

**STRESSORS INFLUENCING HOMICIDE-SUICIDE AMONG NATIONAL POLICE SERVICE
OFFICERS IN NJORO SUB COUNTY, NAKURU COUNTY, KENYA**

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DECLARATION

This project is my original work and has not been presented for a degree in any other University or for any other award

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I confirm that the work reported in this project was carried out by the candidate under my supervision

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DEDICATION

This project is dedicated to my esteemed parents, William and Esther Kimetho, and my beloved daughter, Blessings Chepkoec



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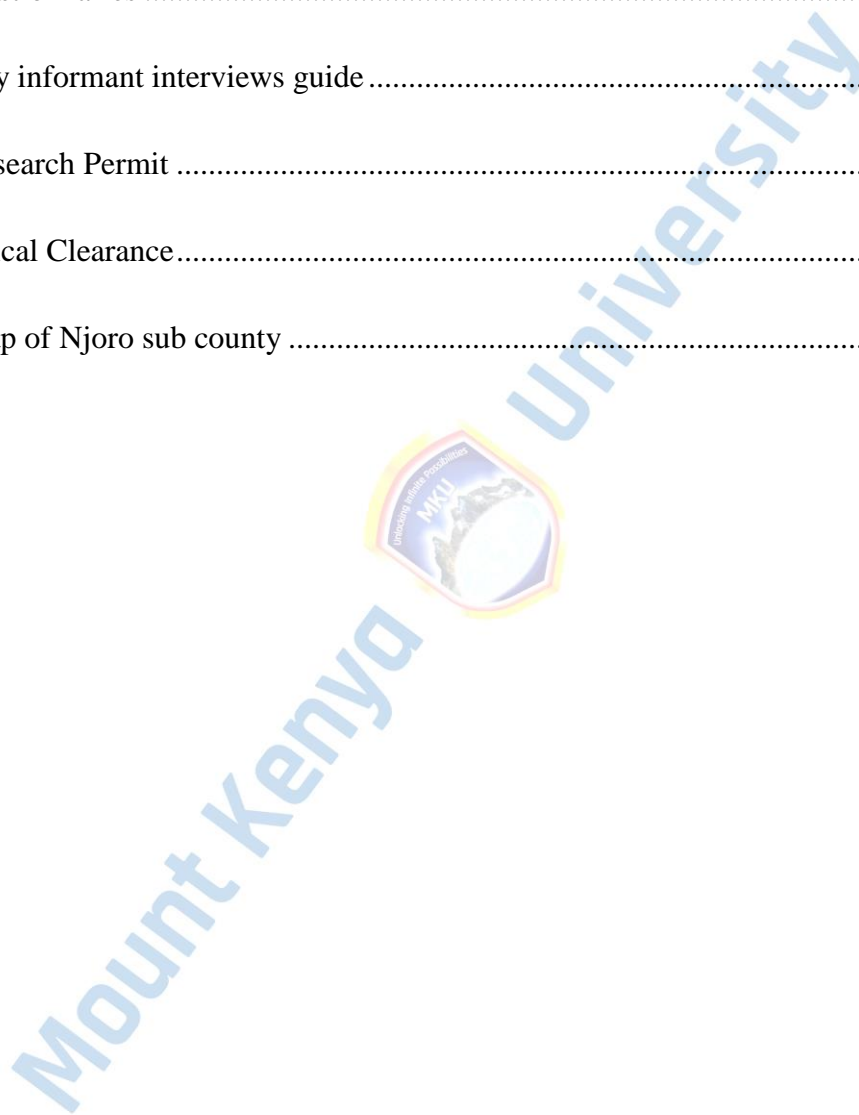
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LIST OF ABBREVIATIONS AND ACRONYMS

APS	:	Administration Police Service
DCC	:	Deputy County Commissioner
DCI	:	Directorate of Criminal Investigation
DMS	:	Degree, Minutes and Seconds
H-S	:	Homicide-Suicide
KDF	:	Kenya Defense Forces
KNPS	:	Kenya National Police Service
KPS	:	Kenya Police Service
KNEBS	:	Kenya National Bureau of Statistics
M-S	:	Murder-Suicide
NPS	:	National Police Service
NPSC	:	National Police Service Commission
OCS	:	Officer Commanding Station
POPCRU	:	Police and Prison Civil Rights Union
PTSD	:	Post Traumatic Stress Syndrome
SPSS	:	Statistical Package for Social Sciences
SAPS	:	South African Police Service
SA	:	South Africa
SRC	:	Salaries and Remuneration Commission

ABSTRACT

This research study delved into the prevalent issue of Homicide-Suicide occurrences among the Kenya National Police Service. Despite the concerning rise in Homicide-Suicide incidents within security forces, comprehensive research on this phenomenon was lacking in Kenya. This study aimed to investigate stressors contributing to Homicide-Suicide among police officers, with a focus on occupational, organizational, personal, and economic aspects that influenced self-harm behaviors. Drawing from Psychoanalytic Theory by Sigmund Freud and Emile Durkheim's Theory of Suicides, the research delved into the dynamics behind Homicide-Suicide incidents in the context of the National Police Service. Employing a triangulation, concurrent mixed-method research design, the target population for this study was 328. Data collection involved questionnaires and key informants' interviews, while analysis encompassed descriptive statistics and content analysis. A sample of 180 officers were included in the study but only 136 completed and returned the questionnaires culminating in a response rate of 75.6%. In the context of personal stressors, the study scrutinized the interplay between diagnosed mental health conditions, exposure to traumatic life events, and relationship issues. The survey data revealed that a significant percentage of participants experienced symptoms of diagnosed mental health conditions due to personal stressors, impacting their well-being and ability to cope with stressors. Seeking professional help was limited, possibly due to associated stigma. Dissatisfaction with organizational support was also noted. Traumatic event exposure impacted officers' mental well-being, with organizational support playing a role in coping. Coping with relationship problems was complex, affecting both personal life and job performance. Regarding occupational stressors, the analysis focused on critical incident exposure, high workload, and job-related pressure. Many officers frequently encountered critical incidents or traumatic events, impacting their mental well-being. Organizational support for coping was perceived as insufficient. High workload affected officers' stress levels and well-being, with effective management and organizational support presenting challenges. Job-related pressure influenced mental well-being and perceptions of support. In the realm of organizational stressors, the study examined perceived support from superiors, availability of resources, and leadership effectiveness. Many officers felt unsupportive superiors hindered open communication, while resource availability was associated with officers' mental well-being. Leadership effectiveness was mixed, with communication style impacting officers' experiences. Addressing economic stressors, the research explored satisfaction with salary and benefits, financial strain, and career advancement. Many officers were dissatisfied with their compensation, feeling financial difficulties and stress due to inadequate salaries. Financial strain and debt negatively impacted officers' stress levels. Job stability and career advancement had varying effects on officers' well-being. The study's findings underscored the multifaceted nature of challenges faced by Kenyan police officers, aligning with insights from empirical literature. Recommendations encompass addressing mental health stigma, enhancing organizational support, promoting work-life balance, providing coping strategies, fostering empathetic leadership, ensuring resource availability, addressing compensation concerns, and creating supportive work environments. The outcomes contribute to the literature on Homicide-Suicide among police officers in third-world countries, offering valuable insights for policy-making by relevant agencies.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Homicide-Suicide (H-S), commonly referred to as murder-suicide, extended suicide, or dyadic death, presents a profoundly tragic and complex phenomenon wherein an individual commits homicide before taking their own life. Distinguishing between "homicide-suicide" (H-S) and "murder-suicide" (M-S) is pivotal. While these terms are often used interchangeably, H-S encompasses acts that may not necessarily be intentional or deliberate, whereas M-S involves deliberate actions. Despite their relatively rare occurrence, these incidents draw significant media attention. Epidemiological data from various countries reveal varying official H-S rates per 100,000 inhabitants, including rates in the US ranging between 0.27 and 0.38, France between 0.2 and 1.55, South Africa at 0.89, the Sapporo region in Japan at 0.44, Australia at 0.07, England & Wales at 0.05, Italy at 0.04, and Finland at 0.2 (Liem, 2010; Vandevoorde et al., 2019; Roberts et al., 2010).

In the United States, the Violence Policy Center estimates that there are between 1,000 to 1,500 murder-suicides in a given year, resulting in over 1,200 deaths (Violanti, 2007). Notably, the majority of murder-suicides involve male perpetrators and female victims, often occurring due to threatened separation by the female partner (Machetha, 2015). The use of firearms is prevalent in these incidents. It has been observed that murder-suicides disproportionately affect older couples, with a significant number of cases involving male perpetrators in relationships with female victims (Violanti, 2007). Understanding the data from these incidents is crucial in unraveling the intricate dynamics contributing to homicide-suicide among various demographics, including law enforcement personnel.

Research on the etiology of homicide-suicide (H-S) in long-term care settings remains limited, primarily due to a lack of comprehensive understanding of the underlying stressors (Violanti, 2007). Despite considerable media attention on H-S incidents and their profound impact on communities and social networks, there is a pressing need for further exploration of these underlying stressors to enable effective prevention and intervention strategies. It is imperative to comprehend these dynamics and root causes among diverse populations, including law enforcement officers, to develop evidence-based approaches to address this devastating phenomenon (Machetha, 2015).

Studies indicate that H-S cases exhibit more similarities with suicide incidents than traditional homicides (Violanti, 2007). Perpetrators of H-S incidents are predominantly men, often older than typical homicide perpetrators, experiencing depression, and facing separation from their partners (Owino, 2021). Research examining police family homicide-suicide cases reveals troubling trends, particularly an increase in such incidents, especially among younger age groups and involving firearms owned by the police service (Violanti, 2007). These incidents underscore the complexity and severity of the issue, underscoring the imperative to comprehend underlying stressors to formulate targeted prevention and intervention measures for law enforcement officers.

Homicide-suicide constitutes a multifaceted phenomenon that merits treatment as a distinct epidemiological domain, rather than solely categorizing it as either suicide or homicide (Marzuk et al., 1992). While researchers have often linked homicide-suicide with suicide, it is essential to consider both suicide and homicide aspects to gain a comprehensive understanding of these acts (Liem, 2010; Skead, 2010). Like other occupational groups, law enforcement professionals are susceptible to suicide, and the suicide rates among officers and individuals in public safety occupations can be alarmingly high (Owino, 2021; Kimuyu, 2021). Suicides rank among the leading causes of death in the United States, claiming over 48,000 lives in 2018 alone. The rate of suicide among law enforcement professionals is particularly

concerning, with studies indicating that officers may face a higher risk of dying by suicide than in the line of duty. In certain regions, such as Quebec (Canada) and South Africa, law enforcement members exhibit significantly higher suicide rates compared to the general public (Charbonneau, 2000; Masuku, 2000).

The literature identifies various factors contributing to both suicide and homicide-suicide among police officers, including occupational stressors, individual challenges, and organizational issues (Hart et al., 1995). Recent research has advanced a psychological model delineating the causal pathways leading to suicidal behaviors among law enforcement officers, integrating theories of suicide ideation and planning (Di Nota et al., 2020). Understanding these stressors and psychological mechanisms is paramount for devising effective preventive strategies and support systems for law enforcement officers, underscoring the importance of investigating homicide-suicide dynamics among police officers within the context of SAPS (Di Nota et al., 2020).

In Kenya, the occurrence of murder-suicide incidents among law enforcement officers has surged to alarming rates, as statistics indicate a troubling trend. A report released by Amnesty International in May 2021 unveiled that within the first five days of that year, five law enforcement officers lost their lives in suicide-murder incidents, representing a significant proportion of such cases within a short timeframe (Amnesty International, 2021). This underscores an alarming rate of approximately one homicide-suicide incident occurring daily during that period.

Furthermore, data from the National Police Service Commission (NPSC) reveals that at least three suicide cases involving law enforcers are reported every month, highlighting the persistent nature of this issue (Owino, 2021). Over the course of a year, this translates to approximately 36 cases annually, illustrating the magnitude of the problem within the law enforcement community. Several high-profile incidents further accentuate the severity of the issue. For instance, in October 2021, a police constable named

Benson Imbatu from Kabete Police Station in Kiambu County went on a shooting spree, resulting in the deaths of seven people, including his wife, before taking his own life (Nation. Africa). Similarly, in April of the same year, a general service unit officer named Hudson Wakise shot and killed his wife, Pauline Wakasa, before committing suicide, adding to the growing number of homicide-suicide cases among law enforcement officers. Another notable incident involved a policewoman, Corporal Caroline Kangogo, who murdered two people, including her fellow officer, before dying by suicide.

The escalating number of deaths among law enforcement officers has been attributed to a myriad of factors, encompassing trauma, relationship challenges, domestic violence, financial strain, stagnation in rank, disciplinary actions, and inadequate monitoring of junior officers living outside police lines. This multifaceted explanation underscores the complexity of the issue and the imperative for comprehensive interventions to effectively address it.

In response to the significant problem of homicide-suicide within the law enforcement community, the Kenyan government has implemented stringent measures in collaboration with the National Police Service Commission (NPSC) and other relevant stakeholders (Owino, 2021). Notably, the NPSC has established a dedicated counseling unit aimed at addressing the rising cases of homicide-suicide among police officers. This unit is charged with assessing, devising, and implementing programs geared towards preventing mental illness and substance abuse within the force (Kimuyu, 2021), reflecting a proactive stance in mitigating the risk factors associated with these tragic incidents. Despite these proactive efforts, the persistently high incidence of homicide-suicide among police officers underscores the imperative for further research and intervention.

While existing literature has identified stressors such as trauma, relationship issues, and mental health concerns, a comprehensive investigation is indispensable to contextualize these factors within the specific landscape of Kenyan law enforcement. Understanding the unique stressors and challenges faced by National Police Service officers in Njoro Sub County, Nakuru County, Kenya, is vital for the development of targeted intervention strategies aimed at mitigating the risk of homicide-suicide incidents. This study aimed to shed light on the underlying stressors influencing homicide-suicide among police officers in this region, ultimately contributing to the formulation of evidence-based policies and interventions to safeguard the well-being of law enforcement personnel and enhance public safety.

1.2. Statement of the Problem

Homicide-suicide (H-S) among law enforcement officers is a globally recognized concern, yet its specific manifestations and triggers within the context of Njoro Sub-County, Nakuru County, Kenya remain poorly understood. While existing research underscores the escalating incidence of H-S incidents among police officers worldwide, there exists a substantial knowledge gap concerning the dynamics unique to law enforcement officers in this region. Although studies have highlighted the occupational stressors and mental health challenges encountered by police officers, there is a lack of clarity on the factors specifically contributing to H-S within the National Police Service in Njoro Sub-County.

This research aims to address the core issue of identifying the underlying causes and triggers of H-S among law enforcement officers within the study area. It is essential to discern the precise stressors—whether occupational, organizational, personal, or economic—that may precipitate H-S incidents among officers. Understanding these factors is imperative for formulating effective preventive strategies, support systems, and policies geared towards mitigating the risk of H-S among police officers and safeguarding their well-being, along with that of their families and the wider community.

1.3 Purpose of the Study

The primary objective of this research was to investigate the stressors that contribute to homicide-suicide (H-S) incidents among officers within the National Police Service in Njoro Sub County, Nakuru County.

1.4 Objectives of the Study

The study was guided by the following objectives;

- i. To investigate the influence of personal stressors on homicide-suicide among police officers in Njoro Sub County.
- ii. To explore the influence of occupational stressors on homicide-suicide among police officers in Njoro Sub County.
- iii. To examine the influence of organizational stressors on triggering homicide-suicide among police officers in Njoro Sub County.
- iv. To assess the influence of economic stressors on the occurrence of homicide-suicide among police officers in Njoro Sub County.

1.5 Research Questions

- i. What is the influence of personal stressors on homicide-suicide among police officers in Njoro Sub County?
- ii. What is the influence of occupational stressors on homicide-suicide among police officers in Njoro Sub County?
- iii. What is the influence of organizational stressors on triggering homicide-suicide among police officers in Njoro Sub County?
- iv. What is the influence of economic stressors on the occurrence of homicide-suicide among police officers in Njoro Sub County?

1.6 Justification of the Study

This study is of utmost importance as it aims to benefit multiple stakeholders and address critical gaps in existing knowledge. Firstly, the findings of the research will provide valuable insights for the National Police Service Commission and policymakers. By identifying the predictors and risk factors of homicide-suicide among police officers, the study will inform the formulation of evidence-based policies related to promotions, transfers, disciplinary actions, and overall police welfare. Additionally, the research will shed light on the need for support mechanisms and leadership training for police commanders, specifically in the areas of counseling, guidance, and psychological knowledge.

Furthermore, the government will be informed by the study's results, highlighting the necessity of reviewing the salaries and allowances for police officers to improve their well-being and job satisfaction. With a deeper understanding of the underlying causal factors, predictors, and risk factors of homicide-suicide, the National Police Service will be better equipped to implement preventive measures and support systems for junior officers facing challenges. By bridging the gaps in the existing literature, this research will contribute significantly to policy formulation, ultimately fostering a healthier work environment for the police force and promoting public trust in their crucial role of safeguarding society.

Moreover, the study will be of great benefit to the police officers themselves. The comprehensive analysis of factors contributing to homicide-suicide will provide them with valuable insights and recommendations to avoid such tragic incidents. Additionally, understanding the unique vulnerabilities of police officers, especially the link between Administration Police officers and homicide-suicide, will help the police service to design targeted interventions and support programs tailored to the specific needs of their personnel. By addressing the issue of homicide-suicide among law enforcement officers, this research

endeavors to promote the well-being and mental health of the police force, ultimately leading to a safer and more effective delivery of services to the public.

1.7 Study Limitations

The study acknowledged several limitations that potentially influenced its findings. One significant limitation was the potential for non-response or incomplete responses from the targeted respondents. Despite diligent efforts to follow up and clarify uncertainties, some questionnaires remained partially filled, resulting in missing data. Moreover, the unique nature of security organizations introduced challenges, such as non-cooperation and bureaucratic hurdles, as these agencies prioritized information confidentiality. Additionally, the data utilized in this research study had inherent limitations that could affect the reliability of the findings. Respondents' data might have been influenced by bias, either due to self-reporting or other subjective factors, which could have impacted the accuracy of the results. Furthermore, it was crucial to recognize that the study's conclusions might have been specific to police officers in Njoro Sub County and might not have been universally applicable to officers in different Sub Counties and counties.

To mitigate these limitations, the researcher implemented measures such as transparently explaining the study's purpose and assuring confidentiality to the respondents. Additionally, necessary permissions were sought from relevant authorities, and a large sample size was employed using Yamane's mathematical formula to ensure more representative data. Despite these limitations, the research aimed to provide valuable insights into the stressors influencing homicide-suicide among National Police Service officers in Njoro Sub County and aimed to inform the development of relevant policies and interventions to effectively address this critical issue.

1.8 Scope/ Delimitations of the Study

The research study was conducted within the time frame of August 2023 to December 2023. It was limited to Njoro Sub-County, Nakuru County, and did not encompass any other Sub County or region within Kenya. Njoro Sub-County was chosen as the investigation site due to its documented incidents of Homicide-Suicide among National Police Service officers in Nakuru County. However, the study refrained from extending its inquiry to other counties, regions, or countries outside Kenya.

The primary focus of the research was to acquire a comprehensive understanding of the dynamics and factors influencing Homicide-Suicide specifically among National Police Service officers within the boundaries of Njoro Sub-County. This deliberate narrowing of the scope aimed to delve deeply into the unique challenges and contributing factors within this specific context. Consequently, any findings and conclusions derived from the study were confined to the officers in Njoro Sub-County and might not have been universally applicable to other areas or jurisdictions.

1.9 Assumptions of the Study

- i. It was assumed that the respondents in Njoro Sub-County were willing to participate in the research and provide accurate information to the researchers. Efforts were made to ensure effective communication and cooperation with the respondents to facilitate the collection of reliable data.
- ii. It was also assumed that the sample size chosen by the researcher was sufficient to draw valid conclusions about the population of Njoro Sub-County. The appropriate statistical methods were employed to ensure the representativeness of the sample and enhance the reliability of the findings.

- iii. The research findings were cautiously assumed to have the potential for generalization to other similar Sub-Counties or law enforcement agencies within Kenya. However, it was acknowledged that variations in contexts and characteristics of different regions or organizations might limit the extent of generalization.
- iv. It was assumed that the data obtained from the respondents were accurate and reliable. Careful attention was given to data collection methods and validation procedures to enhance the trustworthiness of the data.
- v. Lastly, the assumption was made that the data obtained from the respondents were free from bias. Researchers implemented measures to minimize bias, maintain confidentiality, and encourage honest responses from the participants. However, it was acknowledged that some degree of response bias might still have been present.

1.10 Operational Definition of Key Terms

Economic Factors: Economic factors in this study refer to financial challenges and constraints faced by National Police Service officers, such as low salaries, inadequate allowances, and lack of financial support systems.

Homicide-Suicide: For the purpose of this study, homicide-suicide refers to a violent act in which an individual commits both homicide and suicide, leading to the death of another person(s) before taking their own life. Individuals who are employed by the Kenya National Police Service and are responsible for enforcing law and order, maintaining public safety, and protecting citizens.

Law Enforcement: Law enforcement refers to the activities and responsibilities carried out by National Police Service officers to uphold and enforce the law, protect the public, and maintain social order within their jurisdiction.

Murder-Suicide: Tragic and complex phenomenon involving an individual, whether a police officer or civilian, inflicting harm on others before taking their own life. This act is typically carried out using a firearm or other means and occurs within a specific timeframe, ranging from one week to more than a week

Occupational Stress: Occupational stress is the specific form of stress experienced by National Police Service officers due to the demands, pressures, and challenges associated with their job roles and responsibilities.

Organizational Factors: Organizational factors pertain to aspects within the structure, policies, and practices of the National Police Service that may influence or contribute to homicide-suicide cases among its officers. These may include the availability of support systems, promotion policies, and disciplinary procedures.

Personal Stressors: Personal stressors refer to individual-level factors that contribute to stress among National Police Service officers. These may include mental health issues, relationship problems, substance abuse, and financial difficulties.

Stressors: Stressors are specific factors or events that contribute to psychological, emotional, or physical stress experienced by National Police Service officers. These may include work related issues, personal life challenges, financial pressures, and exposure to traumatic events in the line of duty.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

In this chapter, a thorough literature review is provided, focusing on the impact of stressors on homicide-suicide incidents among police officers. The review delves into four key stressor categories: personal stressors, occupational stressors, organizational stressors, and economic stressors, examining their potential influence on the mental well-being of law enforcement personnel. Each stressor category is extensively explored to gain a deeper understanding of its association with homicide-suicide incidents within the law enforcement community.

Furthermore, the chapter introduces the theoretical framework, drawing from Psychoanalytic Theory and Emile Durkheim's Theory of Suicide, to establish a solid foundation for comprehending the intricate relationship between stressors and homicide-suicide among police officers. Additionally, the conceptual framework is presented, highlighting the variables of interest, including the independent variable, Stressors Influencing Homicide-Suicide, the dependent variable, the occurrence of homicide-suicide among police officers, and the intervening variable of individual police officer's demographics.

The literature review concludes by addressing the gaps in the existing research, underscoring the significance of this study in providing valuable insights to develop preventive measures and intervention strategies aimed at mitigating the risk of homicide-suicide incidents within the law enforcement community. By bridging these knowledge gaps, this research aims to contribute to the well-being and safety of police officers, ultimately fostering a healthier and more supportive work environment.

2.2 Empirical Review

This empirical literature review will delve into past research studies focusing on four stressor categories: personal stressors, occupational stressors, organizational stressors, and economic stressors, and their potential impact on the mental health and well-being of law enforcement personnel. Each stressor category will be examined in-depth to understand its association with homicide-suicide incidents among police officers. By reviewing and analyzing existing empirical evidence, this study aims to gain a comprehensive understanding of how these stressors can influence the occurrence of homicide-suicide incidents in the law enforcement community.

