

OCCUPATIONAL STRESS AMONG PERSONNEL OF NIGERIA POLICE FORCE IN KWARA STATE, NIGERIA: COUNSELLING IMPLICATION

BY

**Ibrahim, Haruna & Lasisi, Adekola Kamil: Department of Educational Management and
Counselling, Faculty of Education, Al-Hikmah University, Ilorin, email: iharuna800@gmail.com**

Abstract

This paper examined occupational stress among personnel of the Nigerian Police Force in Kwara State. The paper unveiled sources and types of stress as well as various coping/ managerial strategies which police officers in Kwara State can adopt to overcome the excesses of stress in their personal, organizational and operational facets of life. Various theories and models were used to understand the concepts and relationship between stress and job efficiency among officers and men of the Nigerian Police Force in Kwara State. The paper revealed different sources, symptoms and various stress management strategies which can be applied by officers and men of the Nigeria Police Force in Kwara State. The paper revealed the consequences of a stressed police officers on the citizens to include accidental discharge leading to death of innocent citizens, police brutality, nonchalant attitude of officers and men of Nigerian Police Force, extortion and excessive display of anger as some of the consequences of a stressed police officers on the residents of Kwara state. Counseling techniques and therapeutic packages that can be used in the treatment and management of occupational stress were also discussed in this paper. The paper also suggested among other things, that the Nigerian government should prioritize the welfare of police officers in Kwara State as well as reduce the operational hours (shifhours) of the Nigerian Police officers in Kwara state to be in line with the provisions of the International Labor Organization (ILO), as this will ensure adequate rest for the officers of the Nigerian Police Force in Kwara State. The need for the police officers in Kwara State to seek professional help from counselors is also emphasized as a way through which there can be increased efficiency and effective policing system that will protect lives and properties of residents in Kwara State.

Keywords: Occupation, Occupational stress, Nigerian Police Force, Counselling

Introduction

Police job is generally stressful especially when the geographical location of the state is such that the officers have to deal with people who possess elements of different cultural and socio ethnic backgrounds. The geographical location of Kwara State enables it to share socio ethnic values from the north and from the south. For instance, the concentration of tertiary institutions in the state has made it to accommodate people especially youth of various religion and cultural background with diverse personality and adjustment capabilities. With the recent surge in the activities of the Islamic Jihadists in the core northern parts and kidnapping in the southern part of the country, there has been inflow of people into Kwara state as it is considered safe for temporary stay due to its proximity to both the south and other northern states. The 'yahoo boys', various cult groups and other criminals have in recent times see Kwara state as a safe heaven and this has resulted in the surge of criminal activities in the state which officers of the Nigeria Police in Kwara State have to deal with. In Kwara State, the crime rates emanating from homicides and robbery, rape and theft, assault and cultism has increased tremendously since the year 2010 (Adejumo, et al., 2017). Certain areas within the Ilorin metropolis such as the Okolowo, Oloje, Taiwo road, Niger road, among others have experienced increased criminal activities especially in terms of cultism and kidnapping. Also, the Southern parts of Kwara State such as Offa and Irepodun local governments has been engulfed in Kidnapping and other form of criminalities induced by herdsman. In Kwara north, Patigi and Kayama areas has also experienced increased cases in kidnapping, rape and suicide (Aminu, et al., 2020). The surge in the rate of criminality has immensely contributed to the occupational stress of the officers and men of the Nigerian Police Force in Kwara State.

Kwara State was created on the 27th of May, 1967 with sixteen 16 local government areas and the state capital located in Ilorin. It has a total of 36,825 Km² with a population of three million, two hundred thousand (3,200,000) people spread across various parts of the state. Economically, Kwara State is majorly centered on agriculture and with increase in the herdsmen and farmer clashes, the Nigerian Police in Kwara state have to increase it tempo in order to bring the situation under control and ensure the safety of all citizens.

