

Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers in
Nairobi County, Kenya

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DECLARATION

I wish to declare that this is my original work. It has not been submitted to any other institution for the award of a degree or any other purpose. I have adhered to all academic principles of citation and referencing according to the recommendations of the APA 7th edition.

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DEDICATION

This study is dedicated to all female police officers in Kenya for their commitment and dedication to service delivery to the Kenyan population. In recognition of the sacrifices made by the female police officer, the study is also specifically dedicated to the said officers because of their selflessness and vigour in performing their roles amidst several unique occupational challenges. The female officers have strived to demonstrate their competencies in performing their roles that include; crime prevention, other general duties, and maintaining law and order. This is despite the numerous occupational challenges they experience including work-life imbalance and low job satisfaction.

ACKNOWLEDGEMENT

I wish to acknowledge that this work has come to fruition because of the support of many people. Special acknowledgment to my supervisors Dr. Alice Nzangi and Dr. Daniel Kitonga for their patience and wise guidance that motivated me to strive despite the demanding nature of the task, I am greatly indebted. I thank all the other Tangaza University lecturers for their encouragement and support, my colleagues at work, and my classmates for consistently encouraging me on and ensuring that I complete this thesis. My family for their immense love and support even when I felt like I could give up, they consistently supported me and walked with me every step of this demanding journey.

ABSTRACT

Job satisfaction is important in promoting employees' work performance. This study sought to establish the relationship between Self-care practices and Job satisfaction among female police officers in Nairobi County. The objectives of the study were; to establish the levels of self-care practices among female police officers in Nairobi County, Kenya, to find out the levels of job satisfaction among the female police officers in Nairobi County, Kenya and to determine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya. The research design was a quantitative cross-sectional design. The target population was 1325 female police officers in Nairobi County, the sampling method was stratified random sampling and the sample size was 438 respondents. This study used 2 two standardized tools which were the Institute of Functional Medicine Self-Care Practice Scale used to obtain information on the Self-Care strategies and the Paul Spector Job Satisfaction survey which obtained information on the level of job satisfaction among the respondents. Descriptive statistics including frequency and percentage and inferential statistics such as Pearson Moment of correlation were used for analysis. Findings showed that 48.2% of respondents exhibited "Good" self-care, while only 6.7% exhibited the "Best" level, whereas physical and social self-care lagged behind mental and professional domains. In terms of job satisfaction, 48.4% reported dissatisfaction, 37.6% were ambivalent, and only 14.0% expressed satisfaction. A statistically significant positive correlation ($r = .372, p < .01$) was found between self-care and job satisfaction, suggesting that improved self-care may enhance job satisfaction among female officers. The study recommended that the National Police Service should institutionalize and promote structured self-care programs. The programs should be integrated into the officers' routine schedules as part of wellness policies. By doing so, the well-being, morale, and overall job satisfaction and performance of female police officers will be enhanced.

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ABBREVIATIONS AND ACRONYMS

HOL:	Health Oriented Leadership
IBM:	International Business Machine
JSS:	Job Satisfaction Survey
MBI:	Meditation-based interventions
NACOSTI:	National Commission for Science, Technology and Innovation
NPS:	National Police Service
NPSC:	National Police Service Commission
PFA:	Psychological First Aid
POS:	Perceived Occupational Stress
SJSS:	Spector's Job Satisfaction Survey
TM:	Transcendental Meditation

OPERATIONAL DEFINITION OF TERMS

Job Satisfaction:

In this study, job satisfaction refers to the positive emotional state that female police officers experience as a result of their work. This encompasses their overall contentment with their job, including aspects such as the nature of the work, relationships with colleagues and supervisors, and the work environment. It reflects the degree to which officers feel fulfilled and valued in their roles.

Self-Care Practices:

Self-care practices are defined as intentional activities that female police officers engage in to maintain and enhance their physical, emotional, and mental well-being. These practices are aimed at managing stress, preventing burnout, and promoting resilience in the face of the unique challenges associated with law enforcement work. Examples include physical exercise, mindfulness, adequate sleep, social support, and engaging in hobbies or relaxation techniques.

OPERATIONALIZATION OF CONCEPTUAL VARIABLES

Self-Care Practices: According to Kukucska (2020), self-care practices refer to measures an individual takes to avoid burn-out. Self-care practices can be classified into seven pillars: social, emotional, spiritual, mental/psychological, physical, financial, and environmental. The pillars are then divided into activities also named practices that aim at promoting holistic wellness. The study will adopt the self-care inventory from The Institute of Functional Medicine to determine the level and preferred Self-care practices among female police officers. The measurement will be on a 5-point Likert scale ranging from 0-Almost Never, 1-Seldomly, 2-Sometimes, 3-Often, 4-Almost Always, and levels will range from 0-29 (poor), 30-59 (average), 60-84 (good), 85 and above (very good).

Job Satisfaction: Refers to the pleasure and satisfaction obtained by an employee as a result of their Job (Juncaj, 2017). It can also be referred to as the degree of happiness and pleasure derived from an individual job. Factors that might influence it would be organizational culture, social support, work environment, and the nature of work. It is how employees feel about their work. High job satisfaction can also result in improved employee productivity, reduced complacency, improved mental health, absenteeism, and presentism in an organization. To establish the level of Job Satisfaction among female police officers in Nairobi County, this study will use Spector's Job Satisfaction Survey to rate the levels of job satisfaction by the officers. The score in the tool ranges from 1- Disagree very much, 2- Disagree moderately, 3-disagree slightly, 4-agree slightly, 5-agree moderately to 6- Agree very much.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter consists of introduction, background of the study, statement of the problem, the purpose of the study, research hypothesis, research objectives, significance of the study, the scope of study, delimitations, assumptions and limitations.

1.2 Background to the Study

Police work in many years has been recognized as a profession that is usually and mostly dominated by men with only a few ladies who dare to join it (Kumar, 2021). The cause of these demographic differences has been suggested to be that most ladies find it challenging to cope with the police profession due to its demanding nature and the occupational challenges it poses to them, especially in parenting.

A study by Ndero et al. (2024) noted that female police officers who were respondents mentioned some of the challenges they undergo in Kenya and Nairobi County were; sexual harassment, work-life imbalance, separation from their families and children and inconsistent unfair transfers as part of their greatest source of occupational stress. The fact that they would be forced to transfer without notice and the impact that had on their families created discomfort in them and they felt less satisfied with police work. Kukuscka (2020) also mentioned that low levels of job satisfaction among female police officers could be attributed to unfair allocation of responsibilities based on interpersonal relationships between an officer and or lack of close ties hence felt some of their superiors were mostly subjective rather than objective hence that killed their morale and had a negative significant relationship to their levels of job satisfaction.

In Indonesia, a study by Bakri, et al. (2022) examined married female police officers serving in Mapolda X of the Indonesian National Police. Using a quantitative correlational design with a sample of 203 married officers, the researchers found that psychological capital—comprised of self-efficacy, optimism, hope and resilience, had a positive effect on work-life balance, with an R^2 value of 0.10 ($p < .001$), indicating approximately 10 % of the variance in work-life balance was explained by psychological capital. Further analysis showed that among the four components, self-efficacy and optimism significantly predicted work-life balance, whereas hope and resilience did *not* reach significance.

In another study conducted among 250 female police officers in India by Chitra and Karunanidhi (2018) noted that job satisfaction would be addressed through self-care practices such as resilience training. It was noted that resilience training on self-awareness, positive attitude, emotional management, and interpersonal skills had a significant impact on improving the levels of Job satisfaction among the officers. The training also helped in boosting their psychological well-being thus reducing their occupational stress. In another study conducted in Spain by Rohwer et al. (2022) noted that extrinsic motivation has been a common way and method of motivating police officers in most countries. Some have focused on increasing their salaries, some on subsidizing their housing, while others have focused on promotions. The aim of this has been to promote job satisfaction among the officers.

Job satisfaction has also been linked to mental health and wellness since female police officers can develop resilience and manage the challenges associated with their work. In a study conducted in Scotland by Evangelia et al. (2020) on understanding the mental health and well-being needs of police officers, noted that self-care practices were a very important component in managing the occupational stress and life challenges the female officer goes through. They did record that both extrinsic and intrinsic motivation were necessary in improving the officers' job satisfaction and hence increasing their efficiency and effectiveness, which in the long run would

result in improved performance and the citizens feeling safe and secure. One of the intrinsic methods noted was self-care practices, which the officers reported helped with promoting work-life balance hence as ladies, it allowed them time to spend with their families and perform parental roles. Some of the said practices included: time offs, readjustments and changes in shifts, counseling, sleeping for at least eight hours, and training on relaxation techniques like meditation, mindfulness, and yoga (Rohwer et al. 2022). This study noted that the quality of sleep had a direct relationship with motivation to work and job satisfaction.

A study that was conducted in South Africa by Morrison and Conradie (2016) among female police officers who had served for an average of 10 years in the South Africa Police Services reported that self-care practices such as work-life balance, exercise, meditation, eating healthy and positive social connection had a significant role in promoting Job satisfaction amongst themselves.

Similarly in Nigeria, a study by Oshishepo, et al. (2024) surveyed 252 police officers (112 male and 140 female) serving under the Keffi Area Command in Nasarawa State, using self-administered questionnaires to assess job demand, work–life balance and job satisfaction. The empirical results revealed a significant negative correlation between job demand and job satisfaction ($r = -.27, p < .05$); a significant positive correlation between work–life balance and job satisfaction ($r = .25, p < .05$); and no significant gender difference in job satisfaction ($t(250) = .50, p > .05$).

A study done in Kenya by Ngai (2022) reported that the police profession in Kenya has among the largest employees as compared to other occupations in Kenya. He also reported that the officers are usually affected by restructuring as it has an impact on their families and social stability, hence negatively impacting their job satisfaction. A safe and secure environment is very essential in spurring the development of a nation, this is because citizens of the nation feel safe and secure for themselves and they also believe their sources of income and the properties they purchase are safe. To ensure the professionalism, effectiveness, and efficiency of female police

officers, it would then be important to identify some of the challenges that they face in their line of duty and develop effective ways of addressing those challenges. This would be very important in ensuring the officers feel their concerns are heard and addressed.

Job satisfaction was noted to be impacted by several factors among female police officers. However, there are no significant differences in the level of satisfaction between men and women in the police profession. The highest satisfaction among the officers was noted as working with people who made them enjoy their jobs (Arian, 2022). In most studies conducted among police officers, job satisfaction has been rated on a spectrum ranging from very dissatisfied to very satisfied.

A study conducted in Kenya by Ndungu and Muoka (2021) on psychological well-being and job satisfaction among Kenyan police officers reported that Job dissatisfaction and occupational stress had predisposed the officers to psychological disorders, depression and other mental health challenges. The study noted that job satisfaction could be improved by self-care practices like scheduling more time for psychosocial engagement, counselling and training on soft skills. This would thus result in motivation, promote talent retention and increase the officers' productivity, thus increasing a sense of safety and security among the citizens.

In Kenya, most of the studies have been conducted on the police officers in general; hence the need to research and obtain data from the female police officers. Nairobi County has the largest number of female officers at 1325, while nationally, the number of female police officers in 2020 was 13,818 (Annual Crime Report,2020). self-care has been increasingly recognised as a significant contributor to employees' job satisfaction, enabling individuals to manage stress, recover from work demands, and maintain well-being. However, while this relationship is well-documented in general occupational settings, it remains underexplored within policing—particularly regarding how such practices may support the unique pressures faced by female officers. To address this gap in knowledge, the present study aims to investigate the relationship

between self-care and job satisfaction specifically among female police officers. While self-care has garnered interest in recent years for its potential to enhance work outcomes, little empirical evidence exists within the policing context to demonstrate how it impacts job satisfaction for women. This research therefore seeks to explore how self-care practices correlate with job satisfaction among female officers, thereby offering new insights that may inform both organizational policy and individual well-being initiatives.

1.3 Statement of the Problem

Job satisfaction is widely recognized as a critical determinant of employee productivity and organisational effectiveness. However, in high-stress occupations such as law enforcement, female officers often experience declining job satisfaction, which has been linked to outcomes such as absenteeism, presenteeism, tardiness, irritability, fatigue, diminished service quality, conflict with colleagues and psychosomatic complaints. While many organisations emphasise extrinsic motivators, such as salary increases, promotions and housing subsidies, as means to enhance job satisfaction, these approaches address only the external dimension of motivation.

Emerging empirical evidence instead suggests that individual self-care practices such as mindfulness, physical activity and emotional self-management, are positively associated with psychological well-being and job satisfaction. For example, in a Spanish multi-industry sample, mindfulness was found to relate positively to employee well-being via personal-resource mediation (Gómez-Borges et al., 2022). In China, a study of 1,043 hospital nurses found that mindfulness directly and indirectly via positive affect and resilience predicted job satisfaction (Liang et al., 2020). Additionally, in South Africa female law-enforcement officers described experiencing higher well-being and authenticity when engaging with best-self, resilience and self-care strategies (Jacobs & Barnard, 2022).

Despite this growing evidence, there is limited empirical research examining how self-care practices shape job satisfaction among female police officers in high-stress, predominantly male-

dominated policing contexts. To fill this gap, the present study aims to investigate the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya.

1.4 Purpose of the Study

The purpose of this study was to determine the relationship between Self-care practices and Job satisfaction among female police officers in Nairobi County, Kenya

1.5 Research Objectives

This study was guided by one general objective and three specific objectives.

1.5.1 General Objective

The general objective of this study was to determine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya

1.5.2 Specific Objectives

This study therefore, sought to:

1. To establish the levels of self-care practices among female police officers in Nairobi County, Kenya.
2. To find out the levels of job satisfaction among the female police officers in Nairobi County, Kenya.
3. To determine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya.

1.6 Research Questions

The following specific questions guided the study:

1. What are the levels of self-care practices among female police officers in Nairobi County, Kenya?
2. What are the levels of Job satisfaction among female police officers in Nairobi County, Kenya?
3. What is the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya?

1.7 Significance of Study

The results of the study are of great benefit to the following:

Female police officers. By investigating the relationship between self-care practices and job satisfaction, it will provide evidence highlighting how personal well-being strategies (such as mindfulness, good sleep hygiene, physical activity and emotional self-regulation) can enhance job fulfilment and resilience in a demanding role.

National Police Services Commission: As the employer of the officers, the study clarifies the relationship between self-care practices and job satisfaction which might help the employer of the officers to identify other non-financial ways of motivating effective employees and appealing to the employees thus reducing over-reliance on the financial method but ensuring staff are still motivated hence promoting job satisfaction.

Office of the Inspector General of the National Police Service: The command leader of police officers may be made aware of the role of self-care practices in job satisfaction among female officers and thus might put more emphasis and support the officers in culturing those services to promote satisfaction which has been noted to affect performance.

1.8 Scope/Delimitation of the Study

The scope of this study was that it included female police officers employed by the National Police Service Commission and under the command of the National Police Service in Nairobi County. The said officers were those working in Nairobi County. This was to ensure the homogeneity of the respondents. The study was conducted within one month, a period dictated by the strict academic calendar of the researcher's institution.

The focus of the study was on self-care practices and Job satisfaction. Self-care practices were noted to have a gap in previous studies since the nature of the female police officers' work in most cases does not allow them time to have a balance between work and life and that has been noted to contribute negatively to their job satisfaction. Job satisfaction was decided upon because it is a critical component in every employee's work performance levels.

Delimitation of this study was exclusion of male police officers and any female police officers who were either not employees of the National Police Service or who were not working in Nairobi County, regardless of their presence at the time of the Study. The study also excluded other variables that influence job satisfaction, as they were not being studied.

1.9 Assumptions of the Study

This study was grounded on the following assumptions:

1. The female police officers in Nairobi County, Kenya were willing to take part voluntarily in the study.
2. That self-care practices have a direct or indirect influence on job satisfaction levels among female police officers.

