. Regarding the educational background of the officers, 149 had a higher secondary education, 272 officers were graduates, and 68 officers were postgraduates. The sample comprises 179 civil police officers, 129 senior civil police officers, 143 sub inspectors, and 38 inspectors from Kerala police.

Sampling method

The quota sampling method was used to select participants.

Instruments

The following measures/instruments were finalised and used based on a literature review.

1. Psychological well-being (Mehrotra et al., 2013)
2. Work-life balance (Heyman, 2005)
3. Psychological Capital Questionnaire (PCQ; Luthans et al., 2007)
4. The Heartland Forgiveness Scale (HFS; Thompson & Snyder, 2003).
5. Intolerance of uncertainty scale (IUS; Carleton et al., 2007)
6. The Gratitude Questionnaire-Six Item Form (GQ-6; McCullough et al., 2002).
7. Rosenberg's Self-esteem Scale (Rosenberg, 1965)
8. Life Engagement Test (Scheier et al., 2006)

9. Self-Compassion Scale (Raes et al., 2011)
10. Multidimensional Scale of Perceived Social Support (Zimet et al., 1988)
11. Personal data sheet (age, gender, designation, education and place of work)

Procedure

After receiving permission from the State police chief, the researcher personally approached the officers, and questionnaires with a well-explained information sheet were given along with a consent form. A brief description of the purpose of the study was given. In general, it took approximately 30 min to complete the form.

Statistical Analysis

A comprehensive statistical analysis of the obtained data was performed. The purpose of this stage was to make generalisations and conclusions about a scientific database. Depending on the nature of the research problem, different statistical techniques were used to draw inferences. Statistical methods, such as descriptive and inferential statistics, were included in the study. The major inferential statistics used to test the hypotheses of this research are the Karl–Pearson product moment correlation coefficient, linear regression analysis, and mediation analysis. Leven’s test of homogeneity of variance, box plot, Durbin-Watson test, and multicollinearity were used to test the assumptions of the tests. The assumption of normal distribution was established with Shapiro-wilk test of normality. Because the violation of normal distribution does not have a major impact on the results of a large sample, the researcher did not consider normal distribution to be an important parameter in determining the appropriateness of correlation and regression analysis. Because the normality assumption is violated, the Mann–Whitney U test was used to identify gender differences in the psychological well-being of law enforcement officers. The

Kruskal–Wallis test was used to compare differences in psychological well-being according to sociodemographic variables, such as education and designation. All statistical analyses were performed with the help of software (SPSS v.23) and Jamovi (v 2.3.2) with gamm module software.

Tenability of the hypotheses

Nine main hypotheses were developed for the study. In the results of the study, the tenability of these hypotheses were tested;

1. The first hypothesis states: There is a significant relationship between psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, intolerance of uncertainty, and psychological well-being.

Pearson's product moment correlation was used to test the hypothesis. The variables under study are psychological capital, self-esteem, work-life balance, self-compassion, perceived social support, gratitude, forgiveness, life engagement, and intolerance of uncertainty. All these variables except intolerance of uncertainty were positively correlated, whereas intolerance of uncertainty was negatively correlated with psychological well-being. Thus, the first hypothesis is accepted.

2. The second hypothesis states: Psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty will be able to predict the psychological well-being of law enforcement officers.

Multiple regression analysis was used to test the tenability of the hypothesis. The predictive capacities of the nine selected contributors on psychological well-being was analysed. The predictive capacity of psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion in

relation to psychological well-being was 47.9 %. Therefore, the predictive capacities of psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion are accepted. The predictive capacities of gratitude, life engagement, and intolerance of uncertainty could not be verified, so the hypothesis is not accepted.

3. The third hypothesis states: Psychological capital mediates the relationship of self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty to psychological well-being.

Mediation analysis using Jamovi was conducted to analyse the mediation effect of psychological capital on the relationship between the independent variables of self-compassion, gratitude, forgiveness, life engagement, intolerance of uncertainty, perceived social support, and the dependent variable of psychological well-being. From the analysis, it can be seen that the hypothesis that psychological capital mediates the relationship between forgiveness, life engagement, perceived social support, and self-compassion with psychological well-being is accepted. However, the mediation effect of psychological capital on intolerance of uncertainty and gratitude in relation to psychological well-being was not observed.

