

## Self-Efficacy Beliefs of the Nigerian Police Personnel in Anambra State, Nigeria

Henrietta N. CHUKWUEGBO<sup>2</sup>, Ikechukwu A. NWOSU<sup>2</sup>, Valentina A. ETELE<sup>2</sup>,  
Obianuju B. MOKWELU<sup>2</sup>, Joy-Sylvia C. OBI<sup>2</sup>, Nkechi C. EZEBUDE<sup>1</sup> and  
Christopher A. NWANKWO<sup>2</sup>

<sup>1</sup>Department of Educational Foundations, Chukwuemeka Odumegwu Ojukwu University,  
Igbariam NIGERIA.

<sup>2</sup>Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University,  
Awka NIGERIA.

### Abstract

*Police personnel are those empowered by government to enforce the laws it creates. Responsibilities of police personnel are varied, and may differ to another. Typical duties relate to keeping the peace, law enforcement, protection of people and property and the investigation of crimes. Officers are expected to respond to a variety of situations that may arise while they are on duty. For these to be possible, they should have high self-efficacy belief of themselves. The present study investigated the self-efficacy beliefs of police personnel in Anambra state using a descriptive survey research design. The study relied on primary data sources and a theoretical framework based on the theory of self-efficacy. A research question and two hypotheses guided the study. A self-efficacy belief standardized questionnaire was adopted and used for data collection. The population of the study was 1569 police personnel in Anambra state as at 2020, and the sample size of 700 was determined using proportional stratified random sampling technique. Aggregate scores and Analysis of variance (ANOVA) were used to answer the research question and test the null hypotheses. The findings suggest that majority of the police personnel in Anambra state over 70.2 percent have high self-efficacy belief. Male and female police personnel in Anambra state do not differ significantly in their self-efficacy belief scores. While the police personnel in Anambra state differ significantly in their self-efficacy pt scores based on their educational attainment. The study recommended among others, that in developing successful police personnel, the Nigeria police commission should employ the services of professional guidance counsellors for the development of their self-efficacy beliefs through workshops and conferences.*

**Keywords:** Educational Attainment, Gender, Police Personnel and Self-efficacy belief

### Introduction

Police personnel are generally charged with the apprehension of criminals, the prevention and detection of crime, protection and assistance of the general public, and the maintenance of public order. Police officer may be sworn to an oath and have the powers

to arrest people and detain them for a limited time, along with other duties and powers. Some officers are trained in special duties, such as counter – terrorism, surveillance, child protection, Very Important Persons (VIP) protection, civil law enforcement (Zems, 2016). Police personnel are those empowered by government to enforce the laws it creates. Responsibilities of police personnel are varied, and may differ to another. Typical duties relate to keeping the peace, law enforcement, protection of people and property and the investigation of crimes. Officers are expected to respond to a variety of situations that may arise while they are on duty.

The major role of the police is to maintain order, keeping the peace through surveillance of the public, and the subsequent reporting and apprehension of suspected violators of the law. They also function to discourage crimes through high visibility policing and capability. The police have an investigative capability. Police have the legal authority to arrest and detain, usually granted by magistrate. Police personnel also respond to emergency calls, along with routine community policing (Aborisade& Oni, 2020). Police are often used as an emergency service and provide a public safety function at large gatherings as well as in emergencies, disasters, search and rescue situations, and road traffic collisions. To be able to carry out these duties diligently and efficiently, the police personnel should have high self-efficacy belief which is the belief that 'I can'.

