

The Effect of Self-Efficacy on Work Stress in Brimob Members Who Want to Be Mutated into General Police

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ABSTRACT

This study aimed to analyze the relationship between self-efficacy and work stress among Mobile Brigade (Brimob) personnel who wished to transfer to general-duty police positions. The study employed a quantitative, nonexperimental approach using simple linear regression analysis. The participants were 100 members of the North Sumatra Regional Police Mobile Brigade (Satbrimob Polda Sumut), selected through purposive sampling based on the criteria of being 20–40 years old and holding ranks from Second Police Brigadier (Bripda) to First Police Inspector Assistant (Aiptu). Data were collected using a 10-item Self-Efficacy Scale and a 47-item Work Stress Scale. Reliability testing indicated adequate internal consistency for both instruments, with Cronbach's alpha coefficients of 0.740 for self-efficacy and 0.930 for work stress. Regression analysis showed that self-efficacy was negatively and significantly associated with work stress, with a regression coefficient of $B = -0.618$, $\beta = -0.431$, $t = -4.727$, and $p < 0.001$. Descriptively, respondents' self-efficacy was categorized as high ($M = 33.08$; $SD = 3.158$), while work stress was also categorized as high ($M = 154.26$; $SD = 7.385$). These findings indicate that Brimob personnel with higher self-efficacy tended to experience lower levels of work stress. Nevertheless, the high level of work stress among respondents suggests that stress among Brimob personnel may be associated not only with personal resources but also with operational and organizational factors. The study underscores the importance of strengthening self-efficacy as one psychological resource for managing work stress, accompanied by organizational efforts to manage job demands and psychosocial risks.

Keywords: Self-Efficacy, Work Stress, Brimob, Police, Job Transfer.

I. Introduction

Human resources are fundamental to organizational sustainability because the achievement of organizational goals is strongly influenced by individuals' ability to perform their duties, cope with job demands, and maintain performance under various working conditions. From an occupational health perspective, the quality of the work environment is related not only to productivity but also to an organization's ability to safeguard employees' mental health and psychological well-being. The World Health Organization (WHO, 2022) emphasizes that safe and healthy working environments can support mental health, productivity, and worker retention, whereas excessive demands, long working hours, limited control, hazardous working conditions, and inadequate support can constitute psychosocial risks. Accordingly, human resource management is increasingly important in organizations characterized by high-risk and high-pressure

work, including police institutions (WHO, 2022; WHO & ILO, 2022). Policing is an occupation characterized by high exposure to a range of psychological and operational demands. Vadvilavičius et al. (2023) explain that police personnel face two major groups of stressors: operational stressors arising from the characteristics of police work and organizational stressors arising from organizational systems and environments. Operational stressors may include exposure to traumatic events, safety risks, long working hours, shift work, and emergency situations, whereas organizational stressors may arise from bureaucracy, workplace relationships, facilities, organizational management, and various administrative demands. A systematic review by Galanis et al. (2021) likewise indicates that stress is an important concern among police personnel because the nature of their work exposes officers to various psychosocial risk factors that can affect their physical and psychological well-being (Galanis et al., 2021; Vadvilavičius et al., 2023).

