



Operational Stress, Coping Strategies and Psychological Well-Being Among Paramilitary Officers in the Bade Local Government Area of Yobe State

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Received : June 17, 2024

Revised : September 9, 2024

Accepted : September 12, 2024

Online : October 30, 2024

Abstract

There have been reported cases of operational stress experienced by security and paramilitary officers in Nigeria ranging from high to moderate on a continuum of duty posts. Many officers tend to experience operational stress that affects their psychological well-being and productivity. Thus, a study on the influence of operational stress and coping strategies on psychological well-being among paramilitary officers in Bade LGA., Yobe State. The study objectives were: to examine independent influence of operational stress and coping strategies on the psychological well-being of paramilitary officers in Bade, LGA; investigate the joint influence of operational stress and coping strategies on the psychological well-being of paramilitary officers in Bade, LGA. A total of 220 participants, comprising Police (60), Civil Defense (50), Correctional Service (45), and Federal Road Safety Corps (65) were used with purposive sampling techniques. Three standardized instruments namely: Operational Stress; Psychological well-being, and Coping Strategies Scales, were used. Simple linear and multiple regression analyses were performed. The findings revealed that operational stress and coping strategies independently and jointly predicted psychological well-being among paramilitary officers in Bade LGA [F (1,218) =43.956; P<.01; F(1,218) = 51.423; P<.01]; [F (2,137) = 47.153; P<.01]. The study recommended, among others, that the Federal Government of Nigeria should increase the number of paramilitary formations and personnel in Northeast Nigeria with a view to reducing workloads for efficiency and psychological well-being. Additionally, resilience training for coping strategies should be provided by the Federal Government of Nigeria to improve psychological well-being.

Keywords *Operational Stress, Coping strategies, Psychological well-being, Paramilitary Officers, Yobe State*

INTRODUCTION

The concept of psychological well-being has gained wide attention in recent times for employees, including paramilitary officers. Psychological well-being refers to an individual's state of overall wellness, reflecting how well aspects of their life are functioning. It encompasses a sense of satisfaction with life, leading to a perception of happiness and contentment with the quality of life they experience (Bano & Pervaiz, 2019). Psychological well-being encompasses positive feelings about life and effective functioning as a human being. In other words, psychological well-being refers to a situation in which people feel satisfied, happy, and well-supported with life. A very intensive study by Färber and Rosendahl (2018) explained that people with high levels of psychological well-being perform better at work and feel more positive in life. More so, those who scored high on the psychological well-being scale reported having a high outlook in life and function better at work as compared to those who scored low on the psychological well-being scale.

Maran et al. (2024) also alluded that workers who experience stress at work are in a state of extreme psychological distress with negative feelings of powerlessness and hopelessness, resulting in poor psychological well-being. Archer et al. (2024) also explained that psychological well-being and flexibility influence employees in different work settings in different organizations.

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Furthermore, a study by [Anastasia and Hardiyanto \(2022\)](#) also highlighted the importance of entrepreneurs and employees maintaining good psychological well-being in order to perform at their best. If employees have a good work environment, good workloads, and good staff, there is a possibility that employees will perform optimally.

One of the predictive variables of interest in this research is operational stress. Operational stress refers to negative stimuli or feelings that influence performance, including those related to the protection of life and property. According to [Irawanto and Primasari \(2015\)](#), the concept of operational stress suggests negative organizational feelings, such as absenteeism, turnover intention, and boredom, and can affect the psychological well-being of an individual. Stress is inevitable in a workplace by employees; however, when the stress is acute as a result of workloads, it becomes a major problem and leads to low performance and productivity. Paramilitary officers in Bade Local Government more often than not experience operational stress as a result of discharge from their duties, both kinetically and non-kinetically. Operational stress is the most common type of stress that paramilitary officers in Bade Local Government Area experience due to a shortage of personnel and manpower development in the geographical terrain of northeast Nigeria.

