Chapter 3

Preliminary Data Analysis

In this chapter we describe the preliminary data analysis for our study. We begin with a description of the data structure. Next we present frequency distributions of the basic variables of interest. Finally we present graphs and tables summarizing the association between the determinants and outcomes.

3.1 Description of the Variables

The variables under study may be classified as determinants, intervening variables, and outcomes. These variables and their roles and data types are listed in Table 3.1. For convenience of statistical analysis, the variables taking integer values on a range (such as age and length of service) were regarded as being of continuous data type.

As Table 3.1 shows, there were 13 basic determinants. Two of these determinants (religion and education) were binary, three (rank, salary, adequacy of salary) of ordinal data type, four (police station, spoken language, marital status and duty) were norminal, and three (age, length of service and length of duty) were continuous.

We classified the roles of one set the variables (those describing experience of violence) as intervening. These were all of ordinal data type.

The outcomes of interest in the study were the feelings in part 1 (all binary variables), and the feelings in part 2 (ordinal with 2-4 levels) and the feelings in part 3 (ordinal with 4 levels).

Table 3.1 thus lists the roles and types of the variables measured in the study.

Variable	*Role*	*Type*
Subject	Identifier	
Police Station	Determinant	Nominal (12)
Age	Determinant	Continuous
Length of service	Determinant	Continuous
Rank	Determinant	Ordinal (6)
Salary	Determinant	Ordinal (4)
Adequacy of salary	Determinant	Ordinal (3)
Education	Determinant	Binary
Home province	Determinant	Nominal
Religion	Determinant	Binary
Spoken language	Determinant	Nominal (4)
Marital Status	Determinant	Nominal (3)
Duty	Determinant	Nominal (11)
Length of duty	Determinant	Continuous
Experience of Violence	Intervening	Ordinal (2-5) × 18
Feelings: Part 1	Outcome	Binary × 11
Feelings: Part 2	Outcome	Ordinal (2-4) × 12
Feelings: Part 3	Outcome	Ordinal (4) × 14

Table 3.1: Variables and their Roles and Data Types

3.2 Frequency Distributions of the Determinants

Data from Tables 3.2 show the frequency distributions of the categorical determinants. That most of the Subjects were from Saiburee police station (13.61%), Su-ngi-padee (10.89%), Ra-nge (10.4%), Muang Yala (9.4%), Banangsata (8.7%), Yaha (8.7%), Muang Pattani (8.4%), and the remainder from Mealan, Ja-kwa, Kapo and Srisakorn.(6.19%,5.94, 5.69, 5.19 respectively)

With respect to rank, 27.7% were lance corporals, 23.0% were sergeants, 18.3% were corporals, 15.3% were sergant majors, 12.4% were senior sergeant majors, and 3.5% were constables.

According to salary, 55.7% earned 5,100-8,100 baht, 35.6% carned 8,100-12,000 baht, 7.4% earned 12,001-16,000 baht, and 1.2% earned more than 16,000 baht.

For adequacy of salary, 46.8% reported some sometimes not enough and sometimes enough, 32.2% reported not enough, and 21.0% reported enough.

For education, 84.9% were below the bachelor degree level.

Determinant	*Categories*	*Count*	*Percent*
Police Station	Kapo	23	5.69
	Saiburee	55	13.62
	Mealan	25	6.19
	Muang Pattani	34	8.42
	Bannagsata	35	8.66
	Yaha	35	8.66
	Ja-kwa	24	5.94
	MuangYala	38	9.41
	Su-ngi-padee	44	10.89
	Ja-nae	28	6.93
	Ra-nge	42	10.39
	Srisakorn	21	5.19
Rank	Constable	14	3.47
	Lance Corporal	112	27.72
	Corporal	74	18.32
	Sergeant	93	23.02
	Sergeant Major	62	15.35
	Senior Sergeant Major	49	12.38
Salary	5,100 - 8,100 Baht	225	55.69
	8,100-12,000 Baht	144	35.64
	12,001-16,000 Baht	30	7.43
	>16,000 Baht	5	1.24
Adequacy of salary	Not enough	130	32.18
	Enough	85	21.04
	Sometimes not enough and sometimes enough	189	46.78
Education	Below B.A	343	84.90
	B.A or above	61	15.10
Home province	Nakhon-sri-thammarat	25	6.19
	Songkhla	137	33.91
	Satun	10	2.48
	Trang	12	2.97
	Pattalung	58	14.36
	Pattani	57	14.11
	Yala	33	8.17
	Narathiwat	45	11.14
	other	27	6.68
Religion	Buddhist	313	77.48
	Muslim	91	22.53
	other	0	0

Table 3.2.1: Distributions of categorical determinants

Determinant	*Categories*	*Count*	*Percent*
Spoken language	Thai	348	86.14
	Malayu	12	2.97
	Thai and Malayu	44	10.89
	Other	0	0.00
Marital Status	single	103	25.49
	married	295	73.02
	divorced	6	1.49
Duty	To look around by motorcycle	88	21.78
	To look around by car	73	18.07
	To look around by walking	12	2.97
	community relations	19	4.70
	security of station	26	6.44
	police kiosk at a street	55	13.61
	communication	8	1.98
	to take fingerprints	13	3.22
	public relations	12	2.97
	administration or subjugate or salary	90	22.28
	traffic control	8	1.98

Table 3.2.2 Frequency Distributions of Categorical Determinants (ctd)

For home province, 33.9% were from Songkhla, 14.4% were from Pattalung, 14.1% were from Pattani, 11.1% were from Narathiwat, 8.2% were fromYala, and the rest were from Nakhon-sri-thammarat,Trang and Satun. (6.19%, 2.97% and 2.48% respectively).