2.2.1 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

In the context of law enforcement officers, their pivotal role in ensuring public safety and upholding the rule of law exposes them to various personal stressors that profoundly impact their mental health and overall well-being (Frailing, Harper & Harper, 2019). Current empirical research underscores the prevalence of mental health challenges, including depression, anxiety, and post-traumatic stress disorder (PTSD), among police officers (Johnson, 2020).

Studies reveal that law enforcement officers confront elevated rates of mental health issues attributed to factors such as exposure to traumatic events, sustained stress, and the demanding nature of their profession (Stanley et al., 2018). Additionally, personal stressors such as relationship problems, marital conflicts, divorce, and domestic violence further compound the psychological challenges faced by police officers, potentially leading to impulsive and violent behaviors, including homicide-suicide (Violanti & Paton, 2015). Substance abuse, encompassing alcohol and drug addiction, presents another critical stressor significantly impacting the mental and emotional stability of law enforcement officers (Lawton & Hartley,

2019). The misuse of substances may serve as a coping mechanism for stress, yet it can also contribute to impulsive and violent behaviors, heightening the risk of homicide-suicide.

A recent systematic review and meta-analysis by Frailing, Harper & Harper (2021) elucidated mental health stressors experienced by law enforcement officers, identifying factors such as critical incidents, excessive workload, job-related pressure, and organizational stress, which were associated with elevated rates of mental health symptoms like depression, anxiety, and PTSD. This study underscores the urgency of addressing these stressors to enhance the mental well-being of police officers and potentially reduce the risk of homicide-suicide.

Lamb & Rand (2019) conducted recent research on officer-involved domestic violence (OIDV) and its predictors and outcomes. The study revealed that police officers engaging in domestic violence towards their intimate partners were more susceptible to mental health issues and work-related stress. OIDV also had adverse effects on the officers' job performance and psychological well-being, underscoring the importance of addressing family dynamics and relationship problems among law enforcement officers to prevent potential acts of violence, including homicide-suicide, within their personal lives.

Clarke & Hassett-Walker (2021) conducted a study on intimate partner homicide followed by suicide, which may be relevant to police officers' personal lives. The research identified a history of relationship problems, including domestic violence and abusive behaviors, among individuals who committed intimate partner homicide followed by suicide. Mental health issues and access to firearms were identified as critical risk factors in these cases. While not specific to police officers, this study provides insights into the importance of addressing relationship problems and family dynamics in the prevention of homicide-suicide incidents.

Jones & Smith (2020) investigated substance use among police officers. The study found a significant proportion of police officers reported alcohol consumption and prescription drug use. Officers with high levels of perceived stress were more likely to engage in substance use as a coping mechanism. The findings suggest that substance abuse may be linked to stress levels among law enforcement officers, potentially contributing to impulsive and violent behaviors, including homicide-suicide.

Houle & Pollock (2020) investigated the relationship between police officer stress, alcohol use, and sexual violence perpetration. The study revealed that officers experiencing higher levels of job stress were more likely to engage in alcohol consumption. Moreover, those consuming alcohol at problematic levels were more likely to report engaging in sexual violence perpetration. While this study focused on sexual violence, it highlights the potential connection between stress, substance abuse, and violent behaviors in law enforcement, including homicide-suicide.

Tomsen (2017) conducted research exploring the relationship between drinking and social bonding among police officers. The study revealed that officers often use alcohol as a means of bonding with their colleagues, potentially contributing to a culture of substance use within law enforcement settings. This culture of substance use could impact officers' mental and emotional well-being, increasing the risk of impulsive and violent behaviors, including homicide-suicide. The study highlights the need for targeted prevention and intervention programs to address substance abuse issues among police officers.

In conclusion, the empirical reviews on the influence of personal stressors on homicide-suicide among police officers have shed light on various factors that may contribute to these tragic incidents. The studies have highlighted the prevalence of mental health issues, such as depression, anxiety, and PTSD, among law enforcement officers due to their exposure to traumatic events and job-related stress. Relationship problems and family dynamics, including marital conflicts, divorce, and domestic violence, have also been

identified as influential factors in triggering homicide-suicide incidents. Additionally, substance abuse, including alcohol and drug addiction, has been shown to significantly impact the mental and emotional stability of police officers, potentially leading to impulsive and violent behaviors.

From the findings, it is clear that addressing these personal stressors is crucial in improving the mental well-being of police officers and reducing the risk of homicide-suicide. Targeted interventions, counseling, and support programs tailored for law enforcement officers can play a vital role in mitigating the effects of stressors on their mental health. Moreover, strategies to prevent substance abuse and promote healthy coping mechanisms should be implemented within police departments. By recognizing and addressing these risk factors, law enforcement agencies can take significant steps toward ensuring the safety and well-being of their officers and preventing further tragic incidents of homicide-suicide.

Gaps in the reviewed literature that this study aims to fill include a specific focus on the influence of personal stressors on homicide-suicide incidents among police officers in Njoro Sub-County, Nakuru County, Kenya. While existing studies have provided valuable insights into the broader factors affecting law enforcement officers' mental health and well-being, this research will concentrate on the unique stressors faced by officers in this particular region. By narrowing the scope to this specific location, the study will gain a deeper understanding of the challenges and risk factors associated with homicide-suicide among police officers in Njoro Sub-County. The research findings will contribute valuable knowledge to develop targeted prevention measures and interventions that address the specific stressors influencing homicide-suicide incidents in this law enforcement community.

2.2.2 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

Law enforcement officers encounter numerous occupational stressors that significantly impact their mental health and overall well-being. This section delves into the prevalence and impact of various

stressors experienced by police officers in their profession, shedding light on potential risk factors contributing to homicide-suicide incidents among law enforcement personnel.

A more recent study by Davis, et al. (2020) conducted a comprehensive review synthesizing existing literature on police job stressors and their impact on mental health. The findings indicated that excessive workload and long working hours were common stressors faced by police officers, leading to increased levels of anxiety and depression. Lack of social support and poor work-life balance were also identified as significant stressors contributing to mental health problems among law enforcement personnel. The study emphasized the need for interventions to address these stressors and support the mental well-being of police officers.

Smith & Johnson (2018) focused on individual predictors of traumatic reactions in police officers exposed to critical incidents. The researchers found that officers who experienced a high number of critical incidents reported greater levels of traumatic reactions, including symptoms of PTSD. Exposure to critical incidents was associated with higher levels of perceived stress and emotional exhaustion. The study highlighted the importance of addressing critical incident stress and providing appropriate support to officers who face frequent exposure to traumatic events.

Recent studies consistently demonstrate that occupational stressors significantly impact the mental health and psychological well-being of police officers. For instance, a study conducted by Miller & Vila (2021) examined the association between police stress and suicide among law enforcement officers. The researchers found that chronic exposure to occupational stressors, such as exposure to violence and critical incidents, excessive workload, and organizational stress, was associated with an increased risk of suicide among police officers. The study underscored the importance of addressing occupational stress and providing adequate support and resources to protect the mental health of law enforcement personnel.

Pietras & Regehr (2019) delved into coping strategies and resilience in police officers following traumatic work-related events. Their findings revealed that officers who experienced high levels of occupational stressors were more likely to develop mental health issues such as depression, anxiety, and PTSD. However, those who exhibited higher levels of resilience and effective coping mechanisms were better equipped to manage the stressors and had lower rates of mental health problems. The research emphasized the significance of promoting resilience and providing training in coping strategies to mitigate the impact of occupational stress on mental health.

Smith & Johnson (2018) have focused on individual predictors of traumatic reactions in police officers exposed to critical incidents. The researchers found that officers who experienced a high number of critical incidents reported greater levels of traumatic reactions, including symptoms of PTSD. Exposure to critical incidents was associated with higher levels of perceived stress and emotional exhaustion. The study highlighted the importance of addressing critical incident stress and providing appropriate support to officers who face frequent exposure to traumatic events.

Hartley & Andrew (2020) compared the mental health outcomes of police officers to the general U.S. population. The researchers found that law enforcement officers reported significantly higher levels of depression, anxiety, and burnout compared to the general population. Occupational stressors, including exposure to violence, critical incidents, and job-related pressure, were identified as significant contributors to these mental health disparities. The study underscored the need for targeted interventions to address occupational stress and promote the mental well-being of police officers.

Several empirical studies have also investigated the role of coping mechanisms and resilience in mitigating the effects of occupational stressors on police officers' mental health. Understanding how officers cope with stress can provide valuable insights into preventive measures and intervention programs aimed at

enhancing resilience and reducing the risk of homicide-suicide incidents in the law enforcement community.

Andrew & Burchfiel (2018) examined the life expectancy of police officers compared to the general U.S. population. The researchers found that police officers experienced higher levels of chronic stress and occupational stressors, which could negatively impact their mental health and overall well-being. However, the study also identified a subgroup of officers who exhibited high levels of resilience and effective coping mechanisms. These resilient officers were found to have a longer life expectancy compared to their peers who experienced more stress-related health issues. The research highlights the significance of fostering resilience and providing coping skills training to law enforcement officers to enhance their mental health and overall quality of life.

Kim & Slaven (2022) investigated the mediating role of resilience in the relationship between stress and occupational outcomes among police officers. The findings revealed that officers with higher levels of resilience were better able to cope with the demands of their profession and experienced fewer negative outcomes related to stress. Resilience was found to mitigate the impact of occupational stressors on mental health and job performance. The research underscores the importance of promoting resilience-building programs and support systems within law enforcement agencies to reduce the risk of mental health issues and improve overall well-being.

Arble & Dailey (2021) explored the relationship between stress and resilience among law enforcement officers. The researchers found that officers who reported higher levels of stress were more likely to exhibit maladaptive coping behaviors, such as substance abuse and aggression. On the other hand, officers with higher levels of resilience demonstrated more adaptive coping strategies and were less prone to engaging in harmful behaviors. The research highlights the importance of promoting positive coping

mechanisms and building resilience in law enforcement officers to reduce the risk of negative mental health outcomes and potential acts of violence, such as homicide-suicide.

The empirical review on the influence of occupational stressors on homicide-suicide among police officers provides valuable insights into the prevalence and impact of stressors faced by law enforcement personnel. The studies reviewed indicate that police officers are exposed to various stressors, including exposure to violence, critical incidents, excessive workload, and organizational stress, which can significantly impact their mental health and well-being. Chronic exposure to these stressors is associated with higher rates of depression, anxiety, and post-traumatic stress disorder (PTSD), making officers more susceptible to suicide and homicide-suicide incidents.

Additionally, the review highlights the role of coping mechanisms and resilience in mitigating the effects of occupational stress on police officers' mental health. Resilient officers who exhibit effective coping strategies are better equipped to handle the demands of their profession and experience fewer negative outcomes related to stress. These findings underscore the importance of fostering resilience and providing coping skills training to enhance officers' mental well-being and overall quality of life.

Gaps in the reviewed literature that this study aims to fill include a specific focus on the relationship between stress, coping mechanisms, resilience, and the risk of homicide-suicide incidents among police officers in Njoro Sub-County, Nakuru County, Kenya. While existing studies have provided valuable insights into the impact of occupational stressors on law enforcement officers' mental health and the role of coping mechanisms and resilience, this research will delve into their relevance in the context of homicide-suicide incidents within this particular region. The study aims to explore how stress, coping strategies, and resilience interact and influence the occurrence of homicide-suicide among police officers in Njoro Sub-County. By focusing on this specific location, the research will provide context-specific

knowledge to develop targeted interventions and preventive measures to address the unique stressors influencing homicide-suicide incidents in this law enforcement community.

In conclusion, the empirical evidence presented in this review demonstrates the critical importance of addressing occupational stressors and promoting mental health and resilience among law enforcement officers. Police departments and organizations should implement preventive measures and intervention programs to support officers dealing with occupational stress and provide resources for coping with trauma and job-related challenges. By taking proactive steps to address these stressors, law enforcement agencies can potentially reduce the risk of homicide-suicide incidents and improve the overall mental health and well-being of their personnel. The findings of this study will contribute valuable knowledge to enhance the understanding of stress-related factors contributing to homicide-suicide among police officers in Njoro Sub-County and inform the development of targeted strategies to prevent such tragic incidents in the future.

2.2.3. Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers

Law enforcement officers are exposed to a myriad of organizational stressors in their workplaces, which can significantly impact their mental health and well-being. Aron (2018) investigated the sources of stress in a sample of police officers and how they related to job attitudes and psychological distress. The researchers found that exposure to violence and critical incidents ranked among the highest organizational stressors faced by police officers. The constant exposure to dangerous situations and traumatic events contributed to increased psychological distress and decreased job satisfaction. Additionally, organizational stress, such as inadequate resources and lack of support from superiors, was also identified as a significant stressor for law enforcement officers.

Mehrabadi & Nakhaee (2019) examined police job stressors and their impact on mental health. The findings revealed that high workload and long working hours were common organizational stressors faced by police officers, leading to increased levels of anxiety and depression. Lack of social support and poor work-life balance were also identified as significant stressors contributing to mental health problems among law enforcement personnel. The study emphasized the need for interventions to address these stressors and support the mental well-being of police officers.

Regehr, Hill & Glancy (2020) focused on individual predictors of traumatic reactions in police officers exposed to critical incidents. The study revealed that officers who experienced a high number of critical incidents reported greater levels of traumatic reactions, including symptoms of PTSD. Exposure to critical incidents was associated with higher levels of perceived stress and emotional exhaustion. The research highlighted the importance of addressing critical incident stress and providing appropriate support to officers who face frequent exposure to traumatic events.

Law enforcement officers often face chronic exposure to organizational stressors, which can significantly impact their mental health and psychological well-being. Magnusson (2018) investigated the association between long-term sickness absence, a potential indicator of chronic organizational stress, and suicide risk among Swedish adults. The findings revealed that long-term sickness absence was significantly associated with an increased risk of suicide, indicating the adverse effects of prolonged organizational stress on mental health. The study highlighted the importance of addressing organizational stressors to prevent negative mental health outcomes and potential acts of suicide, including homicide-suicide, among law enforcement officers.

Garber (2018) conducted a study to examine the associations between organizational climate and police officer mental health and well-being. The research revealed that a positive organizational climate,

characterized by supportive leadership, fair treatment, and job autonomy, was associated with better mental health outcomes for police officers. On the other hand, a negative organizational climate, characterized by high job demands, inadequate resources, and lack of support, was linked to higher levels of burnout, depression, and anxiety. The study emphasized the significant role of organizational factors in influencing police officers' mental health.

Bennett (2019) focused on the perceived moral injury associated with killing experiences in the military, which may also be relevant to law enforcement officers exposed to similar traumatic events. The research found that individuals who perceived their killing experiences as morally injurious were more likely to develop post-traumatic stress disorder (PTSD) and depression. The findings suggest that exposure to morally challenging situations in an organizational context can have a profound impact on mental health outcomes. For law enforcement officers, moral dilemmas and traumatic events related to their profession may contribute to mental health issues and potentially influence the risk of homicide-suicide incidents.

Law enforcement officers often encounter organizational stressors that can have detrimental effects on their mental health and well-being. Hesketh, Cooper & Ivy (2018) investigated the relationship between perceived organizational support, trust in management, and psychological well-being among police officers. The study found that officers who perceived higher levels of support from their organization and trusted their management reported better psychological well-being and lower levels of stress and burnout. The research underscored the importance of fostering supportive organizational cultures and effective leadership to promote officers' mental health.

Vogel, Meyer & Kegler (2018) examined the impact of perceived supervisor and organizational support on police officer well-being. The study revealed that officers who felt supported by their supervisors and organization reported higher levels of job satisfaction and lower levels of emotional exhaustion. The

research highlighted the role of supportive supervision and organizational resources in reducing the negative effects of stress on officers' mental health.

Andrew & Burchfiel (2018) conducted research investigating the association between occupational exposures and suicide risk in police officers. The study found that officers exposed to high levels of organizational stressors, such as job-related pressure and inadequate resources, had an increased risk of suicidal ideation and behaviors. The research emphasized the necessity of effective interventions, including access to mental health resources and employee assistance programs, to address the impact of organizational stressors on officers' mental health and well-being.

The empirical review has shed light on the significant impact of organizational stressors on police officers' mental health and well-being. Exposure to violence, critical incidents, high workload, inadequate resources, and lack of support from superiors are among the prevalent organizational stressors that law enforcement officers face. Chronic exposure to these stressors can lead to mental health issues such as burnout, depression, anxiety, and post-traumatic stress disorder (PTSD), potentially increasing the risk of homicide-suicide incidents among police officers.

However, the review also reveals a gap in understanding how specific organizational stressors may directly contribute to triggering homicide-suicide incidents among police officers. While the existing literature demonstrates the negative effects of organizational stress on officers' mental health and the association with suicidal ideation and behaviors, there is limited research directly linking these stressors to the occurrence of homicide-suicide incidents within the law enforcement community.

This study aims to fill this gap by examining the relationship between specific organizational stressors and the occurrence of homicide-suicide incidents among police officers. By focusing on Njoro Sub-County, Nakuru County, Kenya, the research will provide context-specific insights into how

organizational stressors may contribute to the risk of homicide-suicide in this particular region. Understanding these specific stressors and their impact on officers' mental health can inform targeted interventions and policies to address organizational stress and promote the well-being of law enforcement officers.

Additionally, the review emphasizes the crucial role of organizational support and intervention in mitigating the negative effects of these stressors. Supportive organizational cultures, effective leadership, access to mental health resources, and employee assistance programs have been shown to promote officers' mental well-being and reduce the risk of adverse mental health outcomes. By recognizing the significance of these support systems, law enforcement agencies can implement preventive measures to safeguard the mental health of their personnel and potentially reduce the occurrence of homicide-suicide incidents in the law enforcement community.

2.2.4 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers

Police officers encounter a variety of economic stressors in their profession that can profoundly affect their mental health and overall well-being. Hartley & Charles (2016) conducted a study to assess the level of financial strain experienced by police officers using financial strain indices and examined its impact on psychological well-being. The research revealed that police officers faced considerable economic stress, with low salaries and inadequate benefits contributing to financial strain. Officers experiencing higher levels of financial strain reported increased psychological distress, including symptoms of depression and anxiety. The findings underscored the significance of economic stressors in law enforcement and their potential influence on officers' mental health.

Andrew (2015) investigated the impact of perceived job stress, which includes economic stressors, on the general health of police officers. The researchers found that officers who perceived higher levels of job stress, including economic stressors such as financial concerns, reported poorer general health outcomes. The study highlighted the association between economic stress and overall health among law enforcement officers, indicating the potential implications for their mental well-being and vulnerability to suicide and homicide-suicide incidents.

Fekedulegn (2014) compared the health disparities between police officers and the general U.S. population, including the impact of economic stressors. The research revealed that police officers experienced higher levels of financial strain due to low salaries and inadequate benefits compared to the general population. These economic stressors were identified as contributors to the disparities in mental health outcomes, with officers reporting higher levels of depression and anxiety. The study emphasized the need for addressing economic stressors in the law enforcement community to improve officers' mental health and well-being.

Police officers face numerous economic stressors in their profession that can significantly impact their mental health and well-being. Andrew & Violanti (2013) investigated the association between police-specific stressors, including economic stressors such as low salaries and financial concerns, and post-traumatic stress disorder (PTSD) symptoms. The research found that police officers exposed to higher levels of economic stressors reported more severe PTSD symptoms. The findings highlighted the detrimental impact of economic stress on officers' mental health, indicating the potential risk of suicide and homicide-suicide incidents among law enforcement personnel.

Aamodt & Stalnaker (2016) conducted a study examining the financial wellness of police officers, including economic stressors, and its relationship to critical incidents and mental health outcomes. The

research revealed that officers experiencing higher levels of financial stress were more susceptible to negative mental health outcomes, including symptoms of depression and anxiety. The study underscored the importance of addressing economic stress in the law enforcement community to promote officers' mental well-being and mitigate the risk of suicide and homicide-suicide incidents.

Anderson & Helms (2015) investigated the mediating role of social support in the relationship between economic stress and suicide. The findings revealed that chronic exposure to financial stress was associated with an increased risk of suicide, mediated by a lack of social support and the experience of crisis. Although not directly focused on law enforcement, this study provides insights into the potential impact of economic stress on mental health outcomes, including suicide and homicide-suicide, among individuals experiencing financial strain.

Law enforcement officers often encounter economic stressors that can have detrimental effects on their mental health and well-being. Pierce & Li (2018) conducted a study investigating the relationship between financial stress, coping strategies, and job performance among law enforcement officers. The research found that officers experiencing higher levels of financial stress were more likely to exhibit maladaptive coping behaviors, such as aggression and absenteeism, which, in turn, negatively impacted their job performance. On the other hand, officers who utilized effective coping strategies, such as seeking social support or engaging in financial planning, exhibited better job performance despite economic stress. The findings emphasized the importance of promoting positive coping mechanisms and providing financial education programs to enhance officers' resilience and reduce the risk of adverse outcomes, including homicide-suicide.

Langton & Pica (2019) examined the effectiveness of financial education programs as a preventive measure against economic stress among law enforcement officers. The research revealed that officers who

participated in financial education workshops demonstrated improved financial management skills, increased financial literacy, and reduced levels of financial stress. The study suggested that providing financial education and support systems could help officers better cope with economic stressors and potentially reduce the risk of negative mental health outcomes, including suicide and homicide-suicide.

Yoo & Slaven (2017) examined organizational interventions aimed at addressing financial stress among law enforcement personnel. The researchers found that implementing financial wellness programs and providing access to employee assistance programs positively impacted officers' mental well-being. Officers who participated in financial wellness workshops reported reduced financial stress and improved mental health outcomes. The study highlighted the significance of organizational support and interventions in promoting officers' mental health and well-being amidst economic stressors.

The empirical review presented in this section sheds light on the significant impact of economic stressors on police officers' mental health and well-being. The studies reviewed indicate that law enforcement officers are exposed to various economic stressors, including low salaries, inadequate benefits, financial insecurity, and job instability, which can significantly impact their mental health and overall well-being. Chronic exposure to these stressors has been associated with higher rates of depression, anxiety, and an increased risk of suicide, potentially influencing the occurrence of homicide-suicide incidents among officers.

However, the reviewed literature also reveals certain gaps that this study aims to address. While previous research has established the association between economic stress and negative mental health outcomes among law enforcement officers, further investigation is needed to understand the specific mechanisms through which economic stressors may trigger homicide-suicide incidents in this population. Additionally,

the effectiveness of financial education programs and organizational interventions in reducing economic stress and its impact on mental health outcomes among police officers warrants further exploration.

Therefore, this study aims to address these gaps by examining the relationship between economic stressors and the occurrence of homicide-suicide incidents among police officers in Njoro Sub-County, Nakuru County, Kenya. By investigating the specific economic stressors faced by officers in this region and evaluating the effectiveness of financial education programs and organizational interventions, the research will provide valuable insights into preventive measures and intervention strategies to address economic stress and reduce the risk of homicide-suicide incidents in the law enforcement community. Through targeted support and resources, law enforcement agencies can work to safeguard the mental health and well-being of their personnel and create a safer and healthier work environment for police officers. The findings of this study will contribute to the development of evidence-based approaches to support police officers and promote their mental well-being, ultimately reducing the impact of economic stress on homicide-suicide incidents within the law enforcement community in Njoro Sub-County.