Self-efficacy is people's belief in their capabilities to organize, execute and achieve success in a particular task (Bandura, 2012). Self-efficacy belief is the trust people have in themselves that they are capable of performing in a certain manner to attain a set goal (Bandura, 2008). Perceived efficacy plays a key role in human functioning because it affects behaviour not only directly, but by its impact on other determinants such as goals and aspirations, outcome expectations and perception of impediments and opportunities in the social environment. They also influence the course of action people choose to pursue the challenges and goals they set for themselves and their commitment to them, how much effort they put forth in given endeavors, the outcomes they expect their efforts to produce and how long they persevere in the face of obstacles. Masood, Rabia and Kashif (2013) found that self-efficacy is fundamental to positive organizational results such as organizational commitment and job satisfaction. Self-efficacy influences emotional response of individuals. Self-efficacy beliefs lie on several different levels, varying in psychological character from general self-efficacy which appears to be interchangeable with self-confidence in one's competence broadly defined; to domain self-confidence to perform the tasks involved in pursuing a career; and to more narrowly defined domain confidence to perform specific tasks (Lucas, 2005). With this in mind the present study is designed to include a range of self-efficacy questions about general self-confidence and also domain specific questioning. The Nigeria Police Force, as the leading principal law enforcement agency in Nigeria, is the closest security agency to the people and is statutorily saddled with responsibilities of maintenance of laws and order, internal security and protection of lives and properties within the shores of the nation. The Nigeria Police Force, like other security agencies, derives its powers, functions and responsibilities from the 1999 Constitution.

The Nigeria Police Force is an endangered species which, for many years, has been classified as the most corrupt and inefficient security agency in Nigeria. It is one security

agency that has suffered many years of neglect in the hands of the various governments, military and civilian resulting to low self-efficacy. A high self-efficacy enhances human accomplishment and personal well – being in many ways. This predisposes the fact that police personnel with high assurance in their capabilities approach difficult tasks of policing as challenges to be measured rather than as threats to be avoided. They approach threatening situation with assurance that they can exercise control over them. In contrast, police personnel who are not self – efficacious and who doubt their capabilities shy away from difficult task of policing which they tend to view as personal threats. They have low aspirations and weak commitment to goals of effective policing which they choose to pursue.

They slacken their efforts and give up quickly in the face of difficulties; they fall easily to stress and depression. This potent that research has shown that self – efficacy at work is related to job performance (Ezeakabekwe&Nwankwo, 2020). This probably is because people with high self-efficacy actually set higher goals for themselves and they are more committed to their goals, whereas people with low self-efficacy tend to procrastinate. Giving credence to this point of view, Bandura (1998) posits that self – efficacy is a context specific construct that indicates competence to perform a specific task or skill domain. Therefore, the ability to perform expected task plays a pivotal role in fostering positive act of professionalism and work behaviour. Professionalism within the police service incorporates not but one characteristic, but rather numerous characteristics and involves the adoption of a set values and attitudes which aim to forge the respect and conduct worthy of a profession. This means that if officers are struggling with mental, health issues, or a lack of confidence they may not be able to adequately to pursue suspects detain suspects, or perform other tasks such as operating their patrol cars. Encompassed in the construct of sense of self is self-concept and self-efficacy ( Heslin & Klehe, 2006).

Oluwafemi (2019) noted that professionalism in policing is further complicated by gender, since professions such as police are predominantly made up of men. Gender refers to the roles and relationships, personality traits, attitudes, behaviour, and values that society ascribes to men and women. Gender in this study refers to the learned differences between men and women. In contrast to gender, sex refers to the biological differences between females and males. These biological characteristics (such as hormones, reproductive organs, and genetic differences) are used in classifying into males and females. They are generally universal and are not usually amenable to change. (NPF, UNWOMEN, UNFPA, 2010) The integration of gender issues in law enforcement is now recognized as a key to operational effectiveness and institutional credibility in Nigeria. Women often bring specific skills and strengths to police work, such as the ability to diffuse potentially violent situations and employ good communication skills to minimize the use of force. In certain contexts, female officers are necessary to perform the cordon and search of women, widen the net of intelligence gathering and assist victims of sexual exploitation. Notably, in the Nigeria Police Force (as in many other countries) is not only dominated by men but modelled as a masculine institution with masculinized values, behaviour and expectations which may have caused extreme hostility and mistrust between the police and the public as witnessed today in Anambra State.

Many of the early studies examined the impact of education on police officer efficacies. This body of literature also includes research that focuses on the impact of education on a variety of police performance measures including: the use of deadly force/non-lethal force, involvement in liability incidents and citizen complaints filed against the police. Academic attainment refers to the highest level of education that police personnel have successfully completed (Paterson, 2011). Successful completion of a level of education refers to the achievement of the learning objectives of that level, typically validated through the assessment of acquired knowledge, skills and competencies.

