

Measurement of Burnout Syndrome in Police Officers: Literature Review

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Abstract

The Burnout or Quemado syndrome is a consequence of exposure to situations of chronic work stress, where police activity is not the exception, if there are no adequate coping strategies to deal with this syndrome, its consequences can be detrimental to the security and health of the police, and for institution. The objective of this research was to analyze the studies related to the measurement of burnout levels, the evaluation of its consequences and risk factors related to sociodemographic variables. The methodology used for this research work is part of a documentary bibliographic review under the PRISMA technique in PubMed, Science direct Scopus, Web of Science. From the research analyzed, it can be established that the prevalence and levels of burnout vary significantly between studies, due to the influence of the seasonal measurement factor, that is, in some periods there has been a high demand for police activity, as was the case during the COVID 19 pandemic or depending on the moments of social or political uprising and levels of greater crime that each country is going through; and at other times, when it seems that society calms down as normal and the workload of the police decreases. It is concluded that the Burnout Syndrome in police officers are caused by constant causes or triggers, among the main stressors are the organizational and operational origin, which is why the presence of this syndrome varies according to the temporality of measurement, factors of risk, cultural and social aspects of each country.

Keywords: police; burnout; work stress

Introduction

Burnout syndrome is a western term, it began to be studied since 1974 by the New York psychiatrist Freudenberg, who defined it as a psychosocial condition associated with personal exhaustion, cynicism, and professional inefficiency that can occur in professionals who work directly with people, referring to specific groups: health personnel, teachers, and care professionals. In turn, this doctor stated that the syndrome is characterized by non-specific physical and psychosocial symptoms associated with work characteristics that include variable schedules, long hours, low wages and very demanding social conditions.

In the same way, Maslach (1976) at the American Psychological Society (APA) congress, proposed to the scientific community that Burnout Syndrome is "a chronic stress produced by contact with clients that leads to exhaustion and to emotional distancing at work." In this sense, workers who suffer from it can develop feelings of cynicism and detachment from work, a feeling of inefficiency and lack of achievements, which affect both the

organization and the family and personal environment.(Rohwer et al., 2022). In people, it can cause problems of: anxiety, helplessness, irritability, feelings of disturbance, apathy, aggressive behaviors, alcohol addiction, family problems, and physiological disorders such as: cardiovascular, immune system, sexual, muscular or digestive problems. From an organizational point of view, the consequences of burnout are related to absenteeism, increased turnover and decreased productivity,(Guirao, 2021). Based on the different studies analyzed, years later, Gil-Monte, Pines, Aronson and Kafry, cited by Corrales (2017), defined burnout syndrome as a response to chronic work stress, reflected in a state of physical, emotional and mental exhaustion, triggering negative situations, attitudes and feelings towards colleagues and one's own professional role; in this same line, Maslach (2009)broadens this term to describe that when an individual experiences exposure to chronic interpersonal stressors at work without the possibility of regaining balance it could lead to psychological collapse;

Characteristic aspects of those groups of professionals whose daily work environment is defined by direct contact with people who need help or special attention.

As a result, in recent years many definitions have been created after researching and analyzing them.(Juczyński & Ogińska-Bulik, 2022)conclude that: "burnout syndrome is a reaction to chronic and prolonged work stress, especially in professions that involve a high emotional demand and that provide support services or special attention"(Maslach, 2009), with three important components: emotional exhaustion (mental and/or physical), depersonalization (negative and cynical attitude towards others) and reduced personal fulfillment(Cascaes da Silva et al., 2014).

Emotional exhaustion: It refers to increased emotional exhaustion due to the demands of the job, which causes employees to lose interest. When the subject's emotional resources are depleted, he realizes that he is unable to cope with the demands of the job.

Depersonalization: the subject develops a set of negative attitudes and feelings towards the client, causing him to dehumanize him and reject him as responsible for the work overload.

Little personal fulfillment: the subject begins to evaluate himself and the work performed negatively, loses interest in work, lowers self-esteem, isolates himself from work, feels incompetent, irritable, dissatisfied and dissatisfied with work.