For religion most were of buddhist religion (77.5%), with the rest muslim.

For spoken language most spoke Thai only (86.1%), 10.9% spoke Thai and Malayu, and 3.0% only Malayu.

For marital status, 73.0% were married, 25.5% were single, and 1.5% were divorced.

For the duty, 22.3% were administration or subjugate or salary. Another 21.8% were to look around by motorcycle, 18.1% were to look around by car, 13.6% were in a police kiosk at a street, 6.4% were in security at the station, and the rest were community relations to take fingerprints, or to look around by walking, public relations, communication and traffic control. (3.22%, 2.97%, 2.97%, 1.98% and 1.98% respectively)

Figure 3.1 shows the frequency distribution of the police officers' ages. This distribution was slightly skewed to the right, with coefficient of skewness 1.024, and the ages ranged from 22 to 55 years. The median age was 32 years, the mean 34.31 years, and the standard deviation was 6.82 years.

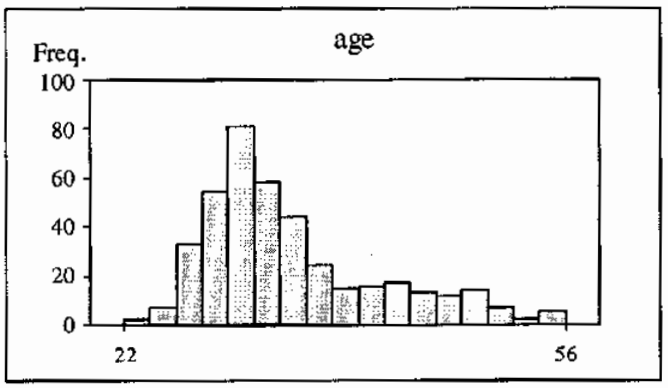

Figure 3.1: Histogram of police officers' age

Figure 3.2 shows the distribution of the length of service. The length of service ranged from 1 to 37 years with mean of 11.43 and standard deviation 7.78. The coefficient of skewness in this distribution is 1.24.

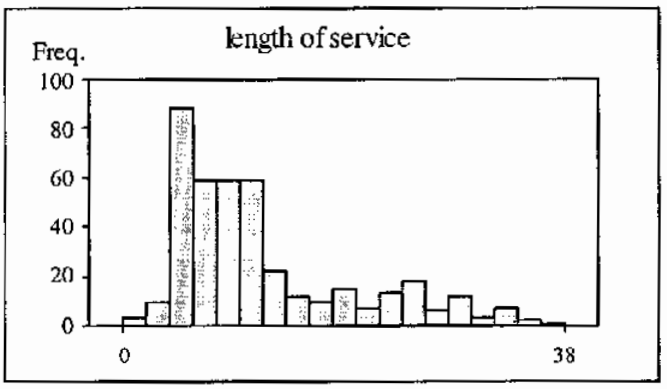

Figure 3.2 : Histogram of police officers' length of service.

Figure 3.3 shows the distribution of the length of duty. The length of duty ranged from 1 to 33 years with mean 9.37 and standard deviation 6.73. The coefficient of skewness in this distribution is 1.45.

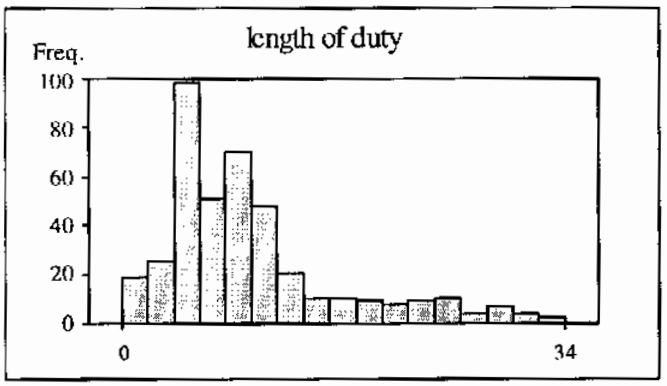

Figure 3.3 : Histogram of police officers' length of duty

3.3 Distributions of Intervening Variables

The intervening variables were concerned with facts and perceptions of the police officers towards violence based on their experiences. Most of them sought binary responses ("yes" or "no"). Table 3.3 shows the frequency distributions of the binary intervening variables. The counts are the numbers giving the response "yes".