(Kayode et al., 2021). In Kwara State, Police officers exhibits little enthusiasm towards their job due to occupational stress associated with the Nigerian Police force. Having to cope with the enormity of workload, lack of attention to the welfare of the officers of the Nigerian Police, insufficient annual leave, poor salary structure, improper identification of housing, inaccessible roads, inaccurate data of residence, cultural and religion diversities among others are the occupational stressors affecting the police officers in Kwara State (Ruwan, 2020).

Occupational stress is most likely to emanate from a situation where by there is conflict between job demands on the employees and the amount of control an employee has over meeting in a job and a low amount of control can lead to job stress with its adverse effect on both the employer and the employee resulting to inefficiency on the part of the employee and loss on the part of the employer. Various studies have been conducted on occupational stress among officers of Nigerian Police Force which established the fact that police officers generally and Kwara State in particular are occupationally stressed. For instance, Ruwan (2020) conducted a study on occupational stress and coping strategies among officers of the Nigerian Police college in Kaduna, Kaduna State. Survey design was used for the study, fifty personnel of Nigeria Police College were randomly selected consisting of 35 males and 15 females. Wellbeing process instrument (WPI) was administered to elicit response from the respondents. Pearson Product Moment Correlation (PPMC), Independent t-test and a descriptive statistic was used to test formulated hypotheses. The study revealed that police officers were stressed due to poor working condition and work over load. Recommendations were made to the government to build more barracks and improve working condition of police officers in Kaduna State.

Wakil (2015) conducted a study on occupational stress among police officers in Nigeria. A total of three hundred (300) police officers were randomly selected and participated in the survey. Work stress inventory (WSI) was administered to the respondents to elicit information from them. Multiple regression analysis was used to test the hypotheses of the study. Result shows that there was evidence of occupational stress among officers of the Nigeria Police with majority of the police officer resorting to alcohol consumption and tobacco smoking as ways of coping with stress. Adejumo, et al. (2017) conducted research on a study of prominent crimes in Kwara State, Nigeria. Record of various crimes committed between 2004 and 2014 was used as a source of data for the study. Principal components, bi-plot, correlation analysis was used in the study. Result indicated that assault, unlawful broken and theft are the most prevalence crime while suicide, homicide and robbery are the second most committed crimes. The study also indicates increase in kidnapping and arson since the year 2012.

The Review of the studies conducted by various researchers in recent times indicates that there is increase in rate of crime and criminality in Kwara State. This is an indication that the Nigerian Police Force in Kwara State is being over stretched. Kwara State has a total of three thousand, seven hundred and fifty- nine (3759) police officers serving in various police division, area commands and police outposts in Kwara State (Kwara State police public relation office, 2022). These police officers are primarily responsible for curtailing various crime and criminalities, maintenance of peace and orderliness, and protection of lives and properties of citizens in Kwara State, that is also a form of stress on the part of already over stretched police officers.

Concept of Occupational Stress

The concept of occupation has not been satisfactorily explained by different occupational therapists. Occupation connotes one's job or profession, it is synonymous to work, job, calling, business. Occupation could mean something than individual spend time to do either for the pleasure of it or for the reward. It could be in term of one's business especially as a means of earning a livelihood. According to Helen (2013) occupation can be said to be the act of doing culturally meaningful work, play or daily tasks in the stream of time and in the contest of one's physical and social world. Florence (2012) defined occupation as a process of

finding meaning within day-to-day activities involving a process of identifying associations between doings and the experiences resulting from such doings that a person may categorize and make sense of the world and find stability throughout the life course. Occupation is a daily program that enables human-beings to attain survival, to make meaningful contribution to their families and to involve by contributing to the broader society (Helen, 2013).

Occupation according to international labor organization (I.L.O) is defined as the kind of work performed in a job. It is the set of jobs whose main tasks and duties are characterized by a highly degree of similarities. An occupation may serve as a link between a person's current job, future job and or the previous jobs. Daniel (2019) describes work-related stress as the reaction of the employee towards the present work demands and pressure that tends to be difficult to cope with. Occupation therefore, can be said to be a way by which human beings care for themselves, produce for themselves and others and have leisure. Caring for one's self may be in form of communication, home management and personal health. Productivity may be categorized into paid and unpaid jobs, while leisure may include sports and other social activities.