3. That the female officers participating in the study would respond truthfully and accurately to the questionnaire about their self-care practices and job satisfaction levels.
4. That female police officers, periodically engage in self-care practices

1.10 Chapter Summary

This chapter focused on identifying the relationship between self-care practices and job satisfaction among female police officers. Consequently, it presented an overview of this relationship at the global, regional, and local levels, especially among female police officers in Nairobi County, Kenya. It was established that job satisfaction plays a critical role in police performance. The next chapter focuses on literature review.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter reviews the theoretical framework, past and recent empirical studies on the relationship between self-care practices and job satisfaction. The chapter will cover topics on self-care practices globally, regionally and locally and strategies that different employees use for Self-care, Job satisfaction across various regions and what are some of the things that influence Job satisfaction, the relationship between self-care practices and job satisfaction within different professions and also the police and female police officers, the theoretical framework will also be discussed and how it influences the two variables. The theories of interest to be discussed are self-determination theory and Herzberg's Two-Factor Theory, a conceptual framework on how self-care practices and strategies influence job satisfaction. This chapter concludes with a summary.

2.2 Theoretical Literature Review

According to Mcleod (2023) psychological theories are evidence-based ideas that narrate an occurrence of human behavior. These theories are based on assumptions, which are supported by verification. They describe a behavior and make predictions about its future. This study, therefore, was guided by the Self-determination theory and Herzberg's Two-Factor Theory.

Self-Determination Theory (SDT) explains how self-care practices enhance intrinsic motivation and psychological well-being by fulfilling basic psychological needs such as autonomy, competence, and relatedness, which can positively influence job satisfaction. However, SDT does not fully address the external and environmental factors within the workplace that directly impact job satisfaction or dissatisfaction. This gap was filled by Herzberg's Two-Factor Theory, which distinguishes between motivators (factors that enhance job satisfaction) and hygiene factors (those

that prevent dissatisfaction). By combining both theories, the study captures both the internal motivational benefits of self-care and the external job-related elements that contribute to overall job satisfaction among female police officers.

2.2.1 Self-Determination Theory

Self-determination theory (SDT) was developed from the works of Edward L. Deci and Richard Ryan in the 1980s. Their works focused on the role and significance of intrinsic motivation on performance. The theory itself majorly focuses on human motivation and personality and how they are influenced by innate psychological needs. Ryan and Deci (2017) suggested that self-determination theory looks at how human needs can be attained with less focus on external motivation. According to the theory, human beings have three basic psychological needs: autonomy, competence and relatedness that regulate and guide their behaviour. Morris et al., (2022) suggested that independence in making choices, mastery of activity and the feeling of belongingness are critical in ensuring a person function maximally. They suggested that satisfaction of the three needs is key to facilitating human flourishing and engagement in society.

The theory focuses on intrinsic motivation which is defined by Deci and Ryan (1985) as the ability to initiate an activity because it interests a person and they find satisfaction in doing it rather than engaging in the activity because of the external motivation behind it. They suggested that the theory finds its basis in humanistic psychology that expounds on a person's personal achievement and how it influences self-efficacy and actualization. This, they say, depends on their level of motivation it influences motivation in a direct proportional relationship.

The proponents of SDT theory were Deci and Ryan in 1985, though a lot of additional information has been incorporated, thus developing mini-theories that include; cognitive evaluation theory, goal content theory, organismic theory, causality orientation theory, integration theory, and basic needs theory. It has been widely accepted because of its argument that human motivation

stems from the ability to make one's choices and control one's own life. It also explains the relationship between internal motivation and external rewards and how depending on whether the external rewards are controlling or informational they decrease or increase internal motivation. The theory also looks at how personality influences motivation and argues that autonomy orientation, control orientation and impersonal orientation influence motivation. The basic needs theory under this theory looks at how the three psychological needs influence intrinsic motivation, high-quality engagement, effective functioning and psychological well-being.

According to Ryan (1995), self-determination theory (SDT) proposes a different approach to motivation, emphasizing a shift from viewing motivation as a singular concept to understanding it as existing along a spectrum. He suggested that intrinsic motivation is a key cornerstone in cognitive and social development. He also indicated that autonomy should be followed by competence for a person to link their behaviour as motivated by self-determination. Despite this theory having a strong acceptance of behavioral influence, Reiss (2017) suggested that it lacks a clear definition of extrinsic and intrinsic motivation. he also suggests that the measurements are unreliable and the experiments are inadequately designed.

This study therefore appreciates SDT and its explanation of self-care in that an individual female police officer has the autonomy to decide the self-care strategy that satisfies them and they are comfortable engaging in. They also choose to do an activity that they feel they are competent in hence, they do it with minimal strain yet they enjoy engaging in the activity. It is not because of the control effect but rather the joy and satisfaction they get from engaging in the self-care activity. They also engage in activities that foster some form of relatedness that is essential in expanding the social networks and feeling of love and belonging. This is because for some the activities involve more than one individual like; spiritually related events, mindfulness, and gymnastics.

This study adopted the concept of intrinsic motivation and the dominant role it plays in an individual's behaviour. Intrinsic motivation refers to initiating a behaviour because it is interesting

and satisfying rather than obtaining an external reward. It will look at how engaging in self-care practices by female police officers is regarded as satisfying and interesting. It will also help in determining the self-care strategies that the female officers in Nairobi County find interesting and engage in.

2.1.2 Herzberg's Two-Factor Theory

Herzberg's Two-Factor theory was developed by Fredrick Herzberg, in a study conducted among 203 respondents who were engineers and some accountants in 1964 (Herzberg, 1966). The theory suggests that job satisfaction has two sets of influences and motivation referred to as hygiene and motivation. The hygiene factors were said to be environmentally related and the environment of the employee influenced their motivation and job satisfaction. Such an environment could be organizational policies, working conditions, and salaries. They might minimize or maximize job dissatisfaction among employees. King (1970) suggested that motivational factors were factors within an individual that have an intrinsic value on their job satisfaction. The theory is also known as the bifactorial theory because of its focus on motivation and hygiene.

Hines (1973) suggested that it would be possible to improve employee engagement by addressing the work-related factors and also providing opportunities for personal development, recognizing employees' achievements, making work interesting and enjoyable and proper work assignments where a person is assigned work based on their personality and skill. It suggests that being able to identify the factors that cause job satisfaction and work towards maximizing them while identifying those factors that cause job dissatisfaction and working towards minimizing them will go a long way in promoting employee engagement at work.

Schultz et al. (2010) noted that the theory got its foundation in the works of Abraham Maslow who discussed the theory of motivation. This theory focuses on satisfaction in higher psychological needs like advancement, responsibility, achievement and recognition. It suggests

that there are four possible scenarios in employment and job satisfaction or dissatisfaction where an employee might experience high hygiene and high motivation and this is usually the best-case scenario with an assumption that the employee will have high levels of job satisfaction, the second is high hygiene and low motivation where a person works just for the salary yet they are open to any external opportunities and focus is not on enjoying their job.

Another possible scenario is an employee having low hygiene and high motivation a situation characterized by an employee enjoying their job yet it does not provide a conducive environment for them to thrive since they have a lot of complaints. The last possible case scenario would be having low hygiene and low motivation which works against both an individual and the organization and it could be the worst-case scenario (Schultz et al., 2020).

This study benefitted immensely from the two-factor theory from the two concepts of hygiene and motivation. Female police officers in previous studies (Shujahat et al., 2018) have suggested that they could be in the different categories mentioned in the theory. Some of the officers might have felt that they are highly motivated yet their environment has not been conducive to enabling them to perform optimally and thus have high job satisfaction while some have felt their work environment and motivation are wanting to an extent that they feel dissatisfied by their job. Probably because it was not their career choice or the growth and development has been extremely slow and unfair to a level, they feel demotivated. It will also inform the possible reasons for the different levels of job satisfaction.

Merging the two theories therefore helped in synchronizing autonomy, competence and relatedness to hygiene and motivation and thus evaluate how they impact self-care strategies and job satisfaction levels.

2.2 Empirical Literature Review

This segment aims to conduct a literature analysis that aligns with the research objectives. These objectives encompass determining the self-care practices adopted by female police officers, to find out the levels of Job satisfaction among female police officers, assessing the relationship between self-care practices and job satisfaction among female police and determining the relationship between self-care practices and job satisfaction among female police officers.

2.2.1 Levels of Self-Care Practices among female police officers

Globally, self-care has increasingly been recognized as a critical aspect of well-being, particularly among individuals working in highly demanding and stressful professions such as healthcare, emergency response, and policing. Empirical studies conducted over the last decade indicate considerable variation in self-care levels, commonly categorized into high, moderate, and low levels. These categorizations are often derived through latent profile analysis (LPA) or other person-centered approaches that provide a nuanced understanding of self-care patterns across different occupational groups. Studies from diverse contexts suggest that the majority of frontline professionals, including those in helping and security services, tend to fall within moderate levels of self-care engagement, while only a small proportion demonstrate consistently high levels of self-care.

For instance, Yang et al. (2024) conducted a large-scale latent profile analysis among hospital nurses in China to identify patterns of mindful self-care. The study found four distinct self-care profiles: an “Inconsistent Mindful Self-Care” group comprising 4.4% of the participants, a “Balanced Development” group accounting for 43.36%, a “Moderate Mindful Self-Care” group with 39.36%, and a “High Mindful Self-Care” group comprising 12.89%. These results revealed that approximately 82.7% of the participants demonstrated moderate to balanced levels of self-care, while a small fraction exhibited either very high or inconsistent self-care behaviors. This

distribution highlights that even within professions emphasizing compassion and care, such as nursing, the highest levels of self-care are achieved by a minority, while the majority remain within moderate levels. Similarly, Shi et al. (2024), in a study of oncology nurses in China, reported three distinct profiles: 14.8% of respondents were categorized as having low self-care (labeled “low-low mindful relaxation”), 51.2% demonstrated moderate self-care levels, and 34% were in the high self-care category (“high-high mindfulness/self-awareness”). This pattern, though slightly more optimistic, similarly indicates that a significant portion of professionals remain in the moderate range, with a notable minority experiencing low self-care engagement. These findings demonstrate that globally, even among individuals trained to manage stress and emotional labor, high self-care levels are not the norm.

In a Canadian study examining self-care and stress reduction among female service providers, including police officers, Alani and Stroink (2023) found that approximately 55% of participants engaged regularly in mindfulness, exercise, or reflective journaling practices (high level), 30% practiced self-care occasionally (moderate level), and 15% reported minimal engagement, primarily due to workload and family obligations (low level). Similarly, research from the United States by Grupe (2021) reported that police officers who underwent mindfulness-based resilience training adhered to about 59% of assigned self-care routines weekly, indicating moderate participation, which nevertheless yielded measurable improvements in psychological health and aggression management.

Other international studies reinforce this trend, showing that moderate self-care is most prevalent, while high levels remain relatively rare. Kong et al. (2024) examined nurses’ self-care practices and found that while awareness of self-care was relatively high, practical implementation of healthy habits such as adequate sleep, balanced diet, and physical exercise was inconsistent. The authors reported that although over 60% of participants expressed an understanding of self-care principles, fewer than 25% practiced these habits regularly, suggesting a gap between knowledge

and practice. These studies, while primarily based in healthcare settings, underscore the universality of the self-care challenge in high-stress occupations and provide useful benchmarks for other professional groups such as police officers, whose exposure to trauma, irregular work schedules, and occupational hazards similarly demand high levels of self-care for optimal well-being and job performance.

Among police officers, global studies have shown a growing interest in assessing and promoting self-care as a protective factor against occupational stress, burnout, and poor mental health outcomes. Trombka et al. (2021), through a multicenter randomized controlled trial known as the POLICE study, found that mindfulness-based interventions significantly improved police officers' quality of life and reduced symptoms of depression and anxiety. The observed post-intervention improvements suggested that many officers initially exhibited low to moderate levels of self-care before training. Likewise, Grupe et al. (2021) found that participation in an eight-week mindfulness training program improved police officers' stress regulation, sleep quality, and emotional stability. These intervention outcomes indirectly reflect that a considerable portion of police officers begin at low or moderate levels of self-care, which can be elevated through structured programs. The global literature, therefore, reveals that while police officers are increasingly exposed to self-care initiatives, the majority still fall within the moderate range of self-care engagement, with few maintaining high levels consistently.

Across multiple international studies reviewed by Correia et al. (2023) and Ondřejková and Halamová (2022), self-care practices such as physical exercise, seeking social support, and maintaining healthy eating habits ranged between 50–65% (moderate-to-high engagement). However, engagement levels decreased to 25–40% for emotionally oriented or reflective practices such as mindfulness and journaling, pointing to barriers like organizational stress and restricted time availability.

Regional research highlights gender-specific patterns in self-care practice among policewomen. In India, Nair and Thomas (2018) and Chaudhuri and Patel (2022) reported that 50% of women police officers regularly practiced yoga and mindfulness (high level), while 40% engaged in physical fitness routines (moderate level), and only 25% sought regular counseling or peer support (low level).

A more recent study in Kerala, India, by Linjiya and Kumar (2025) found similar distributions: 50% of female officers participated in yoga and mindfulness programs (high level), 45% engaged in physical fitness initiatives (moderate level), and 35% attended peer support groups or counseling (low level). Only 20% reported accessing flexible work schedules, indicating minimal institutional support in promoting work–life balance. Overall, the study showed that while 50% of officers demonstrated high levels of self-care engagement, 35% practiced self-care moderately, and 15% at low levels due to systemic and cultural constraints (Linjiya & Kumar, 2025).

In African contexts, though literature is comparatively sparse, a review by Santre (2024) highlighted that between 40–60% of African female officers actively utilized basic self-care measures such as exercise and community support groups. However, fewer than 30% had access to professional counseling or structured wellness programs. These results reveal moderate engagement overall, with limited institutional facilitation for psychological care.

Further, research on self-care has expanded beyond healthcare to other high-stress professions, but data specifically focusing on police officers remain scarce. Studies conducted among nurses, who face comparable stressors, offer insights into regional trends. Muhlare et al. (2023) examined self-care behaviors among professional nurses working in South African primary health care clinics and found that 66% rarely slept for the recommended seven to eight hours per night, 71.7% seldom consumed adequate fruits and vegetables, and 77.6% did not engage in regular physical activity. These statistics indicate that the majority of healthcare workers in this setting fall

within the low self-care category when measured across key behavioral domains. Similarly, Padmanabhanunni and Pretorius (2024) investigated mental health among South African first responders and found that high levels of cynicism and stress were linked to diminished well-being, indirectly pointing to low self-care engagement across this group. Collectively, regional findings reveal a worrying trend: the majority of frontline professionals, including those in safety and security services, do not practice adequate self-care, with most clustering within low to moderate levels.

Turning to the Kenyan context, the literature reveals a significant gap in empirical research quantifying self-care levels among female police officers. Most studies have focused on related issues such as work-life balance, occupational stress, and gender disparities rather than explicitly measuring self-care behaviors. Onyango and Natarajan (2022), in a study examining gender equity in policing in Kenya, found that female officers face unique challenges including limited institutional support, family responsibilities, and discriminatory workplace cultures. These constraints not only contribute to work-related stress but also limit opportunities for self-care. Similarly, Ong'ale (2021) explored work-life balance among female police officers in Nakuru and found that the majority reported high stress levels, limited personal time, and inadequate coping mechanisms, conditions indicative of low self-care. While these studies shed light on structural and psychosocial barriers, they do not provide quantified data or categorical breakdowns of self-care levels.