Binary Response Questionnaire Item	*count*	*percent*
Q16: Have you ever seen a police officer shot dead?	281	69.5
Q17: Has any police officer related to you been shot dead?	363	89.9
Q18: Have you ever been injured or shot by a group of smugglers?	39	9.7
Q20: Did you ever expect that a situation involving stealthy attack on police officers would turn out like hat?	215	53.1
Q21: If so, did you protect your body with armour?	209	97.2
Q22: Have you ever seen violence like this before in the three southern provinces of Thailand?	124	65.7
Q26: Have you ever suffered heavy losses before you experienced the vital losses of this time?	98	24.3
Q29.1 Do you & your family sympathize more with each other?	353	87.4
Q29.2 Do you & you family have more disagreements?	19	4.7
Q29.3 Do you join with your neighbors more than ever?	323	79.9
Q29.4 Do you have to work harder?	381	94.3
Q29.5 Do you drink alcohol more?	15	3.7
Q29.6 Do you have to sleep by taking sleeping pills?	11	2.7
Q29.7 Do you have to take more medicines to relax?	23	5.7
Q29.8 Do you feel stronger to face all situations?	352	87.1
Q29.9 Do you feel you are more optimistic?	110	27.6
Q29.10 Has your income increased?	25	6.0
Q29.11 Do you need to suffer more to earn a living?	168	41.6

Table 3.3: Distributions of binary intervening variables

We next report on the intervening variables with more than two response categories.

Table 3.4 and Figure 3.4 show the distribution of responses to Question 19, which relates to the harmful attack.

Police mental health study

How do you think about being attacked by harmful?	*Size*	*Proportion*
No	1	0.0025
Little	14	0.0347
Middle	29	0.0718
strong	146	0.3614
very strongly	214	0.5297

Table 3.4: Numerical responses to Question 19

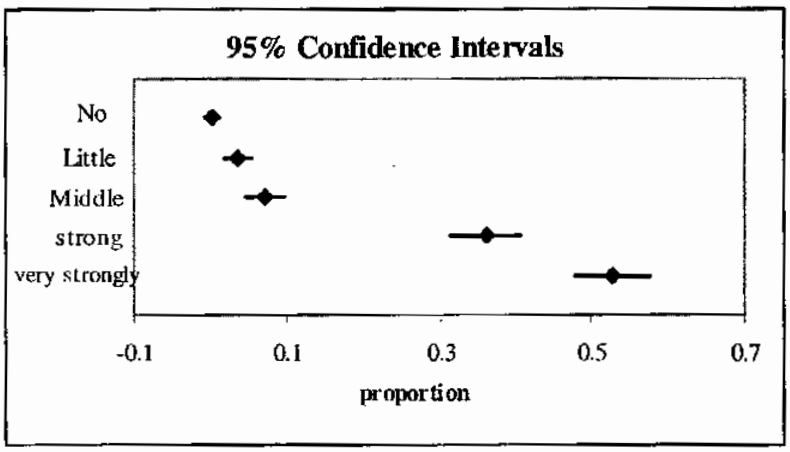

Figure 3.4: Graphical responses to Question 19

If a positive response was given to Question 22, the subject was asked to specify their experience with violence. These responses are shown in Table 3.5.

Response	*count*	*percent*
1: Justifiable homicide	19	15.32
2: Fighting with communists	17	13.71
3: Fighting at the border	28	22.58
4: Never experienced violence	42	33.87
5: Other (specify)	18	14.52

Table 3.5: Distribution of experience of violence

Similarly, if a positive response was given to Question 26, the subject was asked to specify their experience with loss. These responses are shown in Table 3.6.

Response	*count*	*percent*
1: Loss of beloved person	42	42.9
2: Loss of property	7	7.1
3: Getting wounded	20	20.4
4: Having been to war	9	9.2
5: Having seen beloved ones violently injured	20	20.4

Table 3.6: Distribution of experience of loss

There were three other questions for which responses having more than two categories were sought. Tables 3.7 and 3.8 give their frequency distributions.

Questionnaire Item	*response*	*count*	*percent*
Q24: How does the present violent situation compare with violent situations you have experienced in the past?	Less so	36	8.9
	same	96	27.4
	worse	272	67.3
Q25: How much have you lost from this violent situation?	nothing	16	4.0
	a little	27	6.7
	moderate	50	12.4
	much	156	38.6
	very much	155	38.4

Table 3.7: Distributions of responses to questions 24 and 25

Questionnaire Item	*Response*	*count*	*percent*
Q28: How do you feel about the smugglers attacking the police officers?	Somebody is guilty & responsible	143	35.4
	Politicians must take responsibility	245	60.6
	I've forgotten about it	8	2.0
	I feel indifferent to the situation	8	2.0

Table 3.8: Distribution of responses to question 28

3.4 Distribution of Structured Outcome Variables

For convenience the outcomes were divided into three components of the questionnaire: Parts 1, 2 and 3. Part 1 comprised of 11 items, each measured on a binary scale, concerned with possible lifestyle changes of the subjects as a result of the violent situation. Part 2 comprised of 12 items, each measured on a four-point scale, concerned with general health and well-being known as the *General Health Questionnaire* (GHQ-12). And Part 3 comprised of 15 items, each with four response levels, concerned with the impacts of life events using the *Impact of Events Scale* (IES-15).

Table 3.9 lists numerical summaries of the responses to Part 1.

Numerical Summaries: Police mental health study								
Variable	**Size**	**Mean**	**StDev**	**Skew**	**Kurt**	**Min**	**Med**	**Max**
Q29.1[1]	404	0.874	0.333	-2.259	3.119	0	1	1
Q29.2	404	0.047	0.212	4.295	16.531	0	0	1
Q29.3	404	0.800	0.401	-1.502	0.256	0	1	1
Q29.4	404	0.943	0.232	-3.839	12.798	0	1	1
Q29.5	404	0.037	0.189	4.914	22.261	0	0	1
Q29.6	404	0.027	0.163	5.832	32.167	0	0	1
Q29.7	404	0.057	0.232	3.839	12.798	0	0	1
Q29.8	404	0.871	0.335	-2.226	2.968	0	1	1
Q29.9	404	0.272	0.446	1.027	-0.950	0	0	1
Q29.10	404	0.062	0.241	3.650	11.381	0	0	1
Q29.11	404	0.416	0.493	0.343	-1.892	0	0	1

Table 3.9: Numerical summaries of questionaire outcome.

