Subject and Situational Determinants
of Well-Being in the Police

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Abstract:

Purpose: The article presents the characteristics of subjective and situational determinants of well-being in the Police as one of the types of disposition groups. The authors devoted a lot of space to the identification of the concepts that make up well-being and disposition groups. The aim of the study was to investigate the relationship between well-being in the workplace and the effectiveness of the organisation.

Design/Methodology/Approach: The analysis of well-being in the Police relates to subjective and situational determinants. It is based on the available literature, critical analysis of available statistical data and surveys.

Findings: The well-being is important for the mental and physical health of Police officers. It also influences professional effectiveness and translates into measurable benefits in the workplace. The effects of poor mental health include loss of productivity and costs related to absenteeism or ineffective performance of work tasks. Burnout is a special case of mental ill-health resulting from long-term procedures and unresolved work stress. This discrete syndrome is often in people exposed to strong stressors at work and who have a high level of responsibility for their own and others' safety.

Practical Implications: Taking into account the data contained in the study, it appears that well-being in the Police is of great importance for the effectiveness of the organisation. It results not only from the specificity of the work, but mainly from the expectations related to an appropriate (high) monetary remuneration. The subjective and situational context of the research means that the configuration and hierarchy of other factors (leadership, stress, physical security, control, etc.) have a greater or lesser degree of impact on well-being, but are not decisive.

Originality/Value: The analysis is original as there is little work on police well-being are and the relationship to the effectiveness of this safety-critical organisation.

Keywords: Security, well-bening, police, organisational effectiveness.

JEL codes: Security issues.

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1. Introduction

In recent years, the importance and interest in well-being factors in the study of the security phenomenon has increased enormously. Research and scientific work on quality of life (well-being) are no longer restricted to economics, where the term originated. Well-being has been the subject of philosophers' and thinkers' considerations since ancient times, but systematic research aimed at operationalising it did not begin until the late 1950s and 1960s.

The sense of well-being is an intrinsic element accompanying every human being and it takes on different dimensions depending on the life and work situation. Researchers refer to the assumptions of phenomenology, existentialism and symbolic interactionism, and in psychological terms, to humanistic psychology. Well-being is therefore treated as a positive assessment relating to both physical and mental functioning - giving a sense of satisfaction with the fulfillment of needs, with a sense of professional identity. It refers to the elements of the situation in which they find themselves that are beneficial for them. It is not without reason that so much space is devoted to it in the literature. As a result, we have more and more precise criteria that distinguish well-being from mere prosperity, as well as from the general concept of "happiness".

Another, more general concept describing those aspects of life that can be evaluated is quality of life. The standard of living, in simple terms, refers to the objective quality of life. Well-being, on the other hand, refers to subjective assessments and covers both the psychologial (emotional and mental) and spiritual spheres, and is often reduced to a general assessment of this situation, e.g., to perceived happiness. The feeling of happiness gives energy and increases the level of activity, improves physical and mental health, increases a person's involvement in work, improves self-esteem and interpersonal relations.

A high sense of well-being has a positive effect on professional work, relationships with other people and the performance of official duties. Objective quality of life is similar to terms such as working conditions or the level of social benefits and communication within the organisation. It usually covers such issues as, among others: professional activity and the related income situation (Mirski, 2009).

It has been assumed that well-being is related to occupational work, and the decisive predictors of well-being (taking into account emotional, social and psychological aspects) are, financial remuneration (social security, incentive system), hierarchical organisation (physical security, control system, workload, intensity of health-related stress), communication in the organisation (level of contacts, superior-subordinate relationship, social position of the profession, ethics, career prospects), social pathologies (alcohol and drug abuse, smoking, visits to a psychiatrist or psychologist, being a victim in the course of work duties). Workload, difficulty of tasks, negative events and poor working conditions generate negative emotions

(Czerw, 2014). A sense of well-being plays a particularly important role in the Police as one of the types of dispositional groups. Dispositional groups are determined groups, i.e. reflexively created within larger social structures due to permanent or temporary social needs arising in a specific local community or society of a given country.

