

Effect of Work Environment on Occupational Safety and Health among the Police Officers in Nairobi City County, Kenya

Solomon Chepsongol Kelwon,¹, Susan Were²

^{1,2}Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya

College of Human Resource Development (CoHRED)

School of Business and Entrepreneurship (SOBE)

Corresponding Author: scckelwon@yahoo.com

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Abstract: This study promoted the theme of the conference which included development, environmental natural resources, governance, health and social policy. The main study which was done had the title: Antecedents of occupational safety and health among the Police Officers in Nairobi City County, Kenya. It had five variables, both independent and dependent. There was also a mediating variable, government policies. The independent variables included leadership style, legal framework, available resources, and workload. The other variable, presented in the conference was work environment where this current study's finding is based. Its specific objective is: To evaluate on how the nature of work environment affects the occupational safety and health of police officers. Its alternative hypothesis was: There is a significant relationship between work environment and occupational safety and health among police officers in Kenya. All police officers in Nairobi were under target which numbered approximately 4,000 in all 33 police stations. Its approximation (for security reasons) was provided by a senior officer. Out of these, a sample of 200 which translated to 5% had to be interviewed. An initial pilot study of 10% was carried out in order to test all instruments of research. Collected data of the final study was analyzed using computer software, SPSS and it led to a high acceptable response rate of 75.5%. The majority (51.00%) of the respondents indicated that, they are exposed to risks at work during political rallies in Nairobi County (at work) and feel Unsafe, 27.20% were not sure while 21.80% felt they were Safe. The results had a mean of 2.45 and standard deviation of 1.22. The regression model fitness on nature of work environment versus occupational safety and health of police officers was done. As presented in tables, the coefficient of determination R Square is 0.520 and R is 0.721 at 0.000 significance level. The model indicates that the nature of work environment explains 52.0% of the variation in occupational safety and health of police officers. These research findings are of paramount importance when it comes to allocating work to police officers. The work environment should be put into consideration and well equipped, for example, in a terrorist zone. This will improve on their morale and be able to comfortably secure themselves and the nation.

Keywords: Work Environment, Occupational, Safety, Health, Police Officers

Introduction

Background of the Study

According to the Work Injury Benefits Act (2012), the work place does not matter whether it is in an office setting, factory, or even on the road driving abroad on a work international assignment. In this Act, it states that the health of an employee has to be gathered for at all times. In case of any injuries, accidents or any other calamities which can befall a worker on duty, an employer's responsibility is to compensate. The Kenya government has labor laws which help to remedy employees in terms of their wellbeing across diverse occupations. The National Police Service Act No. 11A of 2011 (Revised 2016) states that Kenya police officers have to be appointed first before starting duties because of the unique work environment they operate from.

Problem of Research

In a study done in American urban cities, some of the perceived violence includes rape, assault, fighting with weapons, gang fights and robberies or muggings (Hoffman, Mair, Hunter, Prince, & Tebes, 2018). The research findings are that men and women in the high crime urban cities did not have any difference in the way they perceived safety and violence which was around them. In addition, it was discovered that the judgment women have on their safety for example sexual violence had highly predicted that. Such work environments are so risky for police officers who perform their duties there. In studies done in the United Kingdom, the rate of fatal accidents dropped from 0.8 in 2003 to 0.74 in 2011 as a result of strict OSH regulations (Abubakar, 2015).

In diverse crime reports in Kenya, for example, police officers on duty have been injured, paralyzed and even killed across diverse years. A total of 70 police officers were killed in Kenya in 2016 (National Police Service, 2019b). In this report, 30 of them were killed in the Rift Valley where 7 of them by their own police officer who had gone out of his or her mind or sick. It is reported that some were attacked by Al-Shabaab in police stations or while on patrol. According to several crime reports by National Police Service, many police officers have been killed as follows: 47, 28, 70, 78, 65, 62, and 84 from the year 2014 to 2020 respectively. A total of 434 police officers killed.

