



The Association of Coping Strategies with Stress, Anxiety, and Depression, with Mediating Role of Job Satisfaction among Traffic Wardens

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ABSTRACT

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The current study aimed to explore the association of coping strategies with stress, anxiety, and depression with the mediating role of job satisfaction among traffic wardens. Participants were taken from the different cities of Punjab Pakistan, such as Faisalabad (N = 39, 21%), Rawalpindi (N = 38, 20.4%), Multan (N = 36, 19.4%), Lahore (N=38, 20.4%) and Gujranwala (N= 35, 18.8%). The current study sample was comprised of 186 traffic wardens. The sample consisted of married (n= 164, 88.2%) and unmarried (n= 22, 11.8%) of the total population. The participant was between 19 - 50 years (M = 34.78, SD = 4.65). A purposive sampling technique was used to collect the data. The variables were assessed through i.e. Demographic Form, Depression, Anxiety, Stress Scale (DASS-21; Lovibond & Lovibond, 1995), translated version by Aslam (2007), Job Satisfaction Survey (JSS; Spector, 1985) translated version by Abbas and Khanam (2016) and Coping Strategies Questionnaire (CSQ; Kausar & Munir, 2004). The results showed coping is the predictor of stress, anxiety, and depression among traffic wardens, with a strong mediating role of job satisfaction. Further, results showed coping has a strong mediating role in job satisfaction. It is concluded that there is a significant association of coping strategies with stress, anxiety, and depression among traffic wardens with mediating role of job satisfaction.

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1. Introduction

The traffic warden was introduced in Pakistan in 2007 to make the traffic system smoother and more efficient. Since that, they have been performing their job with full motivation and efficiency. Despite all positive facts, the nature of the job is stressful. Stress is a common problem among traffic wardens, which gradually causes distress among traffic wardens (Amir, Hanif, Bandhani, & Khan, 2018). Gradually, their stressful life may be affected due to prolonged stressors (Rashid, Arshad, Siddiq, & Ahmad, 2018). It causes stress and if these stressors remain unresolved, it gradually changes into psychological distress, which causes both psychological and physiological illness (Schiavone, Colaianna, & Curtis, 2015). Tyack (2005) define that stress is a condition of expressive tension. Stress happens with the collaboration among traffic wardens and workplace situations, which constructs excessive worry that affects traffic wardens' emotional and physical conditions. Ménard and Arter (2014) explained the four most important kinds of stress such as, chronic stress a type of psychological distress in which you feel that you are under stress consistently. Temporary (acute) stress is the kind of stress in which the individual knows precisely why he is stressed. The last type of stress is traumatic stress, which is associated with fearful life events such as chronic life accidents, disasters, and sexual assault. Fourth episodic stress is an individual experiencing multiple stressful situations

in life (Steinkopf, Reddin, Black, Van Hasselt, & Couwels, 2018). When a traffic warden experiences more pressure, uneasiness, and irritability on an everyday schedule, it creates physical complaints (Tabraiz, Ahmad, Shehzadi, & Asif, 2015). Most of the time, stressful working environments can upset traffic wardens coping mechanisms to maintain dangerous and unacceptable conditions, which can influence an individual's psychosocial and emotional state of mind (Das, Goswami, Swain, & Das, 2022). Stress can act as a stimulus that hurts the traffic warden's health and these stimuli are recognized as stressors (Brenhouse, Danese, & Grassi-Oliveira, 2019). Traffic warden face several types of stressors in daily routine these stressors are physical, emotional, and social incentives that lead to physical, psychological, and emotional problems. Traffic warden experiences stress persistently at work and in this the level of worry in the working environment. People with stressful jobs have twice the risk of developing serious anxiety, and depression as compared with others in less stressful professions Melchior et al. (2007) Traffic wardens frequently perform duty in a stressful environment to manage the traffic system, and there is a strong connection between proceeding with excessive worry and many undesirable outcomes (Odonkor & Adams, 2022).

