

### Stress theory and workplace discrimination in the District Sahiwal Police Force

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### Abstract

This study examines how gender job satisfaction is affected by workplace discrimination, specifically focusing on police officers in District Sahiwal. We also look at how harassment, police culture, and the workplace affect female job satisfaction and the use of strain theory. A questionnaire survey was used to gather information for the study, which is based on a sample of 440 District Sahiwal police officers. Using SPSS and R software, descriptive statistics, regression analysis, correlation analysis, F-test, multivariate Generalized Linear Model (GLM), and twoway ANOVA were used to analyze the data. For graphical depiction, Amos used Minitab. The reliability of the measurement, assessed by Cronbach's Alpha coefficient of 0.84, was found to be adequate. With a focus on female officers' experiences, the study seeks to clarify the connection between gender job satisfaction and workplace discrimination among District Sahiwal police officers. Important findings show a strong relationship between female job satisfaction and workplace discrimination. The majority of participants are content with employment discrimination and are in favor of the police profession implementing strain theory. Nonetheless, it was noted that harassment, low pay, and behavioral problems are examples of workplace discrimination that both male and female officers must deal with. Interestingly, compared to their male counterparts, female cops showed higher levels of work unhappiness. These results have significant ramifications for legislators and law enforcement organizations in their efforts to advance gender equality and foster a positive work environment within the District Sahiwal police force.

## Introduction Discrimination in the workplace

For many years, job discrimination has been a recurring problem. Treating someone unfairly due to their identity or any of their characteristics-such as age, gender, handicap, gender reassignment, marriage or civil partnership, pregnancy or motherhood, race, religion or belief, or sexual orientation-is known as discrimination. In addition to going against the core values of justice and equality, discrimination also jeopardizes workers' productivity, job satisfaction, and general well-being. By examining the perspectives and experiences of workers who have encountered discrimination and applying strain theory, this thesis seeks to investigate the phenomena of workplace discrimination. Unfair treatment between coworkers or between an employee and their supervisor can occasionally happen. This is referred to as discrimination, and it may occur accidentally or intentionally Rim, H., & Kim, J. (2024). The act of discrimination, whether intentional or not, is always painful. Paying someone less than their coworkers without a good cause is considered direct discrimination. When specific policies or procedures disfavor particular employees, this is known as indirect discrimination. For instance, discriminating against male or female employees in a corporation by insisting that they work on Sundays may lead to lower-quality work from those individuals Vass, G., & Hogarth, M. (Eds.). (2024)





#### The Discrimination Based on Gender

Because of a patriarchal culture and other issues, working women in Pakistan, a developing nation, confront many obstacles. In addition to male domination, these women experience discrimination from both male and female employers, suggesting that power dynamics are at work. Furthermore, the HR department's ineffective policies make the issues those women in Pakistan's service industry face—such as poor wages, few perks and career advancement possibilities, and Moschella-Smith, E. A., Gesun, J., & Potter, S. J. (2025). Laws have been passed to protect women from harassment, discrimination, and other offensive conduct Heilman, M. E., Caleo, S., & Manzi, F. (2024).

#### Workplace discrimination and the District Sahiwal Police

The Police system in Pakistan has a long history that dates back to the Mughal and British periods. Over the years, there have been many changes and improvements. However, a recent study has shown that workplace discrimination is a major issue for Police Force in the sahiwal District. Discrimination in the workplace can have a significant impact on both female and male Police Force of District sahiwal it can lead to lower job satisfaction, higher levels of stress and burnout, and increased turnover among Police Force. Responsibilities of Police officers include monitoring criminal activity, arresting and investigating criminals, and providing testimony in court when necessary Choo, K. F. (2024). A growing body of research showing that when employees experience harassment or have an excessive workload, they are more likely to experience psychological distress. When workers do not receive enough support from their colleagues, the likelihood of experiencing burnout increases. The joint family system and family income are also significant factors that contribute to psychological distress compared to single women. When employees experience higher levels of psychological distress compared to experience psychological distress Wang, P. (2024).