The Focus of the Study

The aim of the study was to find out the reasons why occupational safety and health of police officers is a problem. Police officers are the first respondents in case of a terror attack or any other emergencies like fire or accidents after they have been alerted, telephoned or called to respond to them (Janathan-Zamir & Weisburd, 2013). In the US, there have been mass shootings in public places like schools which have been caused by criminals or persons who go berserk and find happiness in wielding guns as they exterminate other human beings (Fox & DeLateur, 2014). This study is only dealing with mass shootings and only reports that public schools are allocated police officers in the periods 2005-2006 (41.7%), 2007-2008 (46.3%), and 2009-2010 (42.8%). The safety and health of police officers is not dwelt with. It should be known that police officers' lives also matter.

Literature Review

Introduction

When research is done deeply, literatures are reviewed, relevant theories are discussed, a conceptual framework developed, critique and research gaps identified. This is normally done on the areas being studied by scholars. It will involve identifying relevant theories to the area under study. When the work is original, it will make it of great value to other researchers (Charmaz, 2005). He adds that this will contribute to the coming up of other theories. He adds that a theory helps a researcher see beyond what is under study. According to him, this is achieved by a researcher going deeper in the meaning of words and area of study.

Theoretical Review

Person-Environment (PE) Fit Theory

The support in the development of Person-Environment (PE) fit theory was done by John RP French who received a Kurt Lewin award in 1992 (Caplan & Van Harrison, 1993). The theory is related to the occupational issues of employees and is the linkage between strategies of human resources and the organization's environment (Boselie, 2010). He adds that we have to market and institutionalize mechanisms. The former deals with the nature of competitions organizations face as they operate in the same business settings or area of operation. It's here that they fight over resources like employees, customers and so forth. He posits that businesses succeed because they copy each other on how they do things. New institutionalism on the other hand argues that homogeneity is caused by other factors apart from competition mentioned above (Boselie, 2010).

When the environment is not fit to work in, employees will be stressed up (Niu, 2010). He adds that organizations have to ensure that they come up with ways to balance their business operations, secure the safety of employees and ensure that accidents are reported. The person -environmental fit theory supports the variable work environment for companies will strive to organize operations in a way that the work environment will not compromise the occupational safety and health of employees.

Conceptual Framework

A conceptual framework is derived from concepts which have been coined together in ways which can easily be understood (Green, 2014). They add that these concepts are the ones which make up both independent, intervening or dependent variables. A conceptual framework will eventually be established as seen in the next figure 2.1.

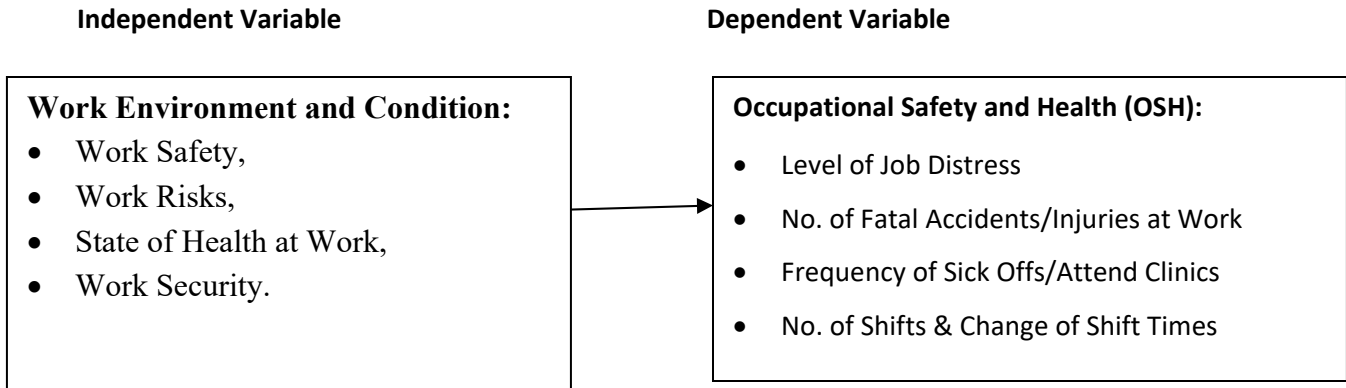


Figure 2.1: Conceptual Framework

Occupational Safety and Health

There has been a decrease on the number of accidents, injuries and diseases which are related to the relevant occupations in diverse industries (Kim, Park, & Park, 2016). They posit that this has been necessitated by technology advancement which involved many safety strategies that have been developed or designed to counter employees’ injuries which are caused by accidents and diseases contracted at work. They add that advanced scientific safety technologies have been developed by many industries and also strict rules and regulations have been established (Kim, Park, & Park, 2016).