4. The fourth hypothesis states: Self-esteem mediates the relationship of self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty to psychological well-being.

Mediation analysis using Jamovi was conducted to analyse the mediation effect of self-esteem in relation to the independent variables of self-compassion, gratitude, forgiveness, life engagement, intolerance of uncertainty, perceived social support, and the dependent variable of psychological well-being. From the analysis, it can be seen that self-esteem mediated the relationship between forgiveness, life

engagement, perceived social support, intolerance of uncertainty, gratitude, self-compassion, and psychological well-being. Thus, the hypothesis is accepted.

5. The fifth hypothesis states: Work-life balance mediates the relationship of self-compassion, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty to psychological well-being.

Mediation analysis using jamovi was conducted to analyse the mediation effect of work-life balance in relation to the independent variables of self-compassion, gratitude, forgiveness, life engagement, intolerance of uncertainty, perceived social support, and the dependent variable of psychological well-being. From the analysis, it can be seen that work-life balance did not mediate any of the six variables in relation to psychological well-being. Therefore, this hypothesis is not supported.

6. The sixth hypothesis states: There is a significant relationship between age and psychological well-being among law enforcement officers.

Using Pearson's product moment correlation, it can be seen that the age of the participants and psychological well-being were not related. Therefore, this hypothesis is not supported.

7. The seventh hypothesis states: There is a significant difference in psychological well-being on the basis of gender.

Using the Mann-Whitney U test, one can understand that psychological well-being did not differ on the basis of gender. Therefore, this hypothesis is not supported.

8. The eighth hypothesis states: There is a significant difference in psychological well-being on the basis of education.

Kruskal-Wallis test was used to test differences in psychological well-being according to education. Three education groups were involved in the study: those with higher secondary education, and graduates and post-graduation levels. No significant

difference in psychological well-being was observed according to education level. Therefore, this hypothesis is not supported.

9. Hypothesis 9 states: There is a significant difference in psychological well-being on the basis of

Kruskal-Wallis test was used to test the difference in psychological well-being on the basis of designation. Four groups were involved in the study on the basis of designation. Civil police officers, senior civil police officers, sub-inspectors, and police inspectors were selected for the study. From the analysis, no significant difference in psychological well-being was found on the basis of psychological well-being. Therefore, this hypothesis is not supported.

Major findings of the study

- Independent variables such as psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, and perceived social support were positively related to psychological well-being. An increased level of these variables enhances the psychological well-being of law enforcement officers.
- The independent variable intolerance of uncertainty is negatively related to psychological well-being. When the level of intolerance of uncertainty increases, psychological well-being decreases.
- Psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion together contributed to 47.9 % of psychological well-being.
- Hope , work interference with the personal life, the sub dimensions of psychological capital and work-life balance respectively, self-esteem, over-identified sub-dimension of self-compassion and gratitude contribute to 30.2 %

of the self-acceptance dimension of psychological well-being.

- The hope and optimism sub dimensions of psychological capital, self-esteem, personal life interference with work sub dimension of work-life balance, over identified sub dimension of self-compassion and forgiveness to situation sub dimension of forgiveness together contribute to 33.9 % of the sense of mastery and competence dimension of psychological well-being.
- Hope, a sub-dimension of psychological capital, personal life interference with work sub-dimension of work-life balance, over identified sub-dimension of self-compassion and perceived support from friends sub-dimension of perceived social support together contribute to 30.1 % of the positive relationship dimension of psychological well-being.
- Resilience and self-efficacy, sub dimensions of psychological capital, self-esteem, forgiveness to others, and mindfulness, sub dimension of self-compassion together contribute to 26.1 % of the sense of engagement and growth dimension of psychological well-being.
- Psychological capital mediates the relationship between forgiveness, life engagement, perceived social support, and self-compassion with psychological well-being. Enhancing the levels of forgiveness, life engagement, perceived social support, and self-compassion leads to an increase in the level of psychological capital, which enhances psychological well-being.
- Psychological capital did not mediate the relationship between intolerance of uncertainty and gratitude with psychological well-being. Although the variables are related to psychological well-being, they did not lead to well-being through psychological capital.
- Self-esteem mediated the relationship between forgiveness, life engagement,

perceived social support, intolerance of uncertainty, gratitude, and self-compassion with psychological well-being. The level of forgiveness, life engagement, perceived social support, gratitude, and self-compassion lead to an increase in the level of self-esteem, which enhances the psychological well-being of law enforcement officers. However, when the level of intolerance of uncertainty increases, self-esteem decreases, thereby reducing the level of psychological well-being among law enforcement officers.

