

## 1. Introduction

Actually workers deals with job and family demands, trying to not have a conflict between these two important domains of their lives. Work-home interaction become a topic of research (Demerouti & Geurts, 2004), with researchers searching the direction and the valence of this interaction. Policing has special rules that can interfere with family schedules and organization, dealing with uncertain and unknown events. Due to their stressful professional activity (Brown & Campbell, 1994; Dowler, 2005; Ranta & Sud, 2008; Vuorensyrjä & Mälikä, 2011), police officers are also vulnerable to burnout, experiencing emotional exhaustion, depersonalization, and reduced professional accomplishment (Kop, Euwema & Schaufeli, 1999; Page & Jacobs, 2011; Pines & Keinam, 2006; Taris et al., 2010). Recently, work-family interaction was related with burnout (Innstrand et al., 2011; Langballe et al., 2011), indicating bi-directional causal paths.

**Key words:** Burnout, Work-home interaction, Police Officers

## 2. Aims

This study aims to investigate the influence of work-home interaction on burnout, in a sample of Portuguese police officers.

## 3. Method

**Participants:** Non-probabilistic sample of **78 male Portuguese police officers** working in Public Security Police (PSP) of a small town of north Portugal; age between 35 to 54 years (M=46.1 and SD=4.9); 35% with 9th year of school level and 41% with 12th year; all married and with children; working in police force between 14 to 31 years (M=22.6 and SD=4.4); 67% with patrolling tasks and 33% with criminal investigation tasks.

**Instruments:** Questionnaire to collect individual and professional characterization, *Maslach Burnout Inventory-Human Services Survey* (MBI-HSS, Maslach & Jackson, 1997); and Survey Work-Home Interaction Nijmegen (SWING, Geurts et al., 2005) both with adapted Portuguese versions for this study.

**Procedure:** Data were collected in Public Security Police (PSP) of a small town of north Portugal; age between , during 2010, using self-completion questionnaire, anonymous and confidential, after formal Police authorization.

**Data analysis:** SPSS-18 was used to do a descriptive, correlation analysis (*R Pearson*) and regression analysis.

## 4. Results

Despite low levels of burnout (especially low depersonalization, low emotional exhaustion and high professional accomplishment) and low levels of work-home interaction (especially negative home-work and work-home interactions) results show positive statistical significant correlations between burnout negative dimensions and negative work-home interactions (Table 1). Stepwise regression show that emotion exhaustion is predicted by work-home negative interaction whereas depersonalization is predicted by work-home negative interaction and family-work negative interaction (Table 2).

**Table 1. Means, Standard deviations, Cronbach's Alpha and inter-correlations of MBI and SWING dimensions**

		M	SD	$\alpha$	1	2	3	4	5	6
MBI (0-6)	1. Emotional exhaustion	1.727	1.058	.808						
	2. Depersonalization	1.054	1.055	.583	.359**					
	3. Professional accomplishment	4.333	1.210	.744	.059	-.110				
SWING (0-3)	4. Negative work-home interaction	1.073	0.406	.806	.378**	.421**	-.169			
	5. Negative home-work interaction	0.485	0.313	.497	.267*	.327**	-.067	.256*		
	6. Positive work-home interaction	1.206	0.551	.772	.122	.022	.020	-.147	-.004	
	7. Positive home-work interaction	1.417	0.704	.786	.077	.106	.003	-.035	.100	.451**

**Table 2. Predictive value of work-home interaction dimensions for burnout dimensions**

	R <sup>2</sup>	R <sup>2</sup> change	$\beta$	F	t
<b>Emotional exhaustion</b>					
Negative work-home interaction	.143	.143	.378	12.656***	3.557**
<b>Depersonalization</b>					
Negative work-home interaction	.177	.177	.361	16.388***	3.443**
Negative home-work interaction	.229	.051	.234	11.114***	2.232*

\*p < 0.050 \*\*p < 0.010 \*\*\* p < 0.001

## 5. Conclusions

Burnout seems to be related with negative interactions between work and family, but those interactions explain differentially burnout. While emotional exhaustion seems affected by the negative influence of work in family, depersonalization reflects both paths of these negative interactions. The results reflect the complexity of the relationship between burnout and work-home interaction, already referred by other authors in policing context (Marais et al., 2009; Mostert, 2011; Vuorensyrjä & Mälikä, 2011). Interventions at workplace are needed to prevent burnout and help police officers to cope with stressful job demands and separate those stress sources from family.

## 6. Bibliography

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