Work Environment

Studies reveal that stress affects many professionals as relates to the nature of duties they do and a work environment like that of police officers, teachers, health care and media specialists (Oweke, Muola, & Ngumi, 2014). The study by these scholars found out that 37.1 percent of majority police officers experienced moderate stress unlike 11.4 percent who had high level.

Ordinary or normal jobs are preferred by workers who experience or have mental challenges and their only satisfaction at the end of the day is being paid (Ellenkamp, Brouwers, Embregts, Joosen, & Weeghel, 2016). They argue that such employees find joy for it will enhance their status in society. To them, it gives them the meaning of life and at least be known in society and will not be ashamed to mingle with others. They add that such jobs will help such employees to earn a living through the income receive at work. A good work environment is paramount to all employees. With a work station which is conducive, employees will enjoy good health, live life to its fullness with a direction but not aimlessly or hopelessly (Ellenkamp, *et al.*, 2016). In this study, they found out that employees’ participation at work is enhanced by such factors as employees: Free to give their opinions, having knowledge of their job content or performance and freedom to interact at work.

Research Methodology

General Background of Research

The background of a research discusses on the ways which the study was done based on its design and philosophy. Scholars argue that designs which are employed during studies are not in any standard form (Fusch & Ness, 2015). The aim of research designs are to explore and arrive with answers to questions being raised during studies. It is argued that these designs are helpful during data collection and analysis (Gog, 2015). A target population is defined as the one which is relevant to a study or where a sample shall be taken from (Zikmund, Babin, Carr, Adhikari, & Griffin, 2013).

Sample of Research

All police officers in Nairobi were under target which numbered approximately 4,000 in all 33 police stations. Its approximation (for security reasons) was provided by a senior officer. A target population is defined as the one which is relevant to a study or where a sample shall be taken from (Zikmund, Babin, Carr, Adhikari, & Griffin, 2013). Sampling technique is a method used by researchers to arrive at a sample (Zikmund *et al.*, 2013). They add that it is a skill being used to get the sample size of a study. The scholars further list several types of sampling techniques. These are simple random, systematic, stratified, cluster and multistage. As per the constitution of 2010, Kenya was divided into forty seven counties (2010). Costs and time did not allow doing a study of the whole of Kenya but used a sample of these to be a true representative of the country. The study picked Nairobi County which is the center of national government. This shall be well represented and all the thirty three Police Stations provided the required data. Nassa *et al.*, (2016) argue that a sample of 5 percent of Police Officers shall be chosen as the best because the officers are in thousands (quoting from Nwana, 1981). Through a simple random sampling, 200 police officers were chosen for this study.

Research Instruments and Procedures

A permit for carrying out this study was obtained from National Commission for Science Technology and Innovation (NACOSTI). The National Police Service (NPS) also approved this study and issued a letter to that effect. This research was carried out and analyzed between the months of March to December 2019. The best way of data collection was through questionnaires and interviews on the sample of respondents. These were exhaustive. The study applied the use of questionnaires which were developed. The method of drop off and pick them later method of collecting data was used in the research. The questionnaires were developed and tested. It was only a sample of police officers in Nairobi that were studied. Here questionnaires were dropped with each Officer Commanding Station (OCS) who called other police officers to be administered by research assistants. The consent of the respondents was sought before filling the questionnaires. The officers who were on duty were called to be interviewed and the filling of questionnaires.

Qualitative data can be collected from diverse sources and be clearly stated (Coners & Matthies, 2014). It is important that data is collected successfully in a study (Elo *et al.*, 2014). They posit that it will mean that the researcher will have prepared well for this to answer study questions and meet the aim of study. They argue further that when preparation is done well, it will lead to having relevant data collected and of valuable use leading to successful data analysis.

