

**EXPLORING THE MENTAL HEALTH OF LAW ENFORCEMENT
PERSONNEL OF PUNJAB IN A POLITICALLY POLARIZED SOCIETY**



ZIA UL MUSTAFA ASAD

03-171221-011

BAHRIA UNIVERSITY LAHORE CAMPUS

EXPLORING THE MENTAL HEALTH OF LAW ENFORCEMENT PERSONNEL OF
PUNJAB IN A POLITICALLY POLARIZED SOCIETY



ZIA UL MUSTAFA ASAD

03-171221-011

A thesis submitted in fulfillment of the requirements for the award of the degree of
Bachelors of Science (Psychology)

Department of Professional Psychology

BAHRIA UNIVERSITY LAHORE CAMPUS

December 2025

Approval for Examination**Scholar's Name:** Zia Ul Mustafa Asad**Registration No:** 03-121221-011**Program of the study:** Bachelors of Science in Psychology**Thesis Title:**

I hereby confirm that I am satisfied with the completion of the scholar's thesis, and I believe it meets the appropriate standards for examination and submission. The Plagiarism test, conducted using the HEC prescribed software, returned a similarity index of 14%, which is within the permissible limit set by the HEC for BS degree thesis. Additionally, the thesis adheres to BU's recognized format for BS thesis.

Principal Supervisor Signature:**Date:****Name:**

Declaration

I, Zia Ul Mustafa Asad hereby state that my BS thesis titled **“Exploring the mental health of law enforcement personnel of Punjab in a politically polarized society”** is my own work and has not been submitted previously by me for taking any degree from the university **Bahria University** or anywhere else in the country/world.

At any time if my statement is found to be incorrect even after my Graduation the university has the right to withdraw/cancel my degree.

Name of student: Zia Ul Mustafa Asad

Date: 03-171221-011

Plagiarism Undertaking

I, solemnly declare that the research work presented in the thesis titled “Exploring the mental health of law enforcement personnel of Punjab in a politically polarized society” is solely my research work with no significant contribution from any other person. Small contribution/help wherever taken has been duly acknowledged and that complete thesis has been written by me.

I understand the zero-tolerance policy of the HEC and Bahria University Lahore Campus towards plagiarism. Therefore, I as an author of the above titled thesis declare that no portion of my thesis has been plagiarized and any material used as reference is properly referred/cited.

I undertake that if I am found guilty of any formal plagiarism in the above titled thesis even after award of BS degree, the university reserves the right to withdraw/revoke my BS degree and that HEC and the University has the right to publish my name on the HEC/University website on which the names of the students are placed who submitted plagiarized thesis.

Scholar’s Sign: _____

Name of Student: _____

Dedication

I want to dedicate this to my beloved parents, supervisor and teachers whose constant support and trust in me made me achieve milestones in my life.

Special Thanks to My Father, Chairman Maqbool Ahmad and my Mother, whose affection and love kept me going even in worst situations. my friends and fellows who always supported me through thick and thin.

Acknowledgement

First and foremost, I offer my profound gratitude to Allah Almighty for granting me the fortitude, health, and intellectual clarity required to complete this research journey. This achievement is a testament to His infinite blessings and guidance.

I am deeply indebted to my supervisor, Ms. Noreen Fatima, for their scholarly guidance, intellectual mentorship, and meticulous feedback. Their expertise was instrumental in shaping the conceptual framework of this study and ensuring its academic rigor.

I wish to express my sincere appreciation to the Punjab Police Department and the individual police personnels who participated in this research. I am particularly grateful to the participants for their transparency and willingness to discuss sensitive operational challenges, including occupational stressors and political tensions. Their contributions provided the essential insights upon which this study is built.

Finally, my heartfelt thanks go to my family and friends. I am especially grateful to my parents for their constant prayers and unwavering belief in my potential. Their emotional and moral support served as a vital source of motivation during the most challenging phases of this academic endeavor.

Zia Ul Mustafa Asad

Abstract

The Punjab Police is an institution of pillar and its staff is charged with the responsibility of keeping law and order however, the staff have often been faced with serious obstacles in the line of duty. Their work is very complex and challenging as they are expected to make serious decisions under great pressure. Starting with maintaining the safety of citizens to handling the complicated political and social duties, the officers of Punjab Police have to have to deal with many occupational stressors, which may have a detrimental effect on their mental health. It is a qualitative study of the mental health of such officers in the framework of the highly polarized politically charged society. Through the in-depth interviews with the staff of different ranks, this paper will investigate the impact of the interplay between the demands of the job and the political polarization on the mental health, the work performance and the overall life quality of the personnel.

The qualitative approach used in the methodology was based on the thematic analysis in order to reflect the lived experiences of the participants. The results showed the existence of two main Superordinate Themes, namely Job-related Stressors and Political Tensions. Concerning job-related stressors, the data identifies a systemic and deep-seated framework of an overwhelming workload, long-duty and tiredness in officers. Limited resources such as insufficient manpower and equipment are all these made worse by the fact that they cause officers to work under consistent pressure of being on the go. More importantly, the study reveals the culture of non-sharing as quite pervasive and the fear of

stigma as ingrained. Posts of the officers tend to bury their emotional conflict in order not to be viewed as weak or inefficient, which may hint at the organizational culture as the impediment to mental health care and early intervention as well.

The paper also reveals the extreme psychological toll of Political Tensions. Under the current conditions of a high degree of political polarization, the officers claim that their professional discretion is often undermined by direct political pressure and external interference. The information indicates that the officers are required to be on high alert at all times since each action, even routine arrests and investigations, comes under severe political analysis. This climate brings about a major ethical dilemma and officers find themselves in a moral dilemma where they have to strike a balance between the law and politics. Such a conflict causes severe moral and mental stress, since the key principle of the profession, non-partiality is always at risk, and it causes de-motivation and psychological distress.

To sum up, the study has shown that the psychological well-being of the Punjab Police employees is being compromised by both the combined stress of inefficient working conditions and the politicization of the judicial system. The results of the study indicate that although clinical intervention can help promote the well-being of the force, it should be supplemented by the fundamental policy changes. Among the suggestions, there are the ability to provide the police force with more autonomy in its operations to minimize ethical dilemmas and the establishment of support systems that are confidential and organization-level to eliminate the stigma of mental health. Through solving these multifaceted interconnections, policy makers could come up with policies that would not only improve

the mental health and the job performance of the officers, but to help them serve the people better and retain the trust of the people.

Keywords: Punjab Police, Mental Health, Political Polarization, Occupational Stress, Ethical conflict, Stigma, job performance, Qualitative research.

Table of Content

CHAPTER 1	12
INTRODUCTION	12
1.1 Background of the study.....	18
1.2 Occupational Stressor.....	18
1.3 Family Pressure.....	19
1.4 Work Environment.....	20
1.5 Stigma and Culture.....	21
1.6 Media and Public Scrutiny.....	21
1.7 Internal Politics.....	22
1.8 Research gap.....	22
CHAPTER 2	24
2.1 Literature Review.....	24
2.2 Problem Statement.....	30
2.3 Significance.....	31
2.4 Rationale.....	32
2.5 Research Objectives.....	33
2.6 Research Questions.....	34
2.7 Interview Guides.....	35
CHAPTER 3	36
RESEARCH METHODOLOGY	36
3.1 Research Design.....	36
3.2 Population and Sampling.....	38
3.3 Measures.....	38
3.4 Data Analysis.....	40
3.5 Procedure.....	44
3.6 Ethical Considerations.....	46
CHAPTER 4	47
RESULTS	47
CHAPTER 5	77
DISCUSSION	77

5.1 Limitations of the study.....	81
5.2 Future Recommendation of the study.....	82
5.3 Implications of the study.....	83
REFERENCES.....	84
APPENDICES.....	86

List of Tables

Table No		Page No
4.1	Codes and Themes	46

List of Appendices

Appendices	Names	Page No.
Appendix A	Interview Guide	86
Appendix B	Permission Letter from Department of Professional Psychology	87
Appendix C	Consent Form	88
Appendix D	Plagiarism Report	89

Chapter 1

1.0 Introduction

“The police are the public, and the public are the police” (Robert Peel, 1976). The police, as an organization, serve as the foundation of the state's internal security operations. They can also be referred to as a civilian law enforcement agency, endowed with the authority to maintain public order, enforce laws, prevent crime, and investigate legal violations. The police are the profession that is widely recognized as one of the most mentally demanding occupations, requiring officers to regularly cope with long, irregular shifts, frequent exposure to certain traumatic events, threats of violence and increasing public criticism (Hartley et al., 2011).

Police is an occupation that requires officers or personnels to provide public protection and engage in crime detection, whilst also working as emergency responders, social workers, victim advocates, witnesses in court, and administrators too. The officers are often exposed to various social traumas such as violence, crimes and addiction, and they also deal with potentially life-threatening situations on a near- daily basis (McNicholas et al., 2020).

The fundamental mandate of the police is relevant as to guard the life, liberty and property of the people. Police work varies with each different authority and is directly connected with the legal society in which they exist and they cannot be generalized and their work will depend on the location, so they are controlled locally, nationally or states. Occupation and roles of police officers force them to encounter thought-provoking and stress-inducing scenarios Where there are both direct impacts on mental health and on the performance (Garbarino et al., 2013).

In common law jurisdictions (such as the United Kingdom, United States, Canada, Australia and New Zealand), the police explanations of their business in relation to its lawful powers (the police powers) by the maxims that the community is allowed to optimate: "policing by consent".

In contrast, in many civil law nations like France, Germany, Italy, Spain, and much of Latin America, police forces are often organized into a dual structure. One component is the national police, which reports major crimes, while the other consists of municipal or provincial forces that manage local order, traffic, and minor offenses. In certain authoritarian regimes, the police may act as an allowance of political power, responsible for internal security, surveillance, and the suppression of dissent, thereby blurring the distinction between law enforcement and state control.

As, Pakistan has been struggling in battling against terrorism for many years it has affected people in almost all the provinces of Pakistan (Hassan, 2009). According to Abbas (2009) report, from 2002 till 2005, the total cases of suicidal attacks in Pakistan (Punjab) were fifteen in number, whereas in the duration of four years (i.e., the 2006–2009 period), the number increased to about two hundreds. In such conditions, the role of security forces has become superficial and essential. For instance, in provinces like Baluchistan, Sindh, or Khyber Pakhtunkhwa, there is less political variety compared to Punjab. Punjab is considered to be the hub of the political life in Pakistan, which causes certain difficulties with the political instability, protests of people, social uncertainties, and other urgent events that require the police intervention.

The Punjab Police have a great track record of estimable performance and self-sacrificing the national interest. They are always the first line of defense to several

antisocial behavior. As a result, the role of the police requires a blend of authority and concern, decisive judgment, and ethical integrity, making it a uniquely challenging yet socially important profession on a global scale.

While being part of an organization, the police personnel undergo different types of occupational stressors. There are certain factors that play a role in troubling the normal being of police personnel. Punjab police have a vital role in challenging different anti-social and anti-state acts. It was found that 97% of employees testified to high stress in their police job. The result also showed that work load was the most significant factor to impact work stress (Humayon et al., 2018). Administrative pressure like a rigid pyramid, delayed promotions and transfer policies may cause frustration and a lack of self-esteem. It has been found that there is a significant correlation between income, burn out and psychological distress. The major contribution of the results is that although the police constables performed the same duty and had the same responsibilities but the level of burn out, perceived psychological stress varies in five cities according to their occupational stress and demand of their jobs (Rasheed et al., 2018).

There is sufficient evidence to file the job-related stress among the police officers/staff due to long work schedules/working hours, job-related traumatic events, non-availability of adequate leaves/duty off periods, getting exposed to human misery and death very frequently, etc. (Violanti et al., 2017). Witnessing violent crimes, terror incidents and deadly accidents can cause various psychological issues like PTSD, hallucinations and flashback. So far, only a few studies have focused on the mental/psychological consequences of perceived work stress in police officers and public safety workers during natural and human-made disasters and have reported high rates of post-traumatic stress

disorder (PTSD) and depression in them (Gershon et al., 2009). The 24 hours news cycle, viral videos, social media reaction and politically charged tales in Punjab are source of heightened stress and fear of blame in Punjab Police. Due to corruption allegations, highlighted misconducts, acting out tendencies, and less emphasis on good deeds, police constables have become the cause of disrespect of their department in Pakistan (Ullah et al., 2016).

