INFLUENCE OF PSYCHOSOCIAL FACTORS ON SUICIDAL IDEATION AMONG POLICE OFFICERS IN NYERI CENTRAL SUB-COUNTY, KENYA

STELLA WAKY MURIUKI

A Thesis Submitted to the School of Education and Social Sciences in Partial Fulfilment of the conferment of Master of Arts in Counselling Psychology of Kenya Methodist University

AUGUST, 2022

DECLARATION AND RECOMMENDATION

Declaration

This thesis is my original work and has not been presented for a degree at any other university.

Signature…………………………   Date ………………………………

Stella Waky Muriuki

MCP-3-2114-3/2019

Recommendations

This thesis has been submitted for examination with our approval as the University Supervisors.

Signature ……………………………   Date ………………………………

Rev. Dr. Peter Mwiti, Ph.D.

School of Education and Social Sciences

Kenya Methodist University

Signature ………………………………   Date …………………………

Dr. Rebecca Wachira, Ph.D.

School of Education and Social Sciences

Kenya Methodist University

COPYRIGHT

DEDICATION

This thesis is dedicated to the Almighty God, my husband Charles Muriuki, son Zerubbabel Kimathi and daughter Mary Karwitha and the entire family of Kyaluma.

ACKNOWLEDGEMENT

ABSTRACT

Due to various psychosocial factors some police officers develop suicidal thoughts and eventually commit suicide. A high rate of suicides by police officers persists in the National Police Service in recent years. This study therefore sought to examine the influence of psychosocial factors on suicidal ideations among police officers in Nyeri Central Sub-county, Kenya. The objectives of the study were to determine the influence of work environment on suicidal ideation, examine the influence of job control on suicidal ideation, analyse the influence of social support on suicidal ideation, assess the influence of coping style on suicidal ideation and establish the influence of depression on suicidal ideation. In this study, A mixed methods design was used. A total of 492 police officers working in Nyeri Central Sub County comprised the target population. A sample size of 221 respondents was used. To collect data, a structured self-administered questionnaire, a focus group discussion and an interview schedule were used to collect data from police officers, mental health workers and senior police officers respectively. In order to determine the reliability and validity of the instruments used in this research, a pilot test was conducted in Kirinyaga Central Sub County. Using SPSS v. 26 the collected data was encoded and input into a computer. Data was analyzed using descriptive statistics including frequencies, percentages, mean, and standard deviation. Utilizing inferential statistics such as chi-square and regression analysis, correlations between variables was determined. To analyze qualitative data content analysis using NVIVO software was used. Results of quantitative analysis were presented in form tables and figures including pie-charts and bar graphs while narration was used to present results of qualitative analysis. To analyze qualitative data content analysis was used and results were presented in form of narratives. Majority 167 (78.4%) of the respondents did not have suicidal ideation. The study found that 162 (76.1%) of the respondents indicated that their working environment was poor. Similarly, 169 (79.3%) of the respondents had no job control. The results of the study showed that 174 (81.6%) of the respondents had social support. It was found that 147 (69%) of the respondents had adaptive coping style. Majority 144(67.6%) of the respondents in the study had no depressive symptoms. Work environment (p=0.000), social support (p=0.011) and depression (p=0.000) were significant in the chi-square analysis. Work environment (p=0.000) was also significant in the regression analysis. The study concluded that work environment is the most influencing factor of suicidal ideation among police officers. Others included low social support and depression. It was recommended that the National Police Service ought to enhance the police officers working environment so as to reduce suicidal ideation and suicide. It was also recommended that senior officers should be encouraged to talk to junior officers even in matters outside work so as to cultivate a sense of support in the police force. The results of this study are important to police officers, their employer, psychologists and policy makers.

TABLE OF CONTENT

LIST OF ABBREVIATIONS AND ACRONYMS

CDC   Centers for Disease Control and Prevention

MHW   Mental Health Worker

NOSI   National Officer Safety Initiatives

NPS   National Police Service

SI   Suicidal Ideation

SPO   Senior Police Officer

UK   United Kingdom

USA   United States of America

WHO   World Health Organization

LIST OF TABLES

LIST OF FIGURES

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Suicide, according to the World Health Organization [WHO] (2021), is defined as a death brought on by the actions of the person who committed it. There are many different types of suicidal thoughts and ideas which are typically dubbed suicidal thoughts or suicidal ideas. Suicidal ideation (SI) is the intention of committing suicide or killing oneself (Harmer et al., 2021). Most people, including police officers, are at risk for suicide because they have had suicidal thoughts or attempted suicide in the past. Thoughts of ending one's life are more widespread in the general public, as well as in professions like policing (WHO, 2021).

Psychosocial variables, such as depression and suicidal ideation have been linked to suicide in the general population as well as among police officers and other public sector workers, according to Thami (2020). The word "psychosocial" refers to the psychological and social aspects that impact mental health. (Milner et al., 2017). Multidimensional constructs, such as emotional status, cognitive behavioral reactions, and social aspects, are included in these categories (Peterson et al., 2019; Padyab et al., 2016).

Globally, SI pervasiveness among police officers is between 10% and 30% with continental and country variations (Ryu et al., 2020). Studies by Di Nota et al. (2020); Peterson et al. (2019); Violanti et al. (2017) found a high prevalence of suicidal thoughts among police officers in Canada, North America and USA. In the aforementioned studies, psychosocial factors were implicated as contributing factors. In

China, Lee et al. (2010) found that the weighted prevalence of SI was two-point eight percent in the past week, five-point five percent in the previous year, and eighteen point five during a lifetime. The annual incidence of suicidal thoughts in the UK was estimated at 2.3% (Office for National Statistics, 2021). An Indian survey found that 12 percent of people had had suicide thoughts throughout their lives. Suicidal ideation has been linked to the following psychosocial risk factors, according to research. People who have experienced marital and family breakdown, unemployment and a lower socioeconomic standing have more propensity for mental health issues as well as those who have recently relocated, have a history of suicidal behaviour in their family, and suffer from poor physical health (Singh et al., 2020).

Suicidal ideation is also high among police officers in African countries especially in sub-Sahara Africa. Results of a study by Wassermann, Meiring and Becker (2019) indicated that 8.30% of members of the South African Police Service (SAPS) showed a high level of suicide ideation with psychosocial factors being contributing factors. Quarshie et al. (2020) found a lifetime suicidal ideation of 28%, suicide planning of 3%, suicide threat of 21.6% and 12-month suicidal ideation of 26.9% among police officers in Ghana. Psychological risk factors for suicide, such as despondency, anhedonia, and impulsiveness were also identified as preventable risk factors for the suicide of those who suffer from mental illness. Similarly, Bifftu et al. (2021) found a high suicidal ideation among Ethiopian police officers. Njiro et al. (2021) found that 19.8% of Tanzanian police officers had depression, and 15.4% had suicide thoughts. These studies demonstrated a link between suicidal thoughts and a variety of demographic parameters as well as a perception of insufficient social support. (Bifftu et al., 2021; Njiro et al., 2021).

According to the National Police Service [NPS] (2020), approximately 60 police officers in Kenya commit suicide annually. However, the report did not contain statistics on suicidal ideation. Outside of the big cities, Nyeri Sub-county County leads in police suicide. This is the motivation behind this study which sought to establish the influence of psychosocial factors on suicidal ideation among police officers in Nyeri Central Sub-County, Kenya. In this study, work environment, job control, social support and coping strategies will be assessed on how they influence suicidal ideation among police officers.

Psychosocial factors in particular are associated suicidal ideation and actual suicide in both the general population and among employees in various sectors including the police (Batty et al., 2018). The word "psychosocial" refers to the psychological and social aspects that impact mental health (Gomez, 2020). These risk factors include marital issues, solitude, movement, low interaction and family history of suicide, as well as stressful life events and poor physical health (Cheng et al., 2018). In this study, work environment, job control, social support and coping strategies will be assessed on how they influence suicidal ideation among police officers.

"Work environment" is used to define the conditions in which an employee functions (Basinska & Döderman, 2019). Psychological well-being of employees appears to be affected both positively and negatively by work conditions. Positive working environments are defined as those in which employees feel secure, are able to thrive, and achieve their personal and professional goals. However, a toxic work environment can have a detrimental effect on an employee's mental health. On a daily basis, police officers have to deal with situations that may be considered exceedingly distressing by the general public. They're the ones who get the brunt of the community's ills. They are

3

tasked with restoring order in the most challenging of circumstances. They are the folks that risk their lives every day when they leave the house. Police officers, on the other hand, tend to have a more intimate knowledge of the thorny issues that plague their communities. They are required to deal with cases of child abuse, domestic violence, and rape, all of which are extremely distressing for the victims. When a murder or attack occurs, police officers are the first responders on the scene. Witnessing such appalling events can lead to emotions of melancholy and disappointment, making it difficult to maintain a positive outlook. Witnessing violent crimes such as gruesome murders elicits more complex and strong reactions, especially from individuals who are the first to arrive on the site of the crime. The picture of the victim and the shock and agony of discovering them might be overpowering. The image will linger in the officer's mind, perhaps accompanied by memories, flashbacks, and nightmares (Maritin et al., 2016).

""Job control" refers to a person's power to shape their work environment and, more specifically, the events that affect their personal objectives (Too et al., 2020). Control over work duties, work tempo and physical mobility, control over the social and technological surroundings, and independence from monitoring are all examples of job control that may be found in the workplace (Milner et al., 2017). How much control employees have over their jobs impacts their health, mood, and productivity, according to researchers in industrial psychology (Du, Li & Zhang, 2018). Negative performance and inadequate mental health outcomes, such as suicide, have been linked to low or poor work control. Past research among police officers have shown that social support is linked to a lower risk of attempting suicide in the future (Singh, 2017).

When a person has a sense of belonging to a supportive group of friends and family, he or she is said to be receiving "social support" (Jackman et al., 2020). It's a combination of both mental and physical resources. Mental health of employees in various sectors has been shown to be improved by receipt of sufficient social support at work (Purba & Demou, 2019). Emotional regulation is more successful for persons who have a strong sense of social support in both stressful and no stressful situations, according to Kellerman and Krauss (2018).

To psychologists, coping is the intentional attempt to overcome tough personal and interpersonal problems, as well as the pursuit of minimizing and/or coping with stress or conflict (Ambrus et al., 2016). How a person copes with stress is determined by how well he or she manages his or her own internal and external pressures (Wu et al., 2020). Problem-focused, emotional, social support, religious and meaning creating all fall within the five broad categories of coping techniques. Common coping styles among police officers include listening to music, physical activity, reading, socialisation, meditation and praying (Wassermann et al., 2018).

It is difficult to overstate the devastation that suicidal thoughts, acts, and attempts have on the people who suffer them. If a police officer attempts suicide and survives, he or she may suffer long-term health consequences. This person may also be depressed or suffer from another mental health problem (CDC, 2021). The odds of police officers experiencing hostility, violence, and traumatic events like seeing death scenes or fatal accidents are far higher than the odds of any other profession. To achieve global health objectives, we must first understand the magnitude and causes of police officer suicide and suicidal thoughts. This study will therefore establish psychosocial factors

influencing suicidal intentions among police officers in Nyeri Central Sub county, Kenya.

1.2 Statement of the Problem

Police officers join the service expecting to live a good life, maintain law and order and protect life and property (Yun et al., 2015). It is the duty of police personnel to keep the public safe, assist those in need, and combat criminal activity. In addition, police officers intend to prevent and detect crime, capture lawbreakers, and enforce any laws and regulations with which they have been tasked. In the words of Lambert et al. (2016) a good police organization depends on engaged, satisfied, and dedicated members.

Depression is an emotional ailment marked by low self-esteem or guilt and an impaired ability to take pleasure in life. A depressive episode is characterised by a poor mood (such as sorrow, anger, or a sensation of emptiness) or a loss of interest in activities for the bulk of each day, and lasts for at least two weeks (WHO, 2021). Depressive symptoms in police officers may be brought on by long-term exposure to job stress (Allison et al., 2019). Depressed police officers are more likely to suffer from major depressive disorder and to have greater levels of depression symptoms, and those who suffer from depression have a worse quality of life. Suicidal ideation is a common symptom of depression. Having suicidal thoughts is a direct risk factor for suicide in people with depression, according to Wang et al. (2021).

Studies by CDC (2021) and WHO (2021) suggest that rates of suicide and suicide ideation are particularly high among officers compared to other various occupations. Studies conducted in Jamaica, USA Malaysia and Korea also indicate high levels of suicidal ideation and suicide among police officers (Nelson & Smith, 2016; McCanlies

et al., 2018; Rasdi, 2018; Ryu et al., 2020). In Kenya, NPS (2020) reports that 60 police officers commit suicide annually due to social, financial and workplace pressures, mental health experts have said. The breakdown of police suicides by counties shows that Nyeri County has the highest number of police suicides outside the metropolitan areas like Nairobi, Kisumu, Mombasa and Nakuru (NPS, 2021).

The reasons behind this surge of suicides are not clear and there is scarcity of studies interrogating this problem. Majority of available studies were carried out in developed countries where policing greatly differs from that of Kenya. Because suicidal ideation was the best predictor of suicide and is linked to psychosocial factors, this study sought to establish the influence of psychosocial factors on suicidal intentions among police officers in Nyeri Central Sub-county, Kenya.

1.3 Purpose of the Study

The purpose of this study was to establish the influence of psychosocial factors on suicidal ideation among police officers in Nyeri Central Sub-county, Kenya.

1.4 Objectives

The study was guided by the following objectives:

i.) To determine the influence of work environment on suicidal ideation among police officers in Nyeri Central Sub county, Kenya

ii.) To examine the influence of job control on suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

iii.) To analyze the influence of social support on suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

iv.) To assess the influence of coping style on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

v.) To establish the influence of depression on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

1.5 Research Questions

i.) To what extent does work environment influence suicidal ideation among police officers in Nyeri Central Sub County, Kenya?

ii.) How does job control influence suicidal ideation among police officers in Nyeri Central Sub County, Kenya?

iii.) To what extent does social support influence suicidal ideation among police officers in Nyeri Central Sub County, Kenya?

iv.) How does coping style influence suicidal ideation among police officers in Nyeri Central Sub county Kenya?

v.) To what extent does depression influence suicidal ideation among police officers in Nyeri Central Sub County, Kenya?

1.6 Justification of the Study

Suicidal ideation is a prominent cause of suicide, having catastrophic effects on individuals and society as a whole. It is also a major public health concern across the world since it is mostly avoidable. In light of the existing features of contemporary societies, it seems that becoming a police officer is a very demanding and stressful profession, according to the studies that have been conducted. Mental health issues might arise from a career in a high-risk field. Stressors in the workplace and the high-risk nature of front-line duties put police at an increased risk of developing mental

8

health issues that may lead to suicide. Officers can respond to suicidal conduct more quickly because too easy access to guns.

1.7 Significance of the Study

The results of this study are important to police officers, their employer, psychologists and policy makers. Identifying risk and protective variables is the first step in tackling suicide behavior's complexities. As a result, it's critical to discover elements associated with police officer suicide risk and protection. Suicide rates may be reduced by reducing risk factors and increasing protective variables, or by strengthening resilience. Suicide prevention initiatives may be better designed and implemented if policymakers have a better grasp of the magnitude of police officer suicidal thoughts. To achieve this, the current study sought to conduct an analysis of selected psychosocial factors influencing suicidal intentions among police officers in Nyeri Central sub-county, Kenya.

1.8 Limitations of the Study

The study area was a limitation to generalizability of findings since it is a very small area compared to the size of Kenya. To mitigate, the study used a cross sectional design to enhance the generalizability of findings. To ensure honesty of respondents in the study, only willing participants were recruited. In addition, the researcher enforced measures to ensure the anonymity of respondents and confidentiality of data collected.

1.9 Delimitation of the Study

There is a wide variety of psychosocial factors but the current study focused on work environment, job control, social support, coping and depression. The study population

comprises police officers working in Nyeri Central Sub County. All police officers male and female, junior and senior were included in the study to ensure that the findings of the study are representative and therefore generalizable.

1.10 Assumptions of the Study

It is assumed that the models, theories and scales used in the study which were modeled in the developed world are applicable in the Kenyan context and further to police officers. The study also assumed that the respondents in this study were honest and accurate in the responses they give.

1.11 Operational Definition of Terms

Coping Activities, a sequence of actions, or a thinking process used to deal with a difficult or unpleasant circumstance, or to alter a police officer's reactions in the face of such an event.

Depression A mood disorder that may cause a persistent feeling of sadness and loss of interest among police officers.

Job control A police officers' ability to influence what happens in his or her work environment such as duties, shifts, working hours, post and colleagues.

Police Officer A person tasked with maintaining law and order by protecting the public against violence, crime and other harmful acts.

Psychosocial factors Psychological and social factors that influence mental health and suicidal ideation among police officers. In this study work environment, job control, social support, coping and depression were selected.

Suicidal Ideation Contemplation, wishes, and preoccupations with death and suicide among police officers in Nyeri Central Sub County, Kenya

Suicidal intention To have suicide or deliberate self-killing as one's purpose

Suicide A fatal act initiated and carried out by the actors themselves

11

Work environment The physical, environmental and human setting in which police officers work and impact workers. This includes dangers faced, challenges and relationships with colleagues and superiors.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter presents the literature related to psychosocial factors influencing suicidal ideation among police officers. Literature is presented in theoretical and empirical form. A summary of literature and gaps emerging from the review are identified. In addition, a conceptual framework illustrating the variables in the study along with the indicators is presented.

2.2 Theoretical Framework

This study is anchored in the cognitive theory and job-demand-control-support model.

2.2.1 Cognitive Theory

This study is anchored in the cognitive theory. Cognitive theory is credited to the work of Aaron T. Beck. In Beck's cognitive theory, subjective symptoms including a pessimistic perception of one's self, the world and one's own future are considered to be defining elements of depression (Clark & Beck, 2010). Psychopathological states are viewed as severe or excessive manifestations of a person's typical range of cognitive, emotional, and behavioral abilities, according to this approach. People with depression, according to cognitive behavioral theory, think differently from those without depression. They get melancholy as a result of this cognitive dissonance (Mewton & Andrews, 2016).

Psychiatric disorders may be exacerbated by cognitive distortions, which are unreasonable or exaggerated thoughts (Xiong et al., 2020). One of the endophenotypes of suicidal conduct and a therapeutic goal in the treatment of suicidal patients is cognitive distortion. Suicidal people are more prone to suffer from cognitive distortions than the general population (Yin et al., 2020). A person's level of melancholy and hopelessness is considered when determining the likelihood of a person developing cognitive distortions (Jager-Hyman et al., 2014).

Cognition is seen to be the root cause of mental disease in the cognitive approach (Méndez-Bustos et al., 2019). A lack of forethought or a cognitive distortion may be to blame for this incorrect reasoning (processing information inaccurately). Beck's cognitive model has been a tried-and-true tool for understanding and treating mental health issues for more than half a century. It is possible to apply the general cognitive model to a wide range of psychological conditions (Beck & Haigh, 2014).

Cognitive theory is relevant to this study which deals with suicidal ideation (Mewton & Andrews, 2016). Suicidal ideation describes having thoughts of suicide. The biopsychosocial vulnerabilities of a person might combine with suicidal thoughts and actions to lead to suicide, according to this idea. If you're suffering from a condition like post-traumatic stress disorder, you're more likely to have suicide thoughts or engage in suicidal action (Leavey & Hawkins, 2017). Depression, anxiety, and psychosis are all related with an elevated risk for suicide, and cognitive theory has been demonstrated to reduce these symptoms.

However, cognitive theory is not without limitations. Cognitive psychology has been panned since it cannot be seen in a laboratory setting (Mewton & Andrews, 2016). Although this technique has been criticized in the past for ignoring non-cognitive

causes of behavior, this critique is not exclusive to this approach. People, their behavior and their surroundings all interact in a dynamic way under this notion. In this approach, it is assumed that changes in the environment would lead to changes in the individual, but this may not always be the case (Beck & Haigh, 2014). To mitigate these limitations, this study adopts another theory - Job-Demand-Control-Support model.