Burnout syndrome in police officers

It is important to start with the definition of police and its function, since it has traditionally been difficult. The word "Police" derives from the Latin *Politia* which means "good order of public affairs". In 14th century France, the term *police* served to determine the purpose and activity of the State, designed to prevent attacks on public order and protect society, providing it with complete security against all kinds of dangers, hence it is strengthened. its concept from the 15th century to the 18th century. Therefore, the etymological origin of the word "Police" is summarized in SOCIAL ORDER. Later it will be extended to broader and general areas of government and State as indicated(Izu, 1991), referring to the *lus polizei* as "a right and a duty of the sovereign to coercively procure the happiness of his subjects, this right will have no limits and will usually be carried out through the police rules".

Police activity as a function of the State, aims to limit the behavior of individuals based on their potential to violate the rights and freedoms of the rest of society, or regulating them in the manner that is most conducive to a good collective coexistence. One of the fundamental characteristics of the modern State is precisely the monopoly of the exercise of police activity to regulate citizen coexistence, limiting individual freedom for the benefit of the community. Only the State is legitimized to establish norms and coercive measures aimed at maintaining order and security. Likewise, only the State can legitimately resort to the use of force to maintain that social order.(Fernández, 1992).

Today, police activity is a profession of providing assistance services to citizens in circumstances in which the police must expose themselves and confront crime, and how their actions can limit individual behaviors based on what can affect the rest of society(Ménard, K; Arter, M, 2013). As described by the Magazine of the Spanish Society of Occupational Health in Public Administration (2001), the police work in a hostile environment characterized by marginalization and crime, even their own working

conditions are sources of stress.(Milla, S; Sanz, B; Apellaniz, G; Pascual, I., 2001). It should be considered that police organizations are one of the largest workforces in the world, registering until 2019 a total of 1.49 million in the European Union(Eurostat, 2023); meanwhile, that in the US one million(FBI, 2022).

Derived from the above, it can be established that the police profession is directly related to stress, causing a negative impact on mental and physical health, performance and the quality of the assistance service provided to citizens.(Queirós et al., 2020). According to Guirao (2021), the sources of stress in police work can be many and varied, this will depend on the jurisdiction of responsibility, the work each officer does, and even the time of year being analyzed; given that police work is often influenced by an important seasonal factor with some periods of high load and others of relative calm.

Therefore, they can be divided into two broad categories: task-specific stressors and stressors related to the organization in which the task is performed. In the first group we find the dangers of their complex work and the emotional impact of constantly solving other people's social problems, while in the second group, according to some studies, the tension that these professionals have in their relationships with each other, the scarcity of staff that causes work overload, insufficient or unstable resources, rotating work shifts, absence of communication and consultation, and weak support from superiors (Gomes et al., 2022).

Methodology

Literature review: inclusion and exclusion criteria

The method used in this research work was framed in a bibliographical review of the literature with the aim of locating, selecting, evaluating and critically analyzing the problems raised at a theoretical level of burnout syndrome in the police field. The technique used for data collection was established under the PRISMA methodology for PubMed, Science Direct, Scopus, Web of Science, among others. Therefore, to complete the study, a search string was created using the terms "Burnout", "Police" and the Boolean operator AND, resulting in "Burnout AND Police" for the Spanish language and "Burnout" for the English language. AND Policy".

Regarding the inclusion criteria, they were empirical and refereed studies with reference to a sample of the police population, the same studies had to measure the total level or one dimension of the burnout syndrome and at least one other variable, during the period from the years 2012 to 2022.

On the other hand, in the exclusion criteria, theoretical works such as reviews, book chapters, instrument validation, undergraduate thesis and master's theses were ruled out.

Extracted information

From the result of the information search, 466 studies could be identified, using the elimination technique before the projection, a total subtotal of 123 was obtained, which were of potential interest based on their title, author, abstract, date and country of origin. publication, of which: 21 correspond to PubMed, 14 Science Direct, 24 Scopus, 35 Web of Science, 29 Scielo.

After the more specific reading of these studies, the methodology used was analyzed, the measurement of burnout syndrome levels, the evaluation of its consequences and possible risk factors related to sociodemographic variables, resulting in 26 studies; however, two were excluded in the final phase, reaching a final of 24 studies for meeting all the inclusion criteria. This review was carried out in phases (See Figure No. 1).