- Work-life balance did not mediate between the independent variables of self-compassion, gratitude, forgiveness, life engagement, intolerance of uncertainty, perceived social support, and the dependent variable of psychological well-being. Although the independent variables are related to psychological well-being, they do not impact psychological well-being through work-life balance.
- Sociodemographic variables, such as age, gender, designation, and education level did not affect the psychological well-being of law enforcement officers.

Conclusion

Based on a literature review, the study examined the contributory effects of psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, perceived social support, and intolerance of uncertainty on the psychological well-being of law enforcement officers in Kerala. The findings indicate that psychological capital, self-esteem, self-compassion, work-life balance, gratitude, forgiveness, life engagement, and perceived social support are significantly and positively related to psychological well-being. Intolerance of uncertainty is negatively related to psychological well-being. Psychological capital, self-esteem, forgiveness, work-life balance, perceived social support, and self-compassion together contributed to 47.9 % of psychological well-being, indicating their significance for

their promotion within this pressured occupation. Additionally, specific dimensions within these variables, such as hope, optimism, resilience, and efficacy, contributed to different aspects of well-being like accepting oneself, feeling competent in handling situations, and having good relationships with others. Psychological capital has been found to mediate the relationships between forgiveness, life engagement, perceived social support, self-compassion on the one hand, and psychological well-being on the other, while it does not mediate the effects of intolerance of uncertainty or gratitude. The relationships between forgiveness, life engagement, perceived social support, intolerance of uncertainty, gratitude, and self-compassion, and psychological well-being were mediated by self-esteem; this underscores its pivotal role in overall well-being. In contrast to the expectation that work-life balance would be a mediator of variables related to psychological well-being, this hypothesis was not supported. On the same note, no significant difference in the level of psychological well-being was observed on the basis of sociodemographic variables such as age, sex, education level, and occupation. This implies that interventions targeting psychological rather than demographic characteristics may be more effective in supporting officers' mental health.

Practically speaking, these findings emphasise the necessity of incorporating psychological support mechanisms into police training and organisational practises. Such initiatives can help mitigate the effects of stress and trauma inherent in police work by building resilience, enhancing self-esteem, and providing social support, thereby resulting in increased individual officer well-being and overall departmental effectiveness. When these issues are comprehensively addressed, law enforcement officers will be able to better play their important role in maintaining public safety at all costs.

Limitations of the study

- Samples for this study were not uniformly collected from each district.
- The study used quota sampling method.
- More exploration of demographic variables should include

CHAPTER V

RECOMMENDATIONS AND IMPLICATIONS

Implications of the study

The present study was conducted to understand the relationship between psychological capital, self-esteem, work-life balance, self-compassion, perceived social support, forgiveness, gratitude, life engagement, intolerance of uncertainty, and psychological well-being and to understand the predictive relationship of these variables on the psychological well-being of law enforcement officers in Kerala. The findings of this study explore the need to change and implement new training methods to improve the performance and perception of law enforcement officers. Evidence-based training and policymaking to improve the psychological well-being of law enforcement officers, including a group of experts from the field of psychology, will be beneficial by focusing on selected variables related to psychological well-being.

Implementing training programmes aimed at enhancing psychological capital, self-esteem, self-compassion, life engagement, support, work-life balance, gratitude, forgiveness, and facing intolerance of uncertainty can be conducted as workshops during the basic training period as well as in refresher courses offered by police academies. Many strategies can be implemented to enhance self-esteem, such as acknowledging and appreciating positive behaviours, giving recognition and rewards. Supporting counselling services and mindfulness training can elicit self-compassion, which is as important as compassion. Compassion-focused therapy (CFT) is a form of psychotherapy that is beneficial for people who have mental health issues related to shame and self-criticism (Leaviss & Uttley, 2014). CFT includes a collection of exercises that encourage clients to be compassionate towards one. These tasks include eliciting compassionate images and behaviours, which is a kind of exposure therapy in which the client is exposed to new behaviours and trained to approach the problem in a positive way rather than feeling guilt or fear feelings (Gilbert, 2009; Gilbert&

