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Police Officers' Coping Styles and Occupational Stressors Impacting Self-Regulation in Adult Offspring

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This is to certify that the doctoral dissertation by

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MA, Walden University, 2020

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Dissertation Submitted in Partial Fulfillment

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Abstract

Police work, a high stress occupation with increased risks and adverse events, often leads to strain between work and family. Work-family conflict (WFC) has been shown to mediate coping with stress. In addition, offspring of law enforcement officers (LEOs) may learn self-regulation by observing parental stress coping and attempting to alleviate stress for their parent. Three theoretical frameworks were used in this study: WFC, spill-over cross-over model, and family systems theory. Using a quantitative design, surveys were completed by 35 parent-adult offspring pairs, with more LEO parent respondents (N = 71) than adult offspring respondents (N = 43). Linear regression analyses, PROCESS macro, and dependent t test were used to address the five research questions to best examine the sample collected. The findings revealed that police officer stress and coping styles significantly impacted adult offspring self-regulation. While LEO parent WFC was not found to influence the relationship between police occupational stress, coping styles, and adult offspring self-regulation, the perspective of adult offspring on their parent's WFC served as a mediator in this relationship. Police officer occupational stress and coping styles impacted LEO parent WFC. No significant differences were found between the perspectives of LEO WFC by the LEO parent and adult-offspring. Lastly, police officers' occupational stress and coping styles significantly impacted the perspectives of their adult offspring regarding their parent's WFC. Implementing positive social change based on the findings of this study, the law enforcement community may benefit from stress-reduction education, resilience-building programs, and supportive networks.

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Chapter 1: Introduction to the Study

Policing is a vital function within a society, creating and managing the order and security of a population that greatly outnumbers its force (Li et al., 2018). Protecting and serving a community is a responsibility that is one dimension of the stressors law enforcement officers face. Police work is a stress-intensive occupation full of risks and adverse events and ranks first among all stress occupations (Chen & Wu, 2022). Excessive stress threatens the physical and mental health of police officers, their professionalism, organizational effectiveness, public safety, and personal relationships (Chen & Wu, 2022). Stress associated with police work can also be attributed to conflicts between work and family domains (Li et al., 2018). For instance, Hess and Pollmann-Schult (2020) found a negative association between maternal work-family conflict (WFC) and child well-being. Likewise, parents coping with work and family demands may contribute to offspring's health and well-being (Ohu et al., 2019.

One component of an offspring's health and well-being is self-regulation, which promotes physical, emotional, social, educational, and economic well-being across the lifespan (Rosanbalm & Murray, 2017). Rosanbalm and Murray (2017) found that caregivers were critical to the development of self-regulation in their offspring and that self-regulation could be taught throughout childhood and into young adulthood. Therefore, self-regulation can be influenced into adulthood (Ringoot et al., 2022; Wu et al., 2021). Emotional self-regulation has been shown to act as a buffer from stressors (Rosanbalm & Murray, 2017).

The focus of this study was twofold: (a) to assess the relationship, if any, between parental coping, police stress, and adult offspring self-regulation; and (b) to determine the role of WFC as a mediator in homes where at least one parent was employed in law enforcement. Understanding the multidimensional, multigenerational impact of occupational stress on the law enforcement community is imperative for safeguarding law enforcement officers' well-being and societal welfare by recognizing the emotional well-being impact law enforcement officers' mental health has on their offspring following them into adulthood (Helfers et al., 2021; Pooley & Turns, 2022). There are several positive social change implications of this study, such as providing stress-reduction education and addressing the role of WFC between police stress and law enforcement families to foster resilience in the face of police stressors. WFC may be a mediating factor that could reduce the adverse effects of job demands on law enforcement officers and their families by offering support for family interventions.

The chapter is organized into the following sections: background, problem statement, purpose, research questions and hypotheses, theoretical framework, nature, definitions, assumptions, scope and delimitations, limitations, and significance. The chapter concludes with a chapter summary.

Background

The estimated total law enforcement officer (LEO) population within the United States as of 2020 was 797,536 people (Data USA, 2020). The work environment, including uncertainty and danger, of police work is associated with occupational stress

spillover at home (Duxbury et al., 2021; Tuttle et al., 2018). Tuttle et al. (2018) focused on police occupational stress on marital quality through social and emotional spillover. They found that career demands and social and emotional spillover were associated with negative emotional regulation and communication within the marriage. Roberts et al. (2013) emphasized the balance of positive and negative emotions to help a marriage flourish and identified police stress as a threat to this balance. In addition, Xie et al. (2018) found that individuals with a proactive personality increased work-family facilitation and decreased WFC and recognized the future benefit of exploring the dynamics of American families in other cultures and circumstances.

U.S. LEOs' sphere of work includes but is not limited to being a first responder to emergency events, interviewing witnesses, and suspects, conducting investigations, protecting people from crime, educating their community about the dangers of criminal activities, testifying in court, and performing administrative duties (Auerbach, 2022). Beyond the demands of their work, LEOs may also have family demands. Using the spillover-crossover model (SCM), Hall et al. (2010) investigated the relationship between job demands, burnout, WFC, and emotional exhaustion. They found that WFC mediated job demands and a reciprocal mediating effect between WFC, job demands, and emotional exhaustion. Griffin and Sun (2018) examined WFC and resilience as mediating factors of stress and burnout in police officers. They recommended that future research should assess police occupational hazards and their relationship, if any, to WFC and resilience (Griffin & Sun, 2018). Like Griffin and Sun, Bakker et al. (2012) also

identified a gap in work-life research in testing the law enforcement population and their family. In addressing the gaps in the literature, Tuttle et al. (2018) identified the impact of occupational stressors on mental health, extending to marital relationships, and recommended that additional research include the children of law enforcement. Ohu et al. (2019) noted that research exists on WFC on family health and well-being but lacks the child's perspective.

Ohu et al. (2019) explored the stress-self-regulatory resources crossover framework, specifically WFC, on child health. Ohu et al. found that parental self-regulatory resources mattered for child health when job demands were high, or job autonomy was low. Aligning with Ohu et al., Shimazu et al. (2020) examined the relationship between workaholism and work engagement on a child's psychological well-being using the SCM. Parents' workaholism and work engagement were negatively correlated to their children's emotional and behavioral problems (Shimazu et al., 2020). The authors recommended that future research investigate parents' psychological control, emotional contagion, and family functioning on a child's emotional well-being. Self-regulation is the adaptation of emotions and behaviors via societally approved responses (Reilly & Downer, 2019). It is a significant indicator of cognitive and socio-emotional competency and a strong predictor of socioemotional well-being (Rosanbalm & Murray, 2017). Rosanbalm and Murray (2017) noted that critical skills such as self-regulation, among others, were behaviors learned through a child's caregiver. The development of self-regulation is impacted throughout childhood into adulthood, as evidenced by

Osborne et al.'s (2021) findings that offspring whose parents had poor emotion regulation had reduced self-regulation and a more significant role in the intergenerational transmission of dysregulation. Ohu et al. recommended that future research approach the parental affect impacting self-regulatory resources and child health. In one of the first studies to examine the impact of police work on children of law enforcement, Helfers et al. (2021) found that parents' behaviors could hinder their offspring's ability to cope with adverse situations. Police children utilized their family support system more often than other social structures for proper coping mechanisms (Helfers et al., 2021).

The family unit is an emotionally interconnected system that can provide support but also provides challenges and conflict with influences from external factors (Helms, 2023). In police families, spillover from job-related stress and organizational factors may be associated with WFC (Helfers et al., 2021). Research has found that the impact of occupational stressors on the mental health of LEOs extends to the family (Duxbury et al., 2021; Tuttle et al., 2018). Parental behaviors and emotional and psychological control are essential in the development of an offspring's self-regulation, even into adulthood (Osborne et al., 2021; Rosanbalm & Murray, 2017). Researchers who have examined WFC, police stress, and parent-child relationships have also called for the investigation of the impact of law enforcement parents' psychological control and family functioning on a child's emotional well-being (Amendola et al., 2021; Moreira et al., 2019; Morr Loftus & Droser, 2020; Ohu et al., 2019; Sharp et al., 2022). The gap in the literature is examining the well-being of the offspring of law enforcement and the influence of the law

enforcement parent's occupational stressors and psychological well-being on their offspring's well-being. This study aimed to examine the relationship between police officers' occupational stress and parental coping styles on self-regulation in their adult offspring and explore WFC as a mediator in this relationship.

Problem Statement

Offspring are often underrepresented in work-life research, even though the family unit experiences work and family as a whole, not just spouses (Morr Loftus & Droser, 2020). This underrepresentation in research includes children of parents in law enforcement, where studies have yet to explore the impact of LEOs work-life balance on their adult offspring's emotional well-being. Rosanbalm and Murray (2017) found that caregivers who improved their coping skills created a calming environment that taught their offspring the same self-regulatory skills. Coping is a behavioral and cognitive effort to manage demands that outweigh resources to reduce stress (Somech et al., 2007). LEOs experience extreme occupational stress compared to other occupations and lack the traditional schedule that helps create a good work-life balance (Auerbach, 2022).

The effects of occupational stress can be exacerbated by maladaptive coping techniques (Acquadro Maran et al., 2015; Salinas & Webb, 2018). Salinas and Webb (2018) noted that occupational stress experienced by LEOs physically and mentally affected them, the organization they worked for, their families and friends, and the community. Xie et al. (2018) and Hall et al. (2010) found that occupational stress and WFC were mediated in their participants by differences in personalities and methods of

emotional regulation, specifically coping. Effective coping styles were associated with lower WFC (Somech et al., 2007). Griffin and Sun (2018) found that WFC mediated police stress. Black (2004) discussed the inevitable spillover-crossover of problems experienced by police officers on their families. The stigma officers face around mental health may also transcend their children (Black, 2004). Black noted that children's world perspective can be altered by secondary traumatization, often seen in police households. Children may internalize psychological concerns to display "perfect" behavior to alleviate stress for their parents (Black, 2004). Two parental factors that may impact self-regulation in offspring are occupational stress and coping. Wu et al. (2021) focused on the caregiver's influence over their offspring's self-regulation development within early childhood. Cui et al. (2019) explained that parenting behavior during earlier years of development could prevent adults from acquiring self-regulatory abilities associated with behavioral and emotional outcomes. Additionally, Shen et al. (2018) concluded that parenting remains an important factor in the self-regulatory development of emerging adults. Parenting experiences shaped adults' self-regulation abilities (Shen et al., 2018).

Morr Loftus and Droser (2020) addressed the importance of the child's perspective of their parent's satisfaction with work and family life to adequately understand the WFC theory and its impact on family members beyond parents. Morr Loftus and Droser found that children report statistically significantly higher ratings of parental strain based WFC than their parents. Children notice the strain from work impacting the family structure more than a parent can identify (Morr Loftus & Droser,

2020). Researchers have suggested that children are impacted and respond to their parent's response to stressors (Black, 2004; Morr Loftus & Droser, 2020). Most important to this research study, Rosanbalm and Murray (2017) highlighted that the critical role of caregivers in the healthy development of self-regulation throughout adolescence and into adulthood. Parental influences remain important for developing self-regulation during emerging adulthood (Shen et al., 2018). Therefore, this study focused on the adult offspring's perspective of their law enforcement parent's work-life conflict. Adult offspring can identify WFC and self-regulation more accurately than during childhood (Berg et al., 2017; Moilanen & Lynn Manuel, 2019; Rosanbalm & Murray, 2017). A meaningful gap in the current research literature concerns how LEOs cope with police stressors and how that relationship affects their adult offspring's self-regulation. Additionally, the current literature highlights WFC as a mediator to police officer stress, parent and adult psychological well-being, and child emotional and behavioral well-being. A significant gap in the literature is the examination of the role of WFC as a mediator in police families, particularly those involving the offspring of police officers.

Purpose of the Study

The purpose of this quantitative study was to address the gap in the literature via an examination of the impact, if any, of police officers' coping styles and occupational stressors on their adult offspring's self-regulation. This study also addressed the role of WFC as a mediator of this relationship. The independent variables (IVs) were police

occupational stress and LEOs' coping style. The meditator variable was WFC. The DV was the adult offspring's self-regulation.

Research Questions and Hypotheses

The following research questions (RQs) and hypotheses were designed to examine the impact of occupational stressors and coping styles by LEOs on their adult offspring's self-regulation, and to assess the mediating role, if any, of WFC.

RQ1: Do police officers' occupational stress and parental coping styles impact the self-regulation of their adult offspring?

$H_0$1: Police officers' occupational stress and parental coping styles do not have an impact self-regulation of their adult offspring.

H_A1: Police officers' occupational stress and parental coping styles do have an impact self-regulation of their adult offspring.

RQ2: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC?

$H_0$2: The relationships between police officer coping style and adult offspring's self-regulation are not mediated by WFC.

H_A2: The relationship between police officer coping style and adult offspring's self-regulation is mediated by WFC.

It is important to note that during data collection, three additional research questions were added. The change to the data analysis plan is explored further in Chapter 4.

RQ3: Do police officers' occupational stress and coping styles impact officer WFC?

$H_0$3: Police officers' occupational stress and parental coping styles do not have an impact on police officer's WFC.

H_A3: Police officers' occupational stress and parental coping styles does have an impact on police officer WFC.

RQ4: Do parent and adult offspring ratings of parent work–family conflict differ?

$H_0$4: Parent and adult offspring ratings of parent work–family conflict did not differ.

H_A4: Parent and adult offspring ratings of parent work–family conflict did differ.

RQ5: Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC?

$H_0$5: Police officers' occupational stress and coping styles do not have an impact on adult offspring's perspective of their parent's WFC.

H_A5: Police officers' occupational stress and coping styles do have an impact on adult offspring's perspective of their parent's WFC.

Theoretical Framework

This study utilized the SCM as a theoretical framework. This theory examines how work experiences transfer and interfere with the other domains of life, crossing over to affect other individuals (Bakker & Demerouti, 2013). Xie et al. (2018) discussed the SCM as a framework of work stressors that negatively influence one's ability to

participate in familial duties effectively and cross over to affect that individual's family dynamic.

WFC is another theoretical framework, also known as the work interference with family, that defines the negative impact between work and non-work domains as due to incompatible demands, creating significant stress on the family dynamic (Johnson et al., 2019). Police officers' work-life balance is a significant challenge (Duxbury et al., 2021; Helfers et al., 2021). Tying the two frameworks together is family systems theory, which examines familial relationships, generational patterns, and family collaboration (Helms, 2019). This theory explores the interconnectedness of family members in emotions, beliefs, and behaviors (Helms, 2019; Morr Loftus & Droser, 2020). Rosanbalm et al. (2020) found that coregulation support from parent to offspring across development from birth through young adulthood improved parent and offspring well-being in areas like mental health and social support. This study focused on the relationship between law enforcement coping styles of occupational stressors and their impact on their adult offspring's socioemotional well-being. Chapter 2 will include a comprehensive discussion of the current literature and identified theoretical frameworks.

Nature of the Study

This study utilized a quantitative method to investigate the relationships between police occupational stress and coping styles, WFC, and adult offspring's self-regulation. The IVs were police officer occupational stress and coping style as measured in surveys administered to the parent LEO. The meditator variable was WFC measured in both the

parent and adult offspring. The DV was self-regulation as measured in adult offspring of LEOs. I used primary data collected via surveys administered online to parent-child dyads of LEOs from the background literature focusing on coping strategies and self-regulatory resources (see Carlson et al., 2000; Christian & Ellis, 2011; Somech et al., 2007). A hierarchical linear regression was conducted to analyze the data collected.

Definitions

Coping style: The method or process of managing stressors (Sharma, 2021). Coping methods include adaptive (positive) or maladaptive (negative), emotion-focused, problem-focused, and seeking support (Edwards et al., 2021). Maladaptive coping is associated with ineffective stress reduction and detrimental consequences (Edwards et al., 2021).

Law enforcement officer (LEO): An individual whose role is to protect the community and its citizens and enforce the laws determined by the municipality, county, or jurisdiction (Zumbrun, 2022).

Occupational stress: Workplace-activated biological, chemical, physiological, and psychological responses (Dunn, 2020; Wassermann et al., 2018). This study used responses specific to LEOs. LEOs experience organizational and operational stressors (Edwards et al., 2021).

Self-regulation: The ability to regulate one's affective, behavioral, and cognitive responses (Oloye & Flouri, 2021). The normative development of self-regulation,

influenced by parents' mental health, is a strong predictor of socioemotional well-being (Oloye & Flouri, 2021).

Work-family conflict (WFC): It occurs when the demands of work and home spill over into one another resulting in conflict (Qureshi et al., 2016).

Assumptions

I assumed that participants in this research were active, former, or retired commissioned LEOs employed by police departments controlled by local government, county sheriff's offices, and/or university/college police departments with the responsibility of enforcing the law and ensuring its citizens' welfare. This assumption was necessary as I focused on LEOs. This assumption was also necessary to avoid restrictions on working with vulnerable populations, which include minors aged 17 or younger (see Walden University, 2023). I also assumed that LEOs and their adult offspring responded to the questionnaires and surveys honestly and truthfully. I assumed that the participants in this study voluntarily partook of their own accord. These assumptions are necessary for collecting reliable and valid data to interpret the results.

Scope and Delimitations

The choice of stress and coping styles for IVs were based on research that identified occupational stress and parental coping styles as significant contributions to WFC and spill-over cross-over. WFC was chosen as a mediating variable based on research that identified it as mediating police stress. The outcome, adult offspring self-regulation, was selected because it will be feasible to obtain this type of information

through a questionnaire/survey, as opposed to children, and because the literature suggests that the effects of parental coping may have an impact on emotional self-regulation into adulthood. I chose WFC and spillover crossover because it is reasonable to assume that the emotional demands of LEO's work will influence their interactions and involvement within their family dynamic. This belief brings in the concept that a child's self-regulation will be impacted through this interaction of parental coping with stress on the work-family dynamic.

The boundaries of this study were working solely with LEOs and their adult offspring. The mental health of LEOs is integral to effective policing in a community (Varker et al., 2022). From a familial perspective, even in law enforcement, parental mental health plays a role in the development of their offspring's self-regulation (Oloye & Flouri, 2021). Considering delimitations, the focus of this study was on current, former, or retired LEOs and their adult offspring; therefore, LEOs who do not have children were excluded as they lack the parental factor necessary for this study. Offspring younger than 18 years old were also excluded from this study as the tools used have been tested for content adequacy, and the focus of this study was on adult offspring. Additionally, the parent must have been an LEO during the adult offspring's childhood, as childhood is a formative time for an individual's self-regulation, where influences from the parent are more pertinent. The requirements will be that the parent dyad must have been an LEO for a minimum of 5 years during their adult offspring's childhood. Another delimitation of this study was the exclusion of adult offspring whose LEO parent

has died. While the influence from their LEO parent may have been formative of their self-regulation, this study required both the LEO parent and adult offspring; therefore, an adult offspring of an LEO who has died did not meet these requirements.

External validity is the measure of the inferences of a study to a broader population (Findley et al., 2021). The results of this study may be tentatively generalized to a variety of other high-stress occupations, including military members, other first responders, security guards, and detention officers only so far as the results suggest areas of future research in these groups.

Limitations

A potential limitation to this study was that many newer police officers will likely have children younger than 18 years old, creating the need for increased recruitment efforts. This study focused on recruiting current, former, or retired LEOs and their adult offspring to minimize the risk of an underpowered statistical analysis and type II error and increase generalizability. Another potential limitation was locating and recruiting adult offspring of the LEO participant, who may not live in the household as their parent dyad. This study utilized online surveys to increase accessibility to the offspring of the dyad.

A potential limitation of this study was resistance from LEOs to participate in research. Officers may be reluctant to discuss their coping strategies related to stress and the potential impact it has/had on their home life due to the mental health stigma in police culture, presenting a potential limitation (Velazquez & Hernandez, 2019). A potential

barrier was gaining access to the law enforcement community. As previously stated, the law enforcement community is private; however, a personal connection to the police community opened opportunities and receptiveness to this study.

A potential bias for this study was my position as a child of a LEO. While my personal experience guided my initial interest in this topic; this study was developed and solidified by the current literature. This study utilized surveys and statistical analysis software to ensure the integrity of the data collected and prevent any potential biases from disrupting the interpretation.

There are no anticipated limitations of the validity of this study. Construct validity is a measure of how well an assessment instrument measures an underlying theoretical concept ("construct") that the researcher has developed (Wienclaw, 2021). Four constructs that were measured in this study are occupational stress, coping styles, self-regulation, and WFC. The measurement tools used are McCreary and Thompson's (2006) two 20-question 7-point Police Stress Questionnaire (PSQ), Carver's (1997) 28-question Brief COPE questionnaire, Carlson et al.'s (2000) multidimensional measure of the bidirectional WFC, and Carey et al.'s (2004) 31-item Short Self-Regulation Questionnaire (SSRQ). Carver's (1997) Brief COPE is the best validated and most frequently used measures of coping strategies. Carlson et al.'s multidimensional measure of the bidirectional WFC, consisted of 18-item scale incorporating six subscales focused on both directions of work or family impacting the other. Content adequacy, content analysis, exploratory and confirmatory factor analyses, and correlation analyses were

completed on these items confirming discriminant validity, internal consistency, and potential predictive validity.

Significance

There was a need for this research study considering the gap in the literature on the adult offspring of parents in law enforcement. This study made an original contribution to the literature on law enforcement, WFC, and adult offspring socioemotional well-being. This study contributes to positive social change within the family structure by providing children with parents serving high-risk occupations with appropriate emotional support and to emphasize the importance of mental health resources as a preventive measure to protect their family. The results from this study can help inform police officers how their work and emotional regulation impact their families, including their children, providing psychologists the opportunity to emphasize the importance of police officers' mental health.

Summary

This chapter began with an introduction that addressed the topic of this study, why the study needed to be conducted, and this study's potential social change implications. The background section summarized the topic-related literature review that contributed to the central idea of this study. It also reviewed the literature to identify the gap in current literature and to emphasize the need for this study. The problem statement section addressed the multidomain impact of police occupational stress on coping, work-family interference, and self-regulation. The purpose of the study section identified

methodology of this study as a quantitative. This section also identified police occupational stress and LEO's coping style as IVs, WFC as the mediating variable, and adult offspring's self-regulation as the DVs. The RQs and hypotheses section presented five relevant questions: Do police officers' occupational stress and parental coping styles impact self-regulation their adult offspring? Is the relationship between police officer coping style and adult offspring's self-regulation mediated by WFC? Do police officers' occupational stress and coping styles impact officer WFC? Do parent and adult offspring ratings of parent work–family conflict differ? Do police officers' occupational stress and coping styles impact adult offspring's perspectives of their parent's WFC? The theoretical framework section addressed how SCM and WFC were appropriate frameworks for this study. The nature of the study section explained the rationale behind selecting police stress, parental coping, WFC, and child self-regulation as variables for the study. The definitions section defined relevant terms used within the study. The assumptions section clarified aspects of this study that were critical to the meaningfulness of the study. The study scope and delimitations determined the criteria for the law enforcement population and adult offspring. The limitations section addressed research design limits, including internal and external validities, and potential biases. Finally, the section on the significance of the study addressed its potential contributions to clinical psychology as well as its potential for social change. Chapter 2 presents the literature search strategy, the theoretical foundation, a literature review addressing key variables, a summary, and a conclusion.

Chapter 2: Literature Review

Introduction

The demands of police work involve unique circumstances and stressors that increase marital and family difficulties, which are experienced by the LEO and their spouse and children (Pooley & Turns, 2022). Past research by Moreira et al. (2019), Tuttle et al. (2018), and Oloye and Flouri (2021) identified that higher levels of work and family demands were associated with poor parental mental health and increased stress. Higher levels of WFC were also associated with lower quality parent–child interactions (Moreira et al., 2019). Previous research examined the relationship between parental coping and occupational stress (Acquadro Maran et al., 2015; Hall et al., 2010; Salinas & Webb, 2018; Xie et al., 2018). Child mental health, emotional distress, has been positively associated with WFC (Moreira et al., 2019; Ohu et al. 2019; Oloye & Flouri, 2021).

Despite this research, there is gap in the literature specific to the impact of occupational stress of being in law enforcement and parental coping styles on the offspring of LEOs and the role of WFC as a mediating factor. Previous studies have demonstrated that WFC has mediating effects on job demands, stress, and burnout among LEOs, as well as their physical and mental health (Griffin & Sun, 2018; Hall et al., 2010). The purpose of this study was to examine the mediating effects of WFC has on occupational stress and parental coping among LEOs and adult offspring's self-regulation.

Chapter 2 is organized according to the literature search strategy, theoretical foundation section and associated research, and a literature review related to the key variables. This chapter ends with a summary and conclusion.

Literature Search Strategy

I accessed library databases through Walden University's library resource webpage, including the Criminal Justice Database, PsycINFO, SAGE Journals, and SocINDEX with full text. The databases were chosen by recommendation from Walden University's library resources for general psychology subject matter, apart from one database specific to criminal justice.

Key search terms and combinations of search terms included *police, stress, parent coping, parent-child, work-family conflict, spillover crossover, LEO, job demands, coping styles, self-regulation, job stress, law enforcement children,* and *occupational stress*. The combination of these terms was limited using the Boolean limiter on each library database. The results returned for the searches from zero to 18,585 articles, with a ranging alignment to this study. A multitude of research articles contained one or two of the terms, but zero to one article contained three or more terms. For example, no articles existed for police stress, coping, and parent-child; one article existed for police, WFC, and parent-child, which was outside of time constraints.

The criteria used to select works for the literature review encompassed articles from 2017 to 2023. Older research articles that exceeded this range were chosen based on

their relevance to providing necessary background information. Additionally, peer-reviewed scholarly journals and only articles written in English were selected.

Theoretical Foundation

This study utilized three theoretical frameworks: the SCM, WFC, and family systems theory. In this section, I review the pertinent literature on each framework (SCM, WFC, and family systems theory) to establish relevance to this study. The SCM demonstrates that work and family roles influence and interact. WFC posits that stressors from work and family roles can cause conflict. Finally, family systems theory suggests that the family system is a dynamic and complex system that is affected by changes in its components. I begin this literature review with the SCM, which established and recognized the across-domain transmission of demands and consequent strain from work and family (see Bakker et al., 2012; Shimazu et al., 2020; Yucel & Latshaw, 2020).

SCM

Bakker et al. (2012) described the SCM as how strain from work can spill over to the home domain and crossover to another individual in that domain. They hypothesized that inequity in the participants (teachers) investment in work or intimate relationships would negatively impact work relationships and, through the SCM, would negatively impact the intimate relationship. They also predicted that inequity in the intimate relationship is positively related to partner depression. A total of 239 teachers and their partners completed a 12-item scale on the inequity in the relationship with students (Bakker et al., 2000; as cited Bakker et al., 2012), the Utrecht work engagement scale

(Schaufeli et al., 2002; as cited in Bakker et al., 2012), a 16-item scale on the inequity in the intimate relationship (Bakker et al., 2000; as cited in Bakker et al., 2012), and Radloff's (1977; as cited in Bakker et al., 2012) Epidemiological Studies Depression scale measuring partner' depression.

Bakker et al. (2012) utilized a structural equation modeling (SEM) technique, completed as a partial disaggregation model due to the large number of indicators available for analysis. Additionally, a bootstrap analysis was conducted to determine more accurate confidence intervals of indirect effects (Bakker et al., 2012). As predicted, they found that inequity at work negatively impacted the intimate relationship, contributing to partner depression ($p < .05$). Additionally, the findings supported the SCM from the tested sequence of teacher inequity at work, to work engagement, to teacher investment, to partner inequity in the intimate relationship ($p < .01$).

