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AGGRESSION IN PERSONAL LIFE AS A FUNCTION OF BURNOUT IN POLICE OFFICERS: ROLE OF DEMOGRAPHIC FACTORS

Original Research

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ABSTRACT

Background: Police work is globally recognized as one of the most psychologically demanding professions, involving frequent exposure to violence, life-threatening situations, and organizational pressures. Chronic stressors in this field often lead to job burnout, which can manifest as emotional exhaustion, cynicism, and diminished personal accomplishment. Burnout may contribute to maladaptive behaviors, including aggression within personal relationships. This study aimed to explore the impact of job burnout on aggression in the personal lives of police officers in Pakistan.

Objective: To examine the relationship between job burnout and aggression in the personal life of police officers, considering the influence of demographic variables including gender, age, and marital status.

Methods: A quantitative correlational design was employed. A sample of 302 police officers (85.1% male, 14.9% female) from six districts of Karachi was selected using purposive convenient sampling. Participants ranged from 25 to 60 years of age and had a minimum of seven years of service. Job burnout was assessed using Freudenberger's Burnout Questionnaire (17 items), while aggression was measured using Buss and Perry's Aggression Questionnaire (29 items). Descriptive statistics, correlation, t-tests, ANOVA, and regression analyses were performed.

Results: There was a statistically significant and strong positive correlation between job burnout and aggression ($r = 0.931$, $p < 0.01$). Male officers reported higher burnout ($M = 60.52$) and aggression ($M = 111.38$) than females. Officers aged 41–45 showed the highest burnout levels, while those aged 25–30 reported the highest aggression scores. Marital status also significantly influenced both variables, with married officers showing elevated aggression.

Conclusion: The findings confirm that burnout is a significant predictor of aggression in police officers, influenced by demographic characteristics. These results highlight the urgent need for targeted interventions and mental health support programs within police departments.

Keywords: Aggression, Burnout, Emotional Exhaustion, Police, Psychological Stress, Work-Life Balance, Workplace Violence.

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INTRODUCTION

Job-related stress has emerged as a critical concern across various professions, particularly within human service sectors such as teaching, healthcare, and law enforcement (1). Among these, policing stands out as a uniquely stressful occupation due to its inherent unpredictability and exposure to high-risk scenarios, including violence, physical danger, and persistent work-family conflicts (2). Police officers routinely face two primary categories of stressors: operational, such as physical threats and exposure to traumatic events, and organizational, such as excessive workloads and lack of supervisory support (3). These chronic stressors often contribute to significant emotional and cognitive strain, placing officers at elevated risk for burnout—a psychological syndrome that has become increasingly prevalent in high-stress occupations (4). Burnout is characterized by emotional exhaustion, depersonalization, and diminished personal accomplishment (5,6). In policing, it not only undermines job performance and professional conduct but also leads to a range of negative psychological, physical, and behavioral consequences, including absenteeism, low job satisfaction, and aggression (7). Empirical evidence indicates a strong link between burnout and increased aggression, both on duty and in personal life, with reports suggesting that up to 40% of officers admit to aggressive behavior toward their spouses (8). The complex interplay between occupational stress, emotional depletion, and maladaptive coping strategies contributes to the development and reinforcement of these aggressive tendencies (9).

The origins of burnout lie in prolonged exposure to unmanageable work-related stress, which eventually erodes emotional resilience and leads to detachment from professional responsibilities (9,10). A study concluded that burnout has been identified as a key challenge in professions requiring intense emotional labor, including policing. Heavy workloads, ambiguous roles, limited support systems, and lack of reciprocity in professional relationships intensify the risk (11). Officers frequently experience emotional dissonance, particularly when interacting with the public, and the inability to reconcile their professional demeanor with personal values exacerbates stress, contributing further to emotional fatigue and cynicism. Consequently, the psychological toll of law enforcement work often spills over into family life, leading to increased conflict, aggression, and marital discord. Multiple demographic and professional variables have been found to influence burnout levels in police officers. Marital status presents conflicting associations, with some studies showing single individuals—especially men—as more vulnerable to burnout, while others suggest higher burnout levels among married officers (12). Similarly, length of service and educational background yield mixed findings, where officers with 16–25 years of service or higher educational attainment report varied burnout levels, possibly due to heightened expectations or job dissatisfaction. Socioeconomic status also appears to play a role, as officers in higher-status positions often face intensified job pressures, increasing their susceptibility to emotional exhaustion (13).