Psychological distress is strongly associated with stress, anxiety, and depression. Excessive state of worry and psychological distress related to negative results in different parts of life, including quality of life, personal satisfaction, and social interactions (Tennant, 2001). Harzer and Ruch (2015) confirmed that workplace stress is negatively related to coping strategies and job satisfaction. Working environment qualities contain various factors. Coping strategies stated that as a person's subjective and interactive possessions to control inside and outside problems that surpass their advantages (Khamisa, Oldenburg, Peltzer, & Ilic, 2015). Moreover, a coping mechanism is a procedural method in which person utilizes cognitive abilities and understands how to manage stress in a stressful work environment. The basic coping skills can be categorized into two different groups such as positive (constructive) and negative (destructive) coping styles. The negative coping can bring changes in unhealthy outcomes on traffic wardens health problems such as a headache short temper and so on. When an officer of the law uses unhealthy coping mechanisms to handle stress, it may result in a decline in both job satisfaction and work effectiveness Sveinsdottir, Biering, and Ramel (2006), Job satisfaction is considered regarding an employee's overall satisfaction with the job. Further, he also explains that the job as a multidimensional construct, traffic warden satisfied with work, organizational policy, and supervision, especially satisfied with job and pay. Job satisfaction comprises two categories intrinsic and extrinsic. Employees overall satisfaction with work assignments and work role in the intrinsic category of job satisfaction. Additionally, the way that workers feel about aspects of their work environment that are not related to their jobs falls under the extrinsic category of job satisfaction (Stringer, Didham, & Theivananthampillai, 2011).

Qasim and Syed (2012) suggested that there is a positive correlation between a representative's life and job satisfaction, as those with greater life fulfillment will probably have higher job satisfaction as well. This is because these workers are better at recognizing and managing their own emotions as well as those of others, which has a significant impact on both the employee's job and life fulfillment. The relationship between coping mechanisms and life happiness is most effectively mediated by job satisfaction (Ng, Lim, Cheah, Ho, & Tee, 2020). Positive and negative factors related to job satisfaction, if employees work under a stressful situation such as workload, work stress, and fatigue are negative factors to decrease job satisfaction. These positive factors such as refreshment, delight work environment, and well-being at the work environment increase the level of employee satisfaction (Tandler, Krauss, & Proyer, 2020). Traffic wardens manage a stressful environment with the utilization of coping strategies. There are different coping methods to manage a stressful environment such as positive and negative. If traffic wardens utilize positive methods to deal with stress, for example, healthy conversation with colleagues, participation in games, and spend the specific time to participate in leisure activities. Moreover, the utilization of positive coping strategies was associated with psychological well-being, increased level of job satisfaction (Nielsen, Yarker, Randall, & Munir, 2009). The current study examines the relationship between coping mechanisms, psychological discomfort, as well as the mediating effect of job satisfaction among traffic wardens. To illustrate the various problems and difficulties that traffic wardens encounter daily, the current study focuses on traffic wardens. It has been noted that traffic system management requires alertness and stress. Furthermore, internalizing disorders such as depression Shahzadi, Unbrin, and Jabeen (2022) and a heavy workload and demanding work schedule can occasionally result in high levels of stress. If this stress is not managed, it might

develop into psychological anguish. The life of a traffic warden is impacted by psychological anguish, which also results in mental health problems including excessive anxiety, depressive symptoms, and other illnesses of the mind and body. Workplace disputes arise when these problems are not adequately addressed. The traffic warden's coping mechanisms enable him to deal with and control stress in such circumstances.

2. Method

2.1. Sample

The current study sample was comprised of 186 traffic wardens. The sample were consisted of married ($n = 164, 88.2\%$) and unmarried ($n = 22, 11.8\%$). Participants were taken from different cities such as Faisalabad ($n = 39, 21\%$), Rawalpindi ($n = 38, 20.4\%$), Multan ($n = 36, 19.4\%$), Lahore ($n = 38, 20.4\%$) and Gujranwala ($n = 35, 18.8\%$) of Punjab Province. The participant's age range were between 19 - 50 years ($M = 34.78, SD = 4.65$). A purposive sampling technique was used to collect the data.