A critique of Bakker et al.'s (2012) study is that while the authors utilized couples, the study was one-directional by only examining the impact of one individual in the couple. The researchers did not look at the investment, engagement, or work-related strains of the non-teacher partner onto the couple's relationship or the teacher's well-being. If the authors had integrated this approach into their study, it could have increased additional support for the SCM and equity theory by examining both sides of the relationship. Additionally, while the authors work and intimate relationships using the equity theory, they did not examine how changes in investment by one partner influenced changes in the investment by the other partner.

Bakker et al. (2012) discussed the contributions of their findings to the SCM and equity theory. As the results indicated, an individual's engagement at work is indirectly associated with their partner's depression through investments in the relationship, which supported the SCM. The authors explained how inequity at work undermined engagement at work, which the individual would invest less time into their relationship, which supported the equity theory. Their study differs from previous research by interpreting the strain in relationships as a gradual process of withdrawal compared to previous research (Bakker et al., 2008; as cited by Bakker et al., 2012) indicated a process of social undermining. They discussed how work engagement is associated with engagement off-duty in personal development (i.e., creative hobbies and sports) and in personal relationships, as an encouragement to consider the permeability of work and family boundaries.

Bakker et al. (2012) identified that one strength of their study was the use of couples and their design of matching data. They also noted that limitations to the study included the lack of generalizability to same-sex couples, gender differences were not explored, gender distribution was not addressed, and the study's cross-sectional design did not allow for the assessment of causal relationships between the variables. Specific to this study, the authors recommended that future research test the psychological impact of work of other occupational groups, specifically law enforcement, on their families, which provided supportive literature in identifying the gap in research that was addressed in this

study. Further recommendations suggested testing the SCM's robustness and the casual and reversed causal relationships between partners' work and home life.

As Yucel and Latshaw (2020) discussed, spillover crossover theory is based on the role-scarcity hypothesis, which suggested that individuals have a limited number of resources such that strain can arise when multiple roles pull from the same pool of resources (Yucel & Latshaw, 2020). Yucel and Latshaw examined spillover crossover effects of WFC on job and relationship satisfaction and the mental health of the individual and partner. The sample included 1366 dual-earning couples; therefore, WFC could be measured in both individuals. The authors used single items of measurement pulled from prior research rather than an entire measurement for the DVs (job satisfaction, relationship satisfaction, and mental health) and IVs (WFC/family-work conflict [FWC]). They hypothesized that WFC would have a more deleterious effect on the individual's wellbeing in a separate domain, vice versa for FCW.

Due to the dyadic nature of the study, Yucel and Latshaw (2020) used a SEM technique. Additionally, a chi-square was used to assess for gender differences. The researchers found that stress and strain associated with WFC were transmitted across spouse, evidenced by the findings of when spouses experienced WFC and FWC, their spouses' job satisfaction ($p < .001$), relationship satisfaction ($p < .001$), and mental health ($p < .001$) were negatively affected. The authors found gender differences in predicting mental health indicated by the findings of WFC on mental health is significantly stronger for husbands than wives ($p < .001$). The actor effects of FWC on mental health was

significant with no differences in gender found ($p < .001$). Actor effects and partner effects of WFC on mental health were significant ($p < .001$ and $p < .05$, respectively). Actor effects and partner effects of FWC on relationship satisfaction were also significant ($p < .001$, $p < .05$, respectively). Therefore, as a result, spillover crossover theory was validated as an effective measurement of the dynamics of WFC and FWC on job satisfaction, relationship satisfaction, and mental health. For cohabitating couples, higher WFC was associated with lower job satisfaction ($p < .001$), lower relationship satisfaction ($p < .001$), and worse mental health ($p < .001$). Unlike with married couples, cohabitating partners did not significantly add to predicting job satisfaction, relationship satisfaction, and mental health.

A critique of Yucel and Latshaw' s (2020) study concerns their use of single-item measurements that ranged in reliability (r=.58-.83), compromising the instrument's validity. For future research, measurements with high internal reliability, greater than or equal to .80, should be used. An additional critique is the authors lack of supportive literature on their decision to examine differences between married and cohabitating couples beyond a discussion of lessened institutionalization and higher risk of dissolution in cohabiting couples. The authors do not present supportive literature to connect the risk of dissolution to SCM, WFC, and outcomes (job satisfaction, relationship satisfaction, and mental health) that unique to cohabitating couples compared to married couples. While the use of cohabiting couples is inclusive to societal changes in relationship norms, the authors did not include a measure that assessed for relationship commitment or

perception of societal impact on relationships to interpret differences more appropriately between cohabitating and married couples.

Yucel and Latshaw (2020) identified one strength of their study as were the use of participants across various occupations, thus allowing for an increase in generalizability. Different from Bakker et al. (2012), Yucel and Latshaw (2020) examined effects of SCM and WFC from both directions (work-to-family and family-to-work) and both contributors (partners) across multiple domains. One limitation identified by the authors was the cross-sectional design, which did not allow for casual interpretation and not measuring for specific domain contributions such as job demands or childcare responsibilities. The authors concluded, based on their findings of WFC negatively impacting job and relationship satisfaction and mental health as supportive to the role scarcity theory and SCM. Additionally, the significant findings related to actor and partner effects support the SCM, adding to the supportive literature on how WFC goes beyond the individual. Based on their findings, they concluded that establishing boundaries between domains would manage work and family stressors.

Similarly, Xu et al. (2019) utilized the SCM to examine the extent to which a spouse's work domain spilled onto the family domain and crossed over to the spouse in 365 dual earning heterosexual couples. They hypothesized that when one spouse worked long hours and experienced work fatigue their partner would experience an increase in hours of household chores and WFC. Additionally, Xu et al. hypothesized that spouses' housework hours would be associated to their spouse's marital satisfaction and

depression with anticipated gender differences in the direction of association (positive or negative). The participants completed survey data that included Fowers and Olson's (1993; as cited in Xu et al., 2019) 10-item ENRICH Marital Satisfaction Scale, Radloff's (1977; as cited in Xu et al., 2019) 20-item Center for Epidemiological Studies Depression Scale, 7-point scale that measured work hours and housework hours, and three items that measured work fatigue. The validity and reliability of the measures used were not discussed.

Xu et al. (2019) conducted a structural equation modelling on their data to analyze spouse–partner interdependence. They found that gender played a significant role in the crossover processes, though there was more gender symmetry than asymmetry in the crossover processes ($p < .001$). For instance, husbands' housework hours were found to negatively impact wives' marital satisfaction ($p < .001$) and wives' housework hours were found to negatively impact husbands' marital satisfaction ($p < .001$). The author's theorized that gender differences may have been related to gender role expectations regarding the breadwinner, employment status, and socio-economic status, though they suggested future qualitative research explore the understanding of gender differences in the crossover process.

A strength of Xu et al.'s (2019) study was the use of couples providing dyadic analysis of intraindividual and interindividual transmission of stresses and strains, true to SCM, rather than one's interpretation of spillover and crossover onto an unrepresented individual. However, the data was limited to heterosexual married couples, not

supporting generalizability to unmarried partners or same-sex couples. A limitation was the cross-sectional design and the authors suggested future research complete a longitudinal design with diary studies or experience sampling to provide casual inferences. Additionally, they identified the measures for work hours and household hours were not common for previous literature and recommended future research utilize appropriate measures. Data used for Xu et al.'s study were from 1998-2000, which is a two-to-three-decade gap, which did not account or measure for difference in changes in societal gender beliefs and gender role expectations.

While Xu et al. (2019) discussed controlling for gender role expectations, along with other controlling variables, as a method to provide an accurate representation of SCM and the effect of gender differences, they did not provide a supportive explanation of gender differences beyond gender role expectations. While exploring gender role expectations as an interpretation to the data may have been relevant, Xu et al. did not discuss gender role expectations extensively in their literature review such as provide theories on this phenomenon. The author also did not provide relevant literature to societal views on gender role expectations during the time of data collection. Furthermore, they did not provide current literature, within the last five years, on gender role expectations. If Xu et al. had discussed the current literature, it would not have contributed sufficient literature support for application to data from 20-30 years ago.

A significant finding by Xu et al. (2019), relevant to this study, was that spouses' who experience work fatigue their partner will experience more WFC ($p < .05$). SCM

was supported by Xu et al.'s (2019) findings, which provided a validating element to the literature review and solidified SMC as a theoretical foundation for this study. The allocation of resources between work and home has typically been studied in the context of the dyad between a couple, ignoring the impact of other family members on family satisfaction, well-being, WFC. Shimazu et al. (2019), however, did examine this phenomenon.

Shimazu et al. (2020) explored literature on WFC, spillover crossover model, and positive psychology. The authors discussed how the SCM modeled how work attitudes of parents are associated with their child's well-being. Rooted in the spillover crossover model, Shimazu et al. examined the relationship between workaholism and work engagement on a child's well-being. A quantitative study (Shimazu et al., 2020) measured workaholism, work engagement, WFC, work-family facilitation, happiness, and child's emotional and behavioral problems in 208 families in Tokyo. Like the design of this study, each family received three questionnaires: two for the parent, and the third regarding the child. The questionnaires regarding the child, which assessed the child's emotional and behavioral problems, were answered by the parent. The measured used were the Dutch Workaholism Scale (DUWAS), the Utrecht Work Engagement Scale (UWES), the Survey Work-home Interaction-NijmeGen (SWING), work-to-family facilitation was assessed with four items from the SWING, happiness was measured as a single scale item of 0 to 10, and the Strength and Difficulties Questionnaire (SDQ). Though the use of a single scale item for happiness appeared as an appropriate measure,

the researchers noted that this is commonly used in happiness research. All measures used had an appropriate Cronbach's alpha coefficients and are therefore considered reliable measures. Shimazu et al. hypothesized that workaholism would have a negative relationship with happiness and a positive relationship with their child's emotional and behavioral problems through work-to-family conflict; and work engagement would have a positive relationship with happiness and a negative relationship with their child's emotional and behavioral problems, through work-to-family facilitation.

Shimazu et al. (2019) used the SEM technique for data analysis which is in alignment for a straightforward analysis of mediation in a dyadic relationship. They found that parent workaholism was positively related to WFC and negatively related to parent happiness ($p < .01$). Parent happiness was negatively related to their child's emotional and behavioral problems ($p < .05$). A significant gender difference was found on the direct pathways from workaholism and work engagement to happiness, and from work engagement to child's psychological well-being among fathers ($p < .05$). The researchers identified that parenting behaviors and transmission of affect may mediate the relationship between parents' happiness and their child's emotional and behavioral problems ($p < .04$), which supported the SCM.

Shimazu et al. (2020) discussed how parents' workaholism and work engagement were oppositely related to their own happiness through WFC and WFF, respectively. The authors interpreted this difference in motivation between the parents. The workaholic parent likely would expend excessive resources at work and not enough for the family

domain causing strain. Additionally, an engaging parent likely has an intrinsic motivation for better performance and experiencing positive emotions. The authors discussed parent behavior, transmission of affect, and family functioning as possible explanations for the indirect relationships of parents' workaholism and work engagement with their child's emotional and behavioral problems through their own spillover and happiness, in opposing ways. However, they recommended future research to investigate the impact of parent's psychological control, emotional contagion, and family functioning on a child's emotional well-being. The gender differences found between parents' experience in the work domain and their child's well-being, was interpreted by the authors as a reflection from gender roles in Japanese families rather than a strength in the parent-child relationship.

A strength identified by Shimazu et al.'s (2020) was in the design of their study by utilizing both parents, mother and father, and child. A limitation was the author's use sampling on Japanese families limiting the generalizability to American families. Additionally, the study had a small sample size requires future research to provide validity to the authors' findings. The researcher's identified the lack of incorporating the underlying mechanisms of parents' well-being and child well-being such as parent-child relationship and parenting style, which could be helpful in establishing direct relationships between variables. The potential for rater bias was a concern as the parent may not have had ample opportunities to observe their child's psychological well-being or a parent could have rated their child's well-being to match their own.

A critique of Shimazu et al. (2020) includes the potential bias from parents influencing results due to the measure assessing for child emotional and behavioral problems was based on parent responses. This could lead to parents providing biased answers, either due to lack of awareness of their child's behaviors or due to the potential of wanting to present their child in a positive light. Further research should consider using multiple sources of data to provide a more reliable evaluation. Additionally, despite its use in previous research, the author's single-item measurement for parent happiness should be addressed and changed for a tested and reliable measure. The alpha coefficient is not recorded by the authors, which calls the measurement's reliability and use into question. Shimazu et al.'s study provided support for parents to monitor workaholism and work engagement as it relates to parent happiness and their child's well-being; however, the authors do not provide information or suggestion for the application of their findings such as how to monitor, intervene, or encourage workaholism or work engagement.

Overall, these studies (Bakker et al., 2012; Shimazu et al., 2020; Xu et al., 2019; Yucel & Latshaw, 2020) provided support for the SCM, indicating that work-related factors can spill over into the family domain and crossover to affect individuals in their close relationships. Bakker et al. (2012) found that work-related strain negatively impacted intimate relationships and partner mental health. Yucel and Latshaw (2020) demonstrated that WFC had spillover effects on job and relationship satisfaction and mental health in dual-earning couples. Xu et al. (2019) showed that workaholism negatively affected parent happiness and child well-being through WFC, while work

engagement had positive effects on both parent happiness and child well-being through work-to-family facilitation. Shimazu et al. (2020) revealed that workaholism negatively influenced parent happiness, which, in turn, affected their child's emotional and behavioral problems. This study worked to examine SCM related to police work and adult offspring self-regulation.

WFC

Shimazu et al. (2020) and Amendola et al. (2021) recognized the influence of WFC related to the spillover-crossover process; therefore, introducing the second theoretical foundation to this study, WFC. WFC is the inter-role conflict of demands between an individual's work and family roles, indicating that participation in either increases the difficulty for participation in the other (Amendola et al., 2021; Presti et al., 2020). In a recent quantitative study, Amendola et al. (2021) explored WFC in spousal/partner relationships to develop a police-specific measure of WFC. The authors identified that previous WFC measurements focused on generic aspects of work; therefore, were not fit to appropriately measure the unique aspects of police jobs. They discussed the previous literature that identified WFC experienced by LEOs as associated with work-related burnout, organizational commitment and turnover, and psychological and physical well-being. The authors discussed the three phases of measurement development to include (a) item development, (b) scale development, and (c) scale evaluation to ensure the future instrument’s utility, reliability, and validity. The article

reviewed in this study by Amendola et al. focused on the first phase of measurement development.

Amendola et al. (2021) focused on item development by reviewing literature on WFC across occupations and found that no research or tool existed that was designed for ascertaining specific police occupational WFC from the perspective of the spouse/partner. The data found in research relevant (Greenhaus & Beutell, 1985; as cited by Amendola et al., 2021) to item development was time-based, strain-based, and behavior-based The authors hypothesized that in additional to the three dimensions identified (time-based, strain-based, behavior-based, emotion-based), three more occupationally specific dimensions would include emotion-based, culture-based WFC, and absorption or the extent to which a LEO partner is consumed by their work.

Amendola et a. (2021) completed two focus groups (8-10 participants each) of spouses of LEOs in Texas for item development, where some of the perceptions, experiences and concerns were gathered on these topics: (a) aspects of the officer's job that present problems for family life; (b) signs of excessive stress at work, and (c) effect of the officer's stress level on the spouse/partner's social relationships with the officer and others, stress levels and physical and mental health, among others. The authors created a first iteration of a Police-WFC (P-WFC) scale consisting of 50 items. Afterwards, 10 subject matter experts (SMEs), which consisted of experts in policing science/practice, psychometric training, sociology and criminology and other criminal justice topics, categorized and rated task for validity and quality of the items. The SMEs assigned each

item to one of the six categories. The researcher discussed their inability to use a statistical tool to assess for rater agreement; therefore, the categorization task was determined through percent agreement, based on a 60% agreement, which identified 34 items. The SMEs rated the quality of the 34 items using a 5-item scale to confirm content validity and resulted in a mean average of 3.86 with incongruent items for each category.

With Amendola et al.'s (2021) study, three distinctive dimensions of WFC to police officers, absorption, emotional-based WFC, and cultural-based WFC, were added to the literature on WFC specific to police. The authors recommended future research to go beyond the measurements of generic WFC in research but to focus on developing occupationally specific WFC tools. Additionally, they intend to complete phases 2 and 3 of the instrument development and for later development of P-WFC from the perspective of the police officer. The authors identified the limitation of using focused groups in one jurisdiction which may interfere with different organizations' cultures and structures that could impact dimensions of WFC.

A critique of Amendola et al.'s (2021) research is how the focus group pulled LEO spouses from Austin, Texas, instead of pulling LEO spouses from multiple agencies in Texas. While eight to 10 participants are appropriate for a focus group, a diverse focus group would have been more appropriate to maximize cultural awareness and increase generalizability of the item development. Instead, the authors recommended future research to include additional focus group which compromises the final scales content validity. Additionally, the authors did not discuss their plans on how or when they will

continue to the development of their scale, leaving into question the appropriateness of using other WFC in current police research.

Rooted in the SCM, Presti et al. (2020) theorized that job demands cross into the home domain resulting in higher WFC, negatively associated with work-family balance. They identified that demands between roles can diminish an individual's ability to accomplish responsibilities and expectations of each role. The author highlighted the importance of organizational support for employees to meet the demands from both work and family and hypothesized that (a) WFC would be negatively with work-family balance, (b) work-to-family enrichments would be positively associated with work-family balance, (c)work-family organizational support would be negatively associated with WFC and positively associated with work-to family enrichments, and work-family balance, (d) work-family balance and the focal person's family-life satisfaction would be positively associated, and (e) work-family balance and partner's family-life satisfaction were positively associated. Presti et al. also theorized that (a) WFC, and work-to-family enrichment would mediate WFOS and work-family balance, (b) work-family balance would mediate WFOS, the focal person's family-life satisfaction, and partner's family-life satisfaction. A total of 390 heterosexual dual-income couples completed measures on WFC (Lo Presti et al., 2017; as cited by Presti et al., 2020), work-to-family enrichment (Ghislieri et al., 2011; as cited by Presti et al., 2020), work-family balance (Carlson et al., 2009; as cited by Presti et al., 2020), and family-life satisfaction (Kobau et al., 2010; as cited by Presti et al., 2020).

Descriptive statistics and correlations were used to determine associations between variables and the item parceling technique was used to create parcels of items belonging to each construct. Additionally, chi square difference test was used to assess differences between models. The findings supported the spillover crossover model evidenced by a positive association between work-family balance and family-life satisfaction ($p < .001$). Work-family balance was found to negatively predict WFC ($p < .001$) and positively predict work-to-family enrichment ($p < .001$). The authors found that work-family organizational support positively predicted work-to-family enrichment ($p < .001$) and mediated work-family balance ($p < .001$).

According to Presti et al. (2020), conflict between work and family demands may hinder an individual's ability to fulfill socially negotiated role-related responsibilities and expectations. Yet enrichment may enhance the quality of life in one role, while improving the quality of life in the other; therefore, the findings supported the importance of promoting work-to-family enrichment in preventing and addressing WFC. Support from organizations, administrators, and supervisors, for example, can enhance the quality of the work experience, fostering better work-family relationships. Furthermore, the authors discuss their findings that support the SCM, which indicate that the improvement of interpersonal exchange, as shown by the focal-person's ability to meet role-related expectations, may transfer to their partner. Their findings provided supportive research for organizations to provide family-supportive trainings, strategies, policies, and interventions for supervisors and employees to promote work-family balance.

A strength of Presti et al.'s (2020) research design was the use of both family partners to allow for both perspectives on work and family domains. The cross-sectional design was a limitation to the design, by not allowing for inferences of causal effect relationships. The authors identified their use of self-report data as a limitation and recommended future research incorporate objective data from supervisors or colleagues to cross-evaluate responses from partners. The use of heterosexual couples decreased the generalizability of the researcher's findings to same-sex couples. For future research, the authors recommended investigating stress and emotional well-being experienced by another individual in the family domain.

A critique of Presti et al.'s (2020) study is the authors' use of Italian couples and their lack of identifying the cultural components of Italian culture in their limitations to generalizability. Additionally, the measure used were not all an Italian version of another measure, including the work-family balance (Carlson et al., 2009; as cited by Presti et al., 2020) and family-life satisfaction (Kobau et al., 2010; as cited by Presti et al., 2020). The use of an Italian version is recommended to ensure the content validity of the measure to the participants. While the study focused on WFC, SCM, and work-family satisfaction and balance, the analysis was one-directional, from focal-person to partner. An accurate representation of WFC and SCM would be to assess multidirectional from work to family and partner to partner, vice versa. Presti et al. used dual-earning couples, which would have been beneficial to see the impact of work from both partners onto the other; however, the analysis was limited to one partner of the couple. Future research should

assess both partners with all measures. Furthermore, future research that investigates WFC and SCM should include work performance to assess objective impact of WFC on the work-domain.

Neto et al. (2021) discussed the bidirectional influence of WFC. Multiple factors can create conflict within a family as it relates to work, or vice versa, including conflict based on time, role pressures, and behavior (Neto et al., 2021). Rooted in the role theory, family systems, and WFC, the authors completed a quantitative study using the Olson et al.'s (2004) FACES IV and Carlson et al.'s (2000) WFC scale on a total of 658 Portuguese nurses. The authors hypothesized that WFC and family satisfaction would have a negative relationship. They hypothesized that WFC could be a mediating factor in family functioning (cohesion and flexibility) and family satisfaction.

Neto et al. (2021) conducted a confirmatory factor analysis, comparative fit index, incremental fit index, root mean square error of approximation, and standardized root mean square residual to analyze the data to ensure the representation of the appropriate constructs and assess the model fit. Additionally, they used an ordinary least squares regression (for continuous outcomes) to assess mediation models and bootstrap confidence intervals for conditional and unconditional indirect effects. As a result of their study, Neto et al. concluded that the mediating role of WFC could differ depending on the characteristics of family functioning. Family flexibility and satisfaction were found to be mediated by WFC ($p < .01$). The researchers also found that WFC (and FWC) was negatively related to family satisfaction ($p < .001$). Additionally, there is a positive direct

relationship between family cohesion and family satisfaction ($p < .001$) and a positive direct relationship between family flexibility and family satisfaction ($p < .01$).

A critique of Neto et al.'s (2021) study was the authors lack of providing supportive literature to address a gap in WFC research that was specific to nurses. Without literature supporting the need to investigate WFC or family characteristics in nurses, the alignment of the study, regarding the measurement tools and theories used, and the generalizability of the findings are called into question. Neto et al. appropriately used measured that were adapted, with good reliability, to the Portuguese population, which is appropriate for the alignment of the study. For this study, the selected population will be justified through literature.

Neto et al. (2021) discussed the alignment of their findings of a negative and significant relationship between WFC and (FWC) and family satisfaction to the role theory which assumed that conflict and dissatisfaction occurred when individuals cannot fulfill their roles (work and family) and the bidirectionality of WFC. They explained the positive relationship between family cohesion, flexibility, and satisfaction related to FWC and WFC due to the less interference from the family in work activities. Neto et al. discussed the strengths of their study by the implications of their research findings to provide awareness for human resource management to acknowledge flexibility and boundaries in their workers, and for clinical family therapists to assist in strengthening family cohesion and flexibility to adapt to the demands of the work and family domains.

Agrawal and Mahajan (2022) discussed the demanding characteristics of policing, including exposure to hazardous situations, unconventional schedules and shifts, and long bureaucratic procedures, related to enhanced WFC. They investigated the effect of family cohesion on FWC, family-to-work enrichment (FWE, and psychological health of police officers in India, rooted in the conservation of resources. They discussed the bidirectionality of work and family influence and the lack of research examining the family to work direction of influence. They hypothesized that family cohesion would be negatively related to FWC and positively related to FWE and psychological health, psychological health would be negatively associated with FWC and positively associated with FWE, and FWC and FWE would mediate family cohesion and psychological health. Data was collected from 356 Rajasthan police officers via surveys. The measurements used were not documented; however, the researchers confirmed the validity and reliability of the measures used (Cronbach's alpha>0.7).

Agrawal and Mahajan (2022) conducted descriptive statistics, zero-order correlation, common method bias (CMB) Harman's single-factor test, SEM, including covariance-based (CB-SEM) and variance-based Partial Least Square Structural Equation Modeling (PLS-SEM), and bootstrapping procedures on the data collected. They found that family cohesion was associated with FWC($p < .001$) and FWE ($p < .001$). FWE and psychological health were associated ($p < .001$). FWE medicated the relationship between family cohesion and psychological health ($p < .001$).

A critique of Agrawal and Mahajan (2022) is their lack of recorded measurements used. Without providing the measurements used, it is unknown the appropriateness of the tools used, based on alignment. Additionally, readers cannot reference the measures used for their own research purposes. A strength in their study were their clear and concise tables to demonstrate their findings, which is helpful for reader's understanding of the results.

Agrawal and Mahajan (2022) interpreted their findings as family discord contributing to police stress; therefore, family cohesion reduced interreferences of FWC due to reduced stress and access to viral resources. Additionally, family was viewed as a resource supportive of mental health. The findings provide support for police organizations to implement family involvement in the work environment, such as family events, family skills training, family therapy services, and time off for time with the family. A strength, identified by Agrawal and Mahajan, was their measurement of bias from self-report in their data analysis through CMB, which indicated no concern from the results. The limitations of their study included their cross-sectional design limiting the identification of causal relationships between variables, lack of diversity in sampling, and concerns for generalizability outside of the Rajasthan state. Therefore, future research should include diverse sampling.

Further review of the literature on WFC will be explored later in this chapter. Overall, these studies (Agrawal & Mahajan, 2022; Amendola et al., 2021; Neto et al., 2021; Presti et al., 2020) contribute to the understanding of work-family dynamics, the

influence of work-related factors on family life, and the importance of family support in managing work-related stress and well-being. Amendola et al. (2021) found that WFC specific to police were time-based, strain-based, behavior-based, emotion-based, culture-based, and absorption. Presti et al. (2020) supported the SCM and the relationships between WFC, work-to-family enrichment, work-family organizational support (WFOS), work-family balance, and family-life satisfaction. Neto et al. (2021) found that WFC negatively impacted family satisfaction and that family cohesion and flexibility mediated this relationship. Agrawal and Mahajan (2022) found that family cohesion was negatively associated with FWC and positively associated with FWE and psychological health. This study will work to support WFC as an underpinning to police work and parent-child influences.

Family Systems Theory

Bringing the spillover cross over and WFC together is family system theory. The family systems theory explored the organization, structure, and complexity of relationships within a family unit (Helm, 2023). Helm (2023) identified that families can be broken down into subsystems, by gender or by generation. This study focused on the parent-child subsystem. Family systems theory examines the transference of emotions and behaviors across individuals with a family subsystem (Helm, 2023; Leroux et al., 2021; Morr Loftus & Droser, 2020).

Kerr et al. (2021) recognized that the family system's theory and spillover crossover can co-occur. Together the SCM and family system theory suggested that

emotions and behaviors occurring in one family subsystem (e.g., the couple subsystem) can affect those occurring in another (e.g., the parent-child subsystem; Kerr et al., 2021). Rooted in the family systems theory, the authors examined the associations between parent-child synchrony, interparental relationship satisfaction, and children's emotion regulation from 75 families with diverse backgrounds. The child participant was between 18 and 27 months of age and the parents were observed with the child separately. Each parent-child dyad completed a parent-child task and frustration task from which using coded assessment and scales, parent-child synchrony, interparental relationship satisfaction, and children's emotion regulation were assessed. The researchers theorized that both mother-child and father-child synchrony and couple relationship satisfaction would be positively associated with toddlers' emotion regulation. Additionally, the authors hypothesized that the effect of mother- and father-child synchrony on toddlers' emotion regulation would depend on both mothers' and fathers' relationship satisfaction.