Further studies on the self-efficacy belief include Weiten and Llyod (2012) who stated that self-efficacy refers to people's conviction that they can achieve a specific goal. Woolfolk (2010) who said that self – efficacy is a person's sense of being able to deal effectively with a particular task. It is a belief about one's personal competence in a particular situation.

Aslam and Sohail (2015) explored the relationship among General Self-Efficacy Beliefs, Life Satisfaction and Burnout among 120 male traffic wardens in Lahore city, Pakistani province of Punjab. Inclusion criteria to study the present phenomena sample of 120 participants were taken. The sample was contained 120 men traffic wardens of Lahore city. Only men traffic wardens lies in the age range of 20-40 years who works in field were included in the study. A cross sectional research design was employed by using random sampling technique in study. The scales of General Self-Efficacy Scale (GSES), SatisfactionWith Life Scale (SWLS) and Maslach Burnout Inventory- General Survey (MBI-GS) were used. To calculate the relations and predictability between the variables, Pearson Product Moment Correlation Coefficient and Multiple Regression Analysis were used. As the results of the analysis indicate the relationship between the variables of General Self-Efficacy Beliefs, Life Satisfaction and Burnout (the three scales of Burnout include Professional Efficacy, Cynicism and Exhaustion) were statistically found significant at 0.01 and 0.05 levels. The results of Regression Analysis proved the hypothesis that General Self-Efficacy Beliefs and Life Satisfaction were significant predictors of all three Burnout subscales. Also demographic characteristics age, family income, number of years in job (traffic warden), number of hours spent at work place were found to be significant predictors of Burnout. Further studies are therefore required in the area of emotional intelligence, self-concept and self-efficacy belief of police personnel. The present research will still derive from the study because it deals with self-efficacy beliefs.

Chika and Emmanuel (2014) investigated self-efficacy, emotional intelligence, achievement motivation and work-value orientation as predictors of career commitment of bank workers in Imo State Nigeria. Using a descriptive survey research design, two hundred bankers were randomly selected from ten banks in Owerri, Okigwe and Orlu Senatorial districts of Imo State Nigeria. The instruments used were: Career Commitment Scale (CCS) 0.87, Achievement Motivation Scale-Revised 0.82, emotional intelligence scale 0.78, General Perceived Self-Efficacy Scale (GPSS) 0.90, and Work value orientation scale 0.88. Three research hypotheses were tested and Pearson Product Moment Correlation (PPMC) was used to analyse data collected. The result of the study revealed that the independent variables significantly predicted career commitment of bankers as thus; Self-efficacy;  $r(198) = .440, p < .05$ ; Emotional intelligence  $r(198) = .528, p < .05$ . Achievement

motivation,  $r(198) = .635$ ,  $p < .05$  and work-value orientations,  $r(198) = .715$ ,  $p < .05$ . Therefore financial institution(s) should make working in the banks more attractive and rewarding by giving bankers good remuneration, condition of service and appropriate attention to their career needs. If this is done bankers would be motivated to work and be committed to their career. Although, this research work failed to cover self-concept, the present study will still derive from it because it deals with self-efficacy, emotional intelligence. Hence, the difference in the police personnel's self-concepts based on their gender and educational attainment will be established in the present study.

Minchekar (2017) carried out a study to examine the self-efficacy, emotional intelligence and social maturity of High school boys and girls from the Sangli city of Maharashtra state, India. Furthermore, study aimed at to foster the self-efficacy, emotional intelligence and social maturity of high school students. The study was conducted on 100 high school students, out of which 50 boys and 50 girls were selected through simple random sampling method. The age range of the sample is 14 to 16 years. Self-efficacy scale developed by Jerusalem Schwarzer, Emotional intelligence scale developed by Hyde, Pethe and Dhar and social maturity scale developed by Rao were administered to the sample. Data was analyzed using mean, SD and 't' test further Karl Pearson's product moment, correlation of coefficient was used to know the correlation between emotional intelligence, self-efficacy, and social maturity. Results revealed that boys and girls did not differ significantly in their self-efficacy and social maturity. Further, the analysis revealed that girls are having high emotional intelligence compared to boys, which is significant at 0.01 level. It is also found that there is a significant and positive correlation between self-efficacy and emotional intelligence, self-efficacy and social maturity and emotional intelligence and social maturity. The findings offer an overview of some developmental strategies to strengthen the self-efficacy, emotional intelligence and social maturity. It then creates the gap for further studies on the difference in the police personnel's self-concepts based on their gender and education attainment. The present research will still derive from the study