2.2.2 Job-Demand-Control-Support model

The Job-Demand-Control-Support model describes how the features of a job affect the psychological well-being of employees (Mauss et al., 2018). It was initially proposed by Karasek (1979) who indicated that occupational stress results from a combination of elevated psychological demands and low job control, also referred to as decision latitude (Aloba et al., 2020). With differing levels (high or low) of these two qualities, Karasek argued that there were four distinct classifications of workplace stress: low, high, passive, and active (Gameiro et al., 2020).

The physical and mental pressures of a person's profession are known as job demands. When it comes to job demands, Bakker and Demerouti (2014) say that they relate to components of the job that need persistent physical and/or psychological effort or skills and are linked to particular physiological or psycho-economic costs. Stressful work environments have been linked to an increased risk of suicidal thoughts and behaviors. According to Choi (2018), findings, working long hours (more than 40 hours per week) and feeling stressed about your job are both associated with a higher risk of suicide thoughts. A police officer's duties and responsibilities are numerous and diverse. Every day, police officers are confronted with potentially deadly circumstances since they are tasked with pursuing criminals and enforcing the law. With long hours and inconsistent shifts, police officers face a mental health threat. The current study therefore seeks to

determine the effect of work environment on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

There are two main components in work control, according to Portoghese et al. (2020). These include the ability to exercise skill judgment and decision authority. The first relates to workers' ability to apply particular job abilities while at work, while the second refers to employees' ability to carry out tasks independently. Officers usually have little or no job control. They work under strict supervision and are subject to stringent laws. The lack of job control could lead to suicidal behavior if not checked as it has in other occupations. This is important in this study which sought to establish the effect of job control on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

To have social support, one must feel cared for, have other people's aid at hand, and be a member of a social network that provides this support. Interpersonal interactions are all ways to find help. From the perspective of organization, JDCS examines the role of job control and social support in reducing work stress. Available Studies such as Mash (2019); Singo and Shilubane (2020); Njiro et al. (2021) show that officers lack support from the community and this affects their mental health and could be a predictor for suicidal behaviour. This study sought to analyze the effect of social support on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

Research on the job demands-control paradigm has been criticized for using too many distinct measurements for demand, control, and strain. It is also critiqued for its inadequacy as a generalization; that is, for all professions (Kain & Jex, 2010). Despite these flaws, JDCS remains a major force in the field of work-related stress and health, and it has served as the theoretical basis for more empirical investigations than any

other theory of workplace stress. By its simplicity and the extent to which it has become a paradigm for study in the field of work and health, the model stands apart from other work stress models. It was therefore fitting in guiding this study which sought to establish psychosocial factors influencing suicidal ideation among police officers in Nyeri Central Sub-county, Kenya.

2.3 Empirical Literature Review

2.3.1 Work Environment and Suicidal Ideation

Elements that constitutes a workplace and how it affects employees is called a work environment (Wall et al., 2014). Unstable employment, long working hours and shift work, bullying behaviors, and burnout on the job are all variables that increase the risk of suicide and suicidal ideation in police officers (Ahn et al., 2020). Some of the stressors at a police agency include problems with the department's infrastructure (e.g. shift work), interpersonal conflicts with other officers or civilian personnel (e.g., equipment concerns), and poor supervision (Basinska & Dåderman, 2019).

Many studies have found that police officers have a poor or toxic working environment and this negatively affects their mental health including cultivating suicidal ideation and even suicide among the officers. Padyab et al. (2016) for example, evaluated the psychosocial work environment of patrolling police officers in Sweden and found that they were more likely to engage in risky behavior. The research found that police officers were more likely to suffer burnout if their work environment included high psychological demands, low decision-making autonomy, low social support from the organization, and insufficient coping strategies. However, the authors in this study did not find out the association between the work environment and suicidal ideation. This

17

study filled this gap by determining the relationship between work environment and suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

While conducting research on the mental health of Jamaican police officers, researchers Nelson and Smith (2016) looked at the correlation between job satisfaction and perceived stress, as well as the relationship between these factors and mental health outcomes. For the Jamaican police force, a cross-sectional design questionnaire and hierarchical regression analysis were used to gather information. Those who had higher levels of depression had more negative job features, lower levels of positive work aspects, less work support, and more emotion-focused coping strategies. Negative job traits and emotional-focused coping were related with higher levels of subjective anxiety. Perceived stress was found to be a mediator in the link between job characteristics and mental health outcomes. The link between happy work qualities and sadness was mediated by job satisfaction. The gap in this study was that the relationship between work characteristics and suicidal ideation was not tested. This study filled this gap by determining the relationship between work environment and suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

Violanti and Steege (2021) carried out an assessment of national data on law enforcement worker suicide. There was a 54% increase in the number of law enforcement employees who committed suicide compared to the general population. The study found that working long hours was a strong predictor of suicide. However, suicidal ideation was not evaluated. In this study, the influence of working environment on suicidal ideation will be tested.

Law enforcement officers who are now serving their country's national law enforcement agencies were studied in Kenya by (Thami, 2020). There was a strong correlation

between suicide risk and elements that affect law enforcement, such as job stress, dissatisfaction, and powerlessness, bad working conditions, traumatizing situations, and low pay and easy access to guns based on the findings of the study. The gap in this study is that work environment was analyzed in regards to suicide. Suicidal ideation among the officers was not assessed. This study therefore sought to determine the relationship between work environment and suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

2.3.2 Job Control and Suicidal Ideation

By "job control," we mean being able to exert control over one's working environment, including the power to affect how work is performed and planned (Violanti et al., 2017). Due to the highly regimented and disciplined nature of their employment, police officers typically have little influence over their jobs (Rasdi, 2018). In the occupational stress literature, it is well documented that a lack of control may lead to bad work experiences, which in turn can have significant physiological and psychological repercussions. An increased risk of occupational stress has been related to psychological and physiological illnesses, such as suicide and suicidal thoughts, among those with little work control, according to research by Yoon, Jeung & Chang (2016).

Studies show that police officers have low job control which negatively impacts their mental health leading to suicidal ideation and actual suicide. In order to conduct the first thorough systematic review and meta-analysis of the literature, Milner et al. (2017) conducted a systematic review. Seven electronic databases were searched in a three-tier technique by the authors. Study participants had to have reported suicidal thoughts, self-harm, suicide attempt, or suicide as a consequence after being exposed to work-related stressors. Meta-analysis incorporated data from 22 different research. The odds ratio

was 1.23 because of a lack of work control. According to the findings of the study, those who had less influence over their jobs were more likely to commit suicide. The gap in this study is that out of the 22 studies included in the review there was no Kenyan study. To provide empirical evidence of the association between job control and suicidal ideation in Kenya, this study examined the influence of job control on suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

On the issue of police stresses and their related health effects, Violanti et al. (2017) did a similar review. Recent empirical studies on occupational stress, shift work, traumatic stress, and health were examined. According to the authors, police personnel are exposed to a wide range of work hazards, which can lead to health problems. Officers' mental and physical health and well-being were examined as a consequence of the study's findings, which provided a conceptual framework for further research. Stress in police employment has been linked to a lack of workplace control. However, suicidal ideation was not investigated in this review. Therefore, this study besides evaluating job control of police officers also studied their suicidal ideation and test to see if there is a relationship between the two variables.

Rasdi (2018) performed a study in Malaysia that attempted to examine the general and particular job pressures faced by police officers, as well as the disparities between metropolitan and sub-urban police populations. According to the results of that study, job control was only an important predictor of mental health among urban respondents, but not in suburban respondents who had lower levels of job control. This was another study in which job control was studied but suicidal ideation was not. To fill this gap, the study evaluated the two variables and test for association.

Smoktunowicz et al. (2015) used two theoretical frameworks to examine the link between psychosocial factors and work control. A total of 625 police officers were surveyed. According to a moderated mediation study, increased work demands were linked to higher CWB through the intermediary of job burnout. Work-related resources had a calming influence on these indirect consequences (social support and job control). When social support was low, job demands were related with increased job burnout. When there was a lack of support and a high level of control, there was an increased risk of CWB. Finally, when support was low and control was strong, the work demands–CWB connection was substantial. The point of departure here is that job control was the dependent variable. In this study, job control was an independent variable and the researcher sought to find out if it predicts suicidal ideation among police officers.

Bhowmick and Mulla (2021) studied 152 police officers in Kolkata, India, to determine what causes burnout and how it might be decreased or enhanced. Burnout was explored in connection to a variety of employment characteristics, such as job control and organizational affiliation, by the authors. High identification with the company was associated with a greater sense of personal success, but a lower amount of work control was. The gap here is that tests were conducted between job control and job burnout. In this study, tests were conducted between job control and suicidal ideation.

2.3.3 Social Support and Suicidal Ideation

The providing of aid or comfort to others is referred to as "social support," and it is often meant to assist people in coping with biological, psychological, and social challenges (McCanlies & Co., 2018). Emotional or financial assistance is another way

of describing social support (McCanlies et al., 2018). Engaging in activities that foster social interaction reduces the impact of stressful occurrences at work.

Studies show that police officers have low social support which is predictor for poor mental health, suicidal ideation and actual suicide. Jackman et al. (2020) wanted to evaluate the association between psychological well-being, perceived support from colleagues, received support from colleagues, and personality variables among English police officers. The gap in this study is that social support was tested against psychological wellbeing. The current study was more specific and analyze the association of social support and suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

The results of McCanlies et al. (2018) mediation analyses show that social support and appreciation have a direct impact on depressive symptoms. Thankfulness and sadness were also mediated by social support in the link between these two variables. Social support and reduced symptoms of depression were both mediated by resilience. The point of departure here is that symptoms of depression was the dependent variable and support was treated as mediating variable. In this study social support was an independent variable while the dependent variable was suicidal ideation.

Deschênes et al. (2018) conducted a research to identify the risk factors for poor mental health among police personnel. Positive aspects of police officers' work-related psychological health appear to be linked to their interpersonal relationships with coworkers and the support they receive from their peers and superiors. However, the link between social support and ideation was not investigated in this study. A study linking the two variables was therefore justified.

In a study by Hansson et al. (2017) low levels of work-related social support were shown to be associated with high levels of work-related stress and feelings of powerlessness and loneliness. Poor mental health was linked to a lack of social support at work, inactivity, and high levels of work-related stress. The impacts of excessive job stress and a lack of social support at work combined to aggravate already poor mental health. Some of the tension of the job was alleviated by the support of my coworkers. The gap in this study is that social support was tested against general mental health. The current study was more specific and analyzed the association of social support and suicidal ideation among police officers in Nyeri Central Sub county, Kenya.

According to Singo and Shilubane (2020), police personnel in South Africa are more likely to contemplate taking their own life than the general population. Unstructured interviews were employed to collect data in a phenomenological approach. Six police stations and six police personnel were selected by random selection. An important predictor was the absence of support from a spouse or partner. The gap in this study is that it was conducted among South Africa police officers who work in a different social, legal and criminal environment compared to police officers in Kenya. Therefore, a study conducted in Kenya was necessary.

Investigators wanted to find out how common depression and suicidality were among Tanzanian police personnel as well as what could have contributed to these problems (Njiro et al., 2021). In metropolitan Tanzania, the level of sadness and suicide thoughts among police personnel is worrying. Officers who had been on the force for five to fourteen years, as well as those who had poor levels of social support, had higher rates of depression than their peers. Suicidality was more common among police officers who had a negative opinion of their own social support. Similarly, the gap in this study

23

is that it was conducted among Tanzanian police officers who work in a different social, legal and criminal environment compared to police officers in Kenya. Therefore, a study conducted in Kenya is necessary.

2.3.4 Coping Style and Suicidal Ideation

People's attempts to cope with stress are often classified as either problem- or emotion-focused in health psychology, with the former aiming to reduce the illness's negative emotional implications (Stallman, 2020). The patterns that people adopt during various stages of illness and treatment are known as "coping strategies" (Ambrus et al., 2016). Adaptive and maladaptive coping mechanisms are two distinct sorts of responses. In order to cope with stressful situations, some people use meditation, relaxation, religious activity, physical exercise, and a strong social support network. To cope with life's difficulties, some people turn to alcohol, drugs, and antisocial attitudes and actions (Misis, 2012). Non-psychiatric populations have consistently been connected to suicide behavior via a disordered use of coping methods. Effective coping skills can prevent suicide behavior by boosting self-control and self-direction, according to Bazrafshan and colleagues (2014).

Studies show that police officers have poor coping. According to Ryu et al. (2020), a survey of Korean police officers, stress levels and coping techniques were examined as well as subjective well-being, including affect and life satisfaction, in the study. A police officer's subjective well-being was also examined as a result of the interrelationships between these components. Problem avoidance was shown to be the most popular method of dealing with stress, according to the findings. Stress and subjective well-being, particularly positive affect, were shown to be mediated by participants' problem-solving and assistance-seeking coping methods. The gap in this

study is that the authors in this study did not seek to find out how the coping style used affected the officers' well-being. To fill this gap, the researcher assessed the relationship between police officer's coping and suicidal ideation.

Comparable research conducted by Guerrero-Barona and colleagues (2021) sought to identify mental health issues, such as depression or anxiety, and to examine the moderating effect of strategies for dealing with stressful situations on the relationship between these issues and suicide ideation in police officers. Coping skills did not moderate the link between mental health and suicidal thoughts, according to the findings of this study. The point of departure here is that coping was a moderating variable but in the current study, it was an independent variable.

Psychological variables were examined in an effort to understand suicide ideation susceptibility by (Rohani & Esmaeili, 2020). Twenty-five percent of the individuals reported having suicidal thoughts. There was a strong link between suicidal thoughts and coping strategies centered on problems, emotions, and dysfunctional attitudes. The point of departure is that in this study, only women were included. In the current study which aimed to assess the effect of coping on suicidal ideation, both male and female police officers were included.

In a research carried out in the UK, police hostage (crisis) negotiators' personality features, coping style, and cognitive emotion control were all examined in detail. According to results, a "police personality/profile" exists and is distinct from a "hostage negotiator personality/profile," however there is no evidence to support this claim. Male and female individuals were found to have substantial disparities in all three dependent variables. As a result, there was no evidence that gender had an impact on personality, coping style, or the ability to regulate cognitive emotions. (Grubb et al., 2013). The

main gap in this study is that it was conducted in UK and the findings may not generalizable to Kenya. In addition, the relationship between coping style and suicidal ideation was not assessed.

The Singh (2017) study was designed to evaluate the function of coping in the stress of police workers. There were three levels of employment hierarchy in this study: officers, sub-inspectors, and constables. There were also two degrees of work tenure: long-term and short-term. Officers utilized more active and adaptive coping methods than sub-inspectors and constables, but the two other ranks of police officers adopted a more passive approach. However, constables were more likely to engage in maladaptive coping methods than officers and sub-inspectors. Active and adaptive reactions to stress were shown to have an inverse correlation with job stress, but maladaptive responses to stress were found to be positively linked. This study showed that police officers have various coping mechanisms however; these coping mechanisms were not tested to see how they affect suicidal ideation. This study therefore sought to find out the association between coping and suicidal ideation among police officers.

In a study done in Kenya, Oweke (2014) evaluated the degree of occupational stress, the causes, consequences, and coping methods among police constables in Kisumu County. The Police Constables' stress-reduction measures were ineffective. Although coping strategies were studied in this study, the author did not find out their association with either suicide or suicidal ideation. This study therefore assessed the effect of coping on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

In another study conducted in Kenya, Mbugua (2013) assessed trauma management among Kenyan police officers within Nairobi County. The study was conducted through customized, self-administered questionnaires that were provided to the

respondents which included demographic characteristics, work stress and trauma measures and coping strategies utilized. Data collected was analyzed and presented in tables and figures and the interpretation of the findings sifted using the SPSS program. Findings in regard to the effects of trauma exposure indicated that some officers may be facing PTSD as some indicated that they had lowered their interest in activities and feeling moody and irritable over small problems which are categorized in the symptoms of PTSD. The respondents indicated that prayer and dialogue as the best intervention strategies to handle the traumatic or stressful situations they face in the line of duty. Dialogue and sharing with a spouse, relative or colleague was also found to be a very helpful way of handling situations. In conclusion, this study highlighted that both organizational and operational factors were major contributors of stress and trauma among police officers. However, the study did not assess suicidal ideation. This study therefore assessed the effect of coping on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

2.3.5 Depression and Suicidal Ideation

To better understand the link between police officers' mental health and suicidal thoughts, Guerrero-Barona et al. (2021) conducted a research in Spain to look for signs of mental health issues, such as depression and anxiety. 72.4 percent of the sample exhibited no signs of depression, 13.3 percent showed only mild symptoms, 10.2 percent showed moderate symptoms, and 4.1 percent showed severe symptoms. In that research, depression was shown to be strongly and positively associated with police officers' thoughts of suicide.

Police officers in Canada were studied for their suicide thoughts and intentions, as well as their positive mental health screenings for depression, anxiety, panic disorder,

alcohol use disorder and post-traumatic stress disorder in (DiNota et al., 2020). Almost a tenth of the cops were diagnosed with depression. More than a quarter had tried suicide at some point in their lives, with 6.2 percent planning to do so, and 1.3 percent actually taking their own lives.

We can now estimate the global incidence of mental health disorders among police officers by a comprehensive review and meta-analysis by (Syed et al., 2020). The inclusion criteria were met by 60 cross-sectional studies and seven longitudinal studies involving 272 463 police officers from 24 countries. For depression, the total pooled point prevalence was 14.6%, while for suicidal thoughts, it was 8.8%. For depression and suicidal thoughts, increased work stress and avoidant coping mechanisms were two of the most significant risk variables.

In a study involving 242 police officers, Jenkins et al. (2019) looked at the relationship between protective variables and depressed symptoms. linear regression was used to examine the connection between protective variables and the rate of change in depression symptoms. In a study using logistic regression, we looked for links between protective variables and the incidence of new-onset depression. Twenty-three of the patients who were free of depression at the start developed probable depressive symptoms at follow-up. Increased neuroticism and passive coping were associated with an increased risk of developing new-onset depression. The risk of developing a fresh episode of depression was shown to be lower in those who were more pleasant and conscientious. Other subscales of coping, toughness, or social support had no effect on the start of new depression. There were no significant correlations between changes in depression symptom ratings and protective variables. '

The prevalence of trauma-related disorders (TRMDs) among police officers was analysed using an international data set to see whether they are higher than in the general population, according to a systematic study. Strong evidence supports the concept that police officers are more likely to suffer from depression, whereas moderate evidence supports the same theory regarding anxiety (Wagner et al., 2020).

The research by Wickramasinghe et al. (2016) aimed to find out the prevalence of depression and its related variables among police personnel in Sri Lanka's Kandy police division. Depression was found to be present in 22.8% of the participants in this investigation. However, depression was found in 10.6% of people after adjusting for age and gender. Depression was shown to be connected with a lower level of work-related well-being in a multivariate study of occupational characteristics. Satisfaction with serving the public and social standing earned via police were two major professional characteristics that reduced the chance of being diagnosed with depression.

A research in Tanzania looked at the incidence of depression and suicidality, as well as the related risk factors. A significant level of sadness and suicidality was found in this research of police personnel. According to the findings, 19.8% of participants suffered from depression. In the survey, 15.0 percent of police officers had suicide thoughts (Njiro et al., 2021).

2.4 Summary of Literature and Research Gaps

Literature was reviewed on psychosocial factors and their influence on suicidal ideation. In particular, extensive literature was reviewed on how work environment, job control, social support and coping influences suicidal behaviour. Authors agree that psychosocial factors are associated with suicidal ideation. Specifically, a toxic work

environment, lack of job control, inadequate social support and maladaptive coping are linked to poor mental health including suicidal ideation and actual suicide.

The main gap that the researcher came across is the scarcity of studies on suicidal ideation among police officers. The researcher noticed that majority of studies on suicidal ideation have been conducted among adolescents. In the context of occupations, most suicidal ideation studies have been carried out in the health sector among nurses and doctors. There was therefore a need to carry out a study among police officer to add to the body of knowledge on suicidal ideation in policing. To this end, this study assessed psychosocial factors influencing suicidal ideation among police officers.

Another gap emerging from literature is the lack of local studies on suicidal ideation. In reviewing literature on how work environment, job control, social support and coping influences suicidal behaviour, the researcher noticed a scarcity of studies conducted in Kenya and sub-Sahara Africa in extension. Majority of existing studies that the researcher came across were conducted in Asia, Europe and North America. There was therefore a need for a local study to provide contextual data on suicidal ideation. The current study which was conducted in Nyeri County in Kenya, was therefore timely.