Data Analysis

In a study, it is necessary to make some assumptions of the research. The student t-test is used in research to find any discrepancies in a study during data analysis (Flores, Ocana, & Sanchez, 2018). They state that normality and homoscedasticity assumptions have to be pretested for their authenticity. They add that when a null hypothesis is rejected it will mean a move from normality and vice versa if rejected. When a null hypothesis of a normality which is perfect is rejected it will mean we use Wilcoxon-Mann-Whitney test which is non-parametric in nature (Flores *et al.*, 2018).

In simple regression models, these are situations where we have an explanatory independent variable, X which predicts Y which is a dependent variable (Gujarati & Porter, 2010). Statistical inference is a method of analysis which is also called hypothesis testing. It involves the testing of both null and alternative hypothesis. This is used especially in regression analysis. Variables should have a relationship for them to be tested. For example we can have $H_0 = B_2 = 0$ as the null hypothesis and $H_1 = B_2 \neq 0$ or not equal to $= 0$. In the null hypothesis, we shall try to find out if there is a relationship between say Y and X. That is to find out if Y is related to X. The moment they do not have any relationship, it will then be of no use to test for any relationship, for example, $B_2 = -2$ or any other value (Gujarati & Porter, 2010).

Results of Research

Factor Loading for Work Environment

Factor analysis was carried out on the statements of work environment. As indicated by Tabachnick and Fidell (2007), variables with factor loading having Eigen values greater than 0.5 are considered good. Factor loading was done to each statement. This was to determine their factor loading for comparison purposes. Factor loading for work environment are presented in Table 4.1.

Table 4.1: Factor Analysis for Work Environment

Statement	Factor Loading
As I work/perform my duties or do patrols in Nairobi County, I am aware about my level of safety (at work) to be	0.619
After I have left a day’s work or duties in Nairobi County and at home, I am aware about my level of safety (after work) to be	0.641
I am exposed to risks at work during political rallies in Nairobi County (at work) and feel	0.64
I am also exposed to risks after work during political rallies in Nairobi County (after work) and feel	0.593
I am stressed at work by my colleagues or family members and feel	0.650
I am stressed after work by my family members and feel	0.635
As I work, perform my duties or do patrol in Nairobi County I am aware about my level of security (at work) to be	0.584
After I have left a day’s work or duties in Nairobi County and at home, I am aware of my level of security (after work) to be	0.684

Descriptive Statistics

Work Environment

Nature of work environment was the third independent variable of the main study. The study sought to evaluate on how the nature of work environment affects the occupational safety and health of police officers. A Likert scale of 1 to 5 (1 = Very Unsafe, 2 = Unsafe, 3 = Neutral, 4 = Safe, 5 = Very safe) was used and the mean response rate from the respondents was calculated. For the purposes of interpretation 4 & 5 (Safe and Very safe) were grouped together as Safe, 1 & 2 (Very unsafe and unsafe) were grouped as unsafe while 3 was Neutral. The descriptive statistics for nature of work environment are presented in Table 4.2.

Based on the results in Table 4.2, majority (49.70%) of the respondents indicated that, as they work/perform their duties or do patrols in Nairobi County, they are aware about their level of safety (at work) to be, Unsafe, 26.50% indicated, Safe while 23.80% of the respondents were neutral about the statement. The response had a mean of 2.67 and standard deviation of 1.11. The results also show that 35.10% of the respondents indicated that, after they have left a day’s work or duties in Nairobi County and at home, they are aware about their level of safety (after work) to be Safe, 26.50% of the respondents felt Unsafe while 38.40% took a neutral ground on the matter. The results had a mean of 3.07 and standard deviation of 0.95.

Further, the results show that majority (51.00%) of the respondents indicated that, they are exposed to risks at work during political rallies in Nairobi County (at work) and feel Unsafe, 27.20% were not sure while 21.80% felt they were Safe. The results had a mean of 2.45 and standard deviation of 1.22. The results in addition indicated that 48.40% of the respondents indicated that, they are also exposed to risks after work during political rallies in Nairobi County (after work) and feel Unsafe, 27.20% were neutral while 24.50% of the respondents indicated that they felt Safe. The results had a mean of 2.63 and a standard deviation of 1.16. Similarly, the results reveal that 36.40% of the respondents indicated that, they are stressed at work by colleagues or family members and feel Unsafe, 34.40% others were undecided while 29.10% of the respondents indicated that they were feeling Safe. This is an evidence of reports of police killing others or themselves. The results had a mean of 2.86 and standard deviation of 1.02.

