Stress response of police officers during COVID-19: A moderated mediation model

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Abstract
During the COVID-19 pandemic, police officers have been at the frontline of danger. Their mental health should arouse the attention of society. To test the relationship between the psychological support they received and their stress response, the present study built a moderated mediation model to examine this and the effects of underlying mechanisms. A total of 553 Chinese police officers participated in this study; four scales were measured by standardised questionnaires (Emotional Identity of Profession Scale; DSM-5 Self-Rated Level 1 Cross-Cutting Symptom Measure-Adult; Psychological Support Scale; Active Work Adaptation Scale). Stress response was negatively correlated with psychological support, emotional identity of profession and active work adaptation. Psychological support, emotional identity of profession and active work adaptation were all positively correlated. Psychological support had a negative direct effect on stress response, and emotional identity of profession's mediating effect was distinct and was moderated by active work adaptation.

KEYWORDS
active work adaptation, COVID-19, emotional identity of profession, psychological support, stress response
1 | INTRODUCTION

Chinese President Xi Jinping emphasised, at the third meeting of the Central Committee for the Comprehensive Administration of the Country by Law, that it is necessary to improve the important role of the rule of law during the prevention and control of the COVID-19 pandemic. It provides a fundamental basis for political and legal institutions at all levels to perform their roles in combating the pandemic (X. Liu, 2020, pp. 1–2).

During this pandemic’s prevention and control efforts, public security institutions and police officers are important forces (F. Wang, 2020). According to the Ministry of Public Security, as of 11 April, a total of 60 public security police officers and 35 auxiliary police officers nationwide have sacrificed their lives to fight the pandemic and maintain safety and stability on the front line. As of 9 February 2020, 54 public officials died in the fight against the pandemic, including 36 communists, accounting for 66.7% of them (Liang, 2020).

On 26 January 2020, the Chinese National Health Commission issued the Notice on the Guidelines for the Emergency Psychological Crisis Intervention for the Pneumonia Outbreak of New Coronavirus Infections. The notice did not list police officers on the front line of the pandemic as a key focus group explicitly include. However, their psychological stability indirectly affects the public and social psychology and can play a role in stabilising social order. Most of the current research focuses on medical staff and college students, and no attention has been paid to police officers (Cheng, Zhou, Liu, & Yuan, 2020; Guo et al., 2020; Huang, Zhang, Xiao, & Tao, 2020; X. Liu et al., 2020; C. Ma & Yan, 2020; L. Wang, 2020; M. Xu & Zhang, 2020; Y. Zhou et al., 2020; Zhu, Shen, Zhou, & Yang, 2020).

The mental state of police officers needs urgent attention. On 18 March, the State Council issued the New Coronavirus Outbreak Psychological Counselling Work Plan to strengthen the psychological counselling for frontline staff, such as public security police officers, and actively intervene among individuals with serious psychological and behavioural problems (Liang, 2020).

2 | STRESS RESPONSE AND PSYCHOLOGICAL SUPPORT FOR POLICE OFFICERS

Stress is an individual’s response to internal and external environmental threats and challenges, which can lead to huge changes in the physical and mental state. Psychological stress is a state of response to the stimulation of certain environmental factors due to imbalances in the understanding of objective requirements and coping ability (Jiang & Zhang, 2004; Ruan & Wu, 2020). The psychological stress of police officers is due to the physical or psychological tension resulting from the high-risk, high-intensity and high-workload environment, in the face of threatening stimuli (C. Xu, 2015). Due to the high-intensity work environment (Z. Wang, 2014), the need to cope with stressful events (Ding & Wang, 2019) and traumatic events (He & Ding, 2017), and other reasons, police officers’ psychological stress response in pandemic prevention and control is important to investigate. Police officers’ level of stress response is higher than that of the general population (Dai, 2003).

According to the conservation of resources theory (COR; Hobfoll, 1989) and job demands-resources model (JD-R; Demerouti, Bakker, Nachreiner, & Schaufeli, 2001), the reduction of an individual’s available resources in response to job requirements leads to the threat of a lack of resources for the future, and an individual’s response is generally to take immediate actions to reduce the resources expended. Efficient external performance means reducing the response to work requirements and saving effective energy; however, this may not occur under the extreme work pressure of the current pandemic. This unprecedented task leads police officers to face psychological/physiological difficulties and use excessive resources; this continuous increase of pressure may trigger a stress response.