Stigmatization experienced by law enforcement officers who are struggling with mental health issues and/or seeking help is one of the largest blockades to treatment and effective interference among police officers (Casas, 2022). Stigma is a complex, nuanced concept. One way to break it down is to separate self-stigma from public stigma. The prejudice directed by those with mental illness on themselves is referred to as self-stigma (Watson et al., 2002).

The above discussion creates one point of extreme stressors experienced by law enforcement officers in Punjab. Although occupational stress, such as working extra hours, traumatic stress, and heavy assignment are issues that are documented worldwide, the police of Punjab have to work under a set of conditions, which are harsher and more instable than usual. The fact that the province is the heart of the political life in Pakistan suggests that the law enforcement commonly finds itself at the center of an intense political game, common massive public protests, and anti-terror efforts. It is such a politicized space that turns a concept of policing by accord into a program that is often seen as policing by knowledge, with police officers under two pressures to stay vigilant not only against the threats of violence by anti-state forces, but also against the danger of political punishment or citizen reaction by polarized groups.

Although the indications of high job stress levels have been recorded (reportedly, 97 percent of employees report high levels of job stress (Humayon et al., 2018)) and the role of the Punjab Police in safeguarding the stability is essential, there is limited literature on the effect of political polarization on the mental health of employees. Recent research usually focuses on general work-related stressors such as workload and organizational problems (Rasheed et al., 2018), or on PTSD as a disaster outcome. More importantly, they have not fully volunteered into the psychological impact of the stigmatization, corruption implications, social media inquiries and politicized stories that directly undermine officer self-assurance and civic faith. Without this particular background analysis, there is a massive gap in the awareness of the actual mental health crisis that befell Punjab police staff.

This study is thus carefully planned in an attempt to fill this much wanted gap. The overall aim is to carry out detailed research on the exact process by which political polarization and other socio-political stressors worsen the mental health of law implementation officers in Punjab. Namely, this thesis will identify and classify the most significant political and directorial stressors, which police officers in Punjab are subjected to, measure the prevalence of the main signs of psychological distress, including Post-Traumatic Stress Disorders (PTSD), anxiety, and depression across the ranks of the police, explore the relationship between perceived political intrusion, stigmatization by the community, and self-stigmatization, and come up with practical policy solutions that will help establish the official support system that will reduce the impact of these factors.

The research is a unique and required input to the theoretical literature on police thinking, especially in a province, which is a highly polarized Self-governing situation. The

findings will provide supreme, finer details that go beyond the general notions of occupational stress since the study directly addresses the interaction between the state internal security functions and political instability. It is hoped that the results will be used as an advocate to evidence-based modification in the Punjab Police Department. Finally, a better insight into the mental health issues that are a result of the political polarization is critical to the well-being and performance of the personnel, as well as the establishment of the fundamental Peelian's tenet of the police being a part of the people, thus making it a better, more answerable, besides healthier state safety apparatus.

Of special interest is the extensive problem of stigma. The self-stigma (Watson et al., 2002) of seeking help, this is questionably the biggest obstacle to effective intervention as quoted earlier. This research will enquire into the ways that this self-stigma is further augmented in the high-pressure, highly delicate political set up of the Punjab Police. In a workplace where perceived weakness may result in instant professional injury (e.g. in not being indorsed or getting transfers one would prefer) officers have a great incentive to be silent victims. This study will examine the organized culture that would continue such silence and suggest actions that can be taken in order to break the cultural and organizational barrier that does not allow officers to receive the essential psychological help.

To attain these goals, the rest of the thesis is structured into four different chapters. Chapter 2 will give the review of literature taking an in-depth inspection of the police culture, the model of occupational stress and the political history of the Punjab Police. Chapter 3 provides the methodology of the research where the mixed-methods approach is described about data collection and analysis. Chapter 4 shows the results of this study that

provides both mathematical data and in-depth qualitative accounts of the officers. Lastly, Chapter 5 provides a conclusion of the thesis by summarizing the main findings, making implications on the police policy and practice, and mentioning future research directions.

1.1 Background of the Study

The Punjab Police is the largest police and frontline units in the most populated region in Pakistan where ascendancy, security, and tensions in the society all meet. In the past couple of years, the Pakistani politics have been polarized in the sense that the opposite parties and media outlets, and even civil-societal groups, have a leaning to explain the outcomes of policing in biased ways. This polarization puts an additional weight on police officers who are already abandoned due to the stressful and dangerous conditions that they work. Psychological wellbeing of Punjab police officers and constables has thus turned out to be a trendy yet a less researched field of study.

Historically, the policing in Punjab is characterized by paramilitary orientation, a strict hierarchy and internal security and control of crime. These qualities allow timely response to pressures, but also affect the work environment in such a way that it inspires patience and disheartens vulnerability. Similar studies in such a setting such as the Indian Police and South Asian paramilitary forces have attributed such cultures to high levels of anxiety, depression, and PTSD. The literature in Pakistan is however few and most available materials have been on physical safety, corruption or operation efficacy hence there is a great gap in what is known about the psychological status of the police personnel. To this end, the succeeding factors have been recognized to be instrumental in understanding the mental health problems that police officers in Punjab face in a differentiated political context.

1.2 Occupational Stressors

Police service is characteristic of violence, loss of life, as well as trauma experiences. Frequent night shifts, long working shifts, irregular call-outs, and the need to ensure the safety of the population all contribute to the increased constant physiological and psychological pressure. The unique organizational culture that highly focuses on grading, nerve, resoluteness and strict rules and symbols like the police uniform aggravates this occupational stress (Policija, 2008). Furthermore, police departments are understaffed, which also leads to an amplified workload, and stress and the possibility of mental health issues increase (Stogner et al., 2020).

In case of emergencies or natural calamities like COVID-19 pandemic has introduced new stressors, including enforcing public health measures amid uncertainty, shifting crime patterns, and altered work demands, which have strained police officers worldwide (ECDC, 2024; Stogner et al., 2020). Counter-terrorism workloads, communal unrests, and politically-inspired protests, on top of these strains in Punjab, can lead to a cumulative occupational burden with the potential to trigger mental exhaustion and burnout. As an example, the October 13, 2025 incident when a religious and political party intends to demolish public property and challenges the governmental law and order on the name of protest that resulted in lot of deaths of police personnel and public and it was much distressing for on-duty personnel.

1.3 Family Pressure

The family pressure in Punjab police refers to context that what the family members of a personnel expect from him. The limited salaries, less off-time and safety concerns are major issues for them. The police personnel face difficulties in meeting their social

obligations like family weddings, health care and funerals. The long unpredictable shifts and exposure to trauma creates tension at home, leading to conflicts and mental health issues. Families are sometimes not equipped to provide the necessary support as they may not always be familiar with the unique nature of police work, police culture, and the complexity of police stress and trauma. The stresses associated with policing can harm family dynamics (Papazoglou et al., 2020), and families of police officers, therefore, may also need support.

1.4 Work Environment

The internal environment of police stations, which includes a packed barracks, lack of rest areas, limited access to counseling, and excessive bureaucratic red tape results as stressful work environment. The hierarchical pressure to conform, lack of supervisory support and organizational injustice haves an additional negative impacting lessening job satisfaction and eliminating psychological strength. Police officers can also be exposed to vicarious trauma, for instance, in cases where they are notifying families of a death, witnessing graphic images, or dealing with distressing emergency calls (Kirschman et al., 2014).

Work-related mental health problems have several socioeconomic consequences due to factors such as sickness absence, presenteeism, leaves, loss of productivity and ill-health retirement. In addition to economic costs, personal costs to the individual and their families include lower self- esteem, somatization and a negative impact on family and social relationships. The workplace is one of the most important settings for mental health promotion and behavior change. The major concern of leaves and half leaves are cause of psychological distress. Moreover, the constant call-outs for protests, elections and VIP

duties cause fatigue, irritability and sleeplessness too. It is hard to deal with violent crimes, terror incidents, handling dead bodies and other severe crimes. The prevalence of PTSD and depression amongst police officers is over twice that of the general population (Kessler et al., 2005; Syed et al., 2020).

1.5 Stigma and Culture

In Pakistani culture, there occurs a lot of misconception related to overall police department. There are somehow police frightening behavior and perception among public. Mental health issues are often mistaken for personal weakness or a lack of moral character in Pakistani society. The implications of this stigma can be far-reaching, leaving those experiencing MH issues feeling isolated and marginalized (Bell & Eski, 2016). This stigma is worsened by the machismo culture of the police force that believes in toughness. Officers fear being termed as unfit, lose the respect of their peers, and even their promotions may be terminated in case they seek help. This cultural obstacle does not only slow down treatment but also customizes prolonged psychological torment.

The pervasive stigma of internal stigma where the police look down on one another due to mental health issues was found as rife in the police force and found as playing a key part in shaping individual response to stress. It contributes greatly to how an individual reacts to psychological distress and was reported as one of the primary factors as to why officers refuse to seek help (Stuart 2017). Experienced constables have demonstrated that the expression of anxiety is often mocked or transferred to a lesser job.

1.6 Media and Public Scrutiny

Social media and 24-hour news have increased the public's level of scrutiny of police behavior. In a politically polarized environment, every interaction, whether justified

or not, is politicized, outraged by viral media, or misinformed. Employees become anxious and paranoid as a result of this ongoing investigation, which erodes trust and fosters a fear of legal repercussions. The modified labelling theory (Link et al. 1989) argued that labelling negatively influences mental wellbeing, even when it is not specifically the cause of mental disorders; labelling can make individuals feel isolated and discriminated, damaging their coping and social bonding skills (Link et al. 1989). Even though the police were said to respond quickly, the demonization of the officers on social media during the 2018 Lahore suicide bombing added to the disillusionment.

1.7 Internal Politics

Punjab police departments are not isolated of the larger political forces. Postings, transfers and promotions are usually governed by factionalism, favoritism and interference with the leaders of the elected officials or the influential elites. The current culture in police forces and amongst other emergency personnel, can make it difficult for individuals to disclose and discuss mental health issues and this ultimately poses a barrier to receiving support (Eski et al., 2016; Berg et al., 2006). Disclosing mental health problems has been described as ‘career destroying’ (Eski et al, 2016). Such politicization fosters uncertainty and insecurity whereby officers are under pressure to be on the same side with influential patrons, an aspect that undermines professionalism and raises stress levels. The ensuing intra-team conflict has the potential to divide the team cohesion, which has been identified to be a protective force against mental health deterioration. In 2021, a survey of police officers in Punjab found that 48 per cent of them thought of leaving the police force because of the perceived political interference.

1.8 Research Gap

Although the world literature about police mental health is continuously growing, Pakistan and Punjab in particular is the terra incognita. These gaps are constituted by the fact that the already existing body of work is characterized by a number of critical gaps: a range of studies have not thoroughly studied the prevalence rates of mental health disorders (e.g., depression, anxiety, PTSD) among Punjab police staff, and the majority of the available data is confined to anecdotal reports or small-scale surveys, which fail to provide enough information to be generalized. Little to no qualitative investigation explaining lived experiences, perceptions, coping strategies exist, but to grasp subtleties of interaction of occupational stressors, cultural stigma, and political dynamics, in-depth interviews and focus groups are necessary, which is rarely used in research conducted in Pakistan on policing.

No existing research in Pakistan has directly correlated political polarization and downstream outcomes (media scrutiny, domestic politics) with police mental health, and the impact on psychological wellbeing of partisan media framing and general distrust, and elite interference is not documented. The cultural aspects (honor, collectivism, and religious fatalism) influence the way the police personnel perceive and react to mental health issues, but the culturally specific framework is inexistent, and the majority of the frameworks are imported to the country and do not reflect the domestic specifics. Evidence-based policies or interventions designed specifically to address police mental health are missing as well in Punjab since HR policies are being designed focusing on physical safety and discipline and are not developed into a systematic mental-health support system, counseling service, or peer-support program that is based on empirical research. Limited research takes into account the interaction between such factors as rank,

gender, years of service, and deployment in high-risk areas with mental health outcomes, which complicates the search of various effects on constables and senior officers, as well as on men and women. Lastly, there are no longitudinal studies of change with time, restricting knowledge of causality and time correlations. These loopholes highlight the importance of a multi-dimensional, context-specific study that is not only capable of quantifying mental health prevalence but also de-contextualizes the socio-political and cultural processes that are pushing the Punjab police people to a state of distress.