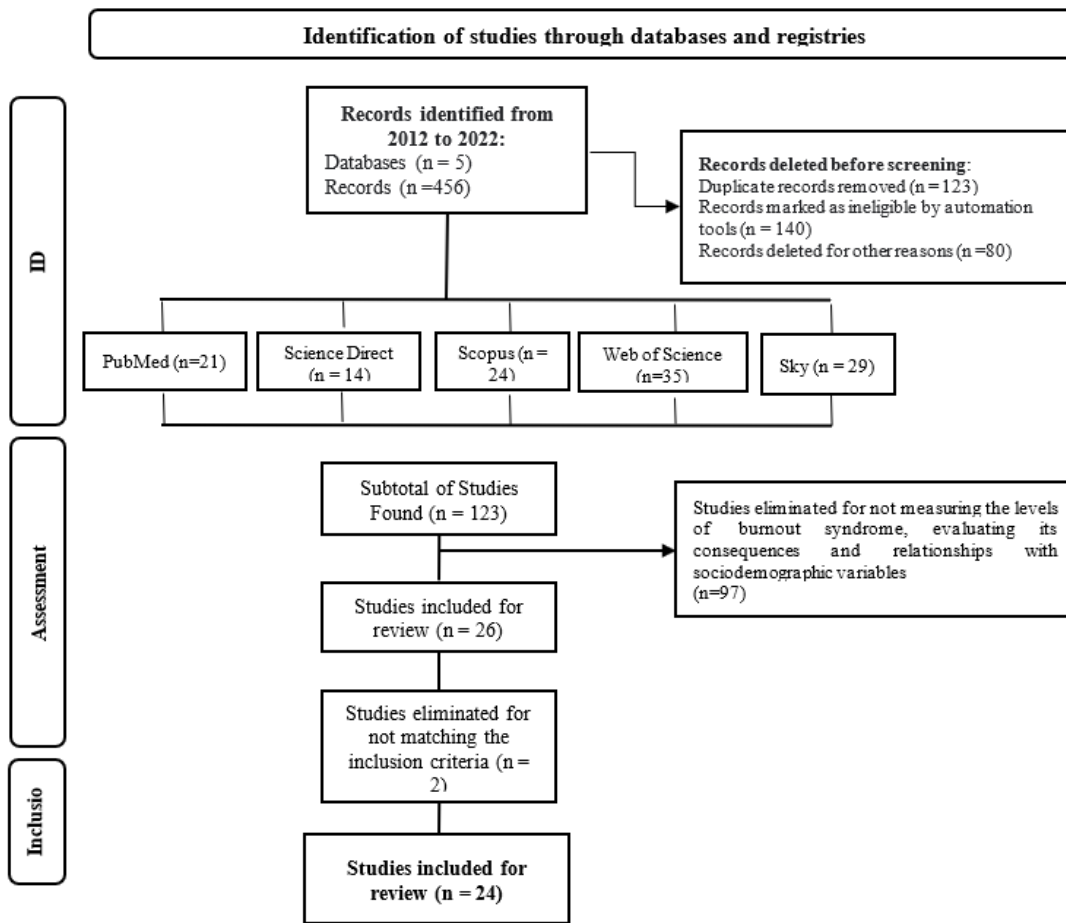


Figure No. 1: PRISM Diagram

Results

As a result of the previous analysis in the methodological field, it can be established that a total of 71% of the selected works (17/24) corresponded to quantitative studies, while (6/24) 25% were qualitative studies and 4% to a

study with a mixed approach, most studies have a non-experimental cross-sectional design; however, it should be emphasized that a study has a longitudinal experimental design (see Table 1).