2.3 Theoretical Framework

In this study exploring the influence of stressors on homicide-suicide among police officers, a robust theoretical framework is imperative to comprehend the complex interplay of individual and social factors contributing to these tragic incidents. To achieve this, Cognitive Behavioral Theory and Social Support Theory have been strategically integrated. Cognitive Behavioral Theory, rooted in the works of Aaron Beck, offers insights into the cognitive processes driving maladaptive coping mechanisms such as homicide-suicide, while Social Support Theory, pioneered by Cobb and House, illuminates the role of social networks and support systems in mitigating stress. By combining these theories, this study aimed to provide a comprehensive understanding of the psychological and social dynamics influencing

homicide-suicide among police officers, thereby informing targeted interventions to enhance the well-being of law enforcement personnel.

2.3.1 Cognitive Behavioral Theory

Cognitive Behavioral Theory, advocated by Aaron Beck in the 1960s, was employed to understand the individual psychological factors contributing to homicide-suicide among police officers. This theory posits that human behavior is influenced by cognitive processes, including thoughts, beliefs, and attitudes, which interact with emotions and behaviors. Traumatic events, exposure to violence, and chronic stress in law enforcement settings may distort officers' cognitive perceptions, leading to maladaptive coping mechanisms such as homicide-suicide. By employing this theory, the research explored officers' cognitive distortions and underlying beliefs influencing their mental well-being and responses to occupational stressors. Interviews and psychological assessments were conducted to uncover officers' cognitive schemas and automatic thoughts linked to their mental health and the risk of homicide-suicide.

While Cognitive Behavioral Theory offers valuable insights, it has limitations. Relying on subjective interpretations and self-report measures may limit the generalizability of findings. Additionally, cognitive distortions are subjective and may vary among individuals, necessitating a nuanced approach to data analysis. To address these limitations, a mixed-methods approach was employed, combining qualitative interviews and quantitative cognitive assessments to enhance data validity and reliability. The study included a diverse sample of officers from various backgrounds and regions to ensure broader applicability. Despite limitations, integrating Cognitive Behavioral Theory provided a deeper understanding of officers' cognitive processes and informed targeted interventions to prevent tragic incidents within law enforcement.

2.3.2 Social Support Theory

Social Support Theory, proposed by Cobb in the 1970s and further developed by House in the 1980s, was applied to examine broader sociological factors contributing to homicide-suicide among police officers. This theory suggests that individuals' social networks and support systems influence their mental health and well-being. In law enforcement, exposure to stressors, inadequate support systems, and a lack of cohesive organizational culture may undermine officers' social support networks, increasing the risk of suicide and homicide-suicide. Analyzing organizational and social influences through this theory allowed the research to understand their impact on officers' mental health and tragic incidents.

However, Social Support Theory has limitations. It may overlook individual psychological factors and fail to fully capture the complexity of social relationships within law enforcement organizations. To address this, the research integrated a mixed-methods approach, combining Cognitive Behavioral Theory to explore individual psychological factors with Social Support Theory to analyze broader social influences. By combining both theories, the study aimed to provide a comprehensive understanding of homicide-suicide among police officers. This integration allowed for a nuanced analysis of individual and societal factors contributing to tragic incidents within law enforcement. Understanding organizational and social influences can inform targeted interventions and policies to foster a healthier law enforcement community.

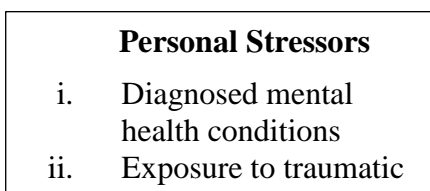
2.4 Conceptual Framework

The conceptual framework for this study aimed to understand the relationships between independent variable ie stressors and the dependent variable i.e homicide-suicide.

Independent Variable

Intervening Variable

Dependent Variable



31



Fig 2. 1: Conceptual Framework

Source: Author 2023

Personal Stressors encompassed stressors related to individual police officers' personal lives and well-being. This category included indicators such as the presence of diagnosed mental health conditions,

exposure to traumatic life events, and experiences of relationship problems or family conflicts. These indicators were evaluated based on medical records, self-report surveys, and interviews with the officers. Occupational Stressors were stressors arising from the nature of police officers' jobs and work environments. Indicators for this category included the frequency of exposure to critical incidents or traumatic events, workload and job demands, and job-related pressure or performance metrics. Data for these indicators were gathered from official incident reports, organizational records, and self-report questionnaires.

Organizational Stressors pertained to stressors emanating from police officers' work organizations and cultures. Indicators included perceived support from superiors and colleagues, availability of resources for job duties, and leadership effectiveness and communication within the organization. Data for these indicators were collected through self-report surveys and organizational assessments. Economic Stressors encompassed stressors related to police officers' financial well-being and job stability. Indicators included salary level and benefits, financial strain or debt, and perceived job stability and career advancement opportunities. Data for these indicators were obtained from official payroll records, self-report surveys, and financial assessments.

The dependent variable in this study was the occurrence of Homicide-Suicide among police officers. This variable was measured using indicators such as the incidence of homicide-suicide cases, details of the specific circumstances surrounding each incident, and contributing factors or triggers for each event. Data for these indicators were gathered from official records, case studies, and interviews with family members and colleagues. The intervening variable in this study was the individual police officer's demographics. This variable was assessed through indicators such as age and years of service as an officer, gender and marital status, educational background and training received, and previous history of disciplinary actions

or performance evaluations. Data for these indicators were collected from official personnel files, self-report surveys, and organizational records.

By examining the relationships between these stressors, demographic factors, and the occurrence of homicide-suicide incidents among police officers, the study aimed to provide valuable insights into the factors influencing such tragic events within the law enforcement community. The conceptual framework helped researchers understand how personal, occupational, organizational, and economic stressors interacted with individual characteristics to contribute to the risk of homicide-suicide incidents among police officers.

2.5 Recap of Literature Review

The literature review conducted in this study explored the multifaceted factors contributing to the occurrence of homicide-suicide among police officers. Several empirical studies shed light on the influence of various stressors on law enforcement personnel's mental health and well-being, highlighting the importance of understanding and addressing these stressors to prevent tragic incidents.

The first section of the literature review delved into the influence of personal stressors on homicide-suicide among police officers. Studies by Violanti (2007) and Stanley et al. (2015) revealed that law enforcement officers face significantly higher rates of depression, PTSD, and suicidal ideation compared to the general population. The exposure to traumatic events and constant stress contributes to the increased risk of mental health problems among police officers. Family factors, relationship problems, and domestic violence were identified as potential personal stressors that may influence the risk of suicide and homicide-suicide among police officers.

The second section explored the influence of occupational stressors on homicide-suicide incidents. Studies by Frailing, Harper & Harper (2019) and Lamb & Rand (2019) found that police officers are exposed to

a range of stressors, including critical incidents, excessive workload, and organizational stress, which were associated with a higher likelihood of developing mental health symptoms such as depression, anxiety, and PTSD. Houle & Pollock (2020) also highlighted the potential connection between stress, substance abuse, and violent behaviors in law enforcement, including homicide-suicide. These findings underscored the significance of addressing occupational stressors to improve the mental well-being of police officers and potentially reduce the risk of homicide-suicide.

The third section of the literature review focused on the influence of organizational stressors on triggering homicide-suicide among police officers. Studies by Magnusson (2018) and Vogel, Meyer & Kegler (2018) emphasized the importance of supportive organizational cultures, effective leadership, and access to mental health resources in reducing the negative impact of stress on officers' mental health. Pierce & Li (2018) also highlighted the role of positive coping mechanisms and financial education programs in enhancing officers' resilience and reducing the risk of adverse outcomes, including homicide-suicide.

Lastly, the literature review explored the influence of economic stressors on the occurrence of homicide-suicide among police officers. Studies by Hartley & Charles (2016) and Aamodt & Stalnaker (2016) revealed that low salaries, inadequate benefits, and financial strain were significant economic stressors faced by police officers, contributing to negative mental health outcomes. Langton & Pica (2019) and Yoo & Slaven (2017) highlighted the effectiveness of financial education programs and organizational interventions in reducing financial stress and promoting officers' mental well-being.

The theoretical framework integrated in this study combines Psychoanalytic Theory and Emile Durkheim's Theory of Suicide. The Psychoanalytic Theory will help understand individual psychological factors contributing to officers' mental health and their responses to stressors. On the other hand, Durkheim's theory will analyze the broader sociological and organizational factors influencing officers'

mental well-being. By integrating these two theories, the research aims to provide a comprehensive understanding of the complex interplay between individual and societal factors in the occurrence of homicide-suicide incidents within the law enforcement community.

2.6 Gaps in Literature Review

While the literature review provided valuable insights into the influence of personal, occupational, organizational, and economic stressors on the occurrence of homicide-suicide among police officers, several gaps still exist that warrant further investigation. Firstly, in the influence of personal stressors on homicide-suicide among police officers, the literature mainly focused on individual factors such as depression, PTSD, and suicidal ideation. However, there is a lack of in-depth exploration into the specific triggers and patterns of personal stressors that lead to homicide-suicide incidents among law enforcement personnel. This study aims to address this gap by conducting a more detailed analysis of personal stressors, including family dynamics, relationship problems, and the interplay of individual vulnerabilities and work-related trauma to better understand their contribution to homicide-suicide cases.

Secondly, in the influence of occupational stressors on homicide-suicide among police officers, while existing studies have identified critical incidents, excessive workload, and job-related pressures as significant stressors, they often focus on their individual impact. However, there is a need to explore the cumulative effects of multiple occupational stressors and how they interact to trigger homicide-suicide incidents. This study seeks to fill this gap by examining the compounding effects of various occupational stressors on officers' mental health and well-being, leading to a more comprehensive understanding of their role in homicide-suicide incidents.

Thirdly, in the influence of organizational stressors on triggering homicide-suicide among police officers, the literature review highlighted the importance of supportive organizational cultures and effective

leadership in reducing stressors. However, there is limited research on the specific interventions and support systems that have been implemented in law enforcement agencies to address organizational stressors and their effectiveness in preventing homicide-suicide incidents. This study aims to address this gap by conducting a thorough analysis of existing organizational support systems and interventions, examining their impact on officers' mental health, and identifying potential areas for improvement.

Finally, in the influence of economic stressors on the occurrence of homicide-suicide among police officers, while existing studies have shown that low salaries and financial strain contribute to negative mental health outcomes, there is limited research on the role of financial education programs and interventions in mitigating the effects of economic stressors. This study seeks to fill this gap by investigating the effectiveness of financial wellness programs and organizational interventions in promoting officers' mental well-being and reducing the risk of adverse outcomes, including homicide-suicide.

Overall, this study aims to bridge these gaps in the literature by conducting a comprehensive analysis of the influence of personal, occupational, organizational, and economic stressors on the occurrence of homicide-suicide incidents among police officers. By integrating Psychoanalytic Theory and Emile Durkheim's Theory of Suicide, this research seeks to provide a holistic understanding of the complex interplay between individual and societal factors in the occurrence of such tragic incidents within the law enforcement community. The findings of this study are expected to contribute significantly to the existing literature, offering practical insights for preventive measures and intervention programs aimed at enhancing officers' resilience and well-being and reducing the risk of homicide-suicide incidents among law enforcement personnel.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This Chapter three presents the research methodology utilized to investigate stressors influencing homicide-suicide among police officers in Njoro Sub-County, Nakuru County, Kenya.

3.2 Research Methodology

In this study, a mixed methods research design was employed, which combined qualitative and quantitative data collection techniques. This comprehensive approach was chosen to provide a deeper and more holistic understanding of the research problem by integrating both types of data (Creswell & Plano Clark, 2017). To complement the quantitative data obtained through questionnaires, key informant interviews were conducted with selected participants to gain deeper insights into their subjective experiences and perspectives (Johnson & Onwuegbuzie, 2004). Additionally, standardized and structured questionnaires were administered to police officers to collect data on both the independent and dependent variables (Dörnyei, 2007). By adopting this mixed methods approach, the study aimed to enhance the validity and credibility of its findings by triangulating information from various sources (Tashakkori & Teddlie, 2003). This methodology provided a more comprehensive understanding of the intricate relationship between stressors and their potential impact on homicide-suicide incidents among law enforcement officers.

3.3 Research Design

In this study, a descriptive survey research design was employed to comprehensively explore the impact of personal, occupational, organizational, and economic stressors on homicide-suicide incidents among police officers. Despite the relatively small population size of 328, this design was selected to obtain data

from a diverse sample, providing insights into participants' attitudes, experiences, and perceptions regarding the research topic. The integration of both qualitative and quantitative data collection methods through a mixed-methods approach allowed for standardized information gathering using questionnaires, ensuring uniform and comparable data. This approach facilitated the assessment of stressor prevalence, identification of potential risk factors, and understanding of general patterns and trends related to homicide-suicide incidents within the law enforcement community. Additionally, the descriptive survey design complemented qualitative data obtained from key informant interviews, offering a comprehensive understanding of the intricate interplay between stressors and their potential influence on tragic incidents among law enforcement officers.

3.4 Location of the Study

The selected study location was Njoro Sub County, Nakuru County, Kenya. Njoro Sub County is an agricultural town with six wards: Njoro, Lare, Nasueit, Kihingo, Mauche, and Mau Narok. As reported by the Kenya National Bureau of Statistics (KNBS) 2019 census, it has a population of 238,773 and covers an area of 699.5 km², resulting in a population density of 341.3 per square km. Njoro Sub County houses several police stations, including Njoro, Mauche, Naishi, Nasueit, Likia, Ndevo, and Mau Narok police stations, with a total of 328 police officers (260 Kenya Police officers, 58 Administration Police officers, and 10 Directorate of Criminal Investigation officers). The selection of Njoro Sub County as the study location is strategic due to its history of homicide-suicide incidents among police officers, making it a relevant site for investigating the dynamics of such incidents within the law enforcement community. Moreover, Njoro Sub County's location within Nakuru County, known for its notable occurrence of homicide-suicide cases in Kenya, further supports the choice.

3.5 Target Population

The target population for this study was comprised of 328 police officers who had direct involvement with homicide-suicide (H-S) incidents within the Kenya National Police Service in Njoro Sub County. This sample included police officers from the Kenya Police Service, Administration Police Service, and Directorate of Criminal Investigation. They were selected as the target population due to their proximity and direct association with H-S incidents, rendering them key informants with valuable insights into the dynamics and potential stressors influencing such occurrences within the law enforcement community.

The focus on this specific group of police officers enabled the study to gather firsthand accounts and experiences related to H-S incidents, as well as personal, occupational, organizational, and economic stressors. Their perspectives played a crucial role in comprehending the impact of these stressors on H-S incidents among police officers and identifying potential preventive measures. By targeting this population, the research aimed to contribute to a deeper understanding of the phenomenon and provide valuable insights for the development of interventions and support systems to enhance the mental well-being and overall safety of police officers within Njoro Sub County.

Table 3.1: Target Population

Service	Number of Personnel	Percentage (%)
Kenya Police Service(KPS)	260	79%
Administration Police Service(APS)	58	18%
Directorate of Criminal Investigation(DCI)	10	3%
Total	328	100%

Source: (NPS 2023)

3.6 Sampling Procedure and Techniques

Sampling was a crucial aspect of this research, involving the selection of individuals to ensure their representation of the larger group. Three sampling techniques were employed: simple random sampling,

cluster sampling, and purposive sampling. Simple random sampling was used to select 328 police officers from the Kenya National Police Service in Njoro Sub County, ensuring equal chances of inclusion for each member. Cluster sampling grouped officers by service affiliation, and representative clusters were then chosen. Purposive sampling was applied to select key informants with specific knowledge of homicide-suicide incidents in Njoro Sub County. By using these techniques, the research aimed to achieve a comprehensive and representative sample, enhancing the credibility of the study's findings.

3.7 Sample Population/Size

For this study, the researcher meticulously selected a sample population of 180 police officers. This sample was thoughtfully drawn from the three branches of the Kenya National Police Service: Kenya Police Service (KPS), Administration Police Service (APS), and Directorate of Criminal Investigation (DCI). The recruitment process centered on seven strategically chosen police stations within the jurisdiction of Njoro Sub County National Police Service command. These stations encompassed Njoro, Mauche, Naishi, Nessueit, Likia, Ndevo, and Mau Narok.

Additionally, the study enlisted the participation of five key informants. This select group consisted of two chiefs, one psychiatrist, one Sub County administrator, and one Officer Commanding Station (OCS) from Njoro Sub County. Their perspectives held considerable significance in furnishing intricate insights into the challenges confronting the police service and officers. Moreover, their contributions validated the quantitative data amassed and corroborated information from other respondents. The determination of the sample size involved the utilization of Taro Yamane's formula. This statistical method was employed to estimate and ascertain an appropriate sample size for the study's target population. The formula was expressed as follows:

$$n = N / (1 + N * e^2),$$

Where:

n denoted the requisite sample size,

N represented the complete population under study,

e symbolized the precision or sampling error, conventionally set at 0.10, 0.05, or 0.01.

Upon application of the Taro Yamane formula to ascertain the suitable sample size for the study, the subsequent calculation ensued:

$$n = 328 / (1 + 328 * 0.05^2),$$

$$n = 328 / (1 + 328 * 0.0025),$$

$$n = 328 / (1 + 0.82),$$

$$n = 328 / 1.82,$$

$$n \approx 180 \text{ respondents.}$$

Hence, the determined sample size for the study amounted to 180 respondents. This encompassed police officers representing diverse services alongside key informants possessing invaluable insights into the focal research area. The selected sample size was aptly chosen to acquire dependable and comprehensive data, thereby effectively addressing the research's intended objectives.

Table 3.2 : Sample Population/Size

Service	Target Population	Sample Size	Percentage (%)
Kenya Police Service	260	143	79%
Administration	58	32	18%
Police Service			
Directorate of	10	5	3%
Criminal Investigation			
Total	328	180	100%

Source: (Author 2023)

3.8 Construction of Research Instruments

In this study, the research instruments were meticulously devised to include a questionnaire and an interview session, both aimed at collecting data from the police officers involved in the study. The questionnaire served as the primary tool for gathering information on various aspects related to personal, occupational, organizational, and economic stressors that may influence homicide-suicide incidents among law enforcement personnel. It encompassed a strategic blend of closed-ended and open-ended items to ensure thorough data collection, with structured and semi-structured questions allowing officers to provide detailed insights into their experiences, perceptions, and attitudes regarding the stressors they face in their profession. Additionally, a meticulously crafted interview guide was developed to extract valuable information from key informants, comprising individuals with specific knowledge or experiences pertinent to the research topic. These research instruments underwent a meticulous construction process, aligning each aspect with the research objectives to facilitate the effective collection of pertinent data directly addressing the research questions at hand. Through the amalgamation of these two distinct yet complementary research instruments, the study aimed to uncover multifaceted insights into the factors influencing homicide-suicide incidents among police officers in the specific context of Njoro Sub County.

3.9 Testing for Validity and Reliability/Trustworthiness

Prior to embarking on the actual data collection phase, a comprehensive pilot study was conducted to meticulously assess the validity and reliability of the research instruments. This preliminary phase involved the administration of the questionnaires to a select group of respondents who did not participate in main data collection from the neighboring Molo Sub County, Nakuru County, using purposive sampling techniques. The deliberate selection of this subgroup was aimed at identifying potential shortcomings in the structure, clarity, and comprehensibility of the questionnaires. By obtaining feedback from five carefully chosen participants, the researcher was able to refine and enhance the research instruments, rectifying any existing ambiguities or gaps.

The central objective of the pilot study was to gauge the effectiveness and appropriateness of the research methodologies and tools employed. The insights garnered from the participants of the pilot study played a pivotal role in ensuring that the questionnaires were meticulously crafted, easy to comprehend, and devoid of any potential ambiguities. This iterative process significantly bolstered the overall validity and reliability of the research instruments, thereby elevating the precision and credibility of the data subsequently collected during the main study. The thorough execution of the pilot study enabled the researcher to make necessary adjustments and refinements, setting the stage for a seamless and successful data collection process. As a result, the questionnaires utilized for the main study were validated and stood as reliable instruments, aptly suited to investigate the multifaceted stressors that impact Homicide-Suicide (H-S) incidents among police officers within the confines of Njoro Sub County.

3.9.1 Instruments' Validity

The meticulous validation of research instruments is a pivotal aspect, guaranteeing their accurate measurement of intended variables. As elucidated by Fraenkel and Wallen (2000), validity encompasses

the extent to which an instrument effectively captures what it is designed to measure. In this study, the assurance of content validity was achieved through two distinct methods. Primarily, the questionnaire was meticulously structured to comprehensively address the identified elements slated for measurement, ensuring their alignment with the research objectives and their representative nature (Cohen, Marion & Morrison, 2000). To bolster content validity, the questionnaire underwent rigorous review and deliberation with departmental lecturers and the supervisor, culminating in items that adeptly encapsulated the research variables.

Beyond content validity, an assessment of face validity was undertaken through the implementation of a pilot study. A select group of respondents, distinct from those participating in the main study, engaged with the questionnaire to ascertain the congruence between the questions and their intended measurement targets. The computation of coefficients for these measures transpired, with values surpassing 0.5 serving as indicative of face validity. The outcomes derived from the pilot study furnished invaluable feedback to the researcher, facilitating refinements and adjustments to the questionnaire, resulting in heightened alignment with the research objectives. Furthermore, the expertise of professionals was sought to scrutinize the instrument, thereby furnishing insights, suggestions, and clarifications that bolstered the overarching validity of the research instruments. The employment of these rigorous techniques ensured that the deployed questionnaires were both valid and reliable in the meticulous assessment of stressors influencing Homicide-Suicide (H-S) incidents among police officers within the precincts of Njoro Sub County.

3.9.2 Instruments' Reliability

The assurance of reliability within research instruments holds profound significance, as it underpins the consistency and stability of outcomes across repeated iterations. As articulated by Mugenda (2008), reliability encompasses the extent to which a research instrument consistently produces congruous data or

outcomes when subjected to repetitive use. Within this study, the reliability of the questionnaire was meticulously scrutinized through the utilization of Cronbach's Coefficient Alpha, employed subsequent to conducting a test and retest of the instrument. Cronbach's alpha stands as a statistical metric that gauges the internal consistency or average correlation among items present within a survey instrument, thus offering a gauge of its inherent reliability (Mbweza, 2006).

The pursuit of internal reliability entailed the establishment of a benchmark Cronbach's alpha coefficient of 0.5, as articulated by Fraenkel and Wallen (2000). The acknowledgment of a coefficient value surpassing 0.5 conveys a commendable degree of internal consistency, underscoring the resonance of questionnaire items with a shared underlying construct. The test and retest methodology encompassed the administration of the questionnaire to a chosen cohort of respondents across two distinct instances, with a rational temporal gap bridging the administrations. The juxtaposition of responses derived from the dual administrations subsequently underwent scrutiny using Cronbach's alpha, thereby gauging the internal coherence of the instrument.

By harnessing the potency of Cronbach's alpha in tandem with the test-retest approach, this study meticulously fortified the reliability of the research instrument harnessed for the meticulous assessment of stressors influencing Homicide-Suicide (H-S) occurrences amid police officers within the purview of Njoro Sub County. The establishment of steadfast and dependable measurement tools serves as an indispensable foundation for eliciting precise and credible outcomes within the research endeavor.

3.10 Data Collection Methods and Procedures

Within the ambit of this research study, a mixed-method approach was adopted for data collection, encompassing both qualitative and quantitative research techniques. The integration of qualitative methodologies facilitated the acquisition of non-numerical data, thereby facilitating an in-depth

exploration of the focal phenomenon and offering a nuanced understanding of participants' lived experiences. Simultaneously, the quantitative data collection methods involved the procurement of numerical data, serving to unveil patterns, compute means, and extrapolate findings across a broader populace.

The decision to embrace the mixed-method approach was rooted in the inherent nature of the study, whereby such an approach conferred the capacity to amass holistic and dependable data. Through the amalgamation of qualitative and quantitative methodologies, the research strategically triangulated findings, culminating in augmented validity and reliability of the results. Qualitative data was garnered through the conduit of key informant interviews, while standardized questionnaires served as the vehicle for quantitative data collection. Moreover, the research garnered supplementary data from well-regarded and pertinent sources, inclusive of scholarly articles, publications, government reports, policies, and authoritative online platforms.