Chapter 2

LITERATURE REVIEW

2.1 Literature Review

This chapter of literature review explores the existing empirical and theoretical work on impact of occupational stressors, work environment, stigma and culture, media and public scrutiny and internal politics within the whole department on the overall mental wellbeing of police personnel. This part is systematically divided into five main parts: change in mental health due to previously mentioned five factors, highlighting the mechanism through self-belief and coping strategies, the effects of adaptability to change. Each section delivers a thorough review of relevant studies, theoretical frameworks, and key findings, underscoring the gaps in the literature that this investigation seeks to address.

Occupational stressors

According to existing literature, it has been found that officers carry out diverse roles ranging from community policing and criminal investigations to specialized units such as canine and mounted police. Like many police forces face the dual challenge of

operational demands and organizational pressures that contribute to occupational stress. In the context of policing, occupational stressors are classifiable as operational and organizational (Duran et al., 2018; Oliver et al., 2022; Purba & Demou, 2019; Soomro & Yanos, 2018). Operational stressors are associated with witnessing, or being subjected to traumatic events, witnessing, or experiencing acts of violence, and dealing with sexual offences while organizational are those related with stress triggers during duty or office environment.

The high-job demands placed on the occupational group within police department are often associated with burnout, that result in knock-on effects on sickness absence levels, greater use of force and poor interactions with the public, health issues, strained relationships and lower quality of work. All these factors combine together to add more to occupational stressors (Manzoni & Eisner, 2006).

Early identification of PTSD symptoms is crucial for timely diagnosis and intervention, particularly in high-risk professions like policing, where individuals are frequently exposed to traumatic events. Recognizing signs such as hypervigilance, intrusive memories, emotional numbness, or avoidance behaviors at an early stage allows for prompt psychological support and treatment, potentially preventing the progression of the disorder. In occupational groups like police forces, where mental resilience is vital, early detection not only aids individual recovery but also enhances overall workforce effectiveness and well-being (Austin-Ketch et al., 2012).

The Police Federation of England and Wales (PFEW) reported that 39% of police officers had sought help for feelings of stress, low mood, anxiety and poor mental health and wellbeing (Houdmont and Elliot-Davies, 2016) whilst Police staff suffer a similar fate.

UNISON (2014) reported that 32% of police staff were very stressed, 62% were moderately stressed and 15% of police staff were referred to their force occupational health department due to stress and anxiety, the same occupational health departments subject to streamlining because of austerity and budget cuts. Rates of PTSD in UK police forces are believed to be almost five times higher than in UK population (Brewin, et al., 2020).

Work Environment

Policing involves a wide range of duties, from emergency response and crime investigation to community engagement, each carrying significant psychological demands. The profession is widely recognized as inherently stressful (Kirschman et al., 2014), with repeated exposure to trauma, violence, and high-stakes decision-making contributing to elevated risks of mental health issues. The findings of the study by Moreno Fortes et al. (2020) prove that these occupational stress types may result in such related negative outcomes as anxiety, depression, and PTSD, which is why it is important to proactively support mental health among law application representatives. As an organization, stressors can be shift work, overtime, absence of support by senior managers, high workloads, and administration (Kirschman et al., 2014; Demou et al., 2019).

The main occupational stressors that impact the psychological wellbeing of police officers are excessive workloads and long hours, which cause fatigue and decrease the rest time; a strong police culture that does not support the expression of emotions and seeking help; and organizational changes that make police officers uncertain, routines disrupted, and strains relationships. All these contribute to increasing psychological stress and predisposing to anxiety, depression, and burnout. (Purba et al., 2019).

Burned out officers tend to use sick leaves frequently, which adds to staff shortage and operational stress. The impact of emotional fatigue and low impulse control may be a further use of force and falling relations with the population, which weakens community trust. Burnout also affects physical and mental health, increasing the risk of conditions like hypertension, anxiety, and depression. Personal relationships often suffer due to irritability and emotional withdrawal, while cognitive fatigue undermines decision-making and overall work quality, conciliatory both officer well-being and public safety (Burke. Et al., 2007).

Work-related mental health problems have several socioeconomic consequences due to factors such as sickness absence, presenteeism, leaves, loss of productivity and ill-health retirement. In addition to economic costs, personal costs to the individual and their families include lower self- esteem, somatization and a negative impact on family and social relationships. The workplace is one of the most important settings for mental health promotion and behavior change. Workplace interventions aimed at mental health protection are applied mainly at the organizational level, targeting working conditions and policies, or at the individual level through programs on stress management and skills training to provide employees with the tools and resources to cope with the impact of work-related problems. (Demou et al., 2020).

Many recent studies highlight the range of mental health issues experienced by people working in police organizations across the world and evidence suggests that the ways in which mental health challenges manifest in police workforces differ from other organizations. However, to date, little research has been conducted in the UK on MH issues in the police forces (Eski et al., 2016; Houdmont et al., 2018; Johnson et al., 2005).

According to researches, the rapidly evolving social landscape and expanding responsibilities of the Punjab police such as managing public unrest, cybercrime, and community relations have significantly increased stress levels among officers. Constant adaptation to new challenges, heightened public scrutiny, and pressure to deliver under resource constraints contribute to psychological strain, affecting their well-being and job performance (Hassan, 2010).

Stigma and Culture

Basically, Stigma is a complex and nuanced concept. One way to break it down is to separate self-stigma from public stigma. Self-stigma is defined as, “the prejudice which people with mental illness turn against themselves” (Watson et al., 2002, p. 16). Self-stigma is the judgment one places on themselves for feeling or being mentally ill, or for needing to seek the help. Public stigma is, “the reaction that the general population has to people with mental illness” (Watson et al., 2002, p. 16).

As per sources, Stigmatization experienced by law enforcement officers who are struggling with mental health issues and/or seeking help is one of the largest barriers to treatment and effective intervention among police officers (Casas, 2022).

One theory for the stigma experienced by police officers focuses on the traditionally male-dominated culture in which police officers often work and live their lives. “Law enforcement cultural values coupled with an organizational structure intended to increase compliance with social norms have led to an environment that perpetuates negative attitudes and beliefs about mental health and treatment-seeking” (Bailey, 2022, p. 1).

Mental health related stigma is general in UK policing, and officers and staff can find themselves hated personally and organizationally (Lane, 2019). As a result, officers

and staff avoid seeking help due to a culture of invincibility, a lack of confidentiality and a fear of hampering their career progression (Kotera et al., 2020).

Moreover, Karaffa and Tochkov (2013) suggest that police officers, like the general population, experience the same social-cognitive effects of stigma, which in policing are compounded by their perceived connections with colleagues. They argue officers who cannot control their emotions may be viewed as unreliable when responding to critical incidents. Failure to meet the accepted norms or standards can be detrimental to an officer's position within a team and make them question their own worth.

Despite the prevalence of several public education campaigns in the UK (Time to Change mind), mental ill health related stigma and discrimination continues to impact negatively on the lives of people with mental health issues. (Thornicroft et al. 2016) argues that this stigma and discrimination can have worse consequences than the conditions themselves. Research in the UK recorded 87% of respondents agreeing that people with mental illness experience stigma and discrimination (Time to Change mind, 2015).

Unfortunately, mental health related stigma remains one of the biggest barriers to successful community integration of those with mental illnesses (Cotton, 2004). It is questionable whether police officers' experience and interactions with members of the public with mental health problems in the criminal justice system, or pervasive police culture, is the major influence of their perception and understanding of mental health.

Media and Public Scrutiny

The most common police operational stressors identified by Abdollahi (2002) are dealings with the judicial system, public scrutiny and media coverage, officer involved

shootings, encountering victims of crime and fatalities, community relations and encountering violent/unpredictable situations (Abdollahi, 2002).

Rantatalo (2016) suggested that media representations have a substantial effect on how police officers see themselves and operate. Specifically, the author posited that unfavorable representation in the media “spurs disidentification, such as distancing and re-framing through articulations of local counter-images of identity” (p. 124). Therefore, understanding how officers perceive their sense of identity as a member of law enforcement is critical to understanding how officers think and conduct themselves in the line of duty. Rantatalo’s research supports the findings of the current study, making an argument for further research in the area of officers’ identity.

Current research indicates that there is a higher rate of mental health concerns among law enforcement employees and police officers than in the general public (Bailey, 2022). The exact statistics of just how many police officers experience mental health concerns or even meet the criteria for the diagnosis of a mental health disorder is unknown, and that data is difficult to come by. Police culture, stigma around mental health concerns and help-seeking behavior, trauma, organizational stressors, and the different ways the public or the media may perceive police officers all play a role in perpetuating a lack of in-depth research on this topic. Those same factors also seem to be isolating the police population further away from the ability for researchers to engage with them to better understand their struggles.

Existing evidence has underscored police occupational stress as a robust risk factor for various mental health problems including depression, anxiety, post-traumatic stress disorder (PTSD), burnout and suicidal ideation. In addition, police officers had a higher

risk of mental disorders than national government civil officers, with some mental disorders posing a higher risk than firefighters, another group of first responders. Stress levels among police officers have been influenced by both individual officer characteristics and occupational factors.

2.2 Problem Statement

The Punjab Police is working in a highly polarized political environment, and its staff members are not provided with proper support in terms of mental health. The already available literature identifies five interrelated contributors, including occupational stressors, a hostile work climate, the stigma and cultural norms that discourage seeking help, intense media and social attention, and the internal politics that affect the psychological wellbeing negatively. Nevertheless, there is limited empirical studies about the mental health of the Punjab police in Pakistan with no direct studies examining the relationship of political polarization with these stressors. This gap has led to a lack of context-specific information, culturally applicable frameworks, and evidence-based interventions, which leaves policymakers and police leadership unable to respond to the mental health crisis that is rising. This results in officers developing anxiety, depression, and burnout, which destroy job performance, raise attrition rates, and decrease public trust. The proposed research aims to address this gap by qualitatively examining the influence of political polarization and other related factors on the mental health experiences of police officers in Punjab, and thus, inform the development of specific policies and support strategies.

2.3 Significance of Study

This research addresses a significant gap in knowledge since it gathers the mental-health experiences of Punjab police officers in a politically charged setting, a field that has barely been addressed in Pakistan and to this end, the research contributes to the national and global discourse on the subject, psychology of law enforcement. The study offers a subtle, evidence-based model of the interaction of occupational stressors, hostile working conditions, cultural stigmas, media attention, and internal political meddling that can be used to shape the development of specific mental-health policies, training programs, and peer-support systems to meet the specifics of Punjab socio-cultural setting.

The results will have the potential to change the policy-makers and the police leaders to emphasize on mental-health resources and this will lead to the changes in the HR policies, deployment policies, and performance appraisal policies to alleviate the stressors and increase the resilience of the officers and their level of job satisfaction.

The study, through its qualitative perspective, outgives the rank-and-file officers, sub-inspectors, and senior commanders, practical observations that can enhance workplace culture, minimize attrition and enhance operational productivity, which consequently empower the confidence of people and improve their safety.

Lastly, the study highlights the greater social implication that a corporate media and open governance can relieve the external strain on police forces by sustaining a more favorable relationship between the population and the institution and recommending the persistence of democratic institutions in politically polarized settings.

2.4 Rationale of the study

This qualitative study is aimed at exploring and interpreting the effect of political polarization on the mental health of the Punjab police staff through the five major

dimensions of occupation stressors, work environments, stigma and cultural norms, media and public scrutiny and internal politics. It attempts to record the experiences, perceptions and coping strategies of officers of all ranks, therefore creating context-specific knowledge that could be used to reformulate policies, design culturally consistent mental-health programs, and offer future research and practice oriented towards protecting the psychological wellbeing of the police force.

2.5 Study Objectives

- To explore the mental health challenges faced by Punjab Police officers.
- To investigate the impact of political polarization on the mental health of Punjab Police officers.
- To identify the factors contributing to mental health issues among Punjab Police officers.
- To examine the relationship between political polarization and occupational stress among Punjab Police officers.
- To develop recommendations for improving the mental health and well-being of Punjab Police officers.
- To inform policy and practice within the Punjab Police and other law enforcement agencies.
- To contribute to the existing body of knowledge on police mental health in Pakistan.

2.6 Research Questions

- What are the primary sources of stress for Punjab Police officers, and how do these impact their mental health?
- How does the work environment influence the mental health and well-being of Punjab Police officers?
- How does the organizational culture within the Punjab Police impact officers' mental health and well-being?
- How do media coverage and public scrutiny affect the mental health and well-being of Punjab Police officers?
- How do internal politics within the Punjab Police impact officers' mental health and job satisfaction?

