

GRATITUDE, EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL WELL-BEING AMONG POLICE EMPLOYEES

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Abstract

Aims. *The aim of the present research was to study the association between Gratitude, Emotional Intelligence and Psychological Well-being among Police Employees.* **Methods.** *Gratitude questionnaire GQ-6, Schutte self-report intelligence test, Ryff's psychological well-being scale were used to assess variables under study. Data was collected from (n=150) police employees. Correlational research design was used in the present study.* **Results.** *Correlational analysis revealed there is a highly significant positive relationship between emotional intelligence and psychological well-being. Results also revealed that gratitude and emotional intelligence were significant predictors of psychological well-being. Findings revealed that psychological wellbeing scored was higher in males as compare to females.* **Conclusions.** *It is evident from the present study and prior studies that police employees who perceived positive gratitude and have high emotional intelligence leaded towards them to high psychological wellbeing. The present research will offer valuable information for future generations of researchers and health care providers.*

Keywords: *Gratitude, Emotional Intelligence, Psychological Well-being, Police Employees.*

1.1 Introduction

Police department is the most challenging department around the world. Police perform like a soften mediator inside shield plus defensive obtainable and societal arrangement as of intimidation. Berte (1989) discussed about different roles that police have to take part in their life. Police take action the same as a buffering negotiator during insulating along with defensive obtainable political plus societal arrangement as of intimidation. Consequently, helping such community functions, police has turned out to be a multidimensional organization instead of an easy profession. Police employees are at the present necessary to have a different set of work abilities, to have a diversity of functions and to stand out inside a lot of areas of know-how. Police employees are duty-bound designate lawyers, emergency medical technician, societal personnel, athletes, snapper, individual connection expert, automobile technician, and racecar motorist, teen's advisers etc. Underneath the heaviness of these challenging in addition to contradictory roles, police employees face nervousness, terror, violent behavior and communal disagreement. Such job conflicts happen for employees of other occupations too.

1.1 Gratitude

The significance of the term gratitude is familiar for many years. In all religions, the perception about gratitude is common, in addition to extremely define in various cultures. Parents educate their kids to communicate gratitude on a very little age. Emmons and Shelton (2002) have been described as sentiment of surprise along with pleasure for individual's life. It is understood that an individual does something good for other individual that cause constructive result. Maslow, Frager, Fadiman, McReynolds & Cox, (1970) declared about life that it could be greatly better stipulation we count up our blessings as other self-realization individual act. Gratitude is defined as manner, feeling, asset and even coping response (Emmons & McCullough, 2003).

1.2 Emotional Intelligence

Salovey and Mayer (1990) distinct the emotional intelligence the capability to check individuals possess and other's thoughts as well as feelings in order to differentiate amongst them also utilize

this knowledge to lead individual's way of thoughts and dealings. Emotional intelligence is attention-grabbing and attractive phrase but it is notorious, extremely arguable and there is no harmony about its single definition. Emotional intelligence helps persons to get the life superiority that will construct them victorious and satisfied by guiding the actions of persons. In this common sense, the studies paying attention on dimension of Emotional intelligence level have been rising gradually. Emotional intelligence is important for developing and maintaining relationships with others. Fundamentally people have to deal with many kinds of people in different situation. Studies have recognized that high levels of emotional intelligence effect in superior psychological and physical well-being. (Salovey& Mayer,1990).

1.3 Psychological Wellbeing

Psychological well-being is the most essential psychosomatic factor that it finds out the achievement of an individual in every field. While psychological well-being is just as essential as physiological well-being, so inhabitants must know that the psychological well-being is also essential for success. Psychological well-being includes the short- range and long-standing psychological performance likewise having both positive health (for instance, positive affectivity plus confidence) and unenthusiastic health for example; anxiety, hopelessness, and exhaustion. Hopeful and unenthusiastic affectivity are two points of psychological well-being (Brough, 2005).

Rationale of the Study

The aim of the present research was to study the relationship between gratitude, emotional intelligence and psychological well-being among police employees. There are less studies conducted on police employees with gratitude, emotional intelligence and psychological well-being, and that is why there is need to work on this domain to complete this gap. And the present research is an effort to fulfilling this gap. The present study was directed to assist police employees and specially officers to understand in what way gratitude and emotional intelligence play a significant effect on the psychological wellbeing of police employees. The main purpose of the current study was to provide insight to societal and clinical setting about gratitude and its effect on the psychological wellbeing of police employees. Though, a positive sense of gratitude and emotional intelligence was crucial for personal's development in relations of communication, skills, understandings and psychological wellbeing. Therefore, the core aim of the current research is to provide insight to police employees, social workers and policy makers especially mental health professionals to understand that how much gratitude and emotional intelligence show a significant influence on the on the psychological wellbeing of police employees. This insight information can be particularly useful for mental health professionals that provides mental health care services, as well as, for policy makers who make strategies and polices for better psychological wellbeing in the society.

2. Method

2.1 Research Design

Correlational research design was used in present study.

2.2 Sample and Sampling Strategy

Purposive sampling strategy was utilized to recruit sample of (n=150) police employees.

2.3 Procedure

Firstly, researcher got official ethical clearance letter from University. Consent was taken from the authors of scales. Researcher prepare the booklet comprising on the informed consent hold demographic sheet and scales, provided to the members and collect data then pilot study and main study was conducted.