This condition is particularly relevant to personnel of the Mobile Brigade Corps of the Indonesian National Police (Brimob Polri). Based on Regulation of the Indonesian National Police No. 6 of 2025, the Mobile Brigade Unit is responsible for addressing high-level and high-intensity disruptions of public security and order. These duties include handling organized crimes involving firearms and explosives, chemical, biological, radiological, and nuclear threats, counterterrorism operations, mass-riot control, and public assistance and rescue. The Brimob Corps also defines Brimob as the primary implementing element responsible for carrying out the core duties of the Indonesian National Police in addressing high-intensity disruptions of public security and order. These duties indicate that Brimob personnel operate in contexts requiring operational readiness, adaptability, psychological resilience, and readiness to face relatively high levels of risk (Kepolisian Negara Republik Indonesia, 2025; Korps Brimob Polri, 2026). Such high-demand work may generate work stress when job demands are perceived to exceed the resources available to individuals to cope with them. The International Labour Organization (ILO, 2022) explains that work stress occurs when workers perceive job demands as exceeding their abilities or the resources available to address them. Excessive workload, long or irregular working hours, shift work, low job control, unsafe working conditions, role ambiguity, and limited career-development opportunities are among the psychosocial risks that can increase psychological strain. Among Brimob personnel, duties requiring a high level of readiness, deployment mobility, and the possibility of encountering dangerous situations may create conditions that intensify stress when they are not balanced by adequate psychological resources (ILO, 2022; WHO, 2022).

Work stress among police personnel warrants attention because its consequences are not limited to individual psychological conditions but may also affect organizations. Eikenhout et al. (2022) explain that police personnel are continually exposed to stressful situations and chronic job demands that may affect health, motivation, work engagement, performance, absenteeism, and intentions to leave the job. Similarly, a systematic review by Vadvilavičius et al. (2023) indicates that stress among police officers is associated with various consequences, including sleep disturbances, burnout, negative affect, and other psychological problems. Alves et al. (2023) also found that organizational and individual factors are important components associated with burnout among police personnel. Thus, work stress in policing should be understood not only in terms of the magnitude of job demands but also in relation to the psychological resources individuals possess to cope with those demands (Alves et al., 2023; Eikenhout et al., 2022; Vadvilavičius et al., 2023). One psychological resource that may shape how individuals cope with job demands is self-efficacy. Bandura (1997) defines self-efficacy as an individual's belief in their ability to organize and execute the actions required to achieve particular outcomes. Within Social Cognitive Theory, beliefs about personal capability influence how individuals think, feel, motivate themselves, select courses of action, and sustain effort when facing difficulties. Individuals with high self-efficacy tend to appraise difficult tasks as challenges that can be mastered, persist when encountering obstacles, and recover their confidence more quickly after failure. In contrast, individuals with low self-efficacy are more likely to doubt their capabilities and perceive difficult situations as threats that are difficult to control (Bandura, 1997; Eikenhout et al., 2022).

The relationship between self-efficacy and stress can be explained through the way individuals appraise the demands they face. Eikenhout et al. (2022) explain that coping self-efficacy refers to a person's belief in their ability to deal with stressful situations and functions as a personal resource in coping with

stressors. Individuals with high self-efficacy tend to perceive stressful situations as more controllable and are therefore better able to use problem-focused coping strategies. Conversely, individuals with low confidence in their capabilities are more likely to appraise job demands as threatening and burdensome. In the Brimob context, believing that one is capable of mastering tasks, facing risks, solving problems, and adapting to assignments may constitute an important psychological resource for reducing stress responses to job demands (Bandura, 1997; Eikenhout et al., 2022). The role of self-efficacy as a personal resource has also received empirical support in studies of high-demand occupations. In two longitudinal studies of Dutch police personnel, Eikenhout et al. (2022) found that coping self-efficacy could weaken the effects of several chronic stressors, including scheduling and workload, on burnout. The studies also demonstrated a direct negative relationship between coping self-efficacy and burnout. More recent findings by Saeidavi et al. (2025) indicate that self-efficacy-based interventions can be used to manage employee stress, while Zayed et al. (2026) position self-efficacy as a psychological resource involved in coping with occupational stress. These findings suggest that beliefs about personal capability are a relevant psychological resource for explaining how individuals respond to job-related pressure (Eikenhout et al., 2022; Saeidavi et al., 2025; Zayed et al., 2026).