Iron, 2004). Implementing flexible work arrangements allows officers to have options for enjoying family time and engaging in other activities that make their lives meaningful. Gratitude training can be imparted in police training to encourage them to show gratitude to the public for helping them implement law and order as well as to colleagues for their thoughtful and needful insights and suggestions in investigations. Workshops on forgiveness lead to forgiveness for the criminal, not the crime, which may lead to an end of custodial bullying and to letting go of grudges and negative emotions to the public and colleagues. Strengthening social support programmes including public, peers, and officials, is beneficial not only for enhancing psychological well-being but also for their investigation process. A tailored intervention programme focusing on the above aspects will also reduce the fear of facing uncertain events. The influence of demographic variables on psychological well-being was not be found in this study. Therefore, training and psychological interventions should be applied across all demographic groups in law enforcement. The effect of specific sub dimensions such as hope, optimism, resilience, and efficacy contribute differently to various aspects of psychological well-being, indicating that targeted interventions focusing on these constructs may yield specific benefits.

Evaluation programmes need to be conducted on a continuous basis to ensure and perform interventions when necessary to enhance and maintain the psychological well-being of law enforcement officers, as it affects not only the individual but also the system to which they belong. This approach will also help reduce mental health issues, suicidal rates, turn over intentions, and voluntary retirement from service. By implementing these approaches, law enforcement agencies can significantly enhance the psychological well-being of their officers, leading to a more resilient, satisfied, and effective workforce.

Suggestions for further study

- Intervention studies and control group studies can be conducted to assess the impact of the study variables on the psychological well-being of law enforcement officers.
- The study can be extended to law enforcement officers from other states in India for cross-cultural comparisons.
- A qualitative study can be conducted among law enforcement officers to gain deeper insights into the factors on the basis of their personal experiences and perspectives that affect their psychological well-being in both directions. .
- Develop a training programme for law enforcement officers based on the findings.
- Explore other variables that affect psychological well-being.
- Other relevant factors influencing psychological well-being may not have been included in the study, such as personality traits, coping strategies, and specific job-related stressors unique to law enforcement.
- Encourage further research to determine the short- and long-term effects of psychological interventions based on the findings of the current study.

Recommendations

- Develop modules on building psychological capital, self-esteem, and self-compassion to incorporate into law enforcement officers' training to improve their well-being.
- Develop support systems within the department and with the assistance of the mental health department, such as peer support groups, counselling services, mentorship programmes, public support groups. Feeling supported and connected helps improve well-being.

- Implement training programmes based on different aspects, such as stress management strategies, cognitive behavioural strategies, and mindfulness, to manage uncertain situations.
- Well-being assessment should be conducted at frequent intervals.
- Adequate leave policies and work-life balance policies need to be developed and implemented to prevent turn over intentions and voluntary retirements and to improve the psychological well-being of law enforcement officers.

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APPENDICES

APPENDIX A
INFORMATION FORM

Dear Friend,

As part of my research program, I would like to collect data from you through a booklet which involves certain statements related to your personal as well as professional life. There will not be any direct benefits for you as you participate in the study. However, the information obtained through the study may help to address the issues that affect the psychological well-being of Law Enforcement Officers. I assure you that all the information provided by you shall be strictly kept confidential and will be used solely for research purposes. The identity of the participants of this study or any personal information related to this study will not be disclosed to anyone. Your participation in this study is voluntary. If you decide to take part in the study, you will be asked to sign a consent form. Even after signing the consent form, you will be free to withdraw from the study before the commencement of statistical analysis of data without citing a reason thereof.

Withdrawing from the study will not affect the relationship you have, if any, with the researcher. In case if you withdraw from the study before the data collection is completed, your data will be either returned or destroyed. I request you to take part in the study and mark your responses against each statement after reading each statement carefully. Please feel free to contact the researcher over the phone or email to make any queries about the study. Your cooperation will be highly appreciated.