Coelho, Antloga, Maia and Takaki (2017) identified the relationship between quality of work life and general self-efficacy beliefs in the Military Police of the Federal District. The research is set up as a case study, with correlational design and quantitative approach. The study used the Inventory of Assessment of Quality Work Life and General Self-Efficacy Scale. At the time of the data collection, the MPFD had 1050 officers and 12691 squads, totaling 13741 military police officers. 1027 military police officers participated in the survey, corresponding to 7.5% of the total. Of the participants, 895 (87%) were men and 114 (11%) were women. The mean age of the respondents was 38.9 years ( $SD = 6.6$ ) and the mean time of service in the MPFD was 16 years ( $SD = 8.19$ ). According to the rank (officers) and graduation (squares), 142 officers and 856 squares participated. It was identified that 557 respondents (54% of the total) acted primarily in the bureaucratic service or support activity (middle activity); 76 (7% of the total) worked primarily in the operational service on foot (end activity) and 379 participants (37% of the total) worked as a priority in the on-board operational service. In relation to the work shift, it was verified that 754 respondents worked, as a matter of priority, during the daytime period, while 257 worked, as a priority, at night. Regarding the education of the respondents, 88 (9%) had an average level, another

55 (5%) were in the upper level, while 604 (59%) had a higher education level and 267 (26%) were post. The majority of participants were married (n = 744, 72%); Another 191 (19%) were unmarried. Declared divorced 72 (7%) and widowed, 5 (0.5%). The results showed that there are no strong significant correlations between Quality of Work Life and self-efficacy. It follows that it cannot promote QVT focusing only on the individual, because even the participants realizing effective self, did not result in a positive perception of Quality of Work Life. Although, this research does deal only on general self-efficacy beliefs, the present study will still derive from it because it covers Military Police of the federal district which has similar formation with police personnel in Anambra state.

Al-Haderi (2013) examined the effect of self-efficacy in the acceptance of information technology in the public sector. Survey questionnaire was distributed to 53 government utilities and 357 cases were used in the analysis. The response rate and descriptive statistics were run as the first stage of analysis. As mentioned earlier, all in all 760 questionnaires were distributed. Of these, 585 were returned, yielding a response rate of 77%, which is considered very in comparison to other studies found in the relevant literature. Also, 160 cases with missing value and 68 cases outliers were deleted from 585 questionnaires were returned. Therefore, the data were ready for the analysis are 357 cases. Structural Equation Modeling AMOS 18 was used for the analysis of the proposed model. Findings the study confirmed the theory of TAM and showed its potential capability in the Middle East, particularly in Yemen. The study has provided empirical evidence for the positive effect of self-efficacy on the intention behaviour to use towards the actual usage for the technology throughout the positive effect on perceived usefulness and ease of use. Empirical evidence has shown that the employees and managers have the capability to use the technology. This study has provided empirical evidence for the effects of new technology determinants in the government sector. In particular, it has successfully revealed that computer self-efficacy is important determinants in influencing the adoption of technologies. The study under review is related to the present study because it contributed to the empirical knowledge to improve self-efficacy individual in government circle. The present research will still derive from the study because it deals with effect of self-efficacy.

Ikea, Ezeb and Ichongo (2016) investigated the role of leadership styles and self-efficacy on police employees' job involvement. Two hundred and eighty participants took part in the study. The participants comprised of the entire staff strength of Wilson Nigeria Limited, Nsukka, Enugu State totaling three hundred and thirteen (313) employees of Wilson Nigeria Limited Nsukka. The participants consisted of one hundred and forty-nine (149) males and one hundred and thirty-one (131) females. The participants' age ranged from twenty (20) to fifty (50) years with mean age of thirty eight (38) years. Three instruments were used for data collection. They were Leadership Behaviour Description Questionnaire (LBDQ), Self-efficacy Scale (SES) and Job Involvement Scale (JIS). Two hypotheses were tested. Two-way analysis of variance (ANOVA) was used to analyze the data. From the three hundred and thirteen (313) copies of questionnaire distributed to the entire three hundred and thirteen staff of Wilson Nigeria Limited Nsukka, twenty (20) copies were wrongly filled while another thirteen (13) copies were returned blank. Thirty three (33) copies of the questionnaire which were wrongly filled and the blank ones were