Kerr et al. (2021) used path model analysis to examine dyadic predictor variables onto child outcomes. Additionally, data from mothers and father were analyzed in separate simple linear regression analysis to assume gender differences without the influence of one parent's score onto the other parent score. They found that father-child synchrony significantly predicted children's distress ($p < .001$). Additionally, the results indicated that fathers' relationship satisfaction significantly predicted children's coping ($p < 0.01$). Kerr et al. (2021) found that the emotional climate of the family system influenced children's development of emotion regulation ($p < .001$- $.05$), therefore,

supporting the family systems theory. This was evidenced by the results indicating interactions between mothers' relationship satisfaction and mother- and father-child synchrony significantly predicting toddlers' adaptive coping ($p < .05$). There was a significant relationship when mother-child synchrony and mother relationship satisfaction were at average levels and fathers' relationship satisfaction was higher than average, as father-child synchrony increased, children's distress decreased ($p = .003$).

The parent-child synchrony was equal between mothers and father, which Kerr et al. (2021) interpreted as each parent having equally contingent interaction patterns with their toddlers. Moreover, they explained the differences in toddlers' emotion regulation between fathers and mothers due to the unique contributions fathers make to their children's emotional development, such as encouraging them to take risks and assisting them in dealing with intimidating situations. Findings supporting family systems theory were explained by the authors as toddlers learning adaptive emotion regulation strategies through observing positive parent-parent interactions. Kerr et al. identified a strength to their study was the observational data of both mother-child and father-child interactions, and of children's emotion regulation during a different, researcher-administered task and contributing the parent-child research that highlights the fathers. They identified a limitation to their study was the snowball sampling of fathers were through the mothers, who were married and cohabitating with the child's mother, which minimized the diversity of sample to overlook parents with shared custody or non-residential fathers. An additional limitation was the exploration of only 2 emotional

regulation strategies (distress or frustration) in toddlers compared to the multitude of strategies, which limited the main effects found.

A limitation of Kerr et al. (2021) study was their focus on gender difference in parent-child relationships; however, the gender of the child was not discussed, explored, or recommended for further examination in future research. The authors discussed a father's unique contribution to a child's emotional regulation based on fathers' engagement in more rough-and-tumble play compared to a mother having higher emotionally availability and responsiveness in parent-child interactions. Kerr at al. recognized that emotional regulation and parent-child interactions depend on context, without accounting for child gender, leaving the assumptions that all toddlers react the same across age and gender of the participants. In agreement with the researchers identified limitation, the measure used for toddler emotional regulation minimized the findings for more positive emotional regulation responses such as self-soothing. The sample utilized American families, collecting demographics of race, marital status of parents, and vast annual household incomes and did not account for factors that likely influence parent involvement or relational satisfaction such as parent occupations.

Leroux et al. (2021) analyzed literature on the family system theory, family relationships (spouse and child), WFC, SCM, and public safety personnel (PSP). The authors found limited research on PSPs; however, they identified that family emerged as a relevant sociological unit and theorized that family would play an important role in PSP's mental health. The researchers completed a systematic review of qualitative

evidence to examine the experiences of PSP family members and examine stress, coping, resource mobilization, or resiliency of the family system. It was the objective of Leroux et al. to determine the lifestyle dimensions most associated with a career in public safety, how families respond and adapt to the risks and requirements associated with those occupations, and how families respond to these lifestyle dimensions in the long run.

Leroux et al. (2021) used a meta-aggregation approach to assemble and categorize findings based on similarity of meaning, a typical method for qualitative research. Additionally, the findings were graded using the ConQual approach to score for dependability and credibility (Leroux et al., 2021). The findings were informed by the application of family systems theory and human ecology theory. While the authors recognized that high-risk occupation groups/families (military police) played a large role in advancements to organizational policies and support. Family members also exhibit sophisticated coping strategies and demonstrate system resilience in the face of unique conditions of uncertainty and disruption due to risk, parental separation (parental absence), and mobility as lifestyle stressors.

Leroux et al. (2021) discussed the similarities of PSP families having similar experiences to military families, which was significant due to the purposeful exclusion of military terns in the systemic review. They identified a strength of their study was in providing research on a critical gap in SCM, WFC, and family systems theory literature, from relational context of PSPs. Additionally, the authors provided meaningful findings

that contribute to family-informed occupational initiatives for PSPs and their families. A limitation identified was the use of only publications in the English language.

A critique of Leroux et al.'s (2021) study is the authors lack of distinguishing a publication date limit for their systemic review. They noted that there were no geographical or publication date limitations imposed, which does not allow for the data to reflect newest discoveries, theories, and processes related to the topic. The purpose of Leroux et al.'s study was not to show changes over time in experiences of PSP family members; therefore, limitations of publication dates should have been used. Additionally, geographic considerations should have been included due to the cultural changes in family unit, which was not discussed in the interpretation of the data. A strength of the authors inclusion of all family members of the PSP, including spouse or committed partner, children, sibling, or parent, as it considers the entirety of the family unit as they contribute to the stress, coping, resource, and resilience of the PSP and family unit.

In summary, family systems theory has been implemented across a variety of research studies to examine the organization, structure, and complexity of relationships within a family unit. Kerr et al. (2021) found that parent-child synchrony predicted children's distress, parent relationship satisfaction predicted child coping, indicating the emotional climate of the family system influenced children's emotion regulation. Leroux et al. (2021) found that law enforcement families showed similarities to military families in coping with lifestyle stressors and demonstrating system resilience. This study worked

to support the family systems theory of LEO parent coping influencing their adult offspring's self-regulation.

The SCM, WFC, and Family Systems described above focus on the interconnectedness of support and emotional transference between family members, which are appropriate and in alignment with the focus of this study. This study built upon the existing literature and knowledge using the SCM, WFC, and family systems theory as a basis from which to make predications regarding LEOs and their families, specifically their adult offspring. Regarding the first RQ, Do police officers' occupational stress and parental coping styles impact self-regulation their adult offspring, WFC, the SCM, and family systems theory would predict that LEO occupational stress and their coping style would impact their adult offspring's self-regulation. Is the relationship between police officer coping style and adult offspring's self-regulation mediated by WFC? Additionally, the goal of this study is to add to the understanding of WFC as a mediator during spillover cross and in family systems. Regarding RQ3, Do police officers' occupational stress and coping styles impact officer WFC, SMC and the WFC theory would predict that LEO occupational stress and their coping style would impact their WFC. For RQ4, Do parent and adult offspring ratings of parent WFC differ, WFC, the SCM, and family systems theory would predict that ratings of the LEO parent's WFC would be similar. Lastly, RQ5, Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC, the SCM, WFC, and family

systems theory would predict that police officers' occupational stress and coping styles would impact adult offspring's perspective of their LEO parent's WFC.

Literature Review Related to Key Variables

This chapter section is comprised of three parts. The first section contains a discussion of the contemporary research articles on the four variables specific to this study: occupational stress, coping styles, WFC, and offspring self-regulation. All the literature reviewed in this section utilized a quantitative approach, except Edwards et al. (2021) and Ohu et al. (2019), who used a mixed methods approach, Helfers et al. (2021), who used a qualitative design, and finally Sharp et al. (2022) and Hess and Pollmann-Schult (2020), who used a systematic review approach. The strengths and limitations of the research are discussed in the second section. The final section will present an overview of what is known, unknown, and controversial about the variables.

Occupational Stress

Stress was chosen as an IV in this study due to its relevance in current literature around law enforcement. Stress is characterized by biological, chemical, physiological, and psychological responses (Dunn, 2020; Wassermann et al., 2018). LEOs experience unique organizational and operational stressors and are at an elevated risk to develop mental health problems (Chen & Wu, 2022; Edwards et al., 2021). Chen and Wu (2022) analyzed the literature in police stress, stress response, basic psychological needs, jobs autonomy. The authors founded their research on the job-demands resource model (JD-R) and used a quantitative approach by collecting surveys from 251 valid questionnaires

from police officers to explore the impact of job demands on the police stress response. The authors also examined the moderating effect of job autonomy as a job resource and the meditating effect of basic psychological needs. They hypothesized that job demands would have a positive impact on police stress response, which could be buffered by job autonomy. Furthermore, the authors hypothesized that satisfaction of psychological needs could partially mediate police stress responses. The authors utilized published and widely used such as Karasek's (1998) job demands sub-scale of the job content scale, Guoming Qiu's (1994) occupational stress survey questionnaire, Karasek's (1979) decision autonomy scale, and Deci and Ryan's (2001) basic psychological needs scale. All measured used had high internal reliability (α>.80).

An analysis of the data included the Harman common method deviation test, descriptive statistics, correlation analysis, regression analysis among variables, and analysis of mediating and moderating effects by using SPSS's PROCESS plug-in (Chen & Wu, 2022). Chen and Wu (2022) found that job demands increased the stress response in police officers; however, basic psychological needs play a mediating role between job demands and police stress response (p < .01-.05). Job autonomy had a moderating effect on job demands or stress response (p < .05; Chen & Wu, 2022).

Chen and Wu (2022) suggested based on the findings that police officers utilized physical and mental resources to cope with job demands which may also have brought more stress in alignment with the JD-R model. They described job demands impacted stress responses when employees lack autonomy or job control; therefore, when officers

had job autonomy to promote personal growth and realization, then stress decreased. However, if the police officer has high autonomy but lacks guidance from the superior and the LEO lacks the ability to solve problems, stress increased. In addition, a positive work environment can facilitate the internalization of police officers' external motivation, which resulted in a more positive psychological state and work behavior. Chen and Wu's findings supported police work environments fostering a harmonious culture to optimize job competency and ability. A strength of their study was the use of measures specific to language and the occupation of police work. A limitation to Chen and Wu's study was that basic psychological needs did not accurately reflect police mental health, including mental health disorders.

A limitation to Chen and Wu's (2022) study is the limit of generalizability of the findings to other cultures. The use of Chinese police officers was specific, and a reflection of Chinese culture related to the professional particularity of police officers, with the assumption that Chinese police officers serve their community wholeheartedly and have a higher sense of self than other occupations. In comparison, Chinese police officers to American police officers may not have the same stressors (including societal pressures); therefore, making limiting the generalizability of the results and aligning with an identified limitation to the study which included the authors' inability to determine external factors faced by the officers.

Edwards et al. (2021) discussed various organizational and operational stressors faced by LEOs and coping with stress and strategies (maladaptive or adaptive). Edwards

et al.'s study was rooted in the general strain theory and social support theory, which align with literature that explored stress and social support. They conducted a mixed methods design to explore police officer's stress and coping by recording expressed stress levels, coping mechanisms used, and their perception their needs being met and of department and community help. The authors utilized reliable, valid, and relevant surveys, which included McCreary and Thompson's (2006) Operational PSQ and Organizational PSQ and Carver's (1997) Brief COPE inventory.

Edwards et al. (2021) used descriptive and correlation analyses, one-way ANOVAs for demographics, and linear regression to identify significant coping mechanisms and factors associated with stress levels. For the qualitative portion of the study, Edwards et al. identified themes related to stress management, de-stress, department and community assistance and changes for future assistance. Thematic analysis was completed by the researchers independently. They found no significant difference in levels of stress between operational and organizational stress ($p > .05$). The authors identified the top 10 operational stressors as time-related, health-related, and disproportionately concerned workload and fairness/management style as the top 10 organizational stressors ($p = .05$ or less). Significant to the direction of this study was Edwards et al.'s findings that officers' lack of personal time away from the job interfered with their well-being and officer performance (M=4.27)).

Edwards et al. (2021) interpreted the findings relevant to frameworks of negative police-community relations and depersonalization signifying normlessness and the loss of

positive support from the community and departmental assistance. Therefore, their findings supported future recommendations for police agencies and governing bodies to address work demands, time off, socioemotional, and behavioral coping, build social support, community collaboration, and stress reduction programs. The authors identified limitations to their study included the lack diversity in sampling from police departments in rural areas, excluding departments from larger metroplexes; therefore, the results from these studies cannot be generalized. Edwards et al. identified that the use of regression models lacked critical factors to predict stress. An additional limitation was the low response rate in their study and the lack of control over the self-selection process or if department administrators selected participating officers. They utilized self-report questionnaires which can lead to social desirability bias impacting the results. The authors indicated the lack of causal and reciprocal relationship of occupational stressors on the relationship. Therefore, the authors identified a gap in the research. The authors recommended future research to extend the stressor paradigm.

A critique of Edwards et al. (2021) is their study is the strength in their investigation considering the police officer's perspective of societal pressure, including community attitudes and negative news coverage, which was appropriate to examine stressors beyond job demands and administrative pressures. An additional strength of the study was the use of data from recent collection, June, and October 2018, which would accurately reflect the current cultural climate of police work. In agreement with Edwards et al., the sampling from police departments in a small geographical area (3600 square

miles), limited the cultural perspective of the community as compared to a sample from an urban geographical area.

Additionally, Helfers et al. (2021) identified another factor in operational and organizational stress is public opinion and expectation for police accountability and transparency. The authors recognized the potential fears, concerns, and difficulties experienced by children of police officers, including their parents' safety and community hostility towards law enforcement. They addressed the societal climate of police brutality and community hostility and recognized the gap in research to examine police officer children's perceptions of their parents' occupation. Rooted in WFC from a law enforcement lens, Helfers et al. conducted a qualitative analysis using semi-structured interviews to explore perceptions, beliefs, and attitudes of police officers' children.

The interview questions were pre-tested for validity and the number of interviewed ceased once researchers recognized a saturation of responses (Helfer et al., 2021). Additionally, the transcripts created from the recordings were read through and validated by a policing expert. Axial coding was used to categorize themes. From their findings, Helfers et al. (2021) identified the themes of protective parenting, restricts freedom, great resource, worry, parent getting hurt, child being harassed, unfair treatment, and parents not overly supportive of policing as a profession.

Helfers et al. (2021) interpreted their findings of a theme of protective parenting, restricting freedom, and lack of support for future police profession, due to the hypervigilant nature of police officers which translate in parenting practices that keep

their children safe. Additionally, the dangers associated with police work aligned with the themes of children of police officers related to worry and concerns for their parent getting hurt. The themes of child being harassed, and unfair treatment were interpreted due to stereotypical community perspectives of police officers related to power. Children of police officers recognized their parents as a great resource in learning social competencies due to the police officer's guidance, mentorship, and knowledge about their rights and legal processes. The authors identified a strength in their study was being the first to gain access to children of police officers. The weaknesses of their study included the use of snowball sampling minimizing generalizability of findings and sampling from rural police department; therefore, not collecting data from urban and suburban areas where more high-profile crime occurs.

A critique of Helfers et al.'s (2021) study is that while the authors recognized the connection between children's distress and parental distress and child coping to mediate parental stress; they did not explore literature or theoretical frameworks on transference of emotions and emotional responses between family members, such as family systems theory. An additional strength, not recognized by the authors, was in their methodology, which reduced research bias by capturing experiences, in their own words, from the source, the children of police officers. A critique of their sampling is the personal connection to the participant pool, including asking a male acquaintance, as the identified their gender, who was a police officer to recruit their child. The personal connection to

the parent of the child participant, could have resulted participant bias in the child's responses to please an acquaintance of their parent.

Helfers et al. (2021) and Qureshi et al. (2016) found that stress from perceived mistreatment and lack of support from police administration was associated with WFC. Quershi et al. (2016) analyzed and compared past literature that examined WFC, conservation of resources theory, and the high-risk occupation of police work. Quershi et al. took a unique approach to WFC by exploring how perceptions of organizational workplace variables are associated strain-based conflict among police officers. The authors incorporated a quantitative approach which used a systematic sampling of 827 police officers in India. The authors utilized the WFC survey by Carlson et al. (2000), items were selected from different instruments to measure organizational support, decision-making, distributive justice, procedural justice, and fairness of promotions, with varying reliability (not calculated to Cronbach's alpha of .90).

The results from an ordinary least squares (OLS) regression equation indicated that organizational structure variables, instrumental communication, organizational support, formalization, distributive justice, and procedural justice had negative associations with strain on family (WFC), suggesting police administrator awareness and intervention ($p < .01$- .05). Additionally, marital status and supervisory status had a significant association with greater WFC (p) due to additional responsibilities, such as giving attention to spouse or directing supervisees and working through dysfunctional time-consuming problems compared to non-married participants and lower supervisory

status police officers. Quershi et al. (2016) interpreted their findings that lower levels of organizational structure variables, instrumental communication, organizational support, formalization, distributive justice, and procedural justice increased WFC, as organizational support, such as clear communication with and from supervisors and administration and discussion without retaliation, as helpful in minimizing stressors from work that contribute to WFC.

A critique of Quershi et al.'s (2016) study was their use of measurement instruments that the reliability of the items used were not available, creating a concern for the validity of the findings. Additionally, the measurements used were translated from English into Hindi, to adapt to the participants' native language, without consideration for cultural imbalances in the measurements that could impact the results. A strength in the study was the authors accounting for translation concerns by having two translators to identify and address any translation problems. In addition, they had an excellent response rate of 83%, increasing the confidence that the findings are representative of most police officers in the Sonipat and Rohtak districts of Haryana State of India.

Qureshi et al. (2016) identified the strength of their study was their contribution to WFC research and findings that provided support for administrative support to police officers. They explained that without research, most police administrators might not even recognize the problem, and interventions would be haphazard. A limitation of the study was in the situational and contextual of the specific sampling. They recommended future research examine association with the organizational structure variables with other

outcomes, such as job burnout, absenteeism, turnover intent, and organizational citizenship and social support.

In summary, research on occupational stress indicated unique stressors to law enforcement. Prolonged stress in a job role may lead to burnout and suicide ideation and has been associated to police occupational stress (Chen & Wu, 2022; Sharp et al., 2022). Additional research examining police stress will be explored in relation to other variables in this study. For example, LEOs must manage police stressors with coping strategies, introducing the next IV to this study (Acquadro Maran et al., 2015).

Coping Styles

The coping styles of the LEO parent was chosen as another IV due how the current literature highlighted the importance for LEOS and parents to mitigate stress. Edwards et al. (2021) and Salinas and Webb (2018) identified active coping, planning, and acceptance were the most used coping strategies by police officers. Salinas and Webb (2018) analyzed the literature that examined police stress and its biological impact on LEOs and coping mechanisms for managing stress. Salinas and Webb noted this change of utilizing adaptive coping skills differed from previous research that indicated higher use of avoidant coping strategies than positive coping strategies. Salinas and Webb (2018) identified maladaptive coping and exposure to dangerous incidents as critical risk factors for LEOs. They collected surveys from 76 viable participants to assess the stress and anxiety levels and coping mechanisms of crime scene personnel (CSP) in Texas. RQs and hypotheses were not provided by the authors. The authors used the Perceived Stress

Scale (PSS), PSQ, and the Distress Thermometer, The State-Trait Anxiety Inventory (STAI), and the Brief COPE questionnaire.

The data were analyzed using descriptive statistics, ANOVAs between subgroups, and linear regression to determine relationships between perceived stress, age, sex, education, and coping strategies (Salinas & Webb, 2018). The authors found that CSPs reported low levels of stress and anxiety ($p < .01$). The authors examined gender differences between CSPs coping mechanisms and found that female CSPs used adaptive coping mechanisms such as emotional support ($p < .01$), instrumental support ($p < .05$), and positive reframing ($p < .05$) as a coping mechanism significantly more often than males.

A critique of Salinas and Webb's (2018) study is recognizing a strength of the authors' awareness of police culture and gender stereotypes regarding masculine pride, machismo. The cultural awareness as a it relates to the interpretation of the results was appropriate to represent the cultural influences that impact the law enforcement population. An additional strength of the study was the use of reliable and valid measures for the target population.

Salinas and Webb (2018) interpreted the reported low levels of stress due to appropriate precautions and use of adaptive coping in Texas CSPs. The findings indicated that males have slightly higher levels of stress and anxiety over females, who utilize more adaptive coping mechanisms. Additionally, the authors discussed the adaptative coping strategies used by females were emotional based skills, aligning with seeking emotional

support from other females who understand the stressors working in a male-dominated field. Additionally, they discussed the impact of machismo in males in law enforcement as their use of avoidant emotional strategies of coping, increasing their risk for distress and burnout. A limitation to Salinas and Webb's study was the small sample size and their reliance on police department distribution, which could minimize the findings being an accurate representation of the target population. The strength of the study, identified by the authors, was their contribution to the limited research on CSPs related to stress and coping.

Prolonged stress leads to harmful coping behaviors and the developing post-traumatic stress disorder (Acquadro-Maran et al., 2015; Wassermann et al., 2018). Edwards et al. (2021) noted that coping included adaptive (positive) or maladaptive (negative), emotion focused, problem focused, and seeking support styles. Acquadro-Maran et al. (2015) and Edwards et al. (2021) noted adaptive active coping styles are associated with less stress in police officers and maladaptive coping is associated with ineffective stress reduction. Acquadro Maran et al. (2015) explored literature in police occupational stress and coping behaviors as both related to psychological well-being and physical health. Acquadro-Maran et al. (2015) utilized a methodological approach and empirical perspective to identify coping strategies relevant to each stressor: organizational and operational police stress. The authors did not identify a theoretical framework their research from which their research was founded. The authors aimed to measure the level of stress experienced, the coping strategies adopted, and the effects of

gender, sectors, and roles. The authors utilized reliable and valid measuring tools such as PSQ and the Distress Thermometer, the State-Trait Anxiety Inventory, and the Brief COPE questionnaire. Like Salinas and Webb (2018), Acquadro Maran et al. did not provide RQs or hypotheses.

The collected data was analyzed using descriptive measures, chi-square tests for differences between groups, and a multiple linear regression analysis on participant distress and coping strategies. Acquadro Maran et al. (2018) found gender differences in coping strategies used including male police officers adopted maladaptive skills such as self-blame ($p < .001$) and negation ($p < .001$) and the denial of the existence of problems. The authors also found differences in gender related to perceived stress and distress. Females in operational service roles indicated higher levels of distress and females in all indicated higher levels of organizational stress and distress than males ($p < .05$; Acquadro Maran et al., 2015). Female officers utilized active coping and self-distractions more than their male counterparts ($p < .05$; Acquadro Maran et al., 2015). The authors also found that male executives exhibited operational and organizational distress and utilized religion as a coping strategy ($p < .01$).

A critique of Acquadro Maran et al.'s (2015) study was the authors limited interpretation of their findings. They noted that male and female patrol police officers exhibited both organizational and operational distress as compared to previous research (Suresh et al., 2013; as cited in Acquadro Maran et al., 2015) identifying organizational stress as the primary source of distress, without an explanation or theory as the cause of

this change. The authors used measurement tools that were normed for English speaking participants without an explanation if the tools were interpreted or adapted to Italian, as the participants are police officers in northern Italy. Without translation or adaption to fir the language of the participants, the context of the measurement items could have been misinterpreted, skewing the results of the study. Additionally, the cultural influences of Italy were not considered in the interpretation of the findings. For example, one of the findings were that male executives used religion as a coping strategy. The authors could have discussed any religious influences on culture of Italians as an interpretation.

Acquadro Maran et al. (2015) interpreted the results of higher levels of distress in female police officers as being faced with violent situations and exposed to human suffering. They explained that male officers who used maladaptive coping skills was due to the increased exposure on the job (more years of service) resulting in disillusionment, increasing their risk for chronic distress. Male executives experienced higher levels of organization stress due to anxiety from unease in performing their job functions. Limitations to the study were its low response rate of 34% which could have impacted responder bias. The authors did not address the measurement of depressive symptoms and post-traumatic stress disorder (PTSD), which minimized the findings of mental health outcomes. Additionally, the study lacked a comparison group engaged in the same type of work, which would have increased the generalizability of their results (Acquadro-Maran et al., 2015). A strength identified by the researchers was their contribution to

providing research for training and support programs as tools to mitigate stress in law enforcement environments.

Wassermann et al. (2019) analyzed literature in police stress and coping responses. They aimed to identify which coping responses are most used most by police officers and the prevalence of changes in these coping responses over time. The authors incorporated a longitudinal approach collecting data at three points in time from police training to two years into the field. The participant pool began at 1280 police recruits and declined to 120 police officers. They used the Ways of Coping Questionnaire (WCQ) (Folkman & Lazarus, 1988), which identified eight coping scales: confrontive coping, distancing, self-controlling, seeking social support, accepting responsibility, escape avoidance, planful problem-solving, and positive reappraisal. Like Salinas and Webb (2018) and Acquadro Maran et al. (2015), Wassermann et al. (2018) did not identify RQs or hypotheses.

Wasserman et al. (2018) used an exploratory factor analysis to confirm the stability of the instrument used across time. Additionally, the Friedman test was used to determine difference in coping responses over time and the Wilcoxon signed-rank test to determine when significant differences occurred (Wassermann et al., 2018). They found that police officers mostly use adaptive responses such as seeking social support (findings not significant), planful problem-solving ($p < .02$), and positive reappraisal ($p < .05$) to cope with stress. The least coping responses used were escape avoidance (findings not significant), followed by accepting responsibility ($p < .003$) and confrontive coping ($p <$

.01) (Wassermann et al., 2019). Further findings revealed that police officers accepted less responsibility as time progressed ($p < .05$), confronted their problems to a lesser extent ($p < .01$, $p < .003$), and perceived their circumstances as less positive ($p = .027$).

Wasserman et al. (2018) interpreted the use of positive adaptive coping strategies, such as positive reappraisal as LEOs improved ability in problem solving and their perception of maturity in their skills. They explained the controversial findings of avoidance as the least used coping response compared to findings of other studies that identified as a frequently used response for effectively mitigating stress (Bishop et al., 2001; du Preez et al., 2011; Larsson et al., 1988; Moller, 2008; de Wet, 2004; Myendeki, 2008; Violanti, 1993); as cited by Wasserman et al., 2018). The finding of confrontive coping was a least used coping response was interpreted due to LEOs experiencing chronic stress, increasing their risk for burnout and detachment from their work. A strength of the study, identified by Wasserman et al., compared to other reviewed literature is that the study was longitudinal; however, it is important to note the increased rate of turnover for longitudinal studies. A weakness of Wassermann et al.'s study was the retrospective measure used allowing for the alteration from memory recall or social desirability in responses.

A critique of Wassermann et al.'s (2018) study is the administration of the WCQ English version to participant in South Africa and English was the home language of only one participant. The authors explained that the WCQ has been translated to other languages (Dutch, Hebrew, Spanish, French, and German) before; however, none of the

previously translated languages were the home language of the participants. Therefore, the concern of language barriers or cultural influences impacts the interpretation of the reliability of the results. In addition, while the researchers identified coping responses that previous research has found to be helpful in alleviating stress, and changes over time to the use of those responses; they did not investigate if the use of the coping strategies were helpful in alleviating stress for their participants.

Somech et al. (2007) and Edwards et al. (2021) found that social support was an effective coping strategy in reducing negative effects of stress. Somech et al. (2007) examined coping strategies used to decrease WFC in a two-part study. The first part developed a measure for specific bidirectional coping strategies for WFC. The first study included 266 parent participants. The qualitative data analysis included an iterative approach to compare constructs and themes of literature on WFC and coping to the interviews. They found eight categories of coping strategies: good enough at home (76%), super at home (27%), delegation at home (64%), priorities at home (72%) good enough at work (81%), super at work (21%), delegation at work (53%), and priorities at work (72%). The researchers identified coping strategies as emotion focused and problem focused. Using a confirmatory factor analysis, the eight categories were administered in a 22-item coping strategy questionnaire to 266 employed parents to analyze internal structure of subcategories and was found to be a good fit.).