APPENDIX B
CONSENT FORM

CONSENT FORM

I have been sufficiently informed about the study. I understand that I am free to withdraw from the study at any point before the commencement of statistical analysis of data, without citing a reason thereof and without being imposed a penalty. I am aware that my identity will not be revealed at any stage without my consent. I voluntarily agree to take part in this study

Signature

APPENDIX C
PERSONAL DATA SHEET

PERSONAL DATA SHEET

1. Age:
2. Gender:
3. Educational qualification:
4. Designation: CPO/SCPO/ASI/SI/IOP(Strike off whichever is not applicable)
5. Present working District:

APPENDIX D

PSYCHOLOGICAL WELL-BEING SCALE (Mehrotra et al., 2013)

The following set of statements deals with how you feel about yourself and your life. Put a tick (✓) indicating the option that is applicable to you. Please remember that there are no right or wrong answers.

Sl no	Statements	Strongly agree	Agree somewhat	Agree slightly	Disagree slightly	Disagree somewhat	Strongly disagree
1	I often feel lonely because I hardly have close friends with whom I can share my worries.						
2	I feel good when I think of what I have done in the past and what I hope to do in the future.						
3	When I look at my life on the whole, I feel happy about how things have turned out.						
4	I do not have many people who want to listen when I need to talk						
5	I have a sense of direction and purpose in life.						
6	In general, I feel confident and positive about myself.						
7	I feel that I get a lot out						

Sl no	Statements	Strongly agree	Agree somewhat	Agree slightly	Disagree slightly	Disagree somewhat	Strongly disagree
	of my friendships.						
8	When I think about it, I have not really improved much as a person over the years.						
9	I enjoy making plans for the future and working to make them a reality.						
10	I have not experienced many warm and trusting relationships with others.						
11	It is difficult for me to give my own opinions on controversial matters..						
12	I have difficulty organizing my life in a way that is satisfying to me.						
13	I am an active person in carrying out the plans I set for myself.						
14	In many ways, I feel disappointed about my achievements in life.						

Sl no	Statements	Strongly agree	Agree somewhat	Agree slightly	Disagree slightly	Disagree somewhat	Strongly disagree
15	I know that I can trust my friends, and they know they can trust me.						
16	For me, life has been a continuous process of learning, changing, and growth.						
17	My aims in life have been more a source of						
18	By and large, I am proud of who I am and the kind of life I lead						
19	I am concerned about what other people think of the choices I have made in my life.						
20	I gave up trying to make big improvements or changes in my life a long time ago.						

APPENDIX E
WORK LIFE BALANCE SCALE (Heyman, 2005)

Below are given 15 statements. Please indicate how frequently you felt in a particular way during the past three months, on a seven point scale, by putting a tick mark (√) in appropriate column

Sl no	Statements	Not at all-	Least of the time-	Rarely	Sometimes-	Frequently	Most of the time-	All the time
1	Personal life suffers because of work							
2	Job makes personal life difficult							
3	Neglect personal needs because of work							
4	Put personal life on hold for work.							
5	Miss personal activities because of work							
6	Struggle to juggle work and non-work							
7	Happy with the amount of time for non – work activities.							
8	Personal life drains me of energy for work.							
9	Too tired to be effective at work							
10	My work suffers because of my							

Sl no	Statements	Not at all-	Least of the time-	Rarely	Sometimes-	Frequently	Most of the time-	All the time
	personal life.							
11	Hard to work because of personal matters.							
12	Personal life gives me energy for my job.							
13	Job gives me energy to pursue personal activities							
14	Better mood at work because of personal life							
15	Better mood because of my job.							

APPENDIX F
PSYCHOLOGICAL CAPITAL QUESTIONNAIRE (Luthans et al., 2007)

Below are statements that describe how you may think about yourself right now. Use the following scale to indicate your level of agreement or disagreement with each statement.

Sl no	Statements	Strongly disagree	Disagree	Somewhat disagree -	Somewhat agree	Agree	Strongly agree
1	I feel confident analyzing a long-term problem to find a solution.						
2	I feel confident in representing my work area in meetings with the management.						
3	I feel confident contributing to discussions about the organization's strategy.						