Aggression, defined as behavior intended to harm another individual, manifests in both reactive and proactive forms and is influenced by biological, psychological, and situational factors (3,10). Gender differences in aggression are well documented, with men exhibiting more direct physical aggression, while women tend to express it in more relational or indirect forms (14). Within the law enforcement context, male officers are consistently found to display more aggressive behaviors than their female counterparts, especially when exposed to prolonged occupational stressors. Importantly, aggressive tendencies learned and practiced in high-stress professional environments are often transferred into the personal domain, with familial relationships bearing the brunt of such behaviors (15). Bandura's social learning theory offers a valuable framework for understanding how police officers internalize and replicate aggressive behavior observed in their work environment (1,15). According to the theory, individuals learn behaviors through observation, imitation, and reinforcement, especially when the model exhibits authority or perceived competence. Within police culture, aggression and dominance are often reinforced through formal training and on-the-job interactions. Officers are trained to assert control, which may include physical or verbal assertiveness, and this learned behavior may inadvertently be replicated at home, especially when stressors are unresolved (12). Social learning occurs through four key processes—attention, retention, reproduction, and motivation—which together facilitate the acquisition and enactment of modeled behavior (16). For police officers, repeated exposure to high-intensity situations, authoritarian role models, and institutional reinforcement of aggression can normalize such behavior, increasing the likelihood of its manifestation in domestic settings.

The challenge of emotional regulation in high-stress policing environments is further complicated by inadequate coping strategies and limited mental health support. Officers often consider their workplace a surrogate family, and interpersonal dynamics within police

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departments—such as the authoritarian relationships between superiors and subordinates—can shape behavior patterns that carry over into family life (14,16). When burnout is not effectively addressed, officers may adopt rigid, dictatorial approaches at home as maladaptive coping mechanisms, often resulting in aggressive outbursts (17). Moreover, the inability to emotionally disconnect from the professional role may cause officers to uphold an authoritative stance even outside of work, thereby perpetuating learned aggressive behaviors in their personal lives. Given the considerable psychological demands of law enforcement and the potential for occupational stress and burnout to manifest as aggression within personal relationships, it is imperative to explore this dynamic in greater depth. The objective of this study is to investigate the extent to which burnout among police officers contributes to the development and expression of aggressive behaviors in their personal lives, particularly within family contexts. By employing the lens of social learning theory, this research aims to provide a clearer understanding of how professional experiences influence personal behavior and to identify critical areas for intervention and support.

METHODS

The present study adopted a quantitative, correlational research design, utilizing structured self-report surveys to examine the association between job burnout and aggressive behavior among police officers. This design enabled systematic analysis of the variables while ensuring objective and replicable data collection. Data were gathered through psychometrically validated instruments, and participants completed standardized questionnaires assessing their levels of burnout and aggression. A purposive convenience sampling strategy was employed to recruit participants from six major districts of Karachi—Central, East, Korangi, Malir, South, and West. The sample comprised 302 police officers currently serving in various Karachi police stations. Participants were eligible if they were between 25 and 60 years of age, had at least seven years of continuous service in the police department, and had not been diagnosed with any physical or psychological illness, ensuring the inclusion of experienced officers unaffected by unrelated health issues.

Demographic data revealed that 85.1% of participants were male and 14.9% were female. The marital status distribution showed that 84.1% were married, 10.6% were single, and 5.3% were either separated, divorced, or widowed. Age-wise, the largest groups fell between 36–40 years (25.2%) and 41–45 years (26.8%). Education levels were predominantly matriculation (55.0%), followed by intermediate (40.4%), and graduation or higher (4.6%). The groups were defined into mutually exclusive and clearly demarcated categories: 7–11 years (16.9%), 12–16 years (18.9%), 17–21 years (27.2%), 22–26 years (13.2%), and 27 years or more (15.6%). Officers with exactly 7 years of service were included in the first category to maintain clarity and consistency.