Additionally, [Violanti et al. \(2013\)](#) explained that lack of adequate rest, including sleep, can cause operational stress, leading to poor motor and cognitive functioning. No doubt, paramilitary officers in Bade Local Government Area also experience operational stress in the form of high sunshine and high workloads as a result of a few personnel, lack of basic amenities like good water, electricity, health care and accessible roads. The resulting feelings could lead to counterproductive work behaviors, such as lateness to work, sleeping on duty, boredom, fatigue, and more work hazards in the form of injury and accidents. [Martins et al. \(2013\)](#) reaffirmed that workers should adopt coping strategies to surmount operational stress encountered at the workplace and improve their psychological well-being. [Adang et al. \(2018\)](#), [Kula \(2017\)](#), and [Schaible \(2018\)](#), in separate studies, reported that operational stress is common among police officers and affects their physical and cognitive functioning, including job performance. Thus, impairing the quality of life and psychological well-being among paramilitary officers. Many police personnel are vulnerable to the accumulated stress experience as a result of protecting the lives and property of citizens in the Bade Local Government Area of Yobe State. [Papazoglou \(2013\)](#) also lent credence to other researchers who supported the prevalence of operational stress among paramilitary officers who can cause accidents, injury, and low job performance. Thus, it can cause poor sleep, high blood pressure, and other forms of psychological distress like anxiety and depression. When operational stress is acute, it can cause posttraumatic stress disorder (PTSD), particularly among police officers, and this can negatively affect their psychological well-being ([Fekedulegn et al., 2017](#); [Violanti et al., 2013](#)).

Operational stress is a cankerworm among paramilitary officers that deeply affects them, including their spouses, children, friends, and other family members. There is a dire need by the Federal Government of Nigeria to increase motivation to enhance the well-being of officers. More personnel should be recruited to minimize the current workload experienced by officers. [Alessandri et al. \(2018\)](#) conducted research on operational stress among police officers and reported that poor job performance, cognitive imbalance, low morale, low self-esteem, and intention to quit the job were recorded among police officers. [Landicho et al. \(2024\)](#) stated that knowing the employees' level of stress in a work setting is sacrosanct in determining an employee's job performance. Some employees may have a better coping strategy than others, depending on individual personality traits and resilience. Operational stress is the resultant feelings of boredom and burnout as a result of performing duties. This could affect the emotional states of the officers. Some police officers who encounter intense operational stress and are unable to cope with it

successfully may end up killing or hurting innocent citizens who were supposed to be protected by them. Others may shout at drivers or passengers in the case of Road Safety Corps officers and may display some forms of uncivil behavior because of anger and frustration. In a similar vein, [Meichenbaum \(2017\)](#) buttressed the fact that operational stress can lead to psychological distress, such as depression and anxiety, and long-term health challenges like high blood pressure, cardiovascular disease, poor sleep, and insomnia, among others. Therefore, there is a dire need for all paramilitary officers to have a good coping strategy to manage this operational stress.

Coping strategies is yet another predictive variable of interest to this research. According to [Meichenbaum \(2017\)](#), coping strategy is defined as the mobilization of thoughts and behaviors to manage internal and external stressful situations. It is action geared toward controlling unpleasant situations to improve one's life. An individual with a good coping strategy requires active participation in thought processes to overcome negative stimuli or unpleasant situations. [Achnak and Vantilborgh \(2021\)](#) explained that individuals experiencing stressful events should adopt more than one coping strategy to achieve better performance. Police officers, the Road Safety Corps, the Nigerian Security and Civil Defense Corps, and the Nigerian Correctional Service require a good coping strategy to manage operational stress and achieve better psychological well-being. In other words, coping strategies refer to the ways in which individuals' levels of stress are reduced by taking certain measures. Again, we can still see coping strategy as behaviors, thoughts, and emotions that individuals use to adjust to the changes that occur in their lives ([Meichenbaum, 2017](#)). Therefore, stress is an integral part of work culture that different categories of workers experience at varying degrees. Some may be acute, mild, or moderate, but what matters most is the level of employee management and the coping strategies adopted to achieve optimal performance. Paramilitary officers are not exempted from this type of operational stress, but what matters most is how they handle it with a view to improve psychological well-being.