2.5 Conceptual Framework

The conceptual framework in Figure 2.1 shows the variables in the study. Also included are the indicators which were used to measure the variables.

Figure 2.1

Conceptual Framework

Independent Variable   **Mediating Variables**   **Dependent Variable**

Work Environment
-Physical environment
- Organisational culture
- Working conditions.

Job control
- Decision authority
- Skill discretion
- Freedom of expression

Social Support
-Support from family
-Work-related support
-Support form community

Suicide Ideation
–Thoughts of suicide
- Attempted suicide

Coping Style
-Problem-focused
-Emotion-focused
-Seeking to understand
-Seeking help
- Avoidance

- Gender
–Rank
- Posting (roles)

Depression
-Hopelessness
-Sleeplessness
-Sadness
-Tiredness
-Loss of interest
-Low concentration
-Thoughts of suicide

Source: Author (2021).

31

The current study aimed to conduct an analysis of psychosocial factors influencing suicidal ideation among police officers in Nyeri Central Sub-county, Kenya. Suicidal ideation is the dependent variable in this study. As shown in the conceptual framework above, suicidal thoughts and actual attempted suicide were used to indicate suicidal ideation. Work environment, job control, social support and coping are the independent variables in the study. Work environment in this study referred to the physical, environmental and human setting in which police officers work and impact workers. According to reviewed literature, a toxic work environment characterized by poor working condition including poor relationships with colleagues and supervisors increases the likelihood of suicidal ideation. This referred to the capacity of a police officer to influence his or her work environment in order to achieve his or her personal objectives. Suicidal thoughts and actual suicide are linked to a lack of work control. Assisting or comforting someone else, often to help them deal with biological and psychological and social challenges, is known as social support. According to research, police officers are more likely to suffer from poor mental health, suicidal thoughts, and actual suicide than the general population.

In order to deal with a stressful or unpleasant scenario or to alter a police officer's behaviour to such a situation, coping style is operationalized as acts, a set of activities or a cognitive process. The study sought to assess the influence of coping style on suicidal ideation among police officers in Nyeri Central Sub County, Kenya. Coping styles considered in this study included problem-focused, emotion-focused, seeking to understand, seeking help and avoidance. Depression disorder is operationalized as a mood disorder that may cause a persistent feeling of sadness and loss of interest among police officers. Depressive symptoms considered in this study included hopelessness, sleeplessness, tiredness, poor appetite, low concentration and thoughts of suicide. This

study sought to establish the influence of depression on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

The procedure used to establish psychosocial factors influencing suicidal ideation among police officers in Nyeri Central Sub-county, Kenya is outlined in this chapter. Included in this chapter are the research design as well as the population and determination of sample size. The data collection instrument is stated along with methods of data collection. The operational definition of variables is also presented. In addition, methods of data analysis are indicated.

3.2 Research Design

As a part of a comprehensive research strategy, design refers to the methodological approach used in the gathering, analysis, and presentation of research findings (Marczyk, et al., 2021). In this study, a mixed methods design was used. In order to better understand a topic, researchers use a combination of quantitative and qualitative research methodologies known as a "mixed methods" strategy (Schoonenboom & Johnson, 2017). Employing this design, both quantitative and qualitative data were obtained in this study in order to establish psychosocial factors influencing suicidal ideation among police officers in Nyeri Central Sub-county, Kenya. Qualitative and quantitative data were used in a research to provide insights that are both comprehensive and contextualized, as well as generalizable and externally valid.

3.3 Study Location

This study was carried out in Nyeri Central Sub County. Nyeri Central Sub County.is one of the 8 sub counties of Nyeri County. It included Nyeri Town and Kiganjo areas. Because of the concentration of population and businesses in this sub county, Nyeri Central Sub County has the highest number of police posts and police officers in Nyeri County. Nyeri Central Sub County also has the highest rate of suicides among police officers in Nyeri County. Nyeri Central Sub County was chosen as the study because it has a high rate of suicides compared with other sub counties in the region.

3.4 Target Population

In this study, police officers working in Nyeri Central Sub County comprised the target population. The target population of this study also comprised mental health workers working with police officers in the study area. These persons are selected as the population of interest due to the high level of suicides and especially in this study area. NPS (2020) reported 23 suicides in the study area between 2018 and 2020. According to NPS (2021), records, there were 492 police officers comprising 328 male and 164 female officers stationed across various stations and installations across Nyeri Central Sub County. A total of 5 mental health workers were attached to the NPS Nyeri Central Sub County (NPS, 2021).

Table 3.1

Target Population

Police station	Population of junior police officers	Senior police officers	Mental health workers
Nyeri Central	298	2	3
Kiganjo	194	1	2
Total	492	3	5

3.5 Sample Size and Sampling Procedures

The choosing individuals or groups in order to make statistical inferences from them and estimate population traits is referred to as sampling (Marczyk et al., 2021). This section describes how sampling in the study was carried out. In this study, a sample size was determined using Slovin's formula after which respondents were recruited using simple random sampling.

3.5.1 Sample Size Determination

This research made use of Slovin's method to figure out how many samples it needs. When sampling a population, Slovin's formula was used to determine the sample size needed to attain a specific confidence interval.

$n = N / (1 + N e^2)$ (Tejada & Punzalan, 2012).

where "n" represents the sample size, "N" represents the population while e is the margin of error. Therefore, in a population of 492 police officers,

$n = 492/(1 + 492 \times 0.05^2) = 220.62$

The study therefore used a sample of 221 police officers in Nyeri Central Sub County. The sample was distributed in the 2 police stations in the study area as shown in Table 3.1. The distribution of the sample was based on the total population; since Nyeri central had 60.2% of the population, it was awarded 60.2% of the sample.

Table 3.2

Distribution of Sample by Police Stations

Police station	Junior police officers		Senior police officers		Mental health workers	
	Sample	Percent	Sample	Percent	Sample	Percent
Nyeri Central	133	60.2	2	100.0	3	100.0
Kiganjo	88	39.8	1	100.0	2	100.0
Total	221	100.0	3	100.0	5	100.0

To ensure that both male and female police officers were included in the sample, stratified random sampling was used. The sample of male and female police officers was calculated by taking a percentage of the total population over the sample obtained above (492/221=44.9%). For instance, to get the sample of male officers the researcher calculated 44.9% of 328 to obtain a sample of 147 as shown in Table 3.2.

Table 3.3

Distribution of Sample by Gender

Gender	Total population	Sample
Male	328	147
Female	164	74
Total	492	221

A census of all 3 senior police officers and 5 mental health workers attached to the NPS Nyeri Central Sub County was conducted. This is because the total number of this population was small, manageable and easily accessible to the researcher. As such the study had a sample of 229 respondents comprising 221 police officers, 3 senior police officers and 5 mental health workers in Nyeri Central Sub County.

3.5.2 Sampling Procedure

Stratified random sampling was used to divide the sample of the study into subgroups such as gender and rank. Thereafter, simple random sampling was used to recruit respondents in the study. Specifically, random number generator using Microsoft excel was utilised in this process. The researcher obtained a numbered list of all the 492 police officers in the study area. The list was then divided into two one for male police officers and another for female police officers. The same process was repeated for rank to ensure that the sample contained police officers of various ranks. Using the "rand" function in Microsoft excel, the computer randomly selected 147 numbers from the list of 328 male police officers who were the respondents in the study. This was also done for the female list whereby 74 numbers were randomly drawn from the list of 164. This method ensured that the sample in the study was truly random. Purposive sampling was conducted to include all 3 senior police officers and 5 mental health workers in the study.

3.6 Research Instruments

Data in the study was collected using three research instruments: a questionnaire, a focus group discussion and an interview schedule. The questionnaire collected quantitative data while qualitative data in the study was collected using a focus group

discussion and an interview schedule. The questionnaires and focus group discussions collected data from police officers while data from mental health workers was collected using an interview schedule.

3.6.1 Questionnaire

A structured self-administered questionnaire was used to collect data from police officers. The researcher created a questionnaire for the study. The questionnaire was divided into parts based on the study's many factors. The first section (A) of the questionnaire gathered demographic information about the participants. Gender, age, educational attainment, position in the company's hierarchy, and prior job experience are all part of this. Questions on the independent variables of the research, such as work environment, job control and social support as well as coping and depression, were asked in sections B – F of the study. The Patient Health Questionnaire-9 (PHQ-9) was used to gauge the prevalence of depression among those who take part in the study's findings. The PHQ-9 may be used to screen, diagnose, monitor, and measure the severity of depression, all in one instrument. For mild, moderate, moderately severe, and severe depression, a total score of 5, 10, 15, and 20 are the cutoff thresholds (Levis et al., 2019).

This section's questions were used a Likert scale with a maximum of five possible responses. One of the most common ways to measure people's thoughts and attitudes is by using a Likert scale. The Likert Scale's benefit is that it is the most widely used approach for survey gathering, making it easy to understand (Joshi et al., 2015). In Section G, the dependent variable of the research, suicidal ideation, was gathered.

3.6.2 Focus Group Discussion

In addition, a Focus Group Discussion (FGD) was employed to collect data. People with comparable backgrounds or experiences are gathered in a focus group to explore a particular subject of interest (Mishra, 2016). Participants in a focus group are offered open-ended questions and encouraged to share their ideas openly with each other (Omar, 2018). The researcher conducted 3 different FGDs consisting of 8 police officers each. Each group of 8 police officers comprised 5 male officers and 3 female officers. The FGD enabled the researcher collect in-depth qualitative data on psychosocial factors. The FGD schedule will contained open ended questions on work environment, job control, social support, coping and depression. This enabled the participants to express themselves further than they would using a questionnaire ensuring that the study collected rich data on influence of psychosocial factors on suicidal ideation. The researcher took notes and also recorded the proceedings using an audio recorder. The qualitative data was stored in NVIVO software which was used to conduct qualitative analysis.

3.6.3 Interview Schedule

The researcher conducted interviews with mental health workers working with police officers in the study. Mental health workers comprised the 5 counsellors that had been hired by NPS who are located in Nyeri Central Sub County. Three senior police officers were also interviewed. To put it simply, an interview schedule is a series of structured questions that interviewers, researchers, and investigators use as a guide for gathering information or data on a certain subject. (Babatunde & Low, 2015). In this study, the interview schedule was used to collect data on the suicidal ideation of police officers and the role of selected psychosocial factors from the perspective of counsellors who

are experts in metal health issues and who have experience working with police officers as well as senior police officers who are in charge of running and supervising the police officers. Interview schedule data was also stored in NVIVO software.

3.7 Pretesting

A pretest was performed to see if the instruments in this study are feasible. Survey questions and questionnaires are evaluated on members of the target community and research population before final distribution to ensure their reliability and validity (Grimm, 2010). The pre-test was conducted in Kirinyaga Central Sub County. This area is selected as a pretest site because it bore similarities with the study area in terms of population demographics as well as rate and nature crimes. It was also an area where there had been a lot of suicides. A total of 22 randomly selected officers were the respondents in the pre-test which is 10% of the sample size of the study as advised by (Blair & Conrad, 2011). Data was collected from the respondents and entered into a computer using Statistical Package for the Social Sciences (SPSS) version 26 for windows.

3.7.1 Validity of the Research Instruments

The degree to which the results of a measurement accurately reflect the variable being measured is known as validity (Marczyk et al., 2021). The researcher's supervisors were consulted for their expertise in order to help establish the validity of this study. It was left to the supervisors to analyse and evaluate the instruments for their own validity. The supervisors' recommendations were adopted in order to guarantee that the instruments provide accurate results. In order to demonstrate the validity of the concept, SPSS was used to perform convergent and discriminant analyses. There are two kinds

of validity: converging and discriminant (Crego & Widiger, 2016). Spearman rank correlation analysis using SPSS was used to perform convergent and discriminant analysis. A correlation value of 0.7 or above indicated a significant relationship.

3.7.2 Reliability of the Research Instruments

Research methods and tools are judged on their reliability by how well they provide consistent findings over time. It has to do with the accuracy of a measurement (Jones et al., 2018). With the use of Cronbach's alpha, internal consistency was evaluated in this research. Scale or test item reliability may be assessed using Cronbach's alpha, which measures the degree of internal consistency (Kocak et al., 2014). SPSS was used to do a scale analysis on the data. Reliability was measured using the 0.7 criterion set by (Heo et al., 2015). There were no changes to items with scores of 0.7 or above, while those with scores of 0.69 or below were removed or re-evaluated. The instrument had a coefficient of 0.88.

3.8 Data Collection Procedures

Once the sampling was done as described in section 3.5 and relevant authority was obtained, the researcher embarked on the data collection process. The first step was to contact the sampled respondents to inform them of the study and to acquire consent. This was done physically or through mobile phone. Once consent was granted, the researcher distributed the questionnaire. The researcher got their contacts and then the link to the questionnaire was distributed electronically through WhatsApp. Hard copies of the questionnaire were also delivered to those who did not have smartphones or those who preferred to use pen and paper.

The respondents were given 14 days to fill the questionnaire. This was in a bid to ensure a high response rate. The respondents were provided with the researcher's contacts in case they have questions or require clarification regarding the data collection. The researcher was on standby to assist the respondents especially because the subject matter in question is sensitive and of personal nature. Respondents' who were overcome by emotions were appropriately referred to the police counsellors in Nyeri County Police headquarters.

3.9 Data Analysis Procedures

Collected data was coded and entered into a computer using SPSS v. 26. Univariate analysis was conducted using descriptive statistics namely frequencies, percentages, mean and standard deviation. Descriptive statistics were important in establishing the level of suicidal ideation in the sample as well as characterize the respondents' work environment, job control, social support, coping and depression. Bi-variate analysis was conducted using chi-square tests. Chi-square analysis was important in establishing the relationships between any of the independent variables and suicidal ideation. For instance, a chi-square tests was conducted between work environment and suicidal ideation. Chi-square tests were conducted at 95% confidence interval which means that p values less than 0.05 were used to indicate significance of the relationship. Risk analysis was also being conducted in the chi-square which was indicated using Odds Ratio.

Multivariate analysis was also conducted using regression analysis. Variables which were significant in the chi-square analysis were used in the multiple regression analysis. Results from multiple regression analysis told the researcher the relative strength of the variables in the study and the most important psychosocial factor affecting suicidal

ideation which required attention. Results were presented in form tables and figures including pie-charts and bar graphs.

To analyze qualitative data content analysis was used. When analyzing qualitative data, content analysis may be used to identify certain words or ideas that appear often in the data. The researcher reviewed the FGD and interview schedules and transcribed by writing summary memos. This was followed by development of a coding strategy of the emerging themes. The data from the FGD and interview schedules was then entered into NVIVO software using the thematic coding. Once the data is entered it was explored using coding queries provided by the software. The researcher then identified overarching themes. Qualitative findings was presented using narration whereby key themes was identified along with subthemes and a quoted text from a few participants.

Table 3.4

Data Analysis Plan

Objective	Sources of data	Data analysis methods	Results presentation method
To determine the influence of work environment on suicidal ideation among police officers in Nyeri Central Sub county, Kenya	-Questionnaire -FGD schedule -Interview schedule	- Descriptive - Chi-square -Content analysis	-Tables -Pie-charts -Bar graphs -Narration
To examine the influence of job control on suicidal ideation among police officers in Nyeri Central Sub county, Kenya.	-Questionnaire -FGD schedule -Interview schedule	- Descriptive - Chi-square -Content analysis	-Tables -Pie-charts -Bar graphs -Narration
To analyse the influence of social support on suicidal ideation among police officers in Nyeri Central Sub county, Kenya.	-Questionnaire -FGD schedule -Interview schedule	- Descriptive - Chi-square -Content analysis	-Tables -Pie-charts -Bar graphs -Narration
To assess the influence of coping on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.	-Questionnaire -FGD schedule -Interview schedule	- Descriptive - Chi-square -Content analysis	-Tables -Pie-charts -Bar graphs -Narration
To establish the influence of depression on suicidal ideation among police officers in Nyeri Central Sub County, Kenya.	-Questionnaire -FGD schedule -Interview schedule	- Descriptive - Chi-square -Content analysis	Tables -Pie-charts -Bar graphs -Narration

3.10 Ethical Considerations

Ethical clearance was obtained from Kenya Methodist University to enable the researcher obtain a research permit. The research permit was obtained from National Commission for Science, Technology and Innovation (NACOSTI). Permission to collect data was obtained from the Regional Police Commander Central as well as the County Commander Nyeri. The study was conducted on a voluntary basis where only willing respondents were recruited into the study. Respondents in the study were not enticed or coerced to take part in the study. The respondents were required to provide informed consent to participate in the study. To obtain consent, the researcher contacted

the respondents and inform of them of the study then ask them whether they were interested in taking part.

Respondents in the study were kept anonymous by using codes to identify them instead of their names or contacts. Data collected in the study was confidential and was not used for any other purpose outside the study. The current study explored a sensitive topic and the interviews may elicit emotions. Where a respondent was overcome by emotions or start crying, the researcher paused the interview and let the respondent calm down by letting him or her understand that it is normal to cry or feel the way they are feeling. Where a respondent became too emotional, the interview was halted or postponed. Debriefing was conducted and then the researcher also referred the respondent to where they can get psychological help. Where respondents had questions, the researcher answered or refer them appropriately.

CHAPTER FOUR

RESULTS AND DISCUSSION

4.1 Introduction

This chapter presents the results and discussion of this study which sought to establish the influence of psychosocial factors on suicidal ideation among police officers in Nyeri Central Sub-county, Kenya. It includes results on demographic characteristics, suicidal ideation, influence of work environment on suicidal ideation, influence of job control on suicidal ideation, influence of social support on suicidal ideation, influence of coping style on suicidal ideation and influence of depression on suicidal ideation. Results are presented in descriptive and inferential statistics in the form of tables and figures.

4.2 Response Rate

Table 4.1 shows the response rate in the study.

Table 4.1

Response Rate

Police station	Sampled respondents	Actual participants	Response rate
Nyeri Central	133	128	96.2
Kiganjo	88	85	96.6
Total	221	213	96.4

Out of a possible 221 police officers sampled in the study, 213 filled the questionnaire as requested representing a 96.4% response rate. In addition, 5 counsellors (100%) and 3 senior police officers (100%) took part in the study. This response rate is deemed high

enough to justify generalization of findings as it is higher than the 70% recommended by Mugenda and Mugenda (2012) for descriptive studies.

4.3 Reliability Results

To establish reliability of the questionnaire, data collected in the pre-test was analyzed to check for the internal consistency of the instrument. Cronbach's alpha was used to gauge the reliability. The results are presented in Table 4.2.

Table 4.2

Reliability Results

Variable	Number of items	Cronbach's alpha
Work environment	11	0.87
Job Control	12	0.83
Social Support	11	0.85
Coping Styles	11	0.89
Depression	9	0.93
Suicidal Ideation	8	0.91
Total	62	0.88

As shown in Table 4.2, the average coefficient was 0.88. Depression had the highest coefficient at 0.93 while job control had the least coefficient at 0.83. However, all the variables scored about 0.8. As the mean coefficient was above 0.8, the instrument was deemed reliable. This is because a threshold of 0.7 is recommended by (Kocak et al., 2014; Heo et al., 2015).

4.4 Demographic Characteristics of the Respondents

Respondents in the study were asked to indicate their demographic characteristics which included their gender, age, rank, level of education, working experience. The results are presented in Table 4.3.