The second part of Somech et al.'s study applied the measure to explore the effectiveness of these coping strategies on decreasing WFC, with anticipated differences

due to sex and gender roles. They hypothesized that sex and gender role ideology would moderate the relationship between coping strategy and the level of WFC. In second study, 679 employed parents completed Frone and Rice's (1987) Work Inference Family (WIF) Conflict scales, Treas and Widmer's (2000) gender role ideology scale, and the 22-item coping strategy scale developed in the first part of the study. Hierarchical regression analyses were used to analyze the data. Furthermore, the researchers found a moderating effect of sex and gender role ideology between coping strategy and WFC ($p <$ .01).

A critique of Somech et al.'s (2007) study was the use of a unique sample. The participants were Israeli, which is considered a collectivistic society. Therefore, findings are limited in generalizability, especially to individualistic societies, such as the United States, where traditional concepts of gender roles differ. A strength of the study was in developing their own coping strategy scale using appropriate phases of development including the use of focus groups, conducting semi-structured interviews, reviewing responses for a category scheme, and a confirmatory factor analysis to support internal structure of the items created.

Somech et al.'s (2007) interpreted the findings as the effectiveness of a coping strategy style is dependent on the congruence between gender role ideology and the extent of use of a certain style of coping. For example, traditional women are likely to prioritize the family demands; therefore, coping strategies that are incongruent to traditional gender roles (delegation at home or good enough at home) increase WFC. The

authors discussed the changes in traditional roles; however, societal judgements of nontraditional roles and values, increasing WFC uncles matched with the appropriate coping strategy based on gender role identity. A strength of the study was in creating a coping strategy scale in the context of WFC, compared to other general coping types (problem-focused vs. emotion focused). Somech et al. identified a weakness as the cross-sectional design not supporting a causal relationship between coping and level of WFC. An additional weakness was the lack of social psychological benefits of work and family on work-life balance recognizing the study was not getting the whole picture.

Occupational stress in law enforcement is recognized as a unique stressor, and coping strategies play a crucial role in managing this stress. Overall, this section reviewed various studies exploring coping strategies, stress, and WFC in LEOs, with a focus on their potential impact on the officers and their families. This study seeks to build upon this existing literature and shed light on how coping styles may influence the self-regulation of adult offspring of LEOs.

WFC

WFC was prevalent in current literature on work-life balance such as Hall et al.'s (2010) exploration of the crossover and spillover of job demands impacting emotional exhaustion and WFC in law enforcement. They analyzed literature that discussed the physiological and psychological impact of stress from police work. Their quantitative longitudinal study investigated the relationship between the job demands-resource model of burnout, WFC, and emotional exhaustion. They hypothesized that (a) job demands at

Time 1, emotional exhaustion at Time 1 and 2, and WFC at Time 2 would be positively associated and mediated by WFC at Times 1 and 2, and (b) job demands at Time 1 and WFC at Time 2 would be positively associated mediated by WFC and emotional exhaustion at Times 1 and 2. Self-report questionnaires were completed by 257 LEOs. There was a lapse of 12 months between Time 1 and Time 2. WFC was measured by a four-item scale (Holahan & Gilbert, 1979; as cited by Hall et al., 2010) at Time 1 and Carlson et al. (2000) replaced the WFC measure at work Time 2. The Demand-Induced Strain Questionnaire (DISQ1.0; de Jonge et al., 2004; as cited by Hall et al., 2010) was used to measure job demands, and the Maslach Burnout Inventory (Schaufeli et al., 1996; as cited by Hall et al., 2010) to measure emotional exhaustion.

Hall et al. (2010) conducted the goodness of fit index (GFI), adjusted goodness of fit index (AGFI), comparative fit index (CFI), the root means square error of approximation (RMSEA), and the Akaike information criterion (AIC) to analyze the data. They found that WFC at Time 2 mediated the relationship between job demands (Time 1) and emotional exhaustion (Time 2) ($p < .001$). Emotional exhaustion (Time 2) mediated the relationship between job demands (Time 1) and WFC (Time 2) ($p < .001$). Additionally, they found a positive pathway and reciprocal cross lagged paths between WFC (Time 1) and emotional exhaustion (Time 2) ($p < .001$) and emotional exhaustion (Time 1) and WFC (Time 2) ($p < .001$).

A critique of Hall et al.'s (2010) study was the strength in their longitudinal design and use of comprehensive measures, increasing the likelihood of casual

relationships between variables. The researchers collected data on the rank of the police officers and other demographic information, which gender and rank did not impact the relationship between variables. However, there was a low response rate with over and under-representation from different ranks. Therefore, future research may benefit from investigating the rank of the police officer on the relationship between variables.

Hall et al. (2010) identified that a limitation of the study was the potential of self-report questionnaires leading to social desirability bias, impacting the results. An additional limitation was the changing of measures between Time 1 and Time 2 for WFC, which reduced the stability of the study and could have falsely indicated a stronger relationship with WFC. They interpreted their findings as support for WFC as a mediator between job demands and other strain-related factors based on a complementary theory showing reciprocal directions and cross-links between seemingly contradictory pathways. Therefore, increased job demands for police, spillover to WFC and home life, inhibiting recovery, and influencing emotional exhaustion, which can stem marital discord and divorce (Howard et al., 2004; as cited by Hall et al., 2010).

Xie et al. (2018) identified a gap in work-life research to explore the "how" and "why" of proactive personality and its impact on marital satisfaction. They utilized the SCM to focus on job demands and work-family facilitation between 241 dual-earner couples. They hypothesized that proactive participants were likely to achieve higher marital satisfaction due to increased support, skills, pay, and flexibility; therefore, these participants would most likely achieve balanced work-family facilitation. The

participants completed questionnaires individually and coded each couple. The measures used were a 6-item proactive personality scale (Parker, 1998; as cited by Xie et al., 2018), Carlson et al.'s (2000) WFC scale, 4-tem scale of work-family facilitation (Wayne et al., 2004; as cited by Xie et al., 2018), and the ENRICH Martial Satisfaction Scale (Flowers & Olson, 1993; as cited by Xie et al., 2018). All measures used ranged in reliability (α=0.75-0.88).

Xie et al. (2018) conducted a SEM analysis to evaluate the hypotheses models, a chi-square difference test to determine the best-fitting model, and bootstrapping procedure to measure direct and indirect effects. They found that personality traits were significant predictors of marriage satisfaction, such that a positive association between proactive personality and their own and wives' marital satisfaction for men ($p < .001$ and $p < .05$) and a negative association for women ($p < .05$ and $p < .05$). For men, proactive personality was negatively associated to WFC ($p < .01$) and WFC was negatively associated with martial satisfaction ($p < .001$). For women, WFC was negatively associated with martial satisfaction ($p < .001$), and proactive personality was negatively associated with WFC ($p < .05$). Additionally, both males' and females' martial satisfaction positively predicted their partners' marital satisfaction ($p < .001$, $p < .001$), which supported the SCM.

A critique of Xie et al. (2018) is the lack of literature supporting the sampling of Chinese dual earners. The authors recognized the influence of Chinese culture on their findings; however, the literature supportive of their RQs and design does not discuss

culture or a gap in the research identifying Chinese dual earners. A strength in the researcher's design was in their partial recognition of Chinese cultural influence on the measurement tools such as their decision to exclude the item about religious belief in the ENRICH Martial Satisfaction Scale (Fowers & Olson, 1993; as cited by Xie et al., 2018), due to previous research (Ma et al., 2016; as cited by Xie et al., 2018) indicating the item was unsuitable for Chinese context.

Xie et al. (2018) considered the results a reflection of the cultural impacts of negative marital satisfaction for women in Chinese culture, particularly the gender expectations and gender division of labor. Therefore, women with proactive personality may be successful in the work domain may not feel psychological rewarded due to the internalize expectations of their gender to be dedicated the family role. In this situation, men will experience the added distribution of family role onto themselves causing more WFC and negatively impact martial satisfaction. The authors identified the strength of their study was being the first to contribute to research investigating proactive personality and marital satisfaction, revealing gender differences in the effects of personality on martial satisfaction. A limitation of the study included the cross-sectional design lacking the ability to suggest causal direction of the variable's relationships. Additionally, the authors recognized the limitation of the influence Chinese culture on the findings, inhibiting the generalizability to Western culture societies. They recommended future research to investigate American LEO's family dynamic.

Duxbury et al. (2021) analyzed work-life theory and police literature. Rooted in WFC and the conservation of resource theory, they examined the relationship between role demands and work-life conflict, work-life conflict, and stress, and whether family supportive organizational perception (FSOP) moderated the relationship between work-family demands and work-life conflict within law enforcement. The authors also examined gender differences. They hypothesized that (a) work-role overload and work-interferes-with-family (WIF) were positively related, (b) WIFC and perceived stress were positively related, (c) family-role overload and family-interferes-with-work (FIW) were positively related, and (d) FIW and perceived stress were positively related. Additionally, the researchers anticipated gender differences in the relationships between work-role overload and WIF and WIF and perceived stress. The participants (n=880) completed scaled questionnaires such as Caplan et al.'s (1980) work-role overload and family-role overload, Gutek et al.'s (1991) WIF and FIW, Cohen et al.'s (1983) perceived stress, and Allen's (2001) family supportive organizational perceptions.

Duxbury et al. (2021) conducted a Partial Least Squares (PLS) structural equation modelling (SEM) and an ordinary least squares (OLS) regression to analyze the data. Additionally, they evaluated the measurements used for measurement model, individual item reliability, internal consistency, convergent validity, and discriminant validity, which were confirmed. The authors revealed police officers, both genders, reported high levels of WFC (males $p < .001$), females $p < .001$), moderate to high levels of family-role overload (males ($p < .001$), females $p < .001$), and FSOP moderated the relationships

between demands at work and at home and WFC for male police officers ($p < .01$). FSOP negatively moderated the relationship between family demands and WFC for female police officers ($p < .05$) and positively moderated the relationship for male police officers ($p < .05$).

Reflecting on the findings of differences in hours worked and childcare, Duxbury et al. (2021) interpreted these results due to the increased evidence of male parental involvement in childcare. Additionally, they discussed the phenomena "nurturing fathers" increasing reports of WFC by males as greater than or equal to females. However, for the findings of female police officer, such as higher family role overload, more hours in childcare, and FWC, were interpreted by the researchers as influenced by gender-role expectations, though they indicated that female police officers cope with WFC by prioritizing work over family while a work. Additionally, the authors discussed that when female officers were supported by FSOP, coping with unexpected family demands was easier. Duxbury et al. discussed the culture of police organizations placing police work first, which is how both genders can cope with work demands. For female police officers, these findings reflect changing gender-conformity behaviors for women. Male police officers were found to seek out less help from FSOP due to the perspective of FSOP violating the "work devotion" scheme of police officers.

A critique of Duxbury et al. (2021) was their inferences of gender perceptions by participants. They do not use measures that examine gender role expectations or perceptions, as Somech et al. (2007) used Treas and Widmer's (2000) gender role

ideology scale. While the authors discussed the appropriate literature around gender issues in policing and gender roles in caretaking, the interpretation was based on how the findings of perceived stress by each gender aligned with expected gender norms from literature. While this inference is sufficient for the research study conducted by Duxbury et al., if tools such as a gender-ideology scale, would have provided self-reported insight into gender roles and expectations by each gender participant, enhancing the support for changing gender-conformity behaviors or society's perspective gender expectations.

A strength of their study, identified by Duxbury et al. (2021), was their contribution to changes in gender roles for both men and women in a male dominated workplace and traditional female dominated caregiving role of families, which provides data in support of police organizations to be aware and make policies to adapt to new extrarenal motivators for their employees. A limitation identified by the authors was their investigation of FSOP in Canadian police officers when police services were a minimally (two services) apparent in 2019 Canada's top 100 Family-Friendly employers, suggesting the effectiveness of FSOPs was not significant at the time of data collection, impacting results. An additional limitation to the study the use of surveys that were not designed to test police officers. The authors recommended future research examine the spousal; however, they did not indicate what information should be examined from the spouse of law enforcement.

Islam et al. (2020) discussed how constant commitment to policing is associated to stress that impacts the individual and their family. The authors reviewed the mixed

literature around any association between WFC and job dissatisfaction. Rooted in the source attribution theory, Islam et al. examined the mechanism between WFC and job dissatisfaction meditating the threat to the family role. Additionally, the researchers explored the moderating role of role segmentation enhancement between WFC and job dissatisfaction. Islam et al. hypothesized that (a) threat to family role would mediate WFC and job dissatisfaction, (b) role segment enhancement would moderate the positive association between WFC and job dissatisfaction, and (c) role segment enhancement would weaken the relationship between WFC and job dissatisfaction, with gender differences. The authors collected data from 490 Pakistani police officers of which half were female and half were male, to address gender bias observed in previous literature. The measures used were Netemeyer et al.'s (1996) 5-item WFC scale, Glaser, and Hecht's (2013) 4-item scale on threat to the family role, Agho et al.'s (1992) 6-item scale on job satisfaction, and Powell and Greenhaus' (2010) 4-item scale on role segmentation enhancement.

Islam et al. (2020) conducted a Harmen's single factor test for common method bias, SEM including confirmatory factor analysis for adapting scales from previous studies and a mediation analysis for check for mediation relationships between variables, and hierarchical regression analysis for assessing a moderating relationship between variables. The findings indicated that threat to the family role is a mediator for WFC and job dissatisfaction ($p < .001$, $p < .001$). The results found a significant impact of WFC and job dissatisfaction ($p < .01$). Additionally, role segment enhancement was found to

have a moderating effect on WFC positively ($p < .01$) and job dissatisfaction negatively ($p < .01$). Male police officers were significantly impacted by the interaction of WFC and role segment enhancement ($p < .01$).

Islam et al. (2020) interpreted the findings of the mediating role of threat to family role as support for the source attribution theory, which stated that disruption of work or family domains causes appraisal of source of disruption negatively, consequently leading to job dissatisfaction. They suggested further interpretation of findings and discussed the boundary management tactic, which was investigated by assessing the role segment enhancement between WFC and job dissatisfaction between genders. RSE for male officers was found to weaken the positive association between WFC and job dissatisfaction compared to female police officers. This was interpreted as male officers are more likely to set boundaries between work and family than female officers. An additional interpretation of that finding is the cultural traits of Pakistan and the constrains of female workers to their family roles. A strength Islam et al. (2020) identified was their contribution to literature supporting policy makers and management to adjust and be consciousness of imbalances of their employees work and family roles as conflict contributes to job dissatisfaction. A limitation of their study was the use of single source data, which may lead to method bias. An additional limitation was the authors' focus on negative outcomes and recommended future research to examine positive outcomes from WFC.

A critique of Islam et al. (2020) is the lack of supportive literature for their sampling of Pakistani police officers. They discuss the cultural implications on the research findings; however, they do not discuss the cultural influences in their literature review. Additionally, the authors provide the support for their sampling of Pakistani police officers as having police officers from Punjab Province of Pakistan experience great stress from workload, without discussing occupational stress as a contributing factor to WFC, threat to the family roles, or job dissatisfaction. This study will investigate the role occupational stress on WFC, including the impact on the family.

Griffin and Sun (2018) analyzed literature around police occupational stress, burnout, and WFC. They identified the growing research exploring the link between police stress and WFC and presented police officers as a unique population to WFC. In their study, they explored demographic characteristics and assignments on police officer's WFC, resiliency, stress, and burnout and examined WFC and resilience as mediating factors to stress and burnout. The authors did not provide hypotheses. Their quantitative study distributed surveys to 138 Mid-Atlantic officers. The authors identified two DVs (stress and burnout), two mediating variables (WFC and resiliency), and six IVs. They developed and tested for validity their own survey instrument comprised of 53 items gathering information on police officers' perceptions of stress, their resiliency, the work environment, WFC, burnout, and demographics. Additionally, they used the Perceived Stress Scale (PSS) (Cohen et al., 1983; as cited by Griffin & Sun, 2018), Maslach Burnout Inventory-Human Services Survey (Maslach et al., 1996; as cited by Griffin &

Sun, 2018), WFC scale (Netemeyer et al., 1996; as cited by Griffin & Sun, 2018), and the Dispositional Resiliency Scale (Bartone, 2007; as cited by Griffin & Sun, 2018).

A series of regression models were used for data analysis. Griffin and Sun (2018) found that minority police officers have lower rates of WFC and burnout ($p < .01$). Higher educated officers' lower rates of WFC and stress ($p < .05$, $p < .05$). WFC had a positive association with stress and burnout ($p < .001$, $p < .001$). Resilience had a negative association with stress and burnout ($p < .001$, $p < .001$).

A critique of Griffin and Sun's (2018) study is their lack of interpretation to the findings. While their results indicated a relationship between minority and higher educated police officers have lower rates of WFC and burnout or resilience; the authors did not provide an explanation to these findings beyond expressing their interest in the findings. The author's interpretation is imperative to the readers, as it provides an explanation for the findings and informs future research. An additional critique is the authors discussed the development a survey instrument that was used on to gather information on police officers' perceptions of stress, their resiliency, the work environment, WFC, burnout, and demographics, which was pretested for validity; however, the authors do not specify on the survey content. It is unclear if the survey items used (PSS, WFC scale, and more) if this is the pretested developed instrument the authors are referring to earlier in their study. If so, a strength of their study includes their practice of verifying the validity of these scales on the target population before final data collection.

Griffin and Sun (2018) interpreted their findings on stress and burnout as stress being related to an increase in problematic behaviors, leading to burnout. They interpreted the findings on resilience as the positive impact social support for police officers has on bolstering resilience, which mitigates stress and burnout. A strength, identified by the authors, of the study was their contribution for policy makers to implement programs such as enhancing supervisory support, spousal support, and constructive coping to alleviate WFC. The authors recommended future research to investigate the psychological state of officers. Additionally, Griffin and Sun recommended future research to assess police occupational hazards to WFC and resiliency. They recommended future research to investigate the connection of police officer's coping mechanisms related to occupational stress and WFC, which aligns with this study.

Morr Loftus and Droser (2020) analyzed literature on the family systems theory, WFC, and parent-child relationships. They identified the child's perceptions of their parent was a gap in WFC research. Rooted in the family systems theory, they conducted a quantitative study to examine the relationship between parent and adult offspring perceptions of parental work–family conflict and work and family satisfaction. Hypotheses were not provided. The participants included 112 parent-adult child dyads and participants were asked to base their responses on their experiences when the parent and adult offspring lived together, if the adult offspring was not currently living with that parent. The researchers used Carlson et al.'s (2000) six-dimensional WFC scale, Staines

and Pleck's (1983) family satisfaction scale, and Hackman and Oldham's (1974) 5-item general work satisfaction scale.

Four actor-partner interdependence models (APIMs), t-tests, and multilevel modeling (MLM) were used for data analysis. Compared to the parents, children reported that parents were less satisfied with family and work and brought home more strain from work ($p < .001$). A critique of Morr Loftus and Droser (2020) is the strength in their research design of using parent-adult child dyads, which provided the perspective from two members of the family, which is in alignment with the family systems theory. The research design using parent-adult child dyads, referencing previous upbringing experiences of parent WFC, WFC measure used, and using unique codes for survey matching of the dyads were utilized in this study. An additional strength was in validity of the measures used.

Morr Loftus and Droser (2020) identified a strength in contributing literature supporting workplaces offering skills training for their employees to increase family facilitation and work satisfaction. They identified a limitation to their study was the sample primarily consisting of white participants and recommended future research to ensure diversity in their sample population. Additionally, they recognized the retrospective nature of the participant responses if the adult offspring and parent were not living together, which could impact responses. The findings supported that parent- adult child dyads perceived parents' experiences with work impacted the entire family in multiple ways ($p < .001$- .05). The authors interpreted the findings as both the parent and

the adult offspring perceptions of the two family members affected one another, as an alignment with the family systems theory. The parent-child dyads perceptions of each other affected each other. Morr Loftus and Droser (2020) discussed the potential for the equality to increased severity of the child's negative appraisal of their parent's work, includes the child's inaccurately attributed negative thoughts to the parent, negativity bias, or parents voicing more negative perceptions of work. An additional discussion of the inclusion of the child in discussion of work and family by the parent to strength the family system.

Moreira et al. (2019) analyzed and compared literature on WFC and parenting and noted that WFC is significant determinant of parenting behaviors. They conducted a quantitative study that examined parents' WFC, emotional distress, and mindful parenting varying by work characteristics (type of employment, work schedule, and works per week worked). Additionally, they also appraised whether parental emotional distress mediated the association between WFC and mindful parenting dimensions. They hypothesized that (a) women would have lower levels of WFC, anxiety/depression symptoms and parenting stress, and higher levels of mindful parenting than to men or parents who worked less hours; (b) higher levels of WFC would be associated with lower levels of mindful parenting; and (c) parents' anxiety and depression symptoms and parenting stress would mediate WFC and mindful parenting. The sample included 335 parents of at least one child aged 1-19, which consisted primarily of mothers. The participants completed the WFC subscale of the WFC Scale (Haslam et al., 2015;

Moreira et al., 2018a), the Hospital Anxiety and Depression Scale (HADS; Zigmond and Snaith, 1983; Pais-Ribeiro et al., 2007), the Parental Stress Scale (PSS; Berry and Jones, 1995; Mixão et al., 2010), and the he Interpersonal Mindfulness in Parenting Scale (IM-P; Duncan, 2007; Moreira and Canavarro, 2017). All surveys were the Portuguese version.

Descriptive statistics, ANOVAs, chi-square tests, ANCOVAs, MANCOVAs, post-hoc, Pearson correlations, bootstrapping techniques were conducted on the data collected. Moreira et al. (2019) found that WFC was associated with higher parental stress levels ($p < .001$), decreased mental health ($p < .01$), and less mindful parenting ($p < .01$). They identified anxiety as a mediator between WFC and listening with full attention ($p = .038$), self-regulating in parenting ($p = .03$), and non-judgmental acceptance of parental functioning ($p < .001$). The researchers also noted there were no gender differences.

A strength of Moreira et al.'s (2019) study is in the measures used, which all had strong reliability (Cronbach's alpha greater than or equal to 0.70) and using language appropriate tools (Portuguese versions). Additionally, the authors appropriately used tools to measure anxiety and depression symptoms, which aligns with their research goal to investigate parental psychopathology symptoms rather than assuming Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5) full diagnoses related to anxiety and depression. An additional critique is the vast age range of the child (1-19 years old), which was not considered or reported for recorded differences in responses

based on child age. Child age and number of children in the home likely impact the parent-child relationship and should be considered for future research.

No gender differences were found, which Moreira et al. (2019) explained was due to the recruitment of fathers from online, which was assumed that the fathers were more involved in childcare and more invested in parenting-related issues. While no gender differences were found it is critical to note, for future research, the sample consisted of primarily females (86.3%); therefore, to increase generalizability in future research, it is recommended that sampling strive for split of males and females to appropriately test for gender differences, especially considering when considering gender roles. They discussed the disruption, caused by shift work, to family routines leading to parents experiencing a lessened sense of control over their lives, indicating the increased WFC. To meet the demands of their jobs, parents may feel that they fail as parents due to feeling as if the demands of parenting exceed their resources, which may undermine their psychological well-being (Moreira et al., 2019). They interpreted the findings of anxiety as a mediator to WFC and mindful parenting practices such as listening with full attention as anxious parents being more withdrawn during parent-child interactions, instead, focusing on their themselves, ruminating on their perceived inadequacy, which had a negative effect on parent–child interactions and relationship outcomes. Therefore, Moreira et al. interpreted that parents who managed their work and family roles are also more mindful and balanced in their parenting and had positive mental health outcomes. They identified a strength in their study was the support for working conditions that promoted mindful

parenting, which fostered positive parent-child relationships, promote better psychosocial adjustment in children.

Ohu et al. (2019) explored stress-self-regulatory resources crossover framework, specifically on WFC on child health. The authors recognized that research existed on WFC on family health and well-being but lacked the child perspective. The researcher hypothesized that (a) WFC and parental self-regulatory resources were negatively associated, (b) parental self-regulatory resources and child health were positively related, and (c) parental self-regulatory resources would mediate the negative relationship between work–family conflict and child health. The authors completed a two-part mixed methods study. First, Ohu et al. collected data from 289 parent-child pairs through structured interviews, due to literacy concerns, to answer survey questions. The parental portion of the first part of Ohu et al.'s study included parental WFC measured with 4 items developed by Wayne et al. (2004) and self-regulatory resources were assessed using 5 items intended to assess self-control (Christian & Ellis, 2011). For the child portion of part 1, the child spoke on their general health (DeSalvo et al., 2006). The second part of the study quantitatively tested for moderators (i.e., job autonomy and demands), which included the use of parent-rated job autonomy (Ng et al., 2008) and parent-rated job demands (Karasek, 1979).

Ohu et al. (2019) conducted a linear regression analysis with bootstrapping techniques and one-tailed test of significance. For study two, 76 new parent-child dyads were completed the same scales used in study one (job autonomy, job demands, and child

health). The authors retested hypotheses from study one with the new sample. They used moderation tests, bootstrapping techniques, and multiple linear regressions to analyze the data. From both study one and two, they found that parental WFC was negatively related to self-regulatory resources ($p < .01$). Parental self-regulatory resources partially mediated WFC and child health ($p < .05$). They found an interaction between self-regulatory resources and job autonomy which increased child health ($p = .05$). Job demands moderated the relationship between parental self-regulatory resources and child health ($p < .01$).

A critique of Ohu et al.'s (2019) is their proactiveness in addressing generalizability concerns due to the sample consisting of participant from the African continent. The authors discussed the assertation that WFC experience and literature would not be different from employed parents in urban Africa than western employed parents. An additional strength of the study was their retesting of study one RQs, with the sample from study two, which enhanced the findings' reliability and validity. A critique of the study is the broad outcome of child health, which assessed their physical functioning and emotional health. There is the concern that child health can be influenced by various factors, which is not considered or adequately supported in the literature review by the authors. Future research, including this study, should include extensive literature support to examine specific child health outcomes as it relates to the influence of parental WFC and self-regulatory resources.

Ohu et al. (2019) interpreted these findings as support for WFC crossover onto the family domain and due to parents having limited self-regulatory resources. They explained how healthy parenting behaviors are facilitated by self-regulatory resources which relates to better child health outcomes. The authors interpreted this crossover because of an affective, contagion-oriented process. A strength of their study identified by Ohu et al., was in supporting interventions, by employers, that target self-regulatory resources that target WFC and employee self-regulatory resources. The authors recommended that future research approach parental effect impacting self-regulatory resources and child health. Additionally, the findings support policies that address child health related to parental absenteeism. A limitation to their study was the one directional inferences of the relationship between the variables. They recommended future research to examine bidirectional inferences between parent and child related to self-regulation and WFC. This recommendation was considered in the design of this study.

Each study reviewed contributed valuable insights into the complexities of WFC, stress, burnout, and job satisfaction in different professions, with implications for future research and organizational policies. Moreover, this study aimed to build on the existing literature by investigating the role of occupational stress on WFC and its impact on family dynamics, with a focus on the psychological state of LEOs and the coping mechanisms they employ to manage stress and WFC. Additionally, this study aimed to explore the child's perspective on the impact of parental WFC on their well-being and health outcomes.