Despite the fact that many studies have been conducted on operational stress and the psychological well-being of paramilitary officers, none of these studies cared to know about the coping strategies level of psychological well-being of the armed forces if they were exposed to a stress management style. How this may relieve their stress levels and increase their psychological well-being. Therefore, this study aims to provide solutions to operational stress among paramilitary officers and fill lacuna in the literature. This study focuses especially on how paramilitary officers perceive operational stress and its effects on psychological well-being. Research has observed overtime the effect of psychological well-being caused by operational stress and coping strategies among paramilitary officers in Bade Local Government Area of Yobe State as worrisome. Many police officers, Civil Defence personnel, and Road Safety officials experience significant stress due to the demanding nature of their working environment, which negatively impacts their productivity and service delivery. Therefore, it is essential to enhance the psychological well-being of paramilitary officers to foster a sense of belonging and promote optimal performance.

LITERATURE REVIEW

A study conducted by [Kula \(2017\)](#) on occupational stress and burnout among police officers in Turkey found that the higher the level of occupational stress experienced by police officers, the greater their burnout and job dissatisfaction. This implies that operational stress leads to poor quality of life and psychological well-being among police officers. [Kula \(2017\)](#) recommended that more police personnel should be recruited and trained to work optimally and be satisfied with their jobs. This indicates that paramilitary officers, particularly those in the Bade Local Government Area, require training in managing operational stress in the workplace. Implementing such training could significantly enhance their psychological well-being. Additionally, [Ragesh et al. \(2017\)](#)

conducted a study on operational stress and psychological wellbeing among police personnel in India and reported a significant correlation between operational stress and psychological wellbeing among police officers. These results suggest that operational stress determines psychological well-being. The higher the level of operational stress, the lower one's psychological well-being. Similarly, the study conducted by [Dikki \(2017\)](#) among police officers with the aim of determining job performance and operational stress also buttressed a similar finding that job performance relates to operational stress. The manifestation of operational stress among police workers will determine their duties performance in relation to psychological well-being.

More so, [Ragesh et al. \(2017\)](#) reaffirmed the importance of managing operational stress to prevent psychological distress in the form of anxiety and depression. This could cause impairment in the psychical and psychomotor functioning of police personnel. [Ragesh et al.'s \(2017\)](#) study on operational stress and mental health among 40 police personnel in India showed a clear understanding that 23% of the study participants affirmed that operational stress affected their mental health, thereby causing physical and health problems such as impairment, diabetes, hypertension, and allergies, thus weakening their psychological well-being. In addition, 29 % of the participants reported having mental illnesses such as psychosis, depression, and anxiety disorder. This finding suggests that operational stress hampers psychological well-being among police officers, and these results could be replicated with paramilitary officers in the Bade Local Government Area of Yobe State. [Nair et al. \(2024\)](#) emphasized students' mental health and well-being as sacrosanct for students and workers to receive the necessary attention. If this is not done, it would be detrimental to help students, employees, and paramilitary officers seek behavior, thus affecting job performance. [Pembi et al. \(2022\)](#) alluded that conflict and stress in organizations are inevitable for employees to encounter, but what is important is how these conflicts can be resolved and how the coping strategies employees adopt can determine the level of employee potential and productivity in a work setting. [Mishra \(2022\)](#) opined that employee and their behaviors, such as coping strategies and stress, are key determinants of job satisfaction and productivity in an organization.

[Singh \(2017\)](#) reiterated the need for resilience training for paramilitary officers to bounce back positively despite encountering operational stresses in their duties. The government should train officers to be able to cope physically and psychologically with optimal performance. Training can be conducted during recruitment and on-the-job training from time to time to enable paramilitary officers to cope with and discharge their duties creditably. [Singh \(2017\)](#) alluded to many methods to mitigate operational stress among police officers and suggested a multi-dimensional approach to managing operational stress. Such methods include psychotherapy, counseling, and good coping strategies among police officers to help them overcome difficulties ([Lopez-Curbelo, 2017](#); [Singh, 2017](#)).

On the other hand, [Mamat et al. \(2022\)](#) conducted a study on occupational stress and general well-being among police officers in Kelantan, Malaysia, using 107 police officers and reported that the prevalence of occupational stress was high among police officers. The most frequent manifestation of occupational stress among police officers was negative comments. Consequently, in light of the identified gaps in prior research and the pressing circumstances faced by police officers, this study aims to achieve the following objectives:

1. To examine the influence of operational stress on the psychological well-being of paramilitary officers in Bade Local Government Area, Yobe State.
2. To investigate the influence of coping strategies on psychological well-being among paramilitary officers in the Bade Local Government Area, Yobe State.
3. To determine the joint influence of operational stress and coping strategies on the psychological well-being of paramilitary officers in Bade LGA, Yobe State.