Research on self-care in other Kenyan professional sectors reinforces the likelihood of low to moderate self-care among female police officers. For example, Ali et al. (2021) investigated the mental health of nurses in a tertiary hospital during the COVID-19 pandemic and found high levels of anxiety, depression, and burnout, suggesting that a large portion of healthcare workers had low self-care engagement during the crisis. The authors emphasized that limited institutional support, resource shortages, and high workloads were key contributors to poor self-care outcomes. Given

the parallel stressors experienced by female police officers, such as long shifts, exposure to violence, and gender-based discrimination—similar self-care patterns are plausible within this population.

A study by Ong'ale (2021) on female police officers in the National Police Service found that only 38% engaged in structured self-care activities like physical exercise or informal peer counseling (moderate level), while 47% reported frequent neglect of self-care due to demanding workloads and gender-based stressors (low level). Kegoro, Otieno, and Akoyo (2020) further identified that, although awareness of self-care principles was rising, only 30% of female officers reported consistent engagement in health-promoting self-care practices (low level), such as regular meditation or therapy attendance.

Complementing these findings, a report by the Reproductive Health Network Kenya (2024) indicated that community-level understanding and implementation of self-care among working women, including police officers, remained underdeveloped: only 35% of respondents recognized self-care as an intentional health-promoting behavior, implying low adoption rates even among educated female professionals (Reproductive Health Network Kenya, 2024). These Kenyan studies collectively suggest low-to-moderate levels of self-care engagement among female police officers, with high demands, rigid organizational cultures, and limited wellness infrastructure constraining self-care behaviors.

Despite growing interest in psychological well-being and occupational health among law enforcement personnel, literature in the Kenyan context remains limited, fragmented, and largely descriptive. Most studies emphasize work-life balance and stress factors rather than quantitatively assessing the levels of self-care practices using specific percentage measures or standardized self-care frameworks. The empirical evidence thus points to a consistent global and regional trend in which most individuals in demanding professions fall within moderate levels of self-care, with only a small fraction achieving high levels and a significant minority remaining at low levels. While

healthcare professionals dominate much of the available data, police officers, particularly women, represent an under-researched group in this regard. In the Kenyan context, the scarcity of quantitative studies categorizing female officers into low, moderate, and high self-care levels represents a significant empirical gap. Existing literature emphasizes stress, job satisfaction, and gender challenges but does not operationalize or measure self-care as a multidimensional construct encompassing physical, emotional, spiritual, and relational domains.

2.2.2 Job Satisfaction among Female Police Officers

Job satisfaction on the other hand refers to an individual's level of happiness and enjoyment they derive from their job. It is the pleasure and fulfillment attained from their work and their performance therein (Masson, 2019). It can be discussed in several dimensions that relate to salaries and wages, opportunities for promotions, work environment, job autonomy and general contentment with one's employment. According to Miya (2024), Job satisfaction can be clustered into components like engagement, respect from peers and seniors, compensation, motivation and life satisfaction. The possible determinants that promote job satisfaction, as noted by Arian et al., (2022), include opportunities to engage in hobbies, constructive feedback, work-life balance, organizational policies that promote fairness, job security, care for employees by management, and respect for boundaries.

Globally, the job satisfaction of police officers, including women in law enforcement, varies significantly depending on organizational support, gender inclusivity, and work conditions. A German longitudinal study by Rohwer et al. (2022) revealed that after revising shift schedules to support work-life balance, job satisfaction levels among police officers increased by 7%, rising from 66% at baseline to 71% five years later (high satisfaction). Similarly, a study among Swedish police officers by Rostami et al. (2022) found that 47% of female officers reported high job satisfaction, especially regarding relationships with colleagues and work content, while 36%

exhibited moderate satisfaction, and 17% expressed low satisfaction, mainly in promotion and pay opportunities.

Barnett (2023) reported comparable patterns among U.S. female police officers, where 52% demonstrated high satisfaction in intrinsic aspects (collegial relationships and job meaning), 31% moderate, and 17% low satisfaction linked to pay inequities. These trends suggest that job satisfaction among female officers globally tends to be moderate to high, especially in supportive organizational environments.

In India, Gowtham and Jayasudha (2023) studied women police officers in Coimbatore, revealing that 48% were highly satisfied with intrinsic job aspects (service purpose and respect), 34% moderately satisfied, and 18% dissatisfied, citing lack of promotions and work pressure. In Ghana, Yalley and Olutayo (2020) found that only 28% of women officers reported high job satisfaction, while 49% reported moderate satisfaction and 23% low satisfaction, primarily due to masculinized work environments and promotion barriers.

In a Nigerian sample by Adebayo (2019), 40% of women officers reported moderate satisfaction levels, and 35% reported low satisfaction, echoing concerns about pay, workload, and social bias within law enforcement agencies. Regionally, female police officers generally maintain moderate satisfaction levels (35–50%) due to structural barriers that suppress advancement opportunities.

In Kenya, studies show that job satisfaction among female police officers remains largely moderate to low. Ong'ale (2021), studying 135 female police officers across Nakuru County, found that only 30% reported high satisfaction (related to job stability and remuneration), 42% reported moderate satisfaction (deriving from social support and collegiality), and 28% were dissatisfied, primarily due to gender bias and workload pressures.

Jelle and Kipchumba (2024) studied occupational stress and satisfaction among female officers in Nairobi. They found that 23% experienced high job satisfaction, 41% moderate

satisfaction, and 36% low satisfaction, attributing dissatisfaction to rigid command structures and limited career progression. Likewise, Ali and Mutonyi (2025) reported that only 18% of female police officers in Nairobi viewed their job environment as supportive (high satisfaction), 44% had moderate satisfaction, and 38% reported low satisfaction levels linked to insufficient organizational recognition and maternal support policy gaps.

Further, Nyeri County research by Wangari (2025) indicated that 33% of women officers were highly satisfied, 40% moderately satisfied, and 27% dissatisfied, particularly regarding professional growth opportunities. These studies consistently demonstrate that female police officers in Kenya mostly experience moderate satisfaction levels ranging between 35–45%, with high satisfaction rarely exceeding one-third of respondents.

While numerous studies address the determinants of job satisfaction among Kenyan police officers, few quantify specific levels (high, moderate, low) among female officers with clear percentage categorization. Although recent studies in Kenya have explored determinants of job satisfaction among police officers, there remains a limited empirical understanding of the specific levels of job satisfaction (high, moderate, and low) among female police officers. Most existing research has focused on general factors influencing satisfaction such as leadership, stress, or career development without categorizing or quantifying how female officers differ across satisfaction levels. This gap call attention to the need for studies that empirically describe and compare distinct levels of job satisfaction outcomes to capture the clear experiences of women in law enforcement.

2.2.3 Relationship between Self-Care Practices and Job satisfaction among Female Police Officers

The relationship between self-care practices and job satisfaction among female police officers has garnered significant attention in occupational health research, especially within high-stress jobs like law enforcement. Self-care, which includes physical, psychological, and emotional health-promoting activities, is vital for police officers who face intense job demands. Job

satisfaction, a critical determinant of motivation and retention, is closely linked to personal well-being and organizational conditions. This review synthesizes empirical data illustrating the statistical relationship between self-care practices and job satisfaction among female police officers globally, regionally, and within Kenya.

At the global level, studies reveal a robust positive relationship between self-care and job satisfaction among female police officers. In Sweden, Rostami et al. (2022) found a significant positive correlation between self-care (measured mainly through mindfulness and physical activities) and job satisfaction, with $r=0.58$, $p<0.01$, indicating that increased engagement in self-care practices corresponds to higher job satisfaction. Similarly, a U.S. study by Grupe (2021) reported a moderate positive correlation ($r=0.47$, $p<0.05$) between self-care behaviors and enhanced job satisfaction among female officers, suggesting that 22% of the variance in job satisfaction scores was explained by self-care routines.

Studies in helping professions (nursing and medicine) provide precise numerical associations that are instructive because the psychological processes (emotional labour, shift work, trauma exposure) resemble policing. For example, Lee and Joo (2023) examined clinical nurses ($N = 174$) and reported that self-care was significantly positively correlated with retention intention ($r = .321$, $p < .01$) and negatively correlated with job burnout ($r = -.287$, $p < .01$); in moderated regression models self-care ($\beta = .282$, $p < .001$) moderated the negative effect of burnout on retention intention, with model R^2 increasing from .098 to .177 when self-care and interaction terms were added, a clear numeric evidence that higher self-care is associated with more favourable work outcomes. Kong et al. (2024), surveying 1,046 nurses, reported that more than half of participants scored below the sample mean on a validated self-care scale and argued that higher self-care ties to improved flourishing and greater job satisfaction, with sleep quality, relationships with colleagues and flourishing level emerging as statistically significant predictors of self-care (multiple regression $R^2 = .493$). Although the primary outcomes were self-care scores, the authors explicitly connect

higher self-care with higher job satisfaction and quality of care, again establishing a numeric, inferential link.

Regionally, evidence from South Asia and Africa supports these findings, highlighting culturally relevant self-care practices. Gowtham and Jayasudha (2023) in India documented a correlation of $r=0.52, p< 0.01$) between participation in self-care programs (like yoga and peer support) and job satisfaction, with self-care explaining approximately 27% of job satisfaction variance. In Ghana, Yalley and Olutayo (2020) found a statistically significant correlation ($r=0.44, p=0.03$) between psychological self-care and job satisfaction among female officers, underscoring psychological well-being as a mediator in this relationship.

Further, other regional studies conducted in African contexts add concrete percentages documenting low engagement in basic self-care behaviours and observed associations with poorer workplace outcomes. A South African study of professional nurses reported domain-level percentages indicating striking deficits: 66% rarely obtained the recommended 7–8 hours of sleep; 71.7% rarely consumed recommended amounts of fruits and vegetables; and 77.6% did not engage in ≥ 30 minutes of daily physical activity, behavioural prevalences consistent with classification into low self-care categories (Muhlare et al., 2023). The authors link these deficits to higher rates of fatigue and reduced work quality, a pattern that plausibly extends to police and other first responders who share similar occupational constraints.

In Kenya, research into this association is emergent but promising. Ong'ale (2021) reported a positive and significant correlation of ($r=0.54, p<0.05$) between self-care (encompassing physical exercise, counseling, and spiritual practice) and job satisfaction among female police officers in Nakuru County. Jelle and Kipchumba's (2024) study in Nairobi County found a similar correlation ($r=0.51, p=0.01$), with self-care accounting for nearly 26% of the variance in job satisfaction among female officers. Additionally, Ali and Mutonyi (2025) observed that female officers who perceived

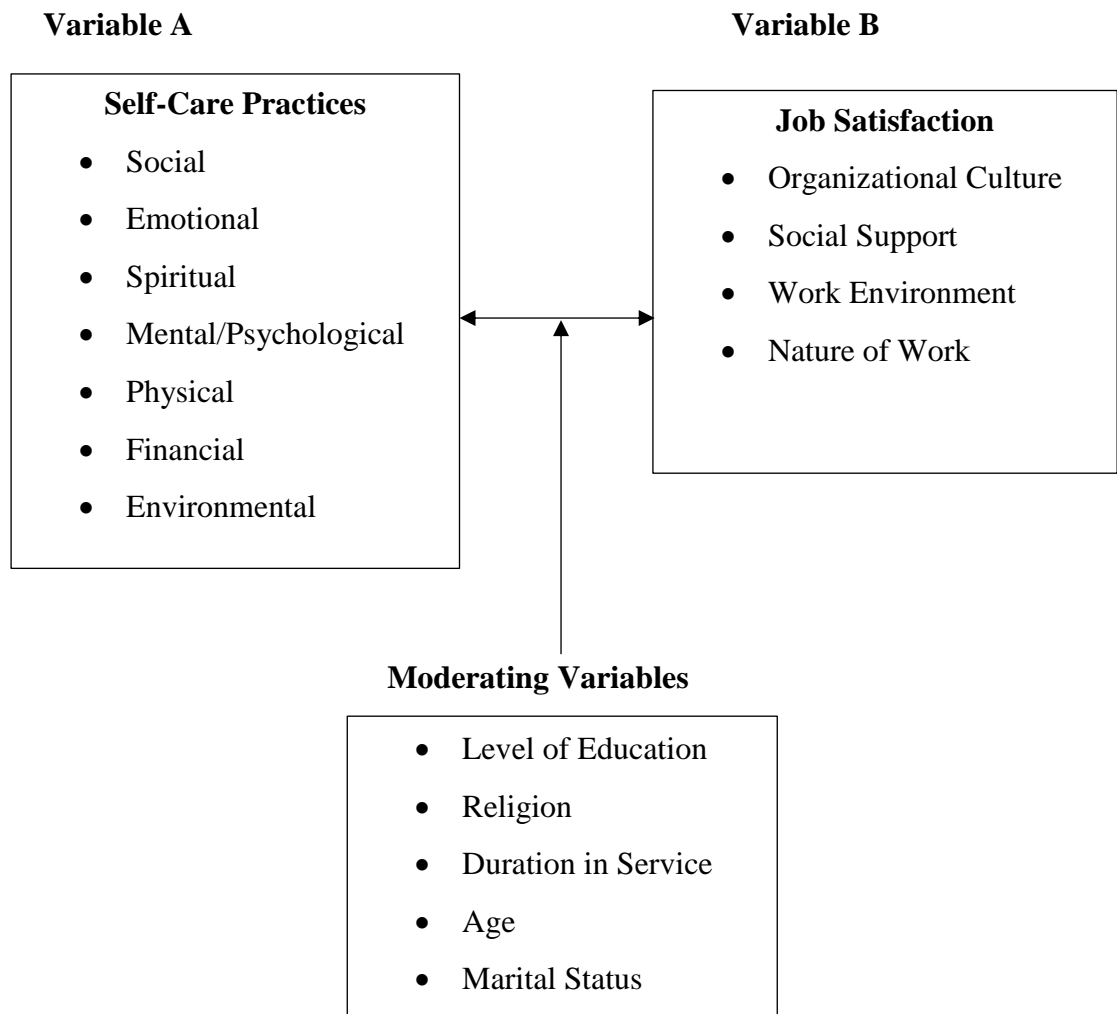
organizational support for self-care reported significantly higher job satisfaction scores, with a correlation coefficient of $r=0.49$, $p<0.05$.

Collectively, these studies demonstrate a statistically meaningful positive relationship between self-care and job satisfaction for female police officers at various levels of analysis. However, there remains a critical research gap in Kenya, particularly in women police officers in Nairobi county on dimensions of job satisfaction, such as pay or promotion satisfaction. Addressing this gap will enhance understanding and development of targeted interventions to improve well-being and retention of female police officers in Nairobi County.

2.3 Conceptual Framework

This refers to a diagrammatic representation of the relationship between the variables being studied. It's a figurative presentation of the study and how the variables are likely to influence each other. Mostly it shows the influence of the independent variable on the dependent variable and how intervening and extraneous variables might influence the said influence.

Figure 1: Conceptual Framework



Source: Researcher (2025)

The conceptual framework illustrates the hypothesized relationship between Self-Care Practices (Variable A) and Job Satisfaction (Variable B) among female police officers, with several moderating variables influencing this relationship. In this study, Self-Care Practices encompass seven dimensions: social, emotional, spiritual, mental/psychological, physical, financial, and environmental self-care. These practices represent the proactive and intentional efforts by female police officers to maintain and improve their holistic well-being. High engagement in self-care activities such as regular physical exercise, stress management, social connectedness, and spiritual reflection is expected to foster positive attitudes, resilience, and emotional stability, which in turn enhance job satisfaction levels.

Job Satisfaction serves is conceptualized through four major dimensions: organizational culture, social support, work environment, and the nature of work. These elements reflect how female police officers perceive their workplace in terms of fairness, collegial relationships, working conditions, and the meaningfulness of their duties. When officers practice effective self-care, they are likely to experience reduced stress and burnout, improved psychological well-being, and greater satisfaction with their professional roles. Thus, the framework posits a positive and direct relationship between self-care practices and job satisfaction, meaning that higher levels of self-care are associated with higher levels of job satisfaction.