| Author(s) | Qualification | Approach | Design | Level |
|--------------------------|---|--------------|-----------------------------------|---------------|
| (Torres et al., 2022) | Burnout Syndrome and Related Factors in Mexican Police Workforces | Quantitative | Non-experimental, transversal | Correlational |
| (Rohwer et al., 2022) | Work-life balance, job satisfaction and quality of life of police officers: longitudinal effects after the time change | Quantitative | experimental, longitudinal | Explanatory |
| (Lambert et al., 2022) | Burnout in a sample of Indian police officers | Quantitative | Non-experimental, transversal | Correlational |
| (Hernández et al., 2022) | Repercussions of the COVID-19 pandemic on Mexican police officers: a study on burnout, life satisfaction, and work enthusiasm | Quantitative | Non-experimental, longitudinal | Correlational |
| (Gomes et al., 2022) | The Impact of Burnout on Police Officer Performance and Intention to Turnover: The Moderating Role of Compassion Satisfaction | Quantitative | Non-experimental, Cross-sectional | Explanatory |

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|-----------------------------|--|--------------|-----------------------------------|---|
| (Anders et al., 2022) | Factors for Post Traumatic Stress Disorder and Burnout in Profiling Police Forces in the Face of Stress: Risk and Protection Police Officers | Quantitative | Non-experimental, Cross-sectional | Correlational |
| (Acquadro et al., 2022) | Identification of organizational stressors that could be a source of discomfort in police officers: a thematic review | Qualitative | not experimental | Descriptive, documentary review |
| (Valdivia et al., 2021) | Burnout in Police in Northern Mexico: Validity Study of the Maslach Burnout Inventory | Quantitative | Non-experimental, transversal | Correlation |
| (Ogińska & Juczyński, 2021) | Burnout and post-traumatic stress symptoms in police officers exposed to traumatic events: the mediating role of rumination | Quantitative | Non-experimental, transversal | Explanatory |
| (Hernández et al., 2021) | Burnout syndrome in police officers: A systematic review of methodological aspects, associated factors, causes and consequences. | Qualitative | not experimental | Descriptive, systematic and explicit review |
| (Civilotti et al., 2021) | Trauma and coping strategies in police officers: A quantitative-qualitative pilot study | Mixed | Non-experimental, transversal | Correlational |
| (Stogner et al., 2020) | Police stress, mental health and resilience during the COVID-19 pandemic | Qualitative | not experimental | Descriptive |
| (Queirós et al., 2020) | Measurement of Burnout and Stress in Police: review of the literature and a study with the operational Police Stress Questionnaire | Quantitative | Non-experimental, transversal | Correlational |
| (Montero et al., 2020) | Burnout syndrome in Colombian police officers and its relationship with the system of benefits and incentives | Quantitative | Non-experimental, transversal | Correlational |
| (Gómez et al., 2020) | Burnout in the Spanish Security Forces during the COVID-19 Pandemic | Quantitative | Non-experimental, transversal | Correlational |
| (García et al., 2020) | Burnout Syndrome in Police Officers and its Relationship with Physical and Leisure Activities | Quantitative | Non-experimental, transversal | Correlational |
| (Chacón & Sánchez, 2020) | Burnout Syndrome in Prison Officials | Quantitative | Non-experimental, transversal | Correlational |
| (Peterson et al., 2019) | Associations between shift work characteristics, shift work schedules, sleep, and exhaustion in North American police officers: | Quantitative | Non-experimental, transversal | Explanatory |
| (Aguayo et al., 2017) | ¿Are sociodemographic factors associated with burnout syndrome in police officers? A correlational meta-analysis | Qualitative | not experimental | Correlational |
| (Rojas & Morán, 2015) | Burnout syndrome and life satisfaction in Mexican ministerial police | Qualitative | not experimental | Descriptive |
| (Corredor & Torres, 2013) | Burnout in Members of the Colombian National Police: a critical analysis | Qualitative | Non-experimental, transversal | Descriptive |

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|----------------------------|--|--------------|-------------------------------|---------------|
| (Garbarino et al., 2013) | Association of work stress with mental health problems in a special police unit | Quantitative | Non-experimental, transversal | Correlation |
| (De Oliveira et al., 2012) | The relationship between stress levels and age and years of service of military firefighters of the Fire Department of the Metropolitan Area of the State of São Paulo | Quantitative | Non-experimental, transversal | Correlational |
| (Backteman et al., 2012) | Prevalence of burnout and associations with psychosocial work environment, physical strain and conscientious strain among Swedish male and female police personnel | Quantitative | Non-experimental, transversal | Explanatory |