The practical implication of these studies to our present study lies in the fact that operational stress is real among Nigerian paramilitary officers, and there is every need to implement psychological interventions such as counseling, resilience training, psychotherapy, and psychoeducation to help deal with operational stress among paramilitary officers.

Research Framework

This study is anchored on social learning theory as proposed by [Bandura \(1977\)](#) which suggests that individuals learn new behaviors through observation of others and the consequences thereof. This theory emphasizes the role of social reinforcement, where behaviors are shaped by rewards and punishments experienced in social contexts. When applied to paramilitary officers, they also learn new behaviors from their counterparts in foreign nations, such as the United States, the United Nations, Britain, and other western countries, where they observe that a lot of operational stress is seamlessly low compared to their number. Whereas, in Nigeria, paramilitary formations need to be rejigged to ease the burden of operational stress for better coping strategies. This applies to the same observations concerning their welfare and motivation. When paramilitary officers observe that their counterparts in foreign nations are being motivated and treated better, they feel demotivated, thus affecting their psychological well-being and productivity. The same applies to equipment and gadgets used for operations. When paramilitary officers learn that many important working gadgets or devices for effective operations are missing, they feel demoralized, which could affect their psychological well-being.

Research Hypotheses

Based on the literature review, the study proposed the following hypotheses:

1. Operational stress will significantly predict psychological well-being among paramilitary officers in Bade LGA, Yobe State.
2. Coping strategies will significantly predict psychological well-being among paramilitary officers in Bade LGA, Yobe.
3. There will be a joint prediction of operational stress and coping strategies on psychological well-being among Paramilitary Officers in Bade LGA, Yobe State.

RESEARCH METHOD

The study adopted the following method to examine the influence of operational stress and coping strategies on psychological well-being among paramilitary officers in the Bade Local Government Area of Yobe State:

Design

This study employed a cross-sectional survey design to investigate the influence of operational stress and coping strategies on paramilitary officers in Yobe State. This type of design explores the use of data collection at one point in time as the most suitable method for describing a given phenomenon or variable or among the correlations between variables ([Shindi, 2017](#)). With a cross-sectional design, the researcher did not manipulate any variables but examine the relationship between the variables of interest (operational stress, coping strategies, and psychological well-being) as they exist in the defined population (paramilitary officers). The independent variables were operational stress and coping strategies, and the dependent variable was psychological well-being. This research design will enable the researcher to also elicit information from the respondents (Paramilitary Officers) cutting across different sex, age, cadre, education, and marital status.

Settings

The setting of this study is the Bade Local Government Area. The justification for this setting is that Bade is one of the most prolific of activities of paramilitary officers and has a university known as Federal University, Gashua, which attracts many socio-economic activities, including paramilitary officers, and is strategic in carrying out this study. The place is good for the selection of participants for the study and for security purposes. Bade is located in Yobe State in the North-East Geographical Zone of Nigeria. Gashua is the headquarters of the Bade Local Government Area, and it consists of smaller towns and villages within the area, including Kumariya, Gashua, Dogona, Gabaruwa, Amshi, Azam, Gapchia, and Garinkura, which were covered for the study. The popular ethnic affiliations in Bade are the Bade and the Duwai sub-divisions, with the Bade and Duwai languages being the spoken language within the area. Islam is the widely practiced religion in the Bade Local Government Area, while important festivals in the local government include Bade fishing and cultural festivals.

Participants

The participants for this study consisted of 220 participants, consisting of police offices, Road Safety Corps, Civil Defense offices, and Correctional Service offices, from various stations in Gashua, which is the headquarters of the Bade Local Government area. A sample of 220 participants was selected from the population of paramilitary officers within the Gashua metropolis. The participants comprised police officers with a total number of 60, civil defense officers 50, Prison staff 45, and road safety officers 65.

Sampling

The purposive sampling technique was used to select participants. A purposive sampling technique was adopted. The justification for using purposive sampling was the special population of the participants, which were called paramilitary officers. The criteria for purposive sampling were that of the special or unique population of paramilitary officers who are special security Agencies in Nigeria that are saddled with the responsibility of protecting the life and property of citizens, including the safety of roads while driving. The nature of their occupation and job schedules as paramilitaries is tedious, and they sometimes conduct oppressions, resulting in stressful situations. Purposive sampling is best used when focusing in depth on relatively small samples that have specific characteristics of the participants.