2.7

Interview Guide

- کیا آپ پنجاب پولیس فورس میں اپنے پس منظر اور تجربے کے بارے میں کچھ بتا سکتے ہیں؟
- آپ پنجاب میں پولیسنگ کی موجودہ صورتحال کو کس طرح بیان کریں گے، خاص طور پر سیاسی اثرات کے حوالے سے؟
- آپ کی رائے میں، پنجاب میں سیاسی پولرائزیشن پولیس اہلکاروں کو روزانہ کی کارروائیوں اور درپیش چیلنجز پر کیسے اثر انداز ہوتی ہے؟
- آپ نے اپنے کیریئر کے دوران پنجاب میں پولیسنگ کے ماحول میں خاص طور پر سیاسی حرکیات کے حوالے سے جو سب سے اہم تبدیلیاں دیکھی ہیں ان میں سے کچھ کیا ہیں؟
- ایک پولیس افسر کے طور پر آپ اپنی مجموعی ذہنی اور جذباتی تندرستی کو کیسے بیان کریں گے؟
- آپ کو اپنی ملازمت میں ذہنی تناؤ کا سامنا کرنے والے چند اہم ذرائع کیا ہیں؟
- ملک کی موجودہ سیاسی صورتحال آپ کے کام یا ذہنیت کو کیسے متاثر کرتی ہے؟
- کیا آپ نے کبھی ایسے طریقوں سے کام کرنے کے لیے دباؤ محسوس کیا ہے جو آپ کی ذاتی یا پیشہ ورانہ اقدار سے متصادم ہیں؟
- آپ عام طور پر کام پر تناؤ یا جذباتی چیلنجوں سے کیسے نمٹتے ہیں؟
- جب آپ دباؤ محسوس کرتے ہیں تو آپ کو اپنے محکمہ یا ساتھیوں سے کس قسم کی مدد ملتی ہے؟
- پولیس کے بارے میں عوامی تاثر یا تنقید آپ کی حوصلہ افزائی اور دماغی صحت کو کیسے متاثر کرتی ہے؟
- آپ کا کام آپ کی ذاتی زندگی اور تعلقات کو کن طریقوں سے متاثر کرتا ہے؟
- آپ کے خیال میں کون سی تبدیلیاں یا بہتری پولیس افسران کی ذہنی صحت کو بہتر بنانے میں مدد کر سکتی ہے؟
- کیا آپ موجودہ سیاسی ماحول میں بطور پولیس افسر کام کرنے کے اپنے تجربات کے بارے میں کچھ اور بتانا چاہیں گے؟
- کیا آپ پنجاب پولیس فورس میں دماغی صحت کی مدد کو بہتر بنانے کے لیے اپنے تجربات یا تجاویز کے بارے میں کچھ اور بتانا چاہیں گے؟
- آپ کے خیال میں پنجاب میں پولیس اہلکاروں کو درپیش ذہنی صحت کے چیلنجوں سے نمٹنے کا سب سے مؤثر طریقہ کیا ہوگا؟
- کیا کوئی مخصوص وسائل، تربیت، یا پالیسیاں ہیں جو آپ کے خیال میں پولیس افسران کی ذہنی صحت اور فلاح و بہبود کے لیے نمایاں طور پر فائدہ مند ہوں گی؟

- آپ پنجاب پولیس فورس کے اندر ذہنی صحت کی معاونت کے مستقبل کا تصور کیسے کرتے ہیں، اور اس میں آپ خود کو کیا کردار ادا کرتے ہوئے دیکھتے ہیں؟
- کیا آپ پنجاب پولیس فورس میں دماغی صحت کی مدد کو بہتر بنانے کے لیے اپنے تجربات یا تجاویز کے بارے میں کچھ اور بتانا چاہیں گے؟ آپ کی بصیرت اس مطالعہ کے لیے قابل قدر ہے۔

Chapter 3

RESEARCH METHODOLOGY

3.1 Research Design

This study employs the Qualitative Research method to thoroughly comprehend how occupational stressors, the work environment, media and public scrutiny, stigma and culture and internal politics affect the health of Punjab police personnel particularly within a politically divided society. This method facilitates an investigation of participants viewpoints, feelings and interpretations concerning the influence of these elements, on their mental well-being. By utilizing interviews and IPA this research approach enables the

examination of staff members' stories real-world inspirations and difficulties they encounter. It offers flexibility, in how data is calm, permitting follow-up questions and the collection of detailed information. Additionally, this approach seeks to reveal perspectives develop novel theories and enhance the grasp of different aspects of a administratively divided society affecting the mental well-being of police personnel.

Moreover, this research can also be helpful in serving for educational purposes which will provide more suggestive and valuable insights. In Pakistan, this topic is currently not being discussed freely due to certain particulars. So, this factor pushed researcher forward to explore lived involvements of Police Personnel to create awareness and further policies.

Qualitative research design denotes an approach aimed at examining and understanding the significance that people or groups attribute to a human issue. It focuses on depth, context and personal interpretation than quantitative metrics or statistical extrapolation (Pothe et al., 2018). In research the researcher interacts directly with participants to explore their viewpoints, feelings and real-life experiences. This design values rich, descriptive data obtained through methods such as interviews, observations, and document analysis, and focuses on understanding phenomena in their natural settings (Lincoln et al., 2011).

The research design would be particularly useful to the analysis of health of the Punjab Police officers working in a politically divided environment since the topic under study is closely twisted with social, cultural and institutional contexts. The psychological state of police officers cannot be well-conceptualized through the use of measures or uniform surveys because their psychological wellbeing is caused by a crowd of consistent

factors, including, but not limited to, political influence organizational assembly, workplace burdens, press broadcasting, demands of the society and perceived stigma.

These layers are investigated with the help of qualitative methodology that provides the suppleness and the morality needed to explore them. Through -structured interview and interpretive analysis, the research will be able to reveal the personal opinions of officers on political interference, their conceptualization of stress or trauma and the impact of cultural norms in the police set up on their willingness to discuss psychological distress.

On the whole, the qualitative research design is needed in this study as it offers the methodological flexibility and depth needed to comprehend the difficulty, prejudice, and socially constructed nature of the mental health experiences of Punjab Police personnel. It conforms to the philosophical assumptions of the study, as well as facilitating co-construction of knowledge and allowing the researcher to look at delicate experiences in a politically polarized environment in a respectful, thorough, and contextually grounded way.

3.2 Population and Sampling:

This study has been conducted on 5 Station House Officers (SHOs) from the Police of Punjab province, that have age range of 30-45 years. The participants were selected on the base of their experience and that must be between 1- 15 years and have experience to political pressures and occupational stressors during their job tenancy. The SHO's provided valuable insights and information about the challenges faced by police officers in Punjab and the overall effect of political polarization on their mental health.

3.2.1 Inclusion Criteria

- Police personnel of Punjab

- Experience ranges 1- 15 years
- Posting in any station of Punjab

3.2.2 Exclusion Criteria

- The participants who have faced any legal inquiries or suspension during job tenure

3.3 Measures

Informed Consent

It was absolutely authoritative that prior to the interview portion of the research, an aura of absolute trust and ethical considerate of the Informed Consent be recognized, given the sympathy of the issue of mental health of police and political issues. The whole point was to ensure that all the officers knew exactly what they were getting into deprived of any pressure or mistake. I was open in saying that the interview would be recorded, it could take up to an hour and a half, and involved such possibly challenging areas as stress and political influence. However, most importantly, we underlined that they had to be involved on a 100 percent voluntary basis. I took time to openly discuss with them so as to give them all the answers they had. They signed an official Consent Form only after they were certain that they understood it, and it was a voluntary act.

Demographic Forms

Immediately after the ethical barriers of consent had been overcome, a brief Demographic Form was used. This was not planned to look into their personal lives, but to find out some major measured facts that would be of assistance in making sense of the various stories we heard. The point of the matter was to give the required background and never name the person. We gathered simple facts such as their age group, their official

position or term (such as Constable or Inspector), the number of years who are serving and the kind of place they were now positioned in, be it an urban high-volume area or a more rural district.

Development of Interview Guide

The strategic tool that was involved in unlocking the highly personal experience of the officers was the Interview Guide itself and its development was done carefully to make sure that the data was rich and focused. I constructed the guide in close relation to the key questions of the study: learning about the experience of job burnout, delving into the challenges of local politics, and knowing more about the mental health support. The questions were also structure to be open-ended in order to make the officers narrate their stories in their own words instead of simply responding to the question in short yes or no statements. This is one of the strengths of qualitative research. The last guide was so designed that it began at a slow pace, talking about the overall responsibilities first and then proceeding to the more personal aspects such as the experience of observing traumatic events and their attitude to political interference. The resultant Interview Guide was a balanced and tested tool which was flexible enough to allow emergent findings to be observed and also structured enough to respond to the essential research objectives.

Ensuring Confidentiality

Ensuring Confidentiality was not only an ethical assembly in a study that was carried out on psychological well-being of law enforcement in a highly politicized environment, but it was also a practical requirement to obtain honest answers. It was the promise that the identity of any officer will never be cooperated that the whole research framework was built. Coding was the very key threshold security measure. Whenever an

interview was transcribed, any information, which might possibly lead to defining the officer, their actual name, the name of their unit, or a distinct date/event, was deleted, generalized, or altered immediately. Moreover, data storage was controlled by strict measures. All the digital files, coded transcripts, the audio recordings, were stored solely in a special encrypted computer, which was secured by many passwords. This was an essential measure to the founding of an environment whereby the officers could freely relay their stories hence safeguarding the truth and validity of the sensitive qualitative data gathered.

3.4 Data collection and data Analysis

Data Collection

The collection of research data, on the welfare of the Punjab Police employees in a politically-based situation wants a sensitive, understanding and most humanistic approach. The role of these officers is in a high stress organization where they are ranked, strict and publicly examined and this affects their experiences. It follows that data collection strategy must not simply gather information. Also create an atmosphere in which the participants feel really safe valued and recognized.

The data collection technique (primarily through semi-structured interviews) is used in this research as it helps to have the police officers unveil their experiences in their own words. Tensions, job-related stress, political influences, and internal cultural environment of the police organization are some of the issues as these interviews bring to the fore, which are often not noted in official records or questionnaires.

Entering into police environment needs developing trust as soon as it is first encountered. Many officers are afraid to discuss the issue of health due to the stigma aspect

in the department due to fear that they will be judged or fear that the information they provide may be passed to the leadership. As a result, the collection of data begins prior to the actual interview, that is, getting permission in terms of making introductions and having a small talk. Respecting them, as they perform their responsibilities to ensure privacy and being an objective researcher is a gradual way to encourage one to be willing to talk. When officers get the perception of your desire they transfer to the formal careful answers into honest wise remarks about the stress, upset, political pressure, the workload and the emotional weight of law enforcement.

This is the best form of semi-structured interview because it is both structured and flexible. A list of questions will ensure consistency but at the same time, the dialogue style will allow officers to redirect the discussion on the issues that mattered to them the most be it work stress, political interfering, long shifts, fear of media attention or lack of mental health services. Frequently it may occur that officers are not willing initially. They gradually open up to be honest in the presence of a chance and a favorable atmosphere where they can express themselves freely without being episodic and judged.

Inquiry is essential to expose deep features of experiences that officers may not reveal voluntarily. Light probes Set in stone-like queries such as "Can you expound on that experience? How did that make you feel help them to tell their emotions which are often suppressed in a severely masculine policing atmosphere. The examination of the study will raise but crucial issues like, burnout, moral exhaustion, a feeling of powerlessness and mental strain of operating between political directives and community demands.

Given the faint nature of the setting, the researcher must always be totally balanced. Officers may talk about organizations, government policy or media views and agreeing or

conflicting may influence their openness. Instead of keeping an open mind creates a - judgmental environment in which members feel free to share sensitive experiences without the fear of saying the wrong thing. This kind of neutrality protects the data honesty and respects the weakness of the participants, in disclosing aspects of their work.

Taping interviews- with tools or detailed field notes is important in capturing the wealth of the stories of the interviewees. Audio tapes allow one to listen to the tones, hesitations and feelings mechanisms that might be just as important, as the content. The details in the field notes include the location of the signals of the police station officers, their disruptions or emotional outbursts. This type of information improves analysis and helps to notice the atmosphere of the work of officers. The ethical considerations play a significant role here; obtaining consent is mandatory and to protect the characteristics of the participants and their career, any information must be maintained in a secure place.

In addition to the methods and processes, empathy and respect are the keys to data collection. The staff in Punjab Police functions within the environment of political pressure, the criticism of the people, and the discipline of the institution. When a researcher listens with care and confirms that they have been through difficult times, and he or she treats them with honesty, officers tend to feel thankful; this time around they have found a place to discuss stress, fear, and sleepiness without having to be mediated. This human relationship improves the quality of data and dignity of the participants.