Table N°1: Methodological aspects analyzed

Table 2: shows the geographical origin and the results obtained from the studies, with European countries being the most representative with 42%, followed by North America with 33%, South America represented 20% and Asia 5%; Likewise, some studies were grouped to facilitate their analysis and compare the prevalence levels of burnout in subgroups, reflecting as a sociodemographic constant that officers with more years of service or lower

ranks had higher levels of burnout. Among the most representative risk factors in the studies are: long working hours, few opportunities for relief, job dissatisfaction, little recognition from society for police work, inadequate leadership due to constant changes of bosses with different policies, intolerance,

| Author(s) | Qualification | Sample | Results obtained |
|--------------------------|--|----------------------------------|--|
| (Torres et al., 2022) | Burnout Syndrome and Related Factors in Mexican Police Workforces | 351 Mexican police officers | 44.16% of the police officers were very emotionally exhausted, 49.29% had lost empathy with people, and 41.03% had low personal achievement. Poor self-perceived health status, poor perception of diet quality, no regular meal times, poor sleeping habits, and high body mass index. |
| (Rohwer et al., 2022) | Work-life balance, job satisfaction and quality of life of police officers: longitudinal effects after the time change | 116 German police officers | The new shift schedule, which provides more 12-hour shifts as well as more days off, allowed police officers to better balance private and work-related demands, regardless of their gender. Altered working conditions were also reflected in increased job satisfaction, while the increase in quality of life was not significant. |
| (Lambert et al., 2022) | Burnout in a sample of Indian police officers | 827 Indian police officers | Multivariate regression indicated that dangerousness, lack of charge, ambiguity, and conflict were associated with greater emotional exhaustion, while entry, empowerment, and job autonomy were negatively related. |
| (Hernández et al., 2022) | Repercussions of the COVID-19 pandemic on Mexican police officers: a study on burnout, life satisfaction, and work enthusiasm | 26 Mexican police officers | There is a low prevalence of burnout syndrome, which is consistent with the high presence of work enthusiasm and satisfaction with life identified in the sample of this study. |
| (Gomes et al., 2022) | The Impact of Burnout on Police Officer Performance and Intention to Turnover: The Moderating Role of Compassion Satisfaction | 1,682 Portuguese police officers | The results showed that burnout is negatively related to performance; burnout is positively related to turnover intention; Compassion for satisfaction, although it has a positive effect on performance, does not assume a moderating role, as expected, in the relationship between burnout and performance. That is, when a person who is still suffering from burnout feels compassionate satisfaction, the intention to leave the organization decreases. |
| (Anders et al., 2022) | Factors for Post Traumatic Stress Disorder and Burnout in Profiling Police Forces in the Face of Stress: Risk and Protection Police Officers | 1073 Swiss police officers | The cluster analysis highlighted three main profiles of police officers: those who are not at risk of developing pathologies because they are not exposed or insensitive to these stressors, and those who are, including personality and coping strategies. risk oriented. These same protective and |