Therefore, police officers should be given psychological support in a timely and effective manner (Y. Chen, 2013; Hu, 2009; D. Lin, 2013; W. Zhou et al., 2014). Siegrist (1996) proposed an imbalance model of payback based on the principle of social reciprocity and predict psychological stress response and mental health
according to the payback obtained by individuals in their work. The more paybacks are obtained, the more positive the payoff (Chu, 2016). In human resource management, the support provided by the organisation is also an important part of the organisation's socialisation strategy (Tu, 2017). A large number of studies have shown that support can reduce various employee adaptation problems, such as job burnout and turnover (Wayne, Shore, & Liden, 1997). As an important part of police officers' Employee Assistance Program (EAP), psychological support can reduce the risk of psychological crises among them (J. Zhang, 2018) and it should be applied to their daily work to prevent psychological distress (Cai, 2019; X. Xu & Wang, 2014); related empirical research confirmed its effectiveness (Lu, 2012; Y. Ma, 2011). Therefore, we assume that psychological support has a negative effect on the psychological stress response of police officers.

2.1 The mediating role of emotional identity of profession

Occupational identity comes from Eriksson's "self-identity" (Erikson, 1968). Both the unidimensional and multidimensional structures hold that emotional identity of profession is an important part of professional identity (Z. Liu, 2016). Blau (1985) believes that the main component of professional identity is emotional identity of profession. For police officers, the emotional identity of profession is different from other workers (J. Wang & Wei, 2016). This emotional identity of profession plays a positive role in special tasks, especially in enduring the long and highly intense labour of prevention and control during the pandemic. Moreover, the professional recognition of this job positively affects the work even more (Lambert et al., 2015; Schaible & Lonnie, 2018).

According to the theory of reciprocity, the organisation's socialisation strategy allows individuals to experience emotional support, thereby enhancing the individual's professional identity (Barksdale & Werner, 2001; Tsai, 2013; Tang, 2018). Furthermore, many studies have shown that psychological support, as a form of organisational support, can enhance an individual's sense of professional identity. Psychological support, as an aspect of the organisation's socialisation strategy (Chu, 2016), plays an important and obvious role in supporting COVID-19 frontline workers (Fu, 2020). Given the imperfect psychological intervention system in China and the psychological crisis interventions issued on 26 January and 18 March (Liang & Yan, 2020; C. Ma & Yan, 2020), we can see that psychological support is currently very important.

According to the COR theory, emotional identity of profession works as a resource (in the form of personal traits or personality). Individuals with sufficient resources can obtain more resource increments, and at the same time, they have stronger defences in the face of losing them. On the contrary, employees with scarce resources are less able to acquire and maintain them, and they are more vulnerable to pressure from losing resources. Occupational emotional identification can explain individual stress responses and job burnout (Dai, 2003). Some researchers have found that professional identity plays a significant role in mediating and regulating an athlete's psychological stress and fatigue (X. Liu, 2019); others found that nurses' professional identity is positively related to secondary stress trauma (Zhang, Xu, & Xue, 2014). However, there are few studies on the impact of police officers' emotional identity of profession on stress response. Therefore, we assume that emotional identity of profession has a negative effect on the psychological stress of police officers.

2.2 Moderating role of active work adaptation

Karasek (1979) proposed the job demands-control model (JDC), which distinguishes between work requirements and work control. Work requirements refer to workload, job responsibilities, and so on, and reflect the size and difficulty of the task. Work control is the influence that an individual exerts on self-work behaviour. According to the JDC model, the higher the work requirements and the lower the self-work control, the greater the work pressure, which in turn leads to some physical and mental issues. Working pressure depends on the combined effect
of job requirements and job control (Mansell & Brough, 2005). Among them, the degree of work task completion will affect the individual's work adaptation. Work adaptation is a complex organisational behaviour concept, and the results can be divided into far-end and near-end. The far-end refers to employee satisfaction, turnover intention and so on. The near-end includes completion of work tasks, role adaptation and social integration (Bauer, 1994; Saks & Ashforth, 1997; Tan, 2005).

Demerouti et al. (2001) also proposed a model, the prior mentioned JD-R (Demerouti & Bakker, 2011). Based on the JDC model, work resources were divided into material, conditional and personal characteristics, and energy. Among them, individual characteristic resources involve the transfer of the individual's tone to the individual's inner personality, comprised of elements such as self-efficacy, self-esteem and emotional identity of profession, which helps them resist pressure (Sun, 2015). The JD-R model assumes that work has positive and negative effects on employees, and work resources can buffer the loss of high work requirements on employees; under high work requirements, work resources can stimulate individual's work motivation, input and life satisfaction (Bakker, Demerouti, & Sanz-Vergel, 2014; Demerouti & Bakker, 2011). High job requirements will motivate employees to make full use of their work resources, better invest in their work and complete their work goals. Therefore, high job requirements will also mobilise emotional identity of profession.