discarded and were left with two hundred and eighty (280) copies of the participants' questionnaire for statistical analysis of the data. The results were discussed in terms of their relevance in work setting and suggestions for further research made. The study therefore is related to the present study because it showed relationship between different types of leadership styles on job involvement as well as self-efficacy and job involvement of police officers. However, the studies differ in terms of location and number of variables considered.

Nwanzu and Babalola (2019) examined psychological capital of optimism, self-efficacy and self-monitoring as predictors of attitude towards organizational change. This study ascertains whether three positive organizational behaviour capacities (optimism, self-efficacy and self-monitoring) predict attitude towards organizational change. Design of this study was cross-sectional, and data were collected with self-report measure. One hundred sixty-nine employees were drawn from 21 organizations in Delta State, Nigeria. The participants were made of 108 (64%) females and 61 (36%) males, with the mean age of 40.21 years (SD, 9.13). Simple regression analysis revealed that optimism, self-efficacy, and self-monitoring, positively and significantly predicted attitude towards organizational change. While multiple regression analysis revealed that only self-efficacy positively and significantly contributed to attitude towards organizational change. It was concluded that the predictors influence employees' attitude towards organizational change with self-efficacy contributing the highest influence to organizational change attitude. It was recommended that for successful employees change acceptance, optimism, self-efficacy and self-monitoring should be structured into policies and strategies for organizational implementation. The study under review is related to the present study because it touched some aspects of self-efficacy and self-monitoring, therefore the present study will derive from it.

**Purpose of the Study** The main purpose of this study is to investigate self-efficacy belief of police personnel in Anambra state. Specifically, the study is designed to do the following: (a) Determine self-efficacy belief scores of police personnel in Anambra State (b) Determine the differences in the police personnel's self-efficacy beliefs based on their academic attainment (c) Difference in the police personnel's self-efficacy beliefs based on their gender

**Scope of the Study** This study is delimited to assessing self-efficacy beliefs of police personnel in Anambra State. The subjects of the study are all police personnel working in the various police formations in Anambra State which includes Mopol base Agu-Awka, State Criminal Investigation Department (CID), Divisional police head quarters, Anambra state police Area commands and Nigeria Police Force Zone 13, Ukpou. Police posts will not be covered in the present study.

**Research Question** The study was guided by one research question and two null hypotheses tested at 0.05 level of significance:

- (a) What are the self-efficacy belief scores of police personnel in Anambra State?

**Hypotheses**

H<sub>01</sub>: Self-efficacy belief scores of police personnel in Anambra State will not differ significantly due to their academic attainment

H<sub>02</sub>: Self-efficacy belief scores of police personnel in Anambra State will not differ significantly due to their gender

## Method

**Research Design** In this study the researchers adopted descriptive survey research design to assess self-efficacy belief of police personnel in Anambra State. Nworgu (2016) defined descriptive survey research design as a form of study where data are collected and described systematically on the characteristics, factors, regarding a particular population. The design is a type of quantitative research which involves collection of quantitative scores that can be tabulated along a continuum in numerical form.

**Area of the Study** The study was carried out in Anambra State. Anambra State is one of the 36 States of Nigeria, located in the south eastern region of the country. Nicknamed the "Light of the Nation", Anambra State is the eighth most populous state in the nation, despite being the second smallest in area. An estimated 98% of residents of Anambra State are Igbo. Anambra State was chosen because the recent crime statistics of the state indicates that the prevalence of crime in the area is quite dreadful. This trend is indicative of the unsustainable efforts of both the security agents and the government in their bid to tackle crime. There exist poor police/public relations and public perception for the police in crime prevention. This often results in conflicts that adversely affect the freedom of a large proportion of population in the state leading to hostility between the police and the public and this often occurs at check-points and stations where the former demand and receive bribes from members of the public. This also leads to public condemnations of the police in the country. In fact, the widespread of extortion, corruption, brutality and incivility found at several quotas have eroded the public cooperation that would have enhanced police efficiency.