The results further show that 30.50% of the respondents indicated that, they were stressed after work by family members and feel Safe, 40.40% of the respondents were neutral about the statement while 29.20% others indicated that they were feeling Unsafe. The results had a mean of 2.98 and standard deviation of 0.97. Similarly, the results show that 39.70% of the respondents indicated that, as they work, perform their duties or do patrol in Nairobi County, they are aware about their level of security (at work) to be Unsafe, 38.40% of the respondents were undecided while 21.90% indicated that they were feeling Safe. The responses had a mean of 2.74 and standard deviation of 1.02. Finally, the results show that 35.80% of the respondents indicated that, After they have left a day’s work or duties in Nairobi County and at home, they are aware of their level of security (after work) to be Safe,

39.10% of the respondents were neutral while 25.20% of the respondents indicated that they were feeling Unsafe. The responses had a mean of 3.11 and standard deviation of 0.96. In General, the results had an average mean and standard deviation of 2.81 and 1.05 respectively implying that most of the respondents were neutral about the statements but their responses were varied.

The above findings agree with a similar study in a police environment. In this study, work accidents more than doubled in 2009 as compared to the previous year (Achim, 2018). He adds that those who got incapacitated from accidents were 97%. In addition, there was consistency of those who died from 2008 to 2009 where 5 of them in 2009 from shootings. In this study, accidents increased by 60% in 2009 unlike in 2010 which was 25% but those police officers incapacitated was 96%. In the years that followed, he reports in 2011 (4 fatalities), 2012 (256 accidents where 229 were work related, 27 from accidents and 97% incapacitated). In 2013, there were 233 injuries as compared with 2014 which had 286 of them who were all incapacitated (Achim, 2018).

Table 4.2: Work Environment

Statement	Very Unsafe	Unsafe	Neutral	Safe	Very Safe	Mean	SD
As I work/perform my duties or do patrols in Nairobi County, I am aware about my level of safety (at work) to be	14.60%	35.10%	23.80%	21.90%	4.60%	2.67	1.11
After I have left a day's work or duties in Nairobi County and at home, I am aware about my level of safety (after work) to be	5.30%	21.20%	38.40%	31.10%	4.00%	3.07	0.95
I am exposed to risks at work during political rallies in Nairobi County (at work) and feel	30.50%	20.50%	27.20%	17.20%	4.60%	2.45	1.22
I am also exposed to risks after work during political rallies in Nairobi County (after work) and feel	19.20%	29.10%	27.20%	18.50%	6.00%	2.63	1.16
I am stressed at work by my colleagues or family members and feel	9.90%	26.50%	34.40%	25.80%	3.30%	2.86	1.02
I am stressed after work by my family members and feel	7.30%	21.90%	40.40%	26.50%	4.00%	2.98	0.97
As I work, perform my duties or do patrol in Nairobi County I am aware about my level of security (at work) to be	11.90%	27.80%	38.40%	17.90%	4.00%	2.74	1.02
After I have left a day's work or duties in Nairobi County and at home, I am aware of my level of security (after work) to be	5.30%	19.90%	39.10%	30.50%	5.30%	3.11	0.96
Average						2.81	1.05

Diagnostic Tests/Tests of Assumptions

Test for Linearity

In the study, a test of linearity was done on all the variables. When that was done, it was found out that the linearity of work environment is as shown in figure 4.2.