An important feature of these groups is their availability in the sphere of security to the society, or possibly to the community in which they function. Availability means the ability of groups to act as a team in a planned and determined manner, in accordance with the tasks that are expected for a given disposition group. Police officers have a higher rate of drug abuse, addictions, and the occurence of burnout and depression. Diseases and dysfunctions of the gastrointestinal tract are also more common than in other professional groups (Maciejewski, 2014)

Literature studies show that people with high subjective well-being are often better evaluated, both as subordinates and superiors, achieve higher results, counteract burnout more easily and are characterized by lower absenteeism in the workplace. Subjective quality of life is expressed in terms of feelings, e.g. positive or negative emotional states (satisfaction and contentment or dissatisfaction with the working conditions) or emotional states (such as feeling happy about one's job).

In the literature on the subject of security sciences, it is rarely noted that the pursuit of organisational effectiveness can be related to the category of well-being. Analyses of police officers' performance appraisals do not always recognise the impact of quality of life on the performance of official tasks. In the case of the Police, this issue is of additional importance. Police officers showing a high level of commitment (Andraszak, 2020). They really contribute to the improvement of the security of the citizens of the Polish state. In addition, it is worth emphasizing that in the face of the current crisis situation (pandemic), Police officers were given additional tasks related to care for the life and health of the society (Armstrong, 1997).

The authors of the article draw attention to another aspect of the importance of well-being in the Police, that is the issue of weak attachment to the organisation. As shown by the data for 2019, the total number of officers departures was 4,567, and admissions - 4,655. Taking into account that there are about 4,000 vacancies in the Police, the differences in the number of hiring and dismissing employees are small for such a large organisation. In 2018, the situation was very similar. This means that there is a continuous recruitment for vacant jobs. In the Police, this problem has an additional negative significance, because the lack of stability in employment of highly engaged employees may cause instability in the performance of its statutory tasks, such as ensuring the protection and safety of functioning for the whole society. So far, no research has been carried out in the Police to confirm the impact of sudden, unpredictable and even improbable events (Toeplitz, 2009).

The issue of quality of life in the Police is still insufficiently researched, especially in Poland. Previous studies on the quality of life of this professional group are characterized by a limited territorial scope and a narrow scope of the research area. Moreover, there are few works in the literature showing the relationship between physical fitness, physical activity and the sense of quality of life in the environment of Police officers. In this context, there is a need for in-depth studies focused on a comprehensive, multi-threaded and interdisciplinary approach to the quality of policemen's work, which would allow for a more complete, objective picture and subjective perception of their well-being in the workplace (Stogdill, Handbook of Leadership, 1974)

The subject of the analyses is the quality of life of Police officers, which has been defined as a specific group due to the sphere related to security and the type of "work" (service) characterized by "availability", special and varied recruitment requirements, health and life risk and hierarchy (being subject to orders, etc.).

2. Methodology

The subject of the research was the subjective and situational well-being of policemen at work. The main aim of the study was to analyse the well-being of policemen in the workplace. The following research problem emerged from the research objective presented: What factors affect the well-being of policemen? The data used in the study are source data from surveys on the sense of satisfaction of police officers, published in the form of reports (reports), social surveys and websites related to the well-being of the Police.

In order to better understand the issues of well-being in the Police and to achieve the research goal, the following methods were used existing data analysis, critical literature analysis and statistical methods. The collected data was evaluated using the Microsoft Office suite, primarily Excel spreadsheets.

3. Material and Methods

3.1 Identification of Concepts Related to Well-Being and Dispositional Groups

One of the important concepts in the area of well-being is the concept of happiness understood as a key social value. One could risk a thesis that in fact it is becoming a basic value only in a post-industrial, information society, which is also sometimes called a post-modern society. The well-known cultural critic and theorist Krzysztof Teodor Toeplitz considers pragmatic optimism to be one of the main features of post-modern society.