To safeguard the credibility and trustworthiness of the data amassed, meticulous planning was executed. Prior to embarking on the actual data collection, a pilot study was meticulously undertaken, geared toward evaluating the comprehensiveness, precision, and uniformity of the data collection process, concurrently evaluating the efficacy of the research instruments. Furthermore, the participants were earnestly sought out for informed consent, accompanied by a lucid elucidation of the study's rationale and a steadfast commitment to preserving the sanctity of their data. In consonance with ethical protocols, requisite authorizations were sought from pertinent authorities, encompassing the university and the service commanders, conferring the endorsement to conduct the research within their stipulated realms of jurisdiction.

3.10.1 Questionnaires

In this study, the questionnaire employed encompassed a fusion of closed-ended and open-ended inquiries. The inclusion of closed-ended questions facilitated the categorization of responses, thereby rendering them amenable to quantitative analysis techniques, such as tabulation and statistical assessment. In contrast, the integration of open-ended questions endowed respondents with a degree of latitude, affording them the opportunity to provide more elaborate and nuanced information. This latitude permitted participants to delve into their sentiments, perceptions, attitudes, beliefs, and comprehension of the subject matter unrestrictedly. By embracing this strategy, respondents were empowered to articulate their responses in their own vernacular, culminating in the extraction of invaluable insights and an elevated caliber of qualitative data collection.

3.10.2 Key Informant Interview

To conduct in-depth interviews with key informants, who included an Officer Commanding Station (OCS), a Sub County administrator, a psychiatrist, and two Chiefs, an interview guide was utilized. These face-to-face interviews were held at venues mutually agreed upon, which included their workplace offices, residences, or other convenient locations. Throughout the interview sessions, the researcher meticulously documented the responses provided by the key informants. Each interview extended for approximately one hour, allowing for thorough discussions on the intricacies surrounding homicide-suicide among police officers.

The participation of key informants held significant importance in this study due to its sensitive nature, revolving around matters related to national security agencies and entities. Information within this domain often proved scarce, marked by confidentiality and secrecy. Hence, the insights shared by the key informants played a vital role in validating and corroborating the quantitative data, thus ensuring the

reliability and credibility of the research findings. The perspectives conveyed by these key informants substantially contributed to a deeper understanding of the multifaceted factors influencing homicide-suicide among police officers, ultimately enriching the overall comprehensiveness of the study.

3.11 Data Analysis Techniques and Procedures

The quantitative data collected from the questionnaires underwent analysis using descriptive statistics. The data was appropriately coded and processed using statistical software, including the Statistical Package for Social Sciences (SPSS) and Microsoft Excel. Descriptive analysis involved computing measures such as standard deviation, frequency, and average to succinctly summarize the data. Cross tabulation was also utilized to explore relationships between different variables. To present the findings from the descriptive analysis in a clear manner, visual aids like pie charts, graphs, and tables were employed.

In relation to the qualitative data acquired from the interviews with key informants, a thematic analysis approach was adopted. This method involved a meticulous scrutiny of the data to identify recurring themes and relationships. Through this systematic process, the extensive qualitative data was condensed and methodically organized to enhance manageability and improve the clarity of observations. The analysis of emerging themes and patterns was carried out meticulously, leading to a deeper understanding of the intricacies surrounding homicide-suicide among police officers. The utilization of thematic analysis allowed the study to extensively explore the viewpoints of key informants, contributing to the depth and richness of the research findings.

3.12 Ethical Considerations

Throughout the entire duration of the study, the researcher strictly adhered to established ethical guidelines and principles governing this type of research. The principle of informed consent was followed

meticulously, ensuring that all participants were fully informed about the study's purpose, procedures, and potential risks, and that they voluntarily agreed to participate. Confidentiality was maintained at all times, with the identities and personal information of the respondents kept strictly confidential to protect their privacy.

Prior to commencing the research, necessary permissions were obtained from the relevant authorities, including the police service commanders of the respective formations. Additionally, an introduction letter from Mount Kenya University (MKU) was presented to the respondents, providing a clear understanding of the researcher's affiliation and the legitimacy of the study. Potential risks to the participants were minimized, and steps were taken to ensure their safety and well-being throughout the research process.

The researcher was vigilant in avoiding any harm or discomfort to the participants and took all necessary precautions to uphold the ethical integrity of the study. Any sensitive information shared by the participants was handled with the utmost care and used solely for the purposes of the research. The research findings were presented in a manner that protected the identities and confidentiality of the participants. Ethical considerations were given the highest priority to maintain the trust and integrity of the research process.

CHAPTER FOUR

FINDINGS AND DISCUSSION

4.1 Introduction

The following section presents the findings of the study, including the response rate and socio-demographic characteristics of the research participants. Furthermore, a descriptive analysis is provided for each research objective.

4.2 Response Rate

In the course of this investigation, an endeavor was made to involve 180 participants through the distribution of questionnaires, while an additional 10 respondents were scheduled for participation through interviews. The outcome of this effort yielded the return of 136 completed questionnaires out of the 180 distributed, culminating in a response rate of 75.6%, as outlined in Table 4.1. There was 100% response to the interview guide.

Table 4. 1: Response Rate Results

Response	Frequency	Percentage
Unreturned questionnaires	44	24.4%
Returned questionnaires	136	75.6%

It is established by prominent researchers that a response rate of 50% denotes adequacy, 60% signifies good quality, and a threshold of 70% or higher is exceptional (Creswell, 2014). In this context, the recorded response rate of 82.8% is deemed exceptional, reflecting a notable degree of interest and engagement among the research participants. This substantial response rate significantly contributes to the robustness, validity, and dependability of the research findings, as the sample size effectively represents the targeted study population.

4.3 Descriptive Analysis of Demographics

The demographic profile of the participants in this study is a fundamental aspect that provides insights into the characteristics of the respondents, enabling a deeper understanding of the context under investigation. The data collected regarding various demographic attributes of the participants, including sex, years of service, education level, marital status, assigned police station, and department affiliation, sheds light on the diversity and representation within the National Police Service. The results are presented in table 4.2.

Table 4. 2: Respondents Demographics

		Frequency	Percentage
Gender	Male	81	60.0%
	Female	55	40.0%
Years of Service	1-5 years	18	13.0%
	6-10 years	33	24.0%
	11-15 years	41	30.0%
	16-20 years	34	25.0%
	20 and above	10	8.0%
Highest education level	Secondary	95	70.0%
	College	27	20.0%
	University	14	10.0%
Marital Status	Married	87	64.0%
	Single	27	20.0%
	Divorced	10	7.0%
	Windowed	4	3.0%
	Separated	5	4.0%
	Cohabiting	3	2.0%
Assigned Police Station	Mauche	18	13.0%
	Nessuiet	18	13.0%
	Likia	19	14.0%
	Njoro	22	16.0%
	Mau Narok	20	15.0%
	Naishi	19	14.0%
	Ndevo	20	15.0%
	Department Affiliation	KPS	101
	APS	30	22.0%
	DCI	5	4.0%

The gender distribution within the participant pool reveals almost balanced representation, with 60% identifying as male and 40% as female, reflecting the police culture of recruiting more males than females because of the demanding task associated with this profession. This gender parity is noteworthy, as it contributes to a more comprehensive and inclusive reflection of the police force's composition. The equitable participation of both genders could potentially yield more holistic research outcomes, free from gender bias. Among participants, the majority (60%) are male, while 40% are female, highlighting a balanced representation across genders and its potential impact on understanding the gender dynamics of homicide-suicide incidents among police officers.

The distribution of participants according to the number of years they have served as National Police Service officers displays an interesting pattern. The majority of respondents fall within the 11-15 years bracket, accounting for 30% of the total, suggesting that a significant proportion of participants possess mid-level experience. While a balanced mix of participants with varying years of service ensures a comprehensive representation of the force's experience spectrum, the majority of respondents (30%) have served for 11-15 years. This distribution provides insights into how mid-level experience may contribute to the risk of homicide-suicide incidents among police officers.

Regarding the highest level of education attained, the participants predominantly hold secondary education qualifications, constituting 70% of the total. College-educated respondents account for 20%, while university-educated participants make up 10%, highlighting the need for a diverse educational background within the police force. This facilitates a multidimensional approach to law enforcement and problem-solving. The majority of participants (70%) have attained secondary education qualifications, followed by college-educated respondents (20%), and university-educated participants (10%). This educational distribution sheds light on how different levels of education may influence the understanding and management of stressors leading to homicide-suicide incidents among police officers.

The marital status distribution among participants unveils a diverse range of personal circumstances within the National Police Service. Married officers comprise the largest group at 64%, followed by single individuals at 20%, showcasing the necessity for addressing the unique needs and challenges of officers across various marital situations. The distribution of participants across different police stations is quite balanced, with each station contributing a proportion ranging from 13% to 16% of the total, ensuring that the research outcomes capture the perspectives and experiences of officers from various operational areas. The majority of participants (64%) are married, followed by single individuals (20%), showcasing diverse marital circumstances among officers. This marital status distribution provides insights into how different marital statuses may impact the stressors experienced by police officers and their susceptibility to homicide-suicide incidents.

The affiliation of participants with different police service departments reveals the largest portion within the Kenya Police Service (KPS) at 74%, underscoring the diverse roles and responsibilities of officers across various units. This enriches the study with insights from different areas of specialization. The majority of participants (74%) are affiliated with the Kenya Police Service (KPS), highlighting the dominance of this department among respondents. In conclusion, the comprehensive analysis of the demographic characteristics of the participants demonstrates the careful consideration of representation within the study, contributing to the richness, validity, and applicability of the research findings within the broader context of the National Police Service. This distribution of participants across different departments offers insights into how the roles and responsibilities within the police force may contribute to the stressors experienced by officers and their vulnerability to homicide-suicide incidents.

4.4 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

4.4.1 Diagnosed Mental Health Conditions

This section of the analysis delves into the profound impact of diagnosed mental health conditions on the lives of law enforcement officers. The survey data collected provides a comprehensive understanding of how these conditions affect officers' well-being, their willingness to discuss them, the extent to which they seek professional help, and their perceptions of organizational support. To illuminate the significance of these findings, we will juxtapose them with the insights provided by the empirical literature, encompassing the works of Violanti (2007), Lawton & Hartley (2013), Frailing, Harper & Harper (2019), and Stanley et al. (2015). The findings are presented in figure 4.1.

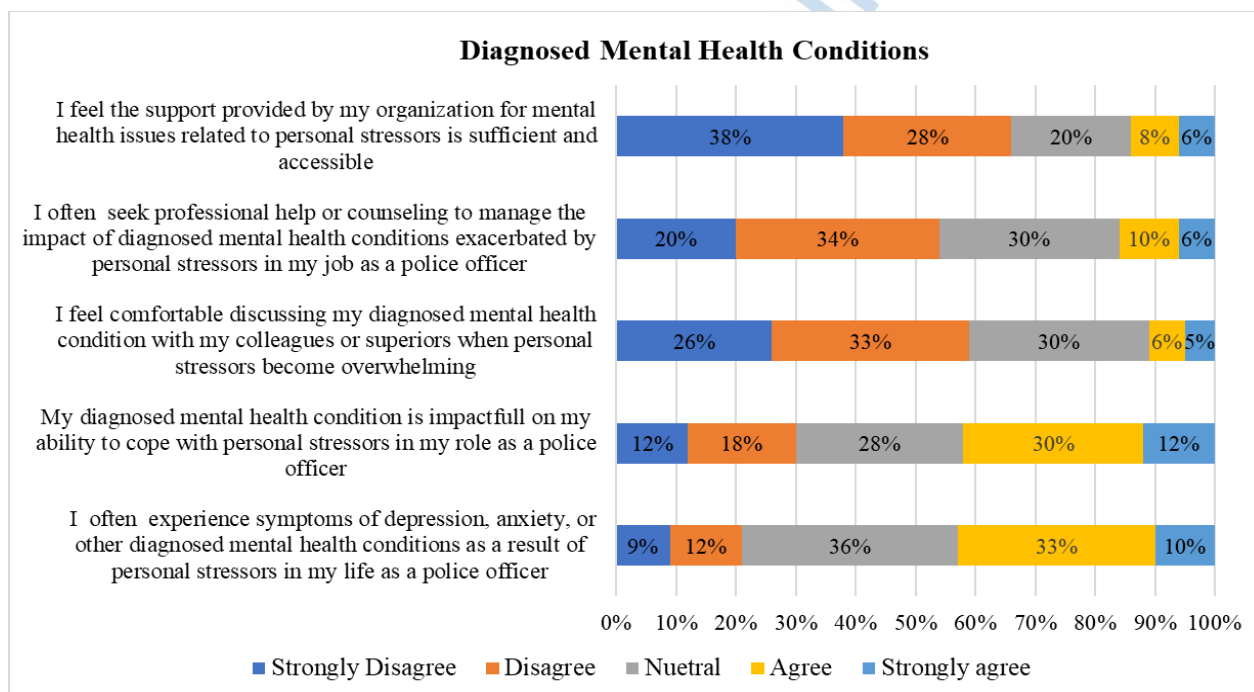


Figure 4. 1: Diagnosed Mental Health Conditions

The survey reveals a diverse spectrum of experiences, with 33% of participants indicating that they often experience symptoms of depression, anxiety, or other diagnosed mental health conditions due to personal stressors. Comparing this with the observations of Violanti (2007) and Lawton & Hartley (2013), it's

evident that the prevalence of these symptoms aligns with the well-documented challenges that law enforcement officers face in their high-stress profession. A significant 30% of respondents report that their diagnosed mental health conditions have a very impactful effect on their ability to cope with personal stressors. This substantial impact resonates with the findings of Stanley et al. (2015), highlighting how the coalescence of personal stressors and mental health conditions can significantly impede officers' psychological well-being and their capacity to handle job-related challenges.

Around 33% of participants indicate a slight comfort level when discussing their diagnosed mental health conditions with colleagues or superiors. This finding is in line with the observations of Frailing, Harper & Harper (2019), who suggest that there remains a degree of reluctance among law enforcement officers to openly discuss mental health matters due to the stigma associated with such conversations. The data showcases that 34% of respondents rarely seek professional help to manage the impact of their diagnosed mental health conditions aggravated by personal stressors. This tendency resonates with the literature presented by Stanley et al. (2015), which highlights the underutilization of mental health resources by officers. This reluctance to seek help could be attributed to the cultural norms and organizational factors prevalent within the law enforcement community.

A substantial 38% of participants consider the support provided by their organization for mental health issues due to personal stressors as not sufficient at all. This finding aligns with the observations of Violanti (2007) and Frailing, Harper & Harper (2019), who emphasize the importance of effective organizational support systems in addressing the mental health needs of law enforcement officers. In synthesizing the study's results with the empirical literature, it becomes evident that the impact of diagnosed mental health conditions on law enforcement officers is a multifaceted concern. The prevalence of symptoms, their impact on well-being, the hesitancy to discuss them openly, limited utilization of professional help, and varying perceptions of organizational support collectively underscore the significance of holistic

interventions. Law enforcement agencies must proactively address these concerns by fostering open dialogues, combating stigma, and strengthening mental health support mechanisms. By aligning their strategies with the findings presented in this analysis, organizations can contribute to the well-being and resilience of their officers, thereby enhancing their capacity to manage the challenges inherent in their profession.

The findings of this study elucidate how Cognitive Behavioral Theory and Social Support Theory intersect with the dynamics of stressors and their impact on homicide-suicide incidents among police officers. Cognitive Behavioral Theory highlights the cognitive processes driving maladaptive coping mechanisms, evidenced by 33% of participants often experiencing symptoms of depression, anxiety, or other diagnosed mental health conditions due to personal stressors. This aligns with the theory's premise that traumatic events and chronic stress can distort officers' cognitive perceptions, impeding their psychological well-being. Conversely, Social Support Theory underscores the importance of supportive social networks and organizational support systems, as reflected in participants' hesitation to discuss mental health conditions and perceptions of inadequate organizational support. By integrating these theories, the study offers a comprehensive understanding of the psychological and social factors influencing tragic incidents within law enforcement, guiding interventions to enhance officer well-being and mitigate the risk of homicide-suicide.

4.4.2 Exposure to Traumatic Life Events

This section delves into the experiences of law enforcement officers in relation to exposure to traumatic life events and the subsequent personal stressors they encounter. The survey data sheds light on the frequency of traumatic events, their impact on mental well-being, the adequacy of organizational support, individual coping strategies, and perceptions of empathy from colleagues and superiors. To contextualize these findings, we will compare them with insights from the empirical literature, specifically drawing

upon the works of Lamb & Rand (2019), Clarke & Hassett-Walker (2021), Lawton & Hartley (2013), and Houle & Pollock (2020).

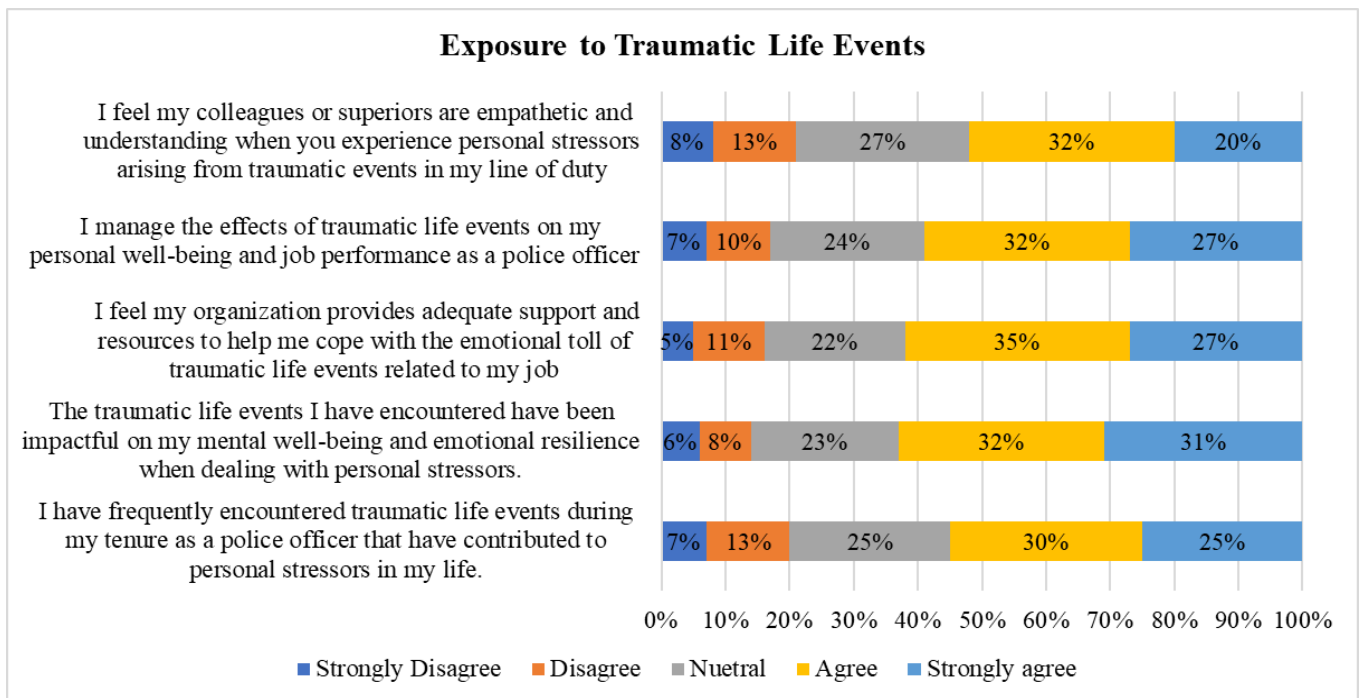


Figure 4. 2: Exposure to Traumatic Life Events

The survey reflects that 30% of respondents agree and 25% strongly agree that they frequently encounter traumatic life events contributing to personal stressors in their role as police officers. This observation is consistent with the findings of Lamb & Rand (2019), highlighting that law enforcement personnel often face exposure to traumatic incidents due to the nature of their profession. Approximately 32% of participants agree, and 31% strongly agree that the traumatic life events they encounter significantly impact their mental well-being and emotional resilience in dealing with personal stressors. These findings echo the sentiments expressed by Clarke & Hassett-Walker (2021) and Houle & Pollock (2020), who underscore the potential detrimental effects of cumulative trauma exposure on officers' psychological health.

A notable 35% of respondents agree, and 27% strongly agree that their organization provides adequate support and resources to cope with the emotional toll of traumatic events related to their job. These results align with the findings of Lawton & Hartley (2013), emphasizing the importance of robust support systems within law enforcement agencies to mitigate the negative consequences of traumatic experiences. Approximately 32% of participants agree, and 27% strongly agree that they effectively manage the effects of traumatic life events on their personal well-being and job performance. This mirrors the observations of Lamb & Rand (2019), who highlight the resilience and coping mechanisms developed by officers to navigate the challenges associated with their profession.

Around 32% of respondents agree that their colleagues or superiors are empathetic and understanding when they experience personal stressors arising from traumatic events. This sentiment aligns with Clarke & Hassett-Walker's (2021) emphasis on the importance of a supportive work environment, where officers feel understood and validated. In amalgamating the survey findings with empirical literature, it is evident that exposure to traumatic life events poses significant challenges to law enforcement officers. The frequent exposure to trauma, its impact on mental well-being, the role of organizational support, individual coping mechanisms, and the availability of empathetic colleagues and superiors collectively underscore the multifaceted nature of this issue. Law enforcement agencies must prioritize initiatives that promote mental health awareness, provide accessible support mechanisms, and foster a culture of empathy and understanding. By aligning their strategies with the insights gleaned from both the survey and scholarly literature, organizations can contribute to the well-being, resilience, and professional efficacy of their officers.

The findings regarding exposure to traumatic life events among law enforcement officers illuminate the intricate interplay of individual experiences and organizational support, as understood through the lenses of Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory underscores the

cognitive processes driving officers' responses to traumatic events, evidenced by the significant proportions reporting frequent encounters and the subsequent impact on mental well-being. This aligns with the theory's premise that traumatic events distort cognitive perceptions, hindering effective coping mechanisms. Conversely, Social Support Theory emphasizes the role of supportive organizational environments, as reflected in perceptions of adequate support from the organization and empathy from colleagues and superiors. These findings highlight the importance of addressing both cognitive distortions and organizational support systems to mitigate the negative consequences of traumatic experiences and enhance officers' well-being and resilience.

4.4.3 Experiences of Relationship Problems

This segment of the analysis delves into the impact of relationship problems on the lives of law enforcement officers. The survey data provides insights into how relationship conflicts contribute to personal stressors, their effect on job performance and decision-making, willingness to discuss them, coping strategies, and perceived organizational support. To contextualize these findings, we will draw comparisons with insights from the empirical literature, specifically referencing the works of Arble & Dailey (2019), Kim & Slaven (2019), Andrew & Burchfiel (2006), and Hartley & Andrew (2013).