Three sample items from this instrument are allowed to be reproduced for inclusion in a proposal, thesis, or dissertation as per the author's permission agreement

APPENDIX G

HEARTLAND FORGIVENESS SCALE (Thompson & Snyder, 2003)

Directions:

In the course of our lives negative things may occur because of our own actions, the actions of others, or circumstances beyond our control. For some time after these events, we may have negative thoughts or feelings about ourselves, others, or the situation. Think about how you typically respond to such negative events. Next to each of the following items write the number (from the 7-point scale below) that best describes how you typically respond to the type of negative situation described. There are no right or wrong answers. Please be as open as possible in your answers

Sl no	Statements	1 Almost always false of me	2	3 More often false of me	4	5 More often true of me	6	7 Almost always true of me
1	Although I feel badly at first when I mess up, over time I can give myself some slack.							
2	I hold grudges against myself for negative things I've done.							
3	Learning from bad things that I've done helps me get over them.							
4	It is really hard for me to accept myself once I've messed up.							
5	With time I am understanding of myself for mistakes I've made.							
6	I don't stop criticizing myself for negative things I've felt, thought, said, or done.							
7	I continue to punish a							

Sl no	Statements	1 Almost always false of me	2	3 More often false of me	4	5 More often true of me	6	7 Almost always true of me
	person who has done something that I think is wrong.							
8	With time I am understanding of others for the mistakes they've made.							
9	I continue to be hard on others who have hurt me.							
10	Although others have hurt me in the past, I have eventually been able to see them as good people.							
11	If others mistreat me, I continue to think badly of them.							
12	When someone disappoints me, I can eventually move past it.							
13	When things go wrong for reasons that can't be controlled, I get stuck in negative thoughts about it.							
14	With time I can be understanding of bad circumstances in my life.							
15	If I am disappointed by uncontrollable circumstances in my life, I continue to think negatively about them.							

Sl no	Statements	1 Almost always false of me	2	3 More often false of me	4	5 More often true of me	6	7 Almost always true of me
16	I eventually make peace with bad situations in my life.							
17	It's really hard for me to accept negative situations that aren't anybody's fault.							
18	Eventually I let go of negative thoughts about bad circumstances that are beyond anyone's control.							

APPENDIX H
INTOLERANCE OF UNCERTAINTY SCALE (Carleton et al., 2007)

Please tick the statement to which you agree much as your characteristic pattern

	Statements	Not at all characteristic of me	A little characteristic of me	Somewhat characteristic of me	Very characteristic of me.	Entirely characteristic of me
1	Unforeseen events upset me greatly.					
2	It frustrates me not having all the information I need.					
3	Uncertainty keeps me from living a full life.					
4	One should always look ahead so as to avoid surprises.					
5	A small unforeseen event can spoil everything, even with the best of planning.					
6	When it's time to act, uncertainty paralyzes me.					
7	When I am uncertain I can't function very well.					

	Statements	Not at all characteristic of me	A little characteristics of me	Somewhat characteristic of me	Very characteristic of me.	Entirely characteristic of me
8	I always want to know what the future has in store for me.					
9	I can't stand being taken by surprise.					
10	The smallest doubt can stop me from acting.					
11	I should be able to organize everything in advance.					
12	I must get away from all uncertain situations.					

APPENDIX I
GRATITUDE QUESTIONNAIRE (McCullough et al., 2002)

Please put a tik mark to the most agreeable response to each statement

Sl no	Statements	1 I strongly disagree	2 3 I disagree somewhat	4 5 I feel neutral about the statement	6 7 I mostly agree with the statement	8	9 I strongly agree
1	I have so much in life to be thankful for						
2	If I had to list everything that I felt grateful for, it would be a very long list						
3	When I look at the world, I don't see much to be grateful for.						
4	I am grateful to a wide variety of people.						
5	As I get older I find myself more able to appreciate the people, events, and situations that have been part of my life history.						
6	Long amounts of time can go by before I feel grateful to something or someone.						

APPENDIX J
SELF-ESTEEM SCALE (Rosenberg, 1965)

The following statements are related to you. Please choose one of the five given responses that does match your feeling about yourself

Sl no	Statements	Always True'	Usually True	Sometimes True	Rarely True	Never True
1	On the whole I am satisfied with myself					
2	At times I think I am not good at all.					
3	I feel that I have a number of good qualities.					
4	I am able to do things as like most other people.					
5	I feel I do not have much to be proud of.					
6	I certainly feel useless at times.					
7	I feel that I am a person of worth, at least on an equal plane with others.					
8	I wish I could have more respect for myself.					
9	All in all, I am inclined to feel that I am a failure.					
10	I take a positive attitude toward myself.					