2.2. Inclusion and Exclusion Criteria

The traffic warden had a bachelor's degree or more in education. Employees of another traffic police department were not included in this study; only traffic wardens were included. In addition, study participants with fewer than six months of work experience were excluded. This survey did not include traffic wardens who hold administrative roles. The study did not include participants who had a long leave of absence (at least two months) and then returned to their tasks. Because this could have affected the study's overall findings, the researcher followed this criterion while collecting data.

2.3. Measurements

2.3.1. Demographics Form

Information about personal characteristics (e.g., age, education, marital status, family status, etc.) and employment was obtained using the demographic form (i.e. duration of the job, salary, designation, scale, work shift, duty hours, etc.).

2.3.2. Depression, Anxiety, Stress Scale (DASS-21 Items; Lovibond & Lovibond, 1995)

A shorter version of the Depression, Anxiety, Stress Scale comprised of 21 items. It was originally developed by (Lovibond & Lovibond, 1995). It is translated by Aslam, (2007) into Urdu language. Three dimensions, including stress, anxiety, and depression, make up the DASS-21 composite. There are 7 items on each subscale. The response categories range from (Did not apply to me at all) to on a 4-point rating scale (Applies to me most of the time). They are added together to get a total score that ranges from 0 to 63. The DASS-21's subscales measuring stress, anxiety, and depression each had strong Cronbach's alpha values of 0.75, 0.74, and 0.79, respectively.

2.3.3. Coping Strategies Questionnaire (CSQ; Kausar & Munir, 2004)

The Coping Strategies Questionnaire was specifically developed for the Pakistani population in the Urdu language (Kausar & Munir, 2004). This measure places a strong emphasis on evaluating employees' coping mechanisms. It has four subscales and 62 items total. The Coping Strategies Questionnaire is a 4-point scale that has four subscales: avoidance-focused, active-practical, active-destructive, and religious-focused. The subscales have alpha reliabilities of .72, .58, .55, and .73, respectively. For CSQ, the overall alpha dependability is .89.

2.3.4. Job Satisfaction Survey (JSS; Spector, 1985)

The Job Satisfaction Survey (Spector, 1985) consists of nine aspects on 36 objects. This scale places a strong emphasis on evaluating workers' attitudes and work-related activities. Every item receives a score on a six-point Likert scale ranging from "strongly disagree" to "strongly agree." The entire range of survey results for job satisfaction is 36 to 216; greater survey results correspond to higher levels of job satisfaction. The Urdu version of the JSS has a Cronbach's Alpha of 0.88, a Split-Half Coefficient of 0.87, and test-retest reliability of 0.80 significant at the .01 level (Abbas, Khanam, & Ahmad, 2019).

2.4. Procedure

After approval from the Board of Advance Studies (BAS), work was properly started. Then permission from the different headquarters of traffic wardens was taken from the different

cities of Punjab Province. After getting permission from traffic warden centers, researchers briefly introduced themselves to the participants and established rapport with them. The consent form was also presented to the traffic wardens and it was asked willingness to participate in the research. The consent form was designed, setting the nature and duration of the study, terms of privacy and confidentiality, and other rights as research participants according to the APA ethical standards. It was mentioned on the consent form about their confidentiality and their rights to withdraw the research if they are hesitant. All scales and demographic form was used in the Urdu language. After data collection, researchers paid thanks to all participants for their voluntary participation and authorities of traffic warden police centers for their cooperation in this research project.

2.5. Statistical Analysis

To provide a more comprehensive statistical overview of the sample's demographics, a descriptive statistic was computed. To derive a significant conclusion from the data, the inferential statistic was computed in addition to the descriptive statistic. To investigate the relationship between coping mechanisms and psychological distress (stress, anxiety, and depression) in traffic wardens, stepwise linear regression analysis was employed. All analyses were performed using the Statistical Package for Social Sciences (SPSS) version 21.

2.6. Ethical Issues in Research

The Government College University Faisalabad Internal Review Board's Department of Applied Psychology granted the study approval. We upheld four fundamental ethical precepts as we studied: competence, responsibility, integrity, and respect for each person's rights and dignity.