Data Analysis

The data analysis of this study was done in a way that the findings were presented systematically using the Interpretative Phenomenological Analysis (IPA), which has given in-depth and coherent insight into the lived experiences of the Punjab law enforcement

officers. The presentation strictly followed a given IPA methodology, with importance on shedding light on the sense-making of the officers in as far as occupational stress and political polarization are anxious. The main part of the chapter was devoted to the exhibition and detailed explanation of the strong-minded super-ordinate themes. These themes were the most significant emotional trends that appeared throughout the whole body of interviews transcripts. This was each habituated as a major section in which each super-ordinate theme was presented. Below the super-ordinate themes, there were the subordinate themes that were taken out and discussed. These sub-ordinate themes expressed the particular additional minor components that totaled up to the outstanding super-ordinate theme, which made sure that the difficulty and multi-layered nature of the knowledges that the officers were going through were not ignored. The stress of the discussion was much on indicatory content to both super-ordinate and subordinate. This entire information included the researcher going beyond mere description and delving into the meaning, importance and psychological inferences of what the officers went through. These revelatory in-depth analyses were backed by a set of pre-selected, anonymized verbatim exposures of the interview transcripts that were prudently included to enable the verbatim voices of the officers to maintain the analytical declarations put forward. This arrangement provided the logical flow in which the reader was led to the particular detail (subordinate theme) to the general meaningful conclusion (super-ordinate theme). These main themes were then made at a statement of the chapter, which prepares the reader to the discussion chapter in which these findings were related to the theory framework and the literature that already exists.

3.5 Procedure

The research analysis involves a qualitative design of examining the tales of the members of the Punjab Police in terms of their mental health, in a politically polarized context. Once the interviews have been conducted, the first step is record after which all the spoken words are converted into text. The process captures the voice of the officers on the paper so that the researcher can go through their field, pauses, doubts and feelings. Going back to these interviews brings emotional linking to the experience of the participants in helping the researcher stay fixed in the context of the experience of the comment.

After the transcription process is finished the researcher takes time and reads and rereads the material carefully. This in-depth work discloses patterns such as repeating mentions of political pressure, long working hours, social dislike, sleep deficiency, mental illness stigma or fear of being transferred. Getting aware with the data is also important because it allows the researcher not only to understand what officers said but also how and when they made the points they stressed and when they avoided them because of their fear or company rules. This step introduces the substance, to intelligent assessments.

The next step is the coding phase which entails breaking down the data into parts. A title is credited to every major thought, emotion or experience. An example is that, when an officer says that he/she is being pressured by figures; this can be labelled as political intrusion. On the same note, when a person discusses night shifts and the lack of time off as a factor leading to fatigue it can be coded as workload stress. Coding helps the researcher to organize the data and shorten it less difficult to spot patterns and any common theme across a large number of interviews. This is where the secrets of the health struggles of the officers start to disclose.

Once the data is coded with these codes it is then grouped to form themes. Themes denote the patterns or issues that occur out of the tales provided by the participants. Indicatively, several codes that deal with workload emotional tiredness, inadequate rest and shortage of staff could be united into a theme of constant work-related stress. Similarly repeated codes concerning influence, fear of corrective action or being caught between the opposite political sides might spawn a theme regarding the impacts of the political polarization, on the independence of police and its psychological well-being. These themes help to depict the life of officers who work in a difficult and politically sensitive environment.

The step is the interpretation whereby the researcher leaves description and delves into the inner meaning of these themes in the context of adaptable as a whole in Punjab. The focus of the same is to understand how systemic impacts, such as interfering, lack of public trust, media examination, and the organizational culture affect the mental condition of the police officers. An example would be when an officer refers to fear of media attention not only is it a personal concern but it is also an indicator of a broader atmosphere in which police actions are questioned and politicized at all times. Interpretation helps to connect stories to the larger social, political and recognized frameworks.

The researcher must be severe and reliable during the analysis phase. This may include using the participants to cross verify the findings with equals, on matters that have been understood or rereading the data to avoid bias. The impartiality is critical especially due to the fact that the officers reveal information about politics and internal culture of the department. In every instance, the researcher must remember that every code and every theme is a reflection of a person who had placed them on their emotional problems. The

empathy, respect, and privacy of these narratives can guarantee that the resulting findings would be true reflections of the actual experience of the Punjab Police staff.

3.6 Ethical Considerations

- Participants understood the research and agreed to take part voluntarily.
- Participants' identities were protected and their data was kept private.
- Care was taken to avoid causing physical, emotional, or psychological distress to participants.
- Sensitive info wasn't pushed, and personal limits were respected.
- Research data was kept safe from unauthorized access or breaches.
- Research goals and methods were clearly explained.
- Help or referrals were offered if participants needed it due to the research

Chapter 4

RESULTS

Result

Interpretative Phenomenological Analysis (IPA) was the functional method of analyzing the qualitative data collected through in-depth interviews with the law enforcement staff at Punjab. The particular choice of IPA was meant to go beyond description and enable the researcher to get a concentrated, nuanced view of how each officer sensitized their mental health predicaments in the context of occupational pressures and political polarization. The process of interpretation is a boring and gradual process that requires the methodology to ensure that the themes generated are well rooted in the language and experiences of the participants themselves. The results section is presented

in terms of elaborating the procedural consistency that was used in data analysis and forms the basis of the thematic results existing in the next chapter. This was broken down into three main analytical steps and gradually evolved through the analysis of the individual textual involvement to the ultimate construction of the super-ordinate themes that explained the common experiences of the sample.

Several Reading and Taking Notes

The most vital and the first step in the IPA analysis was adjustment with the data in entirety. This began by reading and re-reading each individual transcript of the interviews a number of times. We took the stories of each officer as an individual case and this concentrated analysis made the researcher fully understand that personal opinion of the officer, his/her emotions, and his/her background and only then attempted to decode the message. The researcher began to make notes on the transcripts on the side after reading. These were split into three expedient categories Descriptive Notes (simply writing down what the officer was saying), Linguistic Notes (what they say, were they using heavy words, or did they talk a lot), and Conceptual Notes (the initial guesses at the more general meaning, how they tied their words to certain larger concepts of stress or politics). This cautious jotting down ensured that all the subsequent analysis procedures were constructed on the basis of what officers actually said.

Converting Notes into Emergent Themes

The second step was to make all those scattered notes into clear useful ideas, which we referred to as emergent themes. This meant that the researcher had to retract his or her look on the less important details in each transcript and examine the large picture neighboring them. In the interview, notes that were around of the same feeling or

experience irrespective of their location were collected together. To give an illustration, when notes mentioned that they felt unsafe, that they are being observed by the higher-ups of the police and that they feared being transferred, they were merged into one clear emergent theme of Feeling Defenseless to Management. This change was achieved with the help of writing a straightforward, powerful line that summed up the key thought of the notes. Notably, each officer was first considered in this step of theme-finding. The ultimate list of the growing themes of each individual provided us with the first bare variety of their own experience which introduced the analysis not only of simple words but also the first set of meaningful concepts.

Relationship and Clustering Themes Seeking

The last and most significant stage of the analysis was to establish the relationships and clump the themes among all the officers. After obtaining the separate list of emergent themes between all the officers, the researcher compared the lists in a systematic manner among the entire group. This was the step where we removed our eyes on an individual person to the common experience of the whole police group. Themes which appeared to be very similar and displayed a common psychological problem were gathered with each other and became subordinate themes. As an example, when there were many officers with emergent themes of fear of social media protests and public anger, they were to be combined into the subordinate theme, which would be the heavy weight of public analysis. Then the subordinate themes were once again gathered in terms of their relation to each other to create the major super-ordinate themes. These are the highest-level themes, such as those related to the loss of control over work life, which gave the primary structure to the results chapter. This systematic means of cluster organization guaranteed that the

ultimate themes were healthy and provided a inclusive experience-based image of the mental health condition in the Punjab Police.

Superordinate Theme	Subordinate Theme	Codes	Quote
Occupational Stressors	Career Context	Career progression, Long service	<p>جی، میں پنجاب پولیس میں تقریباً ۱۵ سال سے خدمات انجام دے رہا ہوں۔ میں نے اپنے کیریئر کا آغاز ایک کانسٹیبل کے طور پر کیا تھا اور وقت کے ساتھ مختلف عہدوں کے SHO پر رہا ہوں، آخر میں عہدے تک پہنچا۔</p> <p>(P-5, p1, 11)</p>
	Public Service Pressure	Public service pressure, Relief provision	<p>اور سب سے جو بڑی ٹینشن ہے، وہ یہ ہے کہ ہم جو عام شہری ہیں، اس کی</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>شکایات سنیں، اس کو ریلیف دیں تاکہ وہ بار بار چکر نہ لگائے۔</p> <p>(P-1, p4,,13)</p>
	<p>Workload & Burnout during job</p>	<p>Workload, Burnout, Stress</p>	<p>اصل میں نایہ میری وجہ ہی یہی تھی کہ میں نے نا پھر اپنے دوست بھی ہیں کچھ تو میں نے دیکھا ان کا نالائک کافی ہر بندے پہ لائک ایک نا برن آؤٹ ہوتا ہے ورک کو لے کے اپنی ورک لوڈ کو لے کے۔</p> <p>(P-4, p1, 14)</p>
		<p>Loyalty, Non-sharing, Stigma</p>	<p>لیکن یہ ہے کہ سارا مطلب اتنا اپنے بندے اتنے لائک ہیں کہ وہ شیئر بھی</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>نہیں کرتے کسی سے کہ یار میں فار ایگزیمپل اس سچو نیشن سے گزر رہا ہوں تو وہ نا کوئی بتانا نہیں چاہ رہا ہوتا۔ (P-4, p2, 12)</p>
	<p>Emotional Fatigue faced by personnels</p>	<p>Stress triggers, Limited resources, Public expectations</p>	<p>میرے مشاہدے میں پولیس فورس میں ذہنی دباؤ کی سب سے بڑی وجوہات طویل ڈیوٹیاں، ہنگامی آپریشنز، سیاسی دباؤ، عوامی توقعات، اور محدود وسائل ہیں۔ (P-2, p2, 14)</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
		Emotional Exhaustion, Decision making, Teamwork	<p>ان حالات میں اکثر افسران جذباتی تھکن یا ذہنی دباؤ محسوس کرتے ہیں، جس کا اثر فیصلہ سازی، ٹیورک اور ذاتی زندگی پر پڑتا ہے۔ (P-2, p3, 11)</p>
	Nature of Work High-Stakes	Serious cases, Quick decision-making	<p>میرے لیے ذہنی تناؤ کے بڑے ذرائع میں سنگین نوعیت کے واقعات اور ہنگامی مقدمات سے نمٹنا شامل ہے، جن میں فوری اور درست فیصلہ سازی کی ضرورت ہوتی ہے۔ (P-5, p4, 12)</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
	Nature of Work Risk & Pressure	Danger, Stress, Professional/Personal impact	<p>اس دوران میں نے خود بھی کئی بار خطرے اور تناؤ کا سامنا کیا ہے، جس نے میرے پیشہ ورانہ اور ذاتی دونوں پہلوؤں پر اثر ڈالا ہے۔ (P-5, p 4, 15)</p>
	Long/Irregular Hours	Long duty hours, No flexibility, Night duties	<p>کام کے اوقات کی چلک کی کمی، رات کی ڈیوٹیاں اور بغیر چھٹی کے طویل عرصے تک کام کرنا وہ چیلنجز ہیں جو مستلذذ ذہنی دباؤ پیدا کرتے ہیں۔ (P-3, p4, 13)</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
		Irregular duty hours, Impact on personal life	<p>غیر معمولی ڈیوٹی</p> <p>اوقات، ہنگامی کالز اور کسی بھی</p> <p>وقت متحرک رہنے کی ضرورت</p> <p>گھر والوں اور قریبی دوستوں</p> <p>کے ساتھ باقاعدہ تعلقات قائم</p> <p>رکھنے میں رکاوٹ بنتے ہیں</p> <p>(P-3, p5, 13)</p>
	Workload Management	Workload management, Lateral transfers	<p>Lateral</p> <p>اور</p> <p>transfers</p> <p>workload</p> <p>ایک مؤثر management</p> <p>طریقہ ہو گا کہ افسران پر کام کا</p> <p>بوجھ مسلسل نہ رہے اور انہیں</p> <p>ریلیف ڈیوٹی ملیں۔</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			(P-5, p6, 13)
	Need for Coping Strategies	Early intervention, Detection	تناؤ کے ابتدائی علامات پر فوری توجہ دی جائے۔ (P-5, p8, 15)
Work Environment	Resource Constraints	Modernization, Proper equipment, Personnel needs	جہاں تک بات تجویز کی ہے، وہ تو یہ ہے کہ میرے خیال سے جدید وسائل ہونے چاہیے، بندوں کے لیے بھی کہ جو اپنی نفرتی ہے، اس کے لیے پراپر چیز۔ (P-1, p13, 12)
		Digital upgrade, Modernization	اب تو دور ڈیجیٹل آگیا ہے، تو اس چیز کے ساتھ