In the literature (usually psychological or philosophical) there are various definitions of happiness, but most of them come close to the position that it is permanent satisfaction with one's own life. Happiness is a certain trait referring to a longer

period of time and a wide range of human affairs, not just individual events (then we are talking about joy). Therefore, it seems best to define happiness as a subjective aspect (feeling, experiencing) of one's own global well-being. For people who are strongly involved in family and social life, the sense of happiness also includes the assessment of the well-being of their loved ones and their country or group with which they identify. Happiness, however, is not the same as mental well-being - it consists of mental health, intelligence, a well-integrated personality, self-management skills, and numerous mental virtues. Mental well-being is an important capital and, together with other capitals, affects the feeling of happiness. Together, they can give a subjective feeling of being satisfied with life. Therefore, it is impossible to be happy if one is constantly failing in the social field, suffers from long-term deprivation or is seriously ill (Kubiak-Jurecka and Molesztak, 1997).

When considering the issue of well-being, it is worth noting that its origins can be found in philosophical thought from antiquity. The concept of well-being describes life satisfaction, positive affective experiences, good relationships with other people and a sense of meaning in life. Martin Seligmann points out that in order to define this mental state of an individual, five dimensions should be taken into account: positive emotions, preoccupation - commitment, sense of meaning, positive relationships and achievements (Gierszewski, 2019).

Reflection on the "good life" has led to the distinction of two concepts of well-being. The first, hedonistic, was initiated by the Greek philosopher Aristippus, who taught that the goal of human life is to experience the greatest possible pleasure. Happiness is the sum of pleasurable experiences. According to the hedonistic concept, well-being is a feeling of happiness achieved through constant search for pleasure and avoiding suffering.

The second concept that emerged - eudaimonistic - is related to Aristotle and concerns living in accordance with the true Self of the subject. Representatives of this trend define well-being as a state of feelings, experiences and emotions that accompany a person's actions aimed at actualising one's own potential. According to them, achieving the so-called daemon, or ideal of perfection, is possible thanks to taking up full life activity, which is determined by various goals and values, appropriate for each individual (Szabowska-Walaszczyk, 2010).

Keyes and Waterman have attempted to integrate the existing concepts of well-being by creating a three-dimensional concept of well-being, which distinguishes three models of well-being: social, psychological and emotional. Describing the first of them, the authors listed five dimensions that characterize positive functioning in the face of social tasks and challenges. These include social acceptance, social actualisation, contribution to society, social coherence and integration into society. The psychological model of well-being presupposes self-acceptance regarding both positive and negative aspects of one's own self. The dimensions of psychological well-being proposed by Carol Ryff are personal development, life purpose, control

over the environment, autonomy and positive relationships with others. The last of these models - emotional - is represented by the presence and intensity of a sense of happiness and satisfaction in relation to one's life and maintaining a balance in experiencing positive and negative feelings in the long term. Additionally, it is assumed that emotional well-being is expressed in the individual's positive feelings, while social and psychological (personality) well-being in the individual's positive functioning (Keyes, Shmotkin, and Ryff, 2002).

The issue of well-being at work has been addressed, among others, by the American occupational psychologist Peter Warr. This author, on the basis of many studies, concluded that the well-being of an employee is influenced by a number of factors, including organisational and situational stimuli. The researcher distinguished 12 key work characteristics important in diagnosing the sense of well-being of employees. He compared them to vitamins which, depending on the level of their presence in the "organisation's organism", positively or negatively influence its functioning.

The characteristics belonging to group I (additional decrement (AD) should not exceed the limit value, because at a higher level they are already harmful (similar to fat-soluble vitamins for the human body). They are: personal control, use of the employee's abilities and skills, requirements and goals, variety of work performed, transparency of expectations and evaluation, level of social contacts. The values of the characteristics belonging to the group II (constant effect, CE) should be as high as possible (similar to the effect of water-soluble vitamins) and they are physical safety of work, significant social position, supportive control, career perspective, fair treatment, financial reward.