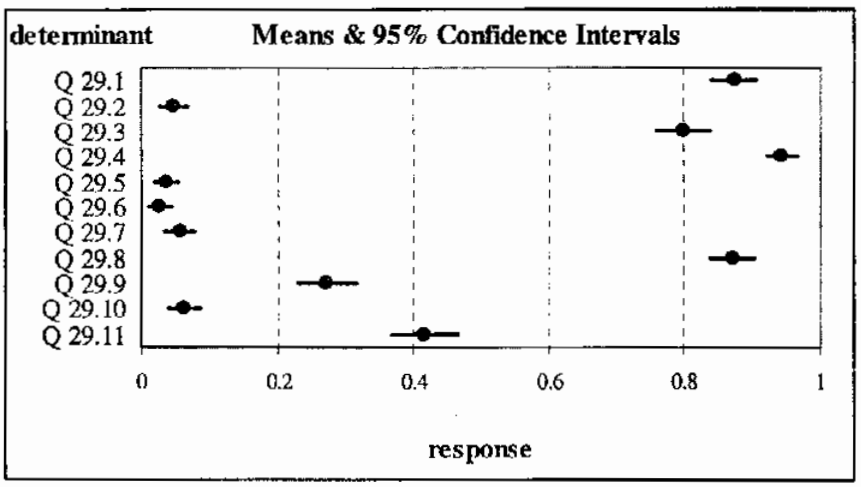

Figure 3.5: Comparison of questionaire outcome

Figure 3.5 Shows a comparison of Questionire in part 1 comprised of 11 item. The item with highest means scores were Q29.4 (Do you have to work harder?, mean scores 0.943). The items with lower mean scores was Q29.6 (Do you have to sleep by taking sleeping pills?, mean scores 0.027)

[1] Q29.1 means questionire item 29.1, 29.2.....see appendix.

Tables 3.10 and 3.11 list numerical summaries of the responses to these questionnaires.

Numerical Summaries: Police mental health study								
Variable	**Size**	**Mean**	**StDev**	**Skew**	**Kurt**	**Min**	**Med**	**Max**
Pt2.1[2]	404	1.050	0.628	0.688	1.639	0	1	3
Pt2.2	404	1.188	0.558	1.065	2.177	0	1	3
Pt2.3	404	0.790	0.616	0.292	0.059	0	1	3
Pt2.4	404	0.844	0.621	0.241	0.045	0	1	3
Pt2.5	404	1.069	0.921	0.245	-1.090	0	1	3
Pt2.6	404	0.748	0.810	0.689	-0.566	0	1	3
Pt2.7	404	1.210	0.583	0.989	1.755	0	1	3
Pt2.8	404	0.953	0.532	0.449	2.588	0	1	3
Pt2.9	404	0.700	0.773	0.768	-0.295	0	1	3
Pt2.10	404	0.644	0.826	1.010	-0.012	0	0	3
Pt2.11	404	0.210	0.525	2.775	8.080	0	0	3
Pt2.12	404	1.054	0.490	1.019	4.389	0	1	3

Table 3.10: Numerical summaries of GHQ-12

Numerical Summaries: Police mental health study								
Variable	**Size**	**Mean**	**StDev**	**Skew**	**Kurt**	**Min**	**Med**	**Max**
Pt3.1[3]	404	1.475	0.909	-0.165	-0.809	0	2	3
Pt3.2	404	1.453	0.888	-0.188	-0.775	0	2	3
Pt3.3	404	1.394	1.103	-0.001	-1.362	0	2	3
Pt3.4	404	1.079	0.978	0.304	-1.136	0	1	3
Pt3.5	404	1.381	0.965	-0.093	-1.055	0	2	3
Pt3.6	404	0.559	0.856	1.291	0.460	0	0	3
Pt3.7	404	1.156	1.120	0.308	-1.373	0	1	3
Pt3.8	404	0.983	0.985	0.395	-1.211	0	1	3
Pt3.9	404	1.401	1.017	-0.042	-1.156	0	2	3
Pt3.10	404	1.351	0.969	0.021	-1.035	0	1	3
Pt3.11	404	1.455	0.953	-0.088	-0.947	0	2	3
Pt3.12	404	1.292	1.044	0.011	-1.319	0	1.5	3
Pt3.13	404	1.394	1.004	-0.068	-1.138	0	2	3
Pt3.14	404	1.527	0.992	-0.106	-1.026	0	2	3
Pt3.15	404	1.163	1.070	0.281	-1.277	0	1	3

Table 3.11: Numerical summaries of IES-15

[2] Pt2.1 means questionire in part 2 item 1,2.....see appendix.

3. pt3.1 means questionire in part 3 item 1,2 .....see appendix.