Self-Regulation

The self-regulation of adult offspring of LEOs was chosen as the DV as it is identified as a gap in current literature on WFC, police stress, and parent-child relationships. Tuttle et al. (2018) analyzed literature on family subsystem risk, spillover theory and work-marriage interplay. They highlighted how literature focused on how the risk of policing went beyond individual risk onto police officers' families. They explored the impact of police occupational stress on mental health and marital quality through social and emotional spillover. They expected that high social/emotional spillover and high career demand would be associated with poorer relationship functioning. Various items were used to measure marital functioning, career demands, and social and emotional spillover from a total 1,632 married police officers from three major regions (Northeast, Midwest, and Southwest) of the United States, pulled from the 1995 Work and Family Services for Law Enforcement Personnel study.

Tuttle et al. (2018) conducted bivariate correlations, multiple linear regression analysis, and unique variance on the data. They found that career demands (occupation stress) were positively associated with negative marital functioning ($p < .05$). Additionally, social/emotional spillover negatively impacted marital functioning ($p < .001$). The researchers interpreted these findings as a police officer's inability to leave the police work at work, which was to be found maladaptive for relationship functioning.

A critique of Tuttle et al. (2018) was their lack of identifying the origination of the measures used. While the measures assessed are reliable (α =.0803-.817), they lack

the fundamental support for reliability and validity for their intended measurement. As discussed in previous studies such as Amendola et al. (2021), there is an extensive process to developing a scale, which Tuttle et al. (2018) does not complete. Without reasonable these processes, the items could lack content validity, impacting the results of the study. Another critique was their use of data from 1995, as trends, resources, policies, and more may have changed and likely impacted the responses police officer's, today, would record. Therefore, future research should utilize a current sample to accurately reflect modern responses to LEO stressors and familial impact.

The strength in the study, identified by Tuttle et al. (2018), in support for family adaptations in police organizations programming to promote family communication and emotional regulation. They identified limitations to generalizability of the study, due to the data being based on rural versus metropolitan areas. They made future recommendations for research to focus on a significant gap in family system and law enforcement research: children of law enforcement. This study aimed to address this gap.

Sharp et al. (2022) reviewed literature from 43 articles (27 quantitative and 13 qualitative) on spillover crossover model, family mental, and emergency responders. They analyzed these articles to investigate the mental health and well-being outcomes and experiences of emergency responders (ER) families. They discussed how in alignment with the spillover crossover model, secondary trauma and stresses can spill over onto the family of ERs. The authors did not provide the hypotheses of their study.

Data from the selected 43 articles was extracted and analyzed using a narrative synthesis approach and further with a reflexive thematic analysis. Additionally, a quality appraisal tool was use on the data by one researcher, and a second researcher reviewed 10% of the studies to ensure quality scores. The themes found were (a) spousal/partner mental health and wellbeing, (b) couple relationships, (c) child mental health and wellbeing, (d) family support from the organization and coping strategies, and (e) positive experiences of ER families. From their systematic review, the authors found that ER families have poorer family mental health well-being and functioning than general population families. They identified contributing factors to poor ER family mental health included the absence of the ER, lone parenting, concern for safety, and secondary trauma. Sharp et al. explained the importance of social support and organizational leadership promoting family-friendly policies in positively impacting ER family resilience and wellbeing.

A critique of Sharp et al.'s (2022) study is in the strength of their research reflecting societal changes in experiences due to the COVID-19 pandemic. The global pandemic of COVID-19 shifted the perspective of society related to mental health, mortality, work demands, and more, which are investigated in Sharp et al.'s study. An additional critique is the researchers lack of providing hypotheses, which is an uncommon practice for a systemic review, as the research stems from a RQ. Hypotheses frame the area of focus for the research problem that is addressed; therefore, its absence

can leave the reader confused and unaware if the researchers achieved meaningful findings.

A strength, identified by Sharp et al. (2022), was that the reviewed studies were primarily conducted in the United States, supporting generalizability. A limitation, and identified direction for future research, was the articles reviewed were mainly sampled from police officers, which limits the effect of conceptualizing the family of ERs as an interdependent unit. Therefore, a future direction in research is to collect data directly from family members of ER/LEOs. This study will work to address this recommendation. Sharp et al. (2022) recommended future research to focus on gathering data from the child about their experience of their parent's ER occupation and parenting.

Hess and Pollmann-Schult (2020) reviewed literature on the ecological theory of child development, WFC, and parenting. They identified the vast influence WFC has on adult psychological well-being and indicated that a gap in literature was WFC on child well-being. Using a quantitative approach, they examined the impact of parents' WFC on the well-being of their children. They hypothesized that (a) parental WFC affected child well-being by parents' mental health and parenting behavior, and (b) a positive relation between mothers who experience high levels of WFC and child emotional and behavioral problems, which could be mediated by mothers' parenting behavior. The researchers used data from the Germany Family Panel (pairfam), a long-term project funded by the German Research Foundation (DFG), pulled from waves in 2013/2014 and 2015/2016, totaling 1279 children. Child behavioral and emotional problems were measured by the

Strength and Difficulties Questionnaire (SDQ), harsh parenting behaviors were measured by three items, and WFC was measured by four items that assessed time issues, stress, and strain.

Hess and Pollmann-Schult (2020) conducted multivariate regression models for various controlled characteristics, mediation modeling, and bootstrapping for direct and indirect effects. They found a positive association between parental WFC and harsh parenting ($p < .001$). The results indicated a positive association between higher parental WFC and children's emotional problems ($p < .001$), conduct problems ($p < .01$), and hyperactivity ($p < .05$). Time-based and strain based WFC were found to negatively affect child emotional problems ($p < 0.001$ and $p < 0.001$). Additionally, child well-being and parent perceived WFC was mediated by parenting behavior, $p < .001$ and $p < .001$ respectively.

A critique of Hess and Pollmann-Schult (2020) was the significant limitation of the exclusion of fathers from the study. Additionally, their interpretation of the findings did not explore the potentially specific role expectations of mothers influencing levels of WFC or child well-being. If the goal of the research is to examine gender differences or gender-specific parent roles, the inclusion of fathers would be insightful to the interpretation of the findings. Otherwise, if the goal of the research is to examine parenting behaviors on child outcomes, then the sampling should be open to mothers and fathers. The reason for this exclusion is unknown as the authors did not address or support the use of mothers only in their sampling.

Hess and Pollmann-Schult (2020) explained how responsive parenting behavior is to WFC. Therefore, if a parent experience high WFC, is likely that parent would scold, argue with, and criticize their children. This can create poorer communication between parent and child leading to child emotional and behavioral problems. A strength, identified by the researchers, in their study is their use of child self-reports, which had been absent from research on child well-being, previously relying on parent report. A limitation to the authors' study was that it used sampling from Germany which inhibits generalizability to Western countries, due to cultural differences. An additional strength in their research design as the broad age group used in the sampling of children, where previous research focused on younger children (Kerr et al., 2021; Moreira et al., 2019), limiting the development of emotional regulation across the life span.

Moilanen and Lynn Manuel (2019) analyzed literature on parenting practices, emerging adulthood, and self-regulation. They discussed helicopter parenting behaviors and its impact adjustments made by emerging adults such as difficulty setting boundaries, negative self-perceptions, dissatisfaction with lives, a heightened personal entitlement and distress, and struggled to meet developmentally appropriate psychological needs. The adjustment outcomes examined by the researchers were social competence, prosocial behavior, depression, substance use, and lifetime criminality. The authors examined the relationship between helicopter parenting in emerging adulthood, adjustment outcomes, other parenting practices, and the role of personal mastery and/or self-regulation as a mediator to that relationship. Moilanen and Lynn Manuel hypothesized that (a) high

helicopter parenting would be associated with low mastery, self-regulation, social competence, prosocial behaviors, and high depression, substance use, and lifetime criminality; and (b) high levels of self-regulation and/or mastery would link high helicopter parenting to the adjustment indicators. The researchers completed a quantitative study with 302 young adult (aged 18 to 24) participants who completed surveys on helicopter parenting (Padilla-Walker & Nelson, 2012), parent practices (Schludermann & Schludermann, 1988), mastery (Pearlin & Schooler, 1978), self-regulation (Buhrmester et al., 1988), prosocial behavior (Swisher et al., 1985), depression (Radloff, 1977), substance use behaviors (Zagorsky & White, 1999), and criminality (Zagorsky & White, 1999). All measures used were tested for validity.

Moilanen and Lynn Manuel (2019) conducted descriptive statistics, bivariate correlations, and direct and indirect effects model via bootstrapping. They found that helicopter parenting and parental acceptance indirectly impacted self-regulation ($p < .001$, $p < .001$) and mastery ($p < .001$, $p < .001$). High helicopter parenting was linked to high depression via low mastery ($p < .001$), while high parental acceptance was associated with low depression via high mastery ($p < .001$). There were indirect effects of helicopter parenting and parental acceptance via self-regulation for social competence ($p < .01$, $p < .01$), prosocial behavior ($p < .05$, $p < .01$), depression ($p < .01$, $p < .001$), substance use ($p < .01$, $p < .01$), and criminality ($p < .01$, $p < .01$). Low helicopter parenting and high acceptance via high self-regulation predicted high social competence ($p < .01$, $p < .01$) and prosocial behavior ($p < .05$, $p < .05$), and low depression ($p < .05$

for acceptance), substance use ($p < .01$, $p < .01$), and criminality ($p < .05$, $p < .05$). Additionally, high mastery in children was associated with high social competence ($p < .001$) and prosocial behavior ($p < .01$), and low depression ($p < .001$) and criminality ($p < .01$).

Moilanen and Lynn Manuel (2019) discussed the intended purpose of helicopter parent to mitigate obstacles their children may face, which in turn deprive young adults of managing their lives (low mastery) and can produce distress and negative self-perceptions. Additionally, young adults may struggle with managing relationships due to low social competence. Parental awareness of their child's difficulties can lead to helicopter parenting as a response without the child's solicitation; therefore, children will hide their behaviors (criminal behaviors or substance use) to prevent parental intervention. A strength of Moilanen and Lynn Manuel's study was the diversity in their sampling, which differed from exclusively college student. Therefore, the results have generalizability to other populations. The researchers recommended future researcher investigate differences in gender of parenting (maternal versus paternal).

A critique of Moilanen and Lynn Manuel' s (2019) study was the one sidedness of the responses of the child. The purpose of the study was to investigate helicopter parenting and parent practices on child outcomes. The young adult assessed helicopter parent and their parent' parenting practices, which is a great measurement for their perception of these practices. Future research should allow for both parent and young adult responses to enhance the findings of parent practice as reported by both parties in a

parent-child relationship. Additionally, the authors do not discuss the root cause of helicopter parenting. Demographics collected from the parent may help researchers gain insight into associations between parental background and beliefs related to helicopter parenting, such as parent employment.

In summary, this section reviewed research that explored various aspects of WFC, police stress, parenting behaviors, and child well-being and self-regulation. Tuttle et al. (2018) found that high career demands were associated with negative marital functioning. Sharp et al. (2022) found that emergency responders have poorer family mental health and well-being. Hess and Pollmann-Schult (2020) found a positive association between parental WFC and harsh parenting as well as negative effects on children's emotional and behavioral problems. Moilanen and Lynn Manuel (2019) found that high helicopter parenting was associated with lower mastery and self-regulation and higher levels of depression, substance use, and criminality in young adults. This study aimed to address the gap in the literature by examining the self-regulation of adult offspring of LEOs, which has not been extensively studied before.

In summary, this section reviewed what is known, unknown, and controversial of the current literature on the variables of this study. Acquadro-Maran et al. (2015), Ander et al. (2022), Edwards et al. (2021), and Sharp et al. (2022) identified police stress as catalyst for maladaptive coping strategies. Effective coping reduced WFC and emotional distress (Acquadro-Maran et al. 2015; Edwards et al., 2021; Somech et al., 2007). Past studies (Griffin & Sun, 2018; Hall et al., 2010; Neto et al., 2021) examined the mediating

effects of WFC such as police stress, job demands, and family satisfaction, but not on parental coping or adult self-regulation. Past studies (Cui et al., 2019; Rosanbalm & Murray, 2017; Shen et al., 2018; Wu et al., 2021) highlighted the influence parents have on their offspring's self-regulation. Spillover crossover model, WFC, and family systems theory demonstrated the interconnected of the family dynamic. These are the known facts substantiated through the above past studies. This study worked to address what is unknown in the current literature which is the extent WFC mediates the relationship between occupational stress, police officer coping styles, and adult offspring self-regulation. A controversial ideology is the mental health stigma for LEOs leading to police officers not seeking help for their mental health due to concerns over backlash from police administrators or the community (Acquadro et al., 2015; Black, 2004; Velazquez & Hernandez, 2019).

Summary and Conclusion

This chapter presented literature reviews on the variables occupational stress, coping styles, WFC, and child self-regulation for this study. Chapter 2 of this study provided rationale for the chosen variables, examined the perspective of scholars on the chosen variables, and discussed the variables in terms of what was known, what was unknown, and what was controversial. Chapter 3 presents the methodology used to help guide this study towards identifying WFC as a mediating variable between police stress, coping styles among the law enforcement population, and their adult offspring's self-regulation. This study filled the gap in current literature by examining through

correlational analysis the interaction between occupational stress related to law enforcement, parental coping styles, and child self-regulation. This study utilized a regression analysis.

Chapter 3: Research Method

Introduction

Past studies by Acquadro-Maran et al. (2015), Ander et al. (2022), Edwards et al. (2021), Sharp et al. (2022), and Wassermann et al. (2018) noted an association between police stress and maladaptive coping strategies. Coping styles can either be adaptive or maladaptive strategies to managing police stress (Acquadro Maran et al., 2015; Salinas & Webb, 2018). In addition, stress from role demands can spillover and crossover on to other members of the family (Bakker et al., 2012; Booth-LeDoux et al., 2013; Presti et al., 2020; Pu & Rodriguez, 2021; Yucel & Latshaw, 2020). WFC occurs when the demands of work and home spill over into one another resulting in conflict (Qureshi et al., 2016). Stress and how to manage stressors can be transferred across individuals in the family system (Helm, 2019; Kerr et al., 2021). Children learn self-regulation from their parents, whether by modeling or in response in attempt to alleviate stress for their parent (Black, 2004; Cui et al., 2019; Kerr et al., 2021). Self-regulation can be influenced into adulthood and adults can accurately reflect on their self-regulation (Osborne et al., 2021; Ringoot et al., 2022; Rosanbalm & Murray, 2017; Shen et al., 2018; Wu et al., 2021). This study examined the relationship between police officers' occupational stress, parental coping styles, and their adult offspring's self-regulation. Previous studies (Griffin & Sun, 2018, Moreira et al., 2019; Carvalho et al., 2018) found that WFC mediated job demands and worker mental health. This study also explored the mediating effects of WFC on occupational stress, police officer's coping styles, and adult offspring

self-regulation. Chapter 3 is comprised of sections covering introduction, research design and rationale, methodology, threats to validity, ethical procedures, and summary.

Research Design and Rationale

This study had four variables: police officer occupational stress (IV) and coping style (IV), adult offspring self-regulation (DV), and WFC (Meditating Variable). Two RQs were asked to achieve the purpose of this study:

RQ1: Do police officers' occupational stress and parental coping styles impact self-regulation their adult offspring?

RQ2: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC?

RQ3: Do police officers' occupational stress and coping styles impact officer WFC?

RQ4: Do parent and adult offspring ratings of parent WFC differ?

RQ5: Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC?

Initially, a hierarchical regression analysis was chosen to examine the potential mediating effect WFC had on the relationship between police occupational stress, coping styles, and adult offspring self-regulation. Holding constant all other variables that may have predicted adult offspring self-regulation, this study focused on police stress and police officer's coping style as the main predictor variables, making hierarchical linear regression the preferred statistical analysis. Three modeling samples were planned to be

examined: the interaction of police stress as the predictor of adult offspring's self-regulation, the interaction of police officer coping style as the predictor of adult offspring's self-regulation, and then the combined interaction of police stress and LEO coping styles on adult offspring's self-regulation. Finally, a linear regression analysis was planned to be used to examine the interaction of WFC as a mediator on the combined interaction of police stress and LEO coping styles on adult offspring's self-regulation. It is important to note that there was a change to the original plan of data analysis for RQs 1 and 2, which is explored in Chapter 4.

An anticipated constraint for this study was the issue of participant responses to the survey and questionnaire. Though the responses were not time sensitive to gauge stress, coping, WFC, or self-regulation for the adult offspring or police officer parent, a specific timeframe for the collection of data via survey hosting websites was set. The required number of responses was not met in the desired timeframe of four weeks. The plan was for the timeframe to be extended until the required number of participants was obtained. It is important to note that the sample size was not met in the current study, which is explored in Chapter 4. Another potential constraint for this study was the availability of funding for the survey host, as many survey hosts require payment for premium services. However, Survey Planet, the chosen survey hosting platform, does not charge for the services needed for this study. As measures to ensure recruitment numbers are met, recruitment will be pulled from Walden University's research participation community, in addition, to other social media groups and referral methods.

The chosen research design aligned with previous research (Griffin & Sun, 2018; Morr Loftus & Droser, 2020) that involved two IVs, one DV, and one mediating variable. The design of this study followed the same methodology; therefore, it was expected that the findings would answer the RQs about police stress, police coping, parent-child relationships, adult offspring self-regulation, and the mediating effects of WFC, and provide practical implications for improving law enforcement practices and enhancing family dynamics.

Methodology

This section will define the target population of this study, identify, and justify the type of sampling strategies used, describe recruiting procedures, participation, and data collection following the guidelines approved by the Institutional Review Board (IRB), review the tools and procedures necessary to measure for the RQs, and describe the data analysis plan once data was collected.

Population

The target population was current, former, or retired LEOs from active commissions, from a municipality as a police officer, with a county government as a sheriff's deputy, with a state department as a state trooper, or for a federal agency that commissions people with arrest powers. Additionally, the target population included the adult (18 years or older) offspring of the LEO participant. A priori sample size for this study was estimated at 76 pairs (n = 76) with an anticipated effect size (f2) = 0.15,

desired statistical power level of 0.8, and a probability level set at 0.05, using Soper's (2006) priori sample sized tool.

Sampling and Sampling Procedures

The study utilized a combination of simple random sampling and snowball sampling techniques to achieve the desired sample. The choice of a simple random sampling strategy stemmed from its capacity to ensure equal participation among all members of the population, minimize researcher bias, and enhance the potential for generalizability (Creswell, 2009). This approach involved distributing the study recruitment invitation across various LEO affiliated social media groups nationwide. The criteria for participation required that participants be active-duty, former, or retired peace officers. Additionally, snowball sampling was employed to reach challenging-to-access populations, particularly parent-adult offspring dyads. In this method, participating parents were tasked with recruiting their adult offspring to join the study. The participants were recruited through the online survey platform Survey Planet.

Participants were randomly solicited from law enforcement agencies and law enforcement Facebook groups, specific to law enforcement, and Amazon Mechanical Turk (MTurk). A message was posted on the identified groups' webpages detailing the study and providing a link to the questionnaires at the survey hosting website, Survey Planet. The data collection was completed once the number of participants matches the sampling size of 76 pairs (Soper, 2006).

Inclusion in the sampling frame required participants to be or have been employed with an LEO department and have an offspring older than 18 years of age. Another criterion for inclusion was questionnaire results that identified the law enforcement parent participant as having experienced job-related stress. A positive score recorded from McCreary and Thompson (2013) PSQ was a criterion for inclusion. Due to the online nature of this study, the participants could be located across the United States; therefore, the sample size could reach more participants and increase generalizability.

Procedures for Recruitment, Participation, and Data Collection

Participants were greeted with a recruitment page containing information about the nature and purpose of this study, the confidentiality of participants, ethical issues, and the goals of this study. Participants who choose to proceed with this study clicked a link at the bottom of the page, bringing them to the informed consent page. The informed consent page contained relevant information about using and storing participant information and required participants to check yes for approved consent or no for nonapproved consent. If the participant did not approve consent, that member's participation was terminated and not allowed to continue with this study. Initially, the participants filled out demographic information (located in Appendix A) such as age, gender, years of service, duty assignment, and the parent created a unique code that their adult offspring also logged in their section of the questionnaire. The law enforcement parent participant completed three questionnaires: McCreary and Thompson's (2006) PSQ, Carver's (1997) Brief COPE questionnaire, and Carlson et al.'s (2000)

multidimensional measure of the bidirectional WFC questionnaire. Once completed, the child portion of this study was sent to the law enforcement parent's adult offspring for completion.

Like the parent portion, the adult offspring portion began with a greeted containing information about the nature and purpose of this study, the confidentiality of participants, ethical issues, and the goals of this study. Then those who wished to participate clicked a link at the bottom of the page, bringing them to the informed consent page containing relevant information about using and storing participant information and required participants to check yes for approved consent or no for nonapproved consent. The adult offspring participants filled out demographic information (located in the Appendix) such as age, gender, and the unique code that their parent created. The adult offspring participant completed two questionnaires: Carlson et al.'s (2000) multidimensional measure of the bidirectional WFC questionnaire and Carey et al.'s (2004) SSRQ.

Upon completion of the questionnaires, participants were provided with debriefing information (located in the Appendix) and appreciation for their participation. The debriefing webpage discussed how the participant responses will help in understanding relationship between law enforcement occupational stress, parent coping styles, and adult offspring self-regulation and the role of WFC as a mediator to that relationship. Contact information for the researcher was provided to participants for any additional questions regarding this study.

Aside from inquiries regarding this study, no follow-up procedures were provided to the participants. Raw data from participant responses were collected and complied into a Microsoft excel spreadsheet from the survey host, Survey Planet. The raw data were then sorted out by completed and uncompleted questionnaires. All completed questionnaires were kept and used for statistical analysis using SPSS. All uncompleted questionnaires were discarded.

Data Analysis

The data analysis plan was to use IBM's SPSS software for the analysis process. Raw data from Survey Planet was reviewed for completion. Any incomplete surveys were discarded and deleted them from storage memory to preserve participants' confidentiality. Any completed parent-adult offspring dyad surveys were included in the data analysis.

RQ1: Do police officers' occupational stress and parental coping styles impact self-regulation in their adult offspring?

$H_0$1: Police officers' occupational stress and parental coping styles do not have an impact self-regulation in their adult offspring.

H_A1: Police officers' occupational stress and parental coping styles do have an impact self-regulation in their adult offspring.

RQ2: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC?

$H_0$2: The relationships between police officer coping style with occupational stress and adult offspring's self-regulation are not mediated by WFC.

H_A2: The relationship between police officer coping style with occupational stress and adult offspring's self-regulation is mediated by WFC.

RQ3: Do police officers' occupational stress and coping styles impact officer WFC?

$H_0$3: Police officers' occupational stress and parental coping styles do not have an impact on police officer's WFC.

H_A3: Police officers' occupational stress and parental coping styles does have an impact on police officer WFC.

RQ4: Do parent and adult offspring ratings of parent WFC differ?

$H_0$4: Parent and adult offspring ratings of parent WFC did not differ.

H_A4: Parent and adult offspring ratings of parent WFC did differ.

RQ5: Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC?

$H_0$5: Police officers' occupational stress and coping styles do not have an impact on adult offspring's perspective of their parent's WFC.

H_A5: Police officers' occupational stress and coping styles do have an impact on adult offspring's perspective of their parent's WFC.

The statistical analysis required to answer RQ1 was to utilize a linear regression method. A hierarchical linear regression analysis was initially considered necessary to

examine the mediating effects of WFC on the relationship between police stress, police officers' coping style, and adult offspring's self-regulation (RQ2). Any changes to the data analysis plan will be addressed in Chapter 4. All analyses were conducted using a sample of LEOs (n=76) within the United States. The PSQ (McCreary & Thompson, 2013), Carver's (1997) Brief COPE questionnaire, Carlson et al.'s (2000) multidimensional measure of the bidirectional WFC, and Carey et al.'s (2004) SSRQ were administered via internet surveys (parent and adult offspring versions) from the webpage, Survey Plane. The statistical analysis plan to answer RQ1 required using a linear regression method to demonstrate the interactions between police stress, LEO coping styles, and adult offspring self-regulation. To answer RQ2, a hierarchical regression method was planned to be used to demonstrate a mediating effect of WFC on interactions between police stress, LEO coping styles, and adult offspring self-regulation. However, changes in data analysis changed are addressed in Chapter 4. No covariates or confounding variables were included in the analysis. Interpretation of the results was taken from the results of the data analysis on aspects of significance with $p = .05$. The expected procedure for demonstrating the interactions of all three variables involved hierarchical linear modeling samples. The first modeling sample demonstrated the predictive effects of police stress on adult offspring self-regulation. The expected outcome was to show a negative relationship, such as police stress increased adult offspring self-regulation decreased. The second modeling sample demonstrated the predictive effects of LEO coping styles on adult offspring self-regulation. The expected

outcome was a positive relationship as LEO coping styles increased adult offspring self-regulation increased. The third modeling sample included the addition of the combined interaction of police stress and LEO coping styles on adult offspring's self-regulation. The expected outcome was a positive relationship between the interaction of police stress and LEO coping styles and adult offspring self-regulation. Finally, the linear regression modeling sample included the interaction of WFC as a mediating variable on the combined interaction of police stress and LEO coping styles on adult offspring's self-regulation. The hypothesis was that WFC controlled the effects of police stress and LEO coping styles on adult offspring self-regulation through mediating effects.

Threats to Validity

A potential threat to external validity was the generalizability of the findings and practical implication to other sectors of the LEO population. A measure set up to address this potential threat was for the surveys to be open to all LEO personnel within a department; therefore, LEOs from different divisions, taking on occupational stressor that may differ in stressors more common to patrol police officers, can participate. While reviewing the literature on police stress, organizational and operational stressors were not specific to a division; therefore, it is appropriate to open the invitation to all divisions.

Another potential threat to external validity was to generalize findings to the North American LEO population. Initially, this study was going to utilize clustering sampling specific to LEOs in the Dallas-Fort Worth area of Texas, which could have made the findings limited to urban areas and to Texas LEOs. To address this possible

threat, this study was altered to be available to LEOs and their adult offspring across the United States via social media groups.

Potential threats to internal validity include regression to the mean (RTM), changing the instruments during the study, or participants dropping out the study (Creswell, 2009). To reduce RTM, participants who did not have extreme scores did not meet the criterion for inclusion in data analysis. A literature review was completed to determine appropriate instruments to be utilized in this study and was not changed. There is no long-term commitment to the study; therefore, it was unlikely that participants would have dropped out. Participants started the survey and quit due to time constraints, as they have the right to; however, the average time per survey was included on the recruitment page and indicated that participants should allow an appropriate amount of time to complete the surveys to reduce dropout rates.

A potential threat to construct validity was the improper use of operational definitions, which was addressed by citing research literature that frequently used the key variables of this study in their research. Construct validity was also addressed by considering current literature to identify well-researched instruments on the topics and population tested in this study. Additionally, threats to the validity of statistical conclusions were addressed by acquiring assistance from Walden's Office of Research and Doctoral Services on statistical analysis.

Ethical Procedures

Adherence to the IRB is a requisite towards completing this study. As required, IRB permission to collect data was obtained before conducting the study. An open invitation, with a link to the welcome page, to participate in this study was uploaded to various LEO Facebook group webpages. In compliance with IRB guidelines, all participants consented to participate and were told that participation was strictly voluntary. Any participants who elect not to consent and participants who wished to withdrawal from the survey before completion were able to do so by selecting the "exit" button on each page of the survey. Upon exit from the survey process, the participants were taken to the debriefing page, which contained information such my contact email address and national resources for mental health and suicide helpline.