Although the relationship between personal factors and psychological stress among police personnel has received attention in the literature, available research has largely treated police officers as a general population and focused on stress, burnout, psychological well-being, or intervention effectiveness. Galanis et al. (2021), for example, focused on risk factors for stress among police personnel; Eikenhout et al. (2022) examined coping self-efficacy and burnout among Dutch police officers; Vadvilavičius et al. (2023) examined interventions for reducing police stress; and Alves et al. (2023) reviewed risk and protective factors associated with burnout among police personnel. These studies provide an important foundation, but they have not specifically examined the dynamics of self-efficacy and work stress among Brimob personnel who wish to transfer to a general-duty police position (Alves et al., 2023; Eikenhout et al., 2022; Galanis et al., 2021; Vadvilavičius et al., 2023). The desire to transfer to a general-duty police position provides an important psychological context because decisions regarding career continuation or change may be related to individuals' evaluations of job demands, their own capabilities, and the resources available to perform their work. WHO (2022) identifies career-development opportunities, inappropriate promotion practices, job insecurity, job demands, and organizational conditions as psychosocial factors that can affect workers' mental health. Therefore, among Brimob personnel considering a transfer, self-efficacy is relevant to investigate because beliefs about personal capabilities may play a role in how personnel evaluate their capacity to persist, adapt, and cope with high-intensity job demands (WHO, 2022; Bandura, 1997).

Based on the foregoing discussion, the research gap in this study lies in the population and problem context examined. Previous literature has provided evidence regarding the importance of self-efficacy as a psychological resource for coping with work-related pressure, including among police personnel, but the context of Brimob personnel who wish to transfer to general-duty police positions has not been a primary focus of the studies reviewed in this study. Given the characteristics of Brimob as a unit responsible for addressing high-intensity security disturbances, studying this group may broaden understanding of the role of personal resources in high-risk work contexts. This is consistent with the perspective of Eikenhout et al. (2022) that research on coping resources, particularly self-efficacy, should be further developed in high-risk professions because personal resources may help reduce the negative consequences of chronic job demands (Eikenhout et al., 2022; Korps Brimob Polri, 2026). Accordingly, the novelty of this study lies in examining self-efficacy as a personal resource associated with work stress among a specific population, namely Brimob personnel who wish to transfer to general-duty police positions. This study not only examines the relationship between two psychological constructs but also places them within the context of work characterized by high-intensity operational demands and an orientation toward a change in work function. This approach is expected to provide a theoretical contribution to the development of research on self-efficacy and work stress in high-risk professions, as well as a practical contribution to police institutions in understanding the importance of personnel psychological resources as one component of mental health and human resource management (Bandura, 1997; WHO, 2022; Eikenhout et al., 2022).

Based on these theoretical foundations and empirical evidence, this study aimed to determine the relationship between self-efficacy and work stress among Brimob personnel who wish to transfer to general-duty police positions. Drawing on Bandura's (1997) Social Cognitive Theory and the empirical evidence of Eikenhout et al. (2022) regarding the function of self-efficacy as a psychological resource in coping with work-related pressure among police personnel, this study hypothesized that there would be a negative relationship between self-efficacy and work stress. Higher self-efficacy among Brimob personnel would be associated with lower work stress; conversely, lower self-efficacy would be associated with a greater tendency toward work stress (Bandura, 1997; Eikenhout et al., 2022).

II. Research Method

2.1. Research Design

This study employed a quantitative approach with a nonexperimental design to examine the predictive relationship between self-efficacy and work stress among Brimob personnel. A quantitative approach enables relationships among variables to be analyzed using numerical data and tested through statistical procedures consistent with the research hypothesis (Creswell & Creswell, 2018; Sugiyono, 2019). The study was conducted without manipulating or administering any treatment to the respondents; therefore, variations in self-efficacy and work stress represented conditions that already existed among participants at the time of data collection. The primary analytical technique used in this study was simple linear regression, with self-efficacy serving as the predictor variable (X) and work stress as the criterion variable (Y) (Field, 2018; Ghozali, 2018). Simple linear regression was selected because the study involved one predictor variable and one criterion variable. This analysis was used to estimate the direction and magnitude of the predictive relationship between self-efficacy and work stress and to determine the proportion of variance in work stress that could be statistically explained by self-efficacy (Field, 2018; Ghozali, 2018). Because this study employed a nonexperimental design without variable manipulation, the regression results were interpreted as predictive relationships rather than definitive causal relationships (Creswell & Creswell, 2018).