Instruments

The researcher did not add validity and reliability of the three (3) instruments used for this study because they were already validated and standardized for validity and reliability. Therefore, there is no rationale to include a validity and reliability test of the questionnaire. Three (3) standardize instruments were used in the study. Thus, the following standardized instruments were used:

Psychological Well-Being Scale (PWB - 18)

Psychological Well-Being Scale (PWB - 18) was used to measure psychological well-being among paramilitary officers. This scale was designed by Ryff, Almeida, Ayanian, Carr, Cleary, Coe, and Williams in 2010 (Ryff et al., 2010). The scale contains 18 items that measure dimensions of psychological well-being to include: autonomy, environmental mastery others include, positive relations with others, purpose in life, and self-acceptance. High scores on the scale suggest high psychological well-being and vice versa. The scale uses a Likert-type 7-point response type starting from 1= strongly disagree; 2= somewhat disagree; 3= a little disagree; 4= neither agree or disagree;

5= a little agree; 6= somewhat agree; 7=strongly agree.

Perceived Stress Scale (PSS - 10)

The perceived stress scale developed by Cohen et al. (1983) was used to measure operational stress among paramilitary officers. The scale helps us understand how different situations affect our feelings and our perceived stress. The scale has a 10-item question that elicits responses from participants about the perceived stress they encounter in their work schedule. The responses of the scale start from 1- never; 2= sometimes; 3= often; 4= very often. High scores suggest high levels of operational stress, and vice versa.

Brief-COPE (Brief COPE-28) Scale

The Coping Strategies scale was developed by Carver (1997). It contains 28 items that measure; Problem focused, emotional-focused, and avoidant coping. The problem focused items are concerned about; Active coping, Use of informational support, positive reframing, and planning. Emotional focus is tilted to focus on; Emotional Support, Venting, Humor, Acceptance, Self-blame, and Religion. Avoidant coping focuses on Self-distraction, Substance Use, Denial, and Behavioral disengagement. The scale uses the Likert-5 point response scale, ranging from strongly disagree (1) to strongly agree (5). Higher scores on the scale suggest a higher level of coping strategy, whereas lower scores suggest a lower level.

Procedures for Data Collection

The researcher with two research assistants sought the approval of area commanders of various security agencies in Bade LGA. After approval was granted, the researcher and two research assistants visited various paramilitary offices in Bade LGA to administer copies of the questionnaire. Ethical consideration was subsequently conducted. Informed consent, briefing, confidentiality of information, safety measures, and no-harm to participants were duly ensured before test administration. Two hundred thirty-five (235) copies of the questionnaire were distributed to the participants. However, only 220 were returned and coded for data analysis. The duration for administering copies of the questionnaire was a 3-week period, and retrieval of the copies of the questionnaire was conducted concurrently for the 3-week period. Participants who needed more information about the nature and form of the questionnaire were duly clarified and attended to appropriately.

FINDINGS AND DISCUSSION

Multilinear regression assumptions

The following assumptions were put in place before the use of multilinear regression:

- a. There must be a linear relationship between independent and dependent variables.
- b. Homoscedasticity of the variance- that is the residuals have constant or equal variance in independent and dependent variables.
- c. Normality: data collection follows a normal distribution for a P-Value 0.5%
- d. Independence of independent variables

These conditions were met before the use of multilinear regression was adopted in this study. Additionally, the results for the multilinear regression are presented based on the two hypotheses developed for this study. Simple linear regression analysis and multiple linear regression were used, and the results are presented as follows:

Hypothesis 1

Hypothesis 1 stated that operational stress will significantly influence psychological well-

being among paramilitary officers in Bade LGA. The result of this hypothesis is presented in Table 1 below.