Table 4.3

Demographic Characteristics of the Respondents

Demographic characteristic	Categories	Frequency	Percent
Gender	Male	139	65.3
	Female	74	34.7
Age	21-30	99	46.5
	31-40	81	38.0
	41-50	24	11.3
	>51	9	4.2
Rank	Constable	96	45.1
	Corporal	59	27.7
	Sergeant	44	20.7
	Inspector	12	5.6
	Superintendent	2	0.9
Level of education	KCSE	106	49.8
	College Certificate	44	20.7
	College Diploma	32	15.0
	Bachelor's degree	22	10.3
	Postgraduate degree	9	4.2
Working experience	1-5 years	99	46.5
	6 -10 years	74	34.7
	11-15 years	19	8.9
	16 -20 years	12	5.6
	Over 21 years	9	4.2

Majority (139, 65.3%) of the respondents in the study were male. As shown in Table 4.3, 99 (46.5%) of the respondents were aged between 21 and 30 years while those aged between 31 and 40 years accounted for 81 (38%) of the respondents. Slightly below half (96, 45.1%) were constables while 59 (27.7%) were corporals and 44 (20.7%) were sergeants. The results show that 106 (49.8%) had acquired secondary education, 44,

(20.7%) had acquired a college certificate while 32 (15%) had a college diploma as their highest level of education. The table further shows that 99 (46.5%) had worked as police officers for between 1 and 5 years while 74 (34.7%) had a working experience of between 6 and 10 years.

4.5 Prevalence of Suicidal Ideation

In order to to establish the influence of psychosocial factors on suicidal ideation among police officers, the study first sought to establish the Prevalence of Suicidal Ideation Among Police Officers. The results are presented in this section.

4.5.1 Suicidal Ideation Among Police Officers

To establish the prevalence of suicidal ideation in the study, respondents in the study were asked a series of 9 questions regarding different aspects of suicidality. The results are presented in Table 4.4.

Table 4.4

Prevalence of Suicidal Ideation

Statement	Often	Occasionally	Rarely	Never
I have thought about quitting my job	21.6	34.7	6.1	37.6
I have thought about taking my life	9.9	11.3	41.8	37.1
I have thought about specific ways to take my life	8.0	7.0	27.7	57.3
I have actually attempted to take my life	4.2	6.6	2.3	86.9
A person at work has expressed their concern that I look stressed	35.7	38.0	15.5	10.8
A person in my family has expressed their concern that I look stressed	42.7	20.7	10.3	26.3
I have taken out my anger at someone at work	6.6	13.6	19.2	60.6
I have taken out my anger at someone at home	12.7	16.0	42.7	28.6

Slightly below half (89, 41.8%) of the respondents indicated that they rarely thought about taking their life while 79 (37.1%) of the respondents indicated that they never did. Slightly above half (122, 57.3%) of the respondents indicated that they had never thought about specific ways to take their life. Majority (185, 86.9%) of the respondents also indicated that they had never have actually attempted to take their life. Results show that 74 (34.7%) of the respondents occasionally thought about quitting their job while 80 (37.6%) of the respondents never did. Results in Table 4.4 show that 81 (38%) of the respondents and 76 (35.7%) of the respondents indicated that a person at work had expressed their concern that they look stressed occasionally and often respectively. Slightly below half (91, 42.7%) of the respondents indicated that a person in their family had expressed their concern that they look stressed often while a 56 (26.3%) of the respondents indicated that this never happened. About 129 (60.6%) of the respondents indicated that they had ever taken out their anger at someone at work. However, 91 (42.7%) of the respondents indicated that they rarely took out their anger at someone at home. To diagnose the proportion of the sample who had suicidal ideation, items in Table 4.4 were summed up with often having a score of 4 while never had a score of 1. Respondents who scored 19 (60%) and above were deemed to have suicidal ideation.

Figure 4.1

Prevalence of Suicidal Ideation
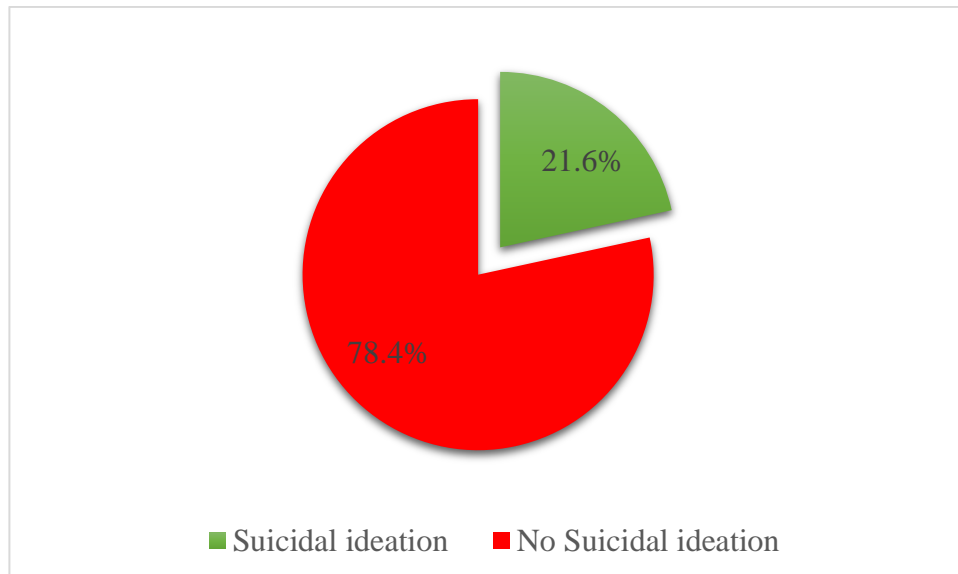
As shown in Figure 4.1, majority (167, 78.4%) of the respondents did not have suicidal ideation. This means that the prevalence of suicidal ideation in this study is 21.6%. Similar to the findings of this research, Ryu et al. (2020) calculated that the worldwide prevalence of suicidal thoughts among police personnel is between 10% and 30%. This conclusion is in line with that of Jenkins et al. (2015) who discovered that 25% of their sample had experienced tedium vitae (the belief that one's life is not worth living) and that 20% had wished for their own death. However, the prevalence in this study is much higher than that found by (Edwards and Kotera, 2020) who found that ten to fifteen percent of police officers in Canada reported having suicidal ideation, planned suicide, and attempted suicide. It is also higher than the prevalence found in Njiro et al. (2021) study whereby fifteen percent screened positive for suicidality in Tanzania. In addition, the prevalence in this study is higher than Singh et al. (2020) finding that the 12-month and lifetime prevalence of suicidal ideation was reported to be twelve percent. The

differences between the results of the reported studies and the current study maybe occasioned by differences in police procedures and crime rates in the various countries. For instance, the working environment and social support of officers in Canada greatly differs with that of Kenya.

4.5.2 Mental Health Seeking Behaviour for Suicidal Ideation

The researcher sought to find out from the respondents whether they had sought help for the issues raised in Table 4.4. The results are presented in Table 4.6.

Table 4.5

Mental Health Seeking Behaviour for Suicidal Ideation

	Response	Frequency	Percent
Seeking mental health help	Yes	36	16.9
	No	177	83.1
Source of help sought	Police Counsellors	4	11.1
	Other counsellors	9	25.0
	Friends and family	21	58.3
	Others	2	5.6
Effectiveness of help sought	Effective	29	80.6
	Ineffective	7	19.4

Majority (177, 83.1%) of the respondents indicated that they had never sought help. Among those who sought help, 21 (58.3%) obtained from their family and friends. Majority (29, 80.6%) of those who obtained help perceived it to be effective. These results demonstrate that police officers had low help seeking behavior. This finding is

53

consistent with that of Jetelina et al. (2020) who found that only 17% of people in need of mental health treatment had actually gotten it in the preceding year. Contrast this with the results of Lane et al. (2021) in which participants indicated a high chance that they would seek professional therapy for mental health issues.

4.5.3 Association of Demographic Characteristics with Suicidal Ideation

Chi-square tests were conducted between respondents'' demographic characteristics with prevalence of suicidal ideation in the study. The results are presented in Table 4.5

Table 4.6

Association of Demographic Characteristics with Suicidal Ideation

Demographic characteristic	Chi-square p value
Gender	0.000
Age	0.103
Rank	0.414
Level of education	0.069
Working experience	0.001

Results in Table 4.5 show that there was a significant association (p=0.000) between gender and suicidal ideation. Similarly, there was a significant association (p=0.001) between working experience and suicidal ideation. According to the results, male respondents and those with many years of working experience were more likely to have suicidal ideation. The results are consistent with those found by Kyron et al. (2021), who found that Australian police officers with longer tenure and more years of service were more likely to report suicidal ideation and behaviour.

4.5.4 Qualitative Analysis on Prevalence of Suicidal Ideation

Mental health counselors and senior police officers took part in the study through an interview. Participants in the interview were asked to comment about suicide and suicidal ideation among police officers in the study area. The theme emerging from the participants was that suicide and suicidal ideation exists in the police service and a very serious issue. Some of the responses are captured below:

"I feel that it is a serious issue which should be held with the seriousness it deserves"

SPO1

"I feel sad and angry that police officers get to commit suicide yet there are avenues where they can get the required help" MHW2

"Quite common and I do align the same to family and financial constraints" SPO3

The results from the parctipants demonstrates that suicidal ideation is high among police officers. This result lends support to results of Studies by Di Nota et al. (2020); Peterson et al. (2019); Violanti et al. (2017) who also found a high prevalence of suicidal thoughts among police officers in Canada, North America and USA.

4.6 Work Environment and Suicidal Ideation

The first objective of the study sought to determine the influence of work environment on suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The results are presented in this section. Results include respondents' rating of work environment, qualitative findings of work environment as well as influence of work environment on suicidal ideation.

4.6.1 Respondents' Rating of Work Environment

To establish, respondents' rating of work environment, respondents were asked to indicate how they felt about aspects of their work environment including their physical environment, organisational culture and working conditions. The results are presented in Table 4.7.

Table 4.7

Respondents' Rating of Work Environment

Statement	Agree	Undecided	Disagree
I like working in this area	27.7	5.6	66.7
I feel that this area has high insecurity and poses a danger to me	32.4	3.8	63.8
My workload is very high	57.3	1.9	40.8
I am able to get to my work easily	84.0	2.8	13.1
My superiors are very understanding	39.4	1.4	59.2
I relate well with my colleagues	63.8	0.0	36.2
I have been provided with all the necessary resources for my work	5.6	1.9	92.5
The working hours are enough to allow me to rest	19.7	1.4	78.9
The planning of shifts is fair	40.8	4.2	54.9
I am provided with necessary amenities such as transport and tea	47.9	0.0	52.1
Overall, I can say that my working environment is good	21.1	7.5	71.4

Majority (142, 66.7%) of the respondents disagreed that they liked working in their present area. However, 136 (63.8%) of the respondents disagreed that they felt that their present work area had high insecurity and posed a danger to me. Slightly above half 122

(57.3%) of the respondents agreed that their workload is very high, Similarly, 179 (84%) of the respondents agreed that they were able to get to their work easily. However, 126 (59.2%) of the respondents disagreed that their superiors were very understanding. Similarly, 136 (63.8%) of the respondents agreed that they related well with their colleagues. The vast majority (197, 92.5%) of the respondents disagreed that they had been provided with all the necessary resources for their work. similarly, 168 (78.9%) of the respondents disagreed that the working hours were enough to allow them to rest. As shown in Table 4.7, 117 (54.9%) and 111 (52.1%) of the respondents disagreed that the planning of shifts was fair and that they were provided with necessary amenities such as transport and tea. Majority (152, 71.4%) of the respondents disagreed that their working environment was good. To get a summary of respondents' rating of work environment, items in Table 4.7 were summed up with agree being scored 3 and disagree having a score of 1. Respondents' who had a score of 20 (60%) and above were deemed to rate their working environment as good.

Figure 4.2

Respondents' Rating of Work Environment
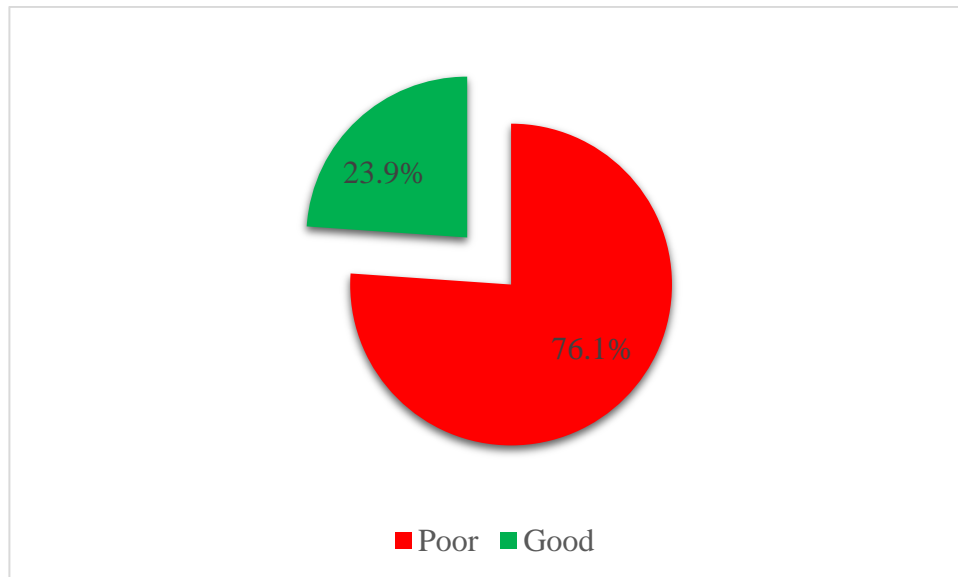
As shown in Figure 4.2, majority (162, 76.1%) of the respondents indicated that their working environment was poor. This shows that majority of the respondents were dissatisfied with their work environment. This is similar to Thami (2020) findings whereby police officers lamented of poor working environment. Similarly, Basinska and Dåderman (2019) found that many items within a police agency can place undue stress on an officer; issues with equipment, problems with other officers or civilian staff, quality of supervision, shift work, and identity within the department

4.6.2 Qualitative Findings of Work Environment

The researcher conducted three different focus group discussions among police officers. Participants in the focus group discussion were asked to describe the officers work environment. The theme emerging from the responses of the participants was that the

working environment was unpleasant and challenging mainly owing to coming into contact with traumatic events. Some of the responses are captured below.

"Unpleasant work environment" F305

"Police officers experience traumatic events" F107

"At times it is traumatic in visiting of crime scenes" F303

"There is lack of enough rest and long working hours" F207

Participants in the interview were asked to describe the officers work environment and how it influences suicidal ideation among police officers. Participants in the interview agreed with those in the focus group discussion that police officers work environment is stressful and the nature of the work may contribute to suicidal ideation. Some of the responses are captured below.

"The workplace contributes to stress which is occasioned by leadership styles whereby the police station is led by autocratic leaders making them unapproachable thus officers cannot raise their frustrations leadings to them bottling up and instead engaging in destructive coping activities that lead to suicidal ideation" MHW2

"Police officers experience traumatic events daily. The environment itself, internal working conditions, inadequate equipment, quality of supervision, other police officers, shift work, and public are all stressors which can drag police officers into depression" SPO2

"Since police work is to obey instructions and complain later, the work environment leaves them in a desperate position" MHW3

"There is lack of enough rest and long working hours" MHW1

59

These results show that police officers' work environment is structured, demanding, and traumatic. The nature of police officers' work environment may therefore put them at risk of suicidal ideation. Similar findings were made by Civilootti et al. (2021) who found that the most stressful occurrences experienced by police officers on the job were aggressions, seeing fatalities, being hospitalised against their will, and domestic violence involving children. Aggressions, seeing fatalities, being hospitalised against one's will, and marital violence involving children were the most common causes of traumatic occurrences in the workplace. This finding corroborates the claim made by Maritin et al. (2016) that a productive workplace is one that fosters a feeling of security, personal development, and the realisation of one's professional objectives. However, an employee's mental health might be eroded in a hostile workplace.

4.6.3 Influence of Work Environment on Suicidal Ideation

Respondents' rating of work environment was tested for association with prevalence of suicidal ideation using a chi-square test. The results are presented in Table 4.8.

Table 4.8

Influence of Work Environment on Suicidal Ideation

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	151.450[a]	1	.000
Continuity Correction[b]	148.050	1	.000
Likelihood Ratio	192.549	1	.000
Fisher's Exact Test			
Linear-by-Linear Association	150.739	1	.000
N of Valid Cases	213		

There was a significant relationship ($\chi2$ = 151.45, df=1, p=0.000) between the working environment and suicidal ideation. This is consistent with the Job-Demand-Control-Support model which postulated that job demands affect the psychological well-being of employees. This finding is consistent with the findings of Basinska & Dderman (2019), who found that many factors within a police agency, such as problems with equipment, problems with other officers or civilian staff, the quality of supervision, shift work, and the officer's sense of identity within the department, can cause unnecessary stress. This fits with the findings of Padyab et al. (2016), who showed that police officers working in a high-stress setting had elevated levels of burnout symptoms such emotional weariness and depersonalization. This is in line with the results of Choi (2018), who found that working long hours (more than 40 hours per week) and

61

experiencing workplace stress were both related with an increased likelihood of suicidal ideation. According to research by Chin et al. (2019), a negative psychological work environment is a contributing factor to suicide thoughts. This finding is consistent with that of Park et al. (2020), who found that the incidence of depression rose in a dose-response fashion in relation to working hours.

4.7 Job Control and Suicidal Ideation

The second objective of the study sought to examine the influence of job control on suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The results are presented in this section.

4.7.1 Respondents' Job Control

To establish job control, respondents in the study were asked a series of 12 questions on various aspects of job control such as decision authority, skill discretion and freedom of expression. Their responses are in Table 4.9.

Table 4.9

Respondents' Job Control

Statement	Agree	Undecided	Disagree
I have freedom to do my job	20.7	5.6	73.7
My job allows me to work in shifts	88.7	0.0	11.3
The shift arrangement is fair	25.4	2.8	71.8
My job allows me to select which shift I prefer	34.7	2.3	62.9
I am allowed to choose where I want to be posted	4.2	0.0	95.8
I am allowed to choose your team members	6.6	0.0	93.4
I can take an off day whenever I like	2.8	0.0	97.2
My job allows me to choose when to take leave	32.4	0.0	67.6
My work involves repeating things	83.6	5.6	10.8
I am consulted on what happens in my job	13.6	1.9	84.5
My opinions are incorporated in decisions	23.0	6.6	70.4
I feel that my job is flexible	12.2	4.2	83.6

Majority (157, 73.7%) of the respondents disagreed that they job gave them freedom to decide how you they do their job. Majority (189, 88.7%) of the respondents agreed that their job allowed them to work in shifts. However, 153 (71.8%) of the respondents disagreed that their shift arrangement is fair. In addition, 134 (62.9%) of the respondents disagreed that their job allowed them to select which shift they preferred. the vast majority 204 (95.8%) of the respondents also disagreed that they are allowed to choose where they want to be posted. Similarly, 199 (93.4%) of the respondents disagreed that they are allowed to choose their team members. The vast majority (207, 97.2%) of the respondents disagreed that they can take an off day whenever they like.

Majority (144, 67.6%) of the respondents disagreed that their job allowed them to choose when to take leave. Majority (178, 83.6%) of the respondents agreed that their job requires that they do things over and over. However, 180(84.5%) of the respondents disagreed that they have a lot to say about what happens in their job. Similarly, 150 (70.4%) of the respondents disagreed that they are involved in making decisions that affect their job. Majority (178, 83.6%) of the respondents disagreed that their job is flexible. To quantify job control among respondents', items in Table 4.9 were summed up with agree being scored 3 and disagree having a score of 1. Respondents' who had a score of 20 (60%) and above were deemed to have job control. The results are presented in Figure 4.3

Figure 4.3

Respondents' Job Control
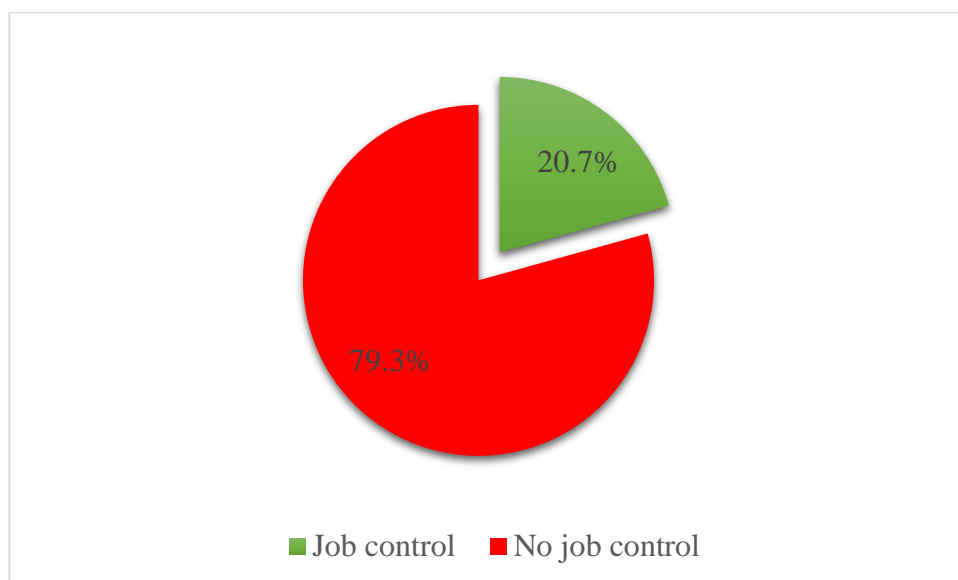
As shown in Figure 4.3, majority (169, 79.3%) of the respondents had no job control. This result lends support to Violanti et al., (2017) finding that police officers usually have a low job control due to the structured and disciplined nature of their work. It also

lends support to Portoghese et al. (2020). assertion that officers usually have little or no job control; they work under strict supervision and are subject to stringent laws. The lack of job control could lead to suicidal behavior if not checked as it has in other occupations.

