Chapter 10

Recovery or Resilience During Off-job Time and its Association with Police Burnout

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Abstract

Purpose: A psychiatric illness called burnout is caused by emotional tiredness, cynicism, and a decreased sense of personal accomplishment. For police officers to handle and adjust to difficult, stressful, and sometimes traumatic events, resilience or recovery during downtime are considered critical capacities. The study aims to investigate the association between resilience or recovery experiences and job burnout among police officers and to ascertain if recovery experiences during off-job time can lessen the harmful impacts of burnout.

Design/methodology: The data were gathered from police officers in the South zone of Kerala state using a structured questionnaire. The police force may have favourable effects on economic development if it embraces resilience-building concepts and develops into a more resilient enterprise. The study used convenience sampling, and the researchers received 300 responses. Karl Pearson correlation and simple regression analysis are used to test hypotheses.

Findings: Findings suggest an association between burnout and resilience or recovery experience measures during off-job time among police officers in Kerala. It is found that recovery experiences can buffer the adverse effects of job stress and burnout.

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Practical implications: The results of this study could guide the design of initiatives and programmes that enhance police officers' performance and satisfaction while also encouraging their general well-being. To further reduce police burnout, implement a programme that aims to improve occupational stress recovery at the organisational level.

Originality/value: It is crucial to evaluate police officers' burnout and its relationship to resiliency or recovery in their spare time. This study offers unique insights into certain off-the-job behaviours or activities that link to lower levels of burnout; this information could guide programmes or interventions intended to help police personnel.

Keywords: Burnout; resilience; recovery experience; well-being; police officers; off-job time; exhaustion

JEL classifications: M00; M50

Introduction

Dealing with terrible occurrences, working long hours, and the need to uphold public safety make a police officer's profession demanding and stressful. Due to this, police officers are susceptible to job burnout, characterised by emotional tiredness, depersonalisation, and a decrease in personal success. Work burnout can cause lower job satisfaction, more absenteeism, and more excellent turnover rates, which can have severe repercussions for both individual officers and the overall police force (Queiros, Passos, Bártolo, Marques, et al., 2020). Recover experience factors like resilience and well-being (Ferreira & Gomes, 2021) are substantially connected with a person's capacity to bounce back from stress and maintain their health and performance (De Jonge et al., 2018). The association between job burnout and recovery experience measures in the context of police employment, however, needs to be better understood (Sumner & Kinsella, 2021). To effectively prevent and manage police officers' job burnout (Bredenberg et al., 2022) and to advance their general health and well-being, it is essential to understand this relationship (Stogner et al., 2020).

This subject is crucial to the functioning of the police force as a whole as well as the well-being of individual police personnel. Police officers' job happiness, turnover, and public safety can all be enhanced by addressing job burnout and encouraging recovery experience practices during the off-job time (Stogner et al., 2020). The recovery experience of police officers during their off-duty time is critical to preventing and mitigating burnout. However, there needs to be more research on the practical measures for recovery and promoting resilience among police officers. The study of job burnout and recovery experience measures during off-duty time in the police force is vital for improving the health (Semeijn et al., 2019) and performance of these essential public servants. The study aims

to comprehend the connection between job burnout and recovery experience practices used by police officers during their off-job time.

Due to their work's rigorous and stressful nature, police officers are at risk for job burnout, which can cause decreased job satisfaction, increased absenteeism, and more excellent turnover rates. However, in the case of police work, it is still being determined how job burnout and recovery experience indicators like resilience and well-being interact. This ignorance makes creating tactics to avoid and manage job burnout challenging while fostering police officers' general health and well-being. The study aims to investigate the relationship between recovery experience measures and job burnout in police officers to enhance understanding of the effects of job burnout on police officers and inform the development of effective interventions for reducing its detrimental effects. The problem being addressed is the prevalence of job burnout and the need for more effective measures for recovery among police force personnel during their off-duty time. This issue impacts the officers' overall well-being and job performance and needs to be addressed through evidence-based interventions to improve their physical and mental health.