The moderating variables; level of education, religion, duration in service, age, and marital status; are expected to influence the strength or direction of the relationship between self-care practices and job satisfaction. For instance, a higher level of education may enhance self-awareness and encourage adoption of effective self-care strategies, thereby improving job satisfaction. Similarly, religious orientation may promote spiritual self-care practices that buffer stress, while years of service could shape coping mechanisms and adaptability in handling job-related pressures. Age and marital status may also affect how female officers balance work demands with personal life, influencing both their self-care engagement and satisfaction with work.

In summary, the conceptual framework demonstrates that self-care practices (Variable A) directly influence job satisfaction (Variable B) among female police officers. However, this relationship is not uniform; it is moderated by personal and demographic factors such as education, religion, age, marital status, and length of service. Understanding these interactions provides insight into how self-care can be promoted to enhance job satisfaction and overall well-being among women in the police service.

2.4 Chapter Summary

This chapter presented a review of literature related to the study, encompassing theoretical perspectives, empirical findings, and the conceptual framework. It examined key theories that inform the relationship between the study variables and analyzed existing research to provide a foundation for understanding the topic. The conceptual framework was developed to illustrate how the variables interact within the study context. Overall, the chapter provided the necessary background and scholarly grounding for the study. The next chapter outlines the research methodology that will be used to achieve the study objectives.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This section outlines the researcher's approach to the study. It explains the epistemological foundation guiding the investigation, describes the target population and selection criteria, and details the study design, site, and sampling framework. The chapter also discusses the instruments to be used and the study's reliability and validity. Additionally, it covers the procedures for data collection, analysis, and management, concluding with a discussion of ethical considerations and expected outcomes.

3.2 Epistemology

Epistemology refers to the study of knowledge, specifically how it is acquired and validated. In this study, the positivist epistemological stance was adopted, emphasizing objectivity and empirically verifiable data as the foundation for knowledge generation. According to Saunders et al. (2019), positivism is grounded in the belief that reality exists independently of human perception and can be understood through systematic observation and measurement. This philosophical approach supports the use of structured, scientific methods to ensure accuracy, replicability, and impartial interpretation of data. The adoption of positivism in this research was therefore appropriate, as it enabled the collection of clear and reliable data from which credible conclusions could be drawn to enhance evidence-based understanding and informed decision-making.

3.3 Research Design

A research design refers to a framework or strategy that is employed by the researcher in addressing the issue being studied (Mugenda & Mugenda, 2003). It is the technique and approach

identified for use by the researcher. This study used a descriptive cross-sectional research design. This design was ideal because data was collected and studied at a single point in time. This was the preferred research design because it allowed the researcher to collect data from a large number of female police officers and relate the data obtained within the limitations of time. The design enabled the researcher to systematically describe patterns, trends, and relationships without manipulating any variables, which makes it a practical approach. This approach is also cost-effective and time-efficient, which is advantageous given the logistical constraints often associated with field research among working professionals like police officers. It was a quantitative design where standardized tools were used to collect data from the respondents.

3.4 Location of the Study

The study was conducted at the Regional Police Headquarters located along Valley Road next to Integrity Centre in Nairobi County, Kenya. Nairobi serves as both the capital city and the administrative hub of Kenya, hosting major Government institutions, corporate offices, and National security agencies.

Nairobi County has the largest urban population in the country and is characterized by a high concentration of police personnel due to its strategic importance in maintaining national security and law enforcement coordination. The Regional Police Headquarters in Nairobi shares the same socio-economic and environmental characteristics as the larger county, making it an ideal setting for studying self-care practices and job satisfaction among female police officers.

Geographically, Nairobi lies in the south-central region of Kenya, positioned within the Kenyan highlands at an elevation of approximately 1,680 meters (5,500 feet) above sea level (Metych, 2023). It is located about 480 kilometers (300 miles) northwest of Mombasa, Kenya's principal port on the Indian Ocean.

3.5 Target Population

A population is described as a group of people, units, or subjects constrained to a geographical region or institution who have one attribute in common. Therefore, the target population refers to the individuals who are likely to be part of the respondents of a study (Mugenda & Mugenda, 2003). These are individuals who form part of the inclusion criteria in the study based on their characteristics. For this study, the target population was 1,325 female police officers in Nairobi County (Nairobi Police Service, 2024). It was also important to appreciate that due to the limitations of a study, in some cases it was not possible to reach all the desired respondents who were targeted hence needed to identify the accessible population and for this study, the accessible population was all the female police officers in Nairobi Regional Police Headquarters. The target population for the study was therefore 1,325 female police officers in Nairobi County Kenya.

3.6 Sample Design

Sampling design, as described by Lakens (2022), refers to the strategies and procedures employed by scientists to select samples from the target population. This process can be executed using either probability or non-probability methods hence, this study adopts probability sampling. Additionally, the selection of the sampling research design precedes data collection and must be suitable for the study at hand. The study adopted a proportionate stratified random sampling design, chosen from the police officers within the Nairobi regional police headquarters which were the Kenya Police Service (KPS), Administration Police Service (APS) and Directorate of Criminal Investigation (DCI).

The following sub-section presents the sampling frame, the determination of sample size, and the sampling technique used.

3.6.1 Sampling Frame

The sampling frame as described by Selvam (2017), is the comprehensive list of essentials from which a sample is designated. In this research, the list of police officers in different formations located at the Nairobi Regional Headquarters served as the sampling frame.

Table 1: Targeted Population of the Research Study

Name	Targeted Population	Percentage
Kenya Police Service	643	48.5%
Administrative Police Service	511	38.6%
Directorate of Criminal Investigation	171	12.9%
Total	1,325	100%

Source: NPSC (2023)

Table 1 above outlines the targeted population for this study, which consisted female police officers in different formations at the Regional Police Headquarters.

3.6.2 Sampling Size Determination

Sample size denotes the number of study participants, reflection basics, or items that a researcher proposes to investigate to facilitate the projection of results to the broader population (Bryman, 2016). This was done by identifying the sample size, then the researcher established the police officers within the Nairobi regional police headquarters which were the Kenya Police Service (KPS), Administration Police Service (APS) and Directorate of Criminal Investigation (DCI).

The formations were termed strata which were divided by the total desired population and then multiplied by the desired sample size. The sampling size was calculated by applying Yamane's (1967: 886) formula because it gives a confidence level of 95% and this formula has been used to develop sample size formulas that are accepted and used by scholars worldwide.

$$n = N/(1+N(e)^2).$$

n = sample size

N= Population of study which are 1,325 female police officers in Nairobi County

e = margin of error in the calculation/ degree of precision (0.5)² Therefore;

$$n = 1325/ 1+1325(0.5)^2$$

$$= 1325/1+1325(0.0025)$$

$$= 1325/0.0025+3.3125$$

$$= 1325/3.315$$

$$= 399.69 \text{ Female Police Officers} + 39.9$$

Hence 399 + 39 = 438 Female police officers

To mitigate the issue of attrition during data collection within the sample size, an additional 10% of questionnaires were included. According to Mugenda and Mugenda (2003), attrition in sample size refers to the loss, unanswered, misplacement, or damage of research questionnaires during data collection or analysis. Mugenda and Mugenda (2003) suggest that including 10% extra questionnaires is sufficient to handle attrition issues. This meant 10% of 399 which was 39 were added to 399 making a total of 438 respondents.

The sample size distribution within each stratum was calculated using the following formula as below:

$$S = TSS \times \frac{Z}{y}$$

Where: -

S = Stratum Sample Size

TSS = Total Sample Size

Z = Total Stratum Population

Y = Total Target Population

Thus, to determine the sample size of the Kenya Police stratum the procedure was:

$$S = 438 \times \frac{643}{1325} = 212$$

To determine the sample size of the Administrative Police Service stratum the procedure was:

$$S = 438 \times \frac{511}{1325} = 169$$

Lastly, the sample size determination of the Directorate of Criminal Investigation was:

$$S = 438 \times \frac{171}{1325} = 57$$

Hence the sample size was (KPS)212 + (APS) 169 + (DCI)57 = 438 Female police officers.

Table 2 shows the sample size determination for this study, focused on female police officers working at the Nairobi Regional Police Headquarters.

Table 2: Sampling Size Determination

Name	Targeted Population	Sample Size	Percentage
Kenya Police Service	643	212	48.5%
Administrative Police Service	511	169	38.6%
Directorate of Criminal Investigation	171	57	12.9%
Total	1,325	438	100%

3.6.3 Sampling Technique

Sampling technique refers to the approach or the method that was adopted by the researcher in selecting the group that acted as respondents to the study. This study used a probability sampling method namely proportionate stratified random sampling in order to give all female police officers within Nairobi region equal chances of being selected and in equal proportion in the study. The research targeted specifically female police officers, who were stationed at Nairobi Regional Police Headquarters.

Applying the stratified random sampling procedure, the researcher aimed to obtain data from three formations, Kenya Police Service (KPS), Administration Police Service (APS), and Directorate of Criminal Investigations (DCI). First, the total number of female officers in each formation within Nairobi County was obtained from official police records to determine the proportion each formation contributes to the overall population. This ensured that the sample was representative of all three formations. Within each formation, a complete list of all female officers was compiled. The required number of participants was selected from each formation without bias.

The researcher labeled the total number of police officers on pieces of paper and asked the participants to pick one piece. After each participant had picked a piece a paper with the number, the researcher selected the participants whose numbers were respective to the sample size. For instance, to select the sample size of the Kenya Police, the researcher had pieces of paper labeled from 1 to 643, after which the female police officers whose numbers were from 1 to 212 were selected to participate in the study. The same process was repeated for the Administrative Police Service where pieces of paper were labeled from 1 to 511, and the female police officers whose numbers were from 1 to 169 were selected to participate in the study. Similarly, for the Directorate of Criminal Investigation, pieces of paper were labeled from 1 to 171 and the female police officers whose numbers were from 1 to 57 were selected to participate in the study. This approach ensured that every female officer within each stratum had an equal and independent chance of being selected, enhancing the representativeness and generalizability of the findings.

Proportionate stratified random sampling entails categorizing the population into smaller, homogeneous groups, or strata, constructed on shared characteristics such as financial status or educational level (Hayes, 2024). This method was utilized to ensure a representative sample from various subgroups originating from different formations is obtained. Simple random sampling was utilized to ascertain the sample size. This process allowed the researcher to gauge the number of female police officers in the study area before concluding the sample selection. Simple random sampling, as delineated by Horton (2024), involves randomly selecting a subgroup of individuals from a larger population, ensuring each person has an equal likelihood of being chosen. This method is frequently employed in quantitative research to select an adequate number of participants for statistical analysis.

3.7 Data Collection Instrument

According to Phiri (2021), a data collection instrument refers to the tool used to obtain information from the study respondents. This study used 2 two standardized tools namely: the

Institute of Functional Medicine Self-Care Practice Scale which was used to determine the Self-Care practices among the respondents and the Paul Spector Job Satisfaction survey which was useful in finding out the level of job satisfaction among the respondents. It also had a social demographic section which consisted of age, level of education, duration in service, and marital status.

The researcher self-developed a questionnaire to collect the respondents' socio-demographic data. The socio-demographic questionnaire comprised age of the police officers, years in service, marital status, level of education and rank in the police service. Permissions to use the standardized tools were sought from the respective institutions. The researcher sought permission from the Institute of Functional Medicine to use the Self-Care Practice Scale (Appendix D), whereas permission was sought from the University of South Florida (USF) to use the Job Satisfaction Scale (Appendix E).

The self-care questionnaire consists of 40 items grouped into 4 sections and each section has 10 self-administered questions. The sections are divided into physical well-being, mental-emotional and spiritual well-being, professional life, work and career well-being, and lastly, social well-being which comprises life, family, and relationships. The items are designed to ask questions that targeted a specific area of an individual's life. The scores are rated on a Likert scale ranging from 0-5, where 0 represents Never, 1-rarely, 2-sometimes, 3-often, 4-regularly and 5-always. The results are then rated from 0-10 (worse self-care), 11-20 (poor self-care), 21-30 (good self-care), 31-40 (better self-care), 41-50 (best self-care practices). Scores of below 30 indicated that the individual needs to work harder on their self-care to attain acceptable levels of wellness. Those who score between 31-50 on this scale are encouraged to sustain or improve what they are doing and ensure they achieve a balance in all those spheres of life (Lawless et al., 2023; Saakvitne et al., 1996).

Spector job satisfaction survey is a standard tool developed by Paul E. Spector in 1994 and has been used to determine job satisfaction over the years. It is a 36-item Likert scale with questions that seek to rate an individual's job satisfaction by either agreeing with the statement or disagreeing. The response ranges from 1- disagree very much, 2-disagree moderately, 3-disagree slightly, 4-agree slightly, 5-agree moderately and lastly 6- agree very much. There are 9 facets ranging from pay, promotion, supervision, benefits, rewards, rules and procedures, communication, nature of work and interpersonal relationships. The items are organized in such a way that half of them must be reversely scored. The score ranges from 36-216 where 36-108 represents dissatisfaction, 109-143 ambivalent, and 144-216 job satisfaction (Spector, 1994).

3.7.1 Reliability and Validity of Instruments

According to Taherdoost, (2016), reliability describes the extent to which a measurement consistently produces stable outcomes upon repetition. Hence, evaluating reliability is essential as it gauges the consistency across the various components of a measuring tool. Validity denotes the degree to which collected data accurately illustrates the true domain of study. Validity ensures that the measurement tools align with the research objectives, thus improving the accuracy of the findings. Metcalfe (2015) suggested that content validity could be ensured by ensuring that the researcher and the supervisor go through the testing instrument to determine whether it measures what it claims to measure.

The Self-Care Questionnaire has demonstrated strong reliability and validity across various studies assessing self-care behaviors. For example, Lawless et al. (2023) conducted a scoping review identifying effective self-care instruments, highlighting that well-constructed questionnaire achieve high internal consistency and construct validity in diverse populations. Additionally, studies such as Rajai et al. (2023) validated self-care scales with robust psychometric properties, confirming their applicability in clinical and community settings. These findings support the reliability of the self-care questionnaire used in this study.

Regarding the Spector Job Satisfaction Survey (JSS), its psychometric strength is well-established. Batura et al. (2016) assessed the JSS and found solid content and construct validity alongside consistent reliability across different occupational samples. The JSS consistently shows good internal consistency, with Cronbach's alpha scores typically exceeding 0.70 for overall and subscale measures (Spector, 2023). Furthermore, the instrument's reverse-scored items and multifaceted approach have been validated through extensive research, establishing it as a credible measure of job satisfaction in diverse work environments.

3.8 Data Collection Procedure

The researcher first obtained permission from the Research Committee of Tangaza University. Subsequently, approval was sought from the National Commission for Science, Technology, and Innovation (NACOSTI) to conduct the study among female police officers in Nairobi County. After receiving this approval, written consent was obtained from the office of the Inspector General who also informed the Regional Police Commander about the exercise. Once the necessary approvals had been secured, the researcher visited the office of the Regional Police Commander at the Regional Police Headquarters to provide the procedure for collecting the data, and the participants for the exercise and also agree on the date for the exercise.

Upon receiving permission, the researcher visited 63 police stations within 12 sub-counties in Nairobi County, engaged the Officer Commanding Police Division (OCPD) and explained the intention of the study. The researcher requested the OCPD's to mobilize the female police officers under their command to assemble at the Regional police headquarters on the agreed date and time.

The study adopted a proportionate stratified random sampling technique to ensure fair representation of female police officers across all police units. The three police units, the KPS, APS

and DCI were considered as strata. The number of female officers selected from each unit was determined proportionate to the total number of female officers stationed there.

On the day of data collection, the researcher met with the officers, explained the study objectives, and obtained informed consent from each participant. Only those who consented voluntarily were included. The randomly selected participants were then issued with the research questionnaires, which they completed on-site.