### General strain theory for gender

The general strain theory (GST) and the ways in which various social and psychological risk variables can influence the relationship between stress and suicidal ideation, home invasion, and alcohol use in both male and female law enforcement officers will be investigated in this study. When under stress, men and women react differently. Women typically experience fear and distress, whereas men are more likely to feel angry and aggressive. Two strains. Subjective strains are those that are despised by those who are experiencing them, whereas objective strains are those that are disliked by the majority of members of a particular group. Gendered general strain theory (gendered-GST) is another name for this updated version Zavala, E., Perez, G., & Sabina, C. (2024).

A theoretical paradigm for assessing the impact of workplace discrimination on job satisfaction is the Strain Theory. The capacity of GST to explain the relationship between delinquency and demographic factors including gender, age, and race/ethnicity is one part of the theory that has received little attention Scaptura, M. N., Boyle, K. M., & Rogers, K. B. (2024). Studies reveal that women endure just as much stress as men. Family conflict, family strain, peer strain, neighborhood strain, parental mental health, educational strain, physical and emotional victimization, and significant life events are among the strain kinds that are the subject of this study. According to GST, a mix of internal and external factors, such as limitations and



individual tendencies, might influence a person's decision to utilize criminal action as a coping technique Punia, P., Jangra, S., & Phor, M. (2024).

## **Objectives**

Investigating the connection between strain theory and workplace discrimination within the District Sahiwal Police Force is the primary goal of this research article. The study's specific objectives are to investigate the types and prevalence of workplace discrimination that Sahiwal District police officers encounter, as well as how these practices affect their ability to cope on an individual and organizational level. One of the goals of this study is to identify the many types of workplace discrimination that are common in the police force, including favoritism, gender-based discrimination, and racial or ethnic discrimination. The study also intends to investigate the effects of workplace discrimination on police officers' stress levels, job performance, job satisfaction, and general well-being.

- To find out how much, after controlling for other variables including resources, coworker • support, and work environment, workplace discrimination predicts police officers' gender job satisfaction.
- To investigate, using a GLM approach, the combined impacts of harassment and work environment on workplace discrimination, controlling for job satisfaction and accounting for the moderating role of gender.
- To determine the contextual and demographic elements that influence District Sahiwal Police officers' experiences of employment discrimination.
- To investigate the relationship between workplace discrimination and the adoption of strain theory among female employees compared to their male counterparts. **Literature Review**

Hersch, J. (2024). Workplace sexual harassment is internationally condemned as sex discrimination and a violation of human rights, and legislation prohibiting it has been enacted in more than 75 countries. Sexual harassment in the workplace has been shown to increase absenteeism and turnover while lowering workplace productivity and job satisfaction. However, despite the legislation and market incentives, workplace sexual harassment remains pervasive and underreported. Strong workplace policies that prohibit sexual harassment, workplace training, and a complaints process that protects workers from retaliation seem to offer the most promising solutions in reducing sexual harassment. Sexual harassment, which is a violation of human rights and a form of sex discrimination, can be costly to workers and organizations.

Malatjie, K. R., & Mbajiorgu, G. (2024). Although many studies had been done on workplace discrimination, they had mostly focused on the direct link between discrimination and a few common outcomes. This review sought to broaden our knowledge of workplace discrimination by identifying how it impacted outcomes, determining when it was most harmful for employees, and exploring other possible explanations for the relationship between discrimination and outcomes. Tests showed that workplace discrimination affected employee outcomes through both job stress and justice. It was also found that discrimination was most harmful when it was observed by others instead of being personally experienced, happened through interpersonal interactions rather than formal processes, and was measured broadly instead of specifically.



Tegyey, A. C. (2025) with over 1 million police officers employed, law enforcement officials in the United States confront hazardous situations on a daily basis and must find ways to manage the associated stressors. In this qualitative case study, the focus was on law enforcement officers working in urban police departments who frequently face various work-related challenges and dangers. The study aimed to investigate how these officers cope with stress and what methods are utilized for stress relief in such police departments.

