



Moderating Role of Resilience between Work Stress and Death Anxiety Among Dolphin Police

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Abstract: *The present study aimed to investigate the Moderating role of Resilience between Work Stress and Death Anxiety among Dolphin Police. The study was conducted using a cross-sectional correlational survey research design. The purposive sampling technique was used to collect data from the Dolphin Police of Rawalpindi and Lahore (N=250). Adult Resilience Measurement (ARM) (Liebenberg, 2018), Work Place Stress Scale (WPSS) (Martin Company, 2001), and Death Anxiety Scale (DAS) (Templer, 1970) were used to measure study variables. Statistical analysis, including correlational, regression, and moderation analysis, was conducted to examine the relationships between variables and the influence of demographic factors. The statistical analysis revealed that there is a positive relation between Work Stress and Death Anxiety. The negative relation between Resilience and Work Stress, while the relationship between Resilience and Death Anxiety, was also proved negative. The moderating role of resilience between Work Stress and Death Anxiety among Dolphin Police has been proved. The findings of the study help to comprehend how the role of Resilience among Dolphin Police may increase or decrease Work Stress and Death Anxiety. By prioritizing resilience-building initiatives and providing robust mental health support in the workplace, police departments can foster a healthier, more resilient workforce. These efforts are essential for ensuring that police officers are well-equipped to handle the demands of their profession and maintain their psychological well-being.*

Key Words: Resilience, Work Stress, Death Anxiety, Dolphin Police, Regression Analysis

Introduction

Dolphin Squad was established on the basis of the Turkish model unusual, which was founded in Istanbul, Turkey, in 1993 with the primary goal of ensuring crime prevention through effective policing and projecting a positive image of police (Dolphin Squad Lahore, 2021). Dolphin Police was founded in March 2016 with the goal of enhancing police reaction times to handle crises quickly and efficiently. The Dolphin Force is made up of fresh, young recruits from Punjab police who have been deployed to patrol the streets to assist those in need of assistance, stop crimes on the streets, and improve public perception of the Punjab Police. As time went on, former Prime Minister Shahbaz Sharif started this force with 700 dolphins on the road, with the goal of increasing the number of participants to 2,500 (Ismail, 2023). Dolphin Force works as a "first respondent" and model law enforcement agency that uses cutting-edge professional techniques to combat street crime and provides the finest possible service through community policing. It was primarily destined to combat street criminals and enforce preventive measures in the city. Dolphin's outstanding performance has contributed to a significant decrease in street crime in the city. They have made Lahore the safest Mega City in the area by adopting courteous conduct, having a good outlook on people, and making the most of their potential (Ismail, 2023)

Patrolling police and other first responders experience substantial stress in their daily work routine. The stress is related to the reduction of street crimes and facing criminals on a daily basis. The unpredictable combat situations in less familiar surroundings contribute further to work stress (Lucas et al., 2012). Stress has been described in a variety of ways (Kundaragi, 2015). Work stress is a phenomenon

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brought on by ongoing exposure to stressors at work. This viewpoint highlights the compounding impacts of continuous stress, which can result in ailments like exhaustion (Marin et al., 2009). "An adaptive response to an external situation that results in physical, psychological, and behavioral deviations for organizational participants" is how Luthans (2002) defines job stress. This definition emphasizes how pressures at work affect workers' general functioning. First, it was thought to be an external pressure and, later, internal strain. Currently, the definition that is most widely recognized is that of the interaction between the individual and the situation. When a person's assets are insufficient to meet the demands and stresses of the environment, it leads to psychological and physiological conditions. The detrimental physical and psychological reactions that arise when a person's abilities, resources, or needs are not met by the demands of their employment are known as work stress (Kundaragi, 2015). After marital issues, work is the second biggest cause of stress (Hawari, 1997). Job stress arises when pressures and responsibilities at work are greater than a person's knowledge and capacity (Leka et al., 2003).