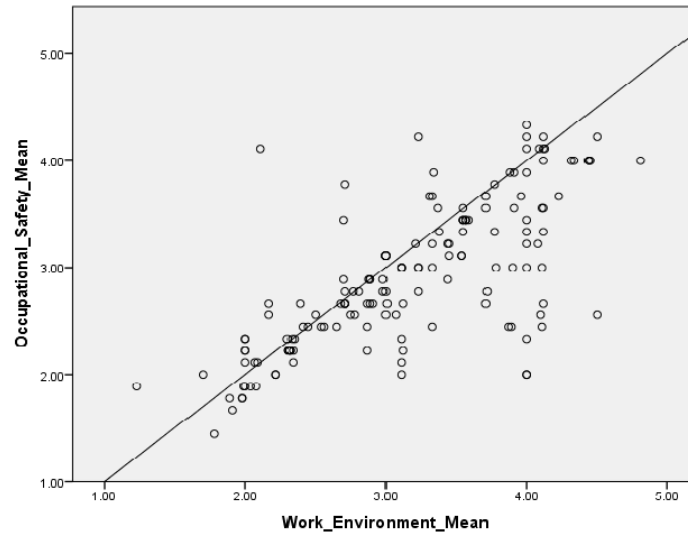


Figure 4.2: Graphical Diagram for Linearity

Regression Analysis

Regression Analysis for the Nature of Work Environment and Occupational, Safety and Health of Police Officers.

Regression analysis was conducted to determine the relationship between nature of work environment and occupational safety and health of police officers in Kenya. Table 4.3 presents the regression model fitness on nature of work environment versus occupational safety and health of police officers. As presented in Table 4.3, the coefficient of determination R Square is 0.520 and R is 0.721 at .000 significance level. The model indicates that the nature of work environment explains 52.0% of the variation in occupational safety and health of police officers. This means 52.0% of the occupational safety and health of police officers in Kenya are influenced by the nature of their work environment.

The above study agrees with another on the influence of work environment and performance among Police Officers in Nairobi (Baraza, 2017). It was found out that 58.9% change in employee performance is explained by work environment. When the environment is conducive, employees will perform well.

Table 4.3: Model Fitness for Nature of Work Environment on Occupational, Safety and Health

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 ^a	.520	.517	.47854

a. Predictors: (Constant), Nature of Work Environment

Table 4.4 shows the ANOVA results for the nature of work environment on occupational safety and health of police officers in Kenya. The ANOVA results presented in Table 4.4 show that the model was statistically significant in explaining the influence of the nature of work environment on occupational safety and health of police officers in Kenya as indicated by a p-value of .000. It also agrees with that of (Were, 2012) whose ANOVA results showed that work environment influences performance of employees as indicated by P-value of .000.

Table 4.4: ANOVA for Nature of Work Environment on Occupational Safety and Health

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	36.940	1	36.940	161.308	.000 ^b
	Residual	34.122	149	.229		
	Total	71.062	150			

a. Dependent Variable: Occupational Safety and Health

b. Predictors: (Constant), Nature of Work Environment

The regression coefficient results for the effect of nature of work environment on occupational safety and health of police officers are presented in Table 4.5. The regression coefficient results in Table 4.5 show that there was a positive and significant relationship between nature of work environment and occupational safety and health of police officers in Kenya. The gradient coefficient shows the extent to which a unit change in the independent variable causes a change in the dependent variable which is the change in occupational safety and health of police officers due to a unit change in the nature of work environment. This implies that a unit change in nature of work environment results into an improvement in occupational safety and health of police officers in Kenya by 0.646 units.

Table 4.5: Regression Coefficient Results for the Nature of Work Environment on Occupational, Safety and Health

Model		Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.
		B	Std. Error			
1	(Constant)	.875	.166		5.275	.000
	Nature of Work Environment	.646	.051	.721	12.701	.000

a. Dependent Variable: Occupational, Safety and Health

$$WE = 0.875 + 0.646X_3$$

Where X_3 = Work Environment

Hypothesis Testing

The third Hypothesis Tested was:

H_{Aiii}: There is significant relationship between Work Environment and Occupational Safety and Health of Police Officers in Kenya.

The hypothesis was tested by using multiple linear regressions and determined using p-value and t-statistic. The acceptance/rejection criteria were that, if the p value is less than .05, we do not reject the H_{Aiii} but if it is more than .05, then H_{Aiii} is rejected. Therefore, the alternative hypothesis was that there is significant relationship between work environment and occupational safety and health of police officers in Kenya. Results showed that the p-value was .000. This was supported by a calculated t-statistic of 5.034 which was larger than the critical t-statistic of 1.96. The alternative hypothesis was therefore not rejected. The study adopted the alternative hypothesis that there is significant relationship between work environment and occupational safety and health of police officers in Kenya.