Brown, J., Cooper, C. L., & Kirkcaldy, B. (2024) to evaluated mental healthrelated outcomes of police officers 5.5 years after they implemented a new alternating shift schedule that was supposed to improve their health and work-life balance. An increase was found for each of the three outcomes 5.5 years after the new shift schedule was implemented. The results contributed to the then-current state of research on mental health-related outcomes of working conditions in shift work. Based on this, recommendations could be deduced for designing shift schedules to promote mental health and job satisfaction for employees in shift work.

Hartika, A., Fitridiani, M., & Asbari, M. (2023) This study aimed to assess the factors influencing employee job satisfaction in selected Royal Malaysia Police Force in Malaysia. The study took a quantitative approach that focused on collecting numerical data that could be examined using statistical methods before being translated into information using quantitative techniques to understand the phenomena of job satisfaction among employees of the Royal Malaysia Police Force.

### **Research Methodology**

Simply said, research methodology describes the "how" of a research project. More precisely, it concerns the methodical way in which a researcher plans a study to guarantee accurate and trustworthy findings that respond to the goals, objectives, and research questions. Kerryn Warren and Derek Jansen, June 2020 This chapter discusses and examines the process used to pick sample data from the population and gather data. This research technique chapter covers every step involved in choosing and gathering sample data for a statistical survey. As a result, we talked about our research approach as:

#### **Population or Universe**

The population is defined as the number of individuals of characteristics. Which lie in our interest of study area? The area of interest in this study is the number of Police officers in sahiwal District.

### **Target Population**

The target population is defined as the number of individuals in which we have to draw inferences about whole population on the basis of sample data. In this study, the area of interest (target population) is the total number of Police officers in sahiwal District.

### 3.3 Sample

The sample is defined as the representative part of the population. The basic requirement during the selection of sample is that it must be representative to whole population under observation. It





helps to draw inferences about population. In this study, we collect sample from police stations of Sahiwal District.

## 3.4 Sample size

Our sample size n=440 is collected through Physical questionnaire using simple random sampling. The questionnaire is filled from Police officers in Sahiwal District.

## 3.5 Data type

The Primary data collected from Physical questionnaire is used for this research study.

## 3.6 Sampling Area

The sampling area is the police stations of Sahiwal District.

### 3.7 Data Management

IBM SPSS Statistics 23, IBM AMOS 23, Minitab and RStudio are used to analysis of data in this research thesis.

#### Methods of data collection

A questionnaire has been used to gather data. In order to gather accurate data, educators have been using questionnaires extensively to gather information on the past, present, and future occurrences, as well as to draw conclusions and conduct research on attitudes. As a result, a questionnaire needs to be properly designed. The study's goals have been taken into consideration when creating the questionnaire. There were twenty-four questions on the survey. The demographic data of the respondents, including their gender, was gathered using the first question. Police officers' job satisfaction has been examined using the remaining 23 questions. Every possible attempt has been made to include simple but meaningful full questions so that the respondents can answer them without hesitation. We used five-point Likert scale in 17 questions that (1=Very Satisfied, 2 = Satisfied, 3 = Natural, 4 = Dissatisfied, 5 =strongly dissatisfied and 1=Strongly agree, 2=Agree, 3=Neutral, 4=Strongly disagree, 5=Disagree)

### **Data Analysis techniques**

Following statistical data analysis techniques will be used in this study:

1. Descriptive Statistics

- Mean, Standard deviation,
- Skewness and Kurtosis,
- Coefficient of variance

2. Bivariate Analysis



3. Multivariate test

- Correlation
- Path Analysis

#### **Descriptive Statistics**

There are descriptive statistics in the first phase. The distribution of the data is described using descriptive statistics. Examples of measures of central tendency that provide a summary statistic that characterizes the distribution of scores in the data include the mean, mode, and median. Therefore, it's crucial to use the standard deviation to report the distribution's spread after figuring out its central tendency. The square root of the total squared deviations from the mean is used to compute the standard deviation, a measure of variability. A collection of concise descriptive coefficients that provide an overview of a data set—which could be a sample or a representation of the entire population—are known as descriptive statistics. Descriptive statistics are a group of brief descriptive coefficients that summarize a data set, which might be a sample or a representation of the full population. Descriptive statistics include measurements of central tendency and measures of variability (spread). Measures of central tendency describe the center point of distribution for data collection. The frequency of each data point in the distribution is explained using the mean, median, or mode, which measures the most prevalent patterns in the studied data set Petrelli, M. (2021).