The lack of thorough studies that look at the unique stressors and coping strategies particular to the police profession is the research gap in understanding job burnout of the police force and its impact on recovery experience measures (Queiros, Passos, Bártolo, Marques, et al., 2020). While job burnout has been extensively studied in several industries, little research has been done on how it affects police officers and how they recover from it (Lambert et al., 2017). Further, there has not been much research done in the context of police employment on the association between job burnout and recovery experience indicators like resilience and well-being. This knowledge gap emphasises the need for more comprehensive studies that consider the particular stressors that police officers confront and the effects of job burnout on their recovery experiences during off-job time.

Relevance of the Study

To become a more resilient industry, the police force might adopt resilience principles. The police force can benefit from adopting resilient practices even though it is not a traditional industry in the same sense as manufacturing or technology. This will help it respond to problems and serve the community in an efficient manner. A resilient police force boosts business confidence by giving companies a safe and secure environment in which to operate. Businesses are more likely to make investments, increase their operations, and innovate when they feel safe from crime. Productivity, competitiveness, and overall economic development may all increase as a result. Promoting the tourism and hospitality industries requires a resilient police force. Destinations that are well-known for their safety and security are more likely to draw tourists and visitors. A police force that can address safety issues and respond to occurrences successfully can draw tourists, increase visitor spending, and promote the economy of the tourism sector. It's crucial to remember that a resilient police force is only one component of a larger

ecosystem required for economic growth. In addition, important responsibilities are played by other elements like effective governance, infrastructure development, education, and healthcare. However, a resilient police force contributes to a stable and secure environment, which fosters the growth and development of the economy.

Hypothesis Development

Job Burnout

Burnout research has led the literature on stress during the last few decades. According to Schaufeli and Enzmann (2020), burnout is a stress-related concept that is defined as 'a persistent, dysfunctional, job-related state of mindset in "normal" people that is largely characterized by weariness, but also includes distress, a sense of diminished efficacy, decreased drive, and the emergence of dysfunctional attitudes and behaviours at work'. These writers claim that emotional weariness, depersonalisation, and a lack of personal success are the three dimensions of burnout in the human service professions. However, considering that emotional tiredness and depersonalisation are considered the primary components of the burnout construct, numerous studies recommend that the measurement of burnout be restricted to these two factors (Maslach et al., 1996; Schaufeli & Taris, 2005).

Maslach and Jackson (1981) defined emotional exhaustion as the experience of feeling emotionally overextended and drained by one's work. In contrast, depersonalisation is responding to those receiving one's care or service in a cold, impersonal manner. Numerous studies have shown that burnout has adverse effects on both the individual and the organisation, including poor health, despair (Hakanen et al., 2005; Lawson & O'Brien, 1994; Maslach et al., 2001; Price & Spence, 1994), absenteeism, intention to quit the work, and actual turnover.

> *H1*. There is a significant relationship between (a) emotional exhaustion, (b) depersonalisation, and (c) a low sense of personal accomplishment and job burnout in the police force.

Recovery Experience Measures

Sonnentag and Fritz (2007) assert that the relaxation-focussed diversion tactics proposed by Parkinson and Totterdell (1999) and detachment from work, both of which entail that an individual would control the amount of effort expended during the workday (Zeshan et al., 2023), may aid in recuperation. Etzion et al. (1998) state that psychological detachment from work refers to 'the individual's perception of being apart from the work context'. Being psychologically detached suggests that a person is no longer cognitively obsessed with issues and thoughts relating to their work during vacation time. An individual's ability to recover from stress and ultimately maintain well-being may be negatively impacted if they cannot find relief from their work demands (Åkerstedt et al., 2009). Like coping

mechanisms for stress can aid recovery, relaxing techniques can also boost mood (Carlson & Hoyle, 1993; Sonnentag & Fritz, 2015). Exercise (Hartig et al., 2003), meditation (Grossman et al., 2004), muscular relaxation, and listening to music are all examples of activities people do to unwind (Pelletier, 2004).

