

QUALIFYING EXAMINATION

EXPLORING THE USE AND IMPACT OF ON-THE-JOB RECOVERY TO FACILITATE THE RECUPERATION OF SHIFT-DUTY POLICE OFFICERS

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Abstract

Policing is a highly stressful and demanding job which requires a 24/7 presence. Police work is unpredictable; shifting from monotonous and unstimulating routine to dynamic, confusing, and risky situations poses high physical, mental, and emotional demands on the officers. Extensive research has demonstrated the adverse impact of the work characteristics, the work context, and the nature of work hours (such as shift work, long hours, irregular hours) on the officers' well-being, health, safety, and performance (Bishop, Tong, Diong, Why, Enkelmann, Khader, Ang, Tan, & Koh, 2007; Rajaratnam, Barger, Lockley, Shea, Wang, Landrigan, O'Brien, Qadri, Sullivan, Cade, Epstein, White, & Czeisler, 2011; Vila, 2006; Violanti, Charles, McCanlies, Hartley, Baughman, Andrew, Fekedulegn, Ma, Mnatsakanova, & Burchfiel, 2017).

Yet studies on intervention strategies which help the police officers to cope with their job demands and stressors are limited (Barger, Lockley, Rajaratnam, & Landrigan, 2009). In the current environment with heightened security threats and concurrent resource constraints, law enforcement agencies often are limited in their ability to reduce work hours or manipulate the work schedules of their officers to promote flexibility (Vila, 2006). Hence, alternative strategies are necessary to mitigate the impact of extended shift hours and facilitate the recovery of the officers' resources such that they are able to discharge their duties exemplarily.

In view of the above stated challenges, the aim of this research is to understand the phenomena of on-the-job recovery among these frontline shift work officers, as well as explore the use and impact of on-the-job recovery to facilitate their recuperation. It is critical for police officers to maintain sufficient resources to sustain them through their shift duties. While there has been a surge of research in the area of off-work recovery recently, the research focusing on on-the-job recovery has been limited, and largely based on office hour workers (Fritz, Ellis, Demsky, Lin & Guros, 2013; Sonnentag, Venz & Casper, 2017). Hence, there is a research gap as well as a practical need to be filled through this research on police officers' on-the-job recovery.

Proceedings

Duration	Session
5 mins	Chair Welcome & Introduction of Panel
30-45mins	Presentation by Student
15 mins	Q&A (by audience – faculty / students)
Break	Audience to leave the meeting
30 mins	Q&A by Panel
15 mins	Chairperson to ask candidate to leave the meeting Private Panel Discussion and Decision on the Qualifying Examination
15 mins	Candidate invited back by Chairperson Feedback and Outcome of Qualifying Examination

Monday
13 July 2020

2pm

Venue:
TEAMS Meeting

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