In the light of this theory, one of the important factors of the type of AD, influencing the well-being of employees of disposition groups, is shift work organisation burdening the employee with a change in daily rhythms of activity, excessive control resulting from hierarchy, goals imposed from outside, excessive workload, low transparency of the incentive system CE type.

Occupational well-being is most often defined as an assessment of one's own occupational functioning. It is closely related to the nature of the work performed, the position held and the relationships with colleagues. In the hedonistic paradigm, as an indicator of well-being, the emotions experienced by employees in the workplace and the perceived job satisfaction are used. Positive emotions related to work are very often a source of motivation and behavioural responses that favour effective task performance and create a positive atmosphere in the workplace.

The disposition groups created in the security system show a constant readiness to undertake special actions due to their authorizations (availability in the narrow sense), different from regular actions (availability understood in the broad sense), carried out in an organized, professional manner and often for political reasons these activities are not revealed to the public. The main manifestation of their availability

is the function they perform in counteracting and combating the effects of ecological, civilisational and social threats that could destabilise the life of a given community or society. These could not be spontaneous or amateur actions, but those that would require high skills and qualifications from the members of the intervening formations. Members of dispositional groups must therefore have high professional qualifications, the ability to act efficiently in various situations, even under extreme conditions. Expectations in this respect increase along with the development of civilization and society. Disposition groups, if they consist of competent people, properly verified at the stage of recruitment, can enjoy great confidence, and then have a significant social capital.

According to Zdzisław Zagórski, disposability is a complex type of social relations. It expresses the subordination of some participants or actors of social life to others, capable of making obedience to themselves, precisely disposable. Disposition means, therefore, nothing else than the ability to have someone or something, both specific people and an entity, at one's disposal, that is in a state of readiness to use them in case of need. It should be emphasized that the disposition groups of each of the security systems in the modern state carry out tasks within their scope, as well as are prepared to cooperate with other dispositional groups of the military, paramilitary and civilian security system of the state.

Each organisation is made up of people managing it and people employed in the company on specific positions in line with their predispositions. There is no doubt that the relationship between the managerial staff and the workforce, as well as the attitude to authority, its goals and forms of exercising, is an extremely important factor shaping organisational behavior. Leadership is usually understood as some way of influencing the behavior of other members of the organisation. It consists of deliberate action, as a result of which new patterns of behaviour are established, or those that have been in force in the institution so far are modified.

Michael Armstrong describes leadership as "getting results through people." "Leadership is exerting a strong influence, which is not an end in itself but is to serve something important, it should have a specific driving force, lead to the expected actions and results. In order to be effective, exerting influence must have many skills in selecting people and building teams, defining goals, principles and values, integrating, motivating, communicating, and resolving conflicts and representation ". According to Ralph Stogdill, leadership is a process and a property. Understood as a process, it relies on an unforced direction.

3.2 Subjective Determinants of Policemen Well-Being

It should be noted that the specificity of a policeman's work requires him to emotionally identify with the role he / she plays, because apart from the acquired professional skills, he also engages his personality in his professional work. Personality should be reflected in the quality of social relations, as well as in

maintaining its subjectivity. Therefore, it should not be violated not only for moral, ethical or humanistic reasons, but also because policemen treated subjectively perform their professional tasks more effectively.

The concept of subjectivity is considered, analysed and explained in the following aspects, philosophical (as opposed to reification), sociological (in the context of social changes in the social structure), psychological (awareness of spiritual autonomy), pedagogical (educating subject, educated subject). Subjectivity concerns both the process of education (the principle of subjectivity) and the purpose of education.

When analysing the research results, it can be concluded that 37.5% of officers feel satisfied with their work and, at the same time, see opportunities for self-fulfillment related to their profession. On the other hand, 49% of respondents are not satisfied with the career opportunities offered to them by the Police. Such elections may prove that policemen who reliably perform their duties and have results in the service, can only count on a promotion when a higher position is vacated. However, it is satisfactory that 65% of the respondents confirm that their organisation conducts employee satisfaction surveys. One should speak positively about their superiors, who care about an objective understanding of their subordinates' attitude to the duties entrusted to them and the possibility of self-fulfillment. Moreover, most respondents feel that the knowledge and skills they possess are fully used in their workplaces.