As a person tries to develop new internal resources, Sonnentag and Fritz (2007) also suggest that mastery strategies would aid recovery from stress (e.g. self-efficacy). According to Pearlin and Schooler (1978), mastery can be characterised as the degree to which a person feels in control of their life and has the power to influence key life events. Burger (1989) describes mastery similarly as the 'perceived power to affect circumstances meaningfully'. An individual learns how to deal with stressors they have no control over through mastery experiences. According to studies (Parkinson & Totterdell, 1999; Shin et al., 2007), mastery is positively connected with positive affect and negatively correlated with negative affect. Additionally, according to Parkinson and Totterdell (1999), mastery is linked to coping because it might strengthen problem-solving techniques by fostering the idea that things can be controlled or changed, which can inspire plans and potential courses of action that can aid in controlling the stressful situation.

Hobfoll (1999) asserts that a person must have control experience to acquire more resources. Sonnentag and Fritz (2007) propose that a measure of healing experiences includes control during leisure time. The level of control a person feels over the situations and events in their life is referred to as control (Rotter, 1966; Seeman, 1983). Since the person believes they can control the outcomes of stressful events, a sense of control has been shown to positively influence coping with stress (Bandura, 1977; Peterson & Seligman, 1984; Schulz & Heckhausen, 1996).

H2. There is a significant relationship between (a) psychological detachment, (b) relaxation, (c) mastery, and (d) control and recovery experience measures of the police force.

Job Burnout and Recovery Experience Measures

There is evidence in the literature that there are links between job burnout and the need for recovery. Long-term exposure to stressors is linked to unfavourable outcomes, such as tiredness and depersonalisation (González-Romá et al., 2006). Taris et al. (2001) stated that because of the stress that builds up throughout the workday due to unfavourable working conditions, these people find it challenging to mentally separate from their jobs, unwind, partake in mastery activities, and exercise control during their free time. Additionally, earlier studies supported the notion that the four recovery mechanisms are connected to occupational exhaustion (Sonnentag & Fritz, 2007). Additionally, harmful effects from inadequate recuperation from daily stressors may occur (Sonnentag et al., 2008).

Similar findings were made by Fritz et al. (2010), who discovered that psychological detachment, relaxation, mastery experiences, and control during leisure time are connected with pleasant emotional states, which are then associated with lesser depersonalisation (Denollet & De Vries, 2006). According to studies, those who suffer more job burnout also tend to have less experience recovering from

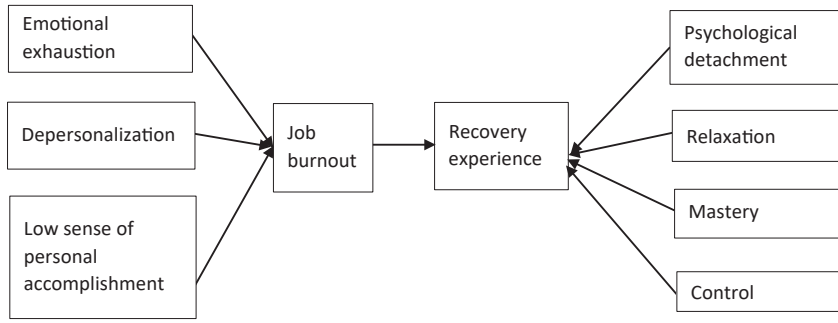

Fig. 10.1. Conceptual Framework. *Source:* Authors' contribution.

it, and this shows that rehabilitation experiences may contribute to improving employee well-being and lowering the risk of burnout. Measures of the recovery experience and occupational burnout are significantly correlated. Participating in recovery activities can lessen the effects of burnout and enhance well-being. However, addressing the underlying reasons for job stress is crucial for a more thorough approach to managing burnout (Bakker & De Vries, 2020). Fig. 10.1 highlights the conceptual framework for the study.