After all questionnaires had been completed, the researcher collected them for data analysis. A brief debriefing session was conducted to thank the participants, clarify any remaining questions, and ensure closure to the exercise. This systematic approach guaranteed that data were collected ethically, proportionately, and representatively across all police units within Nairobi County.

3.9 Data Analysis

Data analysis refers to the process of giving data meaning by ordering and structuring the information that is collected from the respondents. Data was analyzed using descriptive statistics where the data collected was summarized using frequencies, percentages, means and standard deviation. Statistical Package for Social Sciences (SPSS) version 27 was used for analysis. Pearson's moment of correlation was used for inferential statistics to determine the relationship between self-care practices and Job satisfaction. The predictive strengths of self-care practices and job satisfaction were determined using this analysis. Data presentation was done using tables.

Table 3: Data Analysis Methods for Each Objective

Data analysis	Variable type	Type of test	Purpose of the test
Demographic characteristics	Categorical scale	Frequencies, percentiles, Central tendency (M, SD)	Gather information about demographic characteristics

Objective One	One categorical and one scale	Descriptive statistical score	To determine the self-care practices
Objective Two	One categorical and one scale	Descriptive statistical score	To measure levels
Objective Three	2 scales	Pearson correlation coefficient	Test the relationship between two scale variables

3.10 Data Management and Ethical Considerations

Data management refers to the act of effectively and efficiently handling the information collected from respondents (Phiri, 2021). For this study, after data was collected using the questionnaires, they were collected together for safe custody by the researcher. They were then preserved and used for academic purposes only and upon being analysed they were secured using a password known to the researcher only. The physical questionnaires were kept confidential until the final submission of the research report and publication of research findings in refereed journals.

Ethical considerations on the other hand refer to how the researchers obtain data from respondents, how they conduct themselves during the entire process of research, and how they handle respondents.

The researcher sought approval from the Tangaza University Ethics Committee. After obtaining ethics clearance, permission was sought from NACOSTI, followed by letters of permission from the office of the Inspector General of Police which were followed by a request to conduct the study through the Nairobi police regional commander, subcounty commanders and station commanders. Informed consent was also sought from the respondents. The researcher then proceeded with data collection. Several key principles were observed during the study, including voluntary participation, informed consent, anonymity, protection of participants, confidentiality, and honesty. The researcher informed participants of the reasons behind the study and the

importance of their participation without pressuring them. Additionally, the researcher protected participants from any harm related to their involvement in the study by ensuring confidentiality, such as withholding names or excluding other sensitive matters from the questionnaires.

The principles of privacy and anonymity were strictly adhered to, ensuring that participants' private information is held in complete confidence without exposure. Participants were also informed of their right to withdraw from the study at any point during the data collection process. Furthermore, they were encouraged to request clarification at any time and were not required to provide personal data they were unwilling to share. Participants were given 45 minutes to complete the questionnaire, followed by a debriefing session conducted by the researcher after completion of the study. The respondents were also informed of the availability of debriefing sessions in case a need arose as a result of being a participant in the study. During the session, the researcher explained the purpose of the study, addressed any questions, and ensured participants left with a clear understanding of the research and their involvement.

3.11 Chapter Summary

This chapter has outlined the researcher's approach to the study. It explained the epistemological foundation that guided the investigation, described the target population and selection criteria, and detailed the study design, site, and sampling framework. The chapter also discussed the instruments used, the pretesting process, and the measures taken to ensure reliability and validity. Additionally, it covered the procedures followed for data collection, analysis, and management, and concluded with a discussion of ethical considerations and the anticipated outcomes of the study. The next chapter will present the findings of the study.

CHAPTER FOUR

DATA ANALYSIS AND PRESENTATION

4.1 Introduction

This chapter reports the findings of the study. It begins by highlighting the response rate, then provides a comprehensive account of the demographic characteristics of the participants. The presentation of results is organized according to the research objectives, and the chapter ends with a brief summary of the chapter.

4.2 Response Rate

This section presents the response rate of the questionnaires administered to the study participants. The distribution of the questionnaires is shown in Table 4.

Table 4: Response Rate

Sample Size	Distributed Questionnaires	Returned Questionnaires	Unreturned Questionnaires	Properly filled Questionnaires
438	438	372	66	372

The findings in Table 4 shows that the study targeted a sample of 438 respondents. However, the questionnaires responded and returned during data collection were 372 (85.0%) whereas 66 (15.0%) were not filled. This reflect not only the willingness of the female police officers in Nairobi County to engage in the research but also suggests the relevance of the study topic to their personal and professional experiences. The 15% of questionnaires that were not returned could be attributed to various factors such as work-related commitments, time constraints, or lack of interest from some officers. The response rate of 85% enhances the representativeness of the sample. With 372 out of 438 officers responding, the data collected reflects the experiences and opinions of a large and

diverse portion of the target population. This strengthens the external validity of the study, allowing the findings to be generalizable to the wider population. According to Babbie (2010), a response rate of 70% and above is generally deemed very good, as it enhancing the credibility of the data collected.

4.3 Demographic Information

This section presents the demographic characteristics of the participants involved in the study. The demographic information sought in the study included age of the female police officers, years in service, marital status, level of education and rank. The findings are presented in Table 5.

Table 5: Socio- Demographic Characteristics of Participants

	Frequency	Percentage (%)
Age		
18-28 years	37	9.9
29-43 years	264	71.0
44-60 years	71	19.1
Years in Service		
Below 3 years	14	3.8
4-10 years	123	33.1
11-20 years	189	50.8
Over 20 years	46	12.4
Marital Status		
Single	56	15.1
Married	251	67.5
Divorced	38	10.2
Widowed	23	6.2
Other	4	1.1
Education Level		
O level (Secondary)	34	9.1
Primary	1	0.3
Secondary	166	44.6
Post-Secondary	79	21.2
Undergraduate	74	19.9
Postgraduate	18	4.8
Rank		
Constable	99	26.6
Corporal	89	23.9
Sergeant	66	17.7
Senior Sergeant	31	8.3
Inspector	40	10.8
Chief Inspector	17	4.6

Superintendent of Police	6	1.6
Senior Superintendent of Police	7	1.9
Commissioner of Police	14	3.8
Assistant Inspector General	3	.8

Table 5 shows the socio-demographic characteristics of the respondents and provides an overview of the composition of female police officers who participated in the study. In terms of age distribution, the majority of respondents, 71.0% (264), were within the ages of 29–43 years, indicating that most participants were in their mid-career stage. This was followed by 19.1% (71) of respondents who were aged between 44–60 years, while 9.9% (37) were between 18–28 years, representing the younger officers in the service.

With regard to years of service, 50.8% (189) of the respondents had served between 11–20 years, suggesting that most had considerable experience in policing. Another 33.1% (123) had been in service for 4–10 years, while 12.4% (46) had served for more than 20 years, indicating a smaller group of long-serving officers. Only 3.8% (14) had been in service for less than three years, showing that few were newly recruited into the service.

In terms of marital status, the majority of respondents, 67.5% (251), reported being married. Those who were single were 15.1% (56), while 10.2% (38) were divorced. A smaller proportion, 6.2% (23), were widowed, and 1.1% (4) indicated that they were in other marital arrangements. This distribution suggests that most female police officers were balancing their professional duties alongside family responsibilities.

Concerning the level of education, 44.6% (166) of the respondents had attained secondary education, while 21.2% (79) had post-secondary education such as diplomas or certificates. A further 19.9% (74) had undergraduate qualifications, and 9.1% (34) had attained O-level education. In addition, 4.8% (18) had postgraduate education, and only 0.3% (1) reported primary education as the highest level attained. This shows that most respondents had at least secondary or post-secondary education.

In relation to rank held in the police service, 26.6% (99) of the respondents were constables, followed closely by 23.9% (89) who were corporals, and 17.7% (66) who were sergeants. Other respondents included 10.8% (40) who were inspectors and 8.3% (31) who were senior sergeants. Additionally, 4.6% (17) were chief inspectors, while smaller proportions occupied senior ranks including 3.8% (14) who were commissioners of police, 1.9% (7) who were senior superintendents of police, 1.6% (6) who were superintendents of police, and 0.8% (3) who were assistant inspector generals. These figures indicate that the majority of female officers in the study served in junior and mid-level positions, with relatively few holding senior leadership ranks.

4.4 Levels of Self-Care Practices among Police Officers

The first objective of the study sought to determine the levels of self-care practices among female police officers. To achieve this, self-care practices scale was used. The results respective to the different aspects of selfcare are as shown in Tables 6.

Table 6: Self-Care Levels among Female Police Officers

Categories of Self-Care	Range	Frequency	Percent (%)
Worst Self-Care	0 - 40	7	1.8
Poor Self-Care	41 - 80	65	16.6
Good Self-Care	81 -120	179	48.1
Better Self-Care	121- 160	96	25.8
Best Self-Care	161 - 200	25	6.7
Total	40 - 200	372	100

Table 6 presents the distribution of self-care levels among female police officers in Nairobi County. The results show that nearly half of the respondents, 48.1% (179), demonstrated *good self-care* practices, while 25.8% (96) reported *better self-care*. A smaller proportion, 6.7% (25), achieved *best self-care* levels, indicating a high commitment to maintaining personal well-being. Conversely, 16.6% (65) of the officers exhibited *poor self-care*, and only 1.8% (7) fell within the

worst *self-care* category. Overall, the majority of female police officers reported moderate to good engagement in self-care activities, however a notable minority still reflected low levels of self-care.

4.5 Levels of Job Satisfaction Among Female Police Officers

The second objective of the study was to find out the levels of job satisfaction among the female police officers in Nairobi County, Kenya. The results are as shown in table 12.

Table 7: Job Satisfaction among Female Police Officers

Category	Range	Frequency	Percentage (%)
Job Dissatisfaction	36-108	180	48.4%
Ambivalent	109-143	140	37.6%
Job Satisfaction	144-216	52	14.0%
Total	36 - 216	372	100%

Table 7 presents the distribution of job satisfaction levels among female police officers in Nairobi County. The findings show that nearly half of the respondents, 48.4% (180), experienced job dissatisfaction, while 37.6% (140) were ambivalent about their level of satisfaction. Only 14.0% (52) of the officers reported being satisfied with their jobs. Overall, the study suggests that a majority of the female police officers exhibited low to moderate levels of job satisfaction.

4.6 Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers

The third objective of the study was to establish the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya. Pearson correlation was used to determine the relationship between self-care practices and job satisfaction. The results are as shown in Table 8.

Table 8: Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers

		Self-Care Practices	Job Satisfaction
Self-Care Practices	Pearson Correlation	1	.372**
	Sig. (2-tailed)		.000
	N	372	372
Job Satisfaction	Pearson Correlation	.372**	1
	Sig. (2-tailed)	.000	
	N	372	372

** . Correlation is significant at the 0.01 level (2-tailed).

The results presented in Table 8 reveal a positive and statistically significant relationship between self-care practices and job satisfaction among female police officers in Nairobi County. The Pearson correlation coefficient ($r = .372, p < .01$) demonstrates a moderate positive association, indicating that officers who actively engage in self-care activities, such as maintaining a healthy work-life balance, fostering supportive social relationships, and prioritizing their emotional and physical well-being, tend to experience higher levels of job satisfaction. The significance level ($p < .01$) provides strong evidence of a reliable relationship between the two variables, confirming that self-care plays an important role in influencing how satisfied officers feel in their professional roles.

4.7 Limitations of the Study

While the study on the relationship between self-care practices and job satisfaction among female police officers in Nairobi County yielded valuable insights, several limitations may have influenced the findings. First, the study relied on self-reported questionnaires, which are subject to social desirability and response biases. Participants may have provided answers they perceived as acceptable or favorable rather than reflecting their true behaviours and attitudes, particularly given the sensitivity surrounding mental health, well-being, and job satisfaction within disciplined forces.

Second, the use of a cross-sectional research design limited the ability to establish causal relationships between self-care practices and job satisfaction. The data captured only a snapshot in time, making it difficult to determine whether high levels of self-care led to improved job satisfaction or if more satisfied officers were more likely to engage in self-care. Longitudinal or mixed-method designs could have provided a deeper understanding of these dynamic relationships over time.

Third, the research instruments were not fully contextualized to the unique experiences of female police officers in Kenya. The tools were adapted from studies conducted in different cultural or occupational settings, which may have influenced their relevance and sensitivity to local realities such as gender-based challenges, organizational culture, and socio-economic factors specific to Kenyan policing.

Finally, logistical challenges such as time constraints due to officers' demanding schedules, and varying levels of openness among respondents may also have affected the completeness and accuracy of data collected. Despite these limitations, the study provides a useful foundation for understanding how self-care practices relate to job satisfaction among female police officers and highlights areas for future research using more context-specific and longitudinal approaches.

4.8 Chapter Summary

This chapter has presented the analysis and interpretation of the data collected in relation to the research questions outlined in Chapter One. The analysis is structured around the variables of the study. Descriptive statistics (such as means, frequencies, and standard deviations) have been presented to provide an overview of the dataset. Inferential statistical tests, including have then been used to examine the relationships between variables and to test the hypotheses. All results are reported with corresponding p-values and confidence intervals to indicate statistical significance and reliability. The next chapter presents discussion of the analyzed data in line with other studies.

CHAPTER FIVE

DISCUSSION

5.1 Introduction

This chapter provides a critical discussion of the findings in relation to the research objectives and questions, interpreting the results presented in Chapter four. The discussion emphasizes areas of convergence and divergence with previous studies, thereby situating the findings within the broader academic discourse. Furthermore, the conceptual framework of the study is revisited.

5.2 Levels of Self-Care Practices among Female Police Officers

The first objective of this study sought to examine the levels of self-care among female police officers in Nairobi County. The findings revealed that nearly half of the respondents, 48.1% (179), demonstrated good self-care practices, while 25.8% (96) reported better self-care. A smaller proportion, 6.7% (25), achieved best self-care levels, showing a strong commitment to maintaining personal well-being. Conversely, 16.6% (65) exhibited poor self-care, and only 1.8% (7) fell within the worst self-care category. These results indicate that most female police officers engage in moderate to good self-care, though a notable proportion still neglects consistent wellness practices. This distribution suggests that while awareness and practice of self-care are evident, structural and occupational challenges may still limit full engagement.

The findings of this study are generally consistent with Alani and Stroink (2023), who found that 55% of Canadian female service providers, including police officers, regularly practiced mindfulness, exercise, or journaling (high self-care), 30% engaged occasionally (moderate), and 15% practiced minimally (low). The pattern of distribution in the present study, where moderate self-care dominates, mirrors this trend, though the Kenyan officers' proportion of high self-care (6.7%) is much lower. This contrast underscores that while self-care is a global priority, access to

structured self-care interventions and supportive organizational cultures in high-income countries such as Canada may facilitate better adherence than in developing contexts.

Similarly, Grupe (2021) in the United States reported that officers who participated in mindfulness-based resilience training maintained about 59% adherence to self-care routines, reflecting moderate engagement levels. The present study aligns with these results, showing that the majority of officers engage in self-care but do not achieve optimal consistency. However, the U.S. officers' moderate participation still yielded measurable improvements in emotional regulation and psychological well-being, suggesting that even moderate engagement can be impactful if institutionally supported. The comparatively lower "best self-care" rates in Nairobi may point to institutional or cultural barriers that limit consistent application of self-care behaviours.

Globally, self-care has been recognized as an essential buffer against occupational stress, burnout, and reduced productivity among police officers. For instance, Trombka et al. (2021), through the *POLICE* randomized control study, reported that mindfulness-based interventions significantly enhanced officers' quality of life and reduced anxiety symptoms, with most participants starting at low-to-moderate self-care levels. Likewise, Grupe et al. (2021) observed improvements in stress regulation and emotional stability following similar programs. The present findings echo these global patterns, most officers operate at a moderate self-care level, but differ in that no structured institutional self-care program were cited by respondents, implying that self-care in this context is largely self-initiated rather than organizationally supported.