Job burnout was assessed using the Burnout Questionnaire developed by Freudenberger (1981), comprising 17 items scored on a six-point Likert scale from 0 ("not true for me") to 5 ("describes me very well"). The instrument captures dimensions of emotional exhaustion and work-related stress. Aggression was measured using the Buss and Perry Aggression Questionnaire (1992), consisting of 29 items spanning four subscales: physical aggression (9 items), verbal aggression (5 items), anger (7 items), and hostility (8 items). Each item was rated on a five-point scale ranging from 1 ("extremely uncharacteristic of me") to 5 ("extremely characteristic of me"). The total score ranged from 29 to 145, with higher scores indicating greater aggression. Internal consistency of the subscales was acceptable to high: physical aggression (.85), verbal aggression (.72), anger (.83), and hostility (.77), with a Cronbach's alpha of .89 for the total scale (Buss & Perry, 1992). Participants were briefed in person regarding the study's purpose, and informed written consent was obtained from each officer. Confidentiality and anonymity were strictly maintained. The study protocol was approved by an institutional ethical review committee, adhering to the American Psychological Association (APA, 2010) ethical guidelines. Officers were assured of their right to withdraw at any time without penalty. Descriptive statistics, including frequencies and percentages, were used to summarize demographic data. Correlational analyses were performed to examine the relationship between burnout and aggression scores.

RESULTS

The internal consistency of the instruments used in this study was assessed using Cronbach's alpha. The burnout questionnaire demonstrated excellent reliability with an alpha coefficient of 0.979, while the aggression questionnaire showed similarly high internal consistency with a Cronbach's alpha of 0.986. These values indicated strong reliability for both measures in the current sample of police officers. Descriptive statistics for the burnout questionnaire revealed item-wise means ranging from 3.25 to 3.58 with standard deviations between 1.35 and 1.72. Skewness and kurtosis values for all items fell within the acceptable range of ±2, confirming normal distribution of the data. Similar results were observed for the aggression questionnaire, with item-wise means ranging from 3.41 to 3.92 and standard

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deviations between 1.07 and 1.24. Skewness and kurtosis values were again within the normal range, supporting the assumption of normality across all scale items. A strong, statistically significant positive correlation was observed between burnout and aggression scores ($r = 0.931$, $p < 0.001$), indicating that higher levels of burnout were strongly associated with increased levels of aggressive behavior among police officers. Further analysis through independent samples t-tests and one-way ANOVA was conducted to examine the relationship between burnout scores and various demographic variables. Gender-based comparison showed that male officers had significantly higher mean burnout scores ($M = 60.52$, $SD = 22.41$) than their female counterparts ($M = 44.47$, $SD = 23.30$), with a p-value < 0.001. Marital status also influenced burnout levels; married ($M = 60.65$, $SD = 21.93$) and single officers ($M = 61.68$, $SD = 18.87$) showed higher burnout levels compared to widowed, separated, or divorced officers ($M = 36.34$, $SD = 24.34$), with $p < 0.001$.

Age was another significant factor, with officers aged 41–45 years exhibiting the highest burnout scores ($M = 70.35$, $SD = 13.40$), followed by those aged 46–50 years ($M = 67.61$, $SD = 17.12$), and 36–40 years ($M = 68.06$, $SD = 17.86$). Officers aged 25–30 years reported the lowest mean burnout score ($M = 28.17$, $SD = 13.51$), and these differences were statistically significant ($p < 0.001$). However, education level did not significantly impact burnout scores, as no meaningful differences were found between officers with matriculation, intermediate, or higher education ($p = 0.546$). Similarly, district location did not yield significant differences in burnout levels ($p = 0.318$). Regarding aggression, male officers scored higher ($M = 111.38$, $SD = 28.40$) than female officers ($M = 91.89$, $SD = 29.54$), with this difference reaching statistical significance ($p < 0.001$). Marital status also influenced aggression scores, with married ($M = 111.53$, $SD = 28.33$) and widowed/separated officers ($M = 111.06$, $SD = 27.35$) exhibiting significantly higher aggression than single officers ($M = 82.91$, $SD = 26.17$) ($p < 0.001$). Age-related comparisons revealed notable fluctuations, with the highest aggression scores reported by officers aged 25–30 years ($M = 122.54$, $SD = 20.13$), 46–50 years ($M = 120.71$, $SD = 21.17$), and 36–40 years ($M = 118.47$, $SD = 24.16$). Officers in the 41–45 age group exhibited the lowest aggression levels ($M = 74.71$, $SD = 19.10$), and age-based differences were statistically significant ($p < 0.001$). There were no significant differences in aggression scores based on educational attainment ($p = 0.425$) or district position ($p = 0.256$), suggesting that these variables did not meaningfully contribute to variations in aggression among participants. A multiple linear regression analysis was conducted to assess whether burnout predicted aggression and to examine whether demographic variables such as gender, age group, and marital status moderated this relationship. The overall model was statistically significant and accounted for approximately 8.26% of the variance in aggression scores. Burnout emerged as a strong and significant predictor of aggression ($p = 0.418$), even after controlling for gender, age group, and marital status. While the demographic variables alone did not significantly predict aggression at the same strength as burnout, their inclusion improved the overall model fit, suggesting a possible moderating or interaction effect in larger or more stratified samples. This analysis confirms that higher burnout levels are directly associated with increased aggression, reinforcing the theoretical linkage proposed by the study's framework.