3. Results

The result shows that there is a negative correlation between stress ($r = -.240, p < .01$) and anxiety ($r = -.374, p < .01$) and depression ($r = -.414, p < .01$) with job satisfaction. Stress is negatively correlated with coping strategies ($r = -.146, p < .05$). Stress also positively correlated with anxiety ($r = .65, p < .01$) and depression ($r = .705, p < .01$). Coping strategies is positively negatively correlated with anxiety ($r = -.214, p < .01$) and depression ($r = -.168, p < .01$). Anxiety is positively correlated with depression ($r = .787, p < .01$)

Table 1: Inter-Correlation Between Study Variables i.e. Stress, Anxiety, Depression, Coping Strategies, and Job Satisfaction Among Traffic Wardens (N=186)

Measures	1	2	3	4	5
1 Job Satisfaction	-	-.240**	-.048	-.374**	-.414**
2 Stress		-	-.146*	.651**	.705**
3 Coping Strategies			-	-.214**	-.168*
4 Anxiety				-	.787**
5 Depression					-

Hypothesis 1: There would be a mediating role of job satisfaction between coping strategies and stress among traffic wardens.

Table 2: Stepwise Leaner Regression (N=186)

Model	R	R ²	Adj.R ²	SEE	Change Statistics					
					R ² Change	F Change	df1	df2	Sig.	
Step 1										
Coping Strategies	146 ^a	.021	.016	5.55	.02	4.024	1	184	.04	
Step 2										
Coping Strategies Job Satisfaction	287 ^b	.083	.073	5.39	.06	12.206	1	183	.00	

SEE = Std. Error of the Estimate, R² Change = R Square Change

Finding shows (Table 2), there is a significant predictive relationship between coping strategies and stress among traffic wardens [$R^2 = .021$; $F(1,184) = 4.024, p < .001$]. Further, stepwise regression analysis reported job satisfaction has strong mediating effect between coping strategies and stress among traffic wardens [$R^2 = .083$; $F(2,185) = 8.238, p < .001$]. Further, .146, indicating approximately 1.6% of the variance of the stress could be accounted for by coping strategies. Moreover, job satisfaction increases approximately 7.3% of the variance of that accounted for stress.

Table 3: Analyses of Variance between Coping Strategies and Stress with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

Model		SS	df	MS	F	Sig.
Step 1						
Coping strategies	Regression	124.274	1	124.274	4.024	.046 ^b
	Residual	5681.855	184	30.880		
	Total	5806.129	185			
Step 2						
Coping strategies Job satisfaction	Regression	479.546	2	239.773	8.238	.000 ^c
	Residual	5326.583	183	29.107		
	Total	5806.129	85			

SS = Sum of Squares, MS = Mean Square

Table 4: Coefficient Statistical between Coping Strategies and Stress with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	SE	B		
Step 1					
1 (Constant)	24.544	4.583		5.356	.000
Coping strategies	-.045	.023	-.146	-2.006	.046
Step 2					
(Constant)	43.862	7.097		6.180	.000
2 Coping Strategies	-.049	.022	-.158	-2.232	.027
Job Satisfaction	-.109	.031	-.248	-3.494	.001

Coefficient statistics (Table 4) indicate coping strategies is significant predictor of stress among traffic wardens ($\beta = -.158, p < .001$). Further, coefficient statistics indicate job satisfaction is significant predictor of stress among traffic wardens ($\beta = -.248, p < .001$).

Hypothesis 2: There would be a mediating role of job satisfaction between coping strategies and anxiety among traffic wardens.

Table 5: Stepwise Leaner Regression between Coping Strategies and Anxiety with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

Model		SS	F	MS	F	Sig.
Step 1						
Coping strategies	Regression	401.735	1	401.735	8.872	.003 ^b
	Residual	8331.857	84	45.282		
	Total	8733.591	85			
Step 2						
Coping strategies Job satisfaction	Regression	1692.643	2	846.322	21.997	.000 ^c
	Residual	7040.948	83	38.475		
	Total	8733.591	85			

SEE = Std. Error of the Estimate, R² Change = R Square Change,

Table 6: Analyses of Variance between Coping Strategies and Anxiety with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

				R ² Change	F Change	f1	f2	Sig.	
Step 1									
Coping Strategies	.214 ^a	.046	.041	6.729	.046	8.872	1	184	.000
Step 2									
Coping Strategies Job Satisfaction	.440 ^b	.194	.185	6.203	.148	33.552	1	183	.000