4.7.2 Qualitative Findings on Job Control

Police officers in the focus group discussion were asked to describe describe the job control that police officers have. The participants agreed that police officers have no job control owing to the nature of their work whereby they are required to obey strict orders. Some of the responses were:

"Police officers have no control of the job they do" F201

"Our work is to obey orders" F105

"Very little" F107

"No job control" F309

Similarly, mental health counsellors and senior police officers in interviews were asked to describe police officers' job control and how it influences suicidal ideation among police officers in the study area. As illustrated by the responses captured below, the participants unanimously opined that police officers do not have job control due to chain of command.

"Police service is based on the principle of chain of command and strict obedience to orders of pecking with minimum ability to job control" SPO1

"The command structure of the service has little to do with methods of dealing with grievances; it's more of orders no matter the circumstances/situation" MHW2

"Police work is controlled where chain of command is adhered to. A police officer obeys commands no matter how unpleasant they are" SPO3

These findings indicate that police officer slack job control and this puts pressure on them which may lead to suicidal ideation. This finding is similar to the Job-Demand-Control-Support model which postulated that job control affects the psychological well-being of employees. It is also similar to Too et al. (2020) finding that low or poor job control has been associated with poor performance and poor mental health outcomes such as suicide.

4.7.3 Influence of Job Control on Suicidal Ideation

A chi-square test was conducted between respondents' job control and their suicidal ideation. The result is presented in Table 4.10.

Table 4.10

Influence of Job Control on Suicidal Ideation

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.443[a]	1	.230
Continuity Correction[b]	1.118	1	.290
Likelihood Ratio	1.445	1	.229
Fisher's Exact Test			
Linear-by-Linear Association	1.436	1	.231
N of Valid Cases	213		

There was no significant relationship ($\chi2 = 1.443$, df=1, p=0.230) between job control and suicidal ideation. Contrary to the findings of Yoon et al. (2016), who found that a lack of confidence in one's ability to affect one's work environment or the quality of one's work performance (low job control) is associated with an increased risk of developing occupational stress, which in turn is linked to psychological and physiological diseases like suicide and suicidal ideation, our result suggests the opposite. In contrast to these findings, Milner et al. (2017) discovered a link between limited job control and an increased risk of suicide. The lack of association between job control and suicidal ideation was surprising because studies in other areas had found a relationship. The difference may be due to the unique nature of police work.

4.8 Social Support and Suicidal Ideation

The study also sought to analyse the influence of social support on suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The results are presented in this section.

4.8.1 Respondents' Perceived Social Support

To establish Respondents' Perceived Social Support, respondents in the study were asked questions regarding whether they received support in their work from their seniors, colleagues, family and the community. Their responses are presented in Table 4.11.

Table 4.11

Respondents' Perceived Social Support

	Agree	Undecided	Disagree
My superiors support me in my work	84.0	10.3	5.6
I feel free to talk to my superiors about stressful events	67.6	4.2	28.2
I feel that my superiors have my interests at heart	61.5	8.0	30.5
My supervisor is fair	89.7	4.7	5.6
My colleagues are supportive in the line of duty	92.5	0.0	7.5
We talk about our challenges with my colleagues about work issues	87.3	1.9	10.8
We talk about our challenges with my colleagues about family issues	74.6	13.6	11.7
My family is very supportive of my work	95.8	0.9	3.3
My family members call me to check on me frequently	98.6	0.0	1.4
The community in this area supports police officers	75.6	2.8	21.6
I feel appreciated by the community for being a police officer	70.0	5.6	24.4

Majority (179, 84%) of the respondents agreed that their superiors support them in their work. Similarly, 144 (67.6%) and 131 (61.5%) of the respondents agreed that they felt free to talk to their superiors about stressful events and that their superiors had their interests at heart respectively. Majority (191, 89.7%) of the respondents agreed that their supervisor is fair. The vast majority (197, 92.5%) of the respondents agreed that their colleagues are supportive in the line of duty. Similarly, 186 (87.3%) and 159 (74.6%) of the respondents agreed that they talked about their challenges with their colleagues about work issues and family issues respectively. The vast majority 204 (95.8%) of the respondents agreed that their family was very supportive of my work.

Similarly, 210 (98.6%) of the respondents agreed that their family members called them to check on them frequently. Majority (161, 75.6%) of the respondents agreed that the community in the area supported police officers. In addition, 149 (70%) of the respondents agreed that they felt appreciated by the community for being a police officer. To establish the proportion of respondents who had social support, items in Table 4.11 were summed up with agree being scored 3 and disagree having a score of 1. Respondents' who had a score of 20 (60%) and above were deemed to have social support. The result is as presented in Figure 4.4.

Figure 4.4

Respondents' Perceived Social Support
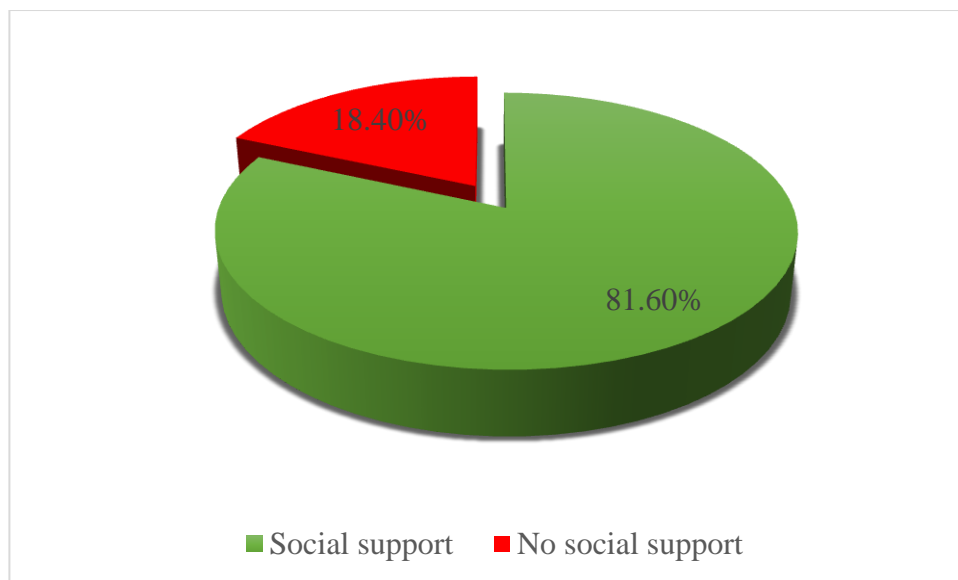
Results in Figure 4.4 show that 174 (81.6%) had social support. This differs with studies by Mash (2019) which showed that officers lack support from the community and this affects their mental health and could be a predictor for suicidal behavior.

4.8.2 Qualitative Findings on Social Support

Participants in the focus group discussion were asked to describe the support police officers get from their colleagues, superiors and community. Participants indicated that there was social support from community, colleagues and their families.

"The community thanks us when a suspect is caught" F203

"Colleagues support each other since we face similar challenges" F309

"Our families are very supportive" F107

Participants in the interview were also describe police officers' social support and how it influences suicidal ideation among police officers in the study area. In contrast to the participants in the focus group discussion, participants in the interview felt that there was no social support for police officers and this contributed to suicidal ideation. This could be due to the positions that respondents in the interview held whereby they were more senior than officers in the questionnaire.

"Social support though present is not adequate" MHW3

"Police as an entity rarely receives accolades from general public owing to negative perception" SPO1

"Perception and actuality that one is cared for gives them hope to stay active and in touch with friends and family thus supressing suicidal ideation" MHW5

These results imply that social support of police officers is low and this puts them at risk of suicidal ideation. Findings of past studies conducted among police officers similarly suggest social support is associated with decreased likelihood of a lifetime

71

suicide attempt (Singh, 2017). In results similar to this finding, Kellerman and Krauss (2018) indicated that in both stressful and innocuous circumstances, people who report feeling

higher levels of perceived social support are able to more positively and more effectively regulate their emotions.

4.8.3 Influence of Social Support on Suicidal Ideation

To determine how social support relates with suicidal ideation, a chi-square test was conducted between respondents perceived social support and their sundial ideation. The result is presented in Table 4.12.

Table 4.12

Influence of Social Support on Suicidal Ideation

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.545[a]	1	.011
Continuity Correction[b]	5.825	1	.016
Likelihood Ratio	6.598	1	.010
Fisher's Exact Test			
Linear-by-Linear Association	6.514	1	.011
N of Valid Cases	213		

There was a significant relationship ($\chi2 = 6.545$, df=1, p=0.011) between social support and suicidal ideation. The results show that social support has a negative effect on suicidal ideation. This result lends support to the Job-Demand-Control-Support model which postulated that support affects the psychological well-being of employees. This

72

results is consistent with that of Singo and Shilubane (2020) who also found that isolation was a major risk factor for suicidal thinking. The researchers Njiro et al. (2021) discovered that compared to individuals who reported high levels of social support, those who reported low levels of support were more likely to have reported suicidal thoughts or actions. The positive aspect of police officers' occupational psychological health seems to be linked to their interpersonal relationships with coworkers and the support they get from peers and superiors, which is consistent with the conclusion of (Deschênes et al., 2018). The authors of the aforementioned study, Hansson et al. (2017) also discovered a correlation between poor mental health and insufficient social support at work, high levels of activity at work, and high levels of job strain.

4.9 Coping Style and Suicidal Ideation

The study sought to assess the influence of coping style on suicidal ideation among police officers in Nyeri Central Sub County, Kenya. The results are presented in this section.

4.9.1 Respondents' Coping Style

To find out respondents' Coping Style, respondents in the study were asked to indicate what they did to cope with the pressure of their work. Their responses are presented in Table 4.13.

Table 4.13

Respondents' Coping Style

Coping mechanism	Agree	Undecided	Disagree
Drink alcohol	21.6	0.0	78.4
Sleep	72.3	0.0	27.7
Use drugs/medications to help me relax	40.8	0.0	59.2
Hang out with my friends	62.4	0.0	37.6
Spend time with my family	55.9	0.0	44.1
Going to church/praying	37.1	0.0	62.9
Listening to music	48.8	0.0	51.2
Watching movies	40.4	0.0	59.6
Playing sports	27.7	0.0	72.3
Seeing a counsellor	9.9	0.0	90.1

Results in Table 4.13 show that 154 (72.3%), 133 (62.4%) and 119 (55.9%) of the respondents used sleeping, hanging out with friends and spending time with family as coping mechanisms respectively. Results also show that 104 (48.8%), 87 (40.8%) of the respondents and 86 (40.4%) listened to music, used drugs and watched movies respectively as ways of coping respectively. Respondents who used alcohol and drugs as coping mechanisms were classified as having maladaptive coping style while the rest were classified as having adaptive coping style. This is summarised in Figure 4.5.

Figure 4.5

Respondents' Coping Style
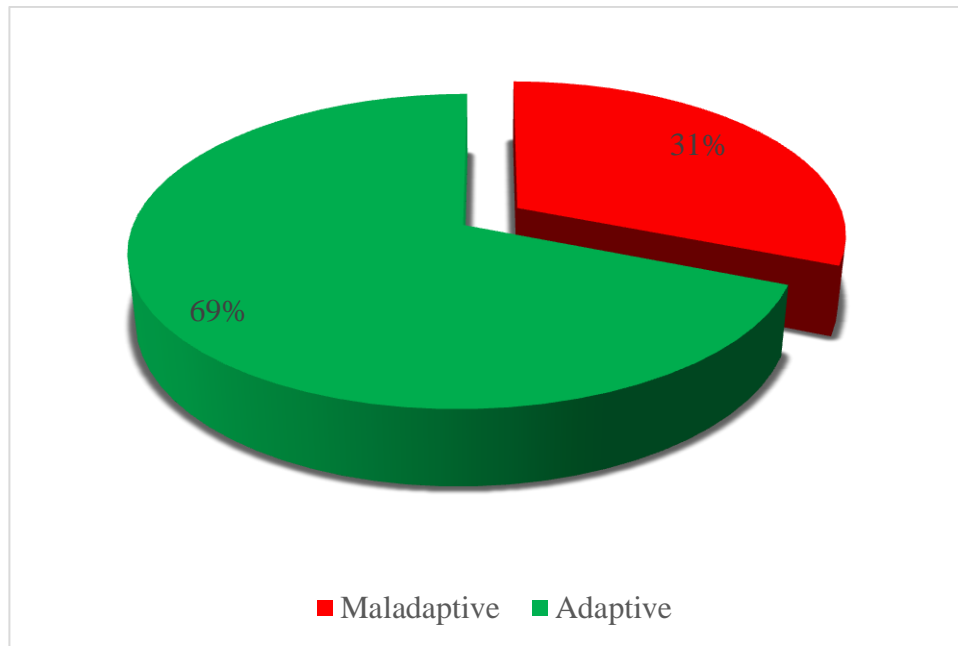
Majority (147, 69%) of the respondents had adaptive coping style. This result is consistent with that of Guerrero-Barona et al. (2021), who found that a significant proportion of participants use active techniques including acceptance of the situation (51%) and action planning strategies (49%). It's consistent with the results of Ryu et al. (2020), who found that issue avoidance was the preferred coping strategy of South Korean police personnel. Respondents were asked to indicate how effective the coping style used was. Their responses are summarised in Figure 4.6.

Figure 4.6

Perceived Effectiveness of Coping Style
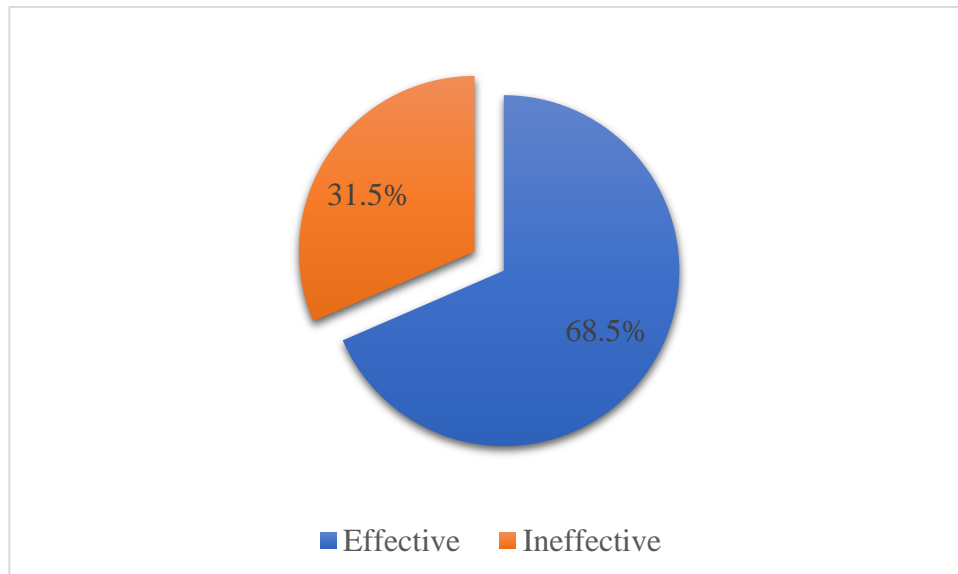
Majority (146, 68.5%) of the respondents perceived the coping style to be effective. This differs with Oweke (2014) finding that the stress mitigation strategies employed by the Police Constables were not effective.

4.9.2 Qualitative Findings on Coping Style

FGD participants were asked to indicate how police officers cope with the stress from their work. A range of coping styles were mentioned ranging from taking alcohol, to sports to family time.

"Alcohol" [F308]

"Alcohol with friends" [F104]

"Playing football and volleyball" [F205]

"Spending time with family and friends" [F106]

Participants in the interview were also describe police officers' coping and how it influences suicidal ideation among police officers in the study area. The theme emerging is that police officers have maladaptive coping styles.

"Most police officers cope by reverting to alcohol drinking and other vices hence enhancing the suicidal ideation instead of helping" MHW4

"Police officers tend to have negative coping strategies like the use of drugs engaging in risk sexual behaviours which later lead to regret and guilt" MHW1

"Police officers cope by staying in contact with friends and family. Facing their fears to eating healthy and exercising" SPO3

"Distance between officers and their families and lack of financial management training makes creating of emotional equilibrium difficult, however, chaplaincy has played some positive role". MHW5

These results suggest that police officers adapted various coping styles including some copings styles which put them in danger of suicidal ideation such as use of drugs and alcohol. This result is consistent with the work of Acquadro Maran et al. (2015) who found that the people in their research population made effective use of constructive coping mechanisms. This conclusion is consistent with that of Wassermann et al. (2018) who found that music, exercise, reading, socialisation, meditation, and prayer are all often used coping mechanisms among police officers.

4.9.3 Influence of Coping Style on Suicidal Ideation

Respondents' coping style was compared to their suicidal ideation. The result is presented in Table 4.14.

Table 4.14

Influence of Coping Style on Suicidal Ideation

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.231[a]	1	.631
Continuity Correction[b]	.114	1	.736
Likelihood Ratio	.231	1	.631
Fisher's Exact Test			
Linear-by-Linear Association	.230	1	.631
N of Valid Cases	213		

There was no significant relationship (χ^2 = 0.231, df=1, p=0.631) between coping style and suicidal ideation. This is in line with the results of Guerrero-Barona et al. (2021) who found that coping abilities did not reduce the connection between mental health and suicidal ideation. Nonetheless, Guerrero-Barona et al. (2021) found a strong link between passive coping techniques and suicidal ideation (r = 0.231; p = 0.022), suggesting that the higher the prevalence of passive coping strategies, the higher the prevalence of suicidal ideation among police officers. Another research by Rohani and Esmaeili (2020) found a correlation between focusing on one's own issues, feelings, and dysfunctional attitudes and suicide ideation.

4.10 Depression and Suicidal Ideation

The study also sought to establish the influence of depression on suicidal ideation among police officers in Nyeri Central Sub County, Kenya. The results are presented in this section.

4.10.1 Prevalence of Depression Among Respondents

Prevalence of depression among respondents was established through administering the PHQ-9 which is a tool used to screen, diagnose, monitor, and measure the severity of depression. The results are presented in Table 4.15.

Table 4.15

Prevalence of Depression Among Respondents

	Not at all	Several days	More than half the days	Nearly every day
Little interest or pleasure in doing things	31.0	20.2	22.1	26.8
Feeling down, depressed or hopeless	41.8	36.6	11.7	9.9
Trouble falling asleep, staying asleep, or sleeping too much	36.2	33.8	27.7	2.3
Feeling tired or having little energy	40.4	23.9	14.6	21.1
Poor appetite or overeating	13.1	26.3	40.8	19.7
Feeling bad about yourself - or that you're a failure or have let yourself or your family down	38.0	10.8	32.9	18.3
Trouble concentrating on things, such as reading the newspaper or watching television	51.2	27.2	15.0	6.6
Moving or speaking so slowly that other people could have noticed. Or, the opposite - being so fidgety or restless that you have been moving around a lot more than usual	88.7	5.6	4.2	1.4
Thoughts that you would be better off dead or of hurting yourself in some way	51.2	14.6	20.7	13.6

Results in Table 4.15 show that 66 (31%) of the respondents never experienced little interest or pleasure in doing things. However, 57 (26.8%) and 47 (22.1%) of the respondents experienced nearly every day and more than half the days respectively. Slightly less than half 89 (41.8%) of the respondents ever felt down, depressed or hopeless but 78 (36.6%) felt this for several days. Similarly, 77 (36.2%) of the respondents never had trouble falling asleep, staying asleep, or sleeping too much.