Concept of Stress

Stress is a feeling of emotional and or physical tension which can evolved from events, thought which could result in frustration, anger or nervousness. It could also mean the state of body reaction to challenges or demand (McCarty, 2016). Stress can be positive such as when it helps to avoid danger but when stress last for a long time, it may become harmful to the body. Generally, stress is a condition or feeling experience when a person perceives that demands exceed the personal and social resource individual is able to mobilize. Daniel (2019) defined stress as a change that results in physical, emotional and psychological strains. It is the body's reaction to actions and attention. Stress can be short term or long term with both having different symptoms. Stress can generally result into fear, irritation and frustration if not detected early and managed (Daniel, 2019). Stress is not easily noticeable and detected but there are always call for concern when individual continuously show symptoms that are stress related.

Symptoms of Stress

Some of the most common symptoms of stress include the following:

1. Difficulty sleeping/ sleeplessness
2. Mood change
3. Low sexual urge
4. Sweaty palms
5. Frequent headache
6. Feebleness
7. Dizziness
8. Anxiety
9. Diarrhea.
10. Digestive challenges. (Daniel, 2019)

Work stress on officers of the Nigerian Police Force can be noticed through watching out for these signs

- a. **Psychological sign:** this can be in form of loss of concentration, feeling of insecurity (anxiety) and inability to easily recall previous events.
- b. **Emotional sign:** these symptoms include unnecessary expression of anger (poor anger management), irritation and or exhibition of frustration.
- c. **Behavioural signs:** these symptoms include, coping problems, low self- esteem and difficulty in relaxation.
- d. **Physical symptoms:** the symptoms include, high blood pressure, weight loss, changes in menstrual cycle.

Causes of Stress

There are various causes of stress but the major factors resulting in to stress includes the following: (Daniel, 2019).

1. Work (occupation)
2. Finances (pay)

3. Relationships
4. Parenting and
5. Daily inconveniences.

The Los Angeles Police department of the United State of America (USA) 2020, identified low pay, perceived lack of support and negative attitude towards law enforcement by citizens, need for sudden alertness and mobilize energy, responsibility for the life of others, continual exposure to people in distress and controlling emotions especially in the midst of provocation by the citizen as some of the major causes of stress associated with the police force. These identify stressors are also responsible and applicable to officers of the Nigerian Police Force in Kwara State.

Wakil (2015) classified occupational stress of the Nigerian Police Force into operational factors, external and personal factors and organizational factors.

Operational factors: these include stress resulting from tracking, arresting and profiling of criminals. This kind of stress is the most common and most rigorous. This can be experienced mostly at the point of duty.

External and personal factors: the external stress is the type of stress an officer of the Nigerian Police Force gets from outside his job. This kind of stress could emanate from his home, children, relatives, friends and colleagues. Such stress is capable of affecting his efficiencies at the point of duty.

Organizational factors: stress can emanate from leadership styles and policies, redeployment of police officers within and outside the state, changes in the police officers shift, lengthy working hours, drillings and other professional physical activities. Generally, occupational stress regardless of the type have adverse effect on the wellbeing of police officer and organizational behavior of the officers and men of the Nigerian Police Force particularly in Kwara State (Daniel, 2019).

Theories of Stress

Psychological theories of stress gradually evolved from the theory of emotion (James – Lange), theory of emergency (Cannon-Bard), and to the Schachter- Singer emotional theory.

Theory of emotion (James-Lange) this theory was propounded by two psychologists namely William James and Carl Lange. They had separately proposed their respective theories on the relationship of stress and emotions but both have a common agreement that, emotions do not immediately succeed the perception of the stressor. They only become present after the body's reaction to the stress for example, at the sight of a very big snake, one's heart starts to beat faster and the eyes more widely opened. According to the propounders of this theory, the feeling of fear or other emotions is a reaction to bodily changes. This means that there cannot be emotional behavior except it is connected to the brain.