Along with stress, a common psychological issue reported among first responders is anxiety. Whereas the personnel of patrolling police experience death anxiety as their life is under continuous death threats from street criminals and neighborhood gangs (Lucas et al., 2012). This type of anxiety is brought upon primarily via ideas, memories, or understanding of their own mortality or the deaths of those who were dear to the person (Nyatunga, 2006). According to Everach et al. (2014), death anxiety seems to be a fundamental dread that may be the basis of a number of mental ailments, such as panic disorder, anxiety and depressive disorders, and hypochondriasis. It appears that efficient handling of death fear is essential for human functioning, and researchers have long suggested a connection between psychological issues and poorly handled death dread. (Nyatanga and de Vocht, 2006) defined death anxiety as an uncomfortable feeling of complex worries that originates from philosophical reflection of one's own or other people's impending deaths. When faced with mortality, those who are afraid of dying often display strong, intense, unpleasant feelings (such as fear, dread, and panic) (Cozzolino et al., 2004).

Considering stress and anxiety in academic as well as professional lives, resilience has been found as a moderator between academic stress and anxiety and also between work stress and anxiety (Kumaraswamy, 2013). Resilience has been defined as a dynamic process of retaining positive adaption and productive coping skills throughout times of stress (Luthar et al., 2000). It is seen as having the ability to overcome hardship and grow in resilience to future occurrences (Paton & McLaughlin, 2008). Resilience is the capacity of a person to exhibit psychological well-being in an environment that is considered disagreeable by society (Liebenberg, 2018). (Ungar & Liebenberg, 2011) resilience can also be described as an individual's and an environment's attributes that enhance good growth (Ungar & Liebenberg, 2011). The process of leveraging one's own resources to adjust and recover from challenging circumstances is known as resilience (Windle et al., 2010). Numerous advantages have been linked to resilience, according to research. Resilient people, for instance, have better results for their physical and mental health, healthier relationships, greater independence, improved ability to handle stressful situations, and greater success in the workplace (Siebert, 2005). The American Psychological Association (2014, p. 2) defined resilience as the act of adapting adequately in spite of adversity, trauma, tragedy, threats, or even significant sources of stress. According to this definition, our interactions with the people and places we live in have a significant impact on the development of resilience. Resilience encompasses attitudes, actions, and behaviors. Resilience can thus be acquired, grown, and altered in addition to evolving (American Psychological Association, 2014). Numerous advantages have been linked to resilience, according to research. Resilient people, for instance, have better results for their physical and mental health, healthier relationships, greater independence, improved ability to handle stressful situations, and greater success in the workplace (Siebert, 2005)

Theoretical Background

The theoretical background of resilience as a moderating factor between work stress and death anxiety can be grounded in several psychological theories and models.

Person-Environment Fit Theory

(Lawton, 1983) this idea highlights how a person's level of stress is influenced by how well they mesh with



their workplace. Psychological theory that emphasizes the fit between a person's workplace and themselves

Transactional Model of Stress and Coping

This theory describes the relationship between work stress and resilience. According to (Lazarus and Folkman, 1984), employees' internal cognitive processes and their cognitive assessment of work-related issues influence their levels of stress at work. This model offers a framework for comprehending how people view and react to stress. This model can be used in a variety of situations, such as researching dolphin police officers' resilience, work stress, and death anxiety.

Terror Management Theory (TMT)

Terror Management Theory (TMT) (Greenberg et al., 1986) is also related to death anxiety and work stress. This theory contends that by giving people a feeling of significance, purpose, and self-worth, their profession might act as a protective factor against death anxiety. People who lose this buffer, which comes with job insecurity or unemployment, may become more anxious about dying. According to its hypothesis, existential dread stems from realizing one's own mortality and is controlled by one's cultural worldview and sense of self.

Literature Review

There are numerous types of research in various fields that support the objectives of the present research. (Qayyum et al., 2023) conducted research on Secondary Traumatic Stress and Death Anxiety in Healthcare Professionals: Moderating Role of Social Support. The findings revealed a negative link between death anxiety and secondary traumatic stress. Moreover, the results also showed that death anxiety and secondary traumatic stress were significantly moderated by social support or resilience.

