

Title	Job stress in the law enforcement: comparing the linear, non-linear and interaction effects of working conditions
Author	Andrew Noblet, John Rodwell and Amanda Allisey Deakin Business School, Deakin University, Victoria, Australia
Source	Stress and Health
Pub Date	2009
Keywords	job stress; well-being; job satisfaction; organizational commitment; law enforcement
Abstract	<p>This study addresses a gap in much of the research involving stress among high-risk occupations by investigating the effects of linear, non-linear and interaction models in a law enforcement organization that has undertaken a series of efficiency-driven organizational reforms. The results of a survey involving 2085 police officers indicated that the demand–control–support model provided good utility in predicting an officer’s satisfaction, commitment and well-being. In particular, social support and job control were closely associated with all three outcome variables. Although the demand × control/support interactions were not identified in the data, there was some support for the curvilinear effects of job demands. The results have implications for the organizational conditions that need to be addressed in contemporary policing environments where new public management strategies have had widespread affects on the social and organizational context in which policing takes place.</p>