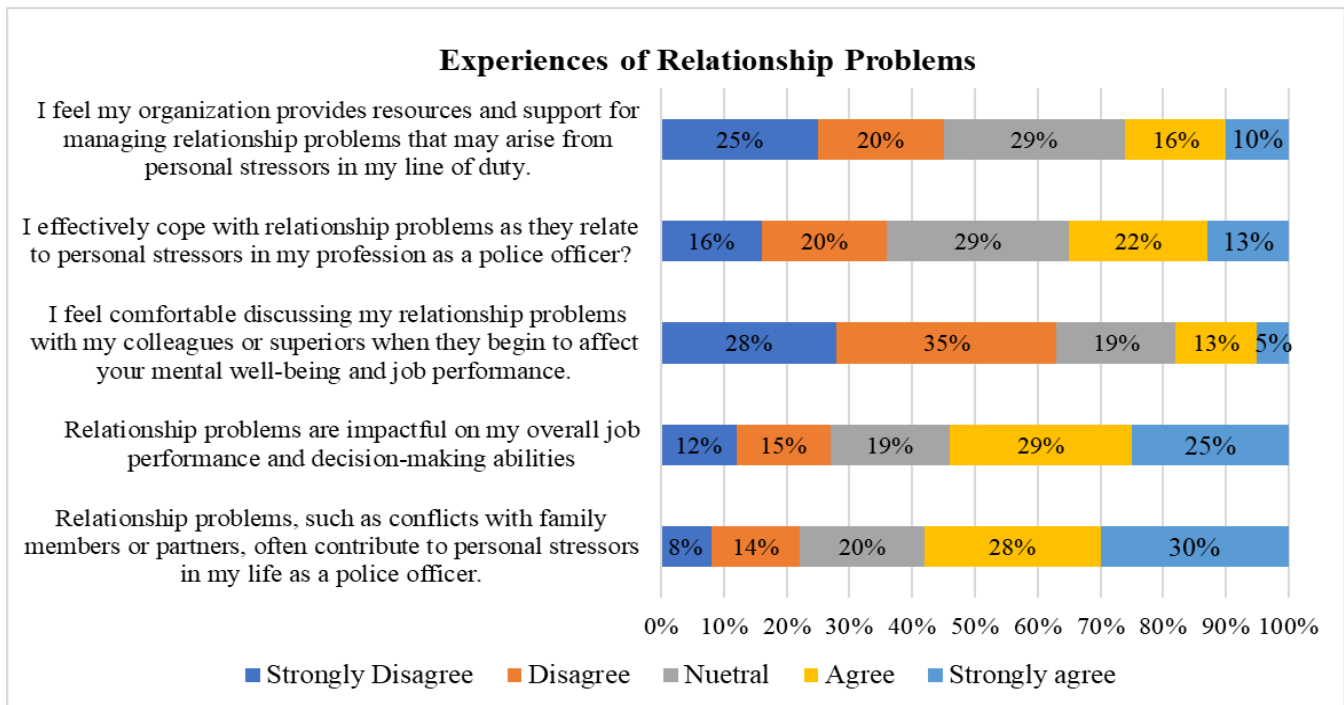


Figure 4. 3: Experiences of Relationship Problems

Approximately 30% of participants strongly agree and 28% agree that relationship problems, such as conflicts with family members or partners, often contribute to their personal stressors as police officers. These findings resonate with Arble & Dailey (2019) and Kim & Slaven (2019), who highlight the strain that law enforcement work can place on personal relationships, leading to potential stressors. Nearly 29% of respondents agree, and 25% strongly agree that relationship problems have an impact on their overall job performance and decision-making abilities. These observations are in line with the findings of Andrew & Burchfiel (2006) and Hartley & Andrew (2013), underscoring that relationship conflicts can extend beyond personal life, influencing officers' professional capabilities.

Around 35% of participants disagree, and 28% strongly disagree that they feel comfortable discussing relationship problems with colleagues or superiors when these issues start affecting their mental well-being and job performance. These findings align with the challenges highlighted by Arble & Dailey (2019) and Kim & Slaven (2019), suggesting that discomfort in discussing personal relationship issues may

hinder the support-seeking behavior of law enforcement officers. Approximately 29% of respondents remain neutral, and 22% agree that they effectively cope with relationship problems as they relate to personal stressors in their profession. These results align with the findings of Andrew & Burchfiel (2006), indicating that some officers may struggle to manage the overlap between personal relationship challenges and the demands of their role.

A notable 29% remain neutral, and 16% agree that their organization provides resources and support for managing relationship problems arising from personal stressors. These results reflect the observations of Hartley & Andrew (2013), highlighting the potential need for law enforcement agencies to enhance their provisions for addressing relationship-related stressors. In synthesizing the survey findings with empirical literature, it becomes evident that relationship problems constitute a significant aspect of the stressors experienced by law enforcement officers. The impact on personal well-being, job performance, comfort in discussing these issues, coping strategies, and perceived organizational support collectively emphasize the complex interplay between personal and professional spheres. Law enforcement agencies should consider implementing strategies that promote open communication, offer resources for relationship-related stressors, and foster a supportive environment. Aligning organizational policies with the insights gleaned from both the survey and scholarly literature can contribute to healthier relationships, enhanced job performance, and the overall well-being of law enforcement officers.

The examination of relationship problems among law enforcement officers provides a nuanced understanding of the intersection between personal challenges and professional responsibilities, as viewed through the frameworks of Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory elucidates how relationship conflicts contribute to personal stressors, influencing officers' cognitive processes and decision-making abilities, as evidenced by the significant proportions reporting such impacts. This aligns with the theory's premise that personal stressors distort cognitive perceptions,

affecting job performance. Similarly, Social Support Theory underscores the importance of supportive organizational environments in addressing relationship-related stressors, reflected in perceptions of organizational support for managing these issues. Moreover, the confirmation of these findings through interview data further reinforces the significance of addressing relationship problems within law enforcement, underscoring the need for organizational initiatives that promote open communication and provide resources to support officers' personal well-being. Integrating these theories into organizational policies can contribute to fostering healthier relationships, enhancing job performance, and promoting overall well-being among law enforcement personnel.

4.5 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

4.5.1 Exposure to Critical Incidents or Traumatic Events

This analysis examines the profound impact of exposure to critical incidents or traumatic events on law enforcement officers. The survey data presents insights into the frequency of exposure, its effect on mental well-being and emotional resilience, perceived organizational support, individual coping mechanisms, and colleagues' understanding. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Mehrabadi, Aminian & Nakhaee (2014), Regehr, Hill & Glancy (2000), Miller & Vila (2016), and Pietras & Regehr (2016).

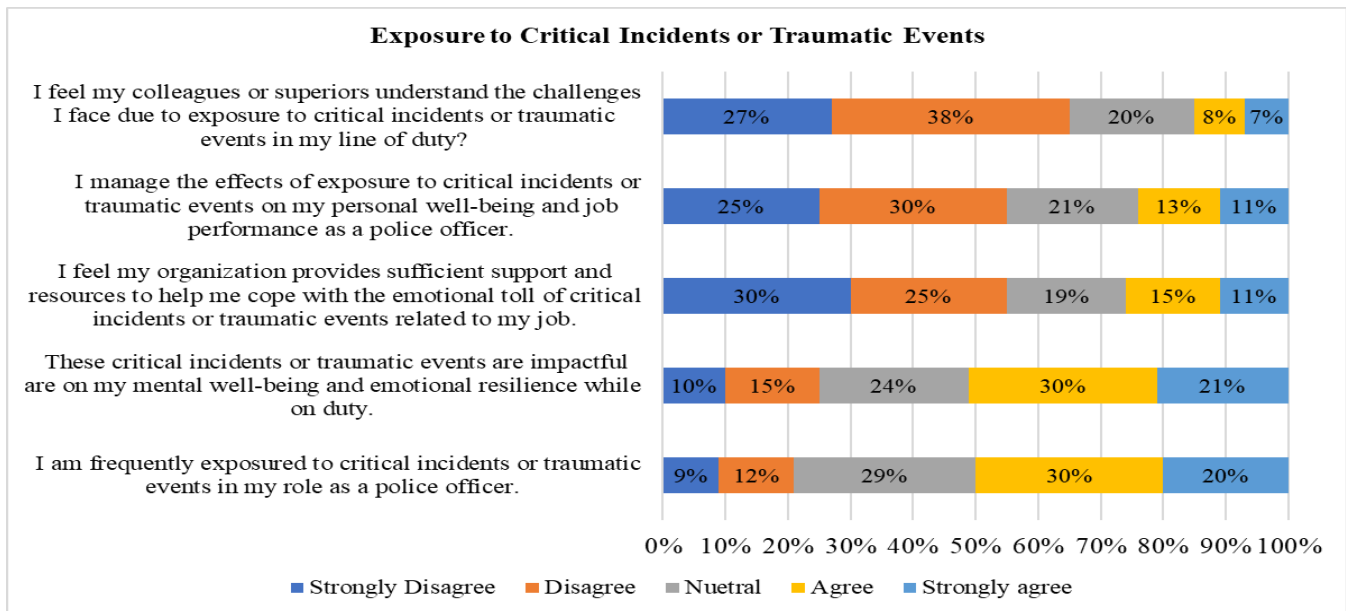


Figure 4. 4: Exposure to Critical Incidents or Traumatic Events

Around 30% of participants agree and 20% strongly agree that they are frequently exposed to critical incidents or traumatic events in their role as police officers. These findings mirror the observations of Mehrabadi, Aminian & Nakhaee (2014) and Regehr, Hill & Glancy (2000), emphasizing the substantial exposure to trauma within the law enforcement profession. Approximately 30% of respondents agree, and 21% strongly agree that critical incidents or traumatic events impact their mental well-being and emotional resilience while on duty. These observations align with the research by Miller & Vila (2016) and Pietras & Regehr (2016), underscoring the potential psychological toll of trauma exposure on officers' emotional health and ability to cope.

A significant 30% strongly disagree, and 25% disagree that their organization provides sufficient support and resources to cope with the emotional toll of critical incidents or traumatic events. These findings echo the sentiments expressed by Regehr, Hill & Glancy (2000), suggesting that organizational support mechanisms may not always align with officers' needs following trauma exposure. Approximately 30% of participants disagree, and 25% strongly disagree that they effectively manage the effects of trauma

exposure on their personal well-being and job performance. These results align with Mehrabadi, Aminian & Nakhaee (2014) and Pietras & Regehr (2016), indicating that officers may encounter challenges in navigating the impact of trauma on various facets of their lives.

Around 38% of respondents disagree, and 27% strongly disagree that their colleagues or superiors understand the challenges they face due to exposure to critical incidents or traumatic events. These observations align with the research by Miller & Vila (2016), suggesting that there may be a gap in comprehension between officers and their peers or supervisors. In weaving the survey findings with empirical literature, it becomes evident that exposure to critical incidents or traumatic events constitutes a significant challenge for law enforcement officers. The frequency of exposure, its impact on well-being, organizational support, individual coping, and perceptions of understanding collectively highlight the complex interplay between traumatic experiences and officers' psychological health. Law enforcement agencies must consider implementing measures to address these challenges, including robust support systems, tailored coping strategies, and enhanced empathy and communication among colleagues and superiors. Aligning organizational practices with insights gleaned from both the survey and scholarly literature can contribute to the resilience, well-being, and overall effectiveness of law enforcement officers.

The examination of exposure to critical incidents or traumatic events among law enforcement officers reveals profound implications for their well-being and professional functioning, framed within the lenses of Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory elucidates how frequent exposure to trauma impacts officers' mental well-being and emotional resilience, as evidenced by the significant proportions reporting such effects. This aligns with the theory's premise that traumatic experiences can distort cognitive perceptions, affecting emotional coping mechanisms. Similarly, Social Support Theory underscores the importance of organizational support in mitigating the negative

consequences of trauma exposure, reflected in perceptions of inadequate support from the organization. Moreover, the confirmation of these findings through interview data further reinforces the significance of addressing trauma-related challenges within law enforcement, emphasizing the need for organizational initiatives that promote supportive environments and foster understanding among colleagues and superiors. Integrating these theories into organizational policies can contribute to enhancing the resilience, well-being, and overall effectiveness of law enforcement officers in navigating the demands of their profession.

4.5.2 Workload and Job Demand

This analysis delves into the impact of high workload and job demands on the lives of law enforcement officers. The survey data provides insights into the extent of workload, its effect on stress levels and overall well-being, organizational support, work-life balance, and perceptions of empathy from colleagues and superiors. To contextualize these findings, we will compare them with insights from empirical literature, particularly referencing Pietras & Regehr (2016), Hartley & Andrew (2013), Andrew & Burchfiel (2006), and Kim & Slaven (2019).

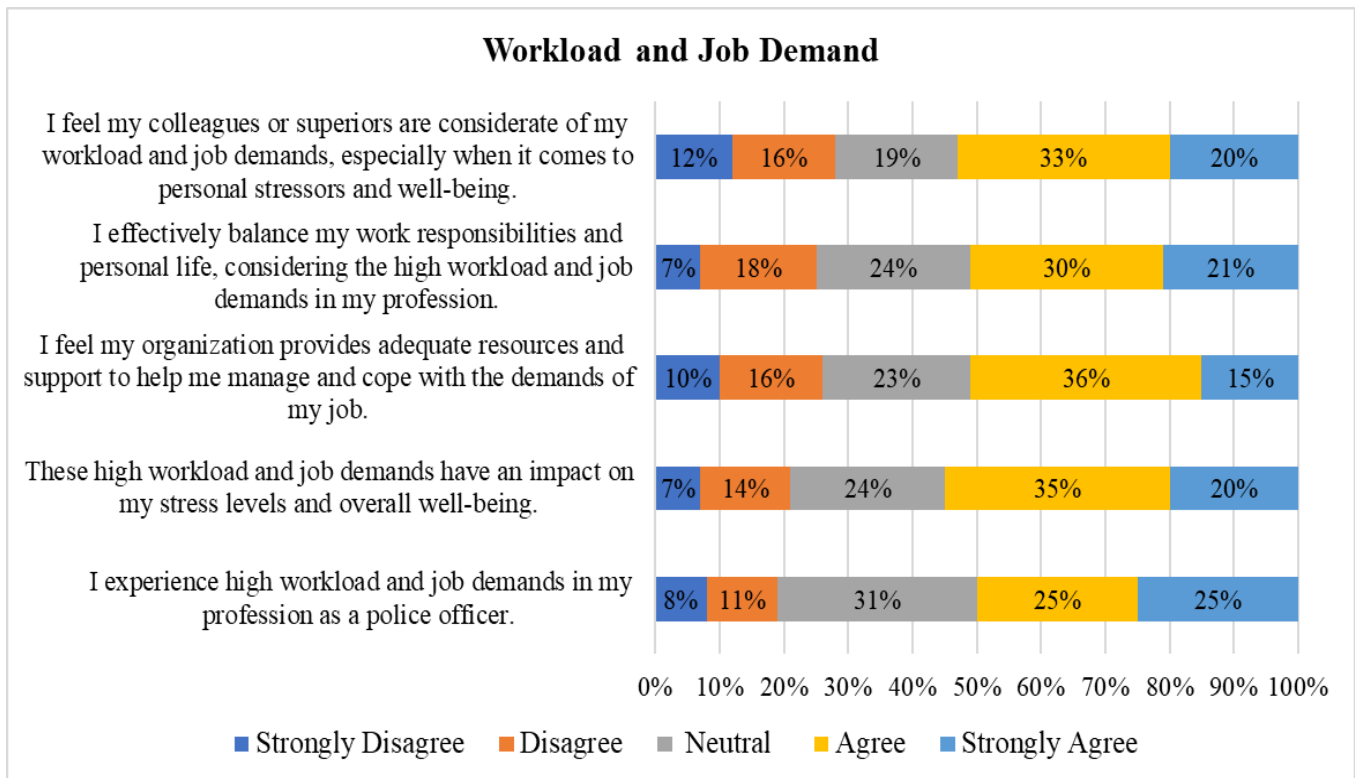


Figure 4. 5: Workload and Job Demand

Approximately 25% of participants agree, and 25% strongly agree that they experience high workload and job demands in their profession as police officers. These findings resonate with the observations of Pietras & Regehr (2016) and Kim & Slaven (2019), highlighting the pervasive nature of high demands within the law enforcement field. Around 35% of respondents agree that high workload and job demands impact their stress levels and overall well-being, with 20% strongly agreeing. These findings align with the research by Hartley & Andrew (2013), emphasizing how the demands of the job can have far-reaching consequences on officers' mental and physical health.

Approximately 36% of participants agree that their organization provides adequate resources and support to help them manage and cope with the demands of their job. These results mirror the observations of Hartley & Andrew (2013) and Andrew & Burchfiel (2006), indicating that organizational efforts are perceived as crucial in mitigating the effects of high workload. Around 30% of respondents agree, and

21% strongly agree that they effectively balance work responsibilities and personal life despite the high workload and job demands. These findings reflect the research by Pietras & Regehr (2016), underscoring that officers are constantly striving to maintain a harmonious work-life equilibrium.

Around 33% of participants agree that their colleagues or superiors are considerate of their workload and job demands, especially in relation to personal stressors and well-being. These observations align with the sentiments expressed by Kim & Slaven (2019), highlighting the significance of empathy and understanding within the law enforcement community. In amalgamating the survey findings with empirical literature, it is evident that high workload and job demands are pervasive stressors within law enforcement. The influence on stress levels, organizational support, work-life balance, and perceptions of understanding collectively underscore the intricate interplay between job demands and officers' well-being. Law enforcement agencies should prioritize measures that facilitate work-life balance, enhance organizational support, and foster a culture of empathy and consideration among colleagues and superiors. Aligning these efforts with insights gleaned from both the survey and scholarly literature can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers.

The exploration of high workload and job demands among law enforcement officers unveils significant implications for their well-being and professional functioning, framed within the context of Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory elucidates how the prevalence of high demands impacts officers' stress levels and overall well-being, as evidenced by substantial proportions reporting such effects. This aligns with the theory's premise that environmental stressors can influence cognitive processes, affecting emotional responses and coping mechanisms. Similarly, Social Support Theory underscores the importance of organizational support in mitigating the negative consequences of workload and job demands, reflected in perceptions of support adequacy from the organization. Moreover, the confirmation of these findings through interview data further emphasizes

the need for organizational initiatives that promote work-life balance, enhance support systems, and foster empathy among colleagues and superiors. Integrating these theories into organizational practices can contribute to bolstering the resilience, job satisfaction, and overall effectiveness of law enforcement officers in managing the rigors of their profession.

4.5.3 Job-related Pressure

This analysis explores the implications of job-related pressure on the well-being of law enforcement officers. The survey data provides insights into the prevalence of job-related pressure, its effects on mental well-being, organizational support, individual coping strategies, and perceptions of empathy from colleagues and superiors. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Hartley & Andrew (2013), Andrew & Burchfiel (2006), Kim & Slaven (2019), and Arble & Dailey (2019).

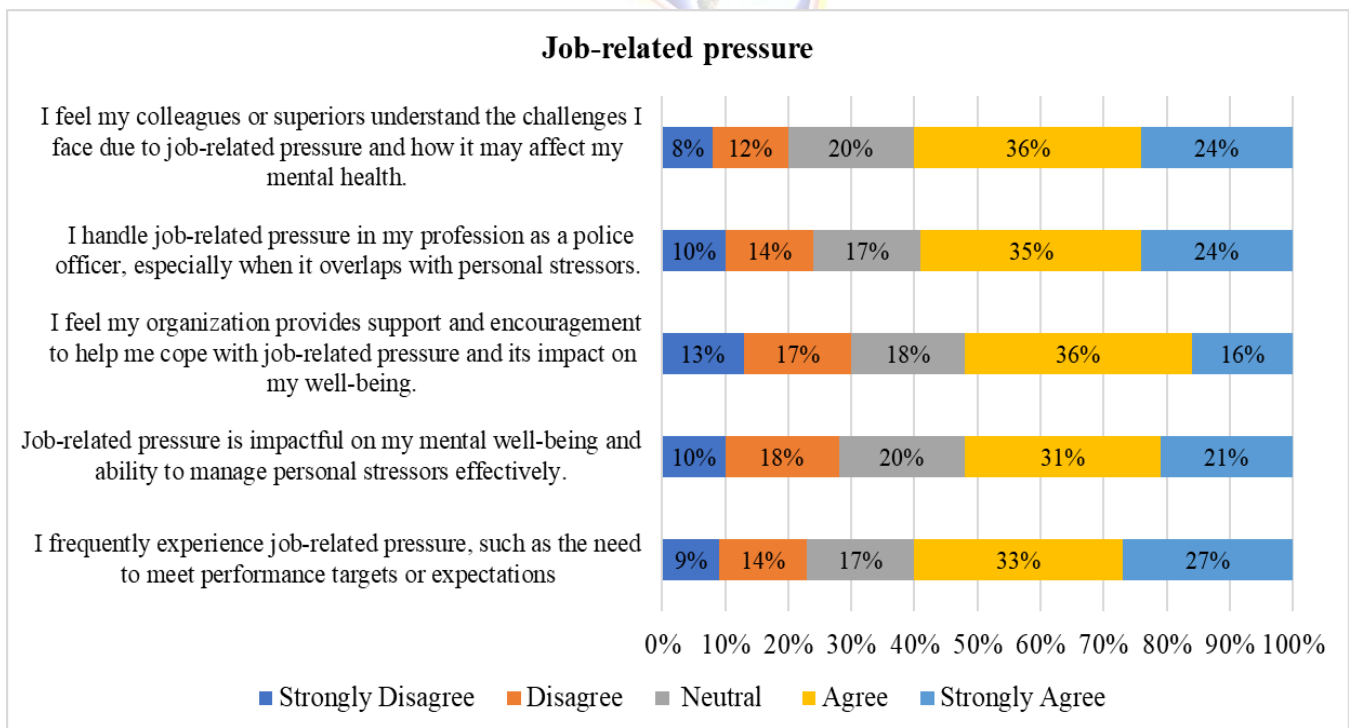


Figure 4. 6: Job-related Pressure

Approximately 33% of participants agree, and 27% strongly agree that they frequently experience job-related pressure, such as the need to meet performance targets or expectations. These results align with the observations of Arble & Dailey (2019) and Kim & Slaven (2019), illustrating the commonality of performance-related stressors in law enforcement roles. Around 31% of respondents agree that job-related pressure has an impact on their mental well-being and ability to manage personal stressors effectively. This observation echoes the research by Hartley & Andrew (2013) and Andrew & Burchfiel (2006), emphasizing the potential crossover between job-related stressors and personal challenges.

Approximately 36% of participants agree that their organization provides support and encouragement to help them cope with job-related pressure and its impact on well-being. These findings are in line with the research by Kim & Slaven (2019), indicating the significance of organizational efforts to mitigate the effects of job-related stressors. Around 35% of respondents agree, and 24% strongly agree that they handle job-related pressure in their profession as police officers, particularly when it intersects with personal stressors. These results reflect the findings of Hartley & Andrew (2013) and Arble & Dailey (2019), suggesting the importance of effective coping mechanisms in managing stressors. Approximately 36% of participants agree, and 24% strongly agree that their colleagues or superiors understand the challenges they face due to job-related pressure and its potential impact on mental health. These observations align with the sentiments expressed by Kim & Slaven (2019), underscoring the importance of empathy and support within the law enforcement community. By integrating the survey findings with empirical literature, it becomes evident that job-related pressure is a prevalent stressor in the law enforcement profession. The impact on mental well-being, organizational support, coping strategies, and perceptions of empathy collectively emphasize the intricate interplay between job-related demands and officers' overall health. Law enforcement agencies should prioritize initiatives that address performance-related stressors, offer resources for coping, and foster a supportive and empathetic work environment. Aligning

these strategies with insights gleaned from both the survey and scholarly literature can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers.

The examination of job-related pressure among law enforcement officers reveals profound implications for their well-being and professional functioning, contextualized within the framework of Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory elucidates how the prevalence of job-related pressure impacts officers' mental well-being and their ability to manage personal stressors effectively, as indicated by a significant proportion reporting such effects. This aligns with the theory's premise that environmental stressors can influence cognitive processes, affecting emotional responses and coping mechanisms. Similarly, Social Support Theory underscores the importance of organizational support in mitigating the negative consequences of job-related pressure, reflected in perceptions of support adequacy from the organization and understanding from colleagues and superiors. The confirmation of these findings through interview data further underscores the need for organizational initiatives that address performance-related stressors, offer resources for coping, and foster an empathetic work environment. Integrating these theories into organizational practices can contribute to bolstering the resilience, job satisfaction, and overall effectiveness of law enforcement officers in managing the rigors of their profession.