Resilience has also been found as a moderator variable in studies related to academic stress and suicide. Okechukwu et al. (2022) conducted research on Academic stress and suicide ideation: moderating roles of resilience. This study was conducted in three universities in southern Nigeria. It was discovered that suicidal ideation was favorably correlated with academic stress and negatively correlated with resilience. In conclusion, more academic stress exacerbates suicidal ideation, but increasing resilience reduces the chances of academic stress resulting in suicide ideation.

Resilience has also been found to be linked with death anxiety among COVID-19 patients in Pakistan (Gul et al., 2022). To ascertain how resilience affects the fear of COVID-19 in forecasting death anxiety in Pakistani COVID-19 patients and the general community. Approach: A cross-sectional study was carried out. The findings indicated that the association between death anxiety and COVID-19 dread was moderated by resilience. When compared to the rise in COVID-19 dread, resilience demonstrated a considerably beneficial moderating impact, resulting in a notable decrease in death anxiety at higher and moderate resilience levels.

Similarly, studies have been conducted among police departments throughout the world, focusing on work stress and psychological health. Queirós et al. (2020) stated that a police officer has a difficult job that damages an officer's physical and emotional well-being and increases the risk of burnout, aggressive conduct, and suicide. Coping and resilience make it easier to manage operational or organizational job stress policing. The findings of the study suggested that 88.4% of police officers showed high operational stress, 87.2% high organizational stress, 10.9% critical burnout values, and 53.8% low resilient coping, with task-oriented coping being preferred above emotional and avoidance coping. The findings supported the need to fund police personnel's occupational health.

Odunayo et al. (2015) were motivated by the necessity to assess police officers' perceived performance in the face of various difficulties, such as stress and death-related anxiety. Data was collected from police officers, and the findings show that in police organizations, significant differences in performance perceptions were explained by operational stress and death fear. While police organizational stress had a substantially weak positive association with performance, police operational stress had a strong negative link with performance perceptions. There was no discernible variation in officers' assessments of their

performance according to gender. Compared to organizational stress, police officers reported higher levels of operational stress.

In conclusion, operational considerations and inherent risks in law enforcement must receive more attention since they are significant sources of stress for police officers and may have a negative impact on their ability to perform their duties. Appropriate and frequent training for police officers in operations is being promoted in order to improve performance and lessen the impact of operational stress. Additionally, the inclusion of additional female officers in the force is being considered.

Rational of the Present Study

Dolphin police faced life-threatening situations on a daily basis. So, the researcher was interested in exploring variables involved in such situations. Over time, this accumulation of information can result in mastery and skill. In Pakistan, Dolphin police are a unique and relatively unexplored field. Comparatively speaking to typical law enforcement positions, dolphin police function in a specialized and distinct work environment. Maintaining the efficacy of dolphin police officers and guaranteeing public safety requires an understanding of their psychological well-being. Studying them in the context of psychological factors like resilience, death anxiety, and work stress could provide fresh insights.

This is a crucial topic of research with real-world implications for police organizations and individuals because of the high-risk nature of police jobs, increased stress and burnout levels, detrimental effects on performance and health, and the requirement for effective coping and resilience mechanisms. Stress and death anxiety predict a negative impact on the job performance of police officers (Oluwafemi et al., 2015).

Studies have revealed that police have higher levels of work stress, burnout, and death anxiety Queirós et al., (2020). Police work is inherently stressful and can lead to significant psychological strain. Since policing is a stressful job, police officers may develop mental health problems while they are on duty Rivera-Navarro et al., (2022). By doing research, we may uncover strategies or interventions that could benefit police officers, like resilience training, leading to improved mental health and lowering the rate of death anxiety outcomes in high-stress occupations.

Objectives

1. To investigate the association between Work Stress, Resilience, and Death Anxiety
2. To assess the Moderating role of Resilience in Work Stress and Death Anxiety among Dolphin Police

Hypotheses

1. There would be a positive relationship between Work Stress and Death Anxiety among Dolphin Police.
2. There would be a negative relationship between Resilience and Work Stress
3. There would be a negative relationship between Resilience and Death Anxiety
4. Resilience would moderate the relationship between Work Stress and Death Anxiety.