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| | | | risk factors were also corroborated in the linear and logistic regression analyses. |
| (Acquadro et al., 2022) | Identification of organizational stressors that could be a source of discomfort in police officers: a thematic review | 20 Scientific Articles | The results indicate that organizational social support, organizational culture, leadership and bureaucracy are the organizational factors associated with the perceived discomfort of police officers. These organizational factors have negative impacts on individuals, perceptions of stigma when contacting support services, symptoms of anxiety and depression, burnout, PTSD, suicidal thoughts, and other factors. |
| (Valdivia et al., 2021) | Burnout in Police in Northern Mexico: Validity Study of the Maslach Burnout Inventory | 1718 Mexican police officers | The psychometric results provide evidence to establish that the IBM edition of Maslach on which this study was worked presented a valid and reliable structure. |
| (Ogińska & Juczyński, 2021) | Burnout and post-traumatic stress symptoms in police officers exposed to traumatic events: the mediating role of rumination | 120 Portuguese police officers | Introducing deliberate rumination as a mediator weakens the relationship between burnout and PTSD, indicating partial mediation. It indicates that police officers who are exhausted and who also tend to reflect on the traumatic events experienced are more likely to suffer from PTSD than police officers who are only exhausted. |
| (Hernández et al., 2021) | Burnout syndrome in police officers: A systematic review of methodological aspects, associated factors, causes and consequences. | 14 Scientific Articles | Officers with the longest period of service are identified as those most likely to suffer from this syndrome, which results in a decline in job performance and deterioration of physical integrity; However, officers with a lower rank are equally prone to suffer the repercussions corresponding to burnout, which results in the development of different situations that deteriorate the integrity of those affected. |
| (Civilotti et al., 2021) | Trauma and coping strategies in police officers: A quantitative-qualitative pilot study | 39 Italian Police | Traumatic events at work were predominantly related to assaults, witnessing deaths, forced hospitalizations, and domestic violence involving children. Police officers with a responsible role were more likely than female police officers to use safety-based strategies. |
| (Stogner et al., 2020) | Police stress, mental health and resilience during the COVID-19 pandemic | 2 previous episodes | There is evidence that police training has the potential to promote resilience and reduce stress. Without a doubt, a global crisis like the COVID-19 pandemic affected law enforcement practices and the mental health of law enforcement officers. Certain psychological traits or skills developed during mental health-related training may have enhanced more positive responses to stressors. |
| (Queirós et al., 2020) | Measurement of Burnout and Stress in Police: review of the literature and a study with the operational Police Stress Questionnaire | 2057 Portuguese police officers | The results show that the psychometric properties of the Portuguese version of the PSQ-Op are adequate. Factor analysis revealed two dimensions defined as social and work problems, which were associated with measures of distress and burnout. However, considering their cut-off points, 85% of the sample presented high levels of operational stress, 11% critical values of burnout and 28% high levels of anguish, with 55% of the sample at risk of some disorder. psychological. |
| (Montero et al., 2020) | Burnout syndrome in Colombian police officers and its relationship with the system of benefits and incentives | 1817 Colombian police officers | No prevalence of burnout syndrome was found in the study population and more than half of the police officers stated in the last year that they had received one or more benefits and incentives. In the correlation, it was found that the only benefit that manages to reduce the levels of emotional exhaustion and cynicism is recreational sports |

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| | | | activities; In terms of incentives, it is public congratulations that mitigate emotional wear. |
| (Gómez et al., 2020) | Burnout in the Spanish Security Forces during the COVID-19 Pandemic | 2182 elements of the Spanish Security Forces | Burnout levels (28.5%) in all its subscales: emotional exhaustion (53.8%), depersonalization (58.0%) and lack of personal development (46.3%). Logistic regression verifies a series of predictor variables that coincide in each of the subscales. |
| (García et al., 2020) | Burnout Syndrome in Police Officers and its Relationship with Physical and Leisure Activities | 276 Mexican police officers | The percentage of police officers who present warning signs of burnout syndrome was 40%, considering that they have a lower level of work enthusiasm and a higher level of mental exhaustion and that exercise was positively and significantly related to a lower risk of exhaustion. Men showed higher risk than women. |
| (Chacón & Sánchez, 2020) | Burnout Syndrome in Prison Officials | 290 Chilean prison police officers | The results show a low prevalence of SBO (around 6%), the results also suggest a relevant role of sex: women present higher scores in SBO. Regarding the type of coping strategy most used, the search for social support, open emotional expression, focus on solving the problem and positive reassessment of the problem stand out. |
| (Peterson et al., 2019) | Associations between shift work characteristics, shift work schedules, sleep, and exhaustion in North American police officers: | 3140 Americans | Irregular hours, long shifts (11 hours), mandatory overtime, short sleep, and drowsiness were associated with a higher risk of overall burnout in police. Police officers who more often worked long shifts were more likely to suffer from emotional exhaustion than those who did not work long shifts. Night shifts were associated with depersonalization compared with nights off work. |
| (Aguayo et al., 2017) | ¿Are sociodemographic factors associated with burnout syndrome in police officers? A correlational meta-analysis | 43 empirical studies | Younger police officers were slightly more prone to depersonalization than older officers. Female officers were slightly more susceptible to emotional exhaustion. Officers in romantic relationships tended to feel more emotionally drained, but had a greater sense of personal accomplishment. Finally, there were no significant differences between agents with more or fewer children. |
| (Rojas & Morán, 2015) | Burnout syndrome and life satisfaction in Mexican ministerial police | 4 Mexican police officers | The analysis showed that there are medium-high levels of burnout and some contradictory results in satisfaction with life. |
| (Corredor & Torres, 2013) | Burnout in Members of the Colombian National Police: a critical analysis | 2 Colombian police officers | There are some factors that influence the triggering of burnout syndrome in the police, such as: long working hours, little opportunity for emotional relief, total absorption of the work environment requiring days or seasons away from the family environment, non-recognition on the part of the society of effort and dedication that being a policeman implies, the multiplicity of services to which he must respond in short times, constant changes of chiefs with different policies, intolerance, little culture on the part of the community in relation to the law, generating clashes and disagreements; in addition to others such as the few guarantees in the police profession, the fulfillment of their service in risk areas and the difficulty in establishing healthy interpersonal relationships. |
| (Garbarino et al., 2013) | Association of work stress with mental health problems in a special police unit | 289 Italian police officers | Regression analyzes showed that lower levels of support and reward and higher levels of overexertion and effort were associated with higher levels of mental health symptoms. Officers who had experienced a discrepancy between work effort and rewards showed a markedly increased risk of |