Ethical practices of research are an essential component to this study. Therefore, participants were treated with respect and provided with anonymity and confidentiality. This was achieved by not allowing for names, birthdates, or other identifying information to be documented. In addition, for the sake of the design of this study, but considering the anonymity of the responses, the parent-child dyads created a unique code to them to match responses to the correct dyad. Initially, 4 weeks were allotted for the collection of surveys and questionnaires; however, changes in recruitment and data collection time frame are discussed in Chapter 4. I was the only person with access to the responses ensuring the privacy of the data. All data were downloaded from the Survey Planet site and stored in an encrypted cloud service. Once all raw data from Survey Planet were

downloaded, the account with the survey site was closed. Only I had access and reviewed the completed and incomplete surveys. Incomplete surveys were removed and deleted from computer memory. In addressing the potential ethical concern of pressure to participate, participation was voluntary, and individuals did not receive any rewards or penalties for participating or not participating, which was documented on the recruitment and consent page of this study. Additionally, there was no conflict of interest as the participants will be pooled anonymously from Facebook groups, Walden University's Research Participation Pool, and referrals. Additionally, this study did not provide incentives for participation. In alignment with confidentiality and the IRB, 5 years after the completion of this study, all data will be permanently deleted from all stored sources. I gained IRB approval on October 3, 2023. The IRB approval number was 10-03-23-0995443.

Summary

Chapter 3 presented the design and methodology of this study. LEOs were invited to participate in the study via Facebook social groups, MTurk, Walden University's Research Participation Pool, and referrals. The adult offspring dyad of the parent-adult offspring dyad was invited by their law enforcement parent to participate. Interested members were provided a hyperlink where they begin the survey process and created a unique code for their dyad. After the period for collecting the data ended or when the required number of surveys, 76 (Soper, 2006) was met, the raw data were reviewed for completeness and analyzed using IBM's SPSS. To analyze the interactions between

police stress, LEO coping styles, and adult offspring self-regulation, a hierarchical regression analysis was used. The analysis used was a linear regression analysis to examine the mediating effects of WFC on the relationship between police stress, LEO coping styles, and adult offspring self-regulation. The design chosen due to its consistency with research that involves two IV, one DV, and one meditating variable. The data collection process, outlined in the methodology section of Chapter 3, will be discussed in Chapter 4. Finally, the interpretation of the results will be concluding Chapter 4.

Chapter 4: Results

Introduction

The purpose of this study was to examine the impact, if any, of police officers' coping styles and occupational stressors on their adult offspring's self-regulation and explore WFC as a mediator in that relationship. Originally, two RQs were asked to support the purpose of the study.

RQ1: Do police officers' occupational stress and parental coping styles impact the self-regulation of their adult offspring?

$H_0$1: Police officers' occupational stress and parental coping styles do not have an impact self-regulation of their adult offspring.

H_A1: Police officers' occupational stress and parental coping styles do have an impact self-regulation of their adult offspring.

RQ2: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC?

$H_0$2: The relationships between police officer coping style and adult offspring's self-regulation are not mediated by WFC.

H_A2: The relationship between police officer coping style and adult offspring's self-regulation is mediated by WFC.

In Chapter 1, it was noted that there were three research questions added during data collection. The addition was to generate meaningful insights and contribute to the existing body of literature, navigate the dynamic interplay between research objectives,

data availability, analytical techniques, and maintain the scholarly integrity of this study, which capitalized on the suitable sample size collected, particularly in the context of police officer responses (N=71). The third RQ used data collected from the 71 LEO parent responses.

RQ3: Do police officers' occupational stress and coping styles impact officer WFC?

$H_0$3: Police officers' occupational stress and parental coping styles do not have an impact on police officer's WFC on the regression model.

H_A3: Police officers' occupational stress and parental coping styles does have an impact on police officer WFC on the regression model.

Due to the related nature of survey questions regarding LEO parent WFC and adult offspring WFC, the fourth research was added, using the 35 pairs of parent-adult offspring dyads.

RQ4: Do parent and adult offspring ratings of parent WFC differ?

$H_0$4: Parent and adult offspring ratings of parent WFC did not differ.

H_A4: Parent and adult offspring ratings of parent WFC did differ.

Based on outcomes for RQ4, RQ5 was added post data analysis of RQ4.

RQ5: Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC?

$H_0$5: Police officers' occupational stress and coping styles do not have an impact on adult offspring's perspective of their parent's WFC.

H_A5: Police officers' occupational stress and coping styles do have an impact on adult offspring's perspective of their parent's WFC.

Therefore, three additional RQs were added post data collection. Further explanation of the data analysis changes due to these additional RQs is in the next section.

Data Analysis Change

After careful consideration, consultation with research advisors, and a review of research measuring for meditating variables (see Chang et al., 2023; Du et al., 2023; Huang et al., 2024; Yih Sim et al., 2023), the decision was made to employ the PROCESS macro, developed by Andrew F. Hayes, for data analysis, particularly in addressing RQ2. This choice was motivated by the need to investigate the complex relationship posed by the RQ: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC? The PROCESS macro offered specialized capabilities in mediation analysis, allowing for the examination of indirect pathways through bootstrapping techniques. Similar to regression analysis, it enabled the estimation of coefficients, hypothesis testing, and examination of relationships between variables. By selecting the PROCESS macro, the study aimed to provide comprehensive insights into the mediating role of WFC, thus advancing understanding of the dynamics between police officer coping, occupational stress, and adult offspring's self-regulation.

There was no data analysis change for RQ1 outlined in Chapter 3. The chosen analyses were determined to appropriately align with the RQs. Regarding the added RQs, the plan for data analysis was as followed. The design of RQ3 and RQ5 was similar to RQ1; therefore, a linear regression analysis was added to the data analysis plan to address RQ3. A dependent *t* test was selected to perform to outcome differences between parent and child on perceptions of parent's WFC to address RQ4, similar to the research plan for Morr Loftus and Droser (2020).

This section reviewed the RQs and hypotheses. This chapter will present the evaluations of statistical assumptions, statistical analysis, assumptions, analysis results, and conclude with a summary.

Data Collection

This section will discuss the time frame for data collection, details and challenges of recruitment methods, report response rates, and review sample characteristics of the sample.

Collection Timeframe

The procedure for sample collection entailed a simple random sampling strategy for LEO participants, which solicited participants from social media groups. This strategy was cost-effective, nonbinding to geographical constrictions, convenient. Additionally, a snowball sampling for the LEO's adult offspring was used, which allowed for the LEO parent to recruit their adult offspring to participate. Other snowball sampling occurred through participants sharing the invitation to other interested participants. I met in-person

or spoke on the phone with multiple LEO departments across North Texas for their involvement in sending an invitation to recruit participants, who met the population criteria, from their department, which was considered nonprobability sampling.

An initial request for IRB approval to begin data collection was made on October 1, 2023. Final approval to begin data collection was granted by the IRB (10-03-2023-0995443) on October 3, 2023. I joined or requested permission to join forty-two LEO related social media groups, comprised of thousands of people across the country, on October 4, 2023, through October 25, 2023. The groups that required administrative approval to post an invitation for this study to the group page were requested on October 4, 2023, through October 25, 2023. Permission was granted on the same day or following three days, and recruitment for study participants began immediately. The recruitment post was posted on the social media groups four to six times throughout the recruitment process. Additionally on November 8, 2023, the request for a change in procedures was submitted to and approved by the IRB. On November 14, 2023, a video inviting individuals to participate in this research study was posted on the social media platform TikTok. On December 18, 2023, another request for a change in procedures was submitted to and approved by the IRB and on February 5, 2024, a video regarding this research study was posted on TikTok. Combined, the TikTok videos posted received over 11,000 views.

The TMPA (Texas Municipal Police Association), with a reach of 30,000 police officers in Texas, posted the social media recruitment post once and emailed out the

study invitation to its members. Additionally, I contacted ten police departments located in Texas, one or more occasion, to request their participation in emailing this study's recruitment invitation to their police officers. One department emailed out the invitation three times to police officers the department identified who had adult offspring. A second department completed a department-wide email twice and a third department emailed out the study invitation once. Additionally, personal contacts used snowballing to send out this study invitation to recruit eligible participants.

This study's survey was active from October 4, 2023, through February 21, 2024, for a full 20 weeks. Within the reported timeframe, a total of 114 individuals responded to the survey, which consisted of 71 LEO parent responses and 43 adult offspring responses. From these responses, there were a total of 35 matching parent-adult offspring pairs. This was short of the 76 pairs deemed necessary to achieve the desired statistical power for the study.

While the desired sample size of 76 parent-adult offspring dyads was not achieved, after consultation from the research committee, it was determined to cease data collection and expand on the data that were collected through additional data analyses. Although the precise response rate remains unknown, it appears to be low. This inference is drawn from the extensive distribution of surveys through social media channels and large law enforcement agencies, and the low responses of 114 total, with 35 complete parent-adult offspring pairs, suggesting a limited level of participant engagement.

Sample Characteristics

Sample characteristics for the LEO parent included participant's age, gender, duty position, work hours, and years of service. LEO parent participants rated their stress levels via two questionnaires, the PSQ-Op and the PSQ-Org (McCreary & Thompson, 2013). Additionally, the LEO parent participant rated the frequency they utilize items that deal with ways of coping with work stress through the Brief COPE Inventory (Carver, 1997). LEO parent participants also rated their level of agreement in statements related to WFC through the WFC Scale (Carlson et al., 2000). The criteria for participation in this study for the LEO parent indicated that each participant needed to be a be an active, retired, or former commissioned officer working for a law enforcement department such as a sheriff's office, a municipal police department, a state's department of public safety, the U.S. Marshal Service, and so forth; and also have a child or children who were 18 years or older.

Sample characteristics for the adult offspring included participant's age, gender, education level, and employment type. Adult offspring participants rated their perception of their parent's WFC via the Carlson et al.'s (2000) multidimensional measure of the bidirectional WFC. Additionally, the adult offspring rated their self-regulation using the Carey et al.'s (2004) SSRQ. The criteria for participation in this study for the adult offspring indicated that each participant was 18 years or older and their parent was or is currently a LEO.

The total number of LEO population in the United States with adult offspring was not recorded. Therefore, the sample size for this study was calculated using the total LEO population in the United States, which was estimated to be 797,536 people (Data USA, 2020).

Results

The section will report the descriptive statistics that appropriately characterize the sample, evaluate statistical assumptions as appropriate to the study, and the statistical findings of the data analyses conducted for each RQ.

Descriptive Statistics

The study sample (N = 35) consisted of pairs of active, former, or retired commissioned LEOs and their adult offspring. The original sample, 71 participants were LEO parents, 43 adult offspring responses, making a total of 35 parent-adult offspring pairs. Table 1-2 shows the participants in three categories based on their education level: high school only (n = 8), high school education with some college courses (n = 28), and college graduate or more (n = 35). Table 3 lists participants' duty positions: administrative (n = 17), detective (n = 12), patrol (n = 25), and special units such as SWAT (n = 17). It is important to note that the survey did not specify for the LEO parent participant to indicate their most recent or longest duty assignment; therefore, the responses on duty assignment were left to interpretation of the participant. The average work hours for the LEO parent participants were 40-49 (n = 46), 50-59 (n = 16), and 60-69 (n = 9), as shown in Table 4. The sex composition of the sample included females (n =

4) and males (*n* = 67) of the LEO parent and adult offspring participants, as shown in Table 5 and 6. The software SPSS (version 29) was used to calculate the means and standard deviations. The total LEO parent responses were used for RQ(3), which had an individual total police occupational stress (*N=71, M* = 4.09, *SD* = 0.99), coping styles (*N* = 71, *M* = 2.64, *SD* = .82), and WFC are shown in Table 7. For RQ1, RQ2, and RQ5, the parent-child pairs were used, which the total police officer occupation stress (N=35, *M* = 3.61, *SD* = .86), police officer coping styles (*N* = 35, *M* = 1.91, *SD* = .32), and police officer WFC (N=35, *M* = 2.45, *SD* = .75), are shown in Table 8. Additionally, from the parent-adult offspring pairs, the total adult offspring WFC (*N*=35, *M* = 2.59, *SD* = 1.04) and self-regulation (*N*=35, *M* = 3.28, *SD* = .27), are shown in Table 9. The LEO parent participants' ages ranged from 34 to 84 with a mean age of 53.29 (*SD* = 9.34), and years of service ranged from 5 to 46 with a mean of 24.39 years (*SD* = 9.09); both statistics are shown in Table 10. The adult offspring participants aged ranged from 18 to 63 with a mean age of 27.02 (*SD* = 12.35), as shown in Table 11.

Table 1

Education Level: LEO Parent

Education	Frequency	Percent	Valid percent	Cumulative percent
College or higher	35	49.3	49.3	49.3
High school	8	11.3	11.3	60.6
Some college	28	39.4	39.4	100.0
Total	71	100.0	100.0	

Table 2

Education Level: Adult Offspring

Education	Frequency	Percent	Valid percent	Cumulative percent
College or higher	13	30.2	30.2	30.2
High school	9	20.9	20.9	51.2
Some college	21	48.8	48.8	100.0
Total	71	100.0	100.0	

Table 3

Duty Assignment: LEO Parent

Duty assignment	Frequency	Percent	Valid percent	Cumulative percent
Administrative	17	23.9	23.9	23.9
Detective	12	16.9	16.9	40.8
Patrol	25	35.2	35.2	76.1
Special	17	23.9	23.9	100.0
Total	71	100.0	100.0	

Table 4

Hours Worked: LEO Parent

Hours worked	Frequency	Percent	Valid percent	Cumulative percent
40-49	46	64.8	64.8	64.8
50-59	16	22.5	22.5	87.3
60-69	9	12.7	12.7	100.0
Total	71	100.0	100.0	

Table 5

Gender: LEO Parent

Gender	Frequency	Percent	Valid percent	Cumulative percent
Female	4	5.6	5.6	5.6
Male	67	94.4	94.4	100.0
Total	71	100.0	100.0	

Table 6

Gender: Adult Offspring

Gender	Frequency	Percent	Valid percent	Cumulative percent
Female	25	58.2	58.2	58.2
Male	18	41.8	41.8	100.0
Total	43	100.0	100.0	

Table 7

Descriptive Statistics: LEO Parent (RQ3)

Descriptive statistics	*N*	Minimum	Maximum	Mean	Std. Deviation
Total occupational stress	71	1.75	6.28	4.09	.99
Total coping styles	71	1.00	3.14	2.03	.49
Total WFC	71	1.00	4.83	2.64	.82
Valid *N* (listwise)	71				

Table 8

Descriptive Statistics: LEO Parent Pair (RQ1-2, RQ 4-5)

Descriptive statistics	*N*	Minimum	Maximum	Mean	Std. Deviation
Total occupational stress	35	1.75	5.43	3.61	.86
Total coping styles	35	1.25	2.64	1.91	.32
Total WFC	35	1.11	4.83	2.45	.75
Valid *N* (listwise)	35				

Table 9

Descriptive Statistics: Adult Offspring Pair (RQ1-2, RQ4-5)

Descriptive Statistics	*N*	Minimum	Maximum	Mean	Std. Deviation
Total WFC	35	1.00	4.50	2.59	1.04
Total self-regulation	35	2.76	3.86	3.28	.27
Valid *N* (listwise)	35				

Table 10

Statistics: LEO Parent

	Age	Years of service
Mean	53.29	25.680
Median	52	24
Mode	49	20
Std. deviation	9.34	12.68
Range	50	41
Minimum	34	5
Maximum	84	46

Table 11

Statistics: Adult Offspring

	Age
Mean	27.02
Median	22
Mode	18
Std. deviation	12.35
Range	45
Minimum	18
Maximum	63

Evaluation of Statistical Assumption

Three data analyses were used for the study: linear regression analysis, PROCESS macro, and dependent *t* test. To address the first, third, and fifth RQs, the method of linear regression analysis was used. To address the second RQ, the PROCESS macro analysis was used. Lastly, to address the fourth RQ, a dependent *t* test was used, with less assumptions than the previous discussed analyses. Many of the assumptions for each analysis was the same, if not had less assumptions. The assumption of each analysis is provided into a table format below (Table 12).

Table 12

Assumptions

Assumptions	Linear regression	PROCESS macro	Dependent *t* test
Linearity	Yes	Yes	Not applicable
Normality	Yes	Yes	Yes
Homoscedasticity	Yes	Yes	Yes
Independence of observations	Yes	Yes	Yes
No perfect multicollinearity	Yes	Yes	Not applicable
No outliers or influential cases	Yes	Yes	Yes
No autocorrelation	Yes	Yes	Not applicable

Evaluation of Statistical Analysis and Assumptions

The statistical analysis included three distinct methods to answer the five RQs.

RQ1: Do police officers' occupational stress and parental coping styles impact the self-regulation of their adult offspring?

RQ3: Do police officers' occupational stress and coping styles impact officer WFC?

RQ5: Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC?

These three RQs were a predictive measurement of the IVs to DV that required a linear regression analysis. Linear regression was chosen because the variables for this analysis were a continuous measurement, IVs (occupational stress and coping styles), and DVs, which was dependent on the RQ, such as adult offspring self-regulation (RQ1), police officer WFC (R3), and adult offspring WFC (RQ5).

RQ2: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC?

This RQ examined of the mediating effect of WFC, divided into two categories (LEO WFC and adult offspring WFC) on interactions between police stress (IV), LEO coping styles (IV), and adult offspring self-regulation (DV). The PROCESS macro was chosen due to its specialized capabilities in examining mediating effects in variable relationships, aligning closely with the RQ's focus on understanding the mediating role of

WFC between police officer coping style with occupational stress and adult offspring's self-regulation.

RQ4: Do parent and adult offspring ratings of parent WFC differ?

This RQ required a dependent *t* test. A dependent *t* test was chosen because the variables for the analysis were continuous (WFC) between two related groups (LEO parent and adult offspring).

All RQs involved the same assumptions or less and will be discussed as one. Each assumption will be addressed individually in the following subsections.

First Assumption

The first assumption, that the DV is measured on a continuous scale, is met with a demonstration of the DV measurement in Table 5a-c above. For the DV Self-regulation, in RQ1, is measured on a continuous scale from 0 to 5 (M = 3.28, SD =.27). For the DV Police Officer WFC, in RQ4, is measured on a continuous scale from 0 to 5 (M = 2.45, SD =.75). For the DV Adult Offspring WFC, in RQ5, is measured on a continuous scale of 0 to 5 (M = 2.59, SD =1.04).

Second Assumption

Independence from observations was the second assumption. It was assumed that each participant submitted only one survey and that the survey was completed by a single participant. It was assumed that since the parent and adult offspring survey portions were not required or necessary to be completed simultaneously, each participant was free from

observation by their counterpart at the time of survey completion. Due to the online nature of the survey, this assumption cannot be guaranteed.

Third Assumption

The third assumption was that the data must be approximately normal. A test for normality was conducted using the SPSS Q-Q plot feature. Results are shown in Figure 1-5.

Figure 1

Q-Q Plot Test for Normality of Independent Variable, Police Officer Occupation Stress

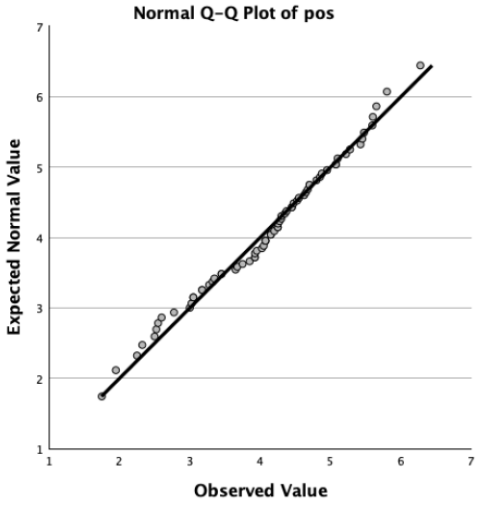


Figure 2

Q-Q Plot Test for Normality of Independent Variable, Police Officer Coping Styles

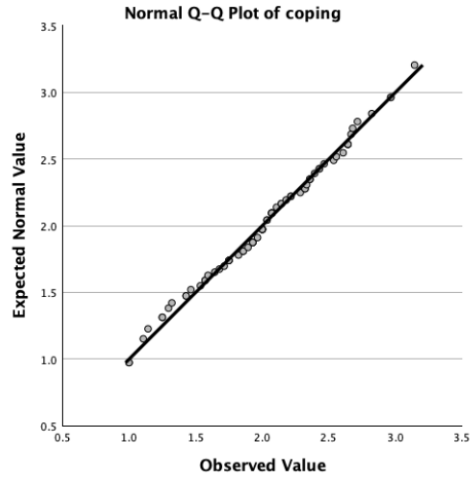


Figure 3

Q-Q Plot Test for Normality of Mediating Variable and Dependent Variable, Police Officer WFC

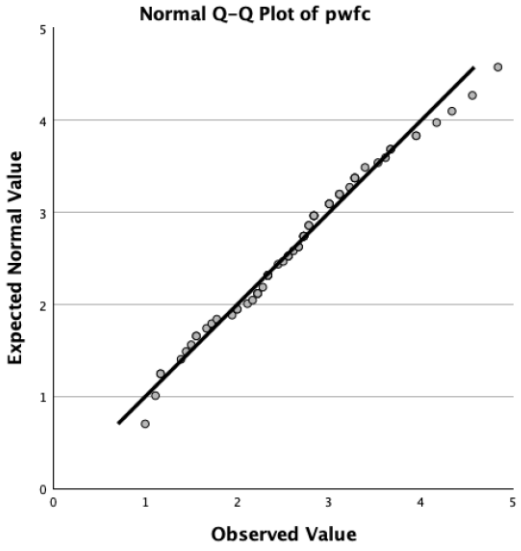


Figure 4

Q-Q Plot Test for Normality of Mediating Variable and Dependent Variable, Adult Offspring WFC

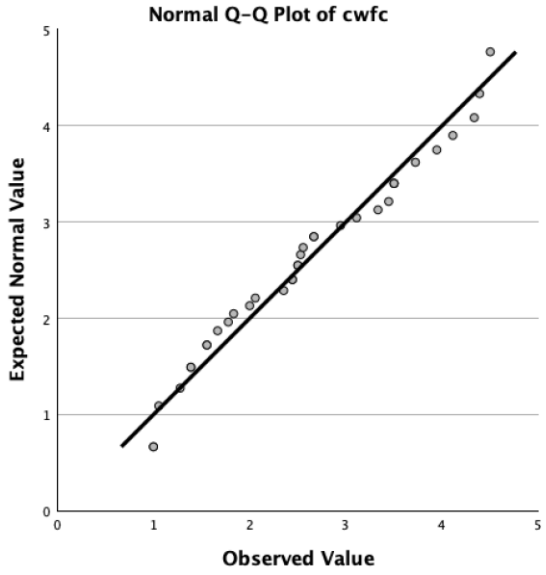
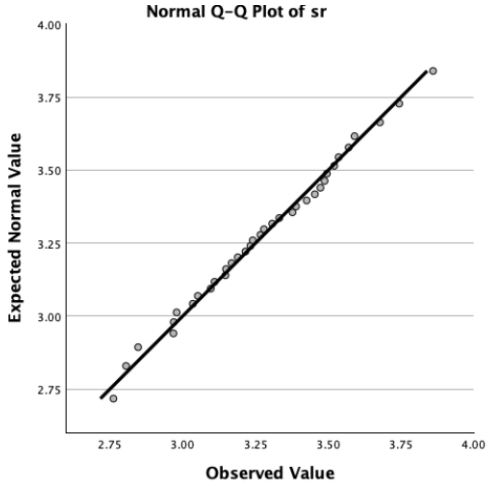


Figure 5

Q-Q Plot Test for Normality of Dependent Variable, Adult Offspring Self-Regulation



Fourth Assumption

A linear relationship between variables was an assumption that needed to be met. Total police officer occupational stress, total coping styles, and adult offspring self-regulation were found to be positively correlated, r(32) = .207, *p* = .024.

Fifth Assumption

Homoscedasticity assumption was conducted using SPSS linear regression modeling, as shown in Figure 6-8. The scatterplots for RQ1 and RQ5 indicate that the linear regression analyses do have homoscedasticity, but RQ3 indicate heteroscedasticity.

Figure 6

Scatterplot of Homoscedasticity --RQ1

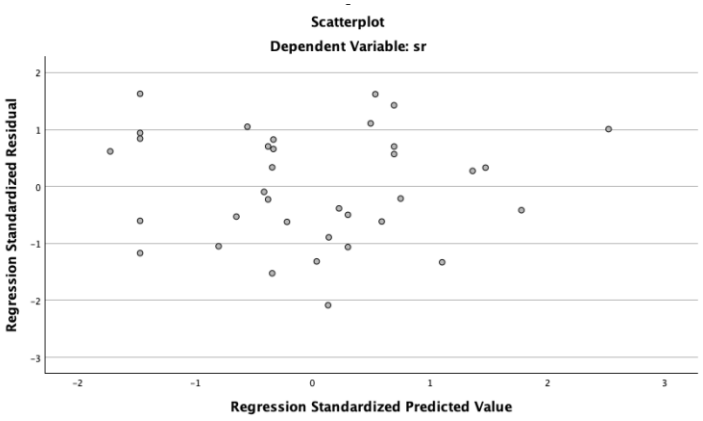


Figure 7

Scatterplot of Homoscedasticity --RQ3

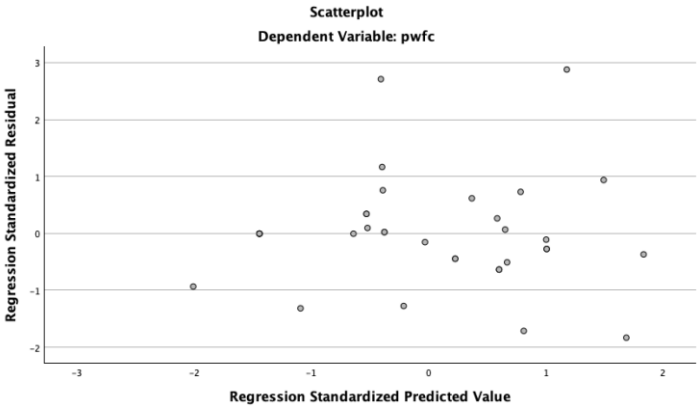
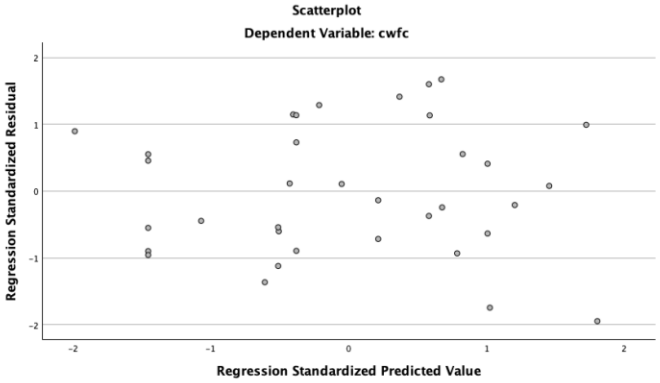


Figure 8

Scatterplot of Homoscedasticity – RQ5



Sixth Assumption

The sixth assumption was that residuals were approximately normally distributed. The residuals were not measured for RQ2 and RQ4. The residuals for RQ 1, RQ3, and RQ5 were calculated using SPSS scatterplot for DV and IVs, shown in Figure 9-11.