SS = Sum of Squares, MS = Mean Square

Finding shows (Table 5 & 6) there is a significant predictive relationship between coping strategies and anxiety among traffic wardens [$R^2 = .046; F(1,184) = 8.872, p < .001$]. Further, stepwise regression analysis reported job satisfaction has strong mediating effect between coping strategies and anxiety among traffic wardens [$R^2 = .194; F(2,183) = 21.997, p < .001$]. Further, .214, indicating approximately 4.1% of the variance of the anxiety could be accounted for by coping strategies. Moreover, job satisfaction increases approximately 18.5% of the variance of that accounted anxiety.

Table 7: Coefficient Statistic between Coping Strategies and Anxiety with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	SE	B		
Step 1						
1	(Constant)	30.893	5.549		5.567	.000
	Coping strategies	-.081	.027	-.214	-2.979	.003
Step 2						
2	(Constant)	67.717	8.160		8.299	.000
	Coping Strategies	-.088	.025	-.233	-3.507	.001
	Job Satisfaction	-.207	.036	-.385	-5.792	.000

Coefficient statistics (Table 7) indicate coping strategies is significant predictor of anxiety among traffic wardens ($\beta = -.233, p < .001$). Further, coefficient statistics indicate job satisfaction is significant predictor of anxiety among traffic wardens ($\beta = -.385, p < .001$).

Hypothesis 3: There would be a mediating role of job satisfaction between coping strategies and depression among traffic wardens.

Table 8: Stepwise Linear Regression between Coping Strategies and Depression with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

Model	R	R ²	Adj. R ²	SEE	Change Statistics					
					R ² Change	F Change	df1	df2	Sig.	
Step 1										
	Coping Strategies	.168 ^a	.028	.023	6.210	.028	5.348	1	184	.022
Step 2										
	Coping Strategies	.455 ^b	.207	.198	5.625	.179	41.220	1	183	.000

SEE = Std. Error of the Estimate, R² Change = R Square Change

Finding shows (Table 8 & 9) there is a significant predictive relationship between coping strategies and depression among traffic wardens [$R^2 = .028; F(1,184) = 5.348, p < .001$]. Further, stepwise regression analysis reported job satisfaction has strong mediating effect between coping strategies and depression among traffic wardens [$R^2 = .207; F(2,183) = 23.869, p < .001$]. further, .168, indicating approximately 2.3% of the variance of the depression could be accounted for by coping strategies. Moreover, job satisfaction increases approximately 19.8% of the variance of that accounted depression.

Table 9: Analyses of Variance between Coping Strategies and Depression with Mediating Role of Job Satisfaction among Traffic Wardens (N=186).

Model		SS	Df	MS	F	Sig.
Step 1						
Coping strategies	Regression	206.238	1	206.238	5.348	.022 ^b
	Residual	7095.095	184	38.560		
	Total	7301.333	185			
Step 2						
Coping strategies Job satisfaction	Regression	1510.590	2	755.295	23.869	.000 ^c
	Residual	5790.743	183	31.643		
	Total	7301.333	185			

SS = Sum of Squares, MS = Mean Square

Table 10: Coefficient Statistic of Variance between Coping Strategies and Depression with Mediating Role of Job Satisfaction among Traffic Wardens (N=186)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	SE	B		
Step 1						
1	(Constant)	27.129	5.121		5.298	.000
	Coping strategies	-.058	.025	-.168	-2.313	.022
Step 2						
2	(Constant)	64.144	7.400		8.668	.000
	Coping Strategies	-.065	.023	-.188	-2.860	.005
	Job Satisfaction	-.208	.032	-.423	-6.420	.000

Coefficient statistics (Table 10) indicate coping strategies is significant predictor of depression among traffic wardens ($\beta = -.188, p < .001$). Further, coefficient statistics indicate job satisfaction is significant predictor of depression among traffic wardens ($\beta = -.423, p < .001$).