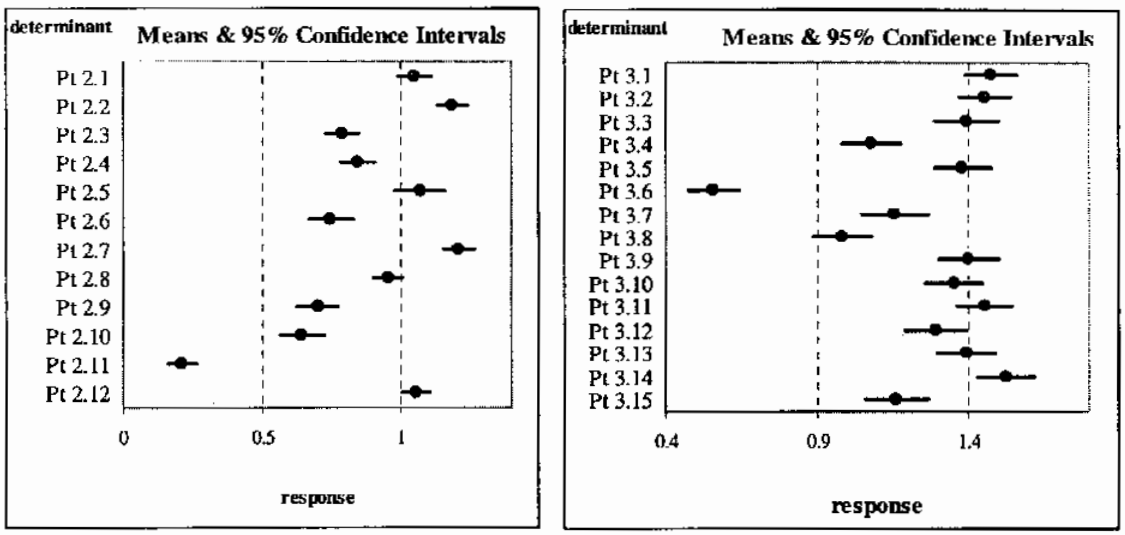

Figure 3.6: Comparison of questionaire outcome in part2 and part3.

Figure 3.6 shows a comparison of questionire in part2 General Health Questionire (GQH-12) and part3 Impact of Event Scale (IES-15). The items with highest means scores was Pt2.7 (Been able to enjoy your normal day-to-day activitics?, mean scores 1.210). The items with lower mean scores was Pt2.11 (Been thinking of yourself as a worthless person ?, mean scores 0.210).

The items with highest means scores were Pt3.14 (Any reminder brought back feelings about it., mean scores 1.527). The items with lower mean scores was Pt3.6 (I had dream about it., mean scores 0.559).

3.5 Correlations between Questionnaire Responses

The data in table 3.12 shows the correlation coefficients relating the responses on the outcome questionnaire. The presents positive coefficients, ranging from 0.003, between items 29.7 (Do you have to take more medicines to relax?) and item 29.1 (Do you & your family sympathize more with each other?), to 0.550, between items 29.7 (Do you have to take more medicines to relax?) and item 29.6 (Do you have to sleep by taking sleeping pills?).

Table 3.13 shows the correlation coefficients relating the responses on the GHQ questionnaire. All are positive coefficients ranging from 0.138, between items 2 (lost much sleep over worry?) and 6 (felt you couldn't overcome your difficulties?) to 0.614, between items 9 (been feeling unhappy and depressed) and 10 (been losing confidence in yourself?).

Pairwise correlations (standard deviations in diagonal)											
Q29.1	0.333										
Q29.2	-0.127	0.212									
Q29.3	0.312	-0.035	0.401								
Q29.4	0.164	-0.097	0.117	0.232							
Q29.5	-0.004	0.204	-0.065	0.048	0.189						
Q29.6	0.018	0.107	0.046	-0.025	0.289	0.163					
Q29.7	-0.003	0.147	0.016	0.014	0.234	0.550	0.232				
Q29.8	0.210	-0.089	0.195	0.129	-0.159	0.019	0.031	0.335			
Q29.9	0.082	-0.005	0.154	0.030	0.056	0.103	0.138	0.152	0.446		
Q29.10	0.036	0.089	0.052	-0.026	0.058	0.083	-0.019	0.037	0.120	0.241	
Q29.11	0.079	0.145	-0.004	0.077	0.020	0.075	0.074	0.024	-0.031	-0.050	0.493
	Q29.1	Q29.2	Q29.3	Q29.4	Q29.5	Q29.6	Q29.7	Q29.8	Q29.9	Q29.10	Q29.11

Table 3.12: Correlations between responses for outcome in part1 (binary)

Pairwise correlations (standard deviations in diagonal)											
Pt2.1	0.628										
Pt2.2	0.285	0.558									
Pt2.3	0.258	0.231	0.616								
Pt2.4	0.325	0.235	0.472	0.621							
Pt2.5	0.264	0.249	0.152	0.193	0.921						
Pt2.6	0.195	0.138	0.216	0.228	0.436	0.810					
Pt2.7	0.229	0.168	0.199	0.214	0.388	0.407	0.583				
Pt2.8	0.245	0.197	0.356	0.369	0.204	0.289	0.432	0.532			
Pt2.9	0.250	0.188	0.216	0.187	0.510	0.485	0.465	0.382	0.773		
Pt2.10	0.245	0.248	0.311	0.313	0.427	0.440	0.398	0.431	0.614	0.826	
Pt2.11	0.209	0.203	0.329	0.200	0.313	0.405	0.309	0.329	0.400	0.454	0.525
Pt2.12	0.193	0.153	0.211	0.183	0.316	0.191	0.385	0.333	0.384	0.361	0.399	0.490
	Pt2.1	Pt2.2	Pt2.3	Pt2.4	Pt2.5	Pt2.6	Pt2.7	Pt2.8	Pt2.9	Pt2.10	Pt2.11	Pt2.12

Table 3.13: Correlations between responses for GHQ12

Table 3.14 shows the correlation coefficients relating the responses on the IES15 questionnaire. All are positive coefficients as well ranging from 0.062, between items 1 (I thought about it when I didn't mean to) and 8 (I felt as if it hadn't happened or it wasn't real) to 0.564, between items 9 (I tried not to talk about it) and 13 (I tried not to think about it).