It should also be remembered that satisfaction is an undoubtedly positive feeling, but also subjective. The same situation may cause satisfaction to appear in one person but not in another. An important conclusion from these research considerations is the fact that satisfaction is not directly related to the actual situation, but rather to the perception of the situation. Therefore, there is also the problem of effective communication and disruptions that may occur when receiving and interpretating information from the environment.

In the subjective determinants of well-being among Police officers, commitment to work is important. This commitment is directly related to positive organisational psychology, which focuses on improving the quality of life through work benefits, and also highlights the possibilities of developing the individual's potential.

Commitment as a conceptual element of positive psychology directs researchers to the features of growth and development at work. The enjoyment of performed tasks brings measurable benefits to both the individual and the organisation. It may be related to the creativity of employees, initiative and willingness to develop. It is worth emphasizing the relationship of the subjectivity of Police officers with important categories of everyday existence, both in terms of individual experiences and collective experiences.

A particular challenge of this type is the functioning of the Police during a pandemic. In order to identify the impact of the COVID-19 pandemic on the involvement of policemen, a study was conducted on a group of 184 people. It was hypothesised that the COVID-19 pandemic affected the level of involvement of policemen at work. The research results presented in the study did not confirm the hypothesis that during the COVID-19 pandemic, the involvement of policemen in work increased. The impact on this result can be seen as an interaction between the repressive actions of police officers against people who grossly violate the law on counteracting the spread of the SARS-CoV-2 virus, and hate against police officers. Another explanation for the differences in terms of commitment to work before and during the pandemic may be the failure to perceive new tasks in the category of challenges. An important factor determining the respondents' answers may also be the experience of a crisis situation that causes stress and, consequently, variable involvement of policemen.

Subjective (personal) values bind the categories of well-being (social, biological, cultural) together and remain tinged with individual specificity, created in the individual life cycle, and refer to the development of individual potential - emotional and intellectual. So there is another very important type of well-being, mental well-being. It consists of emotional and motivational well-being - that is simply happiness, and intellectual well-being - wisdom (resulting from knowledge, experience, intelligence, active, realistic and creative attitude). Mental well-being exists on an individual, subjective level that integrates all other systems: biological, social, and also cultural.

3.3 Situational Determinants of Policemen's Well-Being

The second group of factors are situational elements related to the culture of the organisation, the principles of functioning of policemen in the organisation, the procedures used, the attitude of superiors to subordinates, types of duties performed, or the prospect of promotion and development. The working environment influenced by social factors is very important for the development of the organisation. A situational element of the well-being of officers is delegation of powers, understood as the transfer of management possibilities to subordinates by the superior. Increased autonomy, indicating trust on the part of the superior and a high assessment of a person's competence, consequently has a motivating effect, increasing the level of satisfaction and well-being.

The delegation of a superior's authority to a police officer (i.e., delegating powers) is associated with increased personal control with a simultaneous successive reduction of control by the superior. However, it should be remembered that delegating authorisations to an employee shows the trust of the supervisor and a high assessment of the competences of a given person, it also creates an opportunity for the proper use of the employee's skills.

Analysing the relations between officers and their colleagues, more than half of the respondents assessed them positively. Policemen surveyed believe that their colleagues keep their commitments regarding the deadline for completing the job and its quality (66.5%) and that their help can be counted on (52%). Only 51.5% of the respondents are convinced of the honesty of their colleagues, and 51% of policemen consider their colleagues to be good professionals. Such a situation strengthens passive attitudes among subordinates, and makes it difficult for the organisation to make changes. It is satisfactory that 67% of the respondents believe that their organisation respects people. It should be emphasized that respect is trust in people, as well as the belief that they are willing and able to develop and learn. 60% of the surveyed policemen claim that their superiors respect their opinion and treat them as partners.

