

Study on the Influencing Factors of Occupational Stress and Coping Methods of Railway Youth Police

Jiawei Li

China Jiliang University, Hangzhou, China

Keywords: Railroad police, occupational stress, coping styles

Abstract: To understand the influence factors of occupational pressure of young police officer in railroad public security, the young police officer of a railroad public security office were taken as the research object. The questionnaire survey method and interview method were used to conduct research on the occupational pressure problem of young police officer. The occupational pressure sources of young police officer were analyzed from the aspects of work, organization, interpersonal relationship, society, etc. The existing police coping experience of occupational pressure in foreign countries was referred to, and the public security organs of the police were enriched to reduce pressure means. The young police were scientifically organized and managed, in order to alleviate the occupational pressure of the young police, so that the young police could play their positive role in work and life in a better way.

1. Introduction

The current international environment is becoming increasingly complex, with profound adjustments in the international balance of power, regional blocs in the world economy, and the prevalence of protectionism, and China's external economic development is facing unprecedented challenges. In the face of the changes in the international environment, China's development is also experiencing the arduous task of reform, development and stabilization, and various social contradictions have emerged, and the law enforcement environment has become more and more complex, bringing the public security police an unprecedented test.

In December 2018, the Central Office and the State Office issued the Work Program for the Adjustment of the Management System of Industry Public Security Organs, which adjusted the railroad public security and other industry public security from dual leadership to the leadership of the Ministry of Public Security in accordance with the requirement that the police is the police, the government is the government, and the enterprise is the enterprise. Under the new management system, the railroad public security work mode has undergone major changes, which also means that we have to change the original inherent work ideas and work mode, the grass-roots railroad public security police, especially the young police put forward a higher standard of requirements. Young police officers are subject to multiple pressures from work, organization, life and other aspects, too much pressure will affect the physical and mental health of young police officers, which in turn affects the efficiency of the work, and may even appear aggressive behavior, affecting the image of the police also caused serious damage to society. The police is the state's violent

machine, if the police because of the pressure cannot be reasonably released and produce psychological problems, will cause great social harm such as: coerced confessions, violent law enforcement, abuse of power and other phenomena. Therefore, it is of profound significance to study the occupational stress of young railroad public security police.

This topic focuses on the study of occupational stress and coping styles of railroad public security youth police officer. Railroad public security youth police officer is a special occupational group, they are faced with complex working environment, high-intensity work tasks, diversified work roles and multiple work conflicts, research on their stress can reveal the impact of different occupational characteristics on stress, expand and improve the scope of application and explanatory power of stress theory, and provide more theoretical support for the study of the issue of police officer occupational stress. The research on this topic can help the young police officers of railroad public security to adjust and improve their working condition. It can help them to improve the efficiency and quality of their work, enhance their job satisfaction and sense of well-being, and realize their personal values and professional goals. This way, they can effectively cope with all kinds of emergencies and crises, fight against all kinds of illegal and criminal behaviors more efficiently, protect the order and safety of railroad transportation more effectively, and better serve the majority of passengers and society. This can maintain and promote the safety and stability of railroad transportation. Therefore, it is of great significance to pay attention to the study of the factors influencing the occupational stress of young railroad public security police officers and their ways of coping with it.

2. Objects and methods of study

2.1. Subject of the study

The questionnaire survey method and interview method were used to investigate the youth police of A Railway Public Security Office within the specified time, and the questionnaires were recovered 220 in total, with a total of 208 valid questionnaires in the end, and the effective recovery rate was 94.55%.

The young police officer officers surveyed included 38 (18%) from the authorities, 127 (61%) from the police stations, 34 (16%) from the ride-along police, and 9 (4%) from the special police. In terms of gender, men accounted for 87%, far more than women; in terms of age, 26 to 30 years old accounted for 64%, 31 to 35 years old accounted for 23%, 25 years old and below the least, accounting for 13%; in terms of literacy, bachelor's degree accounted for 87%, far more than 13% of junior college, and only one graduate degree, accounting for a negligible proportion; in terms of marital status, married accounted for 67%, unmarried accounted for 31%, and divorce accounted for a lower percentage of 2%; in terms of administrative rank, the percentage of section members was higher at 95%, much larger than the 5% of section-level leading cadres.

2.2. Research tools

Referring to the civil servant stressor dimension scale developed by well-known scholars in China, Li Zhi and Li Zheng, this scale was based on the stress theories of foreign scholars Weiss and Copper. It was also combined with the MBI-GS scale widely used in academic research at present. Then, it was modified according to the actual situation of the young police officers of A Railway Public Security Department. A stressor measurement scale with its own characteristics was compiled as a questionnaire for the current survey. This questionnaire was for the occupational stress part of the survey. After analyzing the data by SPSS software, the α of the occupational stress questionnaire is 0.919, and the α of the simple coping method questionnaire is 0.745. The reliability

of the scale meets the requirements.