2.2. Research Participants

The study population consisted of 444 personnel of the Mobile Brigade Unit of the North Sumatra Regional Police (Satbrimob Polda Sumut). From this population, 100 Brimob personnel were selected as the research sample using purposive sampling. This sampling technique was employed to select respondents based on specific characteristics relevant to the objectives of the study (Etikan et al., 2016; Sugiyono, 2019). The inclusion criteria were personnel of Satbrimob Polda Sumut who were 20–40 years old, held ranks ranging from Second Police Brigadier (Bripda) to First Police Inspector Assistant (Aiptu), and expressed a desire to transfer to a general-duty police position. These criteria were established to ensure that the characteristics of the sample were consistent with the target population and the objectives of the study (Creswell & Creswell, 2018).

2.3. Variables and Operational Definitions

This study involved two variables: self-efficacy as the predictor variable (X) and work stress as the criterion variable (Y). Self-efficacy was defined as an individual's belief in their ability to organize and execute the actions necessary to perform tasks and achieve specific outcomes. Bandura (1997) explained that self-efficacy is associated with how individuals evaluate their own capabilities when facing demands, difficulties, and obstacles. In this study, self-efficacy was operationalized through the total score obtained from the Self-Efficacy Scale, which was developed based on three dimensions: magnitude/level, strength, and generality

(Bandura, 1997). Higher total scores indicated higher levels of self-efficacy, whereas lower scores indicated lower levels of self-efficacy among respondents.

Work stress was defined as a psychological, physiological, and behavioral response that emerges when individuals encounter demands or pressures related to their work. Beehr and Newman explained that work stress arises through the interaction between individuals and working conditions, resulting in changes in psychological and physiological functioning (Luthans, 2006). In this study, work stress was operationalized through the total score obtained from the Work Stress Scale, which measured psychological, physiological, and behavioral responses. Higher total scores indicated higher levels of work stress, whereas lower scores indicated lower levels of work stress experienced by respondents.

2.4. Research Instruments

Data were collected using two psychological instruments in the form of Likert scales, namely the Self-Efficacy Scale and the Work Stress Scale. The Self-Efficacy Scale consisted of 10 items, whereas the Work Stress Scale consisted of 47 items. Both instruments contained favorable and unfavorable items. For favorable items, responses were scored 4, 3, 2, and 1, respectively, from Strongly Agree to Strongly Disagree. Conversely, unfavorable items were scored in reverse order, namely 1, 2, 3, and 4. The use of a Likert scale enabled respondents' perceptions of psychological constructs to be measured based on their level of agreement with a series of statements representing the indicators of the constructs under investigation (Azwar, 2012; Sugiyono, 2019). The Self-Efficacy Scale was developed based on Bandura's (1997) concept of self-efficacy, which consists of three major dimensions: magnitude/level, strength, and generality. Magnitude/level reflects an individual's confidence in dealing with tasks of varying levels of difficulty; strength refers to the firmness and stability of an individual's belief in their capabilities; and generality represents the extent to which beliefs about personal capability apply across different situations or domains of activity (Bandura, 1997). The Work Stress Scale measured individuals' responses to work-related pressures through three components: psychological, physiological, and behavioral responses. Psychological responses included anxiety, tension, frustration, and difficulty concentrating; physiological responses referred to physical changes or complaints resulting from stress; whereas behavioral responses were reflected in changes in work behavior and daily activities when individuals encountered occupational stressors (Spector, as cited in Widayarani, 2006).