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>ساتھ ادارے کو بھی اپ گریڈ کرنا چاہیے۔</p> <p>(P-1, p 13, 14)</p>
		<p>Transportation, Allowances</p>	<p>دوسری بات</p> <p>ٹرانسپورٹ کی ہے کہ جو اپنے بندے ہیں، ان کو ڈیوٹی پہ آنے جانے کے لیے کم از کم ٹرانسپورٹ کے الاؤنس دیں، یا کوئی ایسا سسٹم بنادیں کہ ان کی ٹرانسپورٹ فری کر دیں۔</p> <p>(P-1, p13, 15)</p>
	<p>Wellness Programs</p>	<p>Physical fitness, Recreational activities</p>	<p>: Physical fitness programs اور</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>recreational activities افسران کی ذہنی و جسمانی فلاح و بہبود کے لیے ضروری ہیں۔ (P-5, p 10,14)</p>
	Internal Support System	Senior advice, Mentorship	<p>سب سے اہم مدد تجربے اور مشورے کی صورت میں ملتی ہے، جہاں سینئر افسران اپنے کیریئر کے دوران درپیش چیلنجز سے نمٹنے کے لیے رہنمائی فراہم کرتے ہیں۔ (P-2, p7,12)</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
		Mentorship, Teamwork, Stress reduction	<p>اس کے علاوہ،</p> <p>سینئر افسران کی</p> <p>اور ٹیم ورک mentorship</p> <p>بھی ذہنی دباؤ کم کرنے میں</p> <p>مددگار ثابت ہو سکتی ہے۔</p> <p>(P-5, p 7, 13)</p>
	Support System Gaps	Support System Gaps, Difficult change, Suggestions	<p>امید کر سکتے ہیں</p> <p>لیکن مشکل ہے یہاں پہ چیزیں</p> <p>جو ہیں نا حالانکہ سبھی چیزیں کیونکہ</p> <p>ہمارے پاس آتی بھی ہیں کہ ان</p> <p>چیزوں کو کیسے کوپ اپ کیا جا</p> <p>سکے سٹریس مطلب کیسے جانا</p> <p>سببیشن جاتی ہے لیکن ڈاکو منٹس</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>پہ کیا جاتی ہیں لیکن یہ میڈیسن اسی حوالے سے دکھائی۔ (P-4, p 13,13)</p>
	Mental Health Initiatives	Counselling, Stress management sessions, Peer support	<p>میرے تجربے میں، سب سے مؤثر یہ ہو گا کہ تھکنے میں ایک باقاعدہ mental health قائم ہو۔ support unit جہاں افسران کو confidential counseling·stress management اور، sessions</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>میں فوری emergencies مدد ملے۔ (P-5, p 11,13)</p>
		<p>Integrated support system, Easy access</p>	<p>میرے تجربے کے مطابق، پنجاب پولیس فورس میں دماغی صحت کی مدد کو بہتر بنانے کے لیے سب سے پہلے یہ ضروری ہے کہ محکمہ ایک مربوط، فعال اور آسان رسائی والا سپورٹ سسٹم قائم کرے۔ (P-3, p 12,12)</p>
		<p>Proactive support programs, Daily welfare</p>	<p>میری تجویز ہے کہ محکمہ ایسے مربوط پروگرامز متعارف کرائے جو صرف بحران</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>کے وقت مدد فراہم نہ کریں بلکہ روزمرہ کی ورک لائف میں افسران کی ذہنی فلاح و بہبود کو مستحکم کریں۔</p> <p>(P-2, p 13,11)</p>
		<p>Flexible hours, Relief duties, Teamwork</p>	<p>علاوہ ازیں، ٹیکڈار ڈیوٹی اوقات، ریلیف ڈیوٹیز، اور ٹیم ورک کو فروغ دینا بھی ذہنی صحت کے لیے مددگار ثابت ہوتا ہے۔</p> <p>(P-3, p 14,13)</p>
<p>Media and Public Impact</p>	<p>Public Perception & Stigma</p>	<p>Police as an ignored population, No one cares</p>	<p>اور، آہ، میں نے اکثر دیکھا ہے کہ یہ مناسب سے</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>اگورڈپا پو لیشن ہے کہ کوئی ان پہ کام کرنا ہی نہیں چاہ رہا ہوتا۔</p> <p>(P-4, p 2, 12)</p>
		<p>Public gap, lack of Questioning, Lack of reason</p>	<p>مجھے ریزن کا پتہ نہیں ویسے اس کا۔ کیونکہ پتہ نہیں شاید یہ عوام، آہ، کے گیپ اتنا آگیا ہوا ہے کہ کوئی بندہ نا کونسیں کرنا ہی نہیں چاہتا کہ حالانکہ ہم لوگ...</p> <p>(P-4, p2, 14)</p>
		<p>Research purpose, Mental health focus</p>	<p>اور آل جو مقصد ہی یہی تھا کہ ان کی مینٹل ہیلتھ پہ کام کرنا ہے تھوڑا سا۔</p> <p>(P-4, p 2, 13)</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
	Media Scrutiny	High media/public attention, Big city effect	<p>لاہور جیسے بڑے شہر میں یہ اثرات زیادہ واضح ہوتے ہیں کیونکہ میڈیا اور عوام کی فوری توجہ ہر کارروائی پر ہوتی ہے۔</p> <p>(P-3, p5, 13)</p>
	Impact of Criticism	Impact of criticism, Motivation, Feedback	<p>مثبت فیڈ بیک اور عوامی اعتماد حوصلہ بڑھاتا ہے اور پیشہ ورانہ لگن کو تقویت دیتا ہے، جبکہ منفی یا غیر منصفانہ تنقید دباؤ اور مایوسی کا باعث بن سکتی ہے۔</p> <p>(P-3, p 8, 12)</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
	Community Policing	Public confidence, Law enforcement	<p>میرے تجربے کا</p> <p>سب سے اہم پہلو یہ رہا ہے کہ</p> <p>میں نے کیونٹی بیڈ پولیسنگ</p> <p>اور عوام کے ساتھ براہ راست</p> <p>رابطہ قائم کرنے پر خصوصی توجہ</p> <p>دی، جس سے عوامی اعتماد</p> <p>بڑھانے اور قانون کی بالادستی کو</p> <p>فروغ دینے میں مدد ملی۔</p> <p>(P-3, p2, 14)</p>
Politics and Stigma	Political Interference	Interference acknowledged, Merit-based work	<p>پنجاب پولیس میں</p> <p>موجودہ پولیسنگ کو یوں بیان</p> <p>کروں گا کہ مجموعی طور پر فورس</p> <p>پیشہ ورانہ معیار بہتر بنانے کی</p> <p>کوشش کر رہی ہے، مگر سیاسی</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>مداخلت اب بھی ایک عملی چیلنج ہے۔</p> <p>(P-2, p4, 15)</p>
		<p>Appointments/Transfers, Non-partiality affected</p>	<p>تعییناتیوں، تبادلوں اور بعض نوعیت کے آپریشنل فیصلوں پر سیاسی دباؤ کبھی کبھار مؤثر ہو جاتا ہے، جس سے پولیسنگ کی غیر جانب داری متاثر ہوتی ہے۔</p> <p>(P-2, p4, 16)</p>
	<p>Political Polarization</p>	<p>Political Polarization, Direct pressure</p>	<p>میری نظر میں صوبے میں بڑھتی ہوئی سیاسی پولرائزیشن پولیس کے روزانہ</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>کے کام پر براہ راست دباؤ ڈالنے ہے۔ (P-2, p5, 12)</p>
		<p>Every action is scrutinized politically, Pressure</p>	<p>سیاسی طور پر تقسیم شدہ ماحول میں ہر کارروائی، چاہے معمولی ہو یا سنگین، مختلف فریقین کے نقطہ نظر سے دیکھی جاتی ہے۔ (P-2, p5, 13)</p>
		<p>Ethical conflict, Pressure, Vigilance</p>	<p>ہر واقعے یا احتجاج میں ہمیں سیاسی حساسیت کا خیال رکھنا پڑتا ہے، اور اکثر ہم دباؤ میں آکر فیصلے کرتے ہیں جو</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>ہمارے اخلاقی اصولوں کے ساتھ ٹکراؤ کر سکتے ہیں۔</p> <p>(P-5, p 7, 12)</p>
		<p>Legal action is politicized, Administrative' complexity</p>	<p>بعض اوقات عام نوعیت کی قانونی کارروائی بھی سیاسی رنگ اختیار کر لیتی ہے، جس سے عوامی رد عمل، میڈیا پریشور اور انتظامی پیچیدگیاں بڑھ جاتی ہیں۔</p> <p>(P-5, p 6, 13)</p>
	<p>Political Conflict</p>	<p>Complex responsibility, Moral/Mental stress</p>	<p>سیاسی خلفشار، احتجاجات، اور مختلف پارٹیوں کے دباؤ کی وجہ سے پولیس کا کام نہ صرف قانونی طور پر بلکہ</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>اخلاقی اور ذہنی طور پر بھی پیچیدہ ہو گیا ہے۔</p> <p>(P-5, p 6, 14)</p>
	Need for Impartiality	Non-partiality, Public safety, Vigilance	<p>اس ماحول میں افسران کو مستقل چوکس رہنا پڑتا ہے، تاکہ کسی سیاسی پارٹی یا گروپ کے دباؤ میں آکر انصاف یا عوامی تحفظ متاثر نہ ہو۔</p> <p>(P-5, p 6, 15)</p>
		Commitment to merit, Sustaining image	<p>اس کے باوجود، افسران کو شش کرتے ہیں کہ قانون اور شواہد کی بنیاد پر فیصلے ہوں اور عوامی خدمت اور امن و امان برقرار رہے، تاکہ پولیس</p>

Superordinate Theme	Subordinate Theme	Codes	Quote
			<p>کی ساکھ اور پیشہ ورانہ معیار بہتر ہو</p> <p>(P-3, p 8,14)</p>

Abbreviation:

- P- Participants ID
- p- Paragraph No.
- l- Line No.

Description

The experiences of the interviews with the law enforcement officers were structured into a clear format to explain their experiences. We determined two main, important concepts, which we call Superordinate Themes. All these challenges that they face are included in these themes. The main ideas may be subdivided in terms of smaller, more specific ideas called the Subordinate Themes as backed up by the detailed descriptions presented by the officers and what we call the Codes. These two themes are Job-related Stressors and other is Political Tensions.

Job related Stressors

Career advancement

This code means that the officers have worked in different positions during their careers. It shows that the views they have are based on their involvements in the various levels of the police force, and not just in the job they do. They have a strong knowledge of the structure because they have an experience of various things of the structure.

Length of service

This code refers to the fact that the applicants have worked in the police department over a long duration. It increases the importance of their stories since they have been beginning these problems over the years. It suggests that the issues they are bringing up are systemic and rooted within the profession as opposed to short-lived.

Workload

The code relates to the number of tasks, records, and tasks of officers. It is a significant cause of anxiety because of the lack of time to attend to everything or staff. This is an unending desirable workload that constantly exhausts them.

Exhaustion

This code is the feeling of complete exhaustion in both emotions and body as a result of the long-term work stress. It is at the time when an officer is empty and cannot give anything more. It is one of the typical results of the great workload and shows that the working conditions are not bearable and harmful, which harmfully affect health in the long term.

Duty Pressure

This code is the basic emotion of being overweighted and stressed as required by the job. It is a suggestion of this constant feeling of discomfort, resolve, or anxiety that

officers feel. This feeling of burden makes day to day work difficult and binds all other problems come across.

Public service demands

This code highlights the conflict of constant duty to support and intervene with the community. Officers are under pressure to be approachable, responsive, and efficient to every citizen who contacts him or her. The community places great pressure on them.