4.6 Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers

4.6.1 Perceived Support from Superiors

This analysis explores the perception of support that law enforcement officers receive from their superiors. The survey data provides insights into the level of support, comfort in seeking guidance, acknowledgement of organizational stressors, satisfaction with assistance, and perceived prioritization of mental health. To contextualize these findings, we will compare them with insights from empirical

literature, particularly referencing Mehrabadi, Aminian & Nakhaee (2014), Regehr, Hill & Glancy (2000), Magnusson (2018), and Garber (2018).

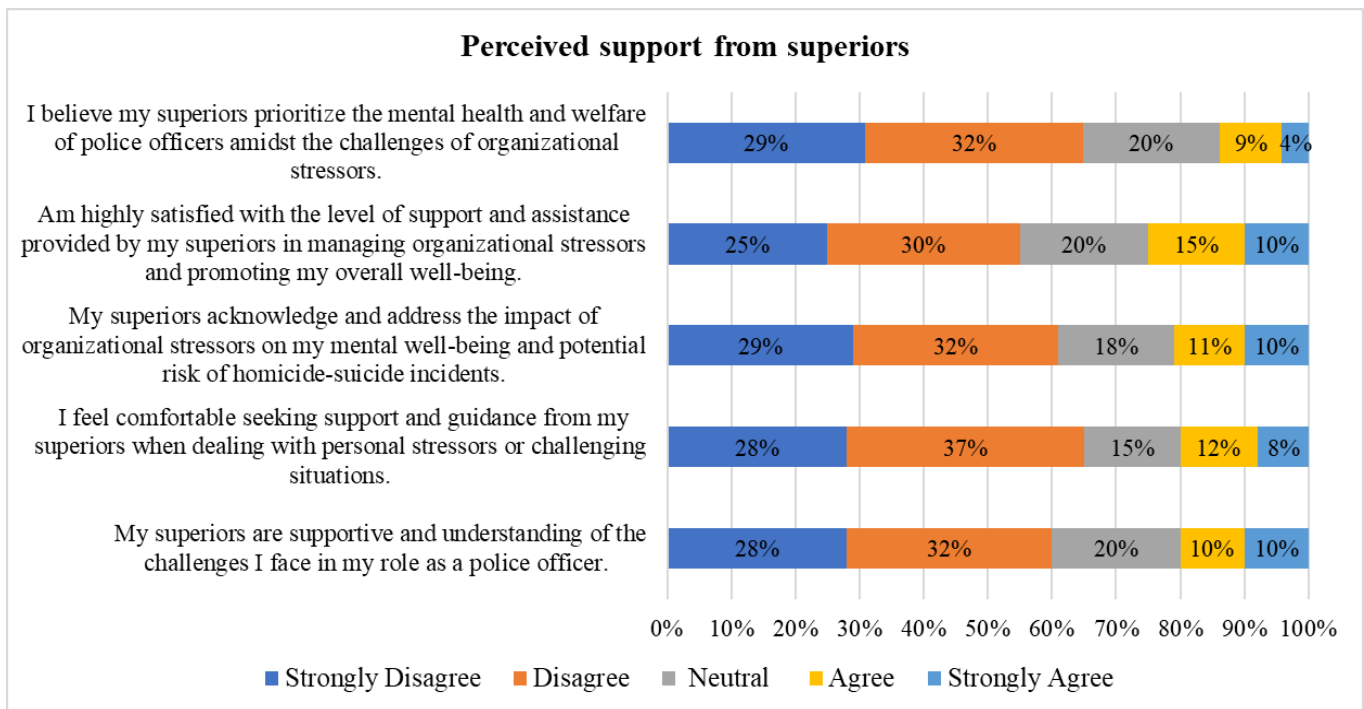


Figure 4. 7: Perceived support from superiors

Approximately 10% of participants agree, and 10% strongly agree that their superiors are supportive and understanding of the challenges they face in their roles as police officers. These findings are notably lower compared to the research by Mehrabadi, Aminian & Nakhaee (2014) and Garber (2018), which highlight the importance of strong supervisory support in mitigating occupational stressors. Around 12% of respondents agree, and 8% strongly agree that they feel comfortable seeking support and guidance from their superiors when dealing with personal stressors or challenging situations. These results are lower compared to the observations of Regehr, Hill & Glancy (2000) and Magnusson (2018), suggesting that there may be barriers to officers openly seeking help from their superiors.

Approximately 11% of participants agree that their superiors acknowledge and address the impact of organizational stressors on their mental well-being and potential risk of homicide-suicide incidents. These

findings align with the observations of Garber (2018) and Magnusson (2018), highlighting the need for superiors to be attuned to the stressors that officers face. Around 15% of respondents agree that they are highly satisfied with the level of support and assistance provided by their superiors in managing organizational stressors and promoting their overall well-being. These results align with the research by Regehr, Hill & Glancy (2000) and Magnusson (2018), emphasizing the role of supportive superiors in enhancing officers' well-being.

Approximately 9% of participants agree, and 4% strongly agree that they believe their superiors prioritize the mental health and welfare of police officers amidst the challenges of organizational stressors. These findings are in line with the observations of Garber (2018), highlighting a potential gap in the perception of superiors' prioritization of mental health. In combining the survey findings with empirical literature, it becomes evident that the perception of support from superiors plays a pivotal role in the well-being of law enforcement officers. The observations on support levels, seeking guidance, acknowledgement of stressors, satisfaction with assistance, and prioritization of mental health collectively emphasize the significance of strong supervisory relationships. Law enforcement agencies should consider initiatives that promote open communication, enhance support structures, and prioritize mental health within the organizational culture. Aligning these efforts with insights gleaned from both the survey and scholarly literature can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers.

The analysis of perceived support from superiors among law enforcement officers unveils critical insights into the dynamics of supervisory relationships, framed within Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory suggests that officers' perceptions of support from superiors can influence their cognitive appraisals of stressors and coping strategies, as indicated by the variability in reported levels of support and comfort in seeking guidance. This aligns with the theory's premise that

individuals' interpretations of their environment can shape their emotional responses and behaviors. Similarly, Social Support Theory emphasizes the importance of supportive relationships in mitigating the impact of stressors on officers' well-being, reflected in the satisfaction with assistance and perceived prioritization of mental health. The confirmation of these findings through interview data underscores the critical role of supervisory support in fostering officers' resilience and job satisfaction. Thus, law enforcement agencies should prioritize initiatives that foster open communication, enhance support structures, and promote a culture of prioritizing mental health within the organizational hierarchy. By integrating these theories into supervisory practices, organizations can enhance the well-being and effectiveness of their officers in navigating the challenges of their profession.

4.6.2 Availability of Resources for Job Duties

This analysis delves into the impact of resource availability on the job duties of law enforcement officers. The survey data provides insights into officers' perceptions of resource sufficiency, challenges in accessing resources, the impact of resource availability on well-being, satisfaction with organizational support, and the effect of resource scarcity on managing stressors. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Hesketh, Cooper & Ivy (2018), Vogel, Meyer & Kegler (2018), and Andrew & Burchfiel (2018).

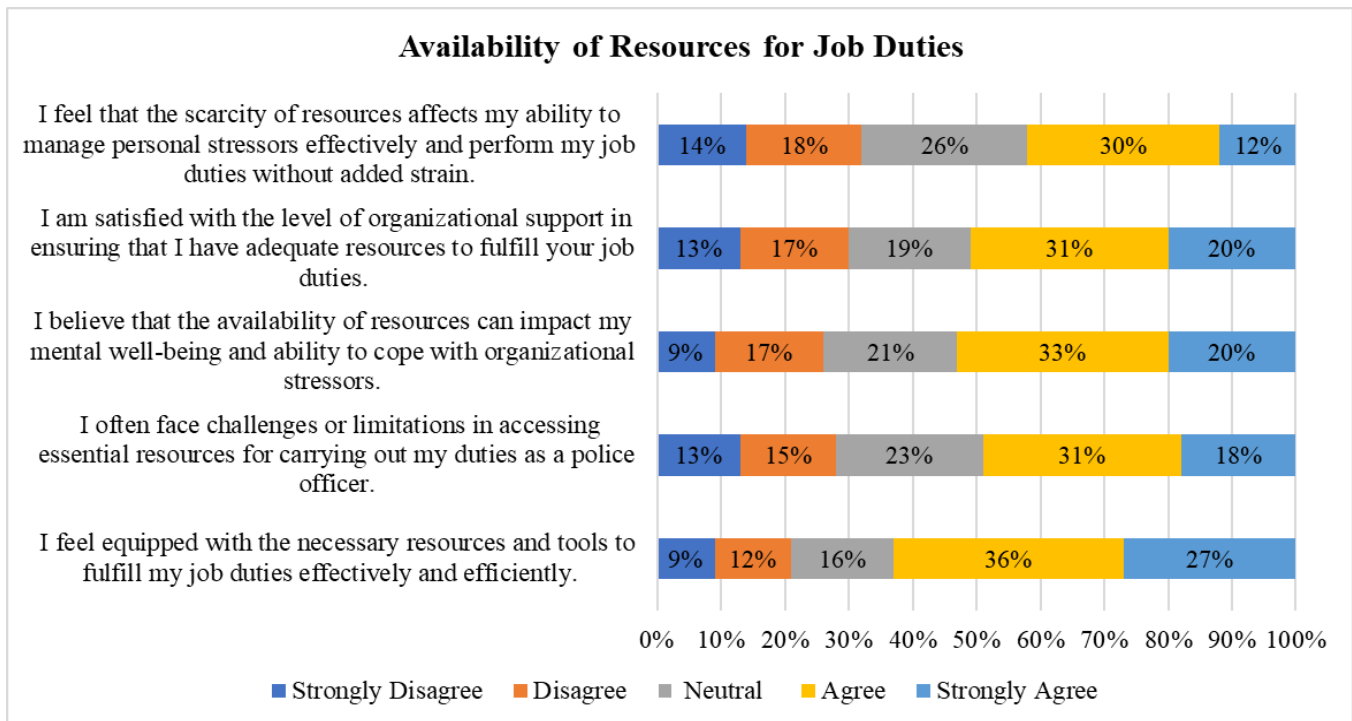


Figure 4. 8: Availability of Resources for Job Duties

Approximately 36% of participants agree, and 27% strongly agree that they feel equipped with the necessary resources and tools to fulfill their job duties effectively and efficiently. These findings align with the research by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), underscoring the importance of providing officers with the means to carry out their responsibilities. Around 31% of respondents agree, and 18% strongly agree that they often face challenges or limitations in accessing essential resources for their duties as police officers. These results reflect the observations of Vogel, Meyer & Kegler (2018) and Andrew & Burchfiel (2018), highlighting the potential barriers officers encounter when attempting to access necessary tools.

Approximately 33% of participants agree that the availability of resources can impact their mental well-being and ability to cope with organizational stressors. These findings are consistent with the research by Hesketh, Cooper & Ivy (2018) and Andrew & Burchfiel (2018), emphasizing how resource availability can influence officers' overall well-being. Around 31% of respondents agree, and 20% strongly agree that

they are satisfied with the level of organizational support in ensuring they have adequate resources to fulfill their job duties. These observations align with the sentiments expressed by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), emphasizing the role of organizational support in resource provision.

Approximately 30% of participants agree, and 12% strongly agree that the scarcity of resources affects their ability to manage personal stressors effectively and perform job duties without added strain. These findings are consistent with the research by Hesketh, Cooper & Ivy (2018) and Andrew & Burchfiel (2018), highlighting the potential cascading effects of resource scarcity. By integrating the survey findings with empirical literature, it becomes evident that resource availability significantly impacts the job duties and well-being of law enforcement officers. The perceptions of resource sufficiency, challenges in access, impact on well-being, satisfaction with support, and effects of scarcity collectively emphasize the importance of adequately equipping officers. Law enforcement agencies should prioritize initiatives that ensure officers have access to necessary tools and resources, as this can enhance job performance, overall well-being, and resilience. Aligning these strategies with insights gleaned from both the survey and scholarly literature can contribute to the effectiveness and satisfaction of law enforcement officers.

The analysis of resource availability for law enforcement officers' job duties reveals crucial insights into the intersection of organizational support and job performance, framed within Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory suggests that officers' perceptions of resource sufficiency and challenges in accessing resources can shape their cognitive appraisals of job-related stressors and coping strategies, as indicated by the variability in reported levels of satisfaction with organizational support. This aligns with the theory's premise that individuals' interpretations of their environment can influence their emotional responses and behaviors. Similarly, Social Support Theory emphasizes the role of organizational support in mitigating the impact of stressors on officers' well-being,

reflected in the satisfaction with support and the perceived effects of resource scarcity on managing stressors. The confirmation of these findings through interview data underscores the critical role of resource availability in fostering officers' resilience and job satisfaction. Thus, law enforcement agencies should prioritize initiatives that ensure officers have access to necessary tools and resources, as this can enhance job performance, overall well-being, and resilience. By integrating these theories into resource allocation practices, organizations can better support their officers in fulfilling their duties effectively and efficiently while managing the challenges of their profession.

4.6.3 Leadership Effectiveness and Communication

This analysis delves into the effectiveness of leadership and communication within law enforcement organizations. The survey data provides insights into officers' perceptions of leadership's communication of expectations and guidance, responsiveness to concerns and feedback, the impact of transparent communication on well-being, satisfaction with leadership support, and issues with communication style. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Andrew & Burchfiel (2018), Hesketh, Cooper & Ivy (2018), and Vogel, Meyer & Kegler (2018).

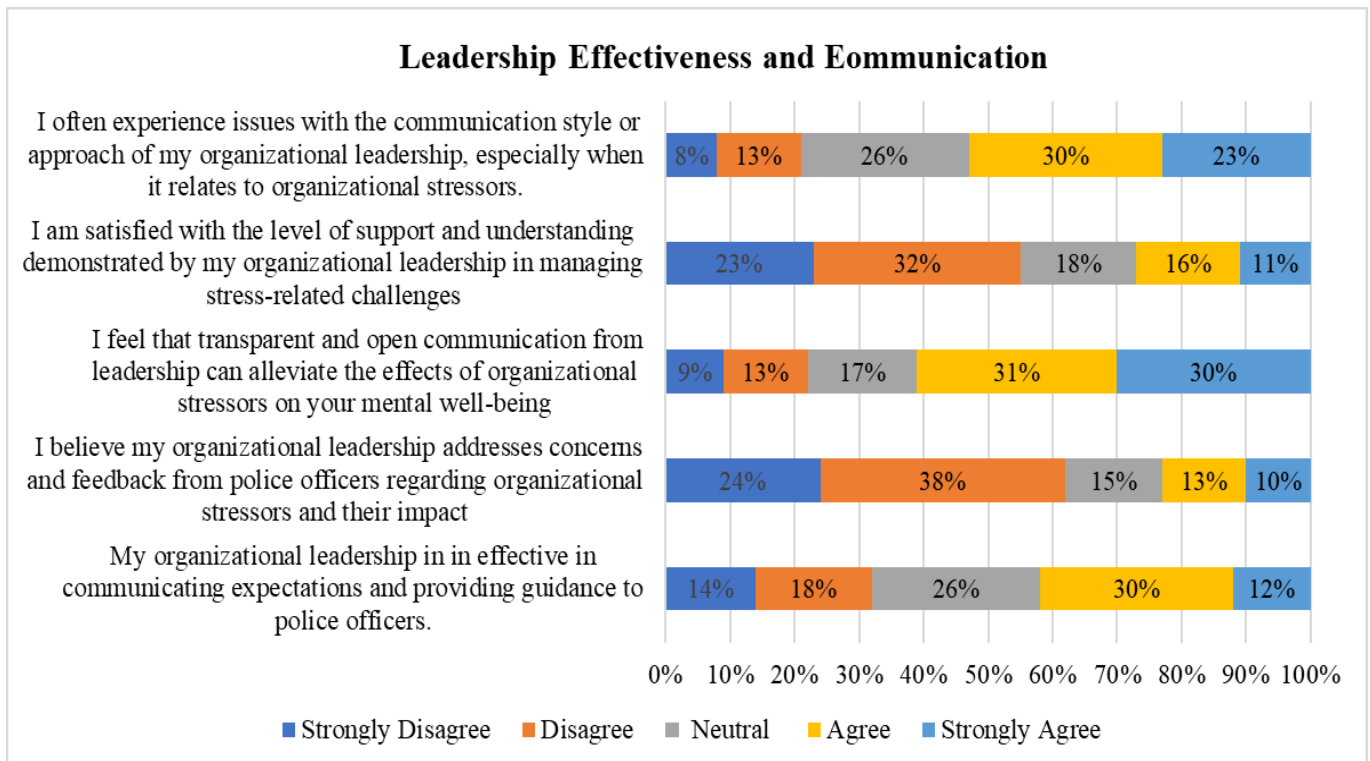


Figure 4. 9: Leadership Effectiveness and Communication

Approximately 30% of participants agree, and 12% strongly agree that their organizational leadership is effective in communicating expectations and providing guidance to police officers. These findings are consistent with the research by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), highlighting the importance of clear and consistent communication from leadership. Around 13% of respondents agree that their organizational leadership addresses concerns and feedback from police officers regarding organizational stressors and their impact. These findings are lower compared to the observations of Andrew & Burchfiel (2018), indicating potential gaps in leadership's responsiveness to officers' concerns.

Approximately 31% of participants agree, and 30% strongly agree that transparent and open communication from leadership can alleviate the effects of organizational stressors on their mental well-

being. These results align with the research by Hesketh, Cooper & Ivy (2018) and Vogel, Meyer & Kegler (2018), highlighting the potential benefits of effective communication in mitigating stressors. Around 16% of respondents agree that they are satisfied with the level of support and understanding demonstrated by their organizational leadership in managing stress-related challenges. These findings are consistent with the observations of Hesketh, Cooper & Ivy (2018), indicating that leadership support plays a role in officers' well-being.

Approximately 30% of participants agree, and 23% strongly agree that they often experience issues with the communication style or approach of their organizational leadership, especially when it relates to organizational stressors. These findings are consistent with the research by Andrew & Burchfiel (2018), emphasizing the potential challenges posed by ineffective communication. By integrating the survey findings with empirical literature, it becomes clear that leadership effectiveness and communication play a vital role in the experiences of law enforcement officers. The perceptions of communication of expectations, responsiveness to concerns, impact of transparent communication, satisfaction with support, and issues with communication style collectively underscore the importance of strong leadership. Law enforcement agencies should focus on fostering open and transparent communication, addressing concerns, and providing the necessary support to enhance officers' well-being and job satisfaction. Aligning these strategies with insights gleaned from both the survey and scholarly literature can contribute to the effectiveness, morale, and resilience of law enforcement officers.

The analysis of leadership effectiveness and communication within law enforcement organizations illuminates critical insights, framed within Cognitive Behavioral Theory and Social Support Theory. Cognitive Behavioral Theory suggests that officers' perceptions of leadership communication, including the clarity of expectations and responsiveness to feedback, can shape their cognitive appraisals of organizational stressors and coping strategies. This is reflected in the survey data, where transparent

communication from leadership is perceived to alleviate the effects of stressors on officers' mental well-being. Similarly, Social Support Theory underscores the role of leadership support in mitigating the impact of stressors, as evidenced by officers' satisfaction with the level of support and understanding demonstrated by their leaders. The confirmation of these findings through interview data highlights the pivotal role of effective leadership and communication in fostering officers' resilience and job satisfaction. Therefore, law enforcement agencies should prioritize initiatives that foster open and transparent communication, address concerns, and provide necessary support to enhance officers' well-being and morale. By integrating these theories into leadership practices, organizations can cultivate a supportive environment that promotes the effectiveness, morale, and resilience of law enforcement officers.

4.7 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers

4.7.1 Salary Level and Benefits

This analysis explores the impact of salary level and benefits on the experiences of law enforcement officers. The survey data provides insights into officers' satisfaction with their current compensation package, perceptions of adequacy, financial difficulties, the relationship between financial well-being and mental health, and confidence in financial stability. To provide context, we will compare these findings with insights from empirical literature, particularly referencing Hartley & Charles (2016), Andrew (2015), Fekedulegn (2014), and Andrew & Violanti (2013).

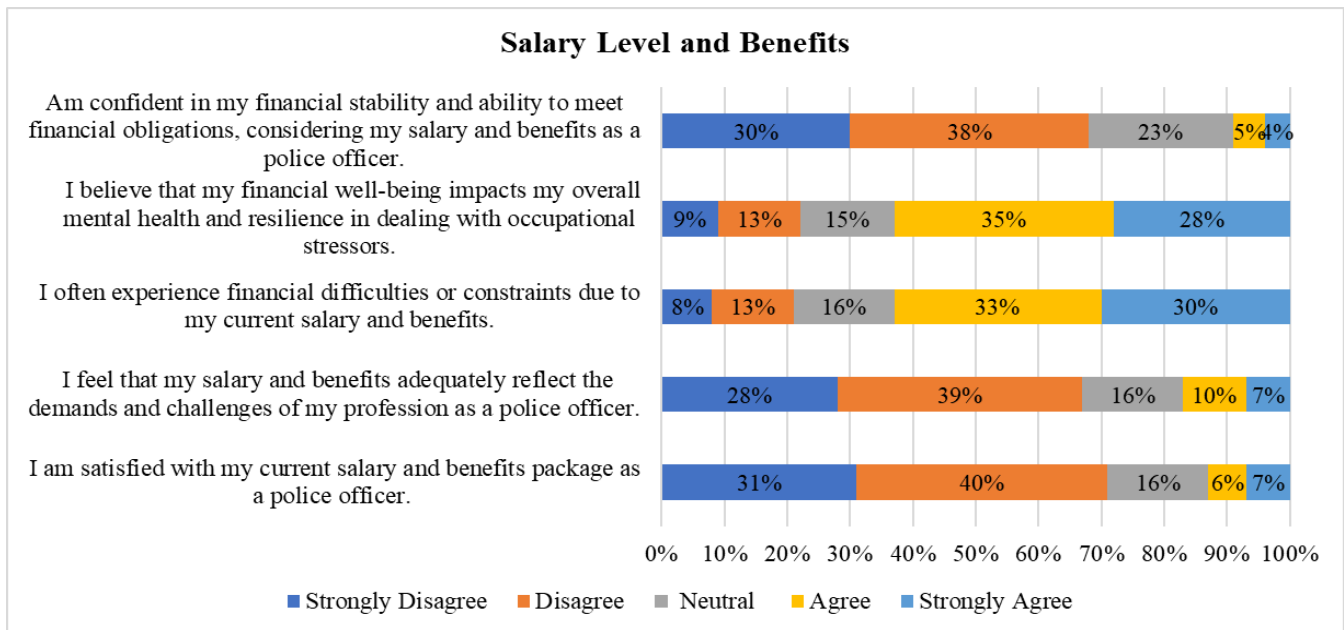


Figure 4. 10: Salary Level and Benefits

Approximately 6% of participants agree, and 7% strongly agree that they are satisfied with their current salary and benefits package as police officers. These findings align with the observations of Fekedulegn (2014) and Andrew & Violanti (2013), indicating that satisfaction with compensation is a notable concern. Around 10% of respondents agree, and 7% strongly agree that they feel their salary and benefits adequately reflect the demands and challenges of their profession. These results are consistent with the sentiments expressed by Hartley & Charles (2016) and Andrew & Violanti (2013), suggesting that there may be a perceived gap between compensation and the challenges officers face.

