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Subjective Variables have no Impact on Subjective Well-being of Polices

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Abstract
The purpose of the present study was to see whether subjective variables have any impact on subjective well-being of police population. Six subjective variables were measured such as job position (job rank), marital status, self-reported socioeconomic status, educational qualification, career interest, and staying with family were included in the study. Among these variables job position and educational qualification varied in 4 ways and other four variables varied in 2 ways. The multivariate and univariate test results indicate that the main effects of each of these variables, and their interaction effects were all non-significant. Thus subjective variables are not important determinants of subjective well-being of polices.
Keywords: Subjective variables, Subjective Well-being, Polices

Introduction
Subjective well-being (SWB) is a phenomenon that includes people's emotional responses, domain satisfactions, and global judgment of life satisfaction. Each of the specific constructs needs to be understood in their own right, yet the components often correlate substantially, suggesting the need for the higher order factor. Wilson (1967) defines SWB as a general area of scientific interest rather than a single specific construct. A related concept is psychological well-being. Psychological well-being or happiness is a multidimensional construct that includes both emotional and cognitive elements. The origin of this construct can be traced back to Bradburn (1969), who considered well-being in terms of positive affect, as opposed to negative affect. In this sense, Bradburn stated that an individual who scored higher in positive affect than in negative affect would score high in psychological well-being, and vice versa. Costa and McCrae (1980) pointed out that positive and negative affect are balanced by a person, achieving a global subjective well-being index. Thus, positive and negative affect contribute independently to subjective wellbeing. Later, Andrews and Withey (1976) stated that a third variable should be added to psychological well-being: a cognitive element referring to satisfaction with life. When referring to satisfaction with life, we mean a mental process by which individuals appraise the quality of their lives using their own personal criteria. Although there may be some agreement about the most important components of satisfaction with life, individuals probably also assign different weights to each component. Diener, Emmons, Larsen, and Griffin (1985) subsequently asserted that satisfaction with life refers to a global appraisal of well-being. Pavot, Fujita, and Diener (1997) pointed out that the experience of subjective wellbeing includes both the presence of positive affect and the absence of negative affect, as well as the cognitive element of satisfaction with life (Diener, 1984).

Subjective well-being has been studied indiscriminately as an overall construction of happiness (Marrero & Carballeira, 2011). The relationship between subjective variable and life satisfaction has been explored in developed countries. In such a study marital status has been found to be a major determinant of individual well-being (Powdthavee, 2003; 2005). Stutzer & Frey (2002) argue that marriage is positively associated with individual well-being, since marriage provides an additional source of self-esteem. Married people are also less likely to be lonely and have the opportunity of gaining from a supportive relationship (Stutzer & Frey, 2002). Like marital status suvjective variables such as age, level of education, and nature of work have been reported to affect the well-being of women (Shidhaye & Patel 2010). Research with Turkish immigrants living in Canada has shown that marital status, education, and socio-economic status are significantly related to psychological well-being. For example, Aycan and Berry (1996) have shown that Turkish immigrants with higher occupational status, which requires higher

levels of education, reported better psychological health. Similarly, Ataca and Berry (2002) have shown that Turkish immigrants in their sample displayed different acculturation experiences.They also showed that psychological well-being and level of life satisfaction vary as a function of their socioeconomic status and that marital variables displayed close relations with psychological adaptation in this population. Thus studies in these countries indicate that there is a strong relationship between subjective variables and subjective well-being.

Research on subjective well-being and subjective variables has also been conducted in Bangladesh demonstrating a strong relationship between these variables for general population. However, it is still unknown whether these variables have any impact on subjective well-being in police population. The present study was therefore designed to achieve this end.

Method

The sample

210 police officers from 28 police stations in Dhaka city participated in the study. Among them 160 (Male=145, Female=5, & Unknown=10) police officers provided complete responses to the questionnaires used in this study. The rate of complete response was 76.19%. The age of the police officers ranged from 19 to 58 years with a mean of 33.48 and an SD of 8.06. Their job duration ranged from 1 to 22 years with a mean of 6.78 and an SD of 7.11. The proportions of the married and unmarried respondents were 57.5% and 38.8% respectively. The marital status of 3.8% participants was unknown. Among the participants 22.5% were Constable, 3.1% were Nayek, 18.1% were Assistant sub-inspector (ASI), 48.1% were Sub-inspector (SI), 6.3% were Inspector and 1.9% were SP.

Measures

The Positive Affect Negative Affect Schedule

The Positive Affect Negative Affect Schedule (PANAS)) was developed to measure positive affect and negative affect of the participants (Watson, Clark & Tellegon, 1988). This inventory has 20 items, 10 describe positive affect (PA) and 10 Negative Affect (NA. Respondents use a 5-point Likert-type scale, ranging from 1 (nothing or almost nothing) to 5 (very much), to express the degree to which they generally experience the particular feeling or emotion described by the item. Watson et al. (1988) reported reliability (Cronbach's α) of .88 and .87 for positive affect and negative affect, respectively. The PANAS has demonstrated good convergent and discriminant validity. Convergent validity ranges from 0.89 to 0.95 whereas discriminant validity ranges from 20.02 to 20.18. Significant correlations with other accepted measures of psychological distress (e.g., Beck Depression Inventory) support its external validity (Trief et al, 2001). The balance (BAL) between these two variables (PA & NA) is obtained with the formula BAL=PA-NA.