The emergency theory (Cannon & Bard): this theory is directly opposite of the theory of emotion as postulated by James and Lange. These theorists opined that emotions in response to stress can occur even when the body changes are not present. Cannon emphasized that the internal physiologic response of one's body is more slowly recognized by the brain when compared with its function to release emotional response. He used the "decorticated cats" where in the neural connection of the body are separated from the context in the brain of the cats. When faced with stressful responses, the "decorticated cats" showed emotional behaviour which meant feeling of aggression and rage. This emotion was then manifested by bodily changes such as the baring of teeth, growling and erect hairs etc. this theory argues that emotional response to stress is a product of physiologic response, rather, they occur at the same time or simultaneously.

The Schachter- Singer theory: theorists Stanley Schachter and Jerome Singer argues that the appropriate identification of the emotion requires both cognitive activities and emotional aroused in order to experience an emotion. The theory states that one become aware of the reason behind the emotional response and when such reasons are not obvious, we start looking for environmental strategies in order to have adequate interpretation of the emotion.

The three theories highlighted in this paper can be adapted to examine the level of stress associated with the

police job because the theories are not only germane but also agreed that there is a nexus between stress and reaction. A stressed police officer is most likely to exhibit a behavior (reaction) that is influenced by stressors with the citizens at the final receiving end.

Theory of Occupational Stress (Hans Selye, 1907- 1982)

Workers stress theory was propounded by Hans Selye in 1956. A psychologist and a medical surgeon, The founder of international institute of stress, Selye foundation and Canadian institute of stress. He died on 16th October 1982 at the age of 75. He was the first scientist to identify stress as undermining the known specific sign of symptoms of illness. Selye was first exposed to the idea of biological stress during his second year at the university of prague. He was born in Vienna. His theory of work/ occupation related stress was viewed from different stressors associated with occupation which he tagged as models. He explained his theory using these below stated models which can be applied to cases of occupational stress among officers of the Nigerian Police Force especially in Kwara State

Demand-control Support Model

The demand-control-support (DCS) model, originally the demand-control (DC) model, has been the most influential psychological theory in occupational stress research. The DCS model advances the idea that the combination of low levels of work-related decision latitude (i.e., autonomy and control over the job) and high psychological workloads is harmful to the health of workers. High workloads and low levels of decision latitude either in combination or singly can lead to job strain, the term often used in the field of occupational health psychology to reflect poorer mental or physical health. The DCS model has been extended to include work-related social isolation or lack of support from coworkers and supervisors to become the DCS model. Evidence indicates that high workload, low levels of decision latitude, and low levels of support either in combination or singly lead to poorer health. The combination of high workload, low levels of decision latitude, and low levels of support has also been termed iso-strain.

Effort-reward Imbalance Model

The effort-reward imbalance (ERI) model focuses on the relationship between the worker's efforts and the work-related rewards the employee receives. The ERI model suggests that work marked by high levels of effort and low rewards lead to strain (e.g., psychological symptoms, physical health problems). The rewards of the job can be tangible like pay or intangible like appreciation and fair treatment. Another facet of the model is that psychological theories of workers' stress Over commitment to the job can fuel imbalance.

Person–environment Fit Model

The person–environment fit model underlines the match between a person and his/her work environment. The closeness of the match influences the individual's health. For healthy working conditions, it is necessary that employees' attitudes, skills, abilities, and resources match the demands of their job. The greater the gap or misfit (either subjective or objective) between the person and his/her work environment, the greater the strain. Strains can include mental and physical health problems. Misfit can also lead to lower productivity and other work problems. The P–E fit model was popular in the 1970s and the early 1980s; however, since the late 1980s interest in the model has waned because of difficulties representing P–E discrepancies mathematically and statistical models linking P–E fit to strain have been problematic.