Figure 9

Scatterplot of Standardized Residual—RQ1

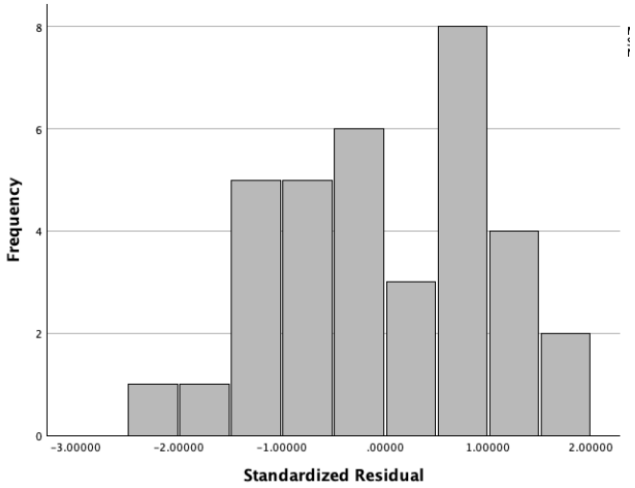


Figure 10

Scatterplot of Standardized Residual—RQ3

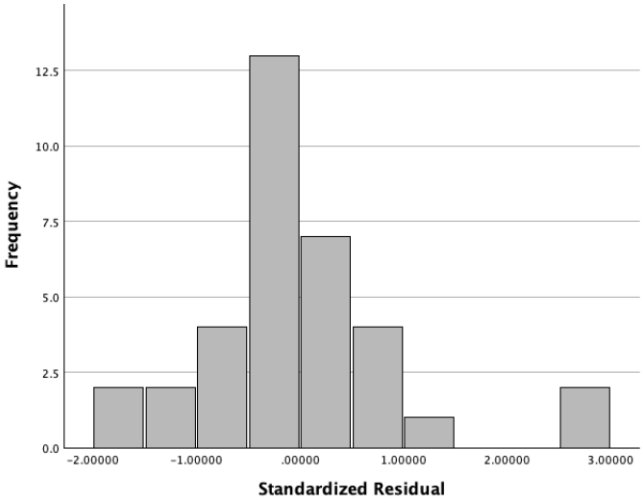
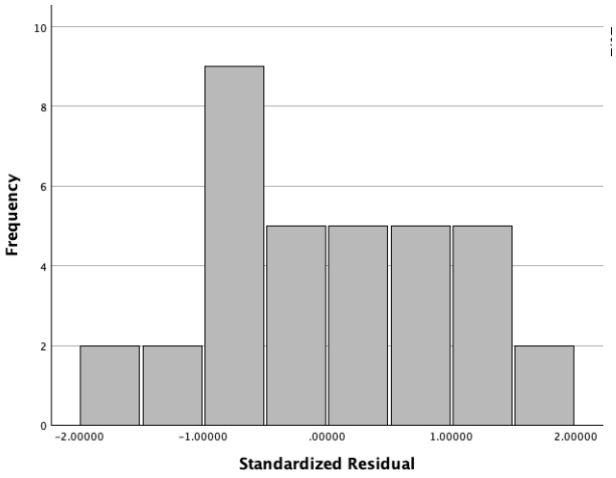


Figure 11

Scatterplot of Standardized Residual—RQ5

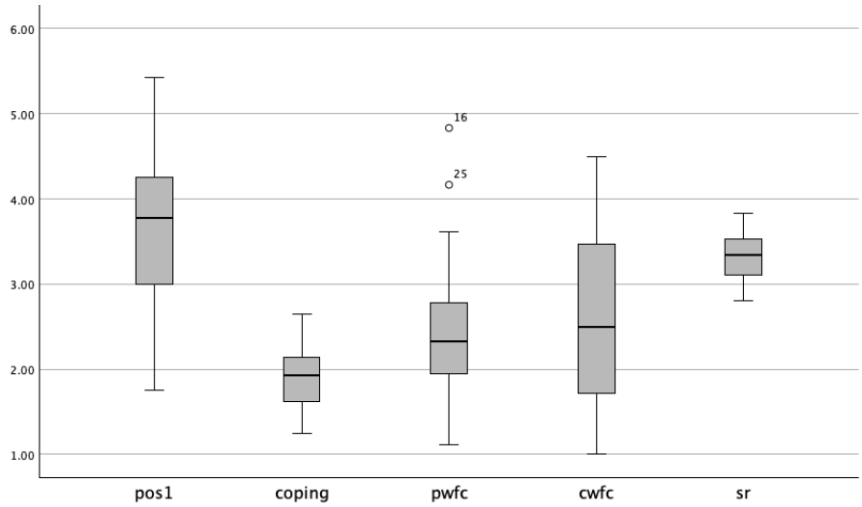


Seventh Assumption

The seventh assumption is there are no outliers. Figure 12 shows the SPSS output for the boxplot of significant outliers for all variables (police officer occupational stress, coping styles, LEO parent WFC, adult-offspring WFC, and adult offspring self-regulation). Two outliers were identified in LEO parent WFC.

Figure 12

Significant Outliers for All Variables



Statistical Analysis Findings

RQ1: Do police officers' occupational stress and parental coping styles impact the self-regulation of their adult offspring?

$H_0$1: Police officers' occupational stress and parental coping styles do not have an impact self-regulation of their adult offspring.

H_A1: Police officers' occupational stress and parental coping styles do have an impact self-regulation of their adult offspring.

A linear regression analysis was conducted to predict adult self-regulation based on police officer occupational stress and coping styles. The regression model revealed a significant relationship between the predictor variables and adult self-regulation, as indicated by the overall model's statistical significance ($F(2, 32) = 4.182$, $p = .024$). The R-squared value of .207 indicated that approximately 20.7% of the variance in adult self-

regulation can be explained by the combined effects of police officer occupational stress and coping styles. Therefore, we rejected the null hypothesis, suggesting that police officer occupational stress and coping styles collectively contributed to the prediction of adult self-regulation.

The predicted adult offspring self-regulation score for participants is estimated to be equal to 2.430 + 0.065 (police occupational Stress) + 0.322 (coping styles) when stress levels are measured. This indicated that the intercept (constant) for the model is 2.430, and for each unit increase in police occupational stress (pos), there was an expected increase of 0.065 units in the predicted adult offspring self-regulation, while for each unit increase in coping styles, there was an expected increase of 0.322 units.

Additionally, the standardized coefficients (Beta) suggested that police officer occupational stress has a smaller impact on the predicted adult offspring self-regulation score compared to coping styles. This was reflected in the t-values, where coping styles had a higher t-value (2.483) compared to police occupational stress (1.323), indicating that coping styles was more statistically significant in predicting adult offspring self-regulation.

Overall, the results indicated that coping styles significantly contributed to the predicted adult offspring self-regulation score of participants, while police occupational stress also played a role but to a lesser extent. Table 13-15 show the results of the linear regression analysis.

Table 13

Model Summary for RQ1

Model	*R*	*R* Square	Adjusted *R* Square	Std. error the estimate
1	.455[a]	.207	.158	.24488

Table 14

Analysis of Variance for RQ1

Model		Sum of squares	*df*	Mean square	*F*	Sig.
1	Regression	.502	2	.251	4.182	.024[b*]
	Residual	1.919	32	.060		
	Total	2.421	34			

[a] Dependent variable: Adult offspring self-regulation (sr), [b] Predictors: (Constant), coping styles, occupational stress (pos)

*$p < .05$

Table 15

Coefficients for RQ1

Model		Unstandardized coefficients		Standardized coefficients		
		B	Std. error	Beta	*t*	Sig.
1	(Constant)	2.430	.298		8.154	<.001***
	Police occupational stress (pos)	.065	.049	.209	1.323	.195
	Coping styles	.322	.130	.392	2.483	.018*

[a] Dependent variable: Adult offspring self-regulation (sr)

*$p < .05$. ***$p < .001$

RQ2: Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC?

$H_0$2: The relationships between police officer occupational stress, coping styles, and adult offspring's self-regulation are not mediated by WFC.

H_A2: The relationship between police officer occupational stress, coping styles, and adult offspring's self-regulation is mediated by WFC.

A PROCESS macro analysis was conducted to examine the mediating effects of WFC between police officer's occupational stress, coping styles, and adult offspring self-

regulation. WFC was divided into two groups: LEO parent WFC (N=35) and adult offspring WFC (N=35). Four PROCESS macro analysis were performed. The initial analysis examined LEO parent WFC mediating effects between police officer occupational stress on adult offspring self-regulation. The direct effect of police officer occupational stress on adult offspring self-regulation was not statistically significant (p = 0.4560). Similarly, the indirect effect of police officer occupational stress on adult offspring self-regulation through the mediator LEO parent WFC was also not statistically significant (p = 0.2990). This indicated that there was no significant relationship between these variables, as indicated by the overall model's statistical significance (F(2, 32) = 1.51, *p* =.236. The results are shown in Tables 16-19. Based on the results of this analysis, the analysis failed to reject the null hypothesis. Therefore, LEO parent WFC did not mediate the relationship between police officer occupational stress and adult offspring's self-regulation. It is important to note that this sampling had a small sample size, which is explored as a limitation to the findings in Chapter 5.

Table 16

Model Summary of First Analysis: LEO Parent WFC for RQ2

Model	*R*	*R* Squared	MSE	F	*df1*	*df2*	*p*
1	.127	.0163	.571	.548	1.00	33.00	.4644

Table 17

Model Summary of First Analysis: Adult Offspring Self-Regulation for RQ2

Model	*R*	*R* Squared	MSE	F-Value	*df1*	*df2*	*p*
1	.294	.086	.069	1.51	2.00	32.00	.236

Table 18

Model of First Analysis for RQ2

	Coeff	*se*	*t*	*p*
Constant	.294	.086	.069	1.51
pos[1]	.045	.059	.755	.456
pwfc[2]	.071	.067	1.06	.299

[1] police officer occupational stress, [2] LEO parent WFC

Table 19

Direct and Indirect Effects of First Analysis for RQ2

	Effect	se	t	*p*
Direct effect of pos[1] on sr[3]	.045	.059	.755	.456
	Effect	BootSE		
Indirect effect of pwfc[2] on pos[1] and sr[3]	.028	.029		.

[1] police officer occupational stress, [2] LEO parent WFC, [3] adult offspring self-regulation

The second analysis examined LEO parent WFC mediating effects between police officer coping styles on adult offspring self-regulation. The direct effect of coping styles on adult offspring self-regulation was statistically significant (p = 0.0234). However, the indirect effect of police officer coping styles on adult offspring self-regulation through LEO parent WFC was not statistically significant (p = 0.1814). The overall model's statistical significance ($F(2, 32) = 4.25$, p = .023) indicated that the model as a whole is significant, supporting the validity of the analysis, including both direct and indirect effects. However, this significance is driven by the direct effect rather than the indirect effect through WFC. Therefore, while the null hypothesis was rejected concerning the direct effect of coping styles on self-regulation, the null hypothesis regarding the indirect effect through WFC was not rejected. This suggests that, based on the analyzed data, there is insufficient evidence to conclude that LEO WFC mediated the relationship between police officer coping styles and adult offspring self-regulation. The results are shown in Tables 20-23. Based on the results, the analysis rejected the null hypothesis. Therefore, LEO parent WFC did not mediate the relationship between police officer coping style and adult offspring's self-regulation.

Table 20

Model Summary of Second Analysis: LEO Parent WFC for RQ2

Model	*R*	*R* Squared	MSE	F	*df1*	*df2*	*p*
1	.127	.0163	.571	.548	1.00	33.00	.4644

Table 21

Model Summary of Second Analysis: Adult Offspring Self-Regulation for RQ2

Model	*R*	*R* Squared	MSE	F-Value	*df1*	*df2*	*p*
1	.458	.210	.060	4.25	2.00	32.00	.023

Table 22

Model of Second Analysis for RQ2

	Coeff	*se*	t	*p*
Constant	2.50	.271	9.21	.000
Coping styles[4]	.310	.130	2.380	.023*
pwfc[2]	.077	.056	1.366	.181

[2] LEO parent WFC, [4] police officer coping styles

*$p < .05$

Table 23

Direct and Indirect Effects of Second Analysis for RQ2

	Effect	*se*	*t*	*p*
Direct effect of coping[4] on sr[3]	.310	.130	2.380	.023*
	Effect	BootSE		
Indirect effect of pwfc[2] on coping[4] and sr[3]	.028	.052		.

[2] LEO parent WFC, [3] adult offspring self-regulation, [4] police officer coping styles

*$p < .05$

The third analysis examined adult offspring WFC as a mediator in the relationship between police officer occupational stress and adult offspring self-regulation. The indirect effect of police officer occupational stress on adult offspring's self-regulation through the adult offspring's perspective of their LEO parents' WFC was statistically significant ($p = 0.0054$), as indicated by the overall model's statistical significance ($F(2, 32) = 5.62$, $p = .008$). The results are shown in Tables 24-27. Based on the analysis results; the analysis rejected the null hypothesis. Consequently, adult offspring WFC mediated the relationship between police officer occupational stress and the self-regulation of adult offspring.

Table 24

Model Summary of Third Analysis: Adult Offspring WFC for RQ2

Model	*R*	*R* Squared	MSE	F	*df1*	*df2*	*p*
1	.433	.187	.899	7.61	1.00	33.00	.009

Table 25

Model Summary of Third Analysis: Adult Offspring Self-Regulation for RQ2

Model	*R*	*R* Squared	MSE	F-Value	*df1*	*df2*	*p*
1	.510	.260	.056	5.62	2.00	32.00	.008

Table 26

Model of Third Analysis for RQ2

	Coeff	*se*	t	*p*
Constant	2.93	.178	16.41	.000
pos[1]	.005	.053	.093	.927
cwfc[5]	.130	.043	2.98	.005**

[1] police officer occupational stress, [5] adult offspring WFC

**$p < .01$

Table 27

Direct and Indirect Effects of Third Analysis for RQ2

	Effect	*se*	*t*	*p*
Direct effect of pos[1] on sr[3]	.005	.053	.093	.927
	Effect	BootSE		
Indirect effect of cwfc[5] on pos[1] and sr[3]	.068	.037		.

[1] police officer occupational stress,[3] adult offspring self-regulation, [5] adult offspring WFC

The fourth analysis examined adult offspring WFC as a mediator in the relationship between police officer coping styles and adult offspring self-regulation. The coefficient for coping styles (X) on adult offspring self-regulation (Y) was 0.2826 (SE = 0.1158, p = 0.0204), indicating a statistically significant direct effect of coping styles on

adult offspring self-regulation, as demonstrated by the overall model's statistical significance (F(2, 32) = 9.64, p = .000). The indirect effect of coping on self-regulation through adult offspring work-family conflict (CWFC) was statistically significant (B = 0.0501, bootSE = 0.0735, 95% bootstrap CI [-0.0868, 0.2118], p < 0.05), indicating that adult offspring WFC mediated the relationship between coping and self-regulation, with a positive indirect effect. The results indicated that coping styles had a significant direct effect on adult offspring self-regulation, and this relationship is partially mediated by adult offspring WFC. The results are shown in Tables 28-31. Based on the analysis results; the analysis rejected the null hypothesis. Therefore, adult offspring WFC mediated the relationship between police officer occupational stress and adult offspring's self-regulation. It is important to note that this sampling had a small sample size, which is explored as a limitation to the findings in Chapter 5.

Table 28

Model Summary of Fourth Analysis: Adult Offspring WFC for RQ2

Model	*R*	*R* Squared	MSE	F	*df1*	*df2*	*p*
1	.131	.017	1.08	.578	1.00	33.00	.452

Table 29

Model Summary of Fourth Analysis: Adult Offspring Self-Regulation for RQ2

Model	*R*	*R* Squared	MSE	F-Value	*df1*	*df2*	*p*
1	.613	.376	.047	9.64	2.00	32.00	.005**

**$p < .01$

Table 30

Model of Fourth Analysis for RQ2

	Coeff	*se*	t	*p*
Constant	2.43	.231	10.50	.000***
coping[4]	.283	.116	2.44	.020*
cwfc[2]	.120	.036	3.30	.002**

[4] police officer coping styles, [5] adult offspring WFC

*$p < .05$. **$p < .01$. ***$p < .001$

Table 31

Direct and Indirect Effects in Fourth Analysis for RQ2

	Effect	se	t	*p*
Direct effect of coping[1] on sr[3]	.283	.116	2.44	.020*
	Effect	BootSE		
Indirect effect of cwfc[5] on coping[4] and sr[3]	.050	.074		.

[3] adult offspring self-regulation, [4] police officer coping styles, [5] adult offspring WFC

*$p < .05$

RQ3: Do police officers' occupational stress and coping styles impact officer WFC?

$H_0$3: Police officers' occupational stress and parental coping styles do not have an impact on police officer's WFC on the regression model.

H_A3: Police officers' occupational stress and parental coping styles does have an impact on police officer WFC on the regression model.

A linear regression was calculated to predict LEO parent WFC based on police officer occupational stress and coping styles. A significant regression equation was found ($F(2,68) = 16.772$, $p < .001$), with an $R2$ of .207 meaning the null hypothesis is rejected. The predicted LEO WFC score for participants was estimated to be equal to 0.307 + 0.375 (police officer occupational stress) + 0.392 (coping styles) when stress levels are measured. This indicated that the intercept (constant) for the model is 0.307, and for each unit increased in police officer occupational stress (pos), there was an expected increase of 0.375 units in the predicted LEO WFC, while for each unit increased in coping styles, there was an expected increase of 0.392 unit. Additionally, the standardized coefficients (Beta) suggested that police officer occupational stress had a larger impact on the predicted LEO WFC score compared to coping styles. This was reflected in the t-values, where police officer occupational stress had a higher t-value (4.359) compared to coping styles (2.269), indicating that police officer occupational stress was more statistically significant in predicting LEO WFC. Overall, the results indicated that police officer occupational stress and coping styles significantly contributed to the predicted LEO WFC score of participants, with police officer occupational stress having a greater influence. Tables 32-34 show the results of the linear regression analysis.

Table 32

Model Summary for RQ3

Model	*R*	*R* Square	Adjusted *R* square	Std. error the estimate
1	.575[a]	.330	.311	.67685

Table 33

Analysis of Variance for RQ3

Model		Sum of Squares	*df*	Mean square	*F*	Sig.
1	Regression	15.367	2	7.684	16.772	<.001[b]
	Residual	31.152	68	.458		
	Total	46.520	70			

[a] Dependent variable: Police officer WFC (pwfc), [b] Predictors: (Constant), coping styles, occupational stress (pos)

Table 34

Coefficients for RQ3

		Unstandardized coefficients		Standardized coefficients		
Model		B	Std. error	Beta	*t*	Sig.
1	(Constant)	.307	.421		.730	.468
	Police officer occupational stress	.375	.086	.455	4.359	<.001***
	Coping styles	.392	.173	.237	2.269	.026*

[a] Dependent variable: Police officer WFC (pwfc)

*$p < .05$. ***$p < .001$

RQ4: Do parent and adult offspring ratings of parent WFC differ?

$H_0$4: Parent and adult offspring ratings of parent WFC did not differ.

H_A4: Parent and adult offspring ratings of parent WFC did differ.

A dependent *t* test was used to examine the mean difference between two related groups: LEO WFC and adult offspring WFC, using the sample of parent-adult offspring dyads (N=35). As shown in Table 35, the findings indicated, t(34) = -.700, p = .489. The 95% confidence interval for the mean difference ranged from -0.53865 to 0.2625, suggesting that the true mean difference in the population could fall within this range. According to the paired samples test, there was no statistically significant difference between police officer WFC (pwfc) and adult offspring (cwfc), as evidenced by the p-values greater than the chosen significance level ($p > 0.05$). Therefore, this analysis failed to reject the null hypothesis. It is important to note that this sampling had a small sample size, which is explored as a limitation to the findings in Chapter 5.

Table 35

Paired Samples Test

	Paired differences							Significance	
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the difference		*t*	*df*	One-sided p	Two-sided p
				Lower	Upper				
Pair 1 pwfc-cwfc	-.13800	1.16633	.19715	-.53865	.2625	-.700	34	.244	.489

RQ5: Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC?

$H_0$5: Police officers' occupational stress and coping styles do not have an impact on adult offspring's perspective of their parent's WFC.

H_A5: Police officers' occupational stress and coping styles do have an impact on adult offspring's perspective of their parent's WFC.

Due to the outcome of RQ4, that there was no mean difference in scores between LEO WFC and adult offspring WFC, it can be assumed that RQ3, with the outcome of LEO WFC would be the same for adult offspring WFC. Therefore, the data analysis continued with RQ5, which was answered using linear regression analysis. A linear regression was calculated to predict adult offspring WFC based on police officer occupational stress and coping styles.

A significant linear regression equation was identified ($F(2, 32) = 3.956$, $p = .029$), indicating that police officer occupational stress and coping styles collectively predicted adult offspring WFC scores. The regression model accounts for approximately 19.8% of the variance in adult offspring WFC scores ($R^2 = .198$), suggesting that the null hypothesis was rejected. The estimated adult offspring WFC score for participants is 0.089 + 0.516 (police officer occupational stress) + 0.333 (coping styles) when stress levels are measured. This implied that the intercept (constant) for the model is 0.089, and each unit increased in police officer occupational stress led to an expected increase of

0.516 units in the predicted adult offspring WFC score, while each unit increased in coping styles resulted in a 0.333-unit increase.

Furthermore, the standardized coefficients (Beta) suggested that police officer occupational stress had a moderate impact on the predicted adult offspring WFC score compared to coping styles. This was evident in the t-values, with police officer occupational stress having a higher t-value (2.688) compared to coping styles (0.658), indicating its greater statistical significance in predicting adult offspring WFC. Overall, the results demonstrated that police officer occupational stress and coping styles significantly contributed to the predicted adult offspring WFC score of participants, with police officer occupational stress having a relatively greater influence. Tables 36-38 present the results of the linear regression analysis. It is important to note that this sampling had a small sample size, which is explored as a limitation to the findings in Chapter 5.

Table 36

Model Summary for RQ5

Model	*R*	*R* Square	Adjusted *R* square	Std. error the estimate
1	.445[a]	.198	.148	.95658

Table 37

Analysis of Variance for RQ5

Model		Sum of Squares	*df*	Mean square	*F*	Sig.
1	Regression	7.241	2	3.620	3.956	.029[b*]
	Residual	29.281	32	.915		
	Total	36.522	34			

[a] Dependent variable: Adult Offspring WFC (cwfc), [b] Predictors: (Constant), coping styles, occupational stress (pos)

*$p < .05$

Table 38

Coefficients for RQ5

		Unstandardized coefficients		Standardized coefficients		
Model		*B*	Std. error	Beta	*t*	Sig.
1	(Constant)	.089	1.164		.076	.940
	Police Officer Occupational Stress	.516	.192	.426	2.688	.011*
	Coping Styles	.333	.506	.104	.658	.516

[a] Dependent Variable: Adult Offspring WFC (cwfc)

*$p < .05$

Summary

Data analysis was conducted to answer the five RQs, Do police officers' occupational stress and parental coping styles impact self-regulation in their adult offspring, Is the relationship between police officer coping style with occupational stress and adult offspring's self-regulation mediated by WFC, Do police officers' occupational stress and coping styles impact officer WFC, Do parent and adult offspring ratings of parent WFC differ, and Do police officers' occupational stress and coping styles impact adult offspring's perspective of their parent's WFC? A linear regression analysis was used to answer the first RQ. The assumptions were addressed, and the result was the rejection of the null hypothesis. The second RQ used PROCESS macro to obtain the answer. Based on statistical results, the null hypothesis cannot be rejected for LEO parent WFC as a mediator; however, the null hypothesis can be rejected for adult offspring WFC as a mediator. The third RQ used a linear regression analysis to obtain an answer. The result of the data analysis was the rejection of the null hypothesis. The results of RQ 4 indicated to reject the null hypothesis. Lastly, the findings of RQ5 also indicated to reject the null hypothesis. The interpretation of these findings, the study limitations, recommendations, implications, and conclusions will be discussed in Chapter 5.

Chapter 5: Discussion, Conclusions, and Recommendations

Introduction

The purpose of this quantitative study was to examine the impact, if any, of police officers' coping styles and occupational stressors on their adult offspring's self-regulation and explore WFC as a mediator in that relationship. Based on the availability of the sample size, additional RQs were explored, including investigating whether police officers' occupational stress and coping styles impact police officer WFC; examining the differences in report LEO parent WFC and adult offspring perspective of LEO parent WFC; and investigating if police officers' occupational stress and coping styles impact adult offspring perspective of LEO parent WFC.

The results revealed that police officer stress and coping styles significantly impact adult offspring self-regulation. While LEO parent WFC was not found to influence the relationship between police occupational stress, coping styles, and adult offspring self-regulation, the perspective of adult offspring on their parent's WFC served as a mediator in this relationship. Moreover, the study highlighted the influence of police officer occupational stress, coping styles, and LEO parent WFC. No significant differences were found between LEO parent WFC and adult offspring perspectives on the parent's WFC. Finally, the study emphasized the significance of police officer occupational stress, coping styles, and the perspectives of adult offspring regarding their parent's WFC. These findings were derived from the data analysis presented in Chapter

4. The subsequent sections will delve into the interpretation of these findings, study limitations, recommendations, implications, and conclusions.

Interpretation of Findings

This section will examine how the findings of this study align with, diverge from, or extend existing knowledge in the field. It will compare these findings with those described in the peer-reviewed literature presented in Chapter 2, organized according to the outcomes of each RQ. Additionally, I will explore how these findings align with theoretical frameworks in the discipline within the findings of the each RQ. The goals of this study were to examine the impact of police officers' coping styles and occupational stressors on their adult offspring's self-regulation and explore WFC as a mediator in that relationship. Interestingly, though greater detail of the strength, direction of influence of police occupational stress, coping styles, and WFC were found.

RQ1

The findings from RQ1 support police occupational stress and coping styles affected adult-offspring self-regulation. The results indicated a significant contribution of coping styles to the predicted adult offspring self-regulation score, with police occupational stress also playing a role, albeit to a lesser extent. The relationship between police occupational stress, coping styles, and adult-offspring self-regulation in this study is consistent with what is in the literature regarding studies related to police stress, parent coping, parent-child relationship, self-regulation, and family systems. Helfers et al. (2021) recognized a link between children's distress and parental distress with child

coping mechanisms serving as a mediator for parental stress; while this study explored WFC as a mediator, as explored in RQ2. This study's finding that there was a significant contribution of LEO parent coping styles to the predicted adult offspring self-regulation confirmed Helfers et al.'s findings. LEO children recognized their parents as a resource of social competency, which is utilized in self-regulation (Moilanen & Lynn Manuel, 2019; Oloye & Flouri, 2021). The finding that parent coping styles predicted their adult-offspring's self-regulation is interpreted to indicate that, as children observed and modeled their behavior after their parents, including how they cope with stress and manage emotions, they are likely to adopt similar coping strategies and emotional regulation techniques. For example, if a child witnesses their LEO parent using effective coping strategies or demonstrating resilience in the face of challenges, they may learn similar skills and apply them in their own lives. The current study extended on Helfers et al.'s research by being rooted in the family systems theory to understand the emotional connectedness of family members.

Additionally, the finding that LEO parent coping styles to the predicted adult offspring self-regulation underscores the pivotal role of parental coping strategies in molding the self-regulation capacities of adult offspring; thereby corroborating the results of Kerr et al. (2021) who found that the emotional climate of the family impacted the child's emotion regulation. In addition, this study expanded on Kerr et al. by exploring the more expansive measurement of offspring self-regulation as opposed to Kerr et al.'s offspring measurement of emotional regulation (distress or frustration).

In addition, this study contributes to the existing literature by extending Kerr et al.'s (2021) work on toddlers' emotional responses, as it utilized adult offspring self-reported data for evaluating self-regulation. This approach was consistent with findings from Moilanen and Lynn Manuel (2019) and Rosanbalm and Murray (2017), suggesting that adult offspring provided more accurate assessments of their self-regulation compared to their younger selves. Additionally, the findings that parental coping influenced adult offspring self-regulation confirms results from Cui et al. (2019), Osborne et al. (2021), Shen et al. (2018), Ringoot et al. (2022), and Wu et al. (2021) that self-regulation is continuously influenced into adulthood by parental emotional control.