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| | | | depression (compared to their counterparts who were not perceived to be in a distress condition). |
| (De Oliveira et al., 2012) | The relationship between stress levels and age and years of service the military Firefighters of the Fire Department of the Metropolitan Area of the State of São Paulo | 40 Brazilian military firefighters | On work days, mean tension, depression, fatigue and stress scores were generally higher compared to those on days off. The older the firefighter, the higher the levels of stress, depression, anger, and total stress. The more years of service, the greater the depression and anger. |
| (Backteman et al., 2012) | Prevalence of burnout and associations with psychosocial work environment, physical strain and conscientious strain among Swedish male and female police personnel | 1554 Swedish Policemen | The prevalence and mean values of emotional exhaustion (EE) and depersonalization (DP) were higher in the study compared to other studies that included police personnel from Norway and the Netherlands. |

Table No. 2: Results obtained

Discussion

The review of the literature showed that the most widely used tool to assess Burnout Syndrome was the Maslach Burnout Inventory (MBI; Maslach & Jackson, 1981), discovering that 92% of the studies on police officers had used it. In this sense, the objective of this article was to highlight the prevalence and levels of burnout syndrome and the risk factors related to the syndrome that may appear in the police population.

Regarding the analysis of the prevalence and levels of Burnout Syndrome, several results were found, which is why it has been established to carry them out in two review periods:

1st: Before the COVID-19 pandemic: In Brazil, De Oliveira et al., (2012) demonstrated that police officers on work days have higher scores of being burned out, high levels of tension, depression, fatigue and stress compared to those on days off, in the same way García et al., (2020) In the investigation carried out on Mexican police officers, it was shown that 40% of the percentage present warning signs of burnout syndrome, while in the study on Burnout Syndrome in Colombian police officers and its relationship with the system of benefits and incentives. (Montero et al., 2020) reported not having found a prevalence of burnout syndrome in the study population and more than half of the police officers stated in the last year that they had received one or more benefits and incentives and finally Queirós et al., (2020) in the study on the mediation of burnout and job stress in Portuguese police officers established that 85% of the sample presented high levels of operational stress and 11% critical burnout values.

2nd. During the COVID 19 Pandemic: During the first months of the pandemic Gomes et al., (2022) in Spain they demonstrated high levels of burnout (28.5%) in all its subscales: emotional exhaustion (53.8%), depersonalization (58.0%) and lack of personal fulfillment (46.3%) in the Security Forces, while in Mexico Torres et al., (2022). found a prevalence of Burnout Syndrome of 23.36% of the police workforce, associated with poor self-perception of health status, age, diet quality, and lack of regular eating and sleeping times. However, Hernandez et al., (2022) in the study on the repercussions of the COVID-19 pandemic in Mexican police officers reported a low prevalence of burnout, a high level of work enthusiasm and satisfaction with life.