**Populations of the Study** The population of this study consisted of 1569 Police personnel in Anambra state, (Police Head Quarter Amawbia Statistic division, 2020). Police formations in Anambra State comprise of the Area Command Awka, CPS Awka, B; Division Awka, Achalla Division, Anaocha, Ojoto, Nnobi, Awada, Obosi, Ogidi, Dunukofia, Abagana, Leopard Base (PMF 29), CPS Onitsha, Nzam, Inland Town Onitsha, Ogbaru, Okpoko, Fegge, Otuocha, Anaku, Oyi, 3-3 Onitsha, O/C Marine, Ihala, CPS Nnewi, Uli Division, Nnewi Division, Ochi Amichi, Ihala Division, Umunze, Ukpok, Ichi Division, Otolo Division, Amichi, Ezinifite, Aguata, Ajalli Division, Okija, Ozubulu And Oko.

**Sample and Sampling Technique** The sample consists of 700 police personnel in Anambra state determined through proportionate stratified random sampling. A stratified sample is a probability sampling technique in which the researcher divides the entire target population into different subgroups/strata and then randomly selects the final subjects proportionately from the different strata (Wilcox, Evenson, Aragaki, Wassertheil-Smoller, Mouton and Loevinger, 2013). This type of sampling is used because the researcher wants to select a percentage of personnel from each division within the population. 44.6% of personnel were selected from each strata comprising of Control room Awka, Area Command Awka, CPS Awka, B; Division Awka, Achall Division, Anaocha, Ojoto, Nnobi,



Awada, Obosi, Ogidi, Dunukofia, Abagana, Leopard Base (PMF 29), CPS Onitsha, Nzam, Inland Town Onitsha, Ogbaru, Okpoko, Fegge, Otuocha, Anaku, Oyi, 3-3 Onitsha, O/C Marine, Ihala, CPS Nnewi, Uli Division, Nnewi Division, Ochi Amichi, Ihala Division, Umunze, Ukpokor, Ichi Division, Otolu Division, Amichi, Ezinifite, Aguata, Ajalli Division, Okija, Ozubulu And Oko

**Instrument for Data Collection** The researchers adopted Self-Efficacy Belief Scale (SEBS) from Tschannen-Moran and Woolfolk Hoy (2001). The Self-Efficacy Belief Scale (SEBS) lie on several different levels, varying in psychological character from general self-efficacy which appears to be interchangeable with self-confidence in one's competence broadly defined; to domain self-confidence to perform the tasks involved in pursuing a career; and to more narrowly defined domain confidence to perform specific tasks (Lucas, 2005). With this in mind the SES was designed to include a range of self-efficacy questions about general academic self-confidence and also domain specific questioning. The measurement is anchored on a four point scale. The four-point scale is rated at: 1 = Not at all true, 2 = Hardly true, 3 = Moderately true, 4 = Exactly true. There are 10 items on the test.

**Validation of Instrument** The Self-Efficacy Belief Scale (SEBS) was adopted instrument which has already been standardized. It was developed and standardized by Tschannen-Moran & Woolfolk Hoy (2001). This current researchers therefore adopted the instruments and did not have need to do any further validation.

**Reliability of the Instrument** The instrument was trial tested, on 30 police personnel in Enugu State who were not participating in the main study. Copies of the questionnaire were given to them to fill and collected immediately. These were collected and analysed using Crombach alpha reliability method and it yielded a coefficient aloha of 0.954.

**Method of Data Collection** The researchers will adopt direct delivery and retrieval method in administering the instrument. The researchers made use of seven research assistants who were instructed on the relevance of the study and method of administering the instruments to avoid faking. The research assistants took part in this study. They comprise the seven female police officers in each of the selected police division. The reason for adopting this method was to help in ensuring a high return rate of the instrument.