More than half of them confirm that they are praised by their superiors. At the same time, however, only slightly more than every third is appreciated with the use of measurable tools, e.g. additional remuneration. Good relationships between subordinates and superiors, and vice versa, are very important. Mutual understanding and respect increase loyalty and attachment to the workplace, and heighten satisfaction.

Job satisfaction is one of the most frequently described and researched problems in disposition groups, also in the Police. It has already become a common belief that taking care of the professional satisfaction of officers brings tangible benefits to the organisation.

It turns out that most of the surveyed officers are satisfied with their work (65%), which means that these people feel professionally fulfilled, they do what they like and what they feel good at. Working in disposable groups is a pleasure for them, it gives them a chance for success and leads to promotion. Mostly people who are professionally fulfilled are more courageous, confident of their rights and beliefs. With success they feel fulfilled and satisfied. However, it should be remembered that satisfaction may be temporary, and satisfaction is usually felt after a long period of satisfaction, so it is important that managers care about both increasing job satisfaction among employees, as well as maintaining such a state at a satisfactory level. Only 25% of the respondents do not feel satisfied with their work, this group includes people who do not want to develop professionally or work for a good image of the Police.

The respondents were also asked to evaluate factors related to the conditions and equipment of the workplace. They gave the best ratings to the housing conditions (41.5% of high scores), quite high - to transport equipment and means of communication (38.5 and 38.0% of indications for a high grade, respectively). The lowest scores were given to equipment with IT hardware and software as well as other workplace equipment (27.0% and 25.1% of high ratings, respectively). Moreover, the policemen assessed the equipment necessary for the daily

performance of official duties and the conditions for caring for physical fitness and shooting skills. They highly appreciate the equipment with firearms and ammunition (61.1% of high ratings) and other means of direct coercion (58.3% of high ratings). On the other hand, they are dissatisfied with the conditions of maintaining physical fitness (47.8% of low ratings) and the shooting range facilities and equipment (60.5% of low ratings).

On this occasion, officers were also asked about the relationship between diseases or other health problems and the nature and conditions of their service. Most of the respondents (69.9%) are convinced of the existence of such a relationship. Only every tenth respondent indicated that the conditions and nature of the service have no impact on morbidity among police officer.

The respondents also assessed the impact of individual factors related to the service in the Police on morbidity among officers. Their responses show that stress related to the possibility of making a mistake and its consequences has the greatest negative impact on the health of policemen - this was indicated by almost two thirds of the respondents (62.6%). 61.5 percent officers also indicate working with "difficult" citizens, that is, aggressive, intoxicated, homeless or drug addicts, 60.6 percent indicate weather conditions while on duty.

Situational characteristics are strongly related to the management style of superiors. It should be added that in every organisation, regardless of its size, management styles crystallise over a long period of time and are the result of interactions that take place within the relationship between superiors and subordinates. 57% of the respondents assessed that the dominant management styles in Police units are the instructional style based on high task orientation, and low on relations and consultative style, the supervisor is task- and relationship-oriented. Next, 37% of respondents indicated the delegating (passive) style, where the superior, escaping from responsibility, gives employees the opportunity to make managerial decisions. On the other hand, the participatory style - characterized by the supervisor's low orientation towards tasks but high on relationships, was indicated by only 7% of the officers.

The challenges of the future require from managerial staff in the Police managerial skills in the field of work planning, organisation and motivating subordinates and their control. Cooperating with the team, observing their attitudes and feelings, learning about opinions and views on issues related to work and service, researching their motivation and commitment are a source of interesting reflections.

One of the important factors influencing the well-being of policemen is their remuneration. There are several factors that contribute to policemen's pay. The period of service and the occupied rank play a major role in the salaries of policemen. What is also different is how much a policeman earns after graduation and how much during training.