Scholars have not reached an agreement on the relationship between job adaptation and organisational socialisation strategies (Saks & Ashforth, 1997), and there are few related studies on job adaptation and occupational identity. Some scholars believe that organisational socialisation strategies can promote work adaptation (J. Chen, 2017). At the same time, Tong (2004a, 2004b, 2006) conducted empirical research on the stress response during the SARS outbreak in 2004 and believed that the people's cognitive evaluation of the pandemic played an important role in regulating and inhibiting stress. This cognitive evaluation includes the identification of professional emotions, self-awareness and adjustment of job changes. Therefore, we assume that the active work adaptation of police officers plays a moderating role in psychological support and emotional identity of profession.

To summarise, based on theories of COR and JD-R, this study constructed a regulated intermediary model (see Figure 1) that examined psychological support, emotional identity of profession and active work adaptation in relation to the psychological stress of police officers. Specifically, this study investigated the intermediary (emotional identity of profession) and adjustment (active work adaptation) mechanisms of psychological support to predict the stress response of police officers in the context of providing a valuable reference for pandemic prevention and control.

3 | METHOD

3.1 | Participants

Using convenience and snowball sampling, in March 2020, a questionnaire was distributed online to measure the psychological support, emotional identity of profession, active work adaptation and stress response of police officers. The participants included public security police (including criminal police, traffic police, household...
registration police, etc.), judicial police (including prisons, drug rehabilitation, etc.) and other staff (including auxiliary police, law enforcement officials, volunteers, etc.). Under the premise of relative error, with \( p = 0.1 \) and a 95% confidence interval, the required sample size was calculated as 385 participants. The questionnaire response rate was 85% and the final sample size was 553 participants.

### 3.2 Control and inspection of common method deviations

A total of 600 questionnaires were collected, and the questionnaires which were too long, too short, or of poor quality were removed. The final number of participants was 553, with an effective recovery rate of 92.17%. Among them, the occupations included: 183 public security police (33.1%), 196 prison police (35.4%) and 174 other types of police (31.5%). The participants distinguished according to working years: 215 (58.9%) under 5 years, 210 (38%) between 5 and 10 years and 128 (23.1%) over 10 years. The breakdown of participants according to political outlook was: 243 Communist Party members (including reserves) and 310 (56%) nonparty members. The types of cities the participants were from was: 132 (23.9%) municipalities, 129 (23.3%) provincial capitals, 205 (37.1%) prefecture-level cities and 87 (15.7%) county-level cities. There were 450 males, accounting for 81.37% of the sample, and 103 females, accounting for 18.63%. There were 368 participants (66.5%) on frontline jobs and 185 (33.5%) on nonfrontline jobs.

Based on the program control of possible common method deviations, further use of the latent method factor (Xiong, Zhang, Ye, Zheng, & Sun, 2012) tests the deviation of common methods. First, we construct a confirmatory factor analysis model M1, and second, construct a model M2 containing method factors. Comparing the main fitting exponents of models M1 and M2, we found that: \( \Delta \chi^2/df = 0.747, \Delta GFI = 0.028, \Delta IFI = 0.043, \Delta NFI = 0.046, \Delta CFI = 0.042, \Delta TLI = 0.038, \Delta RMSEA = 0.022, \Delta SRMR = 0.029; \) the change of RMSEA and SRMR does not exceed 0.03, and CFI and TLI does not exceed 0.1, indicating that after adding the common method factor, the model has not been significantly improved, and there is no obvious common method deviation in measurement (S. Liu et al., 2015).

### 3.3 Tools

#### 3.3.1 Emotional Identity of Profession Scale

The emotional identity of profession dimension (a total of five questions) in the "Basic Police Officers Occupational Identity Questionnaire" compiled by H. Lin (2016) is measured on a five-point scale. High scores indicate a strong emotional identity of profession. An example item is, "I am proud of being a police officer." The Cronbach’s \( \alpha \) coefficient of the occupational emotional identification scale was .84.