However, 72 (33.8%) of the respondents experienced this for several days. Slightly less than half 86 (40.4%) felt tired or having little energy.

As shown in Table 4.15, 87 (40.8%) of the respondents had poor appetite or overeating more than half the days. Results show that 81 (38%) never felt about themselves but 70 (32.9%) felt this way more than half the days. Slightly above half (109, 51.2%) never had trouble concentrating on things, such as reading the newspaper or watching television. Majority (189, 88.7%) of the respondents also never had experienced moving or speaking so slowly that other people could have noticed. Slightly above half (109, 51.2%) of the respondents never had thoughts that they would be better off dead or of hurting themselves in some way. To diagnose how the presence and severity of depression among respondents, responses in Table 4.15 were summed up whereby a response of not at all scored 0 while nearly every day scored 3.. The result is presented in Table 4.16.

Table 4.16

Severity of Depression Among Respondents

Diagnosis	Frequency	Percent
No	144	67.6
Mild	36	16.9
Moderate	20	9.4
Moderately severe	9	4.2
Severe	4	1.9
Total	213	100.0

Majority (144, 67.6%) of the respondents had no depressive symptoms. This finding is consistent with the findings of Guerrero-Barona et al. (2021), who found that 72.4% of the sample did not exhibit depressive symptoms (n = 71), 13.3% displayed mild depressive symptoms (n = 13), 10.2% manifested moderate depressive symptoms (n = 10), and 4.1% displayed severe depressive symptoms. In contrast to the findings of Njiro et al. (2021), in which a sizable percentage of participants were either moderately (29 of 96, 30.2%) or seriously depressed (8 of 75, 10.7%) depressed, our findings suggest that depression is less common than previously thought.

4.10.2 Qualitative Findings on Depression

FGD participants were asked to describe depression among police officers. All participants indicated that a lot of police officers were depressed which put them in danger of suicidal ideation.

"Depression is high among police officers" F201

"A lot of police officers are depressed because of the work and family issues" F205

"Depression causes helplessness and felling of neglect by the whole society and lack of importance causing police officers harbour the suicidal ideation" F307

Participants in the interview who comprised mental health counsellors and senior police officers were also asked to describe police officers' depression and how it influences suicidal ideation among police officers in the study area. In agreement with the participants in the interview, the participants indicated that depression was high among officers and it contributed to suicidal ideation.

"Depression in police officers is caused by poor working conditions such as inadequate equipment and working far away from their homes with excessive overtime These results to suicidal ideation and feeling of helplessness" MHW1

"Above finances/family distance, an officer wakes up to abhorrent scenes as a routine. Rape, murder, defilement and accidents are all scenes which react negatively to officers' mental wellbeing. The combination of all those can lead to or rather results to depression. A depressed mind can easily bring suicidal ideation due to misapprehension of facts" MHW3

"When an officer is stressed which might later lead to depression, there is a culture that stigmatised and disapproves being vulnerable and seeking help/ So when one has suicidal motives/ideations they don't get help and might actually end up committing suicide" SPO2

These results suggest that depression is high among police officers. There was an alarmingly high rate of depression and suicidality among police personnel, comparable to that found by (Njiro et al., 2021). Similar results were obtained by Yadav et al. (2022) among traffic enforcement officials in the Kathmandu Valley of Nepal. The risk of depression was also reported to be high among police officers by (Bapna et al., 2021). In addition, Wickramasinghe et al. (2016) discovered a significant rate of clinical depression in the police force.

4.10.3 Influence of Depression on Suicidal Ideation

To establish whether presence of depression predicted suicidal ideation, a chi-square test was conducted between prevalence of depression among respondents and the prevalence of suicidal ideation. The result is presented in Table 4.17

Table 4.17

Influence of Depression on Suicidal Ideation

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.428[a]	1	.000
Continuity Correction[b]	11.428	1	.001
Likelihood Ratio	12.607	1	.000
Fisher's Exact Test			
Linear-by-Linear Association	12.370	1	.000
N of Valid Cases	213		

There was a significant relationship ($\chi2 = 12.428$, df=1, p=0.000) between depression and suicidal ideation. This research corroborates the work of Guerrero-Barona et al. (2021) who discovered that suicide ideation is strongly and positively connected to depression among police personnel. The authors Di Nota et al. Researchers in Canada found a high rate of suicide thoughts, intentions, and attempts among both sworn and civilian police officers in their study of a decade's worth of data on the topic (2020).

4.11 Psychosocial Factors and Suicidal Ideation

To establish the influence of psychosocial factors on suicidal ideation among police officers, regression analysis was carried out. Variables that were significant in the chi-square tests were used in the analysis. The result is presented in Table 4.18.

Table 4.18

Influence of Psychosocial Factors on Suicidal Ideation

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.299	.198		6.545	.000
Work environment	.354	.079	.339	4.482	.000
Social Support	-.090	.080	-.085	-1.131	.259
Depression	-.105	.065	-.105	-1.632	.104

Work environment (p=0.000) was significant. According to the results a unit change in work environment yield a 0.354 change in suicidal ideation. This result indicates that work environment is the most important psychosocial factor associated with suicidal ideation among police officers. This finding is consistent with that of Thami (2020) who discovered that law enforcement agents were more likely to consider suicide after being exposed to risk factors like job-related stress, frustration, and helplessness; a hostile work environment; traumatic incidents; low pay; and easy access to firearms. The result is also in agreement with findings of studies by Di Nota et al. (2020); Peterson et al. (2019); Violanti et al. (2017) where psychosocial factors such as work environment were implicated as contributing factors.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents the summary of the study as well as the conclusions. In addition, recommendations on research findings and further research are made.

5.2 Summary

The purpose of this study was to establish the influence of psychosocial factors on suicidal ideation among police officers in Nyeri Central Sub-county, Kenya. A mixed methods design was used. A total of 492 police officers working in Nyeri Central Sub County comprised the target population. A sample size of 221 respondents was used. A structured self-administered questionnaire, a focus group discussion and an interview schedule were used to collect data. Data was analysed using descriptive, chi-square and regression analysis SPSS v. 28. To analyse qualitative data content analysis using NVIVO software was used. Results of quantitative analysis was presented in form tables while narration was used to present results of qualitative analysis. Out of a possible 221 police officers sampled in the study, 213 filled the questionnaire as requested representing a 96.4% response rate. Majority 167 (78.4%) of the respondents did not have suicidal ideation. This means that the prevalence of suicidal ideation in this study is 21.6%.

The first objective of the study sought to establish the influence of work environment on suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The study found that majority (162, 76.1%) of the respondents indicated that their working

environment was poor. There was a significant relationship ($\chi2 = 151.45$, df=1, p=0.000) between the working environment and suicidal ideation. Work environment (p=0.000) was also significant in the regression analysis. According to the results a unit change in work environment yield a 0.354 change in suicidal ideation. This means that betterment of the work environment will reduce suicidal ideation by 35.4%. The lack of a good work environment therefore contributes to suicidal ideation among police officers. Work environment emerged as the most influencing of the five variables in this study. The working environment was unpleasant and challenging mainly owing to coming into contact with traumatic events. In addition,

The study examined the influence of job control on suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The study found that majority (169, 79.3%) of the respondents had no job control. However, analysis showed that lack of control did not contribute to suicidal ideation. There was no significant relationship ($\chi2 = 1.443$, df=1, p=0.230) between job control and suicidal ideation. This means that job control was not associated with suicidal ideation.

The study analyzed the influence of social support on suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The results of the study showed that majority (174, 81.6%) of the respondents had social support. There was a significant relationship ($\chi2 = 6.545$, df=1, p=0.011) between social support and suicidal ideation. Therefore, the lack of support contributed to suicidal ideation among police officers. The study found that majority of police officers got support from their families and colleagues. However, due to the nature of their work, support was not forthcoming from their seniors and the community and this contributed to suicidal ideation.

The study assessed the influence of coping style on suicidal ideation among police officers in Nyeri Central Sub County, Kenya. It was found that 147 (69%) of the

respondents had adaptive coping style. However, there was no significant relationship ($\chi 2$ = 0.231, df=1, p=0.631) between coping style and suicidal ideation. Although majority of the police officers adopted adaptive coping strategies, those who adapted maladaptive coping styles such as drugs and alcohol did not seem to be at risk of suicidal ideation.

The study also sought to establish the influence of depression on suicidal ideation among police officers in Nyeri Central Sub County, Kenya. Majority 144(67.6%) of the respondents in the study had no depressive symptoms. There was a significant relationship ($\chi 2$ = 12.428, df=1, p=0.000) between depression and suicidal ideation. Although the prevalence of depression was low, respondents with depressive symptoms were found to be at risk of suicidal ideation.

5.3 Conclusions

Work environment influences suicidal ideation among police officers in Nyeri Central Sub county, Kenya. Specifically, the lack of a good work environment contributes to suicidal ideation among police officers. Work environment emerged as the most influencing of the five variables in this study. The working environment was unpleasant and challenging mainly owing to coming into contact with traumatic events. In addition,

Job control does not influence suicidal ideation among police officers in Nyeri Central Sub county, Kenya. The study found that police officers have no job control owing to the nature of their work whereby they are required to obey strict orders. However, analysis showed that lack of control did not contribute to suicidal ideation.

 Social support influences suicidal ideation among police officers in Nyeri Central Sub county, Kenya. Specifically, the lack of support contributed to suicidal ideation among

police officers. The study found that majority of police officers got support from their families and colleagues. However, due to the nature of their work, support was not forthcoming from their seniors and the community and this contributed to suicidal ideation.

Coping style does not influence suicidal ideation among police officers in Nyeri Central Sub County, Kenya. Although majority of the police officers adopted adaptive coping strategies, those who adapted maladaptive coping styles such as drugs and alcohol did not seem to be at risk of suicidal ideation.

Depression influences suicidal ideation among police officers in Nyeri Central Sub County, Kenya. Although the prevalence of depression was low, respondents with depressive symptoms were found to be at risk of suicidal ideation.

5.4 Recommendations of the Study

In light of the findings of the study, the study recommends that:

The National Police Service ought to enhance the police officers working environment so as to reduce suicidal ideation and suicide. This can be done by reducing workload and availing all the necessary resources to the officer. Shift arrangement also ought to be reviewed to reduce excess overtime.

The organizational culture of the police service should be amended so as to have junior police officers contribute to decisions that affect their work in order to increase job control.

Senior officers should be encouraged to talk to junior officers even in matters outside work so as to cultivate a sense of support in the police service.

Police officers should be provided with more amenities such as sporting and gym facilities so as to broaden their variety of coping mechanisms in order to reduce use of drugs and alcohol as coping mechanisms.

The national police officers should come up with a policy to deal with depression among police officers because it was found as one of the significant influences of suicidal ideation.

5.5 Suggestions for Further Research

The researcher recommends the following studies be carried out:

i.) Factors associated with mental health help seeking among police officers

ii.) Utilization and accessibility of counselling services for police officers

REFERENCES

Abutabenjeh, S., & Jaradat, R. (2018). Clarification of research design, research methods, and research methodology: A guide for public administration researchers and practitioners. *Teaching Public Administration, 36*(3), 237-258. http://dx.doi.org/10.1177/0144739418775787

Abuya, B. A., Mutisya, M., Onsomu, E. O., Ngware, M., & Oketch, M. (2019). Family Structure and Child Educational Attainment in the Slums of Nairobi, Kenya. *SAGE Open*, *9*(2), 1-10. http://dx.doi.org/10.1177/2158244019855849

Ambrus, L., Sunnqvist, C., Asp, M., Westling, S., & Westrin, Å. (2020). Coping and suicide risk in high risk psychiatric patients. *Journal of Mental Health*, *29*(1), 27-32. http://dx.doi.org/10.1080/09638237.2017.1417547

Acquadro Maran, D., Varetto, A., Zedda, M., & Ieraci, V. (2015). Occupational stress, anxiety and coping strategies in police officers. *Occupational medicine*, *65*(6), 466-473. http://dx.doi.org/10.1093/occmed/kqv060

Ahn, S. H., Lee, Y. J., Jang, E. C., Kwon, S. C., Min, Y. S., & Ryu, S. H. (2020). A study of job stress, suicidal ideation and suicide attempts in display manufacturing workers: a cross-sectional study. *Annals of Occupational and Environmental Medicine*, *3(2)*, 1-16. https://doi.org/10.35371/aoem.2020.32.e16

Allison, P., Mnatsakanova, A., McCanlies, E., Fekedulegn, D., Hartley, T. A., Andrew, M. E., & Violanti, J. M. (2019). Police stress and depressive symptoms: role of coping and hardiness. *Policing (Bradford, England)*, *43*(2), 247–261. https://doi.org/10.1108/pijpsm-04-2019-0055

Aloba, O., Opakunle, T., & Tamuno, A. (2020). Demand–Control–Support Questionnaire: Psychometric characteristics and measurement invariance across gender and academic ranks among Nigerian University teachers. *Indian Journal of Social Psychiatry*, *36*(3), 196 -210. http://dx.doi.org/10.4103/ijsp.ijsp_83_19

Antoniou, A. S., Mitsopoulou, E., & Chrousos, G. P. (2015). *Psychosocial Factors and Suicidal Behaviour in Adolescents.* Palgrave Macmillan, London.

Babatunde, Y., & Low, S. P. (2015). *Research Design and Methodology.* Springer.

Bailey, R. S. (2021). *Experiences of Police Officer-Reported Stress Factors in an Urban Department* [Doctoral dissertation, Walden University]. Minneapolis. https://scholarworks.waldenu.edu/dissertations/9692/

Bakker, A. B., & Demerouti, E. (2014). Job demands–resources theory. *Wellbeing: A Complete Reference Guide*, 6(3), 1-28. http://dx.doi.org/10.1037/0021-9010.86.3.499

Bapna, D., Jain, A., Pawar, N., Mital, A. K., Choudhary, P., Jain, R. B., & Gupta, R. (2021). Depression, Anxiety and Stress among Police Personnel during COVID-19 Pandemic: A Cross-sectional Study in North India. *Epidemiology International*, 6(2), 6-11. http://dx.doi.org/10.4103/ipj.ipj_207_20

Basinska, B. A., & Dåderman, A. M. (2019). Work values of police officers and their relationship with job burnout and work engagement. *Frontiers in Psychology*, 10(3), 442 -451. http://dx.doi.org/10.3389/fpsyg.2019.00442

Bazrafshan, M. R., Jahangir, F., Mansouri, A., & Kashfi, S. H. (2014). Coping strategies in people attempting suicide. *International Journal of High Risk Behaviors & Addiction*, 3(1), 162-165. https://doi.org/10.5812/ijhrba.16265

Beck, A. T., & Haigh, E. A. (2014). Advances in cognitive theory and therapy: the generic cognitive model. *Annual Review of Clinical Psychology*, *10(2)*, 1–24. https://doi.org/10.1146/annurev-clinpsy-032813-153734

Bhowmick, S., & Mulla, Z. (2021). Who gets burnout and when? The role of personality, job control, and organizational identification in predicting burnout among police officers. *Journal of Police and Criminal Psychology*, 36(2), 243-255. http://dx.doi.org/10.1007/s11896-020-09407-w

Bifftu, B. B., Tiruneh, B. T., Dachew, B. A., & Guracho, Y. D. (2021). Prevalence of suicidal ideation and attempted suicide in the general population of Ethiopia: a systematic review and meta-analysis. *International journal of mental health systems*, 15(1), 1-12. https://ijmhs.biomedcentral.com/articles/10.1186/s13033-021-00449-z

Blair, J., & Conrad, F. G. (2011). Sample size for cognitive interview pretesting. *Public Opinion Quarterly*, 75(4), 636-658. http://dx.doi.org/10.2307/41288411

Byun, J., Kim, H. R., Lee, H. E., Kim, S. E., & Lee, J. (2016). Factors associated with suicide ideation among subway drivers in Korea. *Annals of Occupational and Environmental Medicine*, *2(8)*, 31-41. https://doi.org/10.1186/s40557-016-0120-5

Centers for Disease Control and Prevention. (2021). *Suicide Prevention*. https://www.cdc.gov/suicide/facts/index.html

Cheng, A. T., Chen, T. H., Chen, C. C., & Jenkins, R. (2018). Psychosocial and psychiatric risk factors for suicide: Case-control psychological autopsy study. *The*

British Journal of Psychiatry, *177*(4), 360-365. http://dx.doi.org/10.1192/bjp.177.4.360

Chin, W. S., Chen, Y. C., Ho, J. J., Cheng, N. Y., Wu, H. C., & Shiao, J. (2019). Psychological Work Environment and Suicidal Ideation Among Nurses in Taiwan. *Journal of nursing scholarship : an official publication of Sigma Theta Tau International Honor Society of Nursing*, *51*(1), 106–113. https://doi.org/10.1111/jnu.12441

Choi, B. (2018). Job strain, long work hours, and suicidal ideation in US workers: a longitudinal study. *International archives of occupational and environmental health*, *91*(7), 865-875. https://link.springer.com/article/10.1007/s00420-018-1330-7

Civilotti, C., Di Fini, G., & Maran, D. A. (2021). Trauma and Coping Strategies in Police Officers: A Quantitative-Qualitative Pilot Study. *International Journal Of Environmental Research And Public Health*, *18*(3), 982. https://doi.org/10.3390/ijerph18030982

Clark, D. A., & Beck, A. T. (2010). Cognitive theory and therapy of anxiety and depression: convergence with neurobiological findings. *Trends in Cognitive Sciences*, *14*(9), 418–424. https://doi.org/10.1016/j.tics.2010.06.007

Crego, C., & Widiger, T. A. (2016). Convergent and discriminant validity of alternative measures of maladaptive personality traits. *Psychological Assessment*, *28*(12), 15-61. http://dx.doi.org/10.1037/pas0000282

De Leo, D., Goodfellow, B., Silverman, M., Berman, A., Mann, J., Arensman, E., Hawton, K., Phillips, M. R., Vijayakumar, L., Andriessen, K., Chavez-Hernandez, A. M., Heisel, M., & Kolves, K. (2021). International study of definitions of English-language terms for suicidal behaviours: a survey exploring preferred terminology. *BMJ open*, *11*(2), e043-409. https://doi.org/10.1136/bmjopen-2020-043409

Deschênes, A. A., Desjardins, C., & Dussault, M. (2018). Psychosocial factors linked to the occupational psychological health of police officers: Preliminary study. *Cogent Psychology*, *5*(1), 1426271. http://dx.doi.org/10.1080/23311908.2018.1426271

Di Nota, P. M., Anderson, G. S., Ricciardelli, R., Carleton, R. N., & Groll, D. (2020). Mental disorders, suicidal ideation, plans and attempts among Canadian police. *Occupational Medicine (Oxford, England)*, *70*(3), 183–190. https://doi.org/10.1093/occmed/kqaa026

Du, Y., Li, P., & Zhang, L. (2018). Linking job control to employee creativity: The roles of creative self- efficacy and regulatory focus. *Asian Journal of Social Psychology*, *21*(3), 187-197. http://dx.doi.org/10.1111/ajsp.12219

Edwards, A. M., & Kotera, Y. (2020). Mental health in the UK police force: A qualitative investigation into the stigma with mental illness. *International Journal of Mental Health and Addiction*, 6(4), 1-19. https://link.springer.com/article/10.1007/s11469-019-00214-x

Eneroth, M., Gustafsson Sendén, M., Løvseth, L. T., Schenck-Gustafsson, K., & Fridner, A. (2014). A comparison of risk and protective factors related to suicide ideation among residents and specialists in academic medicine. *BMC Public Health, 14*(3), 271 -282. https://doi.org/10.1186/1471-2458-14-271

Fridner, A., Belkić, K., Minucci, D., Pavan, L., Marini, M., Pingel, B., Putoto, G., Simonato, P., Løvseth, L. T., & Schenck-Gustafsson, K. (2011). Work environment and recent suicidal thoughts among male university hospital physicians in Sweden and Italy: the health and organization among university hospital physicians in Europe (HOUPE) study. *Gender Medicine*, *8*(4), 269–279. https://doi.org/10.1016/j.genm.2011.05.009

Gameiro, M., Chambel, M. J., & Carvalho, V. S. (2020). A Person-Centered Approach to the Job Demands-Control Model: A Multifunctioning Test of Addictive and Buffer Hypotheses to Explain Burnout. *International Journal Of Environmental Research And Public Health*, *17*(23), 71-88. https://doi.org/10.3390/ijerph17238871

Gómez, A. S. (2020). Psychosocial Factors and Clinical Predictors of Suicide Risk in College Students. *Mediterranean Journal of Clinical Psychology*, *8*(3), 19-31. http://dx.doi.org/10.6092/2282-1619/mjcp-2602

Gonzalez-Mulé, E., & Cockburn, B. S. (2021). This job is (literally) killing me: A moderated-mediated model linking work characteristics to mortality. *Journal of Applied Psychology, 106*(1), 140–151. https://doi.org/10.1037/apl0000501

Goodman, M. L., Serag, H., Keiser, P. K., Gitari, S., & Raimer, B. G. (2017). Relative social standing and suicide ideation among Kenyan males: the interpersonal theory of suicide in context. *Social psychiatry and psychiatric epidemiology*, *52*(10), 1307–1316. https://doi.org/10.1007/s00127-017-1427-4

Grimm, P. (2010). *Pretesting a questionnaire.* Wiley International Encyclopaedia of Marketing.