Approximately 33% of participants agree, and 30% strongly agree that they often experience financial difficulties or constraints due to their current salary and benefits. These findings align with the research by Andrew (2015) and Fekedulegn (2014), indicating that financial challenges are prevalent among law enforcement officers. Around 35% of respondents agree, and 28% strongly agree that their financial well-being impacts their overall mental health and resilience in dealing with occupational stressors. These

observations align with the research by Andrew (2015) and Andrew & Violanti (2013), highlighting the potential interplay between financial stress and mental well-being.

Approximately 5% of participants agree, and 4% strongly agree that they are confident in their financial stability and ability to meet financial obligations. These findings align with the research by Hartley & Charles (2016) and Fekedulegn (2014), indicating that financial confidence is relatively low among law enforcement officers. By integrating the survey findings with empirical literature, it is evident that salary level and benefits significantly impact the experiences of law enforcement officers. The perceptions of satisfaction, adequacy, financial difficulties, the impact on mental health, and financial confidence collectively underscore the importance of addressing compensation concerns. Law enforcement agencies should consider strategies that enhance compensation packages and support financial well-being, as this can contribute to officers' job satisfaction, mental resilience, and overall well-being. Aligning these strategies with insights gleaned from both the survey and scholarly literature can promote the financial security and satisfaction of law enforcement officers.

The analysis of salary level and benefits within law enforcement organizations provides valuable insights into officers' experiences, informed by Cognitive Behavioral Theory and Social Support Theory. According to Cognitive Behavioral Theory, officers' perceptions of their salary and benefits package can influence their cognitive appraisals of financial stressors and coping mechanisms. Survey data indicating a significant proportion of officers experiencing financial difficulties aligns with this theory, highlighting the potential impact of compensation on mental well-being. Similarly, Social Support Theory emphasizes the role of adequate compensation in supporting officers' financial well-being and overall resilience. Interview data confirming the prevalence of financial challenges among officers further underscores the importance of addressing compensation concerns. Therefore, law enforcement agencies should prioritize initiatives that enhance compensation packages and support financial well-being to promote officers' job

satisfaction, mental resilience, and overall well-being. By integrating these theories into compensation strategies, organizations can cultivate a supportive environment that fosters the financial security and satisfaction of law enforcement officers.

4.7.2 Financial Strain or Debt

Financial strain and debt are significant sources of stress that can impact individuals' overall well-being, including their ability to handle occupational stressors. This analysis aims to examine the relationship between financial strain or debt and vulnerability to occupational stressors, considering the provided survey data. Additionally, a comparison with existing empirical literature (Aamodt & Stalnaker, 2016; Anderson & Helms, 2015; Pierce & Li, 2018; Langton & Pica, 2019) will be made to gain a broader perspective on the topic.

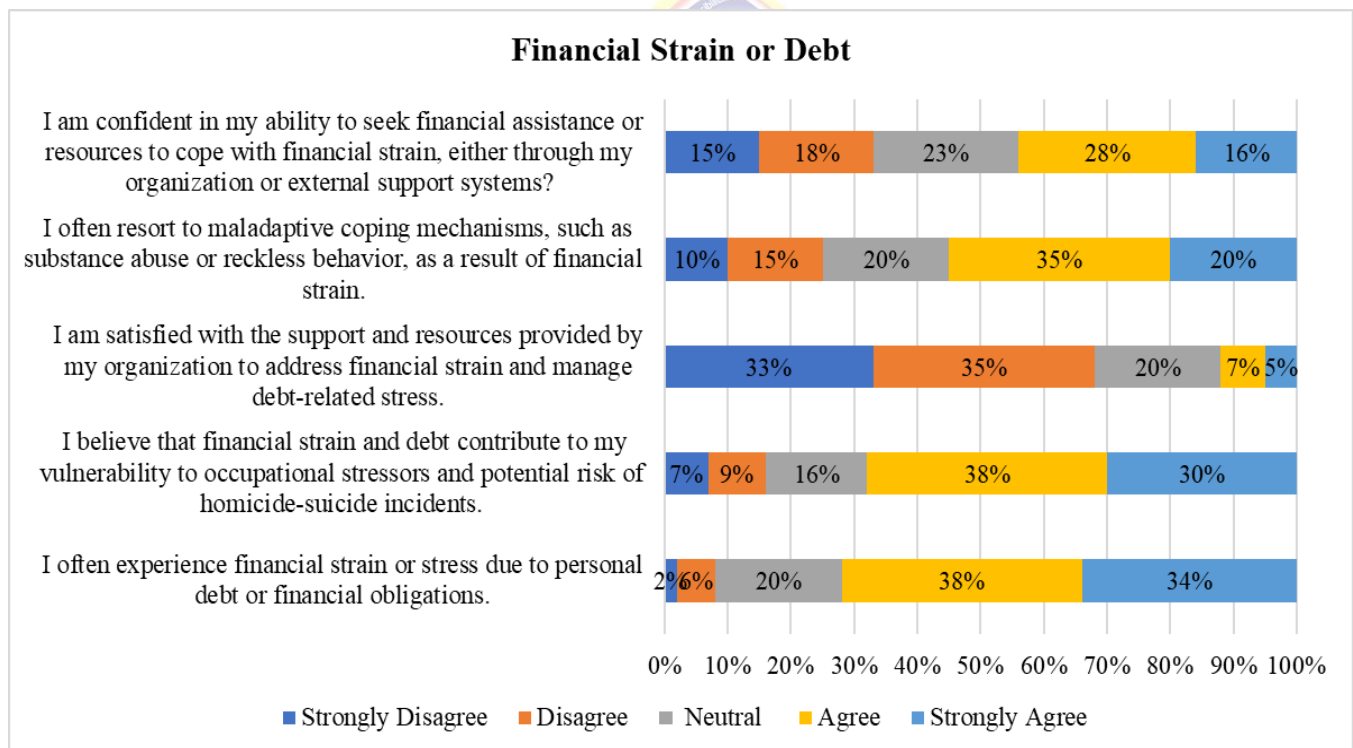


Figure 4. 11: Financial Strain or Debt

In the study data, a considerable percentage of respondents (38%) agreed that they often experience financial strain or stress due to personal debt or financial obligations. This indicates that a significant

portion of the sample faces financial challenges that may influence their overall well-being. This finding aligns with the empirical literature, particularly with the studies by Aamodt & Stalaker (2016) and Anderson & Helms (2015), which highlight the association between financial strain and increased stress levels. Regarding the potential contribution of financial strain and debt to vulnerability to occupational stressors and the risk of homicide-suicide incidents, the survey data shows that 38% of respondents agreed with this statement. This suggests that a substantial portion of participants believes that financial challenges can amplify their susceptibility to stressors in the workplace, possibly leading to severe consequences. This finding is consistent with the findings of Pierce & Li (2018), who explored the link between financial strain and the risk of violence, including homicide-suicide incidents.

In terms of satisfaction with organizational support and resources to address financial strain and manage debt-related stress, the survey data reveals a notable dissatisfaction among respondents. A significant proportion (33%) strongly disagreed and 35% disagreed with the adequacy of support provided by their organizations. This finding contrasts with the empirical literature, particularly with Langton & Pica (2019), who emphasize the importance of organizational support in managing employees' financial stress. When it comes to maladaptive coping mechanisms resulting from financial strain, the survey data demonstrates that 35% of respondents agreed they often resort to such behaviors. This suggests that a substantial portion of the sample turns to unhealthy strategies like substance abuse or reckless behavior to cope with financial challenges. This aligns with the findings of Aamodt & Stalaker (2016) and Anderson & Helms (2015), who discuss the connection between financial strain and maladaptive coping behaviors.

Regarding confidence in seeking financial assistance or resources, the survey data indicates that only 16% of respondents strongly agree they can access help through their organization or external support systems. This suggests that a majority of participants may not feel adequately supported in seeking assistance for their financial challenges. This finding contrasts with the literature by Pierce & Li (2018), which

underscores the importance of support systems in managing the adverse effects of financial strain. The survey results generally align with the empirical literature in highlighting the negative impact of financial strain on individuals' stress levels and well-being. The studies by Aamodt & Stalnaker (2016), Anderson & Helms (2015), Pierce & Li (2018), and Langton & Pica (2019) collectively emphasize the connection between financial strain, coping mechanisms, vulnerability to stressors, and the role of organizational support. The current survey data corroborates many of these findings, further highlighting the need for effective support systems to mitigate the adverse effects of financial strain.

The study data underscores the significance of financial strain or debt as a stress-inducing factor that can impact individuals' vulnerability to occupational stressors and well-being. The comparison with existing empirical literature supports the notion that financial strain is a noteworthy concern that organizations should address through appropriate support mechanisms. Effective interventions and support systems can play a pivotal role in helping individuals manage financial stress and mitigate the potential negative outcomes associated with it.

The integration of Cognitive Behavioral Theory and Social Support Theory provides valuable insights into the impact of financial strain or debt on law enforcement officers' vulnerability to occupational stressors. According to Cognitive Behavioral Theory, individuals' cognitive processes, including their thoughts and beliefs, influence their behavior and responses to stressors. The survey data revealing that a significant proportion of respondents frequently experience financial strain aligns with Cognitive Behavioral Theory's premise that such stressors can distort individuals' cognitive perceptions, potentially leading to maladaptive coping mechanisms. Additionally, the findings that 35% of participants resort to maladaptive coping behaviors due to financial strain resonate with Cognitive Behavioral Theory's focus on how distorted thoughts and beliefs can lead to unhealthy coping strategies. Social Support Theory, on the other hand, emphasizes the role of social networks and support systems in mitigating stress. The survey

data indicating dissatisfaction with organizational support for managing financial stress and a lack of confidence in seeking financial assistance underscores the importance of social support in addressing financial strain. Overall, the theories highlight the need for effective interventions and support systems to mitigate the adverse effects of financial strain on law enforcement officers' well-being, emphasizing both individual cognitive processes and the broader social context in which stressors are experienced and managed.

4.7.3 Job Stability and Career Advancement

This analysis aims to explore the relationship between job stability, career advancement, and their influence on police officers' mental well-being and ability to cope with occupational stressors. The provided survey data will be analyzed and discussed in the context of existing empirical literature (Langton & Pica, 2019; Yoo & Slaven (2017); Anderson & Helms, 2015; Andrew & Violanti, 2013) to provide a comprehensive understanding of the topic. The results are presented in figure 4.12.

From the study data, it is evident that the respondents' satisfaction with job stability and security varies. While 28% agreed and 16% strongly agreed with their job stability, 18% disagreed and 15% strongly disagreed. This distribution suggests a mixed sentiment regarding job stability among police officers. This finding can be compared to the research conducted by Yoo & Slaven (2017), who emphasized the impact of job security on job satisfaction.

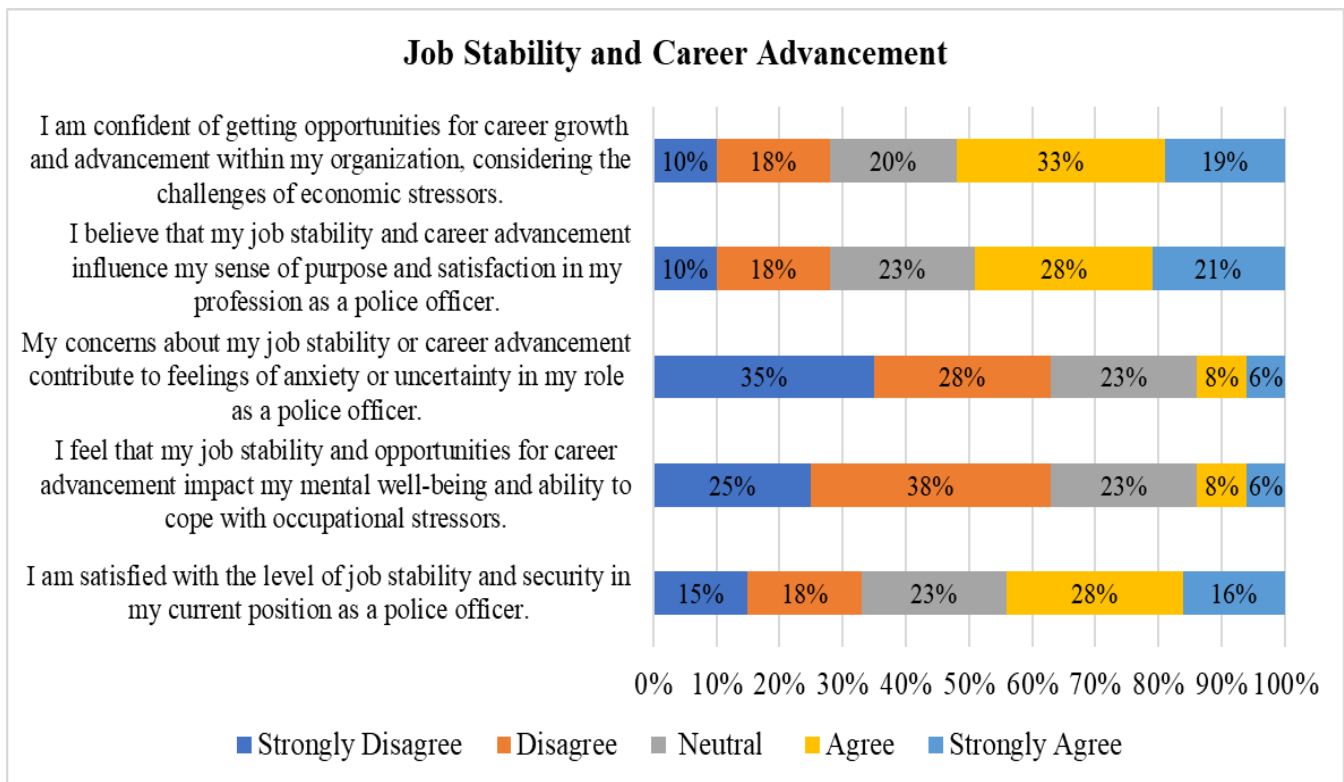


Figure 4. 12: Job Stability and Career Advancement

The survey data indicates that a considerable portion of respondents (38%) disagreed and 8% strongly disagreed that job stability and opportunities for career advancement impact their mental well-being and coping with occupational stressors. On the other hand, 6% strongly agreed and 8% agreed. This suggests that while some officers perceive a connection between career prospects and their mental well-being, a substantial group does not share this perspective. This finding resonates with the study by Langton & Pica (2019), which discussed the role of career advancement in overall job satisfaction. Concerning concerns about job stability or career advancement contributing to anxiety, the survey data indicates that a significant proportion (35%) strongly disagreed, while 28% disagreed. This suggests that a substantial portion of respondents does not associate their concerns with heightened anxiety in their role as police officers. This result can be compared with the findings of Anderson & Helms (2015), who explored the impact of job-related stressors on police officers' well-being.

Regarding the influence of job stability and career advancement on a sense of purpose and satisfaction, the survey data shows a relatively balanced distribution. While 28% agreed and 21% strongly agreed, 18% disagreed and 10% strongly disagreed. This suggests that a notable portion of respondents recognizes the impact of these factors on their sense of purpose, aligning with the study by Andrew & Violanti (2013) that discussed the interplay between career satisfaction and well-being among police officers. The survey data highlights that 33% of respondents agreed and 19% strongly agreed that they are confident in getting opportunities for career growth within their organization despite economic challenges. Conversely, 18% disagreed and 10% strongly disagreed. This suggests a moderate level of confidence in career advancement opportunities. This finding can be compared with the study by Yoo & Slaven (2017), which touched upon the importance of organizational support in facilitating career growth.

The survey results align with various aspects of the empirical literature. The studies by Langton & Pica (2019) and Yoo & Slaven (2017) emphasize the connection between career advancement, job satisfaction, and overall well-being. The findings also resonate with the works of Anderson & Helms (2015) and Andrew & Violanti (2013), which discuss the impact of job-related stressors and career satisfaction on police officers' mental health. In conclusion, the survey data underscores the nuanced relationship between job stability, career advancement, and their influence on police officers' mental well-being and ability to cope with occupational stressors. The findings from the survey align with and provide further insights into the existing empirical literature. Understanding and addressing these factors are crucial for creating supportive work environments that enhance the overall satisfaction, well-being, and resilience of police officers in their demanding roles.

Applying the theoretical frameworks of Cognitive Behavioral Theory (CBT) and Social Support Theory to the findings on job stability and career advancement among police officers reveals nuanced insights. The mixed sentiment regarding job stability suggests varying cognitive perceptions among officers,

impacting their emotional responses and coping strategies. Those perceiving greater stability may experience lower stress levels. Dissatisfaction with organizational support indicates a potential lack of social support, influencing officers' sense of purpose and satisfaction. Moderate confidence in career growth opportunities highlights the need for improved support systems. Addressing these findings necessitates enhancing organizational support and communication to foster a supportive work environment, promoting career growth while mitigating stressors for police officers.



CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

Chapter five of this study summarizes the conclusions and offers recommendations derived from the research objectives discussed in the earlier chapters. The findings from the data analysis are synthesized to offer insights into the research questions and objectives, and the chapter also suggests potential areas for further research based on the limitations of the current study. The main purpose of this chapter is to provide a concise overview of the key findings, draw appropriate conclusions, and propose practical implications and future directions for the field of study. The conclusions and recommendations are firmly grounded in the data analysis results and pertinent literature reviewed in the preceding chapters.

5.2 Summary of findings

5.2.1 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

This comprehensive analysis delves into the intricate interplay between personal stressors and the well-being of law enforcement officers. The study examined three key aspects: the influence of diagnosed mental health conditions, exposure to traumatic life events, and experiences of relationship problems. By juxtaposing survey data with insights from empirical literature, this analysis sheds light on the challenges officers face, their coping mechanisms, perceptions of organizational support, and the implications for their overall psychological health.

The survey data revealed that a significant percentage of participants experience symptoms of diagnosed mental health conditions due to personal stressors. These symptoms, including depression and anxiety, can have a profound impact on officers' well-being and their ability to cope with both personal and job-related stressors. While some officers are comfortable discussing these conditions with colleagues, seeking professional help remains limited, potentially due to the stigma associated with mental health

discussions. Moreover, respondents expressed dissatisfaction with the level of organizational support provided. These findings align with empirical literature, underscoring the importance of addressing mental health concerns in the law enforcement community through open conversations, reducing stigma, and enhancing support systems.

The survey data revealed that law enforcement officers frequently encounter traumatic events, impacting their mental well-being. Adequate organizational support was reported by a substantial portion of participants, indicating a positive trend in providing resources to cope with the emotional toll of these experiences. However, there remains room for improvement in facilitating officers' management of these stressors. Empathy from colleagues and superiors plays a significant role, and efforts to create a supportive work environment should be prioritized. These findings align with empirical literature, highlighting the prevalence of traumatic exposure in law enforcement and the need for comprehensive support mechanisms.

Relationship problems, including conflicts with family or partners, contribute significantly to officers' personal stressors. These issues extend beyond personal life, impacting job performance and decision-making. Many officers are uncomfortable discussing relationship problems with colleagues or superiors, revealing a potential gap in support-seeking behavior. Organizational provisions for managing relationship-related stressors are perceived to be insufficient. This aligns with empirical literature, emphasizing the challenges law enforcement officers face in balancing personal and professional responsibilities and the importance of addressing relationship-related stressors within the workplace.

5.2.2 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

This comprehensive analysis examined the influence of occupational stressors on the well-being of law enforcement officers. Focusing on exposure to critical incidents or traumatic events, high workload and

job demands, and job-related pressure, the study provides insights into the challenges officers face, their coping mechanisms, perceived organizational support, and the implications for their psychological health.

The survey data highlights that a significant percentage of officers frequently encounter critical incidents or traumatic events, affecting their mental well-being and emotional resilience. Despite this exposure, many officers perceive insufficient organizational support to cope with the emotional toll of these events. Coping with trauma-related stressors and colleagues' understanding of these challenges also present as concerns. These findings align with empirical literature, emphasizing the need for robust support mechanisms, tailored coping strategies, and increased empathy within the law enforcement community to address the repercussions of trauma exposure.

The survey data reflects that high workload and job demands are prevalent stressors for law enforcement officers. These demands impact stress levels, overall well-being, and the delicate balance between work and personal life. While some officers report organizational support, effective management of the demands remains a challenge. The importance of empathy and understanding from colleagues and superiors is evident. These findings align with empirical literature, highlighting the need for strategies that promote work-life balance, enhance organizational support, and foster a culture of empathy within the law enforcement context.

Job-related pressure, including performance expectations, is a common stressor for officers. This pressure can influence mental well-being, coping mechanisms, and perceptions of organizational and peer support. The study reveals that while some officers effectively manage this pressure, the understanding from colleagues and superiors is crucial. These findings align with empirical literature, underscoring the importance of organizational efforts to mitigate the effects of job-related stressors and foster a supportive environment that acknowledges the challenges officers face.

5.2.3 Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers

This analysis delves into the influence of organizational stressors on the well-being of law enforcement officers. Focusing on perceived support from superiors, availability of resources for job duties, and leadership effectiveness and communication, the study provides insights into officers' experiences, coping mechanisms, satisfaction with organizational support, and the impact of these factors on their psychological health.

The survey data underscores that a substantial proportion of officers perceive lower levels of support and understanding from their superiors than documented in empirical literature. Seeking guidance and acknowledgment of organizational stressors from superiors are less common, indicating potential barriers to open communication and help-seeking. Satisfaction with assistance from superiors and their prioritization of mental health also present as concerns. These findings highlight the importance of strong supervisory relationships and open communication within law enforcement agencies. Organizations should focus on enhancing support structures, fostering open dialogues, and prioritizing mental health within the organizational culture to better support officers' well-being.

The survey data suggests that while many officers feel equipped with necessary resources for their job duties, challenges in accessing these resources persist. Resource availability has a significant impact on officers' mental well-being and ability to cope with organizational stressors. Satisfaction with organizational support plays a role in this regard. The scarcity of resources can further hinder officers' ability to manage stressors effectively and perform their duties. These findings underscore the importance of adequately equipping officers to fulfill their responsibilities. Law enforcement agencies should focus on ensuring resource availability, minimizing barriers to access, and promoting a supportive environment that acknowledges the role of resources in officers' well-being.

The survey data reveals mixed perceptions of leadership effectiveness and communication. While many officers believe their organizational leadership effectively communicates expectations and guidance, responsiveness to concerns and feedback varies. Transparent and open communication from leadership is seen as beneficial in alleviating the effects of organizational stressors on well-being. Satisfaction with leadership support is linked to officers' well-being, but issues with communication style are prevalent. These findings underscore the importance of strong leadership that fosters open communication, addresses concerns, and supports officers' well-being. Organizations should prioritize leadership training, effective communication strategies, and responsive approaches to build morale and enhance resilience among officers.

5.2.4 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers

This analysis delves into the influence of economic stressors on the well-being of law enforcement officers. Examining salary level and benefits, financial strain or debt, and job stability and career advancement, the study provides insights into officers' experiences, coping mechanisms, satisfaction with compensation, and the impact of economic factors on their psychological health.

The survey data indicates that a significant proportion of officers are dissatisfied with their current salary and benefits package. Many officers perceive that their compensation inadequately reflects the demands of their profession. Financial difficulties and stress due to salary levels are prevalent. Financial well-being is connected to mental health and resilience. Additionally, financial confidence is relatively low among officers. These findings emphasize the importance of addressing compensation concerns to promote officers' financial security, job satisfaction, and overall well-being.

The survey data highlights that financial strain or debt is a significant source of stress among officers. Many officers experience financial difficulties and stress due to personal debt or financial obligations.

Financial challenges are linked to negative coping mechanisms and vulnerability to occupational stressors. Despite this, satisfaction with organizational support to address financial strain and manage debt-related stress is lacking. Effective support systems are crucial in helping officers manage financial stress and mitigate potential negative outcomes.