Regionally, the results resonate with those from India, where Nair and Thomas (2018) and Chaudhuri and Patel (2022) reported that 50% of policewomen practiced yoga and mindfulness (high self-care), while 40% engaged in physical fitness (moderate), and 25% sought peer support or counseling (low). Similarly, Linjiya and Kumar (2025) found that 50% of female officers in Kerala displayed high self-care, 35% moderate, and 15% low engagement, with limited institutional

facilitation for work–life balance. Compared to these findings, the present study reveals lower high-level engagement (6.7%), suggesting that cultural and organizational factors within the Kenyan police service may be less conducive to sustained wellness practices. The contrast emphasizes that while the concept of self-care is universal, the degree of institutional backing and cultural openness to practices like mindfulness or counselling differs across contexts.

Within Kenya, the findings partly align with Ong’ale (2021), who found that 38% of female police officers in Nakuru County engaged in structured self-care activities (moderate), while 47% neglected self-care due to workload and gender-based pressures (low). Similarly, Kegoro, Otieno, and Akoyo (2020) observed that only 30% of female officers consistently practiced health-promoting self-care routines. The present study, however, recorded a higher proportion of officers (48.1%) in the good self-care category, suggesting a gradual shift toward greater awareness and participation in self-care among policewomen, possibly due to increased psychosocial advocacy within the service and evolving gender sensitivity in institutional training. Nevertheless, the small proportion (6.7%) achieving the best self-care level highlights persistent systemic barriers such as workload intensity, cultural expectations, and limited access to wellness support systems.

Interpreting these findings through Self-Determination Theory and Herzberg’s Two-Factor Theory provides deeper insight. From the SDT perspective, self-care aligns with intrinsic motivation, officers who feel autonomous and competent are more likely to engage in behaviours that nurture their well-being. The moderate engagement observed suggests that while some officers experience autonomy in managing their wellness, structural and contextual factors may still constrain self-determined self-care behaviors. From Herzberg’s perspective, self-care can be understood as both a hygiene and motivator factor: when neglected, it contributes to dissatisfaction (through burnout and stress), but when encouraged, it enhances motivation and satisfaction. Thus, improving institutional policies that facilitate rest, peer support, and counselling could elevate both personal well-being and professional fulfillment among female police officers.

The findings demonstrate that most female police officers in Nairobi County maintain moderate levels of self-care, consistent with global trends but lower than in contexts with structured wellness programs. The results emphasize the importance of fostering both individual initiative and institutional support to strengthen self-care as a motivational and protective factor, ultimately enhancing job satisfaction and psychological resilience within the police service.

5.3 Levels of Job Satisfaction among Female Police Officers

The second objective of this study aimed to determine the levels of job satisfaction among female police officers in Nairobi County. The findings revealed that 48.4% (180) of the respondents experienced job dissatisfaction, 37.6% (140) were ambivalent about their satisfaction levels, and only 14.0% (52) reported being satisfied with their jobs. These results demonstrate that a majority of female police officers in Nairobi County experience low to moderate levels of job satisfaction, with fewer than one in six expressing high satisfaction. This distribution suggests that while some officers derive meaning from their roles, systemic and organizational challenges continue to suppress overall satisfaction.

The findings of this study stand in sharp contrast to global trends, particularly in Western contexts, where police officers generally report moderate to high job satisfaction. For instance, Rohwer et al. (2022) in Germany documented an improvement in satisfaction levels from 66% to 71% after revising shift schedules to enhance work–life balance. Similarly, Rostami et al. (2022) found that 47% of Swedish female police officers experienced high satisfaction, with positive collegial relationships and meaningful work cited as key motivators. The Kenyan figures, where only 14% of officers reported high satisfaction, reflect a striking disparity. From the researcher’s perspective, this gap highlights how organizational reforms in developed settings, such as flexible scheduling and supportive management cultures, serve as critical motivators, whereas their absence in Kenya perpetuates dissatisfaction and ambivalence among female officers.

Comparable contrasts are evident when juxtaposed with the U.S. study by Barnett (2023), where 52% of female police officers reported high intrinsic satisfaction derived from collegial support and sense of purpose, while only 17% expressed dissatisfaction. The present study, however, reverses that ratio, 48.4% of Kenyan female officers are dissatisfied. This suggests that while intrinsic motivators such as pride in service may exist, they are overshadowed by hygiene factors, such as workload, lack of recognition, and limited career mobility, that undermine satisfaction. From Herzberg's Two-Factor Theory perspective, this finding indicates that while motivators (achievement, recognition, responsibility) may be insufficiently activated, hygiene factors (working conditions, supervision, policy) are not adequately addressed, leading to widespread dissatisfaction.

Regionally, the results of this study align more closely with those reported in developing contexts. In Ghana, Yalley and Olutayo (2020) found that only 28% of women officers experienced high satisfaction, 49% moderate, and 23% low satisfaction, attributing dissatisfaction to masculinized work environments and promotion barriers. Similarly, Adebayo (2019) in Nigeria found that 40% of women officers reported moderate satisfaction and 35% low satisfaction, citing workload and gender bias as key causes. The present study's findings mirror these patterns—female police officers in Nairobi County face similar institutional and cultural barriers that inhibit professional fulfillment. The close similarity with regional data underscores the structural nature of job dissatisfaction across African policing systems, where gender disparities, rigid command hierarchies, and limited recognition persist as major impediments to satisfaction.

Within Kenya, the findings reinforce the consistency of moderate-to-low job satisfaction among female officers across counties. Ong'ale (2021) reported that 30% of female officers in Nakuru experienced high satisfaction, while 42% had moderate satisfaction and 28% were dissatisfied. Similarly, Jelle and Kipchumba (2024) in Nairobi found 23% high satisfaction, 41% moderate, and 36% low, while Ali and Mutonyi (2025) reported 18% high satisfaction, 44%

moderate, and 38% low. The present study's 14% high satisfaction rate is slightly lower than these findings, suggesting that job satisfaction among female officers in Nairobi County has either stagnated or declined, possibly due to growing occupational strain, minimal organizational recognition, or increased gendered pressures. Furthermore, Wangari (2025) in Nyeri County found a higher satisfaction rate of 33%, which, compared to the current findings, implies that satisfaction levels may vary depending on localized management practices or community engagement experiences. From the researcher's viewpoint, these variations suggest that while structural barriers are nationwide, some counties may have adopted more inclusive or supportive internal policies that slightly enhance satisfaction.

The findings also invite reflection on intrinsic and extrinsic motivators as proposed by Herzberg's Two-Factor Theory. The predominance of dissatisfaction (48.4%) indicates that hygiene factors, such as poor supervision, rigid command structures, inadequate pay, and gender-insensitive policies, remain major sources of frustration. The moderate satisfaction (37.6%) likely reflects the limited presence of motivators such as a sense of purpose, service pride, and peer camaraderie. In essence, the study suggests that while intrinsic motivators exist, they are not strong enough to offset the persistent demotivating effects of poor organizational hygiene. Enhancing job satisfaction among female police officers would therefore require both structural reforms to address hygiene issues and intentional strategies to promote recognition, professional growth, and psychological support.

Viewed through the lens of Self-Determination Theory (SDT), these findings further illustrate how unmet psychological needs for autonomy, competence, and relatedness may contribute to low job satisfaction. The hierarchical and often rigid command structure of policing in Kenya may limit autonomy, while gender-based discrimination undermines both competence and relatedness. Officers who feel undervalued or constrained by institutional rigidity are less likely to experience intrinsic motivation and satisfaction in their work. The intersection of SDT and

Herzberg's theory thus provides a comprehensive understanding: while SDT highlights the need for internal psychological fulfillment, Herzberg's framework emphasizes the organizational conditions necessary to sustain satisfaction.

This study reveals that job satisfaction among female police officers in Nairobi County remains predominantly low, in sharp contrast with trends in Western contexts but consistent with other African studies. The findings show the urgent need for institutional transformation within the National Police Service specifically, gender-sensitive management, fair promotion systems, recognition programs, and work-life balance policies. Addressing both the psychological needs emphasized by Self-Determination Theory and the hygiene-motivator balance of Herzberg's model could significantly enhance not only satisfaction but also the motivation, retention, and overall well-being of female police officers.

5.4 Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers

The third objective of this study sought to examine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County. The findings revealed a moderate positive and statistically significant relationship between the two variables, with a Pearson correlation coefficient of $r = .372$, $p < .01$. This indicates that officers who engage more consistently in self-care activities—such as maintaining a healthy work-life balance, cultivating social connections, and attending to emotional and physical health—report higher levels of job satisfaction. From the researcher's perspective, this relationship highlights that self-care functions as a vital psychological and occupational resource, buffering the effects of stress and enhancing overall work fulfillment. The statistical significance ($p < .01$) confirms that this is not a chance occurrence but a genuine pattern among female officers in Nairobi County.

The findings of this study, show both convergence and divergence with global literature. Compared to Rostami et al. (2022) in Sweden, who found a stronger relationship ($r = .58, p < .01$) between mindfulness-based self-care and job satisfaction, the current study's correlation ($r = .372$) is moderate rather than strong. This difference may be attributed to contextual and organizational factors, Swedish police systems have more robust wellness frameworks, gender inclusivity, and institutionalized stress management programs, all of which amplify the effect of self-care on job satisfaction. From the researcher's standpoint, the moderate relationship in Nairobi likely reflects limited institutional reinforcement of self-care practices and cultural barriers that may prevent women from prioritizing personal well-being over professional demands. Nonetheless, the direction of the relationship is consistent across both contexts: greater self-care engagement fosters higher job satisfaction.

Similarly, the present findings align closely with Grupe (2021) in the United States, who found a moderate correlation ($r = .47, p < .05$) between self-care and job satisfaction. Both studies emphasize that while self-care significantly contributes to satisfaction, it may not entirely compensate for systemic challenges like workload or inadequate organizational support. However, the slightly lower correlation in the Nairobi sample may point to the lack of structured programs such as mindfulness training or wellness counselling that are more common in Western police departments. The researcher interprets this to mean that self-care, while individually driven, is also deeply shaped by institutional culture—when organizations value and facilitate self-care, the impact on satisfaction is stronger.

At the regional level, the study's findings show a notable resemblance to results from Gowtham and Jayasudha (2023) in India ($r = .52, p < .01$) and Yalley and Olutayo (2020) in Ghana ($r = .44, p = .03$). These moderate positive relationships mirror the pattern observed in Nairobi, suggesting that across developing countries, female officers who prioritize self-care tend to experience higher satisfaction even within resource-constrained or gender-biased environments.

Yet, compared to the Indian and Ghanaian studies, the present study reports a slightly lower correlation, which may reflect the compounded stressors of policing in Kenya's urban context—such as heavier workloads, societal expectations, and limited access to counselling or wellness resources. The researcher's interpretation is that, although self-care is beneficial across contexts, its effectiveness in enhancing job satisfaction depends on the presence of supportive organizational and social environments.

Within Kenya, the current study's findings correspond closely with earlier local research. Ong'ale (2021) found a stronger positive correlation ($r = .54, p < .05$) between self-care and job satisfaction among female officers in Nakuru County, while Jelle and Kipchumba (2024) in Nairobi reported a correlation of $r = .51, p = .01$. These coefficients are slightly higher than the present study's $r = .372$, suggesting that while the relationship remains significant, its strength may vary depending on departmental culture, workload intensity, or access to psychological support programs. Similarly, Ali and Mutonyi (2025) observed $r = .49, p < .05$, emphasizing that officers who perceived strong organizational backing for self-care exhibited higher job satisfaction. From the researcher's viewpoint, the consistent positive relationships across Kenyan studies affirm that self-care is a key determinant of professional contentment among female officers; however, the moderate strength of the relationship in this study highlights that, structural and cultural barriers continue to constrain the full benefits of self-care in this population.

Interpreted through Herzberg's Two-Factor Theory, these findings illustrate how self-care aligns with *motivational factors* that enhance job satisfaction. Activities such as exercise, social support, and emotional regulation contribute to intrinsic motivators like personal growth, competence, and self-fulfilment. However, without sufficient *hygiene factors*, such as fair pay, supportive supervision, and manageable workloads, the potential of self-care to elevate satisfaction remains limited. In the context of this study, the moderate correlation suggests that while self-care

enhances motivation and resilience, the absence of conducive organizational conditions prevents these gains from translating into higher overall satisfaction.

From the lens of Self-Determination Theory (SDT), the positive relationship between self-care and job satisfaction can be understood as an expression of officers' efforts to meet their fundamental psychological needs for autonomy, competence, and relatedness. Female officers who practice self-care are likely exercising autonomy by taking control of their well-being, building competence by managing occupational stress, and fostering relatedness through supportive social ties, all of which strengthen intrinsic motivation and satisfaction. The researcher views this as a critical insight: promoting self-care among police officers not only enhances individual wellness but also fulfills deeper psychological needs that sustain motivation and professional engagement.

This study establishes that self-care is a significant contributor to job satisfaction among female police officers in Nairobi County. While the correlation is moderate, it is consistent with both global and regional findings, showing self-care as an essential yet underutilized pathway to improving occupational well-being. The integration of Herzberg's and Self-Determination theories suggests that to maximize satisfaction, the National Police Service must address both intrinsic and extrinsic factors, creating environments that encourage self-care, recognize personal effort, and foster autonomy and growth. Without institutional reinforcement of these practices, the potential benefits of self-care on job satisfaction will remain only partially realized.

5.6 Suggestions for Improving Theory

In light of the findings of this study, several suggestions can be made for refining Herzberg's Two-Factor Theory and Self-Determination Theory to better address the experiences of female police officers and similar high-stress professional contexts.

Regarding Herzberg's Two-Factor Theory, the study's findings indicate that while intrinsic factors such as personal well-being, social support, and emotional balance contribute to job

satisfaction, the absence of sufficient hygiene factors, such as fair remuneration, gender-sensitive work policies, and manageable workloads, continues to promote dissatisfaction. This suggests that the theory could be expanded to explicitly integrate self-care as a mediating factor between hygiene and motivator elements. In this regard, self-care may function as both a motivator (enhancing internal satisfaction through personal growth and well-being) and as a buffer against dissatisfaction when hygiene factors are inadequate. Incorporating self-care as an intervening construct would strengthen the model's explanatory power in professions characterized by emotional and physical strain, such as policing.

For Self-Determination Theory, the study emphasizes that fulfillment of the three psychological needs, autonomy, competence, and relatedness, is strongly tied to self-care engagement and job satisfaction. However, among female police officers, institutional constraints such as rigid hierarchies and limited gender-responsive support systems appear to inhibit autonomy and relatedness, diminishing intrinsic motivation. To improve the theory, it is suggested that contextual factors, such as organizational culture, gender dynamics, and occupational stress, be more explicitly recognized as moderating influences on self-determination. Moreover, the theory could more strongly emphasize the role of structured self-care practices as mechanisms for fulfilling these psychological needs, thereby reinforcing motivation and well-being even in restrictive environments.