4. Conclusion

The *first hypothesis* of the study was formulated "there would be a mediating role of job satisfaction between coping strategies and stress among traffic wardens". Result indicates that there is a significant predictive relationship between coping strategies and stress among traffic wardens [$R^2 = .021$; $F(1,184) = 4.024, p < .001$]. Further, stepwise regression analysis reported job satisfaction has strong mediating effect between coping strategies and stress among traffic wardens [$R^2 = .083$; $F(2,185) = 8.238, p < .001$]. Further, .146, indicating approximately 1.6% of the variance of the stress could be accounted for by coping strategies. Moreover, job satisfaction increases approximately 7.3% of the variance of that accounted for stress. These findings are consistent with findings of previous research. This finding shows that job satisfaction significantly predicts a mediating role between coping strategies and stress (Santos & Eger, 2014).

Individuals with high coping mechanism can easily manage their distress while those who are not good in coping, they easily become frustrated and perceive high degree of distress (Struthers, Perry, & Menec, 2000). Motivated and energetic officer use adaptive coping strategies in stressful environment, specifically traffic wardens learn newly acquired skills during training session, how to control rush traffic and can try to clear roads for smooth traffic (Muthoka, 2019). Similarly, traffic warden uses cognitive reconstructing and social support. The problem focused was a coping strategy which purposes to modify the relationship that causes pressure. The research finding is consistent with the investigation of, which determined that social help indicated to the way the general population approached other individuals for help or proposal concerning the issue they were confronting (Mehri & Bakhtiarpoor, 2016). Those traffic wardens who have high level of problem-solving strategy to gain specific tasks they can easily sort out the solution. The previous finding shows that critical thinking (problem-solving) was an approach that expected to execute the issue or the incident, by endeavoring to comprehend the predecessors of the issue and finding any conceivable approaches to tackle the issue (Holyoak & Morrison, 2005). Traffic warden learn a new skill and need to develop perfectionism, they set long and short-term goals about their future brightness, face several difficulties such as over workload, time pressure, emergency control traffic on roads and patrolling on roads and so on for fulfilling their target goals. In this manner, there is a need to raise the level of motivation and improve work performance and develop optimistic attitudes for the fulfillment of the target goals and specific achievement (Luthans, Avey, Avolio, & Peterson, 2010).

The second hypothesis of the study was formulated "there would be a mediating role of job satisfaction between coping strategies and anxiety among traffic wardens". Result indicates that there is a significant predictive relationship between coping strategies and anxiety among traffic wardens [$R^2 = .046$; $F(1,184) = 8.872, p < .001$]. Further, stepwise regression analysis reported job satisfaction has a strong mediating effect between coping strategies and anxiety among traffic wardens [$R^2 = .194$; $F(2,183) = 21.997, p < .001$]. Further, .214, indicating approximately 4.1% of the variance of the anxiety could be accounted for by coping strategies. Moreover, job satisfaction increases approximately 18.5% of the variance of that accounted anxiety. These findings are consistent with the findings of previous research. This finding shows that satisfaction with job significantly plays a mediating role between coping strategies and anxiety (Ma et al., 2021). The previous finding shows that prolonged stresses such as over workload and tough duty hours, usually it causes stress and if this stress remains unresolved it gradually changes in psychological distress such as stress, anxiety, depression, other mental and physiological illness (Bonne, Grillon, Vythilingam, Neumeister, & Charney, 2004). Psychological distress is strongly associated with anxiety symptoms experienced by person and it will influence the overall level of well-being and work performance. Kula (2011) found that strenuous and risky work environment due to the nature of police work increase anxiety level but at that time if person uses problem focused coping, it leads to manage workplace anxiety (Carroll, 2020).

Newbury-Birch and Kamali (2001) also found job satisfaction negatively associated with the anxiety of officers. It means that those traffic wardens who maximally satisfied with job and