H3. There is a significant relationship between job burnout and recovery experience among the police force.

Methods

Participants

Participants included police officers ranging in rank from Superintendent of Police (SP) to Civil police officer in Kerala, India, in 2023. According to the Krejcie–Morgan formula (Krejcie & Morgan, 1970), the sample size is 225. The sample was chosen using convenience sampling. With the possibility of incomplete responses in mind, 300 questionnaires were distributed. Following the removal of questionnaires with incomplete or distorted responses, 250 questionnaires were included in the final analysis. Inclusion criteria ranged from SP to civil police officer, and exclusion criteria included incomplete questionnaires.

Measures

Three components make up the survey questionnaire. The first section asked respondents for demographic information. The following sections included items from the scales listed below to collect data on recovery experience measures and police job burnout. All measurements were taken using a five-point Likert scale (Likert, 2017) (from 1 – Strongly agree to 5 – Strongly disagree).

Demographics collection sheet: Participants were asked to provide demographic information such as age, gender, marital status, level of education, years

of experience, place of employment, number of dependents, rank in the police force, and annual income.

Recovery experience: The Recovery Experience Questionnaire (Sonnentag & Fritz, 2007) was used to study the recovery experience measures needed for the police force. Recovery Experience Questionnaire is a self-reported questionnaire with four subscales of four items each that assess different processes that underpin recovery versus work demands and requirements: psychological detachment (4 items, 'When I leave work, I forget completely about work'), relaxation (4 items, 'After work, I take my time to rest'), mastery experience (4 items, 'After work, I do other activities that pose a challenge for me'), and control over leisure time (4 items, 'I can decide what I do with my leisure time').

Job burnout: The Maslach Burnout Inventory-Human Service Survey was used to assess this (MBI-HSS; Maslach & Jackson, 2016). The original scale has 22 items and 3 factors that correspond to Maslach's theoretical dimensions of burnout: emotional exhaustion (9 items, 'I feel emotionally drained from my work'), depersonalisation (5 items, 'I fear that working here is making me emotionally harden'), and personal accomplishment (8 items, 'I feel I am positively influencing other people's lives through my work').

Results

Preliminary Analysis

In Table 10.1, the sociodemographic information about the participants is shown. Most of the respondents were married, the majority (52.5%) of the respondents were men, and two-thirds of the participants were in the 28–38 age range. Most participants (60%) had higher secondary education and more than eight years of experience. More than 48.5% of study participants have more than two dependents. Almost 96% of the study's participants were civil police officers. Significantly, 42.5% of respondents earn between Rupees 3,50,000 and 4,50,000 per year.

Table 10.1. Demographic Characteristics.

Variable	**Frequency**	**Percentage**
Gender		
Female	143	47.5
Male	157	52.5
Age		
18–28	98	32.5
28–38	112	37.5
38–48	54	18
Above 48	36	12

(Continued)

Table 10.1. (*Continued*)

Variable	Frequency	Percentage
Marital status		
Single	39	13
Married	261	87
Educational status		
Higher secondary	147	49
Graduation	104	34.5
Post-graduation	43	14.5
Others	6	2
Year of experience		
<2 years	36	12
2–5 years	54	18
5–8 years	90	30
>8 years	120	40
Area of work		
Urban	119	39.5
Rural	181	60.5
Number of dependents		
Nil	21	7
1	50	16.5
2	84	28
More than 2	145	48.5
Rank in the police force		
SP, Dy SP	1	0.5
CI	3	1
SI	8	2.5
Senior civil police officer, Civil police officer	288	96
Income in rupees (per annum)		
Below 2,50,000	20	6.5
2,50,000–3,50,000	60	20
3,50,000–4,50,000	127	42.5
4,50,000 and above	93	31

Source: Primary data.