#### 3.3.2 The Stress Response Scale

The stress response dimension was measured by the DSM-5 Self-Rated Level 1 Cross-Cutting Symptom Measure-Adult. Only those items from the DSM-5 measure were included which related to negative reactions to the pandemic prevention and control. Six questions were included and the rating was on a five-point scale, the items were related to depression, anxiety, physical symptoms, sleep problems, repeated thoughts and behaviours. An example item is, "Have you felt nervous, anxious, scared, worried or anxious in the past 2 weeks?" The higher the score, the stronger the stress response. Confirmatory factor analysis of the scale showed that the model indicators fit well: TLI = 0.92, CFI = 0.95 and SRMR = 0.04. The Cronbach’s \( \alpha \) coefficient of this measure was .74.
3.3.3 | Psychological Support Scale

The questionnaire for psychological status of medical workers in COVID-19 prevention and control prepared by Shen et al. (2020) was used. Here, four subjects receive the psychological support, with five grades; the higher the score, the stronger the psychological support. For example, “Have you received systematic psychological counselling training during the COVID-19 pandemic?” The Cronbach's α coefficient of this measurement was .73.

3.3.4 | Active Work Adaptation Scale

The Morrison (1993) measurement scale on task mastery in work adaptation is composed of five items, with five levels of scoring; the higher the score, the stronger the active work adaptation (Morrison, 1993). An item example is, “I feel full of confidence in completing the task.” The Cronbach's α coefficient of synthesis reliability was .73.

4 | RESULTS

4.1 | Descriptive statistics of variables

The results of the descriptive statistics are shown in Table 1. The psychological support received by police officers is significantly positively correlated with emotional identity of profession and active work adaptation, and it is significantly negatively correlated with stress response. There is a significant negative correlation, which is positively correlated with active work adaptation; stress response is significantly negatively correlated with active work adaptation.

4.2 | Relationship between psychological support and stress response: moderated mediating model test

First, we used Model 4 (it is a simple mediating model) in the SPSS macro compiled by Hayes (2012), controlling variables such as the number of working years, political outlook, occupational department, city type and frontline versus nonfrontline jobs, to test the mediating effect of emotional identity of profession in the relationship between psychological support and stress response. The results (see Tables 2 and 3) show that psychological support has a significant negative predictive effect on stress response \((B = −.10, t = −2.63, p < .001)\), but when the mediating variable is included, the direct predictive effect of psychological support on stress response is no longer significant \((B = .04, t = 0.91, p > .05)\). Psychological support has a significant positive predictive effect on the emotional identity of profession \((B = .35, t = 10.66, p < .001)\) and emotional identity of profession has a negative predictive effect on stress response \((B = −.41, t = −8.31, p < .001)\). In addition, it was found that the upper and lower limits of the bootstrap 95% confidence interval of the direct effect of psychological support on stress response include 0, but the upper and lower limits of the bootstrap 95% confidence interval of the mediating effect of emotional identity of profession do not include 0 (see Table 3). This indicates that psychological support predicts, through the full mediation effect of emotional identity of profession, stress response, and the value of the full mediation effect is −0.10.

Secondly, we used Model 15 in the SPSS macro prepared by Hayes (2012); Model 15 assumes that the direct path and the second half path of the mediating model are adjusted, which is consistent with the theoretical model of this study. We tested the mediating model while controlling variables such as working years, political outlook, occupational department, city type and frontline versus nonfrontline worker. The results (see Tables 4 and 5) show
that after including active work adaptation into the model, the direct effect of psychological support on stress response is significant ($B = .10, t = 2.35, p < .05$). It shows that active work adaptation can moderate the predictive effect of psychological support on stress response.

### TABLE 1  Descriptive statistics of variables

|                          | M    | SD   | Psychological support | Emotional identity of profession | Stress response | Active work adaptation |
|--------------------------|------|------|-----------------------|---------------------------------|----------------|------------------------|
| Psychological support    | 2.53 | 0.75 | 1                     |                                 |                |                        |
| Emotional identity of profession | 4.23 | 0.51 | 0.40**                | 1                               |                |                        |
| Stress response          | 2.08 | 0.70 | −0.13**               | −0.32**                         | 1              |                        |
| Active work adaptation   | 4.29 | 0.48 | 0.47**                | 0.67**                          | −0.33**        | 1                      |

Note: *$p < .05$; **$p < .01$; ***$p < .001$.