Unfurtunately, and mistakingly questions 9 and 13 have similar wordings: the only difference is that item 13 replaces the word *talk* by *think*. Moreover, examination of the Thai translation of the IES15 questionnaire revealed that the translations of items 9 and 13 were actually identical: both used the word *talk*.

As given that the questions were the same, although inadvertantly so, hence the responses did not correlate perfectly, indicating that some of the respondents had failed to concentrate on the task and had short attention spans.

Pairwise correlations (standard deviations in diagonal)

	Pt3.1	Pt3.2	Pt3.3	Pt3.4	Pt3.5	Pt3.6	Pt3.7	Pt3.8	Pt3.9	Pt3.10	Pt3.11	Pt3.12	Pt3.13	Pt3.14	Pt3.15
Pt3.1	0.909														
Pt3.2	0.464	0.888													
Pt3.3	0.192	0.405	1.103												
Pt3.4	0.348	0.424	0.482	0.978											
Pt3.5	0.336	0.380	0.346	0.541	0.965										
Pt3.6	0.196	0.256	0.260	0.433	0.369	0.856									
Pt3.7	0.198	0.345	0.310	0.367	0.395	0.413	1.120								
Pt3.8	0.062	0.162	0.278	0.187	0.151	0.279	0.331	0.985							
Pt3.9	0.231	0.290	0.266	0.267	0.261	0.277	0.450	0.418	1.017						
Pt3.10	0.393	0.371	0.279	0.421	0.438	0.355	0.396	0.209	0.338	0.969					
Pt3.11	0.331	0.374	0.230	0.363	0.369	0.335	0.363	0.141	0.343	0.622	0.953				
Pt3.12	0.185	0.234	0.236	0.279	0.396	0.388	0.296	0.229	0.298	0.364	0.424	1.044			
Pt3.13	0.216	0.247	0.303	0.289	0.283	0.280	0.367	0.288	0.564	0.299	0.336	0.394	1.004		
Pt3.14	0.316	0.362	0.309	0.343	0.412	0.321	0.404	0.213	0.370	0.447	0.590	0.457	0.391	0.992	
Pt3.15	0.160	0.110	0.242	0.203	0.192	0.174	0.265	0.309	0.259	0.296	0.323	0.261	0.280	0.272	1.070

Table 3.14: Correlations between responses for IES-15

Table 3.15 shows a crosstabulation of the responses to items 9 and 13 on Part 3 of the questionnaire. The diagonal cells show the numbers of subjects who gave the same response to each question. There were only 237 of the 404 who gave consistent responses.

Item 9/13	not at all	rarely	sometimes	often	***total***
not at all	68	14	17	3	102
rarely	14	50	25	5	94
sometimes	14	28	91	22	155
often	6	4	15	28	53
total	102	96	148	58	404

Table 3.15: Crosstabulation of responses to Items 9 and 13 on IES-15

As reported that a substantial proportion of the subjects did not answer the questionnaire consistently, it was considered not to be appropriate to give the same weight as to those who answered consistently, as such we decided to exclude them from further analysis. It was of interest to compare the two groups of subjects, that is, the 237 who gave consistent responses, with the 167 who gave inconsistent responses, on the basis of the objective to assess any selection bias.

Figure 3.5 shows the association among police station with consistency. It was found that the police officers at *Su-ngi-padee* were more consistent than the others, but there was no overall association between police station and consistency (p-value= 0.23).

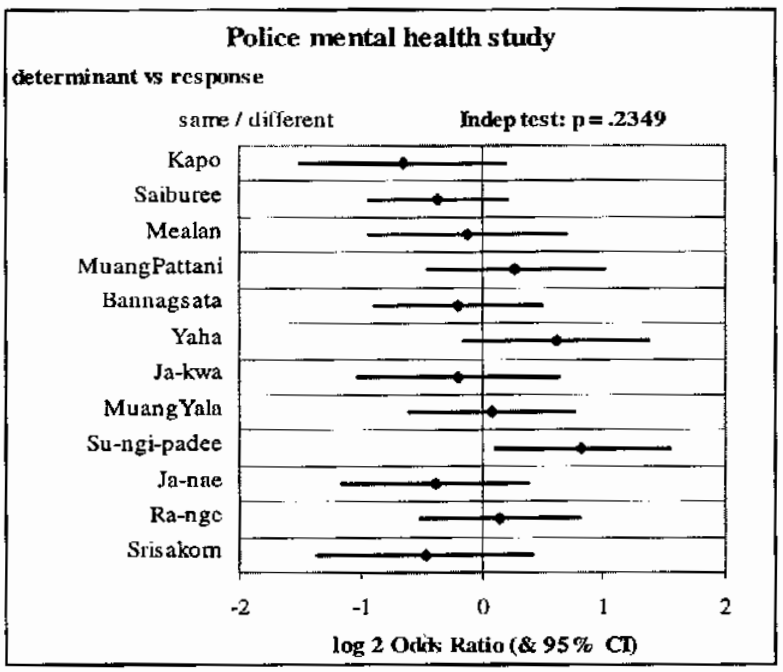

Figure 3.7: Odds ratio plot of police station and consistency of response

Figure 3.6 shows the confidence interval of age and shows box plots of age with consistency. Although there was a tendency for the older officers to be more consistent in their responses, there was insufficient evidence to comfirm an association between age and consistency.