Instruments

Data was gathered through well-structured scales to test the hypothesis of the study.

1. Workplace Stress Scale (Martin Company, 2001), The eight-item workplace stress scale asks respondents to rate their level of stress in relation to each statement while considering their current position. Each question on the scale is evaluated by adding up the replies on a Likert scale from 1 to 5
2. Adult Resilience Scale (Liebenberg, 2018), ARM is 5 point Likert scale. Respondents are asked to rate how much they agree with 28 items (1 = "Not at all," 2 = "A little," 3 = "Somewhat," 4 = "Quite a bit," and 5 = "A lot") (Liebenberg, 2018).
3. Death Anxiety Scale (Donald Templer, 1970) One of the most popular tools for measuring death fear is the Templer Death Fear Scale (TDAS), which consists of 15 items.

Sample

This study was conducted to find out the dynamics of study variables among the Dolphin Police; therefore, a purposive sampling technique was employed. The size of the sample was 250 participants (N=250). The



study was conducted in a natural setting. The sample had various demographic characteristics (information collected through a demographic sheet), and it ensured the richness of the sample. The following table shows the sample's various demographic characteristics.

Table 1

Descriptive Characteristic of Participants (N = 250)

Demographics		N	%
Education	Matric	10	4.0
	Intermediate	66	26.4
	BA	84	33.6
	Graduated	53	21.2
	Masters	37	14.8
Family System	Nuclear	90	36.0
	Joint	160	64.0
Birth order	Firstborn	68	27.2
	Middle born	91	36.4
	Last born	68	27.2
	Only child	22	8.8
Marital status	Married	148	59.2
	Unmarried	102	40.8
Socio economic status	Upper class	64	25.6
	Middle class	128	51.2
	Lower class	58	23.2

Table 1 depicts the descriptive characteristics of the participants in the current study.

Note: The total 250 participants who participated in the research (n=250, 100%) were men.

A few participants had an education level of matric (n=10, 4.0%), while the intermediate education level was the second highest level reported by the participants (n=66, 26.4%); the majority of participants had BA (n=84, 33.6%). There is a significant mean difference between the high education level ($M= 126.40$, $SD= 9.20$) of police officers as compared to less educated police individuals ($M= 95.60$, $SD= 25.32$).

Married men have the highest percentage (59.2%). Most belong to the joint family system (64.0%) and the middle-class family system (self-reported) (51.2%). The birth order percentage is highest in the middle born (36.4%).

Procedure

The research topic was approved by the ethical committee of the psychology department at Rawalpindi Women's University, Rawalpindi, Pakistan. The department's ethical committee provided permission for data collection. The survey method was used to collect data. Reliable and valid measurement tools were used after obtaining permission from the authors. Initially, researchers contacted the Dolphin Police Personnel after obtaining formal permission from the administration. There were many hurdles at the start, but later on, the dolphin police headquarters supported this research and motivated their personnel to participate in the study. All participants were guaranteed that their information would be held confidential. Survey scales were administered to the participants during off-duty hours in Dolphin Police Headquarters, Lahore.

Results and Discussions

Initially Psychometric properties of the collected data were calculated.

Table 2

Psychometric Properties of the Scales in the Present Study (N = 250)

Scale	M	SD	Range	Cronbach's a
ARM	113.12	16.09	44-140	.90
WPSS	24.79	5.72	10-40	.64
DAS	25.44	6.32	15-45	.78

Note: ARM = Adult Resilience Scale, WPSS = Work Place Stress Scale, DAS =Death Anxiety Scale, M = Mean, SD= Standard Deviation

Table 2 shows that Cronbach's α value for Adult Resilience Scale was .90, which indicated excellent internal consistency. Cronbach's α value for the workplace stress Scale was .64, and that of the Death Anxiety Scale was .78, which indicated acceptable internal consistency of these scales.