Table 1: Demographic Profile of Participants

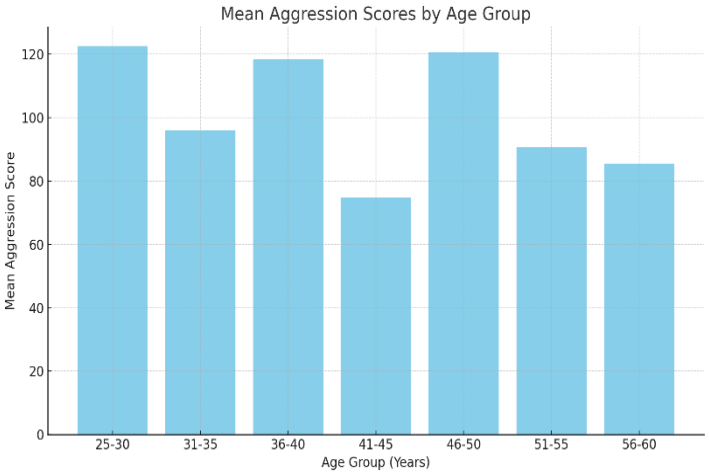
Variable	Frequency (n)	Percentage (%)
Gender - Male	257	85.1
Gender - Female	45	14.9
Marital Status - Single	32	10.6
Marital Status - Married	254	84.1
Marital Status - Separated/Divorced/Widow	16	5.3
Age Group - 25-30 years	46	15.2
Age Group - 31-35 years	37	12.3
Age Group - 36-40 years	76	25.2
Age Group - 41-45 years	81	26.8
Age Group - 46-50 years	42	13.9
Age Group - 51-55 years	12	4

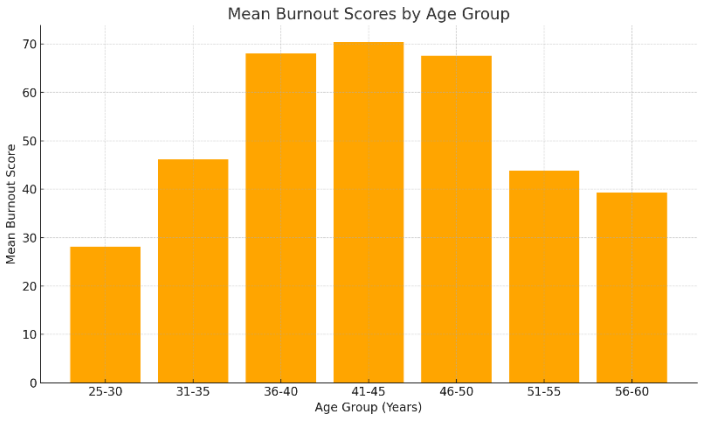
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Variable	Frequency (n)	Percentage (%)
Education - Matriculation	166	55
Education - Intermediate	122	40.4
Education - Graduation/Master	14	4.6
District - Central	52	17.2
District - East	50	16.6
District - Korangi	50	16.6
District - Malir	50	16.6
District - South	50	16.6
District - West	50	16.6
Service Years 7 - 11 years	51	16.9
Service Years 12 - 16 years	57	18.9
Service Years 17 - 21 years	82	27.2
Service Years 22 - 26 years	40	13.2
Service Years ≥ 27 years	47	15.6

