

“Why Are Women Law Enforcement Officers More Burned-Out and What Might Help Them?”

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Women police officers are an asset to law enforcement organizations. Compared to their male counterparts, they rely more on communication skills to manage interactions, and they are less likely to use physical force. In addition, the single largest police call category nationwide is violence against women, and women officers are more likely to effectively respond to those calls [1]. Despite those findings, women are a minority of law enforcement officers (LEOs), and efforts to increase their recruitment and retention have had limited success and results. Many men and women

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Table 1: Construct Items and Reliability

Burnout was assessed with questions from the emotional exhaustion subscale of the Maslach Burnout Inventory (MBI) [9, 10], which is a 16 item survey with dimensions of emotional exhaustion, cynicism and professional efficacy. The MBI is the most common index of burnout [10], and the emotional exhaustion subscale is the

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