**Method of Data Analysis** The data generated were analyzed using aggregate scores and ANOVA to answer the research question and test the null hypotheses respectively. The scoring and interpretation of the instrument were guided by the manual of the instrument. Scores ranging from 10 to 24 indicate low self-efficacy belief while scores ranging from 25 to 40 indicate high self-efficacy belief. For the null hypotheses, when the P value is less than 0.05 level of significance we do not accept the null hypothesis but if it is greater than 0.05 then we accept the null hypothesis.

**Results**

**Research Question 1**

What are the self-efficacy belief scores of the police personnel in Anambra state?

**Table 1: RANGE OF SCORES ON SELF-EFFICACY BELIEF OF POLICE PERSONNEL IN ANAMBRA STATE**

Range of scores	N	%	Remarks
10 – 24	206	29.80	Low self-efficacy belief
25 – 40	485	70.20	High self-efficacy belief

Table 1 shows that 485(70.2%) of the police personnel in Anambra state police formation who scored between 25 and 40 have high self-efficacy belief, while 206 (29.8%) others who scored between 10 and 24 have low self-efficacy belief.

**Null Hypothesis 1**

There is no significant difference in self-efficacy belief mean scores of male and female police personnel in Anambra State

**Table 2 t-test ON THE SELF-EFFICACY BELIEF MEAN SCORES OF MALE AND FEMALE POLICE PERSONNEL IN ANAMBRA STATE**

Source of variation	N	Mean	Sd	Cal.	df	Pvalue	Remark
Male	462	29.92	7.60				
Female	229	28.76	8.28	1.84	689	0.066	NS

In table 2, it was observed that at 689 df and 0.05 level of significant, the calculated  $t=1.84$  with  $P\text{-value}=0.066$  which is greater than the 0.05, the fifth null hypothesis is accepted. Therefore, male and female police personnel in Anambra state do not differ significantly in their self-efficacy belief scores.

**Null Hypothesis 2**

There is no significant difference in self-efficacy belief mean scores of police personnel in Anambra State based on the educational attainment.

**Table 3: ANOVA ON THE SELF-EFFICACY BELIEF MEAN SCORES OF POLICE PERSONNEL IN ANAMBRA STATE BASED ON THEIR EDUCATIONAL ATTAINMENT**

Source of variation	Sum of Square	Df	Mean Square	Cal.F	Pvalue	Remark
Between Groups	2052.745	3	684.248	11.624	0.000	S
Within Groups	40441.206	687	58.866			
Total	42493.951	690				

Table 3 indicates that at 0.05 level of significant, 3df numerator and 687 df denominator, the calculated  $F=11.62$  with  $P\text{-value} = 0.000$  which is less than the 0.05, the sixth null hypothesis is not accepted. Therefore, police personnel in Anambra state differ significantly in their self-efficacy belief scores based on their educational attainment.

The results of the study revealed some very important findings about the Nigeria Police personnel. The implications of the findings for fighting crime in Anambra state were reflected in the course of the discussions. The first finding states that Many 70.2 percent of the police personnel in Anambra state police formation have high self-efficacy belief. It was not surprising to find that a good number (70.20%) of police personnel in Anambra state displayed high self-efficacy belief, this reflected the observation of Ezeakabekwe and Nwankwo (2020) that Police personnel with a strong sense of self-efficacy are able to develop deeper interest in the policing activities in which they participate. Again, the result of testing one the hypothesis of the study which states that there is no significant difference in self-efficacy belief scores of male and female police personnel in Anambra State means that male and female police personnel in Anambra state do not differ significantly in their self-efficacy belief scores, this finding buttresses the suggestion made by Aremu (2021) that police women and police men should engage in the same work, as different things with different principles would result in real justice. A recent finding by Ogunyemi, Fasanmi and Adesoye (2020) also showed that police personnel gender has only a weak effect on their set of beliefs which determine how well they can execute a plan of action in prospective situations, attitudes toward community policing and crime prevention. However, there was some limited evidence showing that male and female officers differ in their belief in own ability to succeed in specific situations or accomplish (Aborisode & Adedayo, 2021). This contradicts the views of Hassell, Archbold and Stichman (2011) who upheld that the integration of gender issues in law enforcement is a key to operational effectiveness and institutional credibility in Nigeria. However, critical appraisal of the attributes of self-efficacy showed varied results and findings in terms of educational attainment and gender (Ozor & Okafor, 2015).