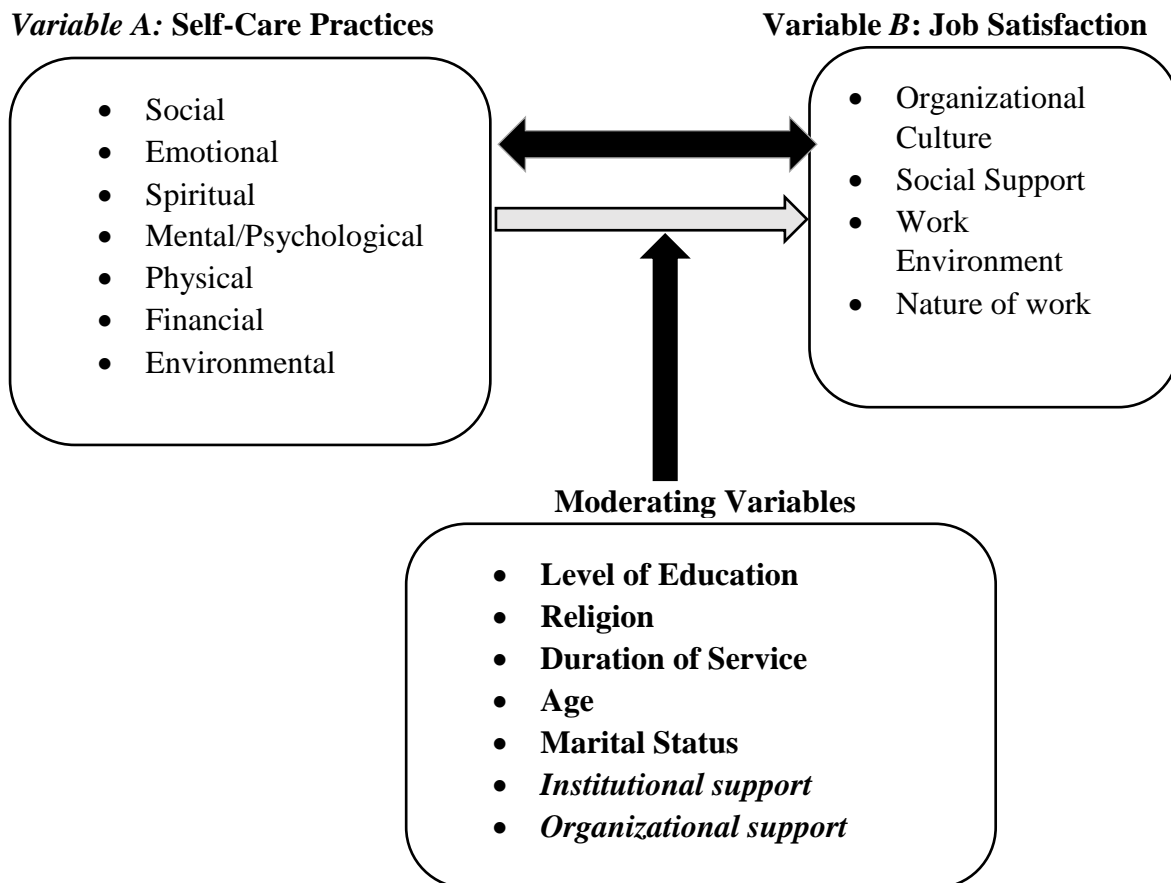
In summary, enhancing Herzberg's Two-Factor Theory by embedding self-care as a dynamic component between hygiene and motivator factors, and refining Self-Determination Theory to account for contextual and gender-specific moderators of motivation, would deepen both theories' relevance to complex, high-pressure work environments like policing.

5.7 Revisiting the Conceptual Framework

This section revisits the conceptual framework that was initially presented in Chapter Two, aligning it more closely with the empirical findings of the study. The revisions aim to illustrate how

self-care practices relate to job satisfaction among female police officers as revealed by the results. In doing so, the framework transitions from a purely theoretical construct to one that integrates both the statistical evidence and the contextual realities observed within the study environment.

Figure 2: Revisited Conceptual Framework



Based on the study findings, the conceptual framework requires refinement to better align with the observed relationships. Since the results highlighted the influence of organizational culture and gender-sensitive work environments in shaping job satisfaction, future revisions could integrate institutional and organizational support as additional moderating or mediating factors to enhance the explanatory power of the model. This will be presented in Italicized font.

Furthermore, the bidirectional arrow between self-care practices and job satisfaction should be modified to a unidirectional arrow pointing from self-care practices to job satisfaction. This adjustment reflects the study’s evidence of a positive and statistically significant relationship

between the two variables, indicating that greater engagement in self-care practices leads to higher levels of job satisfaction. The connecting line should be represented in grey rather than solid black to denote the moderate strength of this causal relationship.

5.8 Chapter Summary

This chapter analyzed and explained the main findings of the study in connection with the research questions and existing literature on prayer and psychological well-being among consecrated persons. It examined how the results align with, expand upon, or differ from previous studies, while also reflecting on their practical and theoretical significance and acknowledging the study's limitations. The following chapter presents a summary of the entire study, draws key conclusions, and proposes recommendations for practice and future research.

CHAPTER SIX

SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1 Introduction

This chapter presents conclusions established from the study's findings. The chapter also provides recommendations for policy and practice as well as recommendations for future study. In addition, the chapter provides limitations of the current study.

6.2 Summary of Findings

The first objective of the study was to determine the levels of self-care practices among female police officers in Nairobi County. The results show that nearly half of the respondents, 48.1% (179), demonstrated good self-care practices, while 25.8% (96) reported better self-care. A smaller proportion, 6.7% (25), achieved best self-care levels, indicating a high commitment to maintaining personal well-being. Conversely, 16.6% (65) of the officers exhibited poor self-care, and only 1.8% (7) fell within the worst self-care category. Overall, the majority of female police officers reported moderate to good engagement in self-care activities; however, a notable minority still reflected low levels of self-care.

The second objective sought to assess the levels of job satisfaction among female police officers in Nairobi County. The findings show that nearly half of the respondents, 48.4% (180), experienced job dissatisfaction, while 37.6% (140) were ambivalent about their level of satisfaction. Only 14.0% (52) of the officers reported being satisfied with their jobs. These results suggest that a majority of the female police officers exhibited low to moderate levels of job satisfaction, indicating that many may be struggling with work-related challenges that affect their morale and overall satisfaction in their professional roles.

The third objective aimed to examine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County. The results reveal a positive and statistically significant relationship between the two variables, with a Pearson correlation coefficient of $r = .372$, $p < .01$. This finding demonstrates a moderate positive association, indicating that officers who actively engage in self-care activities, such as maintaining a healthy work-life balance, fostering supportive social relationships, and prioritizing their emotional and physical well-being, tend to experience higher levels of job satisfaction. The significance level provides strong evidence of a reliable relationship, confirming that self-care plays an important role in influencing how satisfied officers feel in their professional roles.

6.3 Conclusion

The first objective of the study was to determine the levels of self-care practices among female police officers in Nairobi County. The study concludes that most female officers demonstrated moderate to good levels of self-care, indicating growing awareness and practice of personal well-being strategies such as maintaining work-life balance, social connectedness, and emotional regulation. However, the presence of a significant minority exhibiting poor self-care highlights the continued challenge of occupational stress, limited institutional support, and cultural or organizational barriers that hinder consistent self-care engagement. This finding underscores the need for structured wellness programs and supportive policies within the police service to promote sustainable self-care behaviours.

The second objective sought to assess the levels of job satisfaction among female police officers in Nairobi County. The study concludes that job satisfaction among the officers was generally low to moderate, with nearly half expressing dissatisfaction and a smaller proportion reporting satisfaction. This suggests that factors such as workload, limited promotion opportunities, rigid command structures, and gender-related challenges may be negatively influencing job satisfaction. The findings highlight the importance of improving organizational policies,

communication, and reward systems to enhance motivation, morale, and overall satisfaction among female police officers.

The third objective aimed to examine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County. The study concludes that there is a positive and statistically significant relationship between self-care and job satisfaction, implying that officers who actively practice self-care tend to experience greater job satisfaction. This finding confirms that self-care is not only vital for personal well-being but also enhances professional contentment and performance. Consequently, the study emphasizes the need for the National Police Service to integrate self-care initiatives into workplace wellness programs and leadership training. Supporting officers in adopting consistent self-care practices could serve as a strategic approach to boosting job satisfaction and overall organizational effectiveness.

6.4 Recommendations

Based on the findings and conclusions of the study, the following recommendations are made to various stakeholders to enhance self-care practices and job satisfaction among female police officers in Nairobi County and beyond:

Female Police Officers. Female police officers are encouraged to intentionally integrate self-care into their daily routines as a means of maintaining both personal well-being and professional effectiveness. This includes engaging in regular physical exercise, practicing mindfulness or prayer, seeking social and emotional support, and maintaining healthy work–life balance. Officers should also proactively seek counseling or peer support when faced with occupational stressors, recognizing that prioritizing self-care is a sign of strength and professionalism, not weakness.

National Police Service. The NPS should institutionalize wellness and self-care programs as part of its occupational health strategy. Regular workshops, counseling sessions, and stress management training should be made accessible to all officers, with special emphasis on the unique pressures faced by female personnel. The Service should also foster a supportive work culture that values

open communication, gender sensitivity, and recognition of officers' emotional and psychological needs.

National Police Service Commission. The Commission should develop clear policies that promote mental health, work-life balance, and fair promotion systems within the police service. It should strengthen mechanisms for monitoring officers' well-being and ensure that wellness indicators form part of performance evaluations. Furthermore, the NPSC should review staffing and deployment strategies to reduce workload and burnout, particularly in high-stress urban stations such as those in Nairobi County.

Policymakers. Policymakers should prioritize occupational health and wellness in national security policies by integrating mental health services into the police structure. Laws and regulations that ensure equitable treatment of female officers, family-friendly work arrangements, and gender-responsive leadership development should be enacted and enforced. Policymakers should also allocate adequate budgetary support for psychological services, counseling units, and wellness infrastructure within police institutions.

Government of Kenya. The government should invest in comprehensive mental health and wellness frameworks for law enforcement officers. This includes establishing specialized wellness centers, improving remuneration and working conditions, and ensuring access to medical and counseling services. National awareness campaigns should also be undertaken to destigmatize mental health care among security personnel and to promote self-care as a key component of public service professionalism.

Citizens of Kenya. Citizens are encouraged to support police officers through cooperation, respect, and appreciation for the difficult work they perform. Public understanding of the challenges faced by female officers can help reduce hostility, stigma, and unrealistic expectations. Civil society organizations and community groups should partner with the police in offering psychosocial support, mentorship, and community-based wellness initiatives that promote positive relations between officers and the public.

6.4 Recommendations for Further Research

The current study only focused on female police officers. Future research could adopt a comparative approach by examining self-care and job satisfaction across both male and female officers to assess whether gender differences influence these variables.

The current study identified moderating variables such as education level, marital status, and religion but these were not analyzed in depth. Further studies could examine how these demographic factors shape the interaction between self-care and job satisfaction.

Finally, future research could investigate the impact of organizational interventions such as wellness programs, flexible scheduling, or mental health training on both self-care behaviors and job satisfaction levels.

6.5 Chapter Summary

This chapter provided an integrated summary of the study by outlining the major findings, drawing conclusions, and presenting recommendations aligned with the research objectives and outcomes. It begins by restating the study's purpose and central results, revisiting the relationship among the key variables and the theoretical framework that informed the research. The chapter proceeds to highlight the main conclusions derived from the findings, showing their relevance to academic understanding, professional practice, and contextual application. It further offers recommendations for policy and practice, proposing strategies to enhance implementation and awareness in related contexts. In addition, the chapter suggests areas for future investigation to expand on aspects that were beyond the study's scope. It concludes by reaffirming the study's overall contribution to knowledge, theory, and practice, and its value in guiding future dialogue and research within the field.

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APPENDICES

Appendix A: Introductory Letter

“Dear Participant,

My name is Scholastica Wafula a master’s student at Tangaza University. I am pursuing my Masters studies in Counselling Psychology.

The purpose of the research study is to establish the relationship between Self-care practices and Job satisfaction among Female Police Officers in Nairobi County. The aim is to determine the self-care practices adopted by the officers, to establish the level of Job satisfaction among female police officers and to find out the relationship between Self-care practices and Job satisfaction among the Officers.

I am requesting you to accept to be a respondent in this study. Your voluntary and honest participation will aid in ensuring the effectiveness of the research outcome and improved job satisfaction among female police officers in Kenya.

Please note that participation is voluntary and you are at liberty to disqualify yourself from the study at any given time. No monetary benefits will be gained during the study and all information gathered will be kept confidential and our most privacy guaranteed.

Do not write your name on the questionnaire to conceal your identity.

Please confirm that you have read and understood the informed consent and the introductory letter. Thank you so much for accepting to participate in this study.

Kind Regards,

Scholastica Wafula.

Appendix B: Informed Consent Form for Participants

Participants Informed Consent Form: Tangaza University (Kindly read carefully before consenting to participate in this study by giving your informed consent. You may ask for clarity in case you do not understand any part of this form)	
Title of the study:	Relationship between Self-care Practices and Job Satisfaction among Female Police Officers in Nairobi Regional Police Headquarters Nairobi County, Kenya.
University:	Tangaza University College, Nairobi, Kenya.
Purpose:	<ul style="list-style-type: none">- To establish the types of self-care practices that female police officers in Nairobi County, Kenya, adopt to manage their life and work-related challenges.- To find out the levels of Job satisfaction among female police officers in Nairobi County, Kenya.- To determine the relationship between self-care practices and job satisfaction among female police officers in Nairobi County, Kenya.
Researchers Name:	Scholastica Wafula
Designation:	Masters of Arts student. Counselling Psychology
Address and contact of the researcher	47363-00100 Westland's, Nairobi Phone Number: 0722317149
Signature and Date	

Statement to be signed by the participant	<p>I wish to declare that I have gone through the informed consent form and understood the research's intention for collecting the required data. I hereby willingly and without coercion, having been informed that I will not gain financially from being a participant, accept to be a respondent in this study.</p> <p>I am also aware that data obtained from me will be confidential and I am at liberty to withdraw as a respondent at any time and no form of prejudice will be meted on me upon withdrawal.</p> <p>Participant's Signature:</p> <p>Date:</p>
---	---

Appendix C: Study Questionnaire

Section A. Participant Demographic Information

1. Age bracket

Age:	Tick where Applicable
18years-28 years	
29 years-43 years	
44 years – 60 years	

2. Years in service

Years:	Tick where Applicable
Below 3 years	
4 years- 10 years	
11 years – 20 years	
Over 20 years	

3. Marital Status

Marital status	Tick where Applicable
Single	
Married	
Divorced	
Widowed	

Others (please specify)	
-------------------------	--

4. Level of Education

Level	Tick where Applicable
“O” level (secondary)	
Primary	
Secondary	
Post-Secondary	
Undergraduate	
Postgraduate	

5. Rank

Rank in the Police Service	Tick where Applicable
Constable	
Corporal	
Sergeant	
Senior Sergeant	
Inspector	
Chief Inspector	
Superintendent of Police	
Senior Superintendent of Police	
Commissioner of Police	
Assistant Inspector General	
Senior Assistant Inspector General	
Deputy Inspector General	
Inspector General	

Section B

Self-Care Practices Scale (Institute of Functional Medicine, 2016)

For the following questions please rank each item on a scale of 0-5

0-never 1-rarely 2-sometimes 3-often 4-regularly 5-always

Physical Wellbeing...how often do you.....

1.	Eat a whole foods-based diet rich in colorful fruits and vegetables	
2.	Drink enough water?	
3.	Exercise for more than 20 minutes?	
4.	Wake feeling refreshed from sleep?	
5.	Sleep at least 7 hours per night?	
6.	Make time to relax or nap?	
7.	Take time to breathe deeply throughout the day?	
8.	Engage in stress reducing activities (excluding TV or screen time)?	
9.	Spend time in nature?	
10.	Feel nourished, healthy and strong?	

Mental/Emotional/Spiritual Wellbeing-do you.....

11.	Make time to participate in things you enjoy?	
12.	Give And receive affection regularly?	
13.	Feel valued and understood by those close to you?	
14.	Feel gratitude on a daily basis?	
15.	Find meaning in life even during difficult times?	
16.	Take an interest in or find joy in the world around you?	
17.	Have hope that things will get better?	
18.	Express yourself creatively?	
19.	Treat yourself with kindness?	
20.	Remember to make your dreams and goals a priority?	