The survey was conducted through a questionnaire network and on-site interviews, and the results obtained were analyzed using SPSS software for descriptive statistical analysis, one-way ANOVA, and regression analysis of the collected data.

3. Findings

3.1. Analysis of current situation

The factors affecting the occupational stress of young police officer are work, social, organizational, personal, and interpersonal factors. ^[1]The average score of work factors is 3.57, which is between a little match and comparative match, and more inclined to comparative match. This indicates that the young police officer feel more pressure due to work. For social factors, the average score is 3.39, which is also between a little match and comparative match, and more inclined to comparative match. This indicates that the social factors will lead to the increase of the pressure of the young police officer. For organizational factors, the mean score is 3.35, which is between somewhat coincident and relatively coincident, and more inclined to somewhat coincident. This indicates that organizational factors will lead to increased pressure on young police officers. For personal factors, the mean score is 3.10, which is also between somewhat coincident and relatively coincident, and more inclined to somewhat coincident. This indicates that personal factors will lead to increased pressure on young police officers. For interpersonal factors, the mean score is 2.53, which is between a little bit of coincidence and the advantages of coincidence, and more inclined to a little bit of coincidence. This indicates that the pressure of the young police officers by the interpersonal aspects of the factors is less affected. (See table 1.)

Table 1: Descriptive Statistical Analysis

variant	N	minimum value	maximum values	average value	standard deviation
Working factors	208	1.50	5.00	3.57	0.58
social factor	208	2.00	5.00	3.39	0.68
Organizational factors	208	1.00	5.00	3.35	0.64
personal factor	208	1.00	5.00	3.10	0.69
Interpersonal factors	208	1.00	5.00	2.53	0.69

3.2. Analysis of differences in demographic variables

Table 2: One-way ANOVA

one-way variance (statistics)	p-value
distinguishing between the sexes	0.589
(a person's) age	0.00
educational attainment	0.752
marital status	0.00
workplace	0.030
Administrative grades	0.132

A one-way ANOVA on the results of the questionnaire revealed that the variables of gender, literacy, and administrative rank do not significantly affect the occupational stress of young police

officer; the variables of age, marital status, and job position significantly affect the occupational stress of young police officer. (See table 2.)

Young railroad public security police of different ages may have different psychological characteristics and life stages, which may also affect their feelings and ways of coping with stress. young police under the age of 25 are more dynamic, innovative and adaptable, more receptive to new knowledge and technology, and more enthusiastic and eager to explore their work. They may also have not yet taken on too many family responsibilities and live a relatively simple life. As a result, they feel relatively less pressure. On the other hand, police officers aged 26-30 are in the rising stage of their careers, have higher expectations and demands for their work, and at the same time are faced with major life events such as getting married and giving birth to children, and need to balance the relationship between work and family. As a result, they may feel more pressure. Most of the police officer aged 31-35 have become the mainstay of their units, have a deeper understanding of and reflection on their careers, and may have encountered some bottlenecks or setbacks in their career development. At the same time, they have to take on more family responsibilities and pay attention to their children's education, parents' old age and other issues. Therefore, they may feel the most pressure.

Unmarried police officer officers are relatively young, have a strong capacity for adaptation and psychological endurance, and are better able to cope with various challenges and difficulties at work. At the same time, unmarried police officers do not have the pressure of family responsibilities and can concentrate more on their work. At the same time, unmarried police officers do not have the pressure of taking on family responsibilities and can concentrate more on their work, and also have more time and energy to participate in spare time and social activities, thus relieving work pressure.

Married police officer officers are relatively mature and have more stable family and social support, which can alleviate work pressure to a certain extent. At the same time, married police officers have a stronger sense of responsibility and mission. At the same time, married police officers have a stronger sense of responsibility and mission, and are able to face setbacks and difficulties in their work more positively. However, married police officers also have to face the challenges of work. However, married police officers also have to face the conflict and balance between family and work, such as the needs of family members such as spouses, children, parents, etc., relationships, education, old age, and other issues, as well as housing, income, consumption and other economic issues. These problems can cause a certain amount of psychological pressure and burden on married police officer officers.

Divorced police officer are in relative difficulty, have weaker family and social support, and are prone to loneliness, helplessness, loss and low self-esteem. At the same time, the divorced police also have to face the conflict and balance between family and work, such as child support, alimony, property division and other legal issues, as well as psychological problems such as attitudes, prejudice and discrimination against divorce among relatives, friends, coworkers and the community. These problems can bring greater psychological pressure and burden to the divorced police officer.