Quick assistance

This code directly indicates the individual responsibility that officers feel towards solving issues in a timely manner and provide people with prompt help. They will avoid repetition cases where people bring the same issues. Such a focus on providing timely assistance creates a heavy load and burden.

Commitment towards tasks

This code shows how strongly and closely officers feel towards their co-workers and the police society. In spite of positivity of this sense of amity, it is likely to give a awareness that each person should be strong and be able to handle their problems on their own. This loyalty may even reluctantly make them not want to seek help.

Non-sharing attitudes

This code describes the behavior of the officers that retain their fears, anxiety, and emotional problems to themselves. It is a coping style, which entails working down to overwhelm the feelings and struggling to be strong. However, this silence makes them difficult to deal with stress and separates them with social group who could offer them support.

Fear of Stigma

This code is revealing of the fear or shame attached to the understanding of mental or emotional challenges. The officers are afraid because, by sharing their problems with their peers or bosses, they will be viewed as weak or inefficient. Such fear enhances the non-sharing culture greatly.

Long duties

This code will deal with the problem of too long working hours and recurrent and irregular schedules. Such long-term assignments have a severe negative impact on personal life and lead to persistent physical and psychological fatigue. These extended working hours leave them too tired to work effectively.

Emergency operations

This code highlights the relevance and gravity of those situations that officers have to react to immediately. These are occurrences that place them in a traumatic position and require them to make decisions full with pressure. Handling of such emergencies is a major cause of unending stress.

Political pressure

This code refers to the attempts made by politicians or the people related to political organizations to affect the way of work of the police or the handling of cases. This interference makes officers to undertake their functions without favor. They should always strike the right balance between the law and political interests.

Public expectations

This code highlights the high degree of performance and accountability to the society that the law enforcement is expected to comply. The inequality in the needs of the

community and the police capacities is high because of the absence of proper resources. This is one of the discrepancies that has been a constant source of strain.

Limited resources

This code points out insufficiency of equipment, funding, vehicles, and manpower in order to carry out safe and effective operations. Other challenges are degenerated by the fact that one is working with insufficient resources. It expounds the workload of the existing personnel and affects their performance.

II. Political conflict

Political Polarization

This code portrays the powerful, in most cases, aggressive segments between different political parties in the society. The police is rarely measured to be neutral in this separated society. Every move is promptly judged according to the political position it might take.

Direct political pressure

This code represents the instant efforts of politicians or their united connections to control what the police should or should not do or how they should handle this or that situation. This is a direct threat to the autonomy of the police. All the officers are under endless pressure to avoid these pressures and this exerts an extra political burden on their professional roles.

Any move falls under political scrutiny

This code highlights the constant feeling that every move made by an officer is being supervised and evaluated by the political and media groups. This forces the officers

to take the utmost precaution and it puts a heavy burden on their fundamental duties. They cannot just do their job; they should think about the political implications.

Ethical conflict

This code shows how the moral dilemma of the inside takes place when the political order or weight goes against what the officer perceives or what the legal system decrees is morally right or required to be right. This constant struggle of ethics brings about a lot of internal stress and may de-motivate the officers.

External Pressure

This code refers to the external pressure of the political influence which induces the officers to make decisions that may not be fair or within law. It is a portrayal of the fact that they work under stress. This is the pressure that compels them into making moral adjustments.

Vigilance

This code is the needle of the constant intellectual work officers have to do in order to be attentive and unbiased in the light of the constant political rattle. They should be on a watch to protect their professional integrity. This state of being on the lookout is an huge burden on their minds.

Politics influence the legal action

This code handles the problem of the so-called normal police practice, i.e. making an arrest or an inquiry, quickly put into context and attacked according to political relationships. Such a perception may cause the law process to appear biased on the part of the general population. It demands officers to cope with the criminal and political costs at the same time.

Administrative complexity

This code is a description of the extra levels of documentation, administration, and PR activities that are added by political control. When a case is politicized, then it definitely makes it hard; it requires a lot of paperwork and effort and so this burden of administration arises and thus makes a case a heavy burden to the administrative system.

Complex responsibility

This code stresses the difficulty of the role which requires officers to have several conflicting obligations at the same time: to act by law, to act ethically, to ensure the safety of people, and to consider the political issues. This grouping of conflicting duties most of the time makes the working life very stressful.

Moral/Mental stress

This code captures a deep psychological misery and tension when having to operate in endless political upheaval and moral dilemmas. The root cause of this suffering is the attempt to live with a clear integrity and competence in an environment where in most cases the opposite is required.

Non-partiality

With this code it is possible to establish the fundamental professional principle which is acting without favor to any political force or group fully without nepotism. It is an essential moral requirement of law enforcement. Officers should not be passive in their defense of their independence because it is always under a continuous threat of external forces.

Public safety

The main aim of the police force as highlighted in this code is to protect and secure the welfare of the community. It highlights the need of officers to make sure that the political opposition does not cooperate their fundamental role, which is to safeguard the people.

Demographic Table

Name

Participant ID	Name	Marital Status	Age (Years)	Posting (Station)	Service Years	Rank
P-1	I.Q	M	41	Chak Amru SKG	11	ASI
P-2	J.S	M	31	Saddar Thana SKG	1	IN
P-3	H.G	M	33	Lessar SKG	6	SI
P-4	S.N	M	37	City SKG	12	SI
P-5	W.G	S	34	Satto Katla Thana	9	ASI

Chapter 5

DISCUSSION

Discussion

The goal of the chapter is to make the voices of Punjab Police officers come to life, and they are interpreted on the background of the two primary themes that due to the interpretations: Job-Related Stressors and Political Tensions. Tying these themes to the research that we examined Chapter 2 with, we are able to observe how the stories of the officers validate what we already know, falsify some of the expectations, and introduce new information- particularly to a South Asian policing environment which is feeling the pressure of the work demands and the political currents.

The officers are repeating the studies that have outlined these factors as major causes of occupational mental health issues when they discuss the long shifts, high workloads, and constant pressure of duty. The causes of the psychological strain have been long recognized in the research by (Duran et al., 2018) and (Demou et al., 2019); the police themselves are saying this here.

The abbreviation Length of Service and Career Advancement help us remember that such matters are not short-lived. They are rooted in the Punjab Police culture and the structure. However, of the duration of service of an officer, the demands are the same and this could be indicating a systemic issue that needs a universal solution.

The codes of “Workload” and Long Duties give us a clear picture of how it is on the ground. Officers who report being tired of their hard work after a day of nonstop work are literally depicting the burnout pathway as noted by Manzoni and Eisner (2006). The same tendencies are observed in quantitative data: high job demands are predictors of emotional fatigue, which consequent result in increased sick leaves, staff scarcities, and a spiteful circle of added stress (Burke et al., 2007).

On top of that the code of Emergency Operations - the strain of doing what one can do in a situation of utter turbulence. Combined with Limited Resources, officers are in an everlasting cycle of high expectations, the lack of support. According to Hassan (2010), these limits on resources increase the psychological pressure, and the evidence provided by the officers themselves is that it is a daily struggle that is real and that contributes to anxiety, depression, and even burnout (Fortes et al., 2020).

One of the most imposing clusters of codes is the group of Non-Sharing Attitudes, Fear of Stigma and the devotion to tasks which indicates the cultural impairments depriving officers of the ability to seek help (Purba et al., 2019). It is the culture of invincibility that officers are also afraid of being perceived as weak, and that showing weakness may risk being demoted or losing the respect of colleagues (Karaffa et al., 2013; Bailey, 2022). This is not simply a social phobia but a professional one; a stigma, internalized and secreting the problem of mental illness.

Although job-related stressors are already well-documented, the political aspect is the area in which this study will provide the most original contributions. Political Tensions is the theme that fills one of the gaps that we realized at the very beginning: how political polarization affects police mental health. When dealing with the everyday work, it is possible to speak about the political pressure.

The codes of “Direct Political Pressure and Political Polarization as well as the External Pressure demonstrate that officers are not only presence to their regular work schedule but also to the demands of politicians, the media, and the people. This goes beyond the domestic politics that are typically explained in the literature, placing the police in a wider, highly aggressive political system.

Acknowledging societal analysis as a crucial element in social change and development, I suggest adjusting how society views the issue, as this is where the answer lies. Knowing that the society is also needing scrutiny as a key factor towards societal change and development, I would like to operate the social view of the matter as the solution to the problem resides here.

The cost of public attention and press coverage have been discussed before (Abdollahi, 2002; Rantatalo, 2016). What we have found out is that this questioning is in Punjab enhanced by obvious political influence. Policing, according to the officers, is a politically risky endeavor since any decision can be viewed as a political statement. This is an added burden to the stressor of public analysis, which becomes a direct threat as it can undermine the professional integrity and personal wellbeing.

The psychological price of the necessity of continuous alertness is the requirement of navigation clear of the political forces and being impartial. Officers report being on edge and always looking over their shoulder in every move with regard to political overtones and this is translated to chronic stress and a sense that they are under constant stress.

The stories of the officers affirm most of what the literature has informed us about police mental health: heavy workloads, inadequate resources, and a culture that does not tolerate exposure all prevent burnout and psychological distress. Meanwhile, they also unveil a less studied, but still deep source of stress political interference. This new understanding refutes the traditional perspective of policing stress being primarily internal and organizational and demonstrates that external politics can also intensify or even introduce new stressors.

The most vivid and supposedly significant fact in the study is the pure prevalence of ethical conflict and the moral and mental stress that officers of the police undergo. Once the officers are forced by political orders to violate the law, to go against professional ethics of fairness, or to disregard their integrity, they are put in great depths of moral conflicts. The conflict to balance these opposing commitments what the study refers to as complex responsibility challenges directly contribute into moral and mental distress. This observation broadens our conceptualization of stress beyond the standard accounts of operational trauma like PTSD caused by emergency scenes, and the fatigue of bureaucracy which comes with hefty workloads. It brings the concept of what is known as moral injury, a severe psychological trauma caused by the performance, inability to prevent, or witnessing of actions that contravene fundamental moral principles as one of the main causes of stress among officers operating in a politically polarized setting.

The role of the police officer in the case of Punjab is essentially defined as an attempt to maintain a moral responsibility (that of being impartial) in an environment that requires political favors. This gives rise to an external pressure that is chronic and devastating and compels perpetual moral compromise. This kind of rigid demands is the reason behind such high levels of psychological torture being witnessed among these officers. The results of the qualitative research prove that two intersectant, mutually-securing stressors define mental health experiences of Punjab Police officers. A culture of stigma supports job-related pressures which are in line with already existing literature on police burnout due to workload. But what is typical and meaningful is that, the political tensions represent a general and persistent stressor, essentially via the facilitating process of ethical conflict and following moral and psychological tension. The facts indicate that

the most significant challenge to the mental health of a police officer in this situation is the constant threat to the professional safety of their integrity and impartiality.

5.1 Limitations

The qualitative design and sample size are the primary weakness. Being qualitative research, the information is intended to cause in-depth insight, not to support the general statistical statements (Smith, 2018). The narrow range of respondents, but which produced rich informatics concerning the culture of non-sharing and the complexity of Ethical Conflict, does not allow for a clear quantification of the overall prevalence of Burnout or Stress of the overall Punjab Police structure.

The study also relies entirely on self-reported data, which came in the form of interviews. This presents a possible threat of social attractiveness bias, chiefly on sensitive topics like Political Conflict and Direct pressure (Hussain et al., 2021). Even under the declaration of confidentiality, the participants may have tailored their answers to protect themselves or the police department, which may have resulted in an under-reporting of the actual amount of Politicization of Legal Action or personal experiences of Stigma.

Besides, the investigation focused solely on the view of police officers. Themes on Political Conflict and Public Expectations (Begum, 2022) was constructed based on the perspective of the officials in their entirety and led to a superficial narration. The research does not receive the contribution of external actor such as political leaders, media members, or citizens that would present different opinions on the Non partiality and public safety issues.

Research to ought compare the experiences of officers in provinces with differing political authority models or police reform outcomes to ultimately establish the causal

relationship between Political Polarization and Ethical Conflict. Future research should evaluate the efficiency of organization-level, anti-stigma interventions tailored to the specific Fear of Stigma found within the Pakistani police culture

Finally, the paper in question is also context-dependent, as far as the socio-political context of the Punjab Police is disturbed. Despite the fact that the findings associated with Workload and Limited resources align with the international studies (Johnson, 2019), a unique mixture of Political Polarization and domestic institutional customs does not allow one to directly apply these conclusions to the police departments with vastly different national or political setting.