Professional Life/Work/Career.....do you.....

21.	Hold a work position in an area of your interest?	
22.	Work in a position that matches your professional goals?	
23.	Find a sense of meaning and enjoyment in your work?	
24.	Empathize and connect with customers, clients and work colleagues?	
25.	Have confidence in your ability to address challenges in your professional life?	
26.	Feel supported at work or in your professional life?	
27.	Have someone you can rely on if you need help or guidance?	
28.	Set limits at work, whether it be with clients or tasks?	
29.	Disengage and leave pressures behind at the end of the day?	
30.	Take a vacation or holiday break to allow for some down time?	

Social Life/Family/Relationships.....do you.....

31.	Have a dependable person who listens to you?	
32.	Have supportive friends and family close by?	
33.	Get enough social time with people who make you happy?	
34.	Participate in group activities with people who share a common interest?	
35.	Spend time with people who make you laugh?	
36.	Feel like your close relationships are loving and supportive?	
37.	Have the ability to comfortably say no?	
38.	Do something fun with family or friends at least once a week?	
39.	Feel like your personal life brings balance to your professional life?	
40.	Feel comfortable asking for help when you need it?	

Section C

Job Satisfaction Scale (Paul Spector)

Please write the number that best describes your honest opinion about the statement

1-disagree very much 2-disagree moderately 3-disagree slightly 4-agree slightly 5-agree moderately 6-agree very much

1.	I feel I am being paid a fair amount for the work I do	
2.	There is really too little chance for promotion on my job	
3.	My supervisor is quite competent in doing his/her job	
4.	I am not satisfied with the benefits I receive	
5.	When I do a good job, I receive the recognition for it that I should receive	
6.	Many of our rules and procedures make doing a good job difficult	
7.	I like the people I work with	
8.	I sometimes feel my job is meaningless	
9.	Communication seems good within this organization	
10.	Raises are too few and far between	
11.	Those who do well on the job stand a fair chance of being promoted	
12.	My supervisor is unfair to me	
13.	The benefits we receive are as good as most other organizations offer	
14.	I do not feel the work I do is appreciated	
15.	My efforts to do a good job are seldom blocked by red tape	
16.	I find I have to work harder at my job because of the incompetence of people I work with	
17.	I like doing the things I do at work	
18.	The goals of this organization are not clear to me	
19.	I feel unappreciated by the organization when I think about what they pay me	
20.	People get ahead as fast here as they do in other places	
21.	My supervisor shows too little interest in the feelings of the subordinates	
22.	The benefit package we have is equitable	
23.	There are few rewards for those who work here	
24.	I have too much to do at work	

25.	I enjoy my co-workers	
26.	I often feel that I do not know what is going on with the organization	
27.	I feel a sense of pride in doing my job	
28.	I feel satisfied with my chances for salary increases	
29.	There are benefits we do not have that we should have	
30.	I like my supervisor	
31.	I have too much paperwork	
32.	I don't feel my efforts are rewarded the way they should be	
33.	I am satisfied with my chances for promotions	
34.	There is too much bickering and fighting at work	
35.	My job is enjoyable	
36.	Work assignments are not fully explained	

Appendix D: Scale Use Authorization

Permission to use self-care scale

Scola Ndubi <scondubi@gmail.com>

Thu, Dec 5, 2:41 PM

to ifmcp

Dear Mr. Mack

I hope this message finds you well.

My name is Sclarstica Wafula. I am currently a second-year master's student in the Counselling Psychology program at Tangaza University in Nairobi, Kenya.

I kindly request permission to use your Self-Care questionnaire for my research thesis. My study focuses on determining the relationship between self-care practices and Job satisfaction among female police officers.

I would greatly appreciate your approval and will be available to provide any additional information.

I look forward to your response.

Kind Regards,

Sclarsrica Wafula.

Appendix E: Scale Use Authorization

Permission to use job satisfaction survey scale

Scola Ndubi <scondubi@gmail.com>

Thu, Dec 5, 3:27 PM

to psychad

Dear Dr. Judith Bryant, Ph.D.

I hope this message finds you well.

My name is Sclarstica Wafula

I am a second-year master's student in the Counselling Psychology program at Tangaza University in Nairobi, Kenya. I am writing to request permission to use your Job satisfaction Inventory for my research thesis. My study focuses on determining the relationship between self-care practices and job satisfaction among female police officers.

I would greatly appreciate your approval for this adaptation and would be happy to provide any additional information if needed.

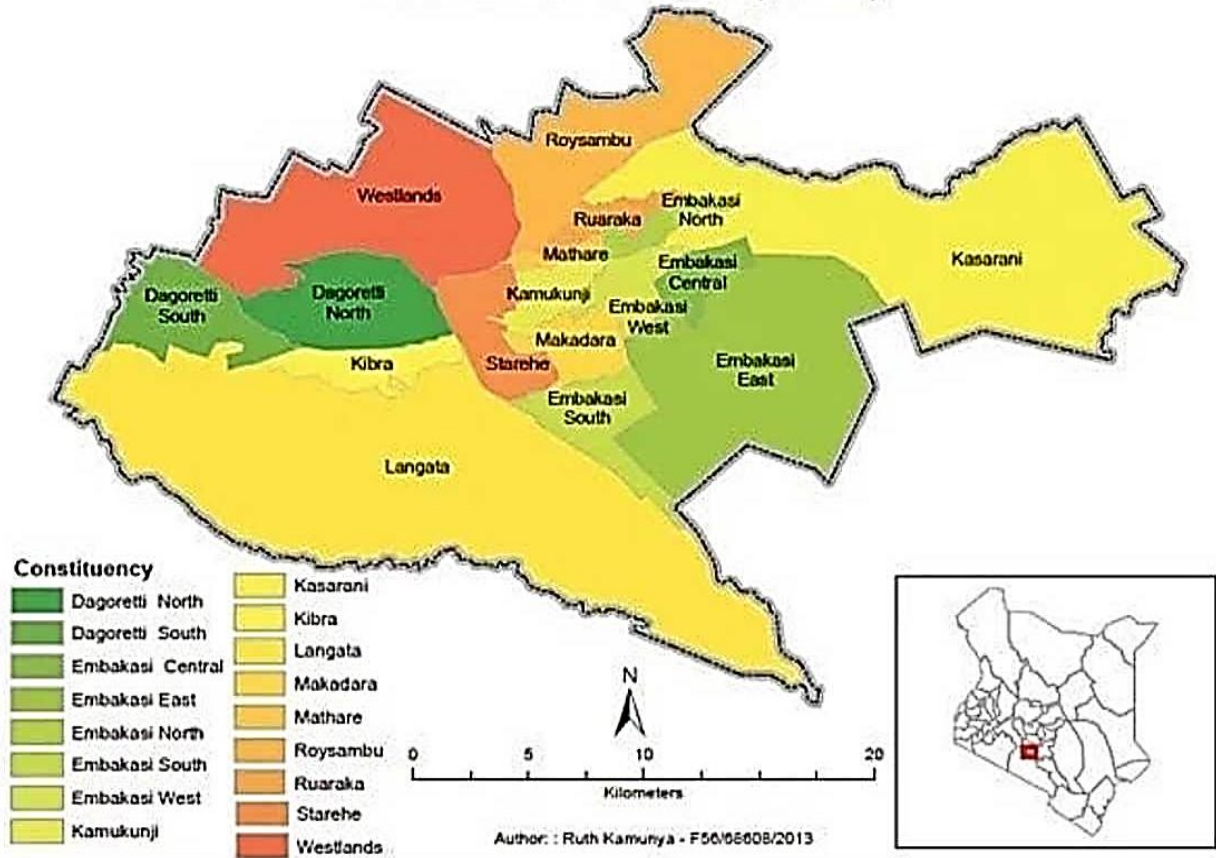
I look forward to your response.

Kind Regards,

Scolastica Wafula.

Appendix F: Map for Nairobi County

STUDY AREA – Nairobi City County



Appendix G: Tangaza University Attestation Letter



TANGAZA UNIVERSITY

Teaching Minds, Touching Hearts, Transforming Lives.....

OFFICE OF THE REGISTRAR

18th February 2024

Dear Sir/Madam,

RE: ATTESTATION FOR SCOLASTICA WAFULA

This is to certify that the above mentioned is a student at Tangaza University. Tangaza University is recognized and authorized by the Kenya Commission for University Education to offer Degrees.

Scolastica, has successfully completed her course work and she is currently writing her proposal for the award of Masters of Arts in Counselling Psychology and she is expected to graduate from the University in November 2025.

The following are the details of the above:

Full Names: Scolastica Wafula

Registration number: YS79/00039/2023

Programme: Masters of Arts in Counselling Psychology

Accrediting Institution: Tangaza University

Duration of Programme: August 2023 - August 2025

Please do not hesitate to contact me if you should require any further information.

Sincerely,




for:

Grace G. Muchugia

Registrar

REGISTRAR
TANGAZA UNIVERSITY
P. O. Box 15055 - 00509, NAIROBI
TEL: 0722 204 724
Email: registrar@tangaza.ac.ke

Appendix H: NACOSTI Research License

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 877408	Date of Issue: 30/June/2025
RESEARCH LICENSE	
	
This is to Certify that Ms. Scolastica Wafula of Tangaza University, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Nairobi on the topic: Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers in Nairobi County, Kenya for the period ending : 30/June/2026.	
License No: NACOSTI/P/25/4175708	
877408	
Applicant Identification Number	Deputy Director NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
	Verification QR Code
	
NOTE: This is a computer generated License. To verify the authenticity of this document, Scan the QR Code using QR scanner application.	
See overleaf for conditions	

Appendix I: NPS Data Collection Memo

INTERNAL MEMO

To: *[Signature]* Chief Executive Officer

From: *[Signature]* Principal Office Administrator

Thro': Director, HCM *Forwarded & recommended
to DHE
2/7/25
to DHE
2/7/25*

Ref: Loose Memo

Date: 1st July 2025

RECEIVED
02 JUL 2025
137

SUBJECT : REQUEST FOR PERMISSION TO COLLECT DATA AT THE NATIONAL POLICE SERVICE(NPS)

I am a Master's student in Counselling Psychology at Tangaza University. As part of the requirements for completion of my degree, I am conducting a research study titled **"Relationship Between Self-Care Practices and Job Satisfaction Among Female Police Officers in Nairobi County, Kenya."**

This research is part of the requirements for my Master's degree in Counselling Psychology at Tangaza University. The purpose of this study is to investigate the impact of self-care practices on job satisfaction among female police officers, to provide evidence-based recommendations to enhance their well-being and productivity.

The study will involve administering questionnaires to selected female police officers at the Regional Police Headquarters, Nairobi County. Participation will be voluntary, and all ethical considerations, including confidentiality and informed consent, will be strictly adhered to in line with both university research policies and National Commission for Science, Technology and Innovation (NACOSTI) regulations.

The findings of this research will be shared with the National Police Service upon completion, and it is anticipated that the results will contribute towards strengthening support systems and mental health programs for female police officers.

I kindly request your assistance in informing the Inspector General, National Police Service, to permit me to collect data at the Regional Police Headquarters between 14th and 18th July 2025.

Attached are letters from Tangaza University and the National Commission for Science, Technology & Innovation (NACOSTI) for your information.

Thank you for your consideration and continued support.

[Signature]
Scolarstica Wafula
Principal Office Administrator

Appendix J: NPS Data Collection Request



REPUBLIC OF KENYA

CBK Pension Towers, 9th Floor
Harambee Avenue,
P.O. Box 47363 - 00100 GPO
NAIROBI

National Police Service Commission



Website: www.npsc.go.ke
Email: info@npsc.go.ke
Tel: 0709 099 000

Our ref: NPSC/1990165921(138)

Date: 3rd July, 2025

Mr. Douglas Kirocho Kanja, MGH,CBS.OGW
Inspector General
National Police Service
Jogoo House 'A'
P.O. Box 44249- 00100
NAIROBI

Dear, *Douglas,*

RE: REQUEST FOR PERMISSION TO COLLECT DATA AT THE NATIONAL POLICE SERVICE (NPS)-SCOLARSTICA WAFULA-P/NO: 1990165921

The above named officer is an employee of the Commission on Permanent and Pensionable terms of service as a Principal Office Administrator. She is also a Master's student in Counselling Psychology at Tangaza University. As the requirement for completion of her master's degree, she is conducting a research study titled '**Relationship Between Self-Care Practices and Job Satisfaction Among Female Police Officers in Nairobi County, Kenya**'.

The purpose of her study is to investigate the impact of self-care practices on job satisfaction among female police officers, to provide evidence-based recommendations to enhance their well-being and productivity. The study will involve administering questionnaires to selected female police officers at the Regional Police Headquarters, Nairobi County.

Participation will be voluntary and all ethical considerations including confidentiality and informed consent will be strictly adhered to in line with both university research policies and National Commission for Science, Technology and Innovation (NACOSTI) regulations.

Scolarstica will share the findings of her research with the National Police Service upon completion. This will help in strengthening support systems and mental health programs for female police officers.

Dignified and Professional Police Officers

Appendix K: NPS Data Collection Approval

NPS/112/124

13



**OFFICE OF THE INSPECTOR GENERAL
NATIONAL POLICE SERVICE
NAIROBI - KENYA**

Telegraphic Address: "IG, NPS"
Telephone: Nairobi 020-2221969
When replying please quote
Ref. No. and Date

Ref. No. NPS/IG/ORG/2/14/VOL.IV (76)

The Chief Executive Officer
National Police Service Commission,
CBK Pension Towers, 9th Floor
Harambee Avenue,
P.O Box 47363-00100 GPO
NAIROBI

DHAM

RECEIVED
11 JUL 2025

Jogoo House "A"
4th Floor
P O Box 44249-00100
NATIONAL POLICE SERVICE COMMISSION
NAIROBI
10th July, 2025
15 JUL 2025
Time: S No
CENTRAL RECORDS MANAGEMENT

REQUEST FOR PERMISSION TO COLECT DATA AT THE NATIONAL POLICE SERVICE (NPS) -SCOLARSTICA WAFULA -P/NO 1990165921

The Inspector General (IG) of the National Police Service (NPS) acknowledges receipt of your letter Ref: NPSC/1990165921(138) dated 3rd July 2025 regarding the above subject.

The Inspector General of the National Police Service has approved your request for Scholarstica Wafula to collect data from the NPS female police officers in Nairobi County for her project titled: "*Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers in Nairobi County, Kenya*"

The concerned Police Commanders have been informed to offer her any necessary assistance.

Kindly note that she is required to submit a copy of her completed project to the office of the Inspector General

All the best in her data collection and study.

PHILIP A. OPIYO
FOR: INSPECTOR GENERAL
NATIONAL POLICE SERVICE

HCM send
inform scholarstica
COO

Note of
12/7/25

Appendix L: Plagiarism Report



Submission ID: WVC133116960

Scholastica Wafula

Relationship between Self-Care Practices and Job Satisfaction among Female Police Officers in Nairobi County, Kenya

Quick Submit

Quick Submit

University College

Document Details

Submission ID: WVC133116960

Submission Date

Sep 16, 2025, 1:11 PM GMT+3

Download Date

Sep 16, 2025, 1:20 PM GMT+3

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- 0% Cited and Quoted: 0%**
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- 12% Publications
- 9% Submitted works (Student Papers)



Submission ID: WVC133116960

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Page 2 of 168 - Integrity Overview

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Matches with neither in-text citation nor quotation marks.
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Matches that are still very similar to source material.
- 0 Missing Citation** 0%
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Matches with in-text citation present, but no quotation marks.

Top Sources

- 14% Internet sources
- 12% Publications
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Top Sources