The result of the second hypothesis shows that police personnel in Anambra state differ significantly in their self-efficacy belief scores based on their educational attainment. Educational attainment of the Nigerian Police personnel refers to the highest level of education that the personnel has successfully completed. Successful completion of a level of education refers to the achievement of the learning objectives of that level, typically validated through the assessment of acquired knowledge, skills and competencies. It essentially entails the police personnel's selfless behaviour in the process or toward the achievement of the goals and values. Accordingly, Ghazinour and Rostami (2021) noted that resilient and well-educated police personnel could form a stronger sense of commitment to their interests, recover quickly from setbacks and disappointments. To be able to combat crime effectively in Anambra state, it is better for the Nigerian Police personnel to have constructive and positive mutual influence between their organizational commitment and self-efficacy, than negative and uninspiring influence that do not promote the productivity, efficiency, and overall performance that led to development (Sun, Wu, Otu, Aro, Akor & Nnam, 2022).

Actually, self-efficacy is developed from the external experiences, self-perception, education and self-conviction (Emeriau-Farges, Deschênes & Dussault, 2019). These variables are very important attributes of social learning which when possessed by the Nigerian Police personnel would significantly be influential in determining the outcome of many events, including effective actions against crime in Nigeria. Individuals with high

self-efficacy are more likely to view difficult tasks as something to be mastered and conquered rather something to be dreaded and avoided. To effectively combat crime in Anambra state, the Nigerian Police must be composed of personnel who believe and are very capable of performing very well, as well as see the difficult task of overcoming crime as something to be mastered and conquered, and not a dreadful goal that may not be accomplished.

### Conclusion and Recommendations

The current study makes contribution to knowledge as it shows the extent Nigerian police personnel studied possess self-efficacy belief and how they differ statistically in their self-efficacy belief scores based on gender and educational attainment.

The findings of the current study have necessitated a number of recommendations to be made concerning the study, its findings, and the Nigerian Police personnel. The recommendations are highlighted below. (a) During the police leaders' selection and promotion processes, organizations shall either select or promote personnel with the appropriate level of self-efficacy belief. (b) In developing successful police personnel the Nigeria police commission should employ the services of professional guidance counsellors through workshops and conferences. (c) Nigerian Police Force as an organization should do everything possible to provide a healthy psychological environment to make policing an interesting career, as modern policing is not determined by only physical capabilities.

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### **Biographical Note**

**Henrietta Ngozi CHUKWUEGBO**, is a Student in the Department of Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University, Awka NIGERIA. Email: ngozichukwuegbo2016@gmail.com

**Ikechukwu Augustines NWOSU**, is a Lecturer in the Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University, Awka NIGERIA Email: [ia.nwosu@unizik.edu.ng](mailto:ia.nwosu@unizik.edu.ng)

**Valentina Anulika ETELE** *PhD* is a Lecturer in the Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University, Awka NIGERIA Email: [av.etele@unizik.edu.ng](mailto:av.etele@unizik.edu.ng)

**Obianuju Blessing MOKWELU** *PhD* is a Lecturer in the Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University, Awka NIGERIA Email: [ob.mokwelu@unizik.edu.ng](mailto:ob.mokwelu@unizik.edu.ng)

**Joy-Sylvia Chisara OBI**, *PhD* is a Lecturer in the Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University, Awka NIGERIA. Email: [js.obi@unizik.edu.ng](mailto:js.obi@unizik.edu.ng)

**Nkechi Chinwe EZEBUDE** *PhD* is a Lecturer in the Department of Educational Foundations, Chukwuemeka Odumegwu Ojukwu University, Igbariam NIGERIA. Email: [nkechiezebude@yahoo.com](mailto:nkechiezebude@yahoo.com)

**Christopher Amobi NWANKWO** *PhD* is a Professor of Counselling Psychology in the Department of Guidance and Counselling, Faculty of Education, Nnamdi Azikiwe University, Awka NIGERIA, Email: [ca.nwankwo@unizik.edu.ng](mailto:ca.nwankwo@unizik.edu.ng)