2.5. Instrument Validity and Reliability

The quality of the items in both instruments was evaluated using the Corrected Item–Total Correlation. This analysis was conducted to assess item discrimination based on the relationship between the score of an individual item and the total construct score after excluding that particular item from the total score (Azwar, 2012). The analysis was performed using IBM SPSS Statistics Version 25. The internal reliability of the instruments was evaluated using Cronbach's alpha (α) coefficient. Reliability reflects the consistency of scores produced by a set of items measuring the same construct. In general, a reliability coefficient of approximately 0.70 or higher is considered indicative of adequate internal consistency, although interpretation should also consider the purpose of measurement, the characteristics of the construct, and the stage of instrument development (Nunnally & Bernstein, 1994; Taber, 2018). Based on the testing results, all 47 items of the Work Stress Scale demonstrated Corrected Item–Total Correlation coefficients ranging from 0.370 to 0.630, whereas all 10 items of the Self-Efficacy Scale demonstrated coefficients ranging from 0.331 to 0.551. Cronbach's alpha coefficients were 0.930 for the Work Stress Scale and 0.740 for the Self-Efficacy Scale, indicating adequate internal consistency for both instruments.

2.6. Research Procedure

Data collection was conducted among personnel of Satbrimob Polda Sumut who met the inclusion criteria. Before completing the research instruments, respondents received information regarding the objectives of the study and the data collection procedures. Subsequently, respondents completed the Self-Efficacy Scale and the Work Stress Scale. The collected data were examined for completeness before being coded and scored according to the guidelines for each instrument. The data were then processed and analyzed using IBM SPSS Statistics Version 25. The procedures of data collection, examination, coding, scoring, and statistical analysis were conducted systematically to maintain the quality of the data used for hypothesis testing (Creswell & Creswell, 2018; Field, 2018).

2.7. Data Analysis

Data were analyzed using IBM SPSS Statistics Version 25. The initial stage of analysis involved descriptive statistics to describe the characteristics of self-efficacy and work stress data through minimum values, maximum values, means, and standard deviations. Descriptive statistics were used to provide an overview of the fundamental characteristics of the data before inferential analysis was conducted (Field, 2018). Before performing regression analysis, the assumptions relevant to simple linear regression were examined. These included the linearity of the relationship between self-efficacy and work stress and the normality of regression residuals. In regression analysis, normality refers to the distribution of model residuals rather than requiring each research variable to follow a perfectly normal distribution (Field, 2018; Ghozali, 2018). Residual normality was evaluated using the One-Sample Kolmogorov-Smirnov Test, whereas the linearity of the relationship between variables was examined through the linearity and deviation from linearity tests. The predictive relationship between self-efficacy and work stress was subsequently analyzed using simple linear regression with the equation:

$$Y = a + bX$$

where Y represents work stress, X represents self-efficacy, a represents the regression constant, and b represents the regression coefficient. The regression coefficient indicates the direction and magnitude of the statistically associated change in work stress corresponding to a one-unit change in self-efficacy (Field, 2018; Ghozali, 2018). Hypothesis testing was conducted at a significance level of $\alpha = .05$. The research hypothesis was considered supported when the regression coefficient for self-efficacy was statistically significant ($p \leq .05$) and demonstrated the hypothesized negative direction. Model interpretation was based on the unstandardized regression coefficient (B), standardized regression coefficient (β), t value, p value, and the coefficient of determination (R^2) when available in the statistical output. The R^2 value represents the proportion of variance in work stress that can be statistically explained by self-efficacy within the tested regression model (Field, 2018; Ghozali, 2018).