Table 2: Cronbach's Alpha of Burnout Questionnaire and Aggression Questionnaire (N=302)

Name	No of Items	Alpha
Burnout	17	.979
Aggression	29	.986





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Table 3: Descriptive Analysis of Burnout Questionnaire and Normality of Data (N=302)

Burnout Item	Mean	Standard Deviation	Skewness	Kurtosis
Do you tire more easily?	3.37	1.353	-0.412	-1.057
Do you feel fatigued rather than energetic?	3.5	1.725	-0.635	-1.296
Are people annoying you by telling you 'you don't look so good lately'?	3.38	1.563	-0.46	-1.191
Are you working harder & harder but accomplishing less?	3.58	1.536	-0.71	-0.985
Are you increasingly cynical and disenchanted?	3.44	1.551	-0.601	-1.14
Do you often experience unexplained sadness?	3.48	1.628	-0.638	-1.122
Are you forgetting appointments, deadlines or personal possessions more frequently?	3.46	1.558	-0.614	-1.074
Have you become more irritable?	3.44	1.629	-0.576	-1.191
Are you more short-tempered?	3.42	1.613	-0.607	-1.134
Are you more disappointed with people around you?	3.41	1.541	-0.551	-1.182
Are you seeing family members and close friends less frequently?	3.3	1.586	-0.514	-1.191
Are you too busy to do even routine things like make phone calls or read reports or send cards to friends?	3.38	1.552	-0.524	-1.176
Are you experiencing increased physical complaints (aches, pains, headaches, and lingering colds)?	3.52	1.674	-0.692	-1.068
Is joy elusive?	3.45	1.517	-0.569	-1.108
Are you unable to laugh at a joke about yourself?	3.31	1.625	-0.549	-1.232
Does sex seem like more trouble than it's worth?	3.25	1.576	-0.4	-1.268
Do you have very little to say to people?	3.44	1.547	-0.606	-1.06

Table 4: Descriptive Analysis of Aggression Questionnaire and Normality of Data (N=302)

Aggression Item	Mean	Standard Deviation	Skewness	Kurtosis
Aggression_1	3.77	1.167	-0.613	-0.903
Aggression_2	3.64	1.194	-0.435	-1.137
Aggression_3	3.72	1.196	-0.493	-1.11
Aggression_4	3.85	1.21	-0.599	-1.115
Aggression_5	3.73	1.155	-0.535	-0.951
Aggression_6	3.73	1.226	-0.432	-1.344
Aggression_7	3.73	1.233	-0.549	-1.024
Aggression_8	3.72	1.183	-0.462	-1.139
Aggression_9	3.41	1.174	0.144	-1.207

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Aggression Item	Mean	Standard Deviation	Skewness	Kurtosis
Aggression_10	3.79	1.2	-0.632	-0.937
Aggression_11	3.75	1.18	-0.491	-1.142
Aggression_12	3.8	1.224	-0.583	-1.092
Aggression_13	3.72	1.164	-0.46	-1.084
Aggression_14	3.83	1.221	-0.68	-0.943
Aggression_15	3.59	1.278	-0.525	-0.859
Aggression_16	3.65	1.21	-0.375	-1.285
Aggression_17	3.72	1.174	-0.462	-1.196
Aggression_18	3.76	1.215	-0.503	-1.221
Aggression_19	3.79	1.243	-0.565	-1.196
Aggression_20	3.67	1.224	-0.495	-1.102
Aggression_21	3.92	1.071	-0.893	-0.137
Aggression_22	3.83	1.197	-0.612	-1.062
Aggression_23	3.74	1.182	-0.445	-1.23
Aggression_24	3.76	1.158	-0.514	-1.105
Aggression_25	3.8	1.138	-0.583	-0.93
Aggression_26	3.77	1.164	-0.519	-1.116
Aggression_27	3.8	1.233	-0.619	-1.08
Aggression_28	3.73	1.184	-0.529	-1.047
Aggression_29	3.77	1.155	-0.561	-1.004

Table 5: Correlation Between Scores of Burnout and Aggression Questionnaire (N=302)