- ➢ A trainee (1st grade) - before the age of 26, earns PLN 3,014 net per month, and after the age of 26, receives a salary of PLN 2,884 net per month;
- ➢ Appointed policeman (2nd grade) - PLN 3,858 net per month;
- ➢ Clerk (3rd grade) - PLN 4 253 net per month;
- ➢ District and road traffic controller (grade 4) - on average PLN 4 508 net per month.

It should be added appreciating the demanding service in the conditions of a pandemic and the number of tasks carried out by officers, the decision made to grant an allowance for riot and counter-terrorist police. The allowance amounts to PLN 500 and is paid from January 1, 2021. The state of the epidemic imposes on policemen additional tasks, dictated by concern for human life and health. That is why Polish policemen from the beginning of the epidemic carry out checks at border crossings and check whether the rules of compulsory quarantine are complied with. When patrolling the streets, the officers also call for caution and compliance with the applicable recommendations. Despite their commitment to fighting the coronavirus, they are still fulfilling their current duties.

The state of trust in the Police as an institution also has an impact on the well-being of policemen. The latest editions of the survey on the evaluation of selected institutions carried out in 2020 show that the Police, for the fourth time in a row, is one of the highest rated public institutions among all respondents assessed. The activities of the Police in March were assessed positively by as many as 80% of respondents and in September by 73%. These were the best performance ratings in the entire history of the study.

The latest survey by the Market and Social Research Institute shows that 44.1 percent of the respondents trust the police. In a survey by the same institution from September 2017, 64.2 percent expressed confidence in the police. This means a drop in confidence by 20.1 percentage points. Poles' trust in public institutions is regularly analysed by the Public Opinion Research Center. The poll conducted in February shows that at the beginning of the year the Police were trusted by 71 percent of the respondents.

The great crisis of trust in the police especially affects residents of larger cities and young people. It could be argued that the police are simply enforcing the provisions of a government ordinance that prohibits assemblies. However, the public opinion clearly perceives the actions of the Police as politically motivated. The respondents indicated four reasons for distrust. The respondents believe that the policemen are overzealous, inconsistent, they treat the law selectively and defend absurd regulations.

The police not only try to prevent gatherings, but also react with inadequate force and firmness towards individuals, e.g., they catch lonely people on the streets if they notice attributes of a protest (e.g., a rainbow flag). Only assemblies criticizing the

government's policy are broken up. In most judgments, the courts recall that the Constitution, in Art. 57 guarantees everyone the right to organize and participate in peaceful assemblies, and in Art. 31 sec. 3 (the principle of proportionality) stipulates that limitations of rights and freedoms may only be imposed by statute. According to many lawyers, the epidemic regulation does not meet this requirement. It prohibits gatherings of more than five people. If a childless couple organizes an event, they can invite five people, so the event will be attended by 2 more people than allowed in a public place.

4. Conclusions

Summing up, it should be stated that the well-being is of significant importance for the mental and physical health of Police officers. It also affects professional effectiveness, as it translates into measurable benefits in the workplace. The effects of poor mental health include loss of productivity and costs related to absenteeism or ineffective performance of work duties. Burnout is a special case of mental health deterioration resulting from prolonged, unresolved work stress. This syndrome is particularly common in people exposed to severe stressors at work, and who have a high level of responsibility for their own and others' safety.

The process of shaping the satisfaction of officers indicates both the role played by the organisation and its work environment in this process. At the same time, factors inherent in the individual are also important, differentiating the level of perceived satisfaction with well-being.

The conducted analyses of subjective and situational determinants affect the sense of well-being among Police officers and at the same time highlight the need for a broader look at working conditions, as well as social relations between superiors and subordinates. It is important to develop proper communication between subordinates and superiors, relationships based on mutual respect. It would be advisable to conduct skill training related to building relationships in teams.

Emphasis should be placed on a clearly defined career path, development opportunities and Every officer should know where and to what extent they can obtain detailed information about their professional development and training opportunities. It is important to allocate tasks evenly, inform them about the prevailing rules and expectations.

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