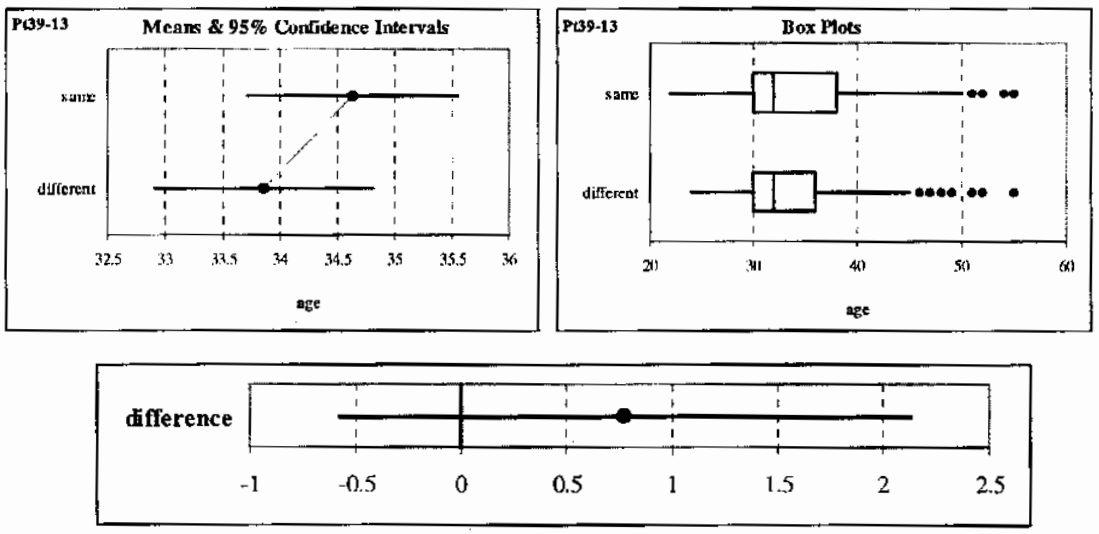

Figure 3.8 95% confidence intervals and box plots of age and consistency response

The analysis of data in Figure 3.7 shows confidence intervals and box plots of length of service by consistency. As expected, the police officers who had greater length of service appeared to be more consistent in their responses, However, the result was not statistically significant.

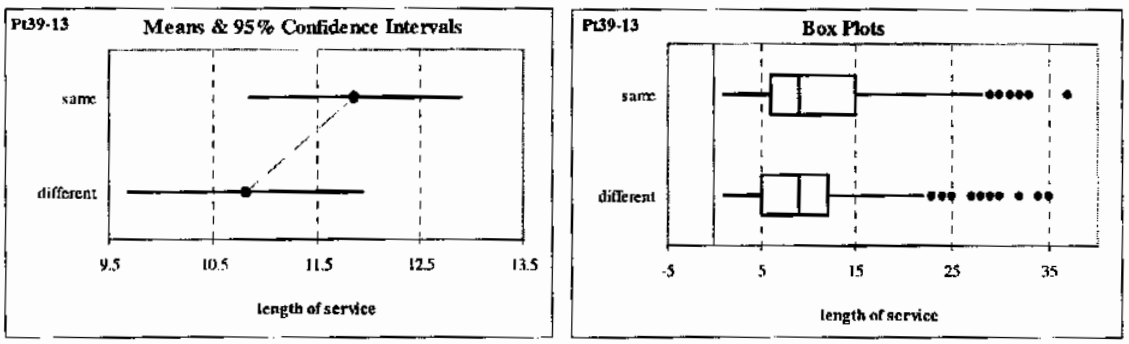

Figure 3.9 95% confidence intervals of length of service and consistency respones

Figure 3.8 shows the association between the rank of police officers and consistency using an odds ratio plot. There is no evidence of an association between rank and consistency (p-value= 0.437).