III. Result and Discussion

3.1. Psychometric Characteristics of the Instruments

Instrument quality testing indicated that all 47 items on the Work Stress Scale met the item validity criteria, with item correlation coefficients ranging from 0.370–0.630. All 10 items on the Self-Efficacy Scale also met the criteria used in the study, with item correlation coefficients ranging from 0.331–0.551. Therefore, all items from both instruments were retained for further analysis. The internal consistency testing results indicated that the Work Stress Scale had excellent reliability, with a Cronbach's alpha coefficient of $\alpha = 0.930$, whereas the Self-Efficacy Scale had adequate reliability, with $\alpha = 0.740$. These values indicated that both instruments had adequate internal consistency for measuring the constructs examined in the study.

Table 1. Psychometric Characteristics of the Instrument

Variable	Number of Items	Item Correlation Range	Cronbach's α	Interpretation
Work stress	47	0.370–0.630	0.930	Excellent
Self-efficacy	10	0.331–0.551	0.740	Good

3.2. Descriptive Statistics

Descriptive analysis of 100 Brimob personnel indicated that self-efficacy had an empirical mean of 33.08 (SD = 3.158). Based on the hypothetical scale score range of 10–40, the hypothetical mean was 25, and the hypothetical standard deviation was 5. The respondents' self-efficacy scores were categorized as high. These results indicated that, in general, the Brimob personnel in the study had relatively strong confidence in their ability to face and complete their job demands. Meanwhile, work stress had an empirical mean of 154.26 (SD = 7.385). The work stress scale had a hypothetical range of 47–188, a hypothetical mean of 117.5, and a hypothetical standard deviation of 23.5. The empirical mean fell between MH + 1SD (141) and MH + 2SD (164.5); therefore, the respondents' level of work stress was categorized as high.

Table 3. Results of the Assumption Test

Variable	Hypothetical Mean	Hypothetical SD	Empirical Mean	Empirical SD	Category
Self-efficacy	25.00	5.00	33.08	3.158	High
Work stress	117.50	23.50	154.26	7.385	High

The descriptive findings showed that high self-efficacy did not necessarily indicate that the respondents were free from work stress. In this study sample, Brimob personnel generally had high self-confidence while simultaneously experiencing high work stress. This indicates that work stress may also be influenced by various operational and organizational demands that extend beyond individuals' personal characteristics.

3.3. Assumption Test

Before conducting simple linear regression analysis, the assumptions of residual normality and linearity were tested. The results of the residual normality test using the One-Sample Kolmogorov–Smirnov Test indicated a K–S statistic of 0.105 with $p = 0.200$. A p value > 0.05 indicated that the model residuals did not differ significantly from a normal distribution. Therefore, the assumption of residual normality was met. The linearity test showed that the linearity component was significant ($F = 21.356$; $p < 0.001$), whereas the deviation from linearity was not significant ($F = 0.666$; $p = 0.790$). These results indicated that the relationship between self-efficacy and work stress could be treated as linear; therefore, simple linear regression analysis could be continued.

Table 3. Assumption Test Results

Assumption Test	Statistic	p	Interpretation
Residual normality (K–S)	0.105	0.200	Met
Linearity	$F = 21.356$	< 0.001	Significant linear relationship
Deviation from linearity	$F = 0.666$	0.790	No significant deviation from linearity

3.4. Hypothesis Testing

Hypothesis testing was conducted using simple linear regression analysis, with self-efficacy as the predictor variable and work stress as the criterion variable. The analysis indicated that self-efficacy had an unstandardized regression coefficient of $B = -0.618$ and a standardized regression coefficient of $\beta = -0.431$.

The regression coefficient indicated a negative direction, with $t = -4.727$ and $p < 0.001$. These results indicated that self-efficacy had a statistically significant negative predictive relationship with work stress. The negative coefficient indicates that higher self-efficacy was associated with a lower tendency toward work stress among respondents. Conversely, lower self-efficacy was associated with a higher tendency toward work stress. Therefore, the research hypothesis stating that there was a negative relationship between self-efficacy and work stress among Brimob personnel who wished to transfer to general-duty police positions was supported by the data.