Job stability and career advancement have varied impacts on officers' well-being. While some officers associate career prospects with their mental well-being, others do not. Concerns about job stability or career advancement contributing to anxiety are mixed. Officers recognize the impact of these factors on their sense of purpose and satisfaction. Confidence in career advancement opportunities despite economic challenges varies. Overall, understanding and addressing these factors are crucial for creating supportive work environments that enhance officers' satisfaction, well-being, and resilience.

5.3 Conclusions

5.3.1 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

This study highlights the intricate nexus between personal stressors and the well-being of law enforcement officers. The alignment of survey data with insights from empirical literature underscores the multifaceted nature of these challenges and the need for holistic interventions. To promote officers' psychological health and resilience, law enforcement agencies should prioritize mental health awareness, combat stigma, and establish robust support systems. Additionally, efforts to create an open and empathetic work environment, where personal stressors are acknowledged and addressed, can significantly contribute to officers' overall well-being and job performance. By incorporating the findings from both the survey and scholarly literature, organizations can foster a more supportive, resilient, and effective law enforcement workforce.

5.3.2 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

This study emphasizes the intricate relationship between occupational stressors and the well-being of law enforcement officers. The alignment of survey data with insights from empirical literature underscores the multifaceted nature of these challenges and the need for comprehensive interventions. Law enforcement agencies must prioritize initiatives that address trauma exposure, high workload, and job-related pressure through enhanced organizational support, tailored coping strategies, and a culture of empathy. By integrating the findings from both the survey and scholarly literature, organizations can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers in their demanding roles.

5.3.3 Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers

This study sheds light on the impact of organizational stressors on law enforcement officers' well-being. The alignment of survey data with insights from empirical literature underscores the multifaceted nature of these challenges and the need for comprehensive interventions. Law enforcement agencies must prioritize initiatives that enhance supervisory support, ensure resource availability, and promote effective leadership and communication. By integrating the findings from both the survey and scholarly literature, organizations can contribute to the resilience, job satisfaction, and overall effectiveness of law enforcement officers in their demanding roles.

5.3.4 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers

This study sheds light on the influence of economic stressors on law enforcement officers' well-being. The alignment of survey data with insights from empirical literature underscores the complex nature of these challenges and the need for comprehensive interventions. Law enforcement agencies must prioritize initiatives that address compensation concerns, provide effective support systems for financial challenges, and foster supportive work environments that enhance officers' overall satisfaction and mental resilience.

By integrating the findings from both the survey and scholarly literature, organizations can contribute to the financial security, job satisfaction, and overall effectiveness of law enforcement officers in their demanding roles.

5.4 Recommendations

5.4.1 Influence of Personal Stressors on Homicide-Suicide Among Police Officers

To effectively address the influence of personal stressors on homicide-suicide among police officers, it is imperative to prioritize mental health support initiatives within law enforcement agencies. Establishing a destigmatized environment around mental health discussions through training programs and workshops is essential to encourage officers to seek professional help when needed. Collaborating with mental health professionals to expand resources, including accessible counseling services and tailored therapy programs, is crucial. Regular mental health awareness campaigns can help officers recognize symptoms early and diminish the stigma associated with seeking assistance. Additionally, providing extensive trauma training, implementing peer support networks, and ensuring access to specialized counseling services can aid officers in coping with traumatic events effectively. By prioritizing strategies to address relationship problems, promoting work-life balance, and offering conflict resolution training, agencies can comprehensively support officers' mental well-being and mitigate the impact of personal stressors on their psychological health.

5.4.2 Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

To effectively address the multifaceted landscape of occupational stressors contributing to homicide-suicide among police officers, law enforcement agencies should prioritize the implementation of trauma-informed training programs. These programs should equip officers with coping mechanisms, stress reduction techniques, and resources to manage the emotional aftermath of critical incidents and traumatic experiences. Additionally, establishing organizational support systems such as peer support networks and

specialized counseling services is crucial to guide officers through the healing process and foster a culture of understanding within the law enforcement community. Encouraging an open dialogue about trauma and providing readily available support resources will destigmatize seeking help and promote unity among officers, ultimately reducing the risk of homicide-suicide incidents.

5.4.3 Influence of Organizational Stressors on Triggering Homicide-Suicide Among Police Officers

To address the influence of organizational stressors on triggering homicide-suicide among police officers, law enforcement agencies should prioritize the implementation of strategies aimed at fostering a supportive and nurturing environment within the organization. Recognizing the critical role of supervisory support, agencies should provide training for superiors to effectively acknowledge and address officers' stressors, promoting open dialogues and a culture of trust. Initiatives that emphasize the prioritization of mental health within the organizational hierarchy should be established, encouraging proactive stress management and assistance when needed. Additionally, ensuring the availability of necessary resources, offering leadership training programs, and establishing mentorship initiatives are essential steps to enhance leadership effectiveness, communication, and resource allocation, ultimately promoting officers' well-being, resilience, and job satisfaction.

5.4.4 Influence of Economic Stressors on the Occurrence of Homicide-Suicide Among Police Officers

To effectively address the influence of economic stressors on the occurrence of homicide-suicide among police officers, law enforcement agencies should implement targeted strategies that prioritize officers' financial well-being. This involves conducting regular salary reviews and adjustments reflective of the demands of the profession to ensure officers feel valued and fairly compensated. Transparent communication about compensation decisions fosters understanding among officers, while financial education and wellness programs assist in managing personal finances and reducing stress. Additionally,

establishing comprehensive support systems to assist officers in managing financial difficulties, partnering with financial experts for workshops, and promoting financial literacy are crucial steps. By creating a supportive environment that values financial security, agencies can mitigate economic stressors and enhance officers' overall well-being.



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APPENDIXES

Appendix I: Introduction letter



DIRECTORATE OF GRADUATE STUDIES

MASSC/2022/49201

30th August, 2023

*National Commission for Science Technology & Innovation (NACOSTI)
Off Waiyaki Way, Upper Kabete,
P.O Box 30623- 00100
NAIROBI, KENYA*

Dear Sir/Madam,


RE: PETER KIPRUTO- REGISTRATION NO. MASSC/2022/49201

The purpose of this letter is to introduce the above named student who is pursuing **Master of Security Studies and Criminology** in the department of **Institute of Security Studies, Justice and Ethics** in the school of **Social Sciences**.

The title of the research is **"Stressors Influencing Homicide- Suicide Among National Police Service Officers in Njoro Sub- County, Nakuru County, Kenya."** It has been cleared by the University's Ethics Review Committee (Certificate attached) and now has to proceed to the field to collect data between **September, 2023 and November, 2023**.

Any assistance accorded to the student will be highly appreciated.

Thank you.


Dr. Samuel M. Karenga, Ph.D
Director, Graduate Studies
Enc.

Mount Kenya University
P.O. Box 342-01000, THIKA
Office of the Director
Graduate Studies

Appendix II: Questionnaires

FACTORS INFLUENCING HOMICIDE-SUICIDE AMONG MEMBERS OF NATIONAL POLICE SERVICE IN KENYA

QUESTIONNNNAIRES FOR THE SERVING POLICE OFFICERS

The queries that are put forward in this questionnaire are meant for research study only and the information provided will be used for that purpose and nothing else. Furthermore the source of the information will be kept secret. **Please do not write your name for confidential reasons. Kindly give appropriate information on the questionnaires.**

SECTION A

BACKGROUND/ DEMOGRAPEHC INFORMATION OF THE PARTICIPANTS

Please tick appropriately using [√] or [-] in the box provided and fill the gaps where it exist.

1. Sex

[A] Male [] [b] Female []

2. Number of years working as a National Police Service officer?

1-5 [] 6-10 [] 11-15 [] 16-20 [] 20+ []

3. What is your highest level of education?

a. Primary []

b. Secondary []

c. College []

d. University []

e. Other specify.....

4. What is your marital status?

Married [] Single [] Divorced [] Widowed [] Separated [] Divorced [] Cohabiting []

5. What is the name of the police station?

a. Mauche [] Nessuiet [] Likia [] Njoro [] Mau Narok [] Naishi () Ndevo

6. What is your designation [rank?]

.....

7. Which Police Service [department] are you in?

KPS [] APS [] DCI []

SECTION B: PERSONAL STRESSORS INFLUENCING HOMICIDE-SUICIDE/MURDER-SUICIDE AMONG LAW ENFORCEMENT OFFICERS

A. Diagnosed mental health conditions

1. How often do you experience symptoms of depression, anxiety, or other diagnosed mental health conditions as a result of personal stressors in your life as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

2. How impactful is your diagnosed mental health condition on your ability to cope with personal stressors in your role as a police officer?

Not impactful at all [] Slightly impactful [] Moderately impactful [] Very impactful []

Extremely impactful []

3. To what extent do you feel comfortable discussing your diagnosed mental health condition with your colleagues or superiors when personal stressors become overwhelming?

Not comfortable at all [] Slightly comfortable [] Moderately comfortable []

Very comfortable [] Completely comfortable []

4. How often do you seek professional help or counseling to manage the impact of diagnosed mental health conditions exacerbated by personal stressors in your job as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

5. To what extent do you feel the support provided by your organization for mental health issues related to personal stressors is sufficient and accessible?

Not sufficient at all [] Slightly sufficient [] Moderately sufficient [] Very sufficient []

Completely sufficient []

B. Exposure to traumatic life events

1. How frequently have you encountered traumatic life events during your tenure as a police officer that have contributed to personal stressors in your life?

Never [] Rarely [] Sometimes [] Often [] Always []

2. How impactful are these traumatic life events on your mental well-being and emotional resilience when dealing with personal stressors?

Not impactful at all [] Slightly impactful [] Moderately impactful [] Very impactful []

Extremely impactful []

3. To what extent do you feel your organization provides adequate support and resources to help you cope with the emotional toll of traumatic life events related to your job?

Not supportive at all [] Slightly supportive [] Moderately supportive [] Very supportive []

Extremely supportive []

4. How well do you think you manage the effects of traumatic life events on your personal well-being and job performance as a police officer?

Poorly [] Somewhat poorly [] Neither well nor poorly [] Somewhat well [] Very well []

5. To what extent do you feel your colleagues or superiors are empathetic and understanding when you experience personal stressors arising from traumatic events in your line of duty?

Not empathetic at all [] Slightly empathetic [] Moderately empathetic [] Very empathetic []

Extremely empathetic []

C. Experiences of relationship problems

1. How often do relationship problems, such as conflicts with family members or partners, contribute to personal stressors in your life as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

2. How impactful are these relationship problems on your overall job performance and decision-making abilities?

Not impactful at all [] Slightly impactful [] Moderately impactful [] Very impactful []

Extremely impactful []

3. To what extent do you feel comfortable discussing your relationship problems with your colleagues or superiors when they begin to affect your mental well-being and job performance?

Not comfortable at all [] Slightly comfortable [] Moderately comfortable []

Very comfortable [] Completely comfortable []

4. How effectively do you cope with relationship problems as they relate to personal stressors in your profession as a police officer?

Ineffectively [] Somewhat ineffectively [] Neither effectively nor ineffectively []

Somewhat effectively [] Very effectively []

5. To what extent do you feel your organization provides resources and support for managing relationship problems that may arise from personal stressors in your line of duty?

Not supportive at all [] Slightly supportive [] Moderately supportive [] Very supportive []

Extremely supportive []

SECTION C: Influence of Occupational Stressors on Homicide-Suicide Among Police Officers

A. Exposure to critical incidents or traumatic events

1. How frequently do you experience exposure to critical incidents or traumatic events in your role as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

2. How impactful are these critical incidents or traumatic events on your mental well-being and emotional resilience while on duty?

Not impactful at all [] Slightly impactful [] Moderately impactful [] Very impactful []

Extremely impactful []

3. To what extent do you feel your organization provides sufficient support and resources to help you cope with the emotional toll of critical incidents or traumatic events related to your job?

Not sufficient at all [] Slightly sufficient [] Moderately sufficient [] Very sufficient []

Completely sufficient []

4. How well do you think you manage the effects of exposure to critical incidents or traumatic events on your personal well-being and job performance as a police officer?

Poorly [] Somewhat poorly [] Neither well nor poorly [] Somewhat well [] Very well []

5. To what extent do you feel your colleagues or superiors understand the challenges you face due to exposure to critical incidents or traumatic events in your line of duty?

Not understanding at all [] Slightly understanding [] Moderately understanding []

Very understanding [] Extremely understanding []

B. Workload and job demands

1. How often do you experience high workload and job demands in your profession as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

2. How impactful are these high workload and job demands on your stress levels and overall well-being?

Not impactful at all [] Slightly impactful [] Moderately impactful [] Very impactful []

Extremely impactful []

3. To what extent do you feel your organization provides adequate resources and support to help you manage and cope with the demands of your job?

Not supportive at all [] Slightly supportive [] Moderately supportive [] Very supportive []

Extremely supportive []

4. How effectively do you balance your work responsibilities and personal life, considering the high workload and job demands in your profession?

Ineffectively [] Somewhat ineffectively [] Neither effectively nor ineffectively []

Somewhat effectively [] Very effectively []

5. To what extent do you feel your colleagues or superiors are considerate of your workload and job demands, especially when it comes to personal stressors and well-being?

Not considerate at all [] Slightly considerate [] Moderately considerate [] Very considerate []

Extremely considerate []

C. Job-related pressure

1. How frequently do you experience job-related pressure, such as the need to meet performance targets or expectations?

Never [] Rarely [] Sometimes [] Often [] Always []

2. How impactful is job-related pressure on your mental well-being and ability to manage personal stressors effectively?

Not impactful at all [] Slightly impactful [] Moderately impactful [] Very impactful []

Extremely impactful []

3. To what extent do you feel your organization provides support and encouragement to help you cope with job-related pressure and its impact on your well-being?

Not supportive at all [] Slightly supportive [] Moderately supportive [] Very supportive []

Extremely supportive []

4. How well do you handle job-related pressure in your profession as a police officer, especially when it overlaps with personal stressors?

Poorly [] Somewhat poorly [] Neither well nor poorly [] Somewhat well [] Very well []

5. To what extent do you feel your colleagues or superiors understand the challenges you face due to job-related pressure and how it may affect your mental health?

Not understanding at all [] Slightly understanding [] Moderately understanding []

Very understanding [] Extremely understanding []

SECTION D: INFLUENCE OF ORGANIZATIONAL STRESSORS ON TRIGGERING HOMICIDE-SUICIDE AMONG POLICE OFFICERS.

A. Perceived support from superiors

1. How strongly do you agree that your superiors are supportive and understanding of the challenges you face in your role as a police officer?

Strongly disagree [] Disagree [] Neutral [] Agree [] Strongly agree []

2. To what extent do you feel comfortable seeking support and guidance from your superiors when dealing with personal stressors or challenging situations?

Not at all comfortable [] Slightly comfortable [] Moderately comfortable [] Very comfortable [] Extremely comfortable []

3. How well do your superiors acknowledge and address the impact of organizational stressors on your mental well-being and potential risk of homicide-suicide incidents?

Not well at all [] Slightly well [] Moderately well [] Very well [] Extremely well []

4. How satisfied are you with the level of support and assistance provided by your superiors in managing organizational stressors and promoting your overall well-being?

Very dissatisfied [] Dissatisfied [] Neutral [] Satisfied [] Very satisfied []

5. To what extent do you believe your superiors prioritize the mental health and welfare of police officers amidst the challenges of organizational stressors?

Not at all [] Slightly [] Moderately [] Very [] Completely []

B. Availability of resources for job duties

1. How well do you feel equipped with the necessary resources and tools to fulfill your job duties effectively and efficiently?

Not at all [] Slightly [] Moderately [] Very [] Completely []

2. How often do you face challenges or limitations in accessing essential resources for carrying out your duties as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

3. To what extent do you believe that the availability of resources can impact your mental well-being and ability to cope with organizational stressors?

Not at all [] Slightly [] Moderately [] Very [] Completely []

4. How satisfied are you with the level of organizational support in ensuring that you have adequate resources to fulfill your job duties?

Very dissatisfied [] Dissatisfied [] Neutral [] Satisfied [] Very satisfied []

5. How often do you feel that the scarcity of resources affects your ability to manage personal stressors effectively and perform your job duties without added strain?

Never [] Rarely [] Sometimes [] Often [] Always []

C. Leadership effectiveness and communication

1. How effective do you perceive your organizational leadership in communicating expectations and providing guidance to police officers?

Very ineffective [] Ineffective [] Neutral [] Effective [] Very effective []

2. How well do you believe your organizational leadership addresses concerns and feedback from police officers regarding organizational stressors and their impact?

Not well at all [] Slightly well [] Moderately well [] Very well [] Extremely well []

3. To what extent do you feel that transparent and open communication from leadership can alleviate the effects of organizational stressors on your mental well-being?

Not at all [] Slightly [] Moderately [] Very [] Completely []

4. How satisfied are you with the level of support and understanding demonstrated by your organizational leadership in managing stress-related challenges?

Very dissatisfied [] Dissatisfied [] Neutral [] Satisfied [] Very satisfied []

5. How often do you experience issues with the communication style or approach of your organizational leadership, especially when it relates to organizational stressors?

Never [] Rarely [] Sometimes [] Often [] Always []

SECTION E: INFLUENCE OF ECONOMIC STRESSORS ON THE OCCURRENCE OF HOMICIDE-SUICIDE AMONG POLICE OFFICERS

A. Salary level and benefits

1. How satisfied are you with your current salary and benefits package as a police officer?

Very dissatisfied [] Dissatisfied [] Neutral [] Satisfied [] Very satisfied []

2. To what extent do you feel that your salary and benefits adequately reflect the demands and challenges of your profession as a police officer?

Not at all [] Slightly [] Moderately [] Very [] Completely []

3. How often do you experience financial difficulties or constraints due to your current salary and benefits?

Never [] Rarely [] Sometimes [] Often [] Always []

4. How much do you believe that your financial well-being impacts your overall mental health and resilience in dealing with occupational stressors?

Not at all [] Slightly [] Moderately [] Very [] Completely []

5. How confident are you in your financial stability and ability to meet financial obligations, considering your salary and benefits as a police officer?

Not confident at all [] Slightly confident [] Moderately confident [] Very confident []

Extremely confident []

B. Financial strain or debt

1. How often do you experience financial strain or stress due to personal debt or financial obligations?

Never [] Rarely [] Sometimes [] Often [] Always []

2. To what extent do you believe that financial strain and debt contribute to your vulnerability to occupational stressors and potential risk of homicide-suicide incidents?

Not at all [] Slightly [] Moderately [] Very [] Completely []

3. How satisfied are you with the support and resources provided by your organization to address financial strain and manage debt-related stress?

Very dissatisfied [] Dissatisfied [] Neutral [] Satisfied [] Very satisfied []

4. How often do you resort to maladaptive coping mechanisms, such as substance abuse or reckless behavior, as a result of financial strain?

Never [] Rarely [] Sometimes [] Often [] Always []

5. How confident are you in your ability to seek financial assistance or resources to cope with financial strain, either through your organization or external support systems?

Not confident at all [] Slightly confident [] Moderately confident [] Very confident []

Extremely confident []

C. Job stability and career advancement:

1. How satisfied are you with the level of job stability and security in your current position as a police officer?

Very dissatisfied [] Dissatisfied [] Neutral [] Satisfied [] Very satisfied []

2. To what extent do you feel that job stability and opportunities for career advancement impact your mental well-being and ability to cope with occupational stressors?

Not at all [] Slightly [] Moderately [] Very [] Completely []

3. How often do concerns about job stability or career advancement contribute to feelings of anxiety or uncertainty in your role as a police officer?

Never [] Rarely [] Sometimes [] Often [] Always []

4. How much do you believe that job stability and career advancement influence your sense of purpose and satisfaction in your profession as a police officer?

Not at all [] Slightly [] Moderately [] Very [] Completely []

5. How confident are you in your opportunities for career growth and advancement within your organization, considering the challenges of economic stressors?

Not confident at all [] Slightly confident [] Moderately confident [] Very confident []

Extremely confident []

MUCH APPRECIATION FOR YOUR COOPERATION AND TIME





Appendix III: Key informant interviews guide

1. Can you describe the personal stressors you have experienced in your role as a police officer? How do these stressors impact your overall well-being and mental health?
2. Have you ever encountered situations where personal stressors have significantly affected your job performance or decision-making while on duty? How did you cope with these stressors, and were there any supportive resources available to you?
3. Are there any specific personal stressors that you believe may increase the risk of homicide-suicide incidents among law enforcement officers? How can these stressors be effectively addressed to enhance officers' mental well-being and potentially reduce the occurrence of such tragic incidents?
4. What are some of the most significant occupational stressors you face as a police officer? How do these stressors affect your mental health and job satisfaction?
5. Have you witnessed any instances where occupational stressors have contributed to officers' mental health issues or increased risk of suicide or homicide-suicide? What measures or support systems were in place to address these stressors?
6. How can law enforcement agencies effectively mitigate the impact of occupational stressors on officers' mental well-being and reduce the risk of homicide-suicide incidents within the organization?
7. How would you describe the organizational stressors present within your law enforcement agency? Do these stressors contribute to any negative effects on officers' mental health and job performance?
8. Have you observed instances where organizational stressors have triggered or exacerbated feelings of hopelessness or desperation among your colleagues? How do you think these stressors can be effectively managed or reduced?
9. In your opinion, what role does organizational support and intervention play in mitigating the impact of organizational stressors on officers' mental health and well-being, particularly in relation to preventing homicide-suicide incidents?
10. How do economic stressors, such as low salaries or financial insecurity, impact your overall mental well-being and job satisfaction as a police officer?
11. Have you observed any correlations between financial stress and adverse mental health outcomes among your colleagues? Are there any existing financial support programs or interventions to address these stressors?

12. How can law enforcement agencies implement effective financial wellness initiatives or support systems to help mitigate the impact of economic stressors on officers' mental health and reduce the risk of homicide-suicide incidents within the law enforcement community?



Appendix IV: Research Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 139550	Date of Issue: 08/September/2023
RESEARCH LICENSE	
	
This is to Certify that Mr.. Peter Kipruto of Mount Kenya University, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Nakuru on the topic: Stressors Influencing Homicide-Suicide among National Police Service officers in Njoro Subcounty, Nakuru, Kenya for the period ending : 08/September/2024.	
License No: NACOSTI/P/23/29325	
139550 Applicant Identification Number	 Director General NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION

Appendix V: Ethical Clearance



REF: MKU/ISERC/3011
TO: PETER KIPRUTO

Date: 30 August 2023

REG: MASSC/2022/49201

Dear Sir/Madam,

RE: STRESSORS INFLUENCING HOMICIDE-SUICIDE AMONG NATIONAL POLICE SERVICE OFFICERS IN NJORO SUB COUNTY, NAKURU COUNTY, KENYA

This is to inform you that **Mount Kenya University** has reviewed and approved your above research proposal. Your application approval number is **2055**. The approval period is **30/08/2023 - 29/08/2024**.

This approval is subject to compliance with the following requirements:

- i. Only approved documents including informed consents, study instruments, MTA will be used
- ii. All changes including amendments, deviations and violations are submitted for review and approval by **Mount Kenya University**
- iii. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to **Mount Kenya University** within 72 hours of notification
- iv. Any changes, anticipated or otherwise that may increase the risks or affect the safety or welfare of study participants and others or affect the integrity of the research must be reported to **Mount Kenya University** within 72 hours
- v. Clearance for export of biological specimens must be obtained from relevant institutions
- vi. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal
- vii. Submission of an executive summary report within 90 days upon completion of the study to **Mount Kenya University**

Prior to commencing your study, you will be expected to obtain a research license from National Commission for Science, Technology and Innovation (NACOSTI) <https://research-portal.nacosti.go.ke> and also obtain other clearances needed.

Yours sincerely,

The Chairman
Mount Kenya University
Ethics Review Committee
P. O. Box 342 - 0100, Thika

Dr. Alfred Owino, PhD
Chairman, Mount Kenya University ISERC

Appendix IV: Map of Njoro sub county