2.4

2.5 Assessment Measures

2.4.1 Gratitude Questionnaire (GQ-6).

McCullough et al., (2002) developed The Gratitude Questionnaire (GQ-6) to assess the nature of a person to familiarity with gratitude. GQ-6 has six items. Candidate rate every item on a 7- point Likert scale range starting (1=strongly disagree) to (7=strongly agree). The current research revealed reliability of gratitude questionnaire (GQ-6) was ($\alpha = .77$). Gratitude questionnaire (GQ-6) was used to measure Gratitude variable in the present study.

2.4.2 Schutte Emotional Intelligence Scale.

Schutte emotional intelligence scale developed (Schutte, 1998). This scale had 33 items. Every item of scale was assessed on 5-point Likert (1=strongly agree to (5=strongly disagree). The current research revealed reliability of Schutte Emotional Intelligence Scale was ($\alpha = .91$). Schutte emotional intelligence scale was used to assess Emotional Intelligence variable in the current study.

2.4.3 Psychological Well-Being Scale.

This scale was developed by Ryff, (1989). The original version consists of six extents of 20 items each. This scale consists of 84 items. Each statement using 6-point Likert scale (1=strongly agree) to (6=strongly disagree). The current research found reliability of psychological wellbeing scale was ($\alpha = .52$). Psychological wellbeing scale was used to measure the Psychological Wellbeing variable in the present study.

3. Results

Table 1

Pearson Product Moment Correlation Analysis between Study Variables in Police Employees (n=150)

Variables	1	2	3
1. Gratitude	-	.45**	.15
2. Emotional Intelligence	-	-	.16*
3. Psychological Wellbeing	-	-	-

** $P < 0.01$, * $P < 0.05$

Results showed that emotional intelligence has significant ($p < .05$) positive relationship with psychological wellbeing of police employees.

Table 2

Hierarchal Regression Analysis Used to Predicting Psychological-Wellbeing (n=150)

Predictors	Psychological Wellbeing	
	ΔR^2	β
Step 1	.01***	
Gratitude		-.15***
Step 3	.08***	
Emotional Intelligence		2.93***
Total R^2	09%	

Note: * $p < .05$, ** $p < .01$, *** $p < .001$.

a. Dependent Variable: Psychological Wellbeing

b. Predictors in the Models: Gratitude, Emotional Intelligence.

Results revealed that gratitude and emotional intelligence were significant ($p < .005$) predictors of psychological wellbeing of police employees.

Table 3

Independent Sample T-Test (n=150)

Gender	t	df	p	Confidence Interval	
				LL	UL
	4.88	137	.00	9.25	1.84

Note. p = Significant Value, df= degree of freedom, LL= Lower Limit, UP= Upper Limit, CI= Confidence Interval

Findings revealed a statistical reliable and significant difference of psychological wellbeing between males (M= 317.61) and females (M= 302.06). Psychological wellbeing score was higher in males as compare to females.

4. Discussion

Results of the present research revealed emotional intelligence and psychological wellbeing has significant positive relationship. Another study showed that there is a positive association between emotional intelligence and the dimensions of psychological well-being (Abascal & Díaz, 2015). Previous literature revealed that there is a positive association between emotional intelligence and psychological well-being and its extents (Abraham, Carmeli, Halevy & Jacob Weisberg, 2009). Many studies support the present results that there are some conditions that interlinked with individual's gratitude and well-being (Sansone & Sansone, 2010).

Furthermore, findings also revealed gratitude and emotional intelligence were significant predictors of psychological wellbeing. A research was conducted to examine the efficacy of gratitude put into practice on psychological well-being. The outcome showed that members have heightened feelings of gratefulness and fewer negative affect and physical signs. Results also revealed gratitude was significant predictor of psychological well-being (Kardas et al., 2019). Another research was showed to measure the relationship between emotional intelligence and psychological wellbeing. Results showed that emotional intelligence was constructively predicted psychological wellbeing (Mavroveli et al., 2007). In addition, a research revealed that there is contradiction with this research that gratitude enhances the individual's well-being (Froh et al., 2008).

Moreover, findings of the current study showed that score of psychological wellbeing was higher in males police employees as compare to female police employees. Previous studies support this finding and showed that men scored higher than women in self-acceptance, autonomy and psychological wellbeing as compare to women (Matud, Curbelo & Fortes, 2019). Another study showed men scored higher on physical self-concept, automatic thoughts (positive), constructive thinking, cognitive flexibility, total self-concept, fortitude and psychological wellbeing as compare to women (Roothman, Kirsten & Wissing, 2003).

4.1 Limitations and Recommendations

The sample size of current study was 150. And the sample of current research was short for better understanding. A huge sample size would permit researchers to have more data to evaluate which would provide a better understanding of the topic. It will also improve the validity and reliability of study. When a research is directed with a small sample size there is more margin of error which decreases the validity.

4.2 Conclusions

It is evident from the present study and prior studies that police employees who perceived positive gratitude and have high emotional intelligence lead towards them to high psychological wellbeing. It is important to understand how these employees are able to adapt to various changes in their lives, and how environmental, physiological, and psychological factors may affect a police employee's gratitude and psychological wellbeing. My hope is that the present research will offer valuable information for future generations of researchers and health care providers.

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