Table 4. Results of Simple Linear Regression Analysis

Predictor	B	β	t	p	Conclusion
Self-efficacy	-0.618	-0.431	-4.727	< 0.001	Significant

Substantively, the coefficient $B = -0.618$ indicates that every one-unit increase in self-efficacy score was associated with a 0.618-unit decrease in work stress score in the regression model used. However, because the study employed a nonexperimental design, these results were interpreted as a predictive relationship and were not used to draw definitive conclusions about a causal effect.

3.5. Discussion

The results showed a significant negative relationship between self-efficacy and work stress among Brimob personnel who wished to transfer to general-duty police positions. The negative direction of the relationship indicates that personnel with stronger confidence in their capabilities tended to experience lower levels of work stress. These findings support Bandura's concept of self-efficacy, which positions beliefs about personal capability as an important mechanism in determining how individuals appraise, respond to, and sustain effort when facing challenging situations. Individuals with high self-efficacy tend to perceive demands as manageable challenges, whereas individuals with low self-efficacy are more likely to evaluate demands as being beyond their capabilities (Bandura, 1997). These findings are also consistent with the results of Eikenhout et al. (2022) among Dutch police personnel. The study indicated that coping self-efficacy is a personal resource associated with lower psychological consequences when police officers face chronic occupational stressors. Coping self-efficacy was also found to weaken the effects of several occupational stressors on burnout. Thus, beliefs about one's ability to cope with stressful situations can function as an important psychological resource in police work.

Psychologically, these results can be explained through differences in how individuals appraise job demands. High self-efficacy does not mean that individuals do not face demanding situations; rather, it makes them more confident in their ability to cope with those demands. In the policing context, such beliefs may be associated with the ability to sustain effort, regulate emotional responses, make decisions, and employ coping strategies when facing difficult conditions. Conversely, doubts about one's capabilities may increase perceptions of an inability to cope with demands, thereby increasing the experience of stress (Bandura, 1997; Eikenhout et al., 2022). The context of police work further reinforces the importance of these findings. Cheung and Li (2023), through a scoping review of 30 studies involving a total of 35,446 participants, indicated that police work stress is a multilevel phenomenon influenced by personal, operational, and organizational factors. Police work exposes personnel not only to dangerous situations and critical incidents but also to organizational pressure, administrative workloads, work arrangements, and social demands that may increase psychological strain. Thus, self-efficacy is one relevant personal resource, but it is not the only factor determining police work stress.

The descriptive findings of this study are noteworthy because Brimob personnel demonstrated high self-efficacy ($M = 33.08$; $SD = 3.158$) while simultaneously experiencing high work stress ($M = 154.26$; $SD = 7.385$). This condition indicates that high self-efficacy is not always sufficient to eliminate work stress when individuals continue to face high environmental work demands. In other words, an individual may have strong confidence in their capabilities but still experience stress when the intensity or characteristics of job demands are high. This is consistent with the ILO (2022), which explains that work stress may arise when job demands are perceived to exceed the resources available to cope with them. The high level of work stress among respondents can also be understood in the context of the distinctive operational and organizational demands

of police work. Alves et al. (2023), through a systematic review of 41 studies, found that organizational and operational factors were the most dominant factors associated with burnout among police personnel, whereas personality factors and coping strategies could function as either risk or protective factors. These findings reinforce the view that high stress among Brimob personnel should not be explained solely by individual self-efficacy but should instead be understood as the result of an interaction between personal resources and working conditions.