APPENDIX K
LIFE ENGAGEMENT TEST (Scheier et al., 2006)

Please place a tick mark in the appropriate column by indicating the extent of your agreement using the following scale. Be as honest as possible throughout the process and do not let your response to one question influence your response to another question. There are no right or wrong answers

Sl no	Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	There is not enough purpose in my life.					
2	To me, the things I do are all worthwhile					
3	Most of what I do seems trivial and unimportant to me					
4	I value my activities a lot.					
5	I don't care very much about the things I do.					
6	I have lots of reasons for living.					

APPENDIX L
SELF-COMPASSION SCALE (Raes et al., 2011)

There are five response options for each statement. You must tick the appropriate response that fits best for you

Sl no	Statements	Never	Rarely	Sometimes	Often	Always
1	When I fail at something important to me I become consumed by feelings of inadequacy.					
2	I try to be understanding and patient towards those aspects of my personality I don't like.					
3	When something painful happens I try to take a balanced view of the situation.					
4	When I'm feeling down, I tend to feel like most other people are probably happier than I am.					
5	I try to see my failings as part of the human condition.					
6	When I'm going through a very hard time, I give myself the caring and tenderness I need.					
7	When something upsets me I try to keep my emotions in balance.					
8	When I fail at something that's important to me, I tend to feel alone in my failure.					
9	When I'm feeling down I tend to obsess and fixate on everything that's wrong.					
10	When I feel inadequate in some way, I try to remind myself that feelings of inadequacy are shared by most people.					
11	I'm disapproving and judgmental about my own flaws and inadequacies.					

Sl no	Statements	Never	Rarely	Sometimes	Often	Always
12	I'm intolerant and impatient towards those aspects of my personality I don't like.					

APPENDIX M

MULTIDIMENSIONAL SCALE OF PERCEIVED SOCIAL SUPPORT (Zimet et al., 1988)

There are seven response options for each statement. You must select the appropriate response that fits your needs best. Please remember that you have to select only one option that is best suitable for you out of the seven ratings provided to you

Sl no	Statements	Very strongly disagree	Strongly disagree	Mildly Disagree	Neutral	Mildly agree	Strongly Agree	Very strongly agree
1	There is a special person who is around when I am in need.							
2	There is a special person with whom I can share joys and sorrows.							
3	My family really tries to help me.							
4	I get the emotional help and support I need from my family.							
5	I have a special person who is a real source of comfort to me.							
6	My friends really try to help me.							
7	I can count on my friends when things go wrong.							
8	I can talk about my problems with my family.							

Sl no	Statements	Very strongly disagree	Strongly disagree	Mildly Disagree	Neutral	Mildly agree	Strongly Agree	Very strongly agree
9	I have friends with whom I can share my joys and sorrows.							
10	There is a special person in my life who cares about my feelings.							
11	My family is willing to help me make decisions.							
12	I can talk about my problems with my friends.							

APPENDIX N

POLICE



DEPARTMENT

No. N2-117124/2021/PHQ
Police Headquarters,
Thiruvananthapuram
✉ phq.pol@kerala.gov.in
☎ 04712721547
Dated. 04-10-2021

NO OBJECTION CERTIFICATE

Smt.Soumya Mohan.C, Assistant Professor of Psychology, Govt. College, Kuttanellur presently working on deputation as HoD Behavioural Science, Kerala Police Academy, Thrissur has applied permission to collect data from Law Enforcement Officers working all over Kerala as part of her Ph.D Programme.

It is certified that this department has no objection in permitting Smt.Soumya Mohan C, HoD Behavioural Science Kerala Police Academy, Thrissur to collect data from Law enforcement officers working all over Kerala as part of her Ph.D Programme on conditional, that the information collected would be kept as confidential and would not be used for any other purpose. She will not have any right to claim leave/being absent on account of the said process, and it shall not affect her routine official duties in the department.

S SYAMSUNDAR IPS
Deputy Inspector General of Police (ic)
For State Police Chief

To : Smt.Soumya Mohan.C, HoD Behavioural Science, Kerala Police Academy,
Thrissur
Copy To : Director, Kerala Police Academy, Thrissur