Guerrero-Barona, E., Guerrero-Molina, M., Chambel, M. J., Moreno-Manso, J. M., Bueso-Izquierdo, N., & Barbosa-Torres, C. (2021). Suicidal Ideation and Mental Health: The Moderating Effect of Coping Strategies in the Police Force. *International Journal of Environmental Research and Public Health*, *18*(15), 49-81. https://doi.org/10.3390/ijerph18158149

Guha Thakurta, S., & Chetty, P. (2015). *Understanding research philosophy.* Knowledge Tank.

Harmer, B., Lee, S., Duong, T., & Saadabadi, A. (2021). *Suicidal Ideation*. StatPearls Publishing.

Heo, M., Kim, N., & Faith, M. S. (2015). Statistical power as a function of Cronbach alpha of instrument questionnaire items. *BMC medical research methodology*, *15*(1), 1-9. https://doi.org/10.1186/s12874-015-0070-6

Hollon, S. D. (2010). Aaron T. Beck: The cognitive revolution in theory and therapy. In L. G. Castonguay, J. C. Muran, L. Angus, J. A. Hayes, N. Ladany, & T. Anderson (Eds.), *Bringing psychotherapy research to life: Understanding change through the work of leading clinical researchers* (pp. 63–74). American Psychological Association. https://doi.org/10.1037/12137-006

Hori, D., Takao, S., Kawachi, I., Ohtaki, Y., Andrea, C. S., Takahashi, T., Shiraki, N., Ikeda, T., Ikeda, Y., Doki, S., Oi, Y., Sasahara, S., & Matsuzaki, I. (2019). Relationship between workplace social capital and suicidal ideation in the past year among employees in Japan: a cross-sectional study. *BMC public health*, *19*(1), 919. https://doi.org/10.1186/s12889-019-7244-9

Ibrahim, N., Che Din, N., Ahmad, M., Amit, N., Ghazali, S. E., Wahab, S., Abdul Kadir, N. B., Halim, F. W., & A Halim, M. (2019). The role of social support and spiritual wellbeing in predicting suicidal ideation among marginalized adolescents in Malaysia. *BMC public health*, *19*(Suppl 4), 553. https://doi.org/10.1186/s12889-019-6861-7

Jackman, P. C., Henderson, H., Clay, G., & Coussens, A. H. (2020). The relationship between psychological wellbeing, social support, and personality in an English police force. *International Journal of Police Science & Management*, *22*(2), 183-193. https://doi.org/10.4103%2F0253-7176.116240

Jager-Hyman, S., Cunningham, A., Wenzel, A., Mattei, S., Brown, G. K., & Beck, A. T. (2014). Cognitive Distortions and Suicide Attempts. *Cognitive therapy and research*, *38*(4), 369–374. https://doi.org/10.1007/s10608-014-9613-0

Jenkins, E. N., Allison, P., Innes, K., Violanti, J. M., & Andrew, M. E. (2019). Depressive symptoms among police officers: Associations with personality and psychosocial factors. *Journal of Police And Criminal Psychology*, *34*(1), 67-77. http://dx.doi.org/10.1007/s11896-018-9281-1

Jetelina, K. K., Molsberry, R. J., Gonzalez, J. R., Beauchamp, A. M., & Hall, T. (2020). Prevalence of mental illness and mental health care use among police officers. *JAMA Network Open*, *3*(10), 20-31. https://doi.org/10.1001%2Fjamanetworkopen.2020.19658

Jones, N., Baird, S., & Lunin, L. (2018). *GAGE research design, sample and methodology.* Gender and Adolescence: Global Evidence.

Joshi, A., Kale, S., Chandel, S., & Pal, D. K. (2015). Likert scale: Explored and explained. *British Journal of Applied Science & Technology*, *7*(4), 396 -411. http://dx.doi.org/10.9734/BJAST/2015/14975

Kain, J. and Jex, S. (2010). *Karasek's (1979) job demands-control model: A summary of current issues and recommendations for future research*. Emerald Group Publishing Limited. https://doi.org/10.1108/S1479-3555(2010)0000008009

Kapusta, N. D., Voracek, M., Etzersdorfer, E., Niederkrotenthaler, T., Dervic, K., Plener, P. L., Schneider, E., Stein, C., & Sonneck, G. (2010). Characteristics of police officer suicides in the Federal Austrian Police Corps. *Crisis*, *31*(5), 265–271. https://doi.org/10.1027/0227-5910/a000033

Karasek Jr, R. A. (1979). Job demands, job decision latitude, and mental strain: Implications for job redesign. *Administrative science quarterly*, 69(2), 285-308. http://dx.doi.org/10.1111/j.2044-8325.1996.tb00607.x

Kellerman, J., & Krauss, D. (2018). *Perceived social support and suicide-related depression symptom clusters among Queer college students* [Master's Thesis, Claremont McKenna College]. Claremont. https://scholarship.claremont.edu/cmc_theses/1923/

Kenya National Bureau of Statistics (2020). *Economic Survey 2019 Highlights*. http://www.knbs.or.ke/?wpdmpro=economic-survey-2019-highlights

Kim, K. K., Lee, K. R., Suh, H. S., Ko, K. D., & Hwang, I. C. (2019). Association between shift work and suicidal ideation: data from the Korea National Health and Nutrition Examination Survey (2008-2016). *Scandinavian journal of work, environment & health*, *45*(5), 458–464. https://doi.org/10.5271/sjweh.3812

Kim, S. Y., Shin, D. W., Oh, K. S., Kim, E. J., Park, Y. R., Shin, Y. C., & Lim, S. W. (2018). Gender Differences of Occupational Stress Associated with Suicidal Ideation among South Korean Employees: The Kangbuk Samsung Health Study. *Psychiatry Investigation*, *15*(2), 156–163. https://doi.org/10.30773/pi.2017.05.31.1

Kocak, C., Egrioglu, E., Yolcu, U., & Aladag, C. H. (2014). Computing Cronbach alpha reliability coefficient for fuzzy survey data. *American Journal of Intelligent Systems*, *4*(5), 204-213. https://10.5923/j.fph.20140405.03

Kokkevi, A., Rotsika, V., Arapaki, A., & Richardson, C. (2011). Changes in associations between psychosocial factors and suicide attempts by adolescents in Greece from 1984 to 2007. *The European Journal of Public Health*, *21*(6), 694-698. http://dx.doi.org/10.1093/eurpub/ckq160

Kyron, M. J., Rikkers, W., Page, A. C., O'Brien, P., Bartlett, J., LaMontagne, A., & Lawrence, D. (2021). Prevalence and predictors of suicidal thoughts and behaviours among Australian police and emergency services employees. *Australian & New Zealand Journal of Psychiatry*, *55*(2), 180-195. https://doi.org/10.1177/0004867420937774

Lambert, E. G., Qureshi, H., Klahm, C., Smith, B., & Frank, J. (2017). The effects of perceptions of organizational structure on job involvement, job satisfaction, and organizational commitment among Indian police officers. *International Journal of Offender Therapy and Comparative Criminology*, *61*(16), 1892-1911. http://dx.doi.org/10.1177/0306624X16635782

Lane, J., Le, M., Martin, K., Bickle, K., Campbell, E., & Ricciardelli, R. (2022). Police attitudes toward seeking professional mental health treatment. *Journal of Police and Criminal Psychology*, *37*(1), 123-131. http://dx.doi.org/10.1007/s11896-021-09467-6

Leavey, K., & Hawkins, R. (2017). Is cognitive behavioural therapy effective in reducing suicidal ideation and behaviour when delivered face-to-face or via e-health? A systematic review and meta-analysis. *Cognitive behaviour therapy*, *46*(5), 353-374. http://dx.doi.org/10.1080/16506073.2017.1332095

Lee, J. I., Lee, M. B., Liao, S. C., Chang, C. M., Sung, S. C., Chiang, H. C., & Tai, C. W. (2010). Prevalence of suicidal ideation and associated risk factors in the general population. *Journal of the Formosan Medical Association*, *109*(2), 138-147. https://doi.org/10.1016/s0929-6646(10)60034-4

Levis, B., Benedetti, A., Thombs, B. D., & DEPRESsion Screening Data (DEPRESSD) Collaboration (2019). Accuracy of Patient Health Questionnaire-9 (PHQ-9) for

screening to detect major depression: individual participant data meta-analysis. *BMJ (Clinical research ed.)*, *36(5)*, l14-176. https://doi.org/10.1136/bmj.l1476

Lew, B., Chistopolskaya, K., Osman, A., Huen, J. M. Y., Talib, M. A., & Leung, A. N. M. (2020). Meaning in life as a protective factor against suicidal tendencies in Chinese University students. *BMC psychiatry*, *20*(1), 1-9. https://bmcpsychiatry.biomedcentral.com/articles/10.1186/s12888-020-02485-4

Liang, J., Kõlves, K., Lew, B., De Leo, D., Yuan, L., Abu Talib, M., & Jia, C. X. (2020). Coping strategies and suicidality: A cross-sectional study from China. *Frontiers in Psychiatry*, *13*(11*)*, 129-141. https://doi.org/10.3389/fpsyt.2020.00129

Lyra, R. L. D., McKenzie, S. K., Every-Palmer, S., & Jenkin, G. (2021). Occupational exposure to suicide: A review of research on the experiences of mental health professionals and first responders. *PLoS one*, *16*(4), 25-38. https://doi.org/10.1371/journal.pone.0251038

Marczyk, G. R., DeMatteo, D., & Festinger, D. (2021). *Essentials of research design and methodology*. John Wiley & Sons, Inc.

Martin, A., Karanika- Murray, M., Biron, C., & Sanderson, K. (2016). The psychosocial work environment, employee mental health and organizational interventions: Improving research and practice by taking a multilevel approach. *Stress and Health*, *32*(3), 201-215. http://dx.doi.org/10.1002/smi.2593

Mash, P. (2019). *Symptoms of Depression and Stressors in Law Enforcement* [Doctoral dissertation, Walden University]. Minneapolis. https://scholarworks.waldenu.edu/8682

Mauss, D., Herr, R. M., Theorell, T., Angerer, P., & Li, J. (2018). Validating the Demand Control Support Questionnaire among white-collar employees in Switzerland and the United States. *Journal of Occupational Medicine and Toxicology*, *13*(1), 1-7. https://occup-med.biomedcentral.com/articles/10.1186/s12995-018-0188-7

Mbugua, E. N. (2013). *An Assessment of Trauma Management among Police Officers In Nairobi County* [Doctoral dissertation, United States International University-Africa]. Nairobi. https://erepo.usiu.ac.ke/handle/11732/6249

McCanlies, E. C., Gu, J. K., Andrew, M. E., & Violanti, J. M. (2018). The effect of social support, gratitude, resilience and satisfaction with life on depressive symptoms among police officers following Hurricane Katrina. *The International*

journal of social psychiatry, *64*(1), 63–72. https://doi.org/10.1177/0020764017746197

Méndez-Bustos, P., Calati, R., Rubio-Ramírez, F., Olié, E., Courtet, P., & Lopez-Castroman, J. (2019). Effectiveness of psychotherapy on suicidal risk: a systematic review of observational studies. *Frontiers in Psychology*, 10(3), 277 -310. http://dx.doi.org/10.3389/fpsyg.2019.00277

Mewton, L., & Andrews, G. (2016). Cognitive behavioral therapy for suicidal behaviors: improving patient outcomes. *Psychology Research and Behaviour Management*, *9(2)*, 21–29. https://doi.org/10.2147/PRBM.S84589

Milner, A., Witt, K., LaMontagne, A. D., & Niedhammer, I. (2018). Psychosocial job stressors and suicidality: a meta-analysis and systematic review. *Occupational and environmental medicine*, *75*(4), 245-253. http://dx.doi.org/10.1136/oemed-2017-104531

Min, K. B., Park, S. G., Hwang, S. H., & Min, J. Y. (2015). Precarious employment and the risk of suicidal ideation and suicide attempts. *Preventive Medicine*, 71(13), 72–76. https://doi.org/10.1016/j.ypmed.2014.12.017

Mishra, L. (2016). Focus group discussion in qualitative research. *Techno Learn*, *6*(1), 1-3. http://dx.doi.org/10.17985/ijare.866762

Misis, M. L. (2012). *An examination of perceived stress levels and coping styles among rural law enforcement officers* [Doctoral Dissertation, The University of Southern Mississippi]. Hattiesburg. https://aquila.usm.edu/dissertations/801/

Moutier, C. (2021). Suicide prevention in the COVID-19 era: transforming threat into opportunity. *JAMA Psychiatry*, *78*(4), 433-438. https://doi.org/10.1001/jamapsychiatry.2020.3746

Mugambi, P., Munene, A., & Mogute, M. (2020). Psychosocial Risk Factors for Suicidal Behavior among Adolescents in Informal Settlements of Nairobi County, Kenya. *African Research Journal of Education and Social Sciences, 138-152 7(1),* 2020. https://bmcpsychiatry.biomedcentral.com/articles/10.1186/s12888-018-1706-y

National Officer Safety Initiatives (NSI) (2020). *Preventing suicide among law enforcement officers: an issue brief.* https://www.theiacp.org/sites/default/files/2020-02/_NOSI_Issue_Brief_FINAL.pdf

National Police Service. (2021). *Psychosocial support to police officers.* https://www.nationalpolice.go.ke/2015-09-08-17-56-33/news/317-psycho-social-support-to-police-officers.html

Ndikaru, W. T. (2021). Evaluation of homicide in police force: the Kenyan perspective. *International Journal of Current Research, 13*(7), 18216-18224. https://doi.org/10.24941/ijcr.41929.07.2021

Niedhammer, I., Bèque, M., Chastang, J. F., & Bertrais, S. (2020). Psychosocial work exposures and suicide ideation: a study of multiple exposures using the French national working conditions survey. *BMC Public Health*, *20*(1), 1-10. https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-020-09019-3

Njiro, B. J., Ndumwa, H. P., Msenga, C. J., Kawala, T., Matola, E., Mhonda, J., Corbin, H., Ubuguyu, O., & Likindikoki, S. (2021). Depression, suicidality and associated risk factors among police officers in urban Tanzania: a cross-sectional study. *General Psychiatry*, *34*(3), 100-448. https://doi.org/10.1136/gpsych-2020-100448

Office for National Statistics (2021). *Suicides in England and Wales: 2020 registrations.*https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeaths andmarriages/deaths/bulletins/suicidesintheunitedkingdom/2020registrations

Oludeyi, O. S. (2015). A review of literature on work environment and work commitment: implication for future research in citadels of learning. *Journal of Human Resource Managemnt*, *18*(2), 32-46. http://dx.doi.org/10.18860/mec-j.v5i1.11421

Omar, D. (2018, February). Focus group discussion in built environment qualitative research practice. In *IOP Conference Series: Earth and Environmental Science, 117*(1), 12-50. http://dx.doi.org/10.1088/1755-1315/117/1/012050

Ongeri, L., McCulloch, C. E., Neylan, T. C., Bukusi, E., Macfarlane, S. B., Othieno, C., Ngugi, A. K., & Meffert, S. M. (2018). Suicidality and associated risk factors in outpatients attending a general medical facility in rural Kenya. *Journal of Affective Disorders*, 22(5), 413–421. https://doi.org/10.1016/j.jad.2017.08.059

Otsuka, Y., Nakata, A., Sakurai, K., & Kawahito, J. (2016). Association of Suicidal Ideation with Job Demands and Job Resources: a Large Cross-Sectional Study of Japanese Workers. *International Journal of Behavioral Medicine*, *23*(4), 418–426. https://doi.org/10.1007/s12529-016-9534-2

Oweke, J. A. (2014). *Level of occupational stress: causes, effects and coping strategies among police constables in Kisumu County, Kenya* [Doctoral dissertation, Kabarak University]. Kenya. http://ir.kabarak.ac.ke/handle/123456789/235

Padyab, M., Backteman-Erlanson, S., & Brulin, C. (2016). Burnout, coping, stress of conscience and psychosocial work environment among patrolling police officers. *Journal of police and Criminal Psychology*, *31*(4), 229-237. http://dx.doi.org/10.1007/s11896-015-9189-y

Pan American Health Organization. (2021). *Suicide Prevention*. https://www.paho.org/en/topics/suicide-prevention

Park, S., Kook, H., Seok, H., Lee, J. H., Lim, D., Cho, D. H., & Oh, S. K. (2020). The negative impact of long working hours on mental health in young Korean workers. *PloS one*, *15*(8), 236-931. http://dx.doi.org/10.1371/journal.pone.0236931

Peterson, S. A., Wolkow, A. P., Lockley, S. W., O'Brien, C. S., Qadri, S., Sullivan, J. P., Czeisler, C. A., Rajaratnam, S., & Barger, L. K. (2019). Associations between shift work characteristics, shift work schedules, sleep and burnout in North American police officers: a cross-sectional study. *BMJ open*, *9*(11), e030302. https://doi.org/10.1136/bmjopen-2019-030302

Portoghese, I., Galletta, M., Leiter, M. P., Finco, G., d'Aloja, E., & Campagna, M. (2020). Job Demand-Control-Support Latent Profiles and Their Relationships with Interpersonal Stressors, Job Burnout, and Intrinsic Work Motivation. *International Journal of Environmental Research and Public Health*, *17*(24), 94-300. https://doi.org/10.3390/ijerph17249430

Poyraz, C. A., Özdemir, A., Sen, C. Ç., Saglam, N. G. U., Enginkaya, S., & Tomruk, N. (2021). The Impact of Coping Strategies on Suicide Attempts and Suicidal Ideation in Bipolar Disorder. *The Journal of Nervous and Mental Disease,* 209(8), 564-570. http://dx.doi.org/10.1097/NMD.0000000000001347

Purba, A., & Demou, E. (2019). The relationship between organisational stressors and mental wellbeing within police officers: a systematic review. *BMC public health*, *19*(1), 1-21. https://doi.org/10.1186/s12889-019-7609-0

Quarshie, E. N. B., Odame, S. K., & Annor, F. (2020). Suicidal behaviors in the Ghana Police Service: Prevalence and correlates in the Greater Accra Region. *Crisis: The Journal of Crisis Intervention and Suicide Prevention*, 11(3), 37-51. http://dx.doi.org/10.1027/0227-5910/a000707

Queirós, C., Passos, F., Bártolo, A., Marques, A. J., da Silva, C. F., & Pereira, A. (2020). Burnout and stress measurement in police officers: Literature review and a study with the operational police stress questionnaire. *Frontiers in psychology*, *11(2)*, 587-589. https://doi.org/10.3389/fpsyg.2020.00587

Rasdi, I. (2018). Generic and police-specific occupational risk factors of mental health and well-being among urban and sub-urban Malaysian traffic police officers. *Malaysian Journal of Medicine & Health Sciences*, *14(3)*, 87-94. https://doi.org/10.1136%2Fbmjopen-2022-061534

Richardson, J. D., St Cyr, K. C., McIntyre-Smith, A. M., Haslam, D., Elhai, J. D., & Sareen, J. (2012). Examining the association between psychiatric illness and suicidal ideation in a sample of treatment-seeking Canadian peacekeeping and combat veterans with posttraumatic stress disorder PTSD. *Canadian journal of psychiatry. Revue Canadienne De Psychiatrie*, *57*(8), 496–504. https://doi.org/10.1177/070674371205700808

Rohani, F., & Esmaeili, M. (2020). Psychological factors of vulnerability to suicide ideation: Attachment styles, coping strategies, and dysfunctional attitudes. *Journal Of Education And Health Promotion*, *9(2), 13-49.* http://dx.doi.org/10.4103/jehp.jehp_260_19

Ryu, G. W., Yang, Y. S., & Choi, M. (2020). Mediating role of coping style on the relationship between job stress and subjective well-being among Korean police officers. *BMC public health*, *20*(1), 1-8. https://doi.org/10.1186/s12889-020-08546-3

Scardera, S., Perret, L. C., Ouellet-Morin, I., Gariépy, G., Juster, R. P., Boivin, M., Turecki, G., Tremblay, R. E., Côté, S., & Geoffroy, M. C. (2020). Association of Social Support During Adolescence With Depression, Anxiety, and Suicidal Ideation in Young Adults. *JAMA network open*, *3*(12), e2027491. https://doi.org/10.1001/jamanetworkopen.2020.27491

Schoonenboom, J., & Johnson, R. B. (2017). How to construct a mixed methods research design. *KZfSS Kölner Zeitschrift für Soziologie und Sozialpsychologie*, *69*(2), 107-131. https://link.springer.com/article/10.1007/s11577-017-0454-1

Schreiber, J., Culpepper, L., & Fife, A. (2010). *Suicidal ideation and behavior in adults.* UpToDate Inc.