Hypotheses Testing

H1. There is a significant relationship between (a) emotional exhaustion, (b) depersonalisation, and (c) a low sense of personal accomplishment and job burnout in the police force.

In Table 10.2, the relationships between various job burnout factors and the overall job burnout of the police force are displayed. The alternative hypothesis is accepted as the significant result $p = 0.000$ is less than 0.05 for all the dimensions. Coefficient correlations for emotional exhaustion and personal accomplishment are 0.763 and 0.716, respectively. A significant positive association exists between personal accomplishment and emotional exhaustion with police burnout. A moderate positive association between job burnout and depersonalisation may be seen by looking at the coefficient correlation for depersonalisation, which is 0.513 in this case.

The regression model correctly predicted the burnout scores in Table 10.3 (F (1,298) = 416.486, $p = 0.000$). Table 10.4 demonstrates a 76.7% variance in the emotional exhaustion and job burnout scores model. The degree of emotional exhaustion predicted respondents' job burnout ($\beta = 0.77$, $t = 20.43$, $p = 0.000$). Job burnout increased by 77 units for every unit of emotional exhaustion that was raised. The regression model successfully predicted job burnout levels while considering personal accomplishment (F (1,298) = 165.302, $p = 0.000$). The model's variance is 61.4% for job burnout scores. A significant predictor of respondents' job burnout was their low sense of personal accomplishment ($\beta = 0.72$, $t = 17.79$, $p = 0.000$). Workplace burnout increased by 72 units for every unit of a low sense of personal accomplishment that increased. Furthermore, the job burnout score

Table 10.2. Correlation Among Variables.

Variables	**Pearson Correlation**	**Sig. (2-tailed)**	***N***
Recovery experience	0.558	0.000	300
Job burnout	0.558	0.000	300
Emotional exhaustion	0.763	0.000	300
Depersonalisation	0.513	0.000	300
Personal accomplishment	0.716	0.000	300
Psychological detachment	0.693	0.000	300
Relaxation	0.789	0.000	300
Mastery experience	0.615	0.000	300
Control	0.595	0.000	300

Source: Primary data.

Table 10.3. Anova.

Model		Df	*F*	Sig.
Predictors: (Constant) Job burnout	Regression	1	136.214	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Emotional exhaustion	Regression	1	416.486	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Depersonalisation	Regression	1	178.906	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Personal accomplishment	Regression	1	165.302	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Psychological detachment	Regression	1	317.074	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Relaxation	Regression	1	338.445	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Mastery experience	Regression	1	268.431	0.000
	Residual	298		
	Total	299		
Predictors: (Constant) Control	Regression	1	279.038	0.000
	Residual	298		
	Total	299		

Source: Primary data.

for depersonalisation is (F (1,298) = 178.906, p = 0.000). The model's variance is 75.3% for job burnout scores. The depersonalisation factor was a significant predictor of respondents' job burnout (β = 0.73, t = 13.43, p = 0.000). Job burnout increased by 73 units for each unit of the depersonalisation factors that increased.

H2. There is a significant relationship between (a) psychological detachment, (b) relaxation, (c) mastery, and (d) control and recovery experience measures of the police force.

Table 10.4. Model Summary.

Model	**Standardised Coefficients**	***T***	**Sig.**	***R* Square**
	β			
(Constant) Job burnout	0.542	21.227	0.000	0.313
		11.621	0.000	
(Constant) Emotional exhaustion	0.765	20.051	0.000	0.767
		20.433	0.000	
(Constant) Depersonalisation	0.732	8.882	0.000	0.753
		13.425	0.000	
(Constant) Personal accomplishment	0.718	20.835	0.000	0.614
		17.786	0.000	
(Constant) Psychological detachment	0.659	26.883	0.000	0.688
		19.324	0.000	
(Constant) Relaxation	0.724	12.634	0.000	0.724
		17.442	0.000	
(Constant) Mastery experience	0.694	26.143	0.000	0.692
		17.532	0.000	
(Constant) Control	0.634	24.278	0.000	0.589
		19.347	0.000	

Source: Primary data.