Finally, it has been possible to establish that the prevalence and levels of burnout vary significantly between studies, due to the influence of seasonal measurement factor, that is, in some periods there has been a lot of demand for police activity as it was during the COVID 19 pandemic or depending on the moments of social or political upheaval and levels of greater crime that each country is going through; and at other times, where society seems to be normally calm.

On the other hand, in relation to the risk factors of the police population, it can be established that in the country of India Lambert et al., (2022), revealed that police officers with greater exhaustion are positively associated with

more dangerous events or experienced traumatic events, in the same way, with lack of rest, ambiguity of charges and conflict, while in Portuguese police officers Gomes et al., (2022) were able to establish that burnout is positively related to turnover intention. Ogińska & Juczyński, (2021) confirmed that police officers who are exhausted tend to reflect on the traumatic events experienced and are more likely to suffer from post-traumatic stress, in such a way that it is negatively related to job performance. In conclusion, organizational social support, organizational culture, leadership and bureaucracy are the organizational factors associated with the perceived discomfort of police officers for the development of burnout. (Acquadro et al., 2022).

About sociodemographic factors, Valdivia et al., (2021) established that sex and age were not significantly associated with burnout symptoms, with respect to officers with a longer period of service are more likely to suffer from this syndrome (Hernández et al., 2021), which results in a drop in work performance and deterioration of physical integrity; Similarly, officers with a lower rank, these being the youngest, are equally likely to suffer the repercussions corresponding to burnout. (Aguayo et al., 2017). Regarding sex, in the study of Backteman et al., (2012) where multiple logistic regression was performed, showed that for women, stress of conscience, high demand and organizational climate were significantly associated with Emotional Exhaustion. Finally, the results obtained from the review of the studies confirm that sociodemographic variables such as sex, age, marital status and number of children can be ruled out as risk factors for burnout syndrome in police officers. (Aguayo et al., 2017).

However, there is evidence that police training has the potential to increase resilience and reduce stress (Stogner et al., 2020), as well as certain psychological characteristics or skills developed in training related to mental health, since they would react with more positive responses to stressors. Therefore, police officers who deal with traumatic events where they use safety-based strategies are less likely to develop burnout syndrome. (Civillotti et al., 2021).

In general, the data reviewed in the different studies on this topic suggest the need to develop individualized interventions to reduce burnout in police officers, through measurement, training at middle and high ranks, redesign of police procedures, detection of psychological symptoms and support in seeking professional help (Acquadro et al., 2022). All actions must be taken and operated at the organizational level to ensure the effectiveness of the intervention. Interventions that address organizational stressors can help improve police well-being. For example, give them the opportunity to talk about their discomfort, promote greater transparency in decision-making, and police human talent management processes. Measures to eliminate organizational and operational risk factors will improve the quality of police work life and have a positive impact on the work provided to citizens.

Conclusions

The burnout syndrome in police officers is caused by constant causes or triggers, among the main stressors are the organizational and operational origin, which is why the presence of this syndrome varies according to the

temporality of measurement, risk factors, aspects cultural and social of each country.(Corredor & Torres, 2013).Police burnout and stress are receiving increasing academic and public attention, not only because of the psychological distress they cause individuals, but also because they affect police organizational performance and interactions with citizens, leading to a greater possibility that all interventions will be considered a threat, or a tendency to excessive use of force(Queirós et al., 2020).

For this reason, it is essential to pay attention to police personnel who suffer or could suffer this type of pathology both in the initial stages and during their careers. Therefore, it is desirable that all police organizations become aware of the importance of periodic evaluation of burnout with brief and specific instruments for the protection of the integral health of police officers and also for the optimization of their responses to requests for help. of the citizen.(Acquadro et al., 2022).

limitations

The literature review search focused on studies that use empirical and peer-reviewed data in police populations. It does not represent all of the research on stress and burnout in police officers. Furthermore, the review did not take into account post-traumatic stress, which can occur in police officers working in dangerous situations and are often exposed to potentially traumatic critical incidents.

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