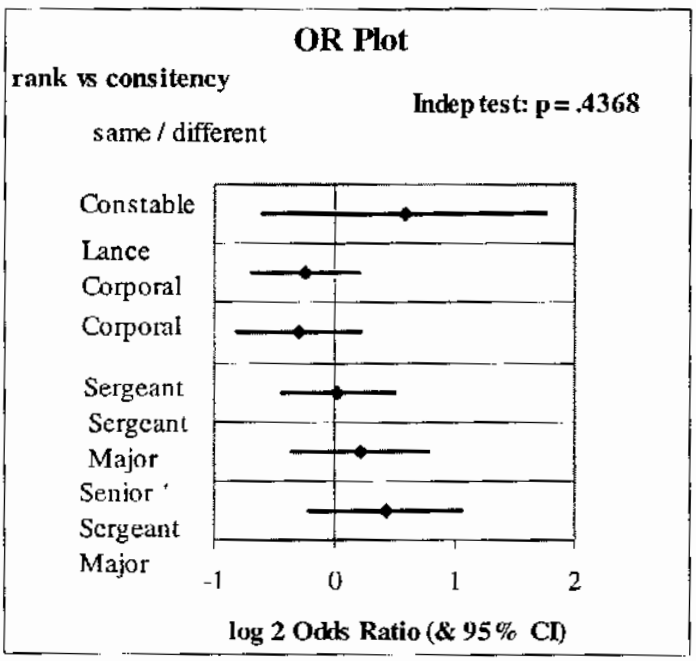

Figure 3.10: Odd ratio plot of rank and consistency of response

The data in figure 3.9 shows an odd ratio plot of salary of police officers with consistency. Although there is insufficient evidence of an association (p-value= 0.44), however, it appeared that the higher earned police officers were more consistent.

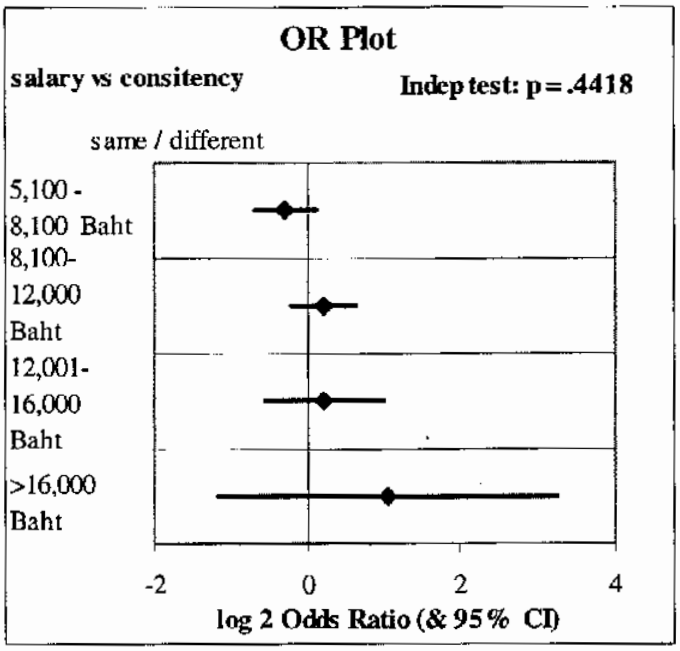

Figure 3.11 : Odds ratio of salary and consistency of response

Figure 3.10 shows an odd ratio plot of adequacy of police officer's salary with consistency. The data revealed that there is no evidence of an association between adequacy of salary and consistency (p-value= 0.43).

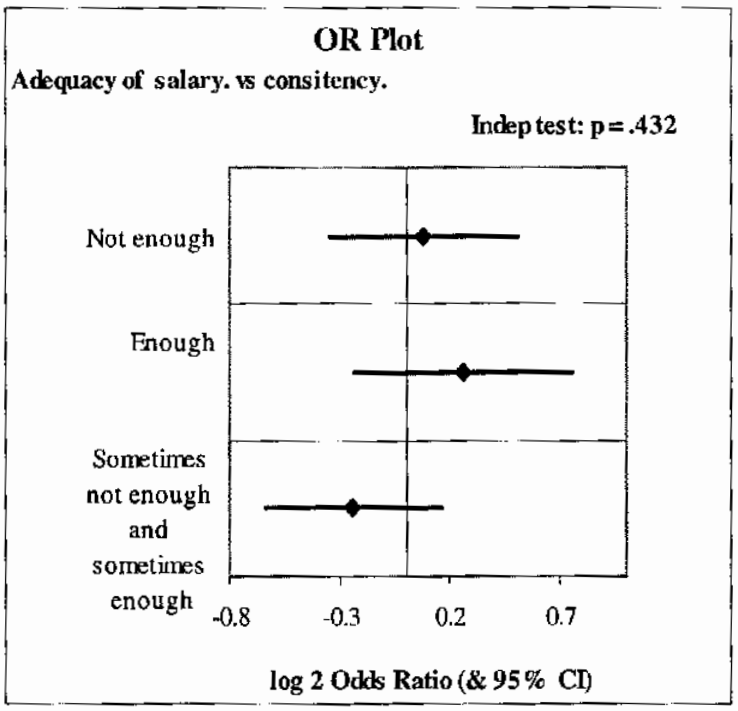

Figure 3.12 : Odd ratio plot of adequacy of salary and consistency of response

We also investigated the associations between consistency of response and the remaining determinants, but found no evidence of an association for any of them. The *p*-values are shown in Table 3.16.

Since none of the determinants were associated with the consistency of the respondents, we concluded that there was no selection bias in excluding the subjects who gave inconsistent responses, and the further analysis was restricted to the 237 police officers who gave identical responses to items 9 and 13 on Part 3 of the questionnaire.

determinant	*p*–value
Police Station	0.235
Age	0.256
Length of service	0.182
Rank	0.437
Salary	0.441
Adequacy of salary	0.432
Education	0.614
Home province	0.415
Religion	0.564
Spoken language	0.502
Marital Status	0.910
Duty	0.756
Length of duty	0.122

Table 3.16 : P-values for relations between determinants and consistency