

Appendix

Self-designed Survey Questionnaire for Police Officer

Hello! Thank you very much for taking the time to participate in this survey. This is an anonymous questionnaire, and your answers will be strictly confidential, and the research results will not reflect your personal information, please feel free to answer. Thank you for your cooperation, and we wish you smooth work and a happy life!

Part A: Personal Information and Work Information

This section includes two parts: personal information and work information. Personal information includes place of birth, gender, and age (3 items); work information includes position (1 item).

1. Place of birth: A. Urban B. Rural
2. Gender: A. Male B. Female
3. Age: _____ years old
4. Position: A. civilian police officer B. auxiliary police officer

Part B: Job Competence

Please read each item carefully and choose the degree to which the following content matches your real situation

Item Number	Question	Completely Agree	Mostly Agree	Neutral	Mostly Disagree	Completely Disagree
1	Facing different cases, I am clear about all the procedures and can complete my work smoothly.					
2	I often benefit from the case-handling experience shared by my seniors and colleagues.					
3	When the public does not understand the criteria for judgment, I can explain the laws and regulations to them clearly.					
4	In the process of communicating with the public, I do not interrupt their speech arbitrarily, giving them enough time to express their thoughts.					
5	I always complete my tasks before I take a break.					
6	When colleagues encounter difficulties, I can offer effective suggestions.					
7	After receiving a police call, I will immediately depart to the scene.					
8	For the public who do not cooperate with the police station's work, I first understand the reasons and then communicate with them in a targeted manner to gain their cooperation.					

9	When handling cases, I not only pursue efficiency but also try to resolve conflicts.					
10	I can usually pick up on the non-verbal cues of others (facial expressions, body language, etc.).					
11	When interacting with different people, I adjust my communication style accordingly.					
12	I can quickly identify key points in solving cases based on my intuition.					
13	When I arrive at the scene and find it chaotic, I can quickly stabilize the situation to proceed with my work.					
14	Tasks assigned by my superiors are always completed ahead of schedule.					
15	I can use emerging technologies to assist in solving cases more efficiently.					
16	I can accurately judge others' emotions from their tone of voice or facial expressions.					
17	During case handling, I am good at engaging with the public to obtain more clues.					
18	Under heavy workload, I take the initiative to coordinate with colleagues to improve the efficiency of case handling at the station.					
19	I am very focused during patrols.					
20	I am very familiar with the use of police equipment.					
21	I have a good grasp of the laws and regulations that may be needed in my work.					
22	In the course of police duties, if physical conflict with a suspect occurs, I can flexibly apply the combat skills I have learned.					
23	During case handling, I am good at publicizing to the public in order to mobilize them for joint management.					
24	Even when the work is heavy, I don't get annoyed when I receive a police call.					

Part C: Job Stressors

Please read each item carefully and choose the degree to which the following content matches your real situation

Item Number	Question	Never Troubled	Rarely Troubled	Somewhat Troubled	Often Troubled	Always Troubled
1	Encountering nepotism during law enforcement.					
2	The remuneration for work is					

	disproportionate to the effort put in.					
3	Not receiving support from relevant laws and regulations during law enforcement.					
4	The profession of a police officer is not respected or understood by society.					
5	My knowledge and abilities are not keeping pace with new work requirements.					
6	Being exposed to the darker aspects of society while combating crime.					
7	The pressure of tight deadlines for completing work.					
8	Worrying about not being able to complete case handling tasks.					
9	Regular assessments and evaluations.					
10	Not receiving understanding or recognition from leadership for work done.					
11	Not receiving understanding, support, and cooperation from the public during law enforcement.					
12	Negative media reports related to the police.					
13	Power struggles among colleagues.					
14	Family members not fully understanding the work of a police officer.					
15	Due to work commitments, lacking time to accompany family.					
16	Leadership's criticism is more frequent than positive feedback.					
17	Work is sometimes subject to malicious complaints, and law enforcement rights are not protected.					
18	Worrying about personal safety being threatened during law enforcement.					
19	Colleagues have indifferent relationships and lack communication.					
20	Hopes to alleviate negative emotions but cannot find ways to do so.					
21	Leadership does not listen to the ideas					

	and suggestions of subordinates.					
22	The current promotion system offers no hope.					
23	Worrying about retaliation from criminals against oneself, family, and friends.					
24	Leadership assigns tasks without considering the specific circumstances of subordinates.					
25	The current accountability system brings pressure to work.					
26	Due to work reasons, lack of exercise affects health conditions.					
27	Leadership's inconsistent opinions on work leave me at a loss.					
28	Engaging in many non-police duties.					
29	The organization rarely cares about the lives of police officers.					
30	Being in a constant state of tension, feeling exhausted.					
31	Not being proficient in the work.					
32	Work content is monotonous and makes one restless and uneasy.					
33	Not being able to integrate well into the team.					
34	Leadership does not treat subordinates equally.					
35	Heavy workload of tasks.					
36	Bringing work emotions into the family, causing family conflicts.					
37	Unstable working hours affect personal life.					
38	Work assignments are not clear, responsibilities are not defined.					
39	Encountering nepotism during law enforcement.					
40	The remuneration for work is disproportionate to the effort put in.					