The correlations between several recovery experience factors and the overall recovery experience measures of the police force are shown in Table 10.2. The alternative hypothesis is accepted because the significant value $p = 0.000$ for all dimensions is less than 0.05. Relaxation, psychological detachment, and mastery experience during off-job time have 0.789, 0.693, and 0.615 coefficient associations, respectively. Relaxation, psychological detachment, and mastery experience during the off-job time are significantly associated with police burnout favourably. By examining the control coefficient correlation, which in this factor is 0.595, it is possible to establish a moderately favourable link between recovery experience measures and control during off-job time.

The regression model successfully predicted the recovery experience scores in Table 10.3 ($F(1,298) = 338.445$, $p = 0.000$). The model of relaxation and recovery experience scores show a 72.4% variance, as shown in Table 10.4. Recovery experience measures among respondents were predicted by their level of relaxation during off-job time ($\beta = 0.72$, $t = 17.44$, $p = 0.000$). For every unit of relaxation raised, recovery experience increased by 72 units. Regarding psychological detachment

during the off-job time, the regression model has successfully predicted recovery experience measures (F (1,298) = 317.074, p = 0.000). The model's variation for recovery experience scores is 68.8%. A significant predictor of respondents' recovery experience measures was their level of psychological detachment (β = 0.66, t = 19.32, p = 0.000). For every unit of increasing psychological detachment, recovery experience measures increased by 66 units.

Moreover, for the mastery experience during the off-job time, the recovery experience score is (F (1,298) = 268.431, p = 0.000). The model's variance for recovery experience scores is 69.2%. A significant predictor of respondents' recovery experience was the mastery experience component (β = 0.69, t = 17.53, p = 0.000). For every unit that the mastery experience variables increased, recovery experience measures increased by 69 units. With F (1,298) = 279.038 and a p-value of 0.000, the regression model has successfully predicted recovery experience level regarding control during off-job time. The model of control and recovery experience scores show a 58.9% variance. Recovery experience measures among respondents were predicted by their control during off-job time (β = 0.63, t = 19.35, p = 0.000). Recovery experience measures inclined by 63 units for each unit of control increased.

> *H3.* There is a significant relationship between job burnout and recovery experience among the police force.

As the significant value (p = 0.000) in Table 10.2 is less than 0.05, the null hypothesis must be rejected and the alternative hypothesis accepted. Burnout at work and the demand for the police force's recovery experience methods are related. Police burnout and recovery experience assessments have a positive link, according to the correlation coefficient value (r = 0.558). The demand for recovery experience measures rises as job burnout rises. The regression model correctly predicted the need for recovery experience based on Table 10.3 (F (1,298) = 136.214, p = 0.000). According to Table 10.4, the model's recovery experience measure scores vary by 31.3%. The degree of job burnout among respondents strongly predicted their desire for recovery experience (β = 0.54, t = 11.62, p = 0.000) in Table 10.4. The need for recovery experience increases by 54 units for every unit of job burnout that rises.

Findings and Conclusion

The study evaluated the degree of burnout among officers and the requirement for off-duty recovery experiences. The outcomes for the burnout characteristics, emotional weariness, depersonalisation, and low sense of personal success are significant in the study (Salyers et al., 2017; Todaro-Franceschi, 2013). Measures to improve recovery experiences are most necessary when burnout levels peak. Be aware that people with low burnout also exhibit higher recovery levels when they engage in more social activities. However, the connection is weaker than for those at risk of burnout.