Job Characteristics Model

The job characteristics model focuses on factors such as skill variety, task identity, task significance, autonomy, and feedback. These job factors are thought to psychological states such as a sense of meaningfulness and knowledge acquisition. The theory holds that positive or negative job characteristics give rise to a number of cognitive and behavioral outcomes such as extent of worker motivation, satisfaction, and absenteeism. Hackman and Oldham (1980) developed the Job Diagnostic Survey to assess these job characteristics and help organizational leaders make decisions regarding job redesign.

Diathesis-stress Model

The diathesis–stress model looks the individual's susceptibility to stressful life experiences, i.e., the diathesis. Individuals differ on that diathesis or vulnerability. The model suggests that the individual's diathesis is part of the context in which he or she encounters job stressors at various levels of intensity. If the individual has

a very high tolerance (is relatively invulnerable), an intense stressor may not lead to a mental or physical problem. However, if the stressor (e.g., high workload, difficult coworker relationship) outstrips the individual's diathesis, then health problems may ensue.

Job-demands Resources Model

The job demands-resources model was derived from both conservation of resources theory and the DCS model. Demands refer to the size of the workload, as in the DCS model. Resources refer to the physical (e.g., equipment), psychological (e.g., the incumbent's job-related skills and knowledge), social (e.g., supportiveness of supervisors), and organizational resources (e.g., how much task-related discretion is given the worker) that are available to satisfactorily perform the job.

High workloads and low levels of resources are related job strain. Role conflict involves the worker facing incompatible demands. Workers are pulled in conflicting directions in trying to respond to those demands. Role ambiguity refers to a lack of informational clarity with regard to the duties a worker's role in an organization requires. Like role conflict, role ambiguity is a source of strain. Coping refers to the individual's efforts to either prevent the occurrence of a stressor or mitigate the distress the impact of the stressor is likely to cause. Research on the ability of the employees to cope with the specific workplace stressors is equivocal; coping in the workplace may even be counterproductive. Pearlin and Schooler (1981) advanced the view that because work roles, unlike such personally organized roles as parent and spouse, tend to be impersonally organized, work roles are not a context conducive to successful coping. Pearlin and Schooler suggested that the impersonality of workplaces may even result in occupational coping efforts making conditions worse for the employee. Organizational climate refers to employees' collective or consensus appraisal of the organizational work environment. Organizational climate takes into account many dimensions of the work environment (e.g., safety climate; mistreatment climate; work family climate). The communication, management style, and extent of worker participation in decision-making are factors that contribute to one or another type of organizational climate.

Consequences Of Occupational Stress on Officers of Nigerian Police Force in Kwara State

Like in any profession, Nigerian Police force is faced with various occupational stressors which can have severe consequences if not managed properly (Wakil, 2015). These consequences will not only affect the officers and men of the Nigerian Police Force in Kwara State but also all the subjects that has direct and or indirect dealings and relationship with them. These people may include family members, friends, associates, colleagues and the general public.

Among the common consequences of work-related stress reported by police officers are:

1. Cynicism and suspiciousness
2. Emotional disconnect from daily life.
3. Inefficiency
4. Abscondment from duty
5. Excessive aggressive resulting in citizen bullying
6. Substance abuse such as drugs, alcohol etc.
7. Marital problem such as divorce, domestic violence & extra-marital affairs.
8. Health problems such as heart attack, mental disorder
9. Suicidal ideation, depression and suicides (Wakil, 2015)

The resultant effects of the above listed factors according to piotrowski, (2016) are as follows:

1. Accidental discharge leading to untimely death of Nigerians
2. Brutality against citizen.
3. Extortion
4. Nonchalant behavior and negligence towards the safety of lives and properties of citizens.
5. Inadequate response to emergencies and other professional callings.

Counselling Implications

Counseling is a helping relationship which is established with the consent of the professional counselor who is trained and ready to offer professional help in form of therapy and the client who needs help and is ready to be helped with the aim of assisting the client overcome his challenges and become a better adjusted person.