Table 3

Pearson Correlation among Study Variables

Variables	1	2	3
1. Resilience	—	-.43**	-.50**
2. Work Stress	—	—	.64**
3. Death Anxiety	—	—	—

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

Table 3 shows that there is a negative correlation between resilience and work stress ($r = -.43 p < .01$) and between resilience and death anxiety ($r = -.50 p < .01$), whereas there is a positive correlation between work stress and death anxiety ($r = .64 p < .01$).

Table 4

Multiple Linear Regression Coefficients of Death Anxiety on Work stress and Resilience (N= 250)

Model	Variables	Death Anxiety			
		B	SE	B	95% CI LL UL
1	Constant	23.16***	3.15		16.95 29.37
	Work Stress total	.58***	.05	.52	.47 .69
	Resilience total	-.10***	.02	-.15	-.27 -.06

Note: SE- standard error, CI = confidence interval

Table 4 shows that work stress positively predicted death anxiety ($\beta = .52, p < .001$). Similarly, resilience negatively predicted death anxiety ($\beta = -.27, p < .001$) among Dolphin Police.

Table 5

Moderating Role of Resilience in Work Stress and Death Anxiety among Dolphin Police (N= 250)

Variables	SE	Resilience		
		B	LL	UL
Constant	10.35		-46.22	-5.44
Work Stress	.34	2.06	1.59	2.95
Resilience	.08	.82	.14	.50
Work Stress*Resilience	.00	-1.46	-.02	-.00
R ²	.52			
F	89.92***			

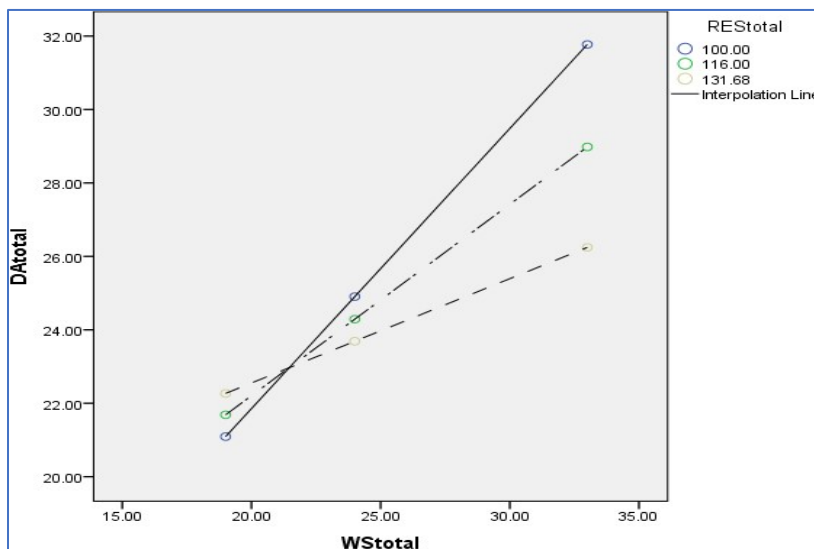
Note: SE- standard error, CI = confidence interval, LL= lower limit, UL= upper limit



Table 4 demonstrates the moderating role of Resilience between Work Stress and Death Anxiety among Dolphin Police ($p < .001$, $R^2 = .52$), and it appears to moderate with 52% additional variance in the model. However, the result also shows a significant association between Work Stress and Death Anxiety.

Figure 1

Graphical Representation of Moderating Role of Resilience between Work Stress Death Anxiety



This graph shows that all three lines intersect at one point, which means there is an interaction between work stress and death anxiety, and that interaction is explained by resilience as the lines are going in opposite directions after the interaction, which means moderation in a negative direction.