Table 1. Summary of simple linear regression scores showing the influence of operational stress on the psychological well-being of paramilitary officers in Bade LGA

Predictor variable	R	R ²	df	F	β	t	Sig
Constant	.492	.242	1 218	43.956		10.123	.001**
Operational Stress					-.492	-6.630	.001**

**P<.01: *P<.05

The result from table 1 above shows that operational stress negatively and significantly influences psychological well-being among paramilitary officers in Bade LGA [F (1,218) =43.956; P<.01]. This result implies that operational stress negatively affects psychological well-being. Thus, as the level of operational stress increases, the psychological well-being of the paramilitary officers in Bade LGA significantly decreases. Furthermore, the finding from above revealed that operational stress contributed to 24.2% (R² = .242) variability in explaining psychological well-being among paramilitary officers in Bade LGA. Based on the result, therefore, this hypothesis is supported.

Hypothesis 2

Hypothesis 2 sought to examine whether coping strategies significantly influence psychological well-being among paramilitary officers in Bade LGA. This hypothesis was assessed using linear regression analysis, and the results are presented in Table 2.

Table 2. Summary of simple linear regression scores showing the influence of coping strategies on psychological well-being among paramilitary officers in Bade LGA

Predictor variable	R	R ²	df	F	β	t	Sig
Constant	.521	.271	1 218	51.423		16.671	.001**
Coping strategies					.521	7.171	.001**

**P<.01

Table 2 presents the results for Hypothesis 2. Finding revealed that there was a significant influence of coping strategies on the psychological well-being of paramilitary officers in Bade LGA. [F(1,218) = 51.423; P<.01]. This result implies that coping strategies influence psychological well-being among paramilitary officers in Bade LGA. Coping strategy is a predictor of psychological well-being. Thus, as the level of coping strategy increases, psychological well-being also increases significantly among paramilitary officers in Bade LGA. More so, the results revealed that coping strategies accounted for 27.1% (R² = .271) of the total variance in explaining psychological well-being among paramilitary officers in Bade LGA. Based on this finding, hypothesis two was confirmed.

Hypothesis 3

Hypothesis 3 stated that there will be a significant joint influence of operational stress and coping strategies on psychological well-being among paramilitary officers in Bade LGA when age, sex, cadre, education, and marital status are controlled. This hypothesis was tested using the use of multiple linear regression analysis, and the results are presented in Table 3.

Table 3. Summary of multiple linear regression scores indicating the joint influence of operational stress and coping strategies on psychological well-being among paramilitary officers in Bade LGA

Predictor variable	R	R ²	Df	F	β	t	Sig
Constant	.639	.408	2 217	47.153		7.924	.001**
Operational Stress					-.382	-5.614	.001**
Coping Strategies					.422	6.199	.001**

**P<.01; *P<.05

Table 3 shows that operational stress and coping strategies have a significant influence on psychological well-being among paramilitary officers in Bade LGA. [F (2,217) = 47.153; P<.01]. This result implies that operational stress and coping strategy jointly influence psychological well-being among paramilitary officers in Bade LGA. Thus, operational stress and coping strategy are joint predictors of psychological well-being. The result further revealed that operational stress and coping strategy jointly accounted for 40.8% (R² = .408) variability in explaining psychological well-being among paramilitary officers in Bade LGA. Following the result, therefore, hypothesis three was supported.

Discussions

The use of regression analysis to test the hypotheses was due to the assumptions of the objectives and formulation of the research hypotheses. Regression analysis was used to assess the degree to which one independent variable influence or causes a dependent variable to change. Multiple regression analysis was used to examine two independent variables as dependent variables as predictors of relationships. Moreover, the degree of freedom is 95. % confidence level was used for deciding to accept or reject the three hypotheses. Moreover, gives 5% error variance assumed from the error. This is the standard procedure for adopting the use of regression, which uses the relationship or influence of one independent variable on the dependent variable.

The result in hypothesis one shows that operational stress negatively and significantly influences psychological well-being among paramilitary officers in Bade LGA. This finding was in line with previous studies by a number of researchers, such as, [Dikki \(2017\)](#) and [Ragesh et al. \(2017\)](#), in their separate studies on occupational stress and psychological well-being, all affirmed that operational stress influences psychological well-being among police officers. Therefore, these related studies confirmed the present research hypotheses that stated operational stress has a significant negative influence on psychological well-being among paramilitary officers in Bade LGA. The present study also confirmed the common phenomenon of operational stress affecting paramilitary officers. The researcher was not surprised by the result because the workload of paramilitary officers engaged in their daily work routine will predispose them to operational stress.