Discussion

Work Environment and Occupational, Safety and Health

The nature of work environment was the third independent variable of the main study. The study sought to evaluate on how the nature of work environment affects the occupational safety and health of police officers. In addition, the correlation analysis results established that there was a strong positive and significant association between work environment and occupational safety and health of police officers as shown here ($r=0.721$, $P\text{-value}=0.00$). Further, the findings of the study revealed that there was a positive and significant relationship between nature of work environment and occupational safety and health of police officers in Kenya. The findings revealed that a unit change

in nature of work environment results into an improvement in occupational safety and health of police officers in Kenya by 0.646 units.

Work Environment Summary Hypothesis Testing

Table 4.6: Summary of Hypotheses

Objective No	Objective	Research Hypothesis	Rule	p-value	Comment
Objective 3	To evaluate how the nature of work environment affects the Occupational, Safety and Health of Police Officers.	H _{Aiii} : There is significant positive relationship between work environment and Occupational, Safety and Health of Police Officers in Kenya	Reject H ₀ if p value <0.05 t-statistics >1.96	p < 0.05	The alternative hypothesis was not rejected; therefore, there is significant relationship between work environment and Occupational, Safety and Health of Police Officers in Kenya.

Summary, Conclusions and Recommendation

Summary of Work Environment and Occupational, Safety and Health

The findings of one variable, nature work environment was presented in the conference. It was the third independent variable of the main study. The study sought to evaluate on how the nature of work environment affects the occupational safety and health of police officers. The correlation analysis results established that there was a strong positive and significant association between work environment and occupational safety and health of police officers as shown here (r=0.721, P-value=0.00). Further, the findings of the study revealed that there was a positive and significant relationship between nature of work environment and occupational safety and health of police officers in Kenya. The findings revealed that a unit change in nature of work environment results into an improvement in occupational safety and health of police officers in Kenya by 0.646 units. It agrees with other studies which had a significant positive correlation r of .533 between work environment and police performance (Baraza, 2017).

The study agrees with other studies on police hopelessness as a result of stress caused by the nature of their work environment. It was found out that as administrative stress increased, hopelessness of police also went up in the range of 1.64-2.65 and P < 0.006 (Violanti, Andrew, Mnatsakanova, Hartley, Fekedulegn & Burchfiel, 2016). They add that with the lack of support, stress also increases as hopelessness in the range of 1.60 - 2.80 and P < 0.001. It was not applicable for physical danger stress which had P=0.124. These scholars add that police face hopelessness because of their work environment, and the perception they have on their work. Their stress is caused by their exposure to dangerous accidents, criminals, those who kill themselves or rape and all sorts of their possibility of death at any time.

In another study in Nigeria among police officers, it was found out that work environment contributes to affecting their occupational safety and health. It was found out that work stress is significant among police officers for it affects their well-being psychologically as shown by F-Calculated value of 4.65, F-Critical of 2.60 and P < 0.05 level of significance (Adegoke, 2014). This study also found it significant on their frustration (F-Calculated 24.70, F-Critical 2.60, and P < 0.05). The findings were also similar for depression (F-Calculated 72.72, F-Critical 2.60, and P < 0.05). It is also supported by other studies (Habersaat, Geiger, Abdellaovi & Wolf, 2015, Ma, Andrew, Fekedulegn, Gu, Hartley, Charles, Violanti & Burchfiel, 2015). Police officers lives therefore do matter.

Conclusions and Recommendation

The nature of work environment was the third independent variable in the main study. The study sought to evaluate on how nature of work environment affects occupational safety and health of police officers. Based on these findings, most of the police officers in Kenya are undecided on the state of the environment in which they work. This was shown by the descriptive statistics which indicated that the average mean and standard deviation of the statements touching on work environment were 2.81 and 1.05 respectively. It is implying that most of the respondents were neutral about the statements but their responses were varied. In addition the study concludes that, the nature of work environment positively and significantly influences the occupational safety and health of police officers in Kenya. It is recommended that a research is done on police officers mental health.

Conflict of Interest

There is no conflict of interest by the author in this study of police officers in Nairobi City County.

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