The main factor affecting the police force when it comes to occupational burnout is emotional exhaustion. High-burnout workers feel continuously weary and alienated from their work, which results in a loss of enduring physical and cognitive resources (Demerouti et al., 2010). Those who work shifts where they continue to work after hours likely need more physical and mental energy to handle challenging work-related activities. However, those with high levels of burnout have mostly exhausted their affective, physical, and cognitive resources and need to prepare to handle extra work-related activities, which hurts daily recovery. The main component of the police force's recovery experience methods is relaxation during downtime. High levels of burnout cause people to continue working during downtime, negatively impacting their well-being. One cause could be that burnt-out workers keep working after hours to compensate for poor performance during regular working hours (Van Der Linden et al., 2005). However, these compensatory measures can cause already-depleted physical and mental resources to decline even more (Demerouti et al., 2009).

The study ascertained whether police officers who are in danger of burnout react differently from those who have low levels of burnout to time spent engaged in activities during downtime. The results show that for employees at risk of burnout to recover from work each day effectively, they must stop engaging in work-related activities during their free time and start engaging in more social and low-effort pursuits. The pattern of findings indicates that social activities, but not low-effort ones, are helpful for the daily recovery of employees with low degrees of burnout.

Implications

The importance of this study on job burnout and recovery experience metrics for the police force resides in its ability to improve the general effectiveness of the police force and the well-being of its members (Queiros, Passos, Bártolo, Marques, et al., 2020). The results of this study will help in the creation of efficient interventions for lowering job burnout and encouraging steps to encourage recovery experiences in police officers, which can result in the following organisational and social implications:

Developing burnout prevention programmes: The study emphasises the necessity for police organisations to put in place burnout prevention plans that concentrate on assisting officers in managing stress and encouraging healing experiences during off-job time. These initiatives can improve officers' mental well-being and job effectiveness while preventing burnout.

Increased job satisfaction: The study can assist in finding solutions for lowering job burnout and improving job satisfaction among police officers by determining the association between job burnout and recovery experience metrics (Lambert et al., 2017).

Employee well-being: Police officers' well-being may suffer as a result of job burnout, and this can result in physical health issues like heart disease and chronic pain, as well as mental health problems like sadness and anxiety.

Reduced absenteeism and turnover: Job burnout can result in higher absenteeism and turnover rates, which can have severe repercussions for both individual officers and the overall effectiveness of the police force. The findings of this study can be utilised to direct the development of strategies for reducing police officer burnout and promoting job stability (Gomes et al., 2022).

Increased public safety: The study can help to increase public safety by enhancing the welfare of police officers. Less burned out and more resilient police officers can better carry out their jobs and uphold public safety (Stogner et al., 2020).

Knowledge advancement: By adding to the corpus of research on job burnout and experience measures for recovering from it, this study will help close the knowledge gap about these topics related to police work. The results will offer crucial knowledge for the creation of evidence-based procedures to raise police officers' well-being and the effectiveness of the force (Maslach & Leiter, 2016).

Community trust: Police personnel that are getting burned out may behave negatively, such as aggressively and insensitively, which could damage public confidence in the police department.

The results of this study could guide the design of initiatives and programmes that enhance police officers' performance and satisfaction while also encouraging their general well-being. Also, a guide for a programme to improve occupational stress recovery experience is to be developed at the organisational level to lessen burnout in the police force. To aid officers in acquiring these resilience-enhancing abilities, police organisations could provide resources like training and workshops.

Scope for Future Research

The study on job burnout and recovery experience measurements of the police force is critical because it can improve the well-being of police officers, the efficiency of the force, and the development of knowledge in this area. The current study was cross-sectional, implying that capturing a snapshot of the condition took a moment. To learn more about how burnout and recovery experiences evolve and the factors contributing to those changes, conduct longitudinal research following police officers over a more extended period. It would be fascinating to compare police officers' experiences with burnout and recovery to those of other high-stress occupations like firefighters or emergency medical workers, even though the study concentrated on police officers. This comparison may illuminate whether burnout and recovery experiences are particular to police personnel or common to other occupations.

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