Simon, M. (2011). *Assumptions, limitations and delimitations.* Dissertation Success

Simon, M. K., & Goes, J. (2013). *Assumptions, limitations, delimitations, and scope of the study*. Dissertation Success

Singh, A. P. (2017). Coping with work stress in police employees. *Journal of police and criminal psychology*, *32*(3), 225-235. http://dx.doi.org/10.1007/s11896-016-9215-8

Singh, A., Saya, G. K., Menon, V., Olickal, J. J., Ulaganeethi, R., Sunny, R., Subramanian, S., Kothari, A., & Chinnakali, P. (2021). Prevalence of suicidal ideation, plan, attempts and its associated factors in selected rural and urban areas of Puducherry, India. *Journal of public health (Oxford, England)*, *43*(4), 846–856. https://doi.org/10.1093/pubmed/fdaa101

Singo, C., & Shilubane, H. N. (2020). Suicidal ideation among police officers: a qualitative study of risk factors. *Gender & Behaviour*, *18*(4), 19-44. http://dx.doi.org/10.1108/13639511311302498

Stallman, H. M. (2020). Health theory of coping. *Australian Psychologist*, *55*(4), 295-306. http://dx.doi.org/10.1111/ap.12465

Suzuki S., Takei Y. (2013) Psychosocial Factors and Traumatic Events. Springer. https://doi.org/10.1007/978-1-4419-1005-9_1716

Syed, S., Ashwick, R., Schlosser, M., Jones, R., Rowe, S., & Billings, J. (2020). Global prevalence and risk factors for mental health problems in police personnel: a systematic review and meta-analysis. *Occupational and Environmental Medicine*, *77*(11), 737-747. https://doi.org/10.1136/oemed-2020-106498

Tang, F., Xue, F., & Qin, P. (2015). The interplay of stressful life events and coping skills on risk for suicidal behavior among youth students in contemporary China: a large scale cross-sectional study. *BMC psychiatry*, *15*(1), 1-10. http://dx.doi.org/10.1186/s12888-015-0575-x

Tejada, J. J., & Punzalan, J. R. B. (2012). On the misuse of Slovin's formula. *The Philippine Statistician*, *61*(1), 129-136. http://dx.doi.org/10.2139/ssrn.3205035

Thami, A. G. (2020). *Perceptions and Causes of Suicide Among Members of the National Police Service in Nairobi County, Kenya* [Doctoral dissertation, University of Nairobi]. Nairobi. http://erepository.uonbi.ac.ke/handle/11295/153761

The National Officer Safety Initiatives (NSI) (2020). *Preventing suicide among law enforcement officers: an issue brief.* https://www.theiacp.org/sites/default/files/2020-02/_NOSI_Issue_Brief_

Theofanidis, D., & Fountouki, A. (2018). Limitations and delimitations in the research process. *Perioperative nursing*, *7*(3), 155-163. https://doi.org/10.3346%2Fjkms.2017.32.11.1749

Too, L. S., Leach, L., & Butterworth, P. (2020). Is the association between poor job control and common mental disorder explained by general perceptions of control? Findings from an Australian longitudinal cohort. *Scandinavian Journal of Work, Environment & Health,* 46(3), 311–320. https://doi.org/10.5271/sjweh.3869

Violanti, J. M., & Steege, A. (2021). Law enforcement worker suicide: an updated national assessment. *Policing (Bradford, England)*, *44*(1), 18–31. https://doi.org/10.1108/PIJPSM-09-2019-0157

Violanti, J. M., Charles, L. E., McCanlies, E., Hartley, T. A., Baughman, P., Andrew, M. E., Fekedulegn, D., Ma, C. C., Mnatsakanova, A., & Burchfiel, C. M. (2017). Police stressors and health: a state-of-the-art review. *Policing (Bradford, England)*, *40*(4), 642–656. https://doi.org/10.1108/PIJPSM-06-2016-0097

Wall, M., Schenck-Gustafsson, K., Minucci, D., Sendén, M. G., Løvseth, L. T., & Fridner, A. (2014). Suicidal ideation among surgeons in Italy and Sweden - a cross-sectional study. *BMC psychology*, *2*(1), 53. https://doi.org/10.1186/s40359-014-0053-0

Wang, W., Kang, L., Zhang, N., Guo, X., Wang, P., Zong, X., Yao, L., Bai, H., Cheng, J., Tu, N., Feng, H., Wang, G., Bu, L., Wang, F., & Liu, Z. (2021). The Interaction Effects of Suicidal Ideation and Childhood Abuse on Brain Structure and Function in Major Depressive Disorder Patients. *Neural Plasticity,* 13(2), 13-37. https://doi.org/10.1155/2021/7088856

Wassermann, A., Meiring, D., & Becker, J. R. (2019). Stress and coping of police officers in the South African Police Service. *South African Journal of Psychology*, *49*(1), 97-108. http://dx.doi.org/10.1177/0081246318763059

Wickramasinghe, N. D., Wijesinghe, P. R., Dharmaratne, S. D., & Agampodi, S. B. (2016). The prevalence and associated factors of depression in policing: a cross sectional study in Sri Lanka. *Springerplus*, *5*(1), 1-9. http://dx.doi.org/10.1186/s40064-016-3474-9

Wolter, C., Santa Maria, A., Gusy, B., Lesener, T., Kleiber, D., & Renneberg, B. (2019). Social support and work engagement in police work: The mediating role of work–privacy conflict and self-efficacy. *Policing: An International Journal*, *14*(5), 67-79. http://dx.doi.org/10.1108/PIJPSM-10-2018-0154

World Health Organisation (2021). *Depression.* https://www.who.int/news-room/fact-sheets/detail/depression

World Health Organization (2019). *Suicide in the world: Global Health Estimates.* WHO

World Health Rankings (2021). *Suicide.* https://www.worldlifeexpectancy.com/cause-of-death/suicide/by-country/

Wu, Y., Yu, W., Wu, X., Wan, H., Wang, Y., & Lu, G. (2020). Psychological resilience and positive coping styles among Chinese undergraduate students: a cross-sectional study. *BMC psychology*, *8*(1), 1-11. https://bmcpsychology.biomedcentral.com/articles/10.1186/s40359-020-00444-y

Xiong, T. Y., Madihie, A., Saili, J., Bakar, M. A. A., Bakar, R. A., & Mahmud, M. I. (2020). Relationship between suicidal ideation and cognitive distortion among undergraduates. *Malaysian Journal of Social Sciences and Humanities (MJSSH)*, *5*(9), 30-38. http://dx.doi.org/10.47405/mjssh.v5i9.474

Yadav, B., Anil, K. C., Bhusal, S., & Pradhan, P. M. S. (2022). Prevalence and factors associated with symptoms of depression, anxiety and stress among traffic police officers in Kathmandu, Nepal: a cross-sectional survey. *BMJ open*, *12*(6), 061-534. http://dx.doi.org/10.1136/bmjopen-2022-061534

Yoon, J. H., Jeung, D., & Chang, S. J. (2016). Does High Emotional Demand with Low Job Control Relate to Suicidal Ideation among Service and Sales Workers in Korea?. *Journal of Korean medical science*, *31*(7), 1042–1048. https://doi.org/10.3346/jkms.2016.31.7.1042

Yun, I., Hwang, E., & Lynch, J. (2015). Police stressors, job satisfaction, burnout, and turnover intention among South Korean police officers. *Asian Journal of Criminology, 10*(1), 23-41. http://dx.doi.org/10.1007/s11417-015-9203-4

Zeng, Z., Guo, Y., Lu, L., Han, L., Chen, W., & Ling, L. (2014). Mental health status and work environment among workers in small-and medium-sized enterprises in Guangdong, China-a cross-sectional survey. *BMC Public Health*, *14*(1), 1-8. http://dx.doi.org/10.1186/1471-2458-14-1162

Žukauskas, P., Vveinhardt, J., & Andriukaitienė, R. (2018). Philosophy and paradigm of scientific research. *Management Culture and Corporate Social Responsibility*, *12*(1), 11-39. http://dx.doi.org/10.5772/intechopen.70628

APPENDIX I: INFORMED CONSENT FORM

Dear respondent, my name is Stella Waky Muriuki. I am a master's student at Kenya Methodist University (KeMU). I am currently conducting a study in which you have been selected by random sampling and I would like to invite you to take part. The purpose of this study is to establish the influence of psychosocial factors on suicidal ideation among police officers in Nyeri Central Sub-county, Kenya. This study is important given the recent suicides among policies and the findings of this study will be used to inform interventions to mitigate this problem. The choice to participate in this study is voluntary. There are no risks associated with your participation in this study. Similarly, you will not be paid to participate in this study. However, should you have any questions, you will be answered or referred appropriately.

In case of any concern, do not hesitate to contact me through my phone 0720-423-280 or email wakystacy@gmail.com . You can also contact my university (KeMU) on 0724-256-162 or email info@kemu.ac.ke

Signature……………… Date…………………….

The purpose of this questionnaire is to collect data on to establish the influence of psychosocial factors on suicidal ideation among police officers in Nyeri Central Sub-county, Kenya. Please answer all the questions by ticking (✓) next to your preferred answer.

A: Demographic Characteristics

1. What is your gender?

- ☐ Male
- ☐ Female

2. What is your age?
- ☐ Below 20 Years
- ☐ 21- 30 Years
- ☐ 31-40   Years
- ☐ 41-50 Years
- ☐ Above 51Years

3. What is your rank?
- ☐ Constable
- ☐ Corporal
- ☐ Inspector
- ☐ Sergeant
- ☐ Superintendent

4. What is your highest level of education?

- ☐ KCSE
- ☐ College Certificate
- ☐ College Diploma
- ☐ Bachelor's degree
- ☐ Postgraduate degree

5. How long have you been a police officer?

- ☐ 1-5 years
- ☐ 6 -10 years

☐ 11-15 years

☐ 16 -20 years

☐ Over 21 years

B: Work environment

For the questions 6-16 in the table below, indicate your agreement or disagreement by ticking in the appropriate box.

		Strongly agree	Agree	Undecided	Disagree	Strongly disagree
6.	I like working in this area					
7.	I feel that this area has high insecurity and poses a danger to me					
8.	My workload is very high					
9.	I am able to get to my work easily					
10.	My superiors are very understanding					
11.	I relate well with my colleagues					
12.	I have been provided with all the necessary resources for my work					
13.	The working hours are enough to allow me to rest					
14.	The planning of shifts is fair					
15.	I am provided with necessary amenities such as transport and tea					
16.	Overall I can say that my working environment is good					

C: Job Control

For the questions 17 –28 in the table below your agreement or disagreement by ticking in the appropriate box.

		Strongly agree	Agree	Undecided	Disagree	Strongly disagree
17	My job gives me freedom to decide how you I do my job					
18	My job allows me to work in shifts					
19	The shift arrangement is fair					
20	My job allows me to select which shift I prefer					
21	I am allowed to choose where I want to be posted					
22	I am allowed to choose your team members					
23	I can take an off day whenever I like					
24	My job allows me to chose when to take leave					
25	My job requires that I do things over and over					
26	I have a lot to say about what happens in my job					
27	I am involved in making decisions that affect my job					
28	I feel that my job is flexible					

D: Social Support

For questions 29-39 in the table below indicate your agreement or disagreement by ticking in the appropriate box.

		Strongly agree	Agree	Undecided	Disagree	Strongly disagree
29	My superiors support me in my work					
30	I feel free to talk to my superiors about stressful events					
31	I feel that my superiors have my interests at heart					
32	My supervisor is fair					
33	My colleagues are supportive in the line of duty					
34	We talk about our challenges with my colleagues about work issues					
35	We talk about our challenges with my colleagues about family issues					
36	My family is very supportive of my work					
37	My family members call me to check on me frequently					
38	The community in this area supports police officers					
39	I feel appreciated by the community for being a police officer					

E: Coping Styles

40. How often do you participate in the activities in the table below as a way of coping

with stress from your work as a police officer?

	Strongly agree	Agree	Undecided	Disagree	Strongly disagree
Drink alcohol					
Sleep					
Using prescription drugs/medications to help me relax					
Using illicit drugs/medications to help me relax					
Hang out with my friends					
Spend time with my family					
Going to church/praying					
Listening to music					
Watching movies					
Playing sports					
Seeing a counsellor					

41. How effective is/are the coping styles selected above?

☐ Effective

☐ Ineffective

Explain your answer

……………………………………………………………………………………….

……………………………………………………………………………………….

……………………………………………………………………………………….

F: Depression

44. Over the last 2 weeks, how often have you been bothered by the following problems?

	Not at all	Several days	More than half the days	Nearly every day
Little interest or pleasure in doing things				
Feeling down, depressed or hopeless				
Trouble falling asleep, staying asleep, or sleeping too much				
Feeling tired or having little energy				
Poor appetite or overeating				
I experience unexplained sadness				
I have lost interest in things I used to love doing				
Feeling bad about yourself - or that you're a failure or have let yourself or your family down				
Trouble concentrating on things, such as reading the newspaper or watching television				
Moving or speaking so slowly that other people could have noticed. Or, the opposite - being so fidgety or restless that you have been moving around a lot more than usual				
Thoughts that you would be better off dead or of hurting yourself in some way				

G: Suicidal Ideation

45. How often have you had the following thoughts?

	Often	Occasionally	Rarely	Never
I have thought about quitting my job				
I have thought about taking my life				
I have thought about specific ways to take my life				
I have actually attempted to take my life				
I have thought about killing someone else				
A person at work has expressed their concern that I look stressed				
A person in my family has expressed their concern that I look stressed				
I have taken out my anger at someone at work				
I have taken out my anger at someone at home				

46. Have you sought help for issues above?

☐ Yes

☐ No

If yes, where did you seek help?

……………………………………………………………………………………………….

How effective was the help sought?

☐ Effective

☐ Ineffective

~Thankyou~

APPENDIX III: FOCUS GROUP DISCUSSION GUIDE

1. How can you describe the work environment of police officers?

2. How would you describe the job control that police officers have?

3. Describe the support police officers get from their colleagues, superiors and community

4. How do police officers cope with the stress from their work?

5. Describe depression among police officers.

6. What can you say about why police officers commit suicide?

APPENDIX IV: INTERVIEW SCHEDULE

1. How do you feel about suicide among police officers in this area?

2. How do you feel about suicidal ideation among police officers in this area

3.. Describe police officers' work environment and how it influences suicidal ideation among police officers in this area?

2. Describe police officers' job control and how it influences suicidal ideation among police officers in this area?

3. Describe police officers' social support and how it influences suicidal ideation among police officers in this area?

4. Describe police officers' coping and how it influences suicidal ideation among police officers in this area?

5. Describe police officers' depression and how it influences suicidal ideation among police officers in this area?

6. What can be done to reduce the rate of suicidal ideation and actual suicide among police officers in this area?

Thankyou

APPENDIX V: LETTERS OF AUTHORISATION

KENYA METHODIST UNIVERSITY

P. O. Box 267 Meru - 60200, Kenya

Fax: 254-64-30162

Tel: 254-064-30301/31229/30367/31171

Email: deanrd@kemu.ac.ke

DIRECTORATE OF POSTGRADUATE STUDIES

July 28, 2022

Commission Secretary,
National Commission for Science, Technology and Innovations,
P.O. Box 30623-00100,
NAIROBI.

Dear Sir/Madam,

RE: STELLA WAKY MURIUKI – (REG. NO. MCP-3-2114-3/2019)

This is to confirm that the above named is a bona fide student of Kenya Methodist University, in the School of Education and Social Sciences, Department of Theology, Religious Studies and Counselling undertaking a Master's Degree in Counselling Psychology . She is conducting research on: "Influence of Psychological Factors on Suicidal Ideation among Police Officers in Nyeri Central Sub-County, Kenya".

We confirm that her research proposal has been presented and approved by the University.

In this regard, we are requesting your office to issue a research license to enable her collect data.

Any assistance accorded to her will be appreciated.

Thank you.

Dr. John Muchiri, Ph.D.
Director, Postgraduate Studies
Cc: Dean SESS
CoD, TRSC
Postgraduate Co-ordinator-SESS
Student Supervisors

KENYA POLICE SERVICE

Telegrams: "REGIONAL" Nyeri
Telephone: 0612030887
When replying please quote

Regional Police Headquarters
P.O. Box 34-10100
NYERI

KPS/DIG/CENT/HRM/35/VOL.I/19   25th August, 2022

The County Police Commander,
Nyeri County,
P.O. Box 34,
NYERI.

RE: REQUEST TO COLLECT DATA ON INFLUENCE OF PSYCHOSOCIAL FACTORS ON SUICIDAL IDEATION AMONG POLICE OFFICERS IN NYERI CENTRAL SUB COUNTY, KENYA – STELLA WAKY MURIUKI

The above named police Officer is an instructor and college counsellor at National Police College Main Campus Kiganjo and also a student at Kenya Methodist University under taking masters in counselling Psychology.

She is requesting to be allowed to collect Data on the above subject at Nyeri Central Sub County.

The Regional Police Commander has directed that you go ahead and allow her to collect the data as requested.

Attached, please find her approval letter from Kenya Methodist University and License from National Commission for Science, Technology &Innovation.

[BENSON MAINA]
FOR: REGIONAL POLICE COMMANDER
CENTRAL REGION

Encls.

116

APPENDIX VI: LETTER FROM NACOSTI

REPUBLIC OF KENYA

NATIONAL COMMISSION FOR SCIENCE,TECHNOLOGY & INNOVATION

Ref No: **585566**

Date of Issue: **21/August/2022**

RESEARCH LICENSE

This is to Certify that Ms.. STELLA WAKY MURIUKI of Kenya Methodist University, has been licensed to conduct research in Nyeri on the topic: INFLUENCE OF PSYCHO SOCIAL FACTORS ON SUICIDAL IDEATION AMONG POLICE OFFICERS IN NYERI CENTRAL SUB-COUNTY, KENYA for the period ending : 21/August/2023.

License No: **NACOSTI/P/22/19766**

585566

Applicant Identification Number

Director General
NATIONAL COMMISSION FOR
SCIENCE,TECHNOLOGY &
INNOVATION

Verification QR Code

NOTE: This is a computer generated License. To verify the authenticity of this document,
Scan the QR Code using QR scanner application.

117