Counseling is a process that occurs between clients and counselors whereby the counsees are guided to make sound decision concerning behaviours, emotions and thought with the aim of improving their wellbeing (Kabir, 2017). The aim of counseling is to assist persons affected with stress to manage and overcome issues that can lead to emotional pain or distortion of comfort. Counseling provides a safe and conducive environment for a person to talk and explore difficult emotions. The counselor therefore is duty bound to render professional support and professional regards towards the client's views and to provide insights to the clients' personal understanding of his challenges (Ihedioha, 2018). Counseling can also be defined as the therapeutic relationship between the counselor and the counselee whereby the counselor helps the counselee to find an opportunity to do away with negative emotions thereby providing the counselee the opportunity for personal growth and development (Okopi, 2014).

Counseling being the best talking therapy can assist officers and men of the Nigerian Police Force in Kwara State to overcome their personal and external stress, operational and organizational stress. A counselor is professionally educated and equipped with necessary skills which can be used to elicit information from the

counselee and such information would form the basis of the helping relationship. Talking therapy for instance can be effectively used to treat different mental health conditions such as Depression, Anxiety, Drug Abuse, Eating Disorder, Post Traumatic Stress Disorder (Ihedioha, 2018).

Counseling Strategies for Reducing Occupational Stress

Generally, the following strategies can be helpful in the reduction and management of stress among employees:

1. Alignment of work load with employees' capability and resources
2. Job definition, stimulation, and opportunities, for employees to make use of their skills with minimal interference.
3. Employees' job roles should be clearly defined.
4. Employers should supervise the work load assigned to employees and ensure that employees are fully aware of managerial skills required for stress reduction
5. Create and enablement for social interaction among employees (Wakil, 2015)

Particularly to the Nigerian Police Force in Kwara State the following strategies could help in stress reduction and management as identified by Brianna (2018).

1. Learning about the laws of the land: one of the major contributors to the job-related stress of the officers of the Nigerian Police Force is the fact that many officers are not equipped with the knowledge of the law and that makes the job very stressful. Officers who understand the law are smarter in decision making thereby have reduced stress.
2. Development of good inter-personal relationship skills: most officers of the Nigerian Police Force find it difficult to create good relationship among families, friends and the neighborhood there by creating communication and relationship gap which hinders the inflow of information and intelligence.
3. Aerobic exercise reduces stress and prepare individual for tasks ahead. Frequent exercises will help police officers to remain fit, alert and maintain high mental ability.
4. Seek professional help: there is need for officers of the Nigerian Police in Kwara state to frequently check health status, seek professional advice from mental health practitioners such as psychiatrists and professional counselor to manage their stress.
5. Get enough rest: police officers should make use of every available avenue provided for them to be off duty to ensure adequate sleep rather than spending such time on frivolous thing which may not be beneficial to their health. Sleep has the ability to calm the nerves and prepare the body system ready and sound.

Counseling Techniques for Stress Reduction and Management

Adequate application of the right counseling techniques can assist officers of the Nigerian Police Force in Kwara State in the following ways:

1. Overcome depression and have a positive belief of self.
2. To enable individual understand himself, problems and understanding of the solution.
3. Counseling will boost the confidence and morale of the police officers on the job and or outside their duties.

4. Counseling will aid the police officers' knowledge on the consequences of Bullying, Sexual Identity and Assault.
5. Counseling will also assist the police officers develop a better understanding of other peoples' view and the need to respect them (Ihedioha, 2018).

Below are some of counseling techniques that can be used in stress reduction and management:

1. **Talking Therapy:** The act of talking your problem to a professional counselor can be a great way of venting tensions and worries from an individual suffering from stress and stress related illness.
2. **Individual Intervention:** This technique involves monitoring the stressors on the person and attacking the stressor before seeking for ways of eradicating and or alleviating them. Changes in individual behavioural patterns can help reduce some work-related stress (Kim, 2018). Stress reduction can be achieved through:

a. Mind

1. Mediating
2. Concentrate on the positive things
3. Planning ahead
4. Reality testing of negative thoughts and catastrophic thinking.

b. Body

1. Deep Breathing
2. Hot bath
3. Exercises such as Running, Dancing and Swimming.

c. Emotions

1. Laughing or Crying
2. Expression of stress through drawings, writing and singing.
3. Talking stressful events with a trusted friend, relative or a professional counselor.
4. Engaging in extra curricula activities such as watching movies, reading, crafting, gaming and gardening (Kim, 2018).

