

Conscientiousness, Work Family Conflict and Stress amongst Police Officers in Alice, South Africa

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ABSTRACT The purpose of the study was to explore the relationship between work-family conflict, stress and conscientiousness amongst police officers. The study was undertaken at the South African Police Service station in Alice in the Eastern Cape and was based on a sample size of 101 ($n=101$) police officers out of 134 police officers. The study wanted to establish if there is a relationship between conscientiousness and work-family conflict, between conscientiousness and stress (work and family) and overall to establish whether conscientiousness and work-family conflict have a combined effect on stress. The sample demonstrated high levels of conscientiousness and moderate to low levels of work-family conflict, work stress and family stress. There is a negative relationship between work-family conflict and conscientiousness ($r = -.20, p = .05$) and work stress and conscientiousness ($r = -.34, p = .001$), but no significant relationship between conscientiousness and family stress ($r = -.09, p = >.05$). Work-family conflict contributes to both family ($r = .42, p = .001$) and work stress ($r = .33, p = .001$). Work stress and family stress are also positively correlated ($r = .19, p = .05$). Work-family conflict and conscientiousness interact to impact upon work stress $F(2, 98) = 9.65, p < .001, R^2 = .16$, where those with higher levels of conscientiousness are better able to reduce the impact of work-family conflict on work stress. Conscientiousness should be taken into consideration when screening police officers for service.