experience a low level of anxiety and they good mental health. The consequences of this exploration were reliable with the researcher findings (Huber & Helm, 2020). On the other hand, workplace anxiety relates to low levels of job satisfaction and at the same time high satisfaction with job decrease the level of anxiety in employees. Anxiety always considered to decrease an individual coping strategies method, it is likewise seen as a worthy way of dealing with anxiety for unpleasant life events (Kashdan, Barrios, Forsyth, & Steger, 2006). The *third hypothesis* of the study was formulated "There would be a mediating role of job satisfaction between coping strategies and depression among traffic wardens". Result indicates that there is a significant predictive relationship between coping strategies and depression among traffic wardens [$R^2 = .028$; $F(1,184) = 5.348$, $p < .001$]. Further, stepwise regression analysis reported job satisfaction has a strong mediating effect between coping strategies and depression among traffic wardens [$R^2 = .207$; $F(2,183) = 23.869$, $p < .001$]. further, .168, indicating approximately 2.3% of the variance of the depression could be accounted for by coping strategies. Moreover, job satisfaction increases approximately 19.8% of the variance of that accounted depression. These findings are consistent with the findings of pervious research. This finding shows that satisfaction with job significantly plays a mediating role between coping strategies and depression (Dobrakowski, Skalski, Surzykiewicz, Muszyńska, & Konaszewski, 2021).

According to Peters-Bean (2000) found that officers who are utilizing evasion adapting techniques, additionally tend to utilize other maladaptive methodologies, for example, such as drugs, alcohol and so on. These factors contribute depression among traffic wardens. Depression also reduces the individual's ability to use effective coping strategies, and do not experience positive emotions, such as happiness, life satisfaction, and job satisfaction significantly (Hakanen & Schaufeli, 2012). Previous researchers found that workload, inadequate staffing, shift work, lack of rewards, time pressure and relationships with colleagues and poor management were all major workplace stressors (Koçak, 2021). Schiff and Leip (2019) which indicated that stress can contribute to different stress causing factors are overwork load, work ambiguity, work responsibility, social level, upward and downward communication gaps. These factors are the most important factors that cause job stress in traffic wardens (Manzoor, Manzoor, Tahir, & Manzoor, 2022). These consequences seem to suggest that the chronic and long-lasting stress experienced by these traffic warden makes them more vulnerable to the development of psychological (anxiety and depression) and physical illnesses (high blood pressure, multiple body pain and chronic disease (Girona et al., 2009).

Gu et al. (2013) study which indicated that excessive state of stress could lead to depression and other psychological and physical diseases. Although over workload, public behavior, and working conditions, social supports may ease depression and psychological distress (Mubarak, Khan, & Khan, 2022). Increasing job satisfaction may also affect levels of stress and depression among traffic wardens. While psychological distress may never be eliminated, we feel that informed the traffic wardens as well as higher authorities that acknowledge, and support traffic department may also help alleviate some stress felt by traffic wardens (Marchand, Demers, & Durand, 2005). Our present discoveries considering a comparative conclusion, past researches prescribed versatile uses and actualizing adapting procedures and wellbeing programs that help traffic warden these studies improve their fulfillment with occupation and life their foundation and social lives. Although a portion of these adapting coping mechanism proves to be valuable for encouraging traffic wardens, these coping mechanisms utilize to manage psychological distress and increase job satisfaction. These all strategies are considered most adaptive and are also absolutely related to life satisfaction and wellbeing (Santos & Eger, 2014). Then again, a few examinations suggested as identified with the traffic warden more regular utilization of feeling centered adapting systems, which are generally interpreted as incapable cognitive functioning and less satisfied with life.

4.1. Limitations

The current study sample was comprised of 186 traffic wardens from a huge population of Pakistan. This factor can bring up the issue of the generalizability. A few issues might be considered as our sample were consisted only male traffic wardens, which was not represent the female traffic warden's life and job. The time frame for conducting this study was a bit short, so it may have effect on the quality of finding of the study. Longer timeframe could have improved the quality of result of this study. This study was conducted in only Punjab province Pakistan, so the finding from this study may be bit different if conducted another province

Pakistan. The purposive sampling technique using for data collection in this study could be improved in future by adopting the random sampling technique.

4.2. Recommendation

In view of the conclusions of the study, there is a basic recommendation that to enhance satisfaction with the job of traffic warden it is important to conduct organizational stress management programs. Traffic wardens should likewise set up social practices that will influence the traffic wardens to end up bosses of each other. Another conceivable alternative is to enhance an officer's creativity and the utilization of positive (adaptive) coping strategies to enhances life satisfaction.

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