#### **Bivariate Analysis**

Bivariate analysis is a statistical technique used to explore and analyze the relationship between two variables. It focuses on understanding how changes in one variable correspond to changes in another variable. Bivariate analysis allows researchers to examine the association, dependency, or correlation between two variables, providing valuable insights into their connection and potential patterns. By analyzing the relationship between two variables, researchers can gain a deeper understanding of the underlying dynamics and uncover meaningful trends or dependencies. Bivariate analysis serves as a foundation for more advanced statistical methods and plays a crucial role in various fields such as social sciences, economics, and healthcare Agresti, A., & Kateri, M. (2021).

Bivariate statistics look at two variables at the same time. Correlation is a statistical method for detecting if two variables are connected and, if so, how closely they are associated. Bivariate statistics look at how one variable relates to another or how one variable impact another Agresti, A. (2023).

#### Correlation

Correlation refers to the degree to which two variables move in lockstep with one another. When two variables move in the same direction, they are said to have a positive correlation. When they travel in opposing directions, there is a negative connection. A positive correlation is a relationship between two variables in which both variables move in the same direction. When one variable grows while the other declines, or vice versa, this occurs. For example, a positive correlation may imply that the more you exercise, the more calories you



burn. A negative correlation, on the other hand, is when one variable grows while the other declines, and vice versa. Correlations work best when dealing with quantifiable data that has value. Correlation coefficients vary from -1 to 1. The closer it is near -1 or 1, the more closely the two variables of interest are associated; if it is close to 0, there is linear independent between them. When using the Pearson correlation coefficient, some assumptions must be met. The interval or ratio level must be used to measure variables. The population's x and y variables must be regularly distributed. There should be a linear relationship between x and y. When examining the effects of different factors in data collection, correlations are crucial. The correlation matrix is vital to the study since the confirmatory factor analysis requires the correlation coefficients for the variables associated with job satisfaction Jiang, J., Zhang, X., & Yuan, Z. (2024).

$$r = \frac{\sum (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum ((x_i - \bar{x}))^2 ((y_i - \bar{y}))^2}}$$

where,

r =Correlation Coefficient

 $x_i$  = Values of the *x*-variables in a sample

 $\overline{x}$  = Mean of the values of the *x*-variable

 $y_i$  = Values of the *y*-variables in a sample

 $\overline{y}$  = Mean of the values of the *y*-variable (Binder, 1984).

The correlation coefficient measures the degree to which changes in the value of one variable predict changes in the value of another.

Descriptive Statistics												
	Ν	Minimum	Maximum	Mean	Std.	Skewness	Kurtosis	CV				
					Deviation							
Worklife_balance	440	1	5	3.5318	1.15492	-0.702	-0.277	32.70061				
Autonomy	440	1	5	3.1682	0.96588	-0.007	-0.426	30.48671				
Work_environment	440	1	5	3.6886	1.07608	-0.744	0.015	29.17313				
job_security	440	1	4	2.6068	0.85241	-0.126	-0.592	32.69948				
level_of_trust	440	1	5	3.0545	1.01995	-0.459	-0.553	33.39172				
Harassment	440	1	4	2.0591	0.6447	0.304	0.398	31.3098				
colleagues_support	440	1	5	3.5955	0.85643	-0.496	0.49	23.8195				
job_satisfication	440	1	5	2.3159	0.96533	0.629	0.296	41.68272				
mental_health	440	1	5	2.7909	0.8054	0.213	-0.029	28.85807				
police_culture	440	1	5	2.3386	1.05492	0.74	0.058	45.10904				