3.3. Regression analysis

Taking stress as the dependent variable, the independent variables were adjusted to work, social, organizational and interpersonal factors, and then the results of the four analyses were integrated on a single table, and the results of the linear regression analysis are detailed in Table 3.

The value of regression coefficient of job factor is 0.43, $p=0.000<0.05$. This indicates that job factor will have a significant positive impact relationship on the stress of young police officers in railroad public security.

Table 3: Linear regression analysis of four factors

		Unstandardized coefficient		Standardized coefficient	t	average value	significance
		B	standard error	Beta			
1	Working factors	.433	.074	.378	5.852	3.5721	.000
	social factor	.216	.062	.236	3.482	3.3937	.001
	Organizational factors	.350	.073	.318	4.779	3.3463	.000
	Interpersonal factors	.311	.063	.326	4.945	2.5282	.000
a. Dependent variable: How do you perceive your current stress levels?							

Social factors: 0.22, $p=0.00<0.05$. This indicates that social factors will have a significant positive impact relationship on the stress of young police officers in railroad public security.

Organizational factor: 0.35, $p=0.00<0.05$, which indicates that the organizational factor will have a significant positive impact relationship on the stress of young police officers in railroad public security.

The value of the regression coefficient of interpersonal factors is 0.31, $p=0.00<0.05$, which indicates that interpersonal factors will have a significant positive impact relationship on the stress of young police officers in railroad public security.

4. Analysis and discussion

4.1. Organizational and working level

4.1.1. Improvement of the working environment

Enhancing the basic hardware facilities in all units. For example, the mobile police cabin will be constructed on passenger trains to provide information query, office processing, on-site command, emergency communication, image transmission, life protection and other functions for the passenger police, improving the embarrassing phenomenon that the law enforcement of the passenger police can only rely on the command room thousands of kilometers away in the past, which not only alleviates the work pressure of the passenger police, but also improves the efficiency of the work of the passenger police.

Strengthening the construction of technology is important. The government should promote the construction of "intelligent public security", open up data barriers with local public security authorities, realize data sharing, and enhance the ability of railroad public security authorities in business management, case investigation and handling, station and car security prevention and control, and emergency response, so as to realize the precision, efficiency, and convenience of the work of railroad public security. The construction of the railway public security department is a major step forward in the development of railway public security.

4.1.2. Emphasis on psychological security

Firstly, the popularization of mental health knowledge should be strengthened to enhance the psychological literacy of young police officer. This can be done by conducting fun quizzes, sharing mental health tips and surveying the mental health of police officer, so that young police officer can learn more about psychological knowledge and methods of psychological counseling, and enhance their ability to self-regulate and cope with stress. ^[2]Secondly, carrying out multi-angle psychological stress reduction training to ease the physical and mental exhaustion of young police

officer. Through the development of positive thinking meditation training, cultural and sports activities, online and offline training, etc., to enrich the spare time of young police officers, teaching methods and techniques of stress reduction, to help young police officers to relieve tension, physical and mental fatigue. Thirdly, carrying out multi-channel psychological counseling services to ease the bad mood of young police officers. Through the establishment of psychological counseling service hotlines, the opening of exclusive psychological service channels, and the development of group psychological counseling, etc., we can provide timely and effective psychological counseling and tutoring for young police officers, and help young police officers to relieve psychological distress and pressure. Fourthly, multilevel psychological crisis intervention is being carried out to protect the life safety of young police officer. ^[3]Through the establishment of a psychological crisis early warning mechanism and rapid crisis intervention, serious psychological crises such as suicidal tendencies, violent behavior and post-traumatic stress disorder among young police officer officers can be detected and dealt with in a timely manner in order to help young police officer officers to experience the power of self-care.

4.1.3. Optimization of promotion channels

There are many problems with the current promotion mechanism, such as vague evaluation criteria, a non-transparent evaluation process, and the influence of interpersonal relationships on the outcome of promotions. These problems have led to outstanding young police officers not being able to get the respect and appreciation they deserve, and have also led to some incompetent police officers being promoted through "favors", thus seriously jeopardizing the fairness, competitiveness and stability of the construction of the railroad public security team. Therefore, the establishment of a scientific and reasonable, fair and objective, effective job promotion mechanism is the current railroad public security team building urgent task. This needs to ensure the fairness and reasonableness of promotion by determining clear evaluation indexes, standardized evaluation procedures and transparent evaluation results. At the same time, job promotion channels at all levels should be improved and optimized to enhance the open transparency and competitiveness of the promotion channel, and to strengthen the motivation and work enthusiasm of the police officer for promotion.