5.2 Future Recommendations

To increase the understanding of police welfare and institutional honor, the further research will require broad quantitative survey to determine the prevalence of Burnout and Stress in different ranks and regions of Punjab Police (Johnson, 2019). This is necessary to analytically confirm the occurrence of such Occupational Stressors and to give data that can be utilized in policy formulation. Since Stigma and Non-sharing have strong impacts on the wellness of the officers, there is a need to conduct long-term research to determine the efficiency of certain mental health programs. Study must to focus on development and testing of programs that would sufficiently reduce the cultural barrier that impedes the request of help (Brown et al., 2023). To have a complete understanding of the Political Argument theme, further study should include the interview with various external participants, including reporters, representatives of political groups, and community leaders (Hussain, 2017). This varied solution would provide a more just view of problems associated with Direct influence and Fairness. Studies comparison different regions or

countries where political control of the law enforcement is different must be carried out. This would help launch the specific impact of Political Division on administrative difficulty and emotional/psychological stress that would provide a factual basis of policy references regarding institutional independence.

5.3 Implications

This research finding may greatly be applied in real life situation of ensuring that there is mental health awareness and support of the Punjab police and other law enforcement agencies. This research will be able to inform the creation of new interventions and support systems by bringing the stated challenges and stressors that police officers have to face in a politically polarized society into focus. Such practical implications be as:

Community based awareness: To plan the growth of mindfulness programs that would raise mental health awareness and aid in dismissing mental health stigma in the police force.

Policy building: In formation of policy programs which marks the mental health and well-being of the police officers such as psychotherapy programs, stress management courses, and support services.

Institutional support: To reestablish the official support systems in the Punjab Police to support the mental health of officers, including through resources, training and leadership support.

Gap reduction: In removing the gap between policy and practice through the declaration of the convenience, efficiency, and customization of mental health support services to the specific needs of the police officers.

This research will be able to impact positively the mental health of police officers to improve their mental health, job performance and the quality of life in general, which will make them more effective and tough in their work, enlightening the performance of Punjab Police Force.

References

Rasheed.M., Sarfaraz.N. & Ahmad.R. (2018). Perceived Psychological Stress and Burnout among Police Constable of Punjab, Pakistan. *International journal of Technical Research & Science*, 3(X),307

Anson, R. H., & Bloom, E. (1988). Police stress in an occupational context. *Journal of Police Science and Administration*. (16141), 229-235.

Biggam, F. H., Power, K. G., & MacDonald, R. R. (1997). Coping with the occupational Stressors of police work: A study of Scottish officers. *Stress Medicine*. (13),109-115.

Humayon.A.A., Raza.S., Amir.H., Hussain.M.S.& Ansari.N.U.A. (2018) Assessment of Work Stress among Police in Pakistan. *Journal of Applied Environmental and Biological Sciences* 8(2),68-73

Payal.D., Tewatia.D.N.& Kumar.D.D. (2024) Mental Health And Stress Management Issues of Police Personnel. *Academy of Management Annals* 15(1941),6067.

Singh.A. & Negandhi.H. (2025) Prevalence of Self Reported Occupational Stress among the Police Personnel of Sahibzada Ajit Singh Nagar, Punjab. *International Journal of Health Systems and Implementation Research* 2025, 9(1)

Craddock T, Telesco G (2022) Police stress and deleterious outcomes: efforts towards improving police mental health. *J Police Crim Psychology* 37(1):173–182

Purba A, Demou E (2019) The relationship between organizational stressors and mental wellbeing within police officers: a systematic review. *BMC Public Health* 19(1):1286

Hesketh I and Tehrani N (2019) Psychological trauma risk management in the UK police service. *Policing A Journal of Policy and Practice* 13(4): 531–535.

Brewin C, et al. (2020) Posttraumatic stress disorder and complex posttraumatic stress disorder in UK police officers. *Psychological Medicine*:1–9.

Drew JM, & Martin S. (2021). A National Study of Police Mental Health in the USA: Stigma, Mental Health and Help-Seeking Behaviors. *Journal of Police and Criminal Psychology*, 36(2), 295–306.

Karaffa KM, & Koch JM (2016). Stigma, Pluralistic Ignorance, and Attitudes Toward Seeking Mental Health Services Among Police Officers. *Criminal Justice and Behavior*, 43(6), 759–777.

Karaffa KM, & Tochkov K. (2013). Attitudes Toward Seeking Mental Health Treatment Among Law Enforcement Officers. 9(2).

Miller, L. (2005). Police officer suicide: causes, prevention, and practical intervention strategies. *International Journal of Emergency Mental Health*, 7(2), 101.

Garbarino, S., Cuomo, G., Chiorri, C., & Magnavita, N. (2013). Association of work-related stress with mental health problems in a special police force unit. *BMJ Open*, 3(7).

Lucia, D. G., & Halloran, M. J. (2019). An investigation of the efficacy of programs to prevent stress in law enforcement officers: A program manager's perspective. *Journal of Police and Criminal Psychology*, 1-13.

*% detected as AI

AI detection includes the possibility of false positives. Although some text in this submission is likely AI generated, scores below the 20% threshold are not surfaced because they have a higher likelihood of false positives.

Caution: Review required.

It is essential to understand the limitations of AI detection before making decisions about a student's work. We encourage you to learn more about Turnitin's AI detection capabilities before using the tool.

Disclaimer

Our AI writing assessment is designed to help educators identify text that might be prepared by a generative AI tool. Our AI writing assessment may not always be accurate (i.e., our AI models may produce either false positive results or false negative results), so it should not be used as the sole basis for adverse actions against a student. It takes further scrutiny and human judgment in conjunction with an organization's application of its specific academic policies to determine whether any academic misconduct has occurred.

Frequently Asked Questions

How should I interpret Turnitin's AI writing percentage and false positives?

The percentage shown in the AI writing report is the amount of qualifying text within the submission that Turnitin's AI writing detection model determines was either likely AI-generated text from a large-language model or likely AI-generated text that was likely revised using an AI paraphrase tool or word spinner.

False positives (incorrectly flagging human-written text as AI-generated) are a possibility in AI models.

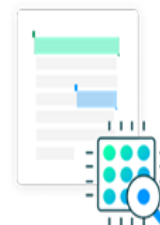
AI detection scores under 20%, which we do not surface in new reports, have a higher likelihood of false positives. To reduce the likelihood of misinterpretation, no score or highlights are attributed and are indicated with an asterisk in the report (*%).

The AI writing percentage should not be the sole basis to determine whether misconduct has occurred. The reviewer/instructor should use the percentage as a means to start a formative conversation with their student and/or use it to examine the submitted assignment in accordance with their school's policies.

What does 'qualifying text' mean?

Our model only processes qualifying text in the form of long-form writing. Long-form writing means individual sentences contained in paragraphs that make up a longer piece of written work, such as an essay, a dissertation, or an article, etc. Qualifying text that has been determined to be likely AI-generated will be highlighted in cyan in the submission, and likely AI-generated and then likely AI-paraphrased will be highlighted purple.

Non-qualifying text, such as bullet points, annotated bibliographies, etc., will not be processed and can create disparity between the submission highlights and the percentage shown.



Exploring the mental well being of law enforcement personnel

ORIGINALITY REPORT

14%	12%	11%	7%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	Shane, Bridget. "Police Fitness and Psychological Functioning: An Analysis of Fitness for Duty Evaluations During Times of Public Scrutiny", Adler University, 2024 Publication	2%
2	oro.open.ac.uk Internet Source	2%
3	link.springer.com Internet Source	2%
4	uwe-repository.worktribe.com Internet Source	2%
5	www.researchgate.net Internet Source	2%
6	zivziv.si Internet Source	1%
7	Submitted to Lynn University Student Paper	1%
8	www.ncbi.nlm.nih.gov Internet Source	<1%
9	scholar.archive.org Internet Source	<1%
10	Submitted to Higher Education Commission Pakistan Student Paper	<1%
11	Submitted to University of Wales, Lampeter Student Paper	<1%

Interview Guide

- کیا آپ پنجاب پولیس فورس میں اپنے پس منظر اور تجربے کے بارے میں کچھ بتا سکتے ہیں؟
- آپ پنجاب میں پولیسنگ کی موجودہ صورتحال کو کس طرح بیان کریں گے۔ خاص طور پر سیاسی اثرات کے حوالے سے؟
- آپ کی رائے میں، پنجاب میں سیاسی پولرائزیشن پولیس اہلکاروں کو روزانہ کی کارروائیوں اور درپیش چیلنجز پر کیسے اثر انداز ہوتی ہے؟
- آپ نے اپنے کیریئر کے دوران پنجاب میں پولیسنگ کے ماحول میں خاص طور پر سیاسی حرکیات کے حوالے سے جو سب سے اہم تبدیلیاں دیکھی ہیں ان میں سے کچھ کیا ہیں؟
- ایک پولیس افسر کے طور پر آپ اپنی مجموعی ذہنی اور جذباتی تندرستی کو کیسے بیان کریں گے؟
- آپ کو اپنی ملازمت میں ذہنی تناؤ کا سامنا کرنے والے چند اہم ذرائع کیا ہیں؟
- ملک کی موجودہ سیاسی صورتحال آپ کے کام یا ذہنیت کو کیسے متاثر کرتی ہے؟
- کیا آپ نے کبھی ایسے طریقوں سے کام کرنے کے لیے دباؤ محسوس کیا ہے جو آپ کی ذاتی یا پیشہ ورانہ اقدار سے متصادم ہیں؟
- آپ عام طور پر کام پر تناؤ یا جذباتی چیلنجوں سے کیسے نمٹتے ہیں؟
- جب آپ دباؤ محسوس کرتے ہیں تو آپ کو اپنے محکمہ یا ساتھیوں سے کس قسم کی مدد ملتی ہے؟
- پولیس کے بارے میں عوامی تاثر یا تنقید آپ کی حوصلہ افزائی اور دماغی صحت کو کیسے متاثر کرتی ہے؟
- آپ کا کام آپ کی ذاتی زندگی اور تعلقات کو کن طریقوں سے متاثر کرتا ہے؟
- آپ کے خیال میں کون سی تبدیلیاں یا بہتری پولیس افسران کی ذہنی صحت کو بہتر بنانے میں مدد کر سکتی ہے؟
- کیا آپ موجودہ سیاسی ماحول میں بطور پولیس افسر کام کرنے کے اپنے تجربات کے بارے میں کچھ اور بتانا چاہیں گے؟
- کیا آپ پنجاب پولیس فورس میں دماغی صحت کی مدد کو بہتر بنانے کے لیے اپنے تجربات یا تجاویز کے بارے میں کچھ اور بتانا چاہیں گے؟
- آپ کے خیال میں پنجاب میں پولیس اہلکاروں کو درپیش ذہنی صحت کے چیلنجوں سے نمٹنے کا سب سے مؤثر طریقہ کیا ہوگا؟
- کیا کوئی مخصوص وسائل، تربیت، یا پالیسیاں ہیں جو آپ کے خیال میں پولیس افسران کی ذہنی صحت اور فلاح و بہبود کے لیے نمایاں طور پر فائدہ مند ہوں گی؟

BULC/PSY/2025/ 304



Bahria University
Discovering Knowledge

08th October 2025

Permission Letter

Subject: Request for Cooperation for Collecting Research Data

To Whom It May Concern

Respected Sir/Ma'am,

Bahria University is a Federally Chartered Public Sector University. Bahria University was established by the Pakistan Navy in 2000. Since then, it has steadily grown into one of Pakistan's leading higher education institutions with campuses in Islamabad, Karachi, and Lahore.

The Department of Professional Psychology (DPP) was established in 2018. The Department offers both BS Psychology and MS Clinical Psychology Programs, aims to give quality education, and promotes ethical and competent psychology practice in Pakistan.

Mr. Zia Ul Mustafa Asad, a student of Bahria University Lahore Campus, currently enrolled in BS Psychology, VIII Semester. He is conducting final year research entitled "Understanding the Well-being of Law Enforcement Personnel in Punjab"

For this purpose, he needs to collect data from your institute/organization. The information provided will remain confidential, and we will ensure the ethical responsibility of all our participants. The results concluded from the collected data will be used only for educational purposes. The identity of any participant will not be disclosed at any time.

We would like to seek your cooperation in conducting this research. Your assistance in our scientific pursuit will be highly appreciated and acknowledged.

Thanking you in anticipation.

Supervisor

Ms. Noreen Fatima
Sr. Lecturer

Dr. Khawer Bilal Baig
Senior Associate Professor/ HOD
Department of Professional Psychology
Bahria University Lahore Campus