Satisfaction With Life Scale

The Satisfaction With Life Scale (SWLS) was first developed by Diener, Emmons, Larsen, and Griffin (1985) to measure cognitive self-evaluation of global life satisfaction. Then it was revised by Pavot and Diener (1993). It is a five-item measure in which each item is rated on a 7-point Liker type scale ranging from 1 (strongly disagree) to 7 (strongly agree). Thus an individual's life satisfaction score can range from 5 to 35 with a higher score reflecting greater life satisfaction. A sample item includes "The conditions of my life are excellent". The scale has been reported to have high internal consistency and temporal reliability (Yoon & R. M. Lee, 2008). The SWLS has moderately strong correlations with other SWB measures (e.g., Rosenberg Self-Esteem Scale, Marlowe-Crowne Social Desirability Scale). The SWLS was also found to be a suitable measure for use with different age groups (Diener et al., 1985). Atienza, Pons, Balaguer, and Garcia-Merita (2000) noted that, the SWLS has high internal consistency, with Cronbach α values ranging between .89 and .79. With regard to the item-total correlation, Pavot and Diener (1993) obtained values between .80 and .51; Atienza et al (2000) found values between .74 and .57.

Procedure

Translation of the Measures into Bangla

The PANAS

The PANAS items were first translated into Bangla, called the first draft. It was then given to six judges including two experts in Bangla, two experts in English and two experts in Psychology/Psychometrics. Though their native

language was Bangla, but being teacher of University or college they had very good command in English. Their task was to judge the accuracy of translation and relevance/suitability of each item for measuring Positive Affect and Negative Affect of Participants in the socio-cultural context of Bangladesh. Each expert independently rated the translation using a 2-point scale (0=Not correct, 1=correct) and the relevance of each item using another 2-point scale (0=Not relevant, 1=Relevant). Following their evaluation, accuracy of the translation was examined by calculating for each item the Accuracy Index (AI=Number of Rating 1/Number of experts; Karim and Nigar, 2014). The item yielding an AI of 1 (AI=6/6) was considered to be correctly and reliably translated (Karim and Nigar, 2014). All the six experts rated 18 items translation at 1, the AI for each of them becoming 1. The remaining 2 items yielded an AI of less than 1. The expert suggested some corrections to the clarity, wording and organization of these items. By reviewing those items in the light of their comments and suggestions the accuracy of translation was ensured. The relevance/suitability of the items in Bangladeshi culture was examined by calculating for each item the Relevance Index (RI=Number of Rating at 1/Number of Experts; Karim and Nigar, 2014). The item yielding an RI of 1 or .67 (RI=6/6 or 4/6) was considered to be relevant or suitable. All the six experts rated the relevance of each item at 1, the RI for them becoming 1. Thus, the second draft of the Bangla version PANAS was finalized to administer on the selected participants. The reliability of the Bangla version PANAS was .72. Translation and Construct validity were assessed for Bangla version PANAS.

The SWLS

The SWLS items were first translated into Bangla, and given to six experts to evaluate. The accuracy of translation and the relevance/ suitability of each item were examined and ensured by a similar approach as above. The reliability of the Bangla version SWLS was .74. Translation and Construct validity were assessed for Bangla version SWLS.

Data acquisition

Standard data collection procedures were followed in this study. At first, permission from the Dhaka Metropolitan Police (D.M.P) commissioner was taken. Then, this permission letter was shown to the Officer in Charge (OC) of the police stations. For taking consent he or she was briefed about the general purpose of the study and requested to cooperate with the researcher. The OC was also informed that the investigation is purely academic and their responses to the questionnaire would be kept confidential. In conducting the study, the police officers in different ranks were contacted in person. Then the above measures were administered to them requesting to respond to the questionnaires during free time. Prior to answering the questions, police officers were requested to go through the standard instructions given on the questionnaires. They were asked to record their personal/subjective information (e.g. job position/rank, educational qualification, marital status, socio-economic status, career interest, and stay with family. Thus data collection from all the participants was completed in 3 months.

Data analyses

Participant's responses were scored according to the scoring systems of the PANAS and SWLS. Each participant received a SWLS score and two scores on the PANAS: Positive affect (PA) score and Negative affect (NA) score. Subjective well-being (SWB) of each participant was determined by combining the two subjective well-being dimensions: the affective dimension and the cognitive dimension. As an affective dimension, the balance between the PA and NA was used whereas LS was used as the cognitive dimension (Libran, 2006). Subjective well-being score for each participant was calculated by the formula: SWB= (PA-NA) + SWLS (Libran, 2006). Before applying this formula variables that determine SWB were transformed into standardized (z) scores. These transformations were necessary because the various scales have different numbers of items and are scored in different ways (Libran, 2006).

Results and Discussion

As illustrated by the multivariate and univariate test results in multivariate analysis of variance (MANOVA), the main effects of job position, marital status, socioeconomic status, educational qualification, career interest, and stay with family and all their interaction effects were non- significant (data not shown). Thus subjective variables have no significant impact on subjective well-being polices. This finding is contradictory to the point of view of general population as previous studies showed that subjective variables have significant impact on the individual's

subjective well-being. For example, marital status has been found to be a major determinant of individual's well-being (Powdthavee, 2003 & 2005; Hinks & Gruen 2007). Aycan and Berry (1996) have shown that higher occupational status, which requires higher levels of education, reported better psychological health. Why is this discrepancy between the findings of the present study and those of the previous studies? This question cannot be answered by the present data. The probable reason may be that the subjective well-being of polices is determined by other variables like organizational, operational, and occupational stress, working hours, age, gender, family type etc rather than those subjective variables. It needs further investigation with utmost care to confirm the issue.

As with many other studies, this study also suffers from a number of limitations. The first limitation is the reliance of a small sample size. Future studies on larger samples can be done to get more accurate findings. A second shortcoming is the use of police officers from Dhaka city only. Such a sample of convenience doesn't warrant the generalization of results to other police officers. A third shortcoming is the use of only six subjective variables. There are other subjective variables that can affect subjective well-being of police officers like age, gender, family member, family type etc. So, future studies can be designed to resolve this issue.

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