These findings also provide an explanation for variations in work stress among Brimob personnel who are considering transferring to general-duty police positions. However, the desire to transfer should not be directly interpreted as resulting from low self-efficacy or high work stress because this study did not examine transfer as an outcome variable. Career decisions may be influenced by various factors, including career-development opportunities, organizational conditions, job demands, work-life balance, social support, and individual preferences. The WHO identifies workload, job control, job insecurity, limited support, inflexible working hours, and career-development opportunities as psychosocial risks that may affect workers' mental health (WHO, 2022/2024). The results of this study only indicate that variations in self-efficacy were negatively associated with variations in work stress. This study did not measure laziness, the reasons for the desire to transfer, or the decision-making process regarding transfer. A more appropriate interpretation is that self-efficacy may function as one psychological resource for coping with work-related pressure (Bandura, 1997; Eikenhout et al., 2022). The findings contribute to the literature by placing self-efficacy in the context of Brimob personnel who have high-risk occupational characteristics and are considering a transfer to general-duty police positions. International literature indicates that police psychological health is determined by complex interactions among individual, organizational, and operational risks. Recent reviews concerning the assessment of police mental health further emphasize that work stress, burnout, coping, job satisfaction, and psychological risk are interrelated domains that require a multidimensional understanding. Therefore, this study extends the application of the self-efficacy concept to the context of specialized police personnel in Indonesia.

Practically, the study results indicate that strengthening self-efficacy may be considered one component of psychological development programs for Brimob personnel. Based on Bandura's (1997) theory, self-efficacy can be developed through mastery experiences, vicarious experiences, verbal persuasion, and the management of physiological and emotional states. In an institutional context, implementation may include task-based simulation training, mentoring, constructive feedback, coping-skills development, and adequate psychological support. However, strengthening personal resources should not replace the organization's responsibility to manage sources of stress arising from the work environment. WHO (2022) specifically recommends that workplace mental health management should not rely solely on individual-level interventions but should also include organizational interventions, leadership training, increased mental health literacy, and psychosocial risk management. Therefore, in the Brimob context, stress-management strategies should be implemented comprehensively through a combination of strengthening personnel's psychological resources and evaluating organizational aspects such as workload, assignment patterns, recovery time, leadership support, interpersonal relationships among personnel, and access to psychological services.

This study has several limitations. First, the study employed a nonexperimental design, and data were collected during a single measurement period; therefore, the relationships identified cannot be used to establish definitive causality. This limitation is also common in police research; Alves et al. (2023) reported that nearly all studies included in their review used cross-sectional designs, limiting causal inference. Second, the study involved only 100 personnel from one Satbrimob unit, so generalization of the findings to all Brimob personnel in Indonesia should be made with caution. Third, both variables were collected using self-report methods, meaning that responses may have been influenced by social desirability and common method bias. Future research should use larger samples and involve several Satbrimob units from different regions to improve the external validity of the findings. The research model could also be expanded by incorporating other organizational and individual factors, such as workload, organizational support, leadership, resilience, coping strategies, work-family conflict, social support, and psychological capital. Cheung and Li (2023) indicated that police work stress is a multilevel phenomenon involving predictors, mediators, and moderators; therefore, a model using only one predictor does not fully capture the complexity of stress in police work. Overall, this study indicates that self-efficacy is a relevant personal resource for explaining differences in work

stress levels among Brimob personnel who wish to transfer to general-duty police positions. The stronger personnel's confidence in their ability to cope with job demands, the lower their tendency to experience work stress. However, the simultaneous presence of high self-efficacy and high work stress in the study sample underscores the need to understand stress among Brimob personnel as a multidimensional phenomenon involving interactions between personal resources and characteristics of the work environment (Eikenhout et al., 2022; Cheung & Li, 2023; WHO, 2022).

IV. Conclusion

This study shows that self-efficacy has a significant negative predictive relationship with work stress among Brimob personnel who wish to transfer to general-duty police positions. The higher the level of self-efficacy, the lower the tendency to experience work stress among Brimob personnel. Descriptively, respondents had high levels of self-efficacy ($M = 33.08$; $SD = 3.158$) and high levels of work stress ($M = 154.26$; $SD = 7.385$). These findings indicate that although self-efficacy is an important psychological resource, work stress among Brimob personnel may also be associated with other operational and organizational factors. Therefore, work stress management should focus not only on strengthening personal resources but also on managing working conditions and organizational support.

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