4.1.4. Reform of the remuneration system

Looking at the salary scale of the public security police, the rate of salary adjustment for each promotion and grade is not very large, and the salary increase for each increase is a drop in the bucket in terms of the rapidly increasing prices. Therefore, it is recommended that the central government reform the current public security police pay system, and moderately increase the frequency of increments and the rate of pay adjustments, in order to alleviate the work pressure brought about by low wages and income to the public security police of the railroads.

Accelerating the implementation of the performance appraisal system and including railroad public security in the performance appraisal of the local government where it is located can, on the one hand, promote exchanges and cooperation between railroad public security organs and other units in the area, which is beneficial to the work of both sides; on the other hand, the implementation of the same treatment for railroad public security officers as for local public security officers can enhance the sense of professional identity of the railroad public security officers and reduce the economic pressure.

4.2. Social and interpersonal dimensions

4.2.1. Leading media campaigns

With the flood of information in the new media era, the mainstream media plays a crucial leading role. Therefore, it is necessary to guide the mainstream media to play an active role, adhere to the correct orientation of public opinion, strive to create a harmonious public opinion environment, and transmit positive energy to the public. One of them is to widely publicize and introduce the work of the railroad public security police to the public, show the real working condition, work content and work scene of the railroad public security police to the public, eliminate their traditional impression of the profession of "railroad public security", and let the public have more rational understanding and less emotional misunderstanding of the work characteristics of the railroad public security police. Let the public have more rational understanding of the characteristics of the work of the railway public security police, less emotional misunderstanding. The second is to maintain an objective and impartial position in the news report, make more positive reports, convey to the society the positive energy of the railroad public security police collectively, establish a positive image of the railroad public security police, and correctly guide the public opinion towards the rationalization of the direction of the development of the group of railroad public security, so as to improve the negative image of the group of railroad public security in the eyes of the society at large.^[4]

4.2.2. Promotion of family communication among police officers

Often, young police officers have just started families and have to face heavy workloads in their units and the burden of their families, and are often caught in the dilemma of family and work; if their families fail to understand the nature of the work and duties of the young police officers, they will grumble about the police officers, believing that the police officers are unable to fulfill their family obligations, which will bring considerable social pressure on the young police officers. Each member of the family should sympathize with each other, strengthen effective communication, share the difficulties and problems they encounter with each other, strive for each other's support and understanding, and share their respective family responsibilities more reasonably. Avoiding tension in the family will put pressure on young police officers.

4.2.3. Creating an atmosphere of internal communication

To establish an open and inclusive communication culture, respect different opinions and suggestions, encourage young police officer to actively express their ideas and needs, provide timely feedback and solve problems, and eliminate misunderstandings and barriers; to create a positive and forward-looking communication atmosphere, stimulate young police officer's enthusiasm for their work and self-confidence with positive language, such as praise, encouragement and thanks, and deal with conflicts and contradictions in the course of their work with rationality, objectivity and fairness. Young police officer dare to communicate, are willing to communicate, and work in a relaxed atmosphere to relieve pressure.

Leading cadres should influence and motivate young police officers with their positive working mood, and set an example for young police officers with their good relations with their superiors and colleagues, and with their emotional management skills in dealing with all kinds of police work and public communication. At the same time, leading cadres should take the initiative to care about the work and living conditions of young police officer officers, to understand their real thoughts and practical needs in a timely manner, to eliminate misunderstandings and barriers between them, and to promote trust and understanding between them, so as to facilitate the establishment of

harmonious interpersonal relationships between young police officer officers and others.

5. Conclusion

As a specialized occupational group, the police have a wealth of stressors that no other occupational group can match. Moreover, the physical and mental health of the police is closely related to the society. Therefore, a good study of police stress is beneficial to the police themselves as well as to the public. Government departments should be committed to changing the working environment of the police, create a harmonious working atmosphere, create a healthy culture of the park, reduce the unreasonable part of the work design, so as to fundamentally eliminate the pressure of the police.

References

- [1] Liu Mingrui. *Research on stressor structure and stress coping strategy of grassroots police in N city public security bureau [D]*. Harbin Engineering University, 2021. DOI:10.27060/d.cnki.ghbcu.2021.001337.
- [2] Xue Xiaofei. *Research on the occupational pressure of grassroots police and its mitigation countermeasures [D]*. Fujian Normal University, 2020. DOI:10.27019/d.cnki.gfjsu.2020.000429.
- [3] Jie Xu, Junjie Hu. *Exploration of the Relief of Police Occupational Stress in the New Period [J]*. *Journal of Jiangsu Police College*, 2021, 36(06):84-88.
- [4] Gao Shuangting. *Research on the current situation, problems and countermeasures of stress management of metro police [D]*. Sichuan Agricultural University, 2020. DOI:10.27345/d.cnki.gsnyu.2020.001279.