Regarding the application of the theoretical framework, the findings of the influence of parental coping on offspring self-regulation is a phenomenon congruent with the tenets of family systems theory (Helm, 2019; Kerr et al., 2021), wherein the perceptions and experiences of both family members have been shown to influence each other. The results of RQ1 supported the idea that the coping strategies of LEO parents in dealing with stress, challenges, or difficult situations influenced the development and regulation of emotions and behaviors in their adult offspring. This influence is likely due to the acquisition of coping strategies or emotional regulation techniques through observation of their parents' behavior or direct guidance and support.

In summary, the findings of this study align with previous literature, indicating that parental emotion regulation and stress significantly contributed to the child self-regulation. This study confirmed that police stress and parental coping styles had a

notable impact on adult-offspring self-regulation. The current study has extended existing research by exploring how LEO parent coping strategies influence adult offspring self-regulation, aligning with family systems theory. The results highlighted the importance of parental coping behaviors as role models for developing adaptive emotional regulation skills in adult offspring.

RQ2

While previous literature (Griffin & Sun, 2018), explored LEO WFC as a mediator in relationships between stress, resilience, and burnout; there was not previously a study investigating the mediating role of LEO WFC in the relationship between police officer occupational stress, coping styles, and adult offspring self-regulation. This study expanded on the literature of LEO WFC. Regarding RQ2, which examined whether the relationship between police officer coping styles with occupational stress and adult offspring's self-regulation is mediated by WFC, the analysis did not find evidence supporting the mediating role of LEO WFC in the relationship between police officer occupational stress, coping styles, and adult offspring self-regulation. Despite the results of the second data analysis, which explored LEO WFC as a mediator between police officer coping styles and adult offspring self-regulation, the overall statistical model was significant. However, this significance is primarily attributed to the direct impact of police officer coping styles on adult offspring self-regulation, rather than the indirect effect through WFC.

Building upon the work of Griffin and Sun (2018), the current study extended the exploration of the effects of police stress and WFC to encompass other family outcomes, such as adult offspring self-regulation. While Griffin and Sun reported that WFC acted as a mediator for police stress, my analysis did not find a similar mediation effect to adult offspring self-regulation. It appeared the relationship between these variables was weak or non-existent in the sample analyzed. One possible explanation for this lack of mediation could be that how LEOs perceive their WFC does not significantly impact their adult offspring's self-regulation. Instead, it is more plausible that the actions taken by LEOs to cope with and manage their WFC, such as employing coping strategies, were more likely to influence outcomes for their children. In other words, the direct coping behaviors and strategies used by LEOs might have a more direct and immediate effect on their adult offspring's self-regulation than the mere presence or perception of WFC. This is confirmed through the second data analysis for RQ2, which examined LEO WFC as a mediator for police officer coping styles and adult offspring self-regulation. However, how the adult offspring perceived their parent's WFC was more in alignment with the literature on child self-regulation development (Black, 2004; Cui et al., 2019; Kerr et al., 2021).

The influence of parental stress and coping on adult-offspring self-regulation identified in this study, expanded on previous research that examined parenting and the spillover crossover model such as in research conducted by Ringoot et al. (2022) and Sharp et al. (2022). The research conducted in this study expanded on findings by Sharp

et al. (2022), where recommendations were made to expand on the child's perspective of their experience of their LEO parent's occupation and parenting. This was achieved in this study by measuring the adult-offspring's perspective of their LEO parent's WFC. Children's perspectives of their LEO parent's parenting behaviors can be influenced by their parent's occupation, as measured in adult offspring perspective of their LEO parent's WFC. Understanding how children interpret and internalize their parent's stress is crucial for comprehending its impact on their well-being and the role of spillover crossover effects within LEO families, which is answered from RQ2.

The results finding that adult offspring perspectives of their LEO parent's WFC acted as a significant mediator in the relationship between police officer occupational stress and coping styles and adult offspring's self-regulation. This aligns with the spillover crossover model and suggested that the impact of police officer occupational stress and coping styles on adult offspring's self-regulation is indirectly transmitted through the experience of WFC by the child. The interpretation of this finding suggested that adult offspring are likely to experience empathy, concern, or understanding for their parent's struggles reflected in WFC. This understanding can lead to the development of adaptive emotional regulation strategies such as empathy, compassion, and providing emotional support. Furthermore, adult offspring who perceived their parent's WFC may also cultivate a sense of responsibility and resilience in managing their own responsibilities and challenges. They may adjust their behaviors, priorities, and coping strategies to effectively address their own stressors and maintain balance in their lives.

This interpretation resonated with Black's (2004) findings, indicating that children may internalize psychological issues and strive to exhibit "perfect" behavior as a means of alleviating stress for their parents.

In summary, the second hypothesis, which explored the mediating role of LEO WFC in the relationship between police officer occupational stress, coping styles, and adult offspring self-regulation, addressed a significant gap in the literature. While the findings did not support LEO WFC as a direct mediator of the relationship between police officer occupational stress, coping styles, and adult offspring self-regulation, they highlighted the importance of understanding adult offspring perspectives on their LEO parent's WFC. These perspectives served as a significant mediator in the relationship between police stress, coping styles, and adult offspring's self-regulation, aligning with the spillover crossover model. Ultimately, this study emphasized the complexity of familial dynamics within law enforcement families and the indirect yet profound impact of parental stress and coping strategies on adult offspring's emotional regulation, empathy, responsibility, and resilience.

RQ3

This study built upon a body of previous literature (Acquadro Maran et al., 2015; Anders et al., 2015; Chen & Wu, 2022; Edwards et al., 2021; Lambert et al., 2021; Li et al., 2018; Queirós et al., 2020; Salinas and Webb, 2018; Varker et al., 2022; Velazquez & Hernandez, 2019; Wassermann et al., 2018) that has established the association between police stress and various outcomes. These studies have demonstrated outcomes such as

burnout, coping mechanisms, mental health stigma, work engagement, organizational commitment, as well as mental health conditions such as anxiety and symptoms of posttraumatic stress disorder (PTSD). Additionally, the finding that there was a significant impact of police occupational stress and coping on LEO parent WFC, validated the findings of Griffin and Sun (2018), who identified a positive relationship between WFC and stress in LEOs. Additionally, this finding was consistent with prior research by Agrawal and Mahajan (2022), Duxbury et al. (2021), and Qureshi et al. (2016). This study added to the generalizability of these findings by Agrawal and Mahajan (2022), Islam et al. (2020), Kishon et al. (2020), Quershi et al. (2016) to the American LEO population. The findings suggested that there was a direct and measurable relationship between the level of occupational stress experienced by police officers and their ability to cope with it, and the extent of WFC they face. This indicated that higher levels of stress and lower coping effectiveness are associated with increased WFC among LEO parents.

The finding that police occupational stress and coping predicted LEO parent WFC, expanded on the findings by Quershi et al. (2016) that increased responsibilities in LEOs increased WFC. Agrawal and Mahajan (2022) highlighted the impact of the engagement of the LEO family on police stress and reported WFC. Quershi et al. highlighted the correlation between LEOs with additional responsibilities such as marital duties and an elevated level of WFC. It's logical to consider that all the respondents in our study, who also had additional responsibilities like parenthood outside of work, could

experience heightened levels of WFC. Furthermore, Duxbury et al. (2021) observed that LEO parents identified as 'nurturing fathers' reported higher levels of WFC, echoing the current study's findings. While this study did not specifically examine the directionality of WFC, recognizing its bidirectional nature (from work to family and family to work), it underscored the pivotal role of these factors in shaping the experiences of LEO parents.

The finding from RQ3 that police occupational stress and coping predicted LEO parent WFC supported and validated the results reported by Griffin and Sun (2018) and Presti et al. (2020). Griffin and Sun's research also found a positive association between WFC and police stress. Building upon their findings, this study delved deeper into exploring coping mechanisms specifically related to police stress and WFC, as investigated in RQ3. This contributed to a more comprehensive understanding of how LEOs cope with the multifaceted challenges posed WFC and occupational stress. It provided valuable insights into the adaptive strategies and resilience-building techniques that LEOs utilize to maintain well-being, manage responsibilities, and navigate the demands of their professional and personal lives effectively. This knowledge can inform interventions, support systems, and policies aimed at promoting the mental and emotional health of LEOs and their families.

The finding that police officer occupation stress and coping styles influenced WFC expanded on the findings by Hall et al. (2010) that the more time spent as a LEO showed an increase in WFC. Hall et al. collected data from officers at two intervals in time, 12 months apart, showing an increase in WFC as well as other outcomes. The

findings of RQ3 indicated that the LEOs from this sample, with an average length of service of 25.680 (as shown in Table 6a), reported experiencing WFC. This could be attributed to the length of service being linked to increased responsibilities associated with rank or division served, resulting in heightened conflict between work and family domains. This aligned with Hall et al.'s findings that an increase in job demands increased WFC.

Additionally, the result from RQ3 confirmed the findings from Hess and Pollmann-Schult (2020) that indicated a positive association between parental WFC and child emotional problems. This study expanded on Hess and Pollmann-Schult's focus on child data by examining perspectives from both parents and offspring. Hess and Pollman-Schult explained that higher WFC could lead to poorer communication and increase in negative parental behaviors, which aligned with maladaptive coping. From these findings, it was supported that a focus on communication, specifically related to coping mechanisms and emotional regulation, could be a supportive element within LEO families, including offspring self-regulation.

Overall, the finding from RQ3, that police occupational stress and coping predicted LEO parent WFC supported much of the pervious literature reviewed in Chapter 2. Moreover, it was essential to underscore the foundational aspects of this research, particularly in investigating parent-child relationships within the context of perceived work and home pressures (WFC), which is explored in findings from RQ 2, 4, and 5.

RQ4

Regarding the finding that there were no significant differences between LEO parent WFC and adult-offspring WFC (RQ4), this finding suggested a notable similarity between the experiences of police officers and their adult offspring regarding WFC. The finding from RQ4 expanded on the research by Presti et al. (2020), where their study focused on WFC, SCM, and work-family satisfaction and balance, through a one-directional, from focal-person to partner. RQ4 investigated WFC in LEO from subject perspective and from focal person (adult offspring) to LEO parent. This analysis (RQ3) offered valuable insight and support by indicating that WFC is perceived similarly by both the subject (LEO parent) and a relationally close individual (adult offspring). This strengthened the validity of the data regarding LEO parent WFC, as it demonstrated that adult offspring perspectives of LEO parent WFC were aligned with those of their parents.

Additionally, the findings that LEO WFC and adult offspring perspectives of their LEO parents' WFC were the not statistically different conformed with findings presented by Morr Loftus and Droser (2020). The authors delved deeper into the mechanisms of base-typed WFC (strain-based, behavior-based, times based), as previously described in WFC theory (Johnson et al., 2019). While the current study did not investigate the difference in means between based-type WFC, the study results were congruent with the findings of Morr Loftus and Droser that parent and adult-child did not differ significantly in their perceptions of parent's WFC. Excluding, Morr Loftus and Droser's findings that adult-offspring perceiving parent's strain-based WFC higher than their parent

counterpart. The finding from RQ4 analysis further supported theoretical framework WFC as the perceived conflict of demands between an individual's work and family roles (Amendola et al., 2021; Presti et al., 2020).

The similarity of scores between LEO parent WFC reported by the LEO parent and their adult offspring could be due to the adult offspring growing up in a household with a LEO parent and experiencing the effects of WFC directly. They may have witnessed moments of tension, stress, or time constraints caused by their parent's job demands. Children, including adult offspring, often learn from observing their parents' behaviors and experiences (Black, 2004; Cui et al., 2019; Kerr et al., 2021). They likely witnessed the challenges and stressors their LEO parent faced in balancing work responsibilities with family obligations. This observation allowed them to empathize with their parent's struggles and understand the impact of WFC on their family dynamics, according to the family systems theory (Helm, 2019; Leroux et al., 2021; Morr Loftus & Droser, 2020). The shared environment of living in the same household fosters a mutual recognition and acknowledgment of the impact of WFC on family dynamics. Adult offspring's empathy and emotional connection to their LEO parent likely contributed to the alignment of perspectives on WFC. They can relate to the feelings of stress, pressure, and conflict experienced by their parent, leading to a shared perception of WFC and its effects on family life. This aligned with the WFC theory and the family systems theory that demands between work and family domains created conflict that can be observed (behavior) and felt (emotions) by those within the family unit.

Overall, the finding that there were no differences in scored between LEO WFC and adult-offspring perspective of their LEO parents' WFC confirmed and supported previous literature (Helm, 2019; Leroux et al., 2021; Morr Loftus & Droser, 2020; Presti et al., 2020). Inability to reject the null hypothesis for RQ4 enabled the continuation of exploring the impact of police stress and coping on an additional outcome, as measured in RQ5.

RQ5

Furthermore, the findings from RQ5, which revealed the influence of police stress and coping styles on adult-offspring perceptions of their LEO parent's WFC, resonated with the theoretical underpinnings of the spillover crossover model and WFC (Bakker et al., 2013; Yucel & Latshaw, 2020). These results not only corroborated but also extended the insights provided by Yucel and Latshaw (2020), who investigated the spillover crossover effects of WFC on the mental health of intimate partners, utilizing a dyadic participant approach, by examining WFC and mental health outcomes in the parent-adult-child dyads. While this study did not investigate specific mental health outcomes such as depression and anxiety, it delved deeper into the child's management of thoughts, emotions, and behaviors through self-regulation. This study strengthened and expanded upon the findings of Yucel and Latshaw by employing validated measurements that were not included in their study. Similar to Yucel and Latshaw, this study measured WFC from the perspective of the main subject (LEO parent) and additional contributor to WFC. In this study, the adult offspring's perspective was considered, as they contribute to the

family demands that were assessed in WFC. Understanding how police stress influenced adult-offspring perceptions of their LEO parent's WFC provided insight into the overall functioning of the family unit, aligning with the family systems theory and WFC theory. The findings supported the WFC theory on how stressors from the parent's job can permeate into family life, affecting communication, relationships, and well-being among family members.

Previous research (Ohu et al., 2019; Tuttle et al., 2018) identified the gap in literature is exploring child outcomes, in examining parent stress and WFC, which is expanded on by this study. Ohu et al. (2019) identified the lack of WFC from the child perspective. The findings of RQ 5, that police stress and coping styles impacted adult-offspring perceptions of their LEO parent's WFC confirmed Ohu et al.'s findings that parental self-regulatory resources impacted WFC and child health. This study built upon Ohu et al.'s findings by examining these variables within the context of Western American LEOs, in contrast to the employed parents in urban Africa as studied in their research. Aligning with the family systems theory and WFC theory, stress from police work likely created an emotional atmosphere within the family unit. The adult offspring measured their perspective of how they witnessed their parent manage demands from both work and family. According to family systems theory, which emphasized the interconnectedness between family members, an adult offspring may have perceived cues such as tension, fatigue, emotional strain, or other symptoms of stress experienced by

their LEO parent. These cues could have significantly influenced their perceptions of the extent of WFC their parent endured.

The current study addressed a literature gap identified by Tuttle et al. (2018) concerning the exploration of children of LEOs within the context of family systems dynamics. The findings from Tuttle et al., rooted in the spillover crossover model, indicated the stress and emotional turmoil from police work impacted the family unit, measured in martial functioning. This study focused on adult offspring outcomes and the role of police officer cooping styles in that relationship. This study built upon Tuttle et al.'s findings, where the researchers indicated that police officers struggle to separate their work from their personal lives, which was deemed maladaptive for relationship functioning. While this study did not extensively explore the influence of specific types of coping mechanisms (adaptive or maladaptive) on adult offspring outcomes such as self-regulation and their perspective of their LEO parent's WFC, it did confirm that police stress and coping have an impact on adult offspring perspectives of their LEO parent's WFC. Notably, police stress was found to have a more substantial impact than coping strategies. It is logical to think that heightened stress within the work domain would increase WFC; therefore, employing coping strategies would impact WFC. For instance, positive coping strategies can improve family functioning and reduce WFC perceptions among adult offspring. On the other hand, negative coping styles not only fail to mitigate increased police stress but can also contribute to heightened perceptions of WFC within the family, including adult offspring perception of their LEO parent’s WFC.

It is important to note that the findings of RQ3, which revealed that police officer occupational stress and coping styles predicted LEO WFC, were based on a strong sample size of 71 police officers. Additionally, the findings of RQ4 indicated that there were no differences in perspectives of WFC between the LEOs and their adult offspring. Based on these results, it could be assumed that the findings from RQ5, which explored how police officer occupational stress and coping styles predicted the adult offspring's perspective of their LEO parent's WFC, would also be significant with a statistically significant sample size. This assumption is consistent with the small sample size of 35 parent-adult offspring pairs on which this analysis was performed. Overall, the findings from RQ5 indicated the influence of police stress and coping on adult-offspring perceptions of their LEO parent's WFC, which contributed to a deeper understanding of family dynamics, coping processes, and the impact of occupational stress on family well-being.

Study Limitations

A limitation to generalizability and trustworthiness for this study centered on the availability of participants. As noted in Chapter 1, the number of LEOs willing to participate in the study was a factor in achieving the effect size ($N = 76$). The participants also needed to encourage their adult offspring to participate for their responses to be considered complete and to contribute to the sample. To achieve validity, the requirements to participate in this study demanded that the participants acknowledge that they reported their years of service as commissioned officers. The demographic questions

asked each participant to confirm that this condition was true before they continued to proceed further with the questionnaires. This goal was achieved. The required effect size was set at 76 and there was a total of 35 matched parent-adult offspring pairs received. Those who responded to the distribution of surveys were participants who were currently, or formerly commissioned officers employed with a law enforcement agency or were an adult offspring of an LEO. This criterion helped to achieve reliability. However, this study failed to achieve the intended sample size. Despite efforts to recruit participants, the final sample size fell short of the targeted number. The low response rate from the LEO community is similar to that of previous research such as Acquadro Maran et al. (2015), Edwards et al. (2021), and Hall (2010). As a result, the generalizability of the findings may be limited, and the statistical power of the analysis could be compromised. Future research with a larger and more representative sample is warranted to validate the findings and enhance the robustness of the results.

Recommendations

The recruitment through social media groups was convenient and due to the number of recorded members in each social media group, the study had vast exposure to potential LEO participants. However, due to slow and low response rate, I would recommend that future researchers' recruiting method be by primarily working directly with LEO agencies. This may increase the responsivity of those potential participants by having an in-person recruitment. An in-person recruitment may allot for a set time to participate as opposed to relying on the willingness, dedication, and availability of time

to complete a survey, as this study requested, while the participant was likely leisurely using social media platforms. Additionally, while, the parent-adult offspring dyads were beneficial to providing data from more than one point of view in the family unit, the response rate was lower in adult offspring than from LEO parents. Future research may also benefit from focusing on one participant, rather than requiring both LEO parent and adult offspring to participate. If recruiting adult offspring of LEOs specifically, it is recommended to connect with universities to increase access to these participants. However, other recruitment methods should be explored to investigate any generational differences in sampling.

Furthermore, in examining the discrepancy of responses from the adult-offspring compared to LEO parents, this may suggest potential relational challenges within the family dynamic, including communication barriers between parents and their children influencing comfortability to express, lack of trust, differences in perception and understanding between parents and children, and other imbalances in parent-adult offspring relationships, as described in research by Hess and Pollmann-Schult (2020). Future research that investigates adult offspring of LEOs should explore the influence of the LEO's parenting style or other underlying parent-adult offspring mechanisms, like Moilanen and Lynn Manuel (2019), but from the perspective of LEO families. This could be achieved by recruiting offspring of LEO solely. It is important to note that LEO were the main target in recruitment methods.

In future research may benefit from investigating gender differences and role of the parent and offspring. This study consisted of primarily male LEO parents (94%), as shown in Table 4a. The adult offspring consisted of close split of male (58%) and female (42%) participants, as shown in Table 4b. Given the historical male dominance in law enforcement, exploring gender roles in parenting, as highlighted by studies such as Duxbury et al. (2021), Hess and Pollmann-Schult (2020), Shimazu et al. (2020), Somech et al. (2007), and Xu et al. (2019), becomes crucial. This investigation is particularly relevant for understanding gender expectations concerning emotional control, parenting practices, work responsibilities, and related aspects, providing greater insight into the development of offspring's self-regulation, as outlined and confirmed in this study.

I would also recommend for future research to delve into the specific mechanisms by which adult offspring WFC mediated the relationship between police officer occupational stress and adult offspring's self-regulation. Longitudinal studies could illuminate the long-term implications of these dynamics (LEO stress, coping styles, and self-regulation) on adult offspring's well-being across various life domains. Furthermore, future research could examine additional factors contributing to WFC among police officers, such as organizational culture, job demands, and support systems. Going beyond the family unit, future longitudinal studies could examine the impact of WFC on job performance, satisfaction, and overall organizational outcomes within law enforcement agencies.

In summary, this study addressed a gap in the current literature and opened various outlets for future research to investigate further for greater understanding into LEO families, family systems, parent-adult offspring relationships, police stress, coping, and WFC.

Implications

The potential impact of this study for positive social change for the individual involves the understanding of the relationship between occupational stress and coping styles of LEOs and their adult offspring's self-regulation and the mediating effects of WFC. The LEO community is a vital structure of society. Additionally, the family unit is a vital structure within an LEO's life. Challenges between work and family not only impact the individual but ultimately affects the family, as supported by the findings of this study, and confirmed theoretical frameworks of SCM, WFC, and family systems theory. It then becomes integral to preserving the family unit and consequently the unity of society to understand the impact of occupational stress and coping on WFC and child self-regulation. A family could formulate a plan, informed by the results of this study, to address responding to stress and monitor WFC.

Communication between members of LEO family unit is imperative for family cohesion and adaptive development of self-regulation within LEO children. Open communication between LEO parents and adult offspring can provide insights into the challenges of police stress and WFC, rather than the child leaning on observation and emotional cues to determine WFC within their parent. Discussions about coping

strategies, time management, and family responsibilities can shape adult-offspring perceptions and understanding of their parent's WFC. This can be encouraged in family supportive interventions provided by a police department, including family therapy.

The findings from this study highlighted the significant role that parental factors, such as coping styles and occupational stress, play in shaping the self-regulation abilities of adult offspring. Understanding these influences can inform interventions aimed at improving adult self-regulation by targeting parental coping mechanisms and stress management. Additionally, the significant results from this study suggest that both police officer occupational stress and coping styles have a notable impact on police officer WFC. This highlighted the importance of considering both individual stress levels and coping mechanisms in understanding WFC among LEOs. Interventions should focus on enhancing adaptive coping skills in LEO parents, including providing resources for stress reduction, resilience-building programs, and support networks to help parents navigate stressful situations and foster positive coping behaviors. The long-term implications include a greater understanding of an individuals' well-being and functioning across the lifespan; therefore, having enduring benefits for adult offspring's psychological health and adjustment, thereby supporting healthy development and well-being across generations. These implications are supported by the findings and the theoretical foundations of this study: spillover crossover, WFC, and family systems theory.

Moreover, the recognition of WFC experienced by adult offspring as a significant mediator in the relationship between police officer occupational stress, coping styles, and

adult offspring's self-regulation illuminates the underlying mechanisms through which parental stress and coping impacts adult offspring outcomes. Further results indicated that both police officer occupational stress and coping styles play a significant role in shaping adult offspring perspectives on the parent's WFC, thereby, the experiences of police officers in managing occupational stress, as well as their coping strategies, can influence how their adult offspring perceive and experience WFC within the family context. Additionally, the absence of a significant difference between LEO WFC and adult offspring WFC underscores the interconnectedness of work and family dynamics within law enforcement families, suggesting that the challenges and stressors associated with police work and coping mechanisms may influence not only the officers themselves but also their adult offspring perceive and respond to work-family challenges. These findings collectively signify the interconnectedness of family dynamics, occupational stress, and individual well-being, thus supporting the family systems theory. Consequently, it is imperative for police entities to foster a family-friendly atmosphere in the work environment. This initiative would prove advantageous for the LEO community, fostering trust, openness, transparency, and interconnectedness both within individual families and within the broader LEO community.

Furthermore, the study results indicate alignment with WFC theory within law enforcement families. Collaborative efforts among law enforcement agencies, mental health professionals, and family support services could prove beneficial in devising comprehensive interventions addressing the complex interplay between parental stress,

LEO stress, family dynamics, and adult offspring outcomes. Implementing policies promoting work-life balance, family-friendly workplace initiatives, and stress management programs for both officers and their families could be instrumental in fostering a supportive environment within law enforcement organizations. This could be achieved by exploring the impact of work hours (hours worked and shift time) on WFC, time off allocation for family activities, flexible scheduling options, and access to mental health services tailored to the unique needs of law enforcement families. Additionally, creating peer support networks, providing training on effective coping strategies, and promoting open communication channels within departments, including supervising officer support, can further contribute to enhancing family well-being and officer job satisfaction and reducing mental health stigma.

The implications of this research and future research stemmed from this study could contribute to improved LEO job satisfaction, organization commitment, enhanced mental health outcomes for LEOs and their families, increased family cohesion, and improved public safety and relations. This is a continued steppingstone in the limited research within the LEO community, especially LEO families. It is important to note, that ongoing research and collaboration among researchers, practitioners, and policymakers is crucial to further explore and address the complex dynamics of police occupational stress, coping, and WFC in law enforcement settings.

Conclusion

This quantitative study aimed to investigate the influence of police officers' coping styles and occupational stressors on their adult offspring's self-regulation, with a focus on exploring WFC as a potential mediator in this relationship. Findings revealed that police officer stress and coping styles significantly affect adult offspring self-regulation, while the role of LEO parent WFC was not found to directly influence this relationship. However, the perspective of adult offspring on their parent's WFC acted as a mediator. The study also highlighted the impact of police officer occupational stress and coping styles on LEO parent WFC. Importantly, there were no significant differences found between LEO parent WFC and adult offspring perspectives on the parent's WFC. These findings highlight the importance of understanding the interplay between occupational stress, coping mechanisms, and family dynamics within law enforcement families. Recommendations for future research include exploring alternative recruitment methods, delving into specific mechanisms of adult offspring WFC mediation, and conducting longitudinal studies to assess long-term implications. Additionally, interventions aimed at enhancing coping skills and addressing WFC among police officers and their families could have significant implications for individual and familial well-being within the law enforcement community.

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Appendix A: Demographics Questions- LEO Parent Participant

Age: Gender: Work Hours:

Years of Service:

Duty Assignment (check one): Patrol

Administrative

Detective

Special Unit

Education Level (check one): High School Graduate with no college

High School Graduate with some college

College Graduate or higher

Appendix B: Demographics Questions- Adult Offspring Participant

Age:

Gender:

Education Level (check one): High School Graduate with no college

High School Graduate with some college

College Graduate or higher

Employment Type: Examples: Student, Law Enforcement, Nurse, Educator

Appendix C: Debriefing

You have just participated in a study requirement for the degree of Ph.D. in clinical psychology with Walden University. Your participation will help advance knowledge in the field of clinical psychology and ultimately provide support to law enforcement and their families. Understanding how coping with police stress impacts regulation in law enforcement offspring was the purpose of this study and your answers to the surveys will help achieve this purpose.

Questions about the study may be directed to the researcher. For any medical emergencies, you are advised to seek immediate medical help at your nearest medical provider. If you are feeling suicidal, you are encouraged to contact the National Suicide Prevention Lifeline 24/7 or visit Blue H.E.L.P.