Discussion of Results

Correlation analysis revealed (Table 4) that there is a positive relationship between work stress and death anxiety, so the first hypothesis of the study has been accepted. This relationship is influenced by a number of factors, such as the inherent risks and potentially fatal circumstances that police officers experience on the job, the psychological effects of handling traumatic events, and the ongoing threat of violence. The unpredictability of police employment might exacerbate work stress and death anxiety rates. Researchers suggest that there is a positive correlation between work stress and death anxiety among police officers. Higher levels of work-related stress are associated with increased death anxiety in this population (Jeong et al., 2022). These findings suggest that individuals who had more work-stress tendencies may also display more death anxiety. Similar findings were reported when similar variables were studied among healthcare professionals during the COVID-19 pandemic. It was reported that higher death fear was predicted by positive affect, a measure of well-being. This shows that high death anxiety was linked to the high-stress work environment Epifanio et al., (2023).

Moreover, the findings of the present study suggest a negative relationship between resilience and work stress. Hence, hypothesis two has also been accepted. According to studies, resilience functions as a buffer to lessen the negative impact of stress at work. Resilient workers are more self-assured and able to respond constructively under pressure. They additionally exhibit optimism in a situation of adversity (Berger & Czakert, 2022). The analysis demonstrates a negative correlation between resilience and work stress ($r = -.43$, $p < .01$). The findings suggest that higher levels of resilience are associated with lower levels of work stress. Prior research has consistently identified that more resilience is associated with significantly lower levels of work stress. This particular resilience characteristic specifically has a negative influence on job stress. Work stress and resilience are inversely connected, which means that as resilience rises, work stress falls (Vasanthi & Santhi, 2020).

Furthermore, hypothesis 3 of the present study has also been accepted as correlation analysis revealed that there is a negative relationship between resilience and death anxiety. Similar findings were reported when the study was conducted with older people. It was found that an inverse association exists between

death anxiety and resilience in older persons, with lower death anxiety being associated with better resilience (Azeem & Naz, 2015). The findings of the present study are also aligned with previous research that has identified a negative association between resilience and death anxiety in chronic kidney disease patients (Ikram et al., 2022). Present study findings also indicate that Hypothesis 4 has also been accepted as the moderation analysis revealed that the role of resilience as a moderator exists between work stress and death anxiety.

The study is based on the moderating role of resilience between work stress and death anxiety. Hierarchical multiple regression was conducted to study the moderating effect of study variables. The detrimental effects of job stress on death anxiety are lessened by resilience, which functions as a buffer. Those with high resilience are better able to handle stress, which lowers the chance of work stress and death anxiety. Previous studies on the relationship between death anxiety and work stress have examined resilience's moderating effect. According to research, resilience mitigated the detrimental effects of stressful events on death anxiety (Gul et al., 2022). Another study found that among Chinese radiology residents, resilience moderates the association between workload and depressed symptoms, and suicidal ideation (Wang et al., 2023)

Conclusion

Results indicated that resilience significantly moderated between work stress and death anxiety among Dolphin Police; therefore, resilience-building initiatives can be fruitful and will provide robust mental health support. In this way, police departments can foster a healthier, more resilient workforce. These efforts are essential for ensuring that police officers are well-equipped in terms of psychological strength to handle the demands of their profession and maintain their well-being.

Suggestions

1. More emphasis must be placed on appropriate and frequent resilience training because officers who are more resilient are less vulnerable to the negative effects of work stress and anxiety related to death.
2. Introduce them to proactive stress management strategies and relaxation techniques to reduce the effect of work stress and death anxiety.
3. Normalizing the conversation about mental health, especially when the officers are in stress, and encouraging them to get treatment when they need it.
4. Future developments should highlight immediate results and the advantages of data sharing.
5. Future efforts should be made to reach a consensus on the types of data that are appropriate to share and the standards that should be followed for this data that comply with data protection laws.

Implications

The present study, moderating role of resilience between work stress and death anxiety among dolphin police, emphasizes the moderating role of resilience. The research on dolphin police can guide future research by addressing a research gap.

This research would be beneficial for Police departments to better understand how to overcome psychological issues like Work Stress and Death Anxiety among Dolphin Police. The findings of the study help to comprehend how the role of Resilience among Dolphin Police may increase or decrease Work Stress and Death Anxiety. This kind of research has important clinical and managerial implications for supporting the mental health and well-being of other departments that are "first responders" in emergency situations.

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