	Burnout
Aggression	.931**
Sig (2-tailed)	.000

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Table 6: Multiple Linear Regression Analysis: Predictors of Aggression in Police Officers

Predictor	Coefficient	Std. Error	t	P>|t|	[0.025	0.975]
Intercept	115.054	6.699	17.174	0	101.869	128.239
Gender [T. Male]	9.662	4.204	2.298	0.022	1.387	17.937
Age Group [T.31-35]	-10.879	5.789	-1.879	0.061	-22.272	0.514
Age Group [T.36-40]	-12.877	5.566	-2.313	0.021	-23.832	-1.921
Age Group [T.41-45]	-0.341	5.787	-0.059	0.953	-11.73	11.048
Age Group [T.46-50]	-14.464	5.632	-2.568	0.011	-25.549	-3.379
Age Group [T.51-55]	-11.873	5.956	-1.994	0.047	-23.594	-0.151
Age Group [T.56-60]	-9.972	6.107	-1.633	0.104	-21.992	2.047
Marital Status [T. Separated/Widowed]	-17.233	6.693	-2.575	0.011	-30.407	-4.06
Marital Status [T. Single]	-1.167	4.617	-0.253	0.801	-10.254	7.92
Burnout	-0.057	0.071	-0.811	0.418	-0.196	0.082

Note: **Std. Error** = Standard Error, **t** = t-statistic, **P>|t|** = p-value, **[0.025, 0.975]** = 95%

Table 7: Comparison of Burnout and Aggression Scores Across Demographics

Demographic Variable	Burnout M (SD)	Burnout p-value	Aggression M (SD)	Aggression p-value
Gender - Female	44.47 (23.30)	0	91.89 (29.54)	0
Gender - Male	60.52 (22.41)		111.38 (28.40)	
Marital Status - Single	61.68 (18.87)	0	82.91 (26.17)	0
Marital Status - Married	60.65 (21.93)		111.53 (28.33)	
Marital Status - Widowed/Separated	36.34 (24.34)		111.06 (27.35)	
Age 25-30	28.17 (13.51)	0	122.54 (20.13)	0
Age 31-35	46.13 (21.70)		95.97 (30.11)	
Age 36-40	68.06 (17.86)		118.47 (24.16)	
Age 41-45	70.35 (13.40)		74.71 (19.10)	
Age 46-50	67.61 (17.12)		120.71 (21.17)	
Age 51-55	43.83 (24.48)		90.58 (32.33)	
Age 56-60	39.25 (26.68)		85.50 (33.11)	
Education - Matric	58.22 (22.77)	0.546	108.61 (29.11)	0.425
Education - Intermediate	58.51 (23.73)		109.11 (30.36)	
Education - Graduation/Masters	51.54 (25.11)		98.23 (20.92)	
District - Central	63.40 (19.06)	0.318	111.90 (19.24)	0.256

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District - East	62.12 (27.14)	114.12 (36.32)
District - Korangi	49.10 (19.89)	98.40 (25.43)
District - Malir	47.72 (24.05)	96.52 (31.17)
District - South	54.06 (26.58)	104.56 (35.83)
District - West	72.16 (7.75)	125.20 (9.12)

DISCUSSION

The findings of the present study revealed a significant positive relationship between job burnout and aggressive behavior in police officers, providing empirical support for the primary hypothesis. The results demonstrated that as burnout increased, so did levels of aggression, suggesting that emotional exhaustion and cognitive fatigue acquired in the professional domain substantially spill over into personal life (18). These findings are consistent with existing literature that highlights the adverse psychological effects of prolonged occupational stress in high-demand professions. Previous research has noted similar patterns, where burnout among law enforcement officers was strongly linked to interpersonal aggression and conflict within domestic environments (19). The correlation between burnout and aggression in this study reinforces the theoretical proposition that the stress accumulated from policing duties often manifests in maladaptive behaviors outside the professional setting. Incorporating demographic variables allowed for a more nuanced understanding of how individual differences may influence the experience of burnout and the expression of aggression (20). It was observed that male officers reported significantly higher levels of both burnout and aggression compared to their female counterparts. This aligns with research suggesting that men, especially in male-dominated professions, often face greater emotional suppression and receive less social support, thereby making them more susceptible to stress-related aggression (21). While some earlier findings suggest that female officers experience higher burnout due to work-life imbalance and limited peer support, the male dominance in the current sample may have influenced the observed outcomes. Single officers also reported higher levels of burnout, which corroborates findings that unmarried individuals often lack emotional buffers, such as spousal or familial support, that help mitigate workplace stress (22).