3. **The use of Exercise to Manage Stress:** Physical exercises are key technique of stress elimination. Physical exercise apart from the promotion of fitness, helps in the management of stress and tension. Exercises are also essential to relaxation and promotion of adequate sleep. Exercises have the capacity to temporarily remove individual from stressful situation or environment.
4. **Relaxation and Meditation Technique:** the counselor can teach the client the best meditating and relaxation skills. The client can on his own learn to meditate as a way of improving his wellness. Some relaxation and meditation techniques include the following:
 - a. **Autogenic Training:** This mainly concerned with the passive concentration and awareness of the body sensations. It focuses on various sensations like warmth and heartiness in different part of the body. Mental health experts mostly use this technique in handling cases. It is taxing, time consuming and require a lot of patience to administer.
 - b. **Biofeedback:** This is another technique used in achieving relaxation, control stress responses and or modify the body reaction through the use of monitory device that will provide information from the body which could be normal or unavailable. This technique has been adopted by many practitioners of helping services in the treatment of psychological and physical conditions.
 - c. **Imagery:** This is the use of pleasant image to calm the mind and the body through controlled breathing and visualizing a pleasant image, a state of feeling of deep relaxation can be achieved.
 - d. **Meditation:** This is a common technique use to achieve physical and mental state of relaxation of the mind and body. A meditative state involves deep centering and concentration on one's existence. The quieting of the mind, emotions and body. Meditation can be structural (daily practice) or un-structural (occasionally).
5. **Time Management:** effective management of time is an adequate form of stress control. The ability to prioritize tasks and avoiding over commitment are sure ways of ensuring that a person is not over worked. The use of calendar or planner and checking it diligently before accepting another task will help to improve one's time management skills. Avoiding procrastination is another way of effective time management.

Conclusion

Occupational stress is a major predictor of professional job performance of the officers of the Nigerian Police Force generally and Kwara State in particular (Ruwan, 2015). The inability of the officers of the Nigerian Police Force to manage and overcome work related stress as well as personal/external stress has led to the reduction in the level of professional efficiency exhibited by the police officers. Recruitment of professional counselors into the service of the Nigerian Police Force will help to increase the professional efficiency of the force, promote good health and well-being of police officers in Kwara State.

Talking therapy has proven to be beneficial in the reduction and management of stress among employees. The act of talking your problem to a professional counselor can be a great way of venting tension and worries, increase focus and desires for greater achievement, increase professional commitment and general wellness on the part of the employee. The recent passing into law of the counseling profession act will serve as a ground for the Nigerian Police Force, Police Service Commission, Federal Ministry of Police Affairs to consider the inclusion of professional counselors in the services of the Nigerian Police Force.

Suggestions

1. More police officers should be recruited and deploy to Kwara State to boost the operational efficiency.
2. The Nigerian government should look to the welfare of the officers of the Nigerian Police Force in Kwara State to reduce the volume of Job-related stress emanating from inadequate salary structures.
3. The Kwara state Police command and indeed the police service commission in conjunction with the federal ministry of police affairs should develop a format of shifting system that will be less fatigued to guarantee adequate rest of the police officers in line with international labour laws.
4. Police officers should be made to pay adequate attention to their personal health and adhere to stress management strategies as enshrined in this paper.
5. Police officers should be encouraged to embrace counseling services as ways of managing and overcoming personal and organizational stress with emphasis on improvement of professional efficiency
6. Decentralization of the Nigerian Police Force will help to reduce stress emanating from the agency's organizational and leadership structure and styles
7. The Nigerian Police Force and the Police Service Commission should consider the inclusion of professionally trained counselor into the Nigerian Police Force. These counselors should render only counseling related services in the Nigerian Police Force.
8. Counseling Clinics should be setup in all police division where the anticipated counselors would practice professionally in line with global best practices.

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