## Results and Discussion Table 1. Descriptive Statistics





fairly_treatment	440	2	5	3.6955	0.86595	-0.214	-0.602	23.43255
Adequacy	440	2	5	3.6568	0.6317	-0.335	0.09	17.27467
respect_officers	440	1	4	2.8023	0.86411	-0.118	-0.829	30.83574
diversity_and_inclusion	440	1	5	2.4091	0.89845	0.464	0.082	37.29401
work_place_discrimination	440	1	5	2.4	0.92744	0.467	-0.231	38.64333
reporting_incidents	440	1	5	3.0909	1.00155	-0.17	-0.806	32.40318
sexual_harassment	440	1	2	1.5523	0.49783	-0.211	-1.964	32.07048
Resources	440	1	2	1.1045	0.30632	2.594	4.749	27.73382
Thread	440	1	2	1.2273	0.41955	1.306	-0.296	34.1848

The dataset consists of 440 observations for each variable. **Worklife\_balance** on average, the participants rated their work-life balance as 3.53 out of 5. **Autonomy** the average rating for autonomy was 3.17 out of 5. **Level\_of\_trust** on average, participants rated their level of trust as 3.05 out of 5. This means that, on average, they perceive a moderate level of work-life balance, level\_of\_trust and autonomy in their work. **Work environment** participants rated the work environment at an average of 3.69 out of 5. This indicates that, there was some variation in responses, with a slight tendency towards perceiving the work environment less favorably. **Job security** the average rating for job security was 2.61 out of 4. The responses varied, with some participants feeling more secure and others feeling less secure in their jobs. **Harassment** the average rating for harassment was 2.06 out of 4. This suggests that the responses varied, with some participants reporting more incidents of harassment and others reporting fewer incidents. **Correlation between Gender and Job satisfaction** 

### 0.1157068

The correlation coefficient of 0.1157068 suggests a weak positive relationship between gender a nd job satisfaction. However, this correlation is relatively small, indicating that gender explains o nly a small portion of the variation in job satisfaction.

# Table#01 Work place discrimination



Police Culture (38%): The overall culture within the police organization has a significant impact on workplace discrimination.



Harassment (30%): Harassment within the police culture directly contributes to workplace discrimination.

Threat (32%): The perception of threat within the police culture also influences workplace discrimination.

In summary, a stronger police culture, coupled with higher levels of harassment and perceived threat, increases the likelihood of workplace discrimination within the police organization.

## Table #02: Harassment



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Job security (30%), harassment (32%), and threat (38%) within the police culture all have significant impacts on individuals' adoption of strain theory, with a higher proportion of females adopting it compared to males.

## Table#03: workplace discrimination





This pie chart clearly shows 45.9% participants are agree with workplace discrimination in the police department can lead to negative outcomes, such as reduced trust in the community.

### Conclusion

Regarding gender distribution, the dataset includes 248 male and 192 female participants. When considering satisfaction with the work environment, 21 participants reported being very satisfied, 42 were satisfied, 92 were neutral, 183 were dissatisfied, and 102 were very dissatisfied. The analysis shows that male and female participants generally report similar levels of job satisfaction, workplace discrimination, and harassment. However, there are slight variations between genders, with females tending to have slightly higher average scores for job satisfaction and workplace discrimination.

Statistical tests indicate significant differences in conversation patterns between groups, suggesting variations in the outcomes across the compared groups. Tests demonstrate highly significant overall differences in the outcome variable across groups. The effects of gender and work environment are mostly no significant, except for the work environment's significant effect on the outcome variable based on Roy's Largest Root.

The Levene's test reveals unequal error variances for job satisfaction and workplace discrimination, potentially impacting the validity of statistical tests and model estimates. The case processing summary indicates that all 440 cases were considered valid for the analysis. However, the reliability of the measurement, as indicated by the low Cronbach's Alpha coefficient of 0.084, suggests poor internal consistency among the analyzed items. Please note that the interpretation and conclusions drawn from the data should be made cautiously, considering the significance levels and the limitations mentioned in the analysis.

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