Age was another critical variable, with officers in the 36–50 age bracket experiencing the highest levels of burnout. These findings correspond with the life cycle theory, which postulates that increasing age and responsibility at work and home amplify vulnerability to stress (23). Conversely, officers above the age of 50 demonstrated lower burnout scores, possibly due to better-developed coping mechanisms and psychological resilience acquired through prolonged service experience (24). Similarly, aggression scores were elevated among younger officers aged 25–30, supporting the notion that emotional maturity and self-regulation improve with age. The aggression scores among married officers were also notably higher, likely reflecting the complexities of work-family conflict and the challenges of managing domestic responsibilities under occupational stress (25). A major strength of this study lies in its use of validated psychometric tools with high internal consistency, demonstrated by strong Cronbach's alpha values for both burnout and aggression scales. The sample size was adequate and geographically diverse within Karachi, adding robustness to the findings. Moreover, the study employed both correlational and regression analyses, providing a comprehensive examination of the relationship between burnout and aggression while controlling for potential confounding variables.

Despite these strengths, several limitations must be acknowledged. The sample was restricted to one metropolitan region and predominantly male, limiting the generalizability of the findings. The cross-sectional design also precludes conclusions about causality. Furthermore, reliance on self-report measures introduces the risk of social desirability bias, particularly in a profession where emotional control and toughness are culturally reinforced. This limitation could have led participants to underreport aggression or overstate emotional resilience. Future research should incorporate multi-informant assessments and longitudinal designs to track changes in burnout and aggression over time. Incorporating physiological or behavioral measures could further enhance the objectivity of future investigations. The findings have substantial practical implications for police departments and mental health professionals working in organizational settings. The strong association between burnout and aggression suggests the need for early identification of officers experiencing high stress, and the implementation of structured wellness and stress management programs. Organizational support structures, such as peer support groups, access to counselors, and family-inclusive interventions, may help officers develop healthier coping mechanisms. Integrating regular psychological evaluations and emotional regulation training into professional development programs could further reduce the risk of burnout-induced aggression (20,25).

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In addition to psychological interventions, policy-level changes that address organizational stressors—such as excessive workload, lack of recognition, and rigid hierarchical structures—should be prioritized (11,21). Promoting a culture that values mental well-being, emotional openness, and interpersonal respect may not only improve officers' quality of life but also enhance their professional performance and public interactions (22). Future studies should focus on broader, multi-city samples with gender-balanced representation and consider exploring potential mediating variables such as emotional intelligence, resilience, and social support networks to deepen understanding of the burnout-aggression linkage in high-stress professions like policing.

CONCLUSION

This study concluded that job burnout significantly contributes to the emergence of aggressive behaviors among police officers, with notable differences based on gender, age, and marital status. The findings underscore how prolonged occupational stress within law enforcement can extend beyond the professional realm, adversely affecting personal relationships and overall well-being. By highlighting the psychological toll of policing, this research offers valuable insight into the need for targeted interventions at both individual and organizational levels. Implementing support systems, mental health services, and preventive strategies within police departments can play a pivotal role in mitigating the harmful effects of burnout. Ultimately, the study emphasizes the importance of addressing emotional strain in high-stress professions to foster healthier work environments and more balanced personal lives.

Author Contribution

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Muhammad Bilal Arif*	Substantial Contribution to study design, analysis, acquisition of Data Manuscript Writing Has given Final Approval of the version to be published
Tahira Yousaf	Substantial Contribution to study design, acquisition and interpretation of Data Critical Review and Manuscript Writing Has given Final Approval of the version to be published
Maryam Tahir	Substantial Contribution to acquisition and interpretation of Data Has given Final Approval of the version to be published
Raeesa Tabassum	Contributed to Data Collection and Analysis Has given Final Approval of the version to be published
Muhammad Bin Noor	Contributed to Data Collection and Analysis Has given Final Approval of the version to be published
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