Furthermore, in the Hypotheses two, this hypothesis sought to examine whether coping

strategies significantly influence psychological well-being among paramilitary officers in Bade LGA. Based on the finding revealed in this study and also findings from [Lopez-Curbelo \(2017\)](#), they buttressed the fact that operational stress is common among paramilitary officers and recommended that training and retraining of officers are key in minimizing stress. Training in areas of resilience and coping strategy, stress debriefing, psychotherapy, counseling amongst others would help paramilitary officers boost their job satisfaction and psychological well-being.

In the Hypotheses three, which stated that operational stress and coping strategies will jointly influence psychological well-being among paramilitary officers in Bade LGA, were confirmed. These results indicate that operational stress and coping strategies are determinants of psychological well-being. In other words, operational stress and coping strategies are good predictors of psychological well-being among paramilitary officers in Bade LGA. In this investigation, the hypotheses were confirmed.

CONCLUSIONS

Based on the findings of the study, several conclusions can be drawn. Firstly, operational stress was identified as a significant predictor of psychological well-being among paramilitary officers in Bade LGA, Yobe State. Secondly, coping strategies emerged as a crucial determinant of psychological well-being in this population. Additionally, the study revealed that both operational stress and coping strategies jointly influenced the psychological well-being of paramilitary officers in Bade LGA, Yobe State.

Recommendations

Based on the results of the study, the following recommendations were made:

1. Operational stress was recorded as high among paramilitary officers in Bade LGA, Yobe State, which reduced their level of psychological well-being. Therefore, this study recommends that the Federal Government of Nigeria should increase the number of formations and workforce across the country for paramilitary missions in the North-East Zone, specifically to Yobe State, to cushion the effect of excessive workload that results in operational stress. This is because the findings from the research indicated that the higher the level of operational stress, the lower the level of psychological wellbeing observed among the officers. If more personnel are deployed in Yobe State, this will help reduce the operational stress experienced by the officers on duty.
2. The study also indicated that the more an individual increases their coping strategies, the more the increase in psychological well-being of the paramilitary officers. Therefore, the researcher recommends that the Federal Government of Nigeria, through the Ministry of Interior, should design a resilience training on coping strategies to be given on a periodic basis to its personnel to strengthen their resilience and coping strategies on how to adapt to stressful situations.
3. There is a need for the Federal Government of Nigeria to increase the motivation of paramilitary officers in the form of salary increases, promotions, bonuses, training, rewards, loans, and other remuneration. This will go a long way to enhancing psychological well-being and higher productivity. More so, this work is recommended to all paramilitary personnel, the Ministry of Interior, and all the Armed Forces in Nigeria to have in-depth knowledge on operational stress, coping strategies, and the need for psychological well-being.

LIMITATION & FURTHER RESEARCH

During carrying out this research, the following limitations were encountered. The first

limitation was the associated variables of operational stress, coping strategies, and psychological well-being. In future studies, these aspects warrant a more thorough investigation because they have not been comprehensively explored in the current research. More robust coping strategies and operational stress dimensions should be explored to better understand the variables. More so, more dimensions of psychological well-being should be investigated in future studies.

Furthermore, the researcher faced time constraints while conducting this study, attributable to the geographical characteristics of the area. Gathering paramilitary officers at a certain point in time was not as easy as possible due to their work demands. However, the researcher with the help of the research assistant succeeded in administering the copies of the questionnaire. The security challenges in the area were yet another limitation of this study. Due to the porous nature of the Bade Local Government Area in terms of insecurity, the researcher was very apprehensive in visiting all the villages and settlements of the area for the paramilitary officers to participate in the study. However, a representative sample was made to cover them.

Therefore, considering the limitations encountered in the present study and the potential for further development in this research area, future studies should investigate the variables of operational stress, coping strategies, and psychological well-being, as these aspects have not been comprehensively explored in the current research. More indices / dimensions of operational stress and coping strategies should be investigated in future studies to give more clearer understanding of the relationships and predictions of the study variables. Additionally, future studies should cover different geographical areas or zones in Nigeria and not just One Local Government Area. More specifically, future studies should cover the military forces that also experience this operational stress more in the combatant zone with insurgency in North-East Nigeria.

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