### TABLE 2  Mediating model test of emotional identity of profession

| Regression equation ($N = 553$) | Fitting index | Coefficient significance |
|---------------------------------|---------------|--------------------------|
| Outcome variable                | Predictor     | $R$ | $R^2$ | $F_{(df)}$ | $B$ | $t$ |
| Emotional identity of profession | Psychological support | .44 | .19 | 21.88*** | .35 | 10.66*** |
|                                 | Working years |  −.02 | −0.46 | 1 |
|                                 | Political status |  −.02 | −0.32 | 1 |
|                                 | Occupation |  −.02 | −1.03 | 1 |
|                                 | City type | .02 | 1.01 | 1 |
|                                 | Frontline or not | −.23 | −4.48*** | 1 |
| Stress response | Psychological support | −.10 | −2.63*** | 1 |
|                                 | Working years |  .03 | 0.70 | 1 |
|                                 | Political status | −.03 | −0.40 | 1 |
|                                 | Occupation | −.03 | −1.39 | 1 |
|                                 | City type | −.03 | −0.91 | 1 |
|                                 | Frontline or not | −.21 | −3.26*** | 1 |

Note. *$p < 0.05$; **$p < 0.01$; ***$p < 0.001$. 

that after including active work adaptation into the model, the direct effect of psychological support on stress response is significant ($B = .10, t = 2.35, p < .05$). It shows that active work adaptation can moderate the predictive effect of psychological support on stress response.
In addition, the product of active work adaptation and occupational emotional identity of profession has a significant predictive effect on stress response \((B = .14, t = 2.08, p < .05)\), indicating that active work adaptation can moderate the predictive effect of occupational emotional identity of profession on stress response. A simple slope analysis (see Figure 2) shows that in the low group of active work adaptation \((M - 1SD)\), occupational emotional identity of profession has a significant negative predictive effect on stress response, simple slope \(= -0.31\) and \(t = -4.90, p < .001\); for the high group of active work adaptation \((M + 1SD)\), the negative predictive effect of occupational emotional identity of profession on stress response is also significant, simple slope \(= -0.18\) and \(t = -2.39, p < .05\). This shows that active work adaptation plays a regulatory role in the prediction of emotional identity of profession on stress response.

5 | DISCUSSION

5.1 | The urgency of providing psychological support to police officers

Psychological support can promote the establishment of police officers’ emotional identity of profession. First, psychological support should be set up as a standard service provided for groups with high levels of work stress, such as police officers. At present, police officers still do not have extensive knowledge of psychological support and other EAP measures (Cai, 2019). Second, when a crisis is approaching or the working style changes, the individual becomes a “new employee” to a certain extent (Saks & Ashforth, 1997), especially in the actual context, as the virus is unknown and the vaccine is not available right now; this is known as a “job changer.” The staff working on pandemic prevention and control are faced with new forms of work (Carr et al., 2006). During such times, it is more important to set up the socialisation strategy of the organisation. This has been studied in research on new employees’ work adaptation. Third, according to the psychological principles of emotions, the formation of emotions is based on feelings, and the intensity and length of the feelings are the basis for their conversion into emotions. As a special industry, the emotional identity of profession of police officers is particularly important. It can be used as an essential feature to distinguish it from other industries. Strengthening daily psychological support has an important role for police officers responding correctly to crises and emergencies. At present, the outbreak of the domestic pandemic has been contained in China, but it is still under pressure from cases overseas, and the prevention and control of the pandemic cannot be relaxed currently. However, police officers have been holding their posts for nearly 6 months, and physical and mental fatigue has become the norm. Finally, according to the theory of social exchange and the principle of reciprocity, psychological support or assistance can be a source of emotional identity of profession.

5.2 | The mediating role of emotional identity of profession of profession

In the mediating model of this study, after adding occupational emotional identification to the regression model of psychological support on stress response, the direct effect of psychological support is no longer obvious, and
occupational emotional identification plays a complete intermediary role. First, in public emergencies, emotional identity of profession is an important part of professional identity, which is easier to be mobilised than factors such as continuous identification, interest identification (H. Lin, 2016) and professional value and rights (Z. Liu, 2016). In

| Regression equation (N = 553) | Fitting index | Coefficient significance |
|-------------------------------|---------------|--------------------------|
| Outcome variable              | Predictor     | R | R² | F(df) | B | t  |
| Emotional identity of profession | Psychological support | .44 | .20 | 21.88*** (6) | .35 | 10.66*** |
|                                | Working years |  |  |  | −.02 | −0.46 |
|                                | Political status |  |  |  | −.02 | −0.32 |
|                                | Occupation    |  |  |  | −.02 | −1.03 |
|                                | City type     |  |  |  | 0.02 | 1.01 |
|                                | Frontline or not |  |  |  | −.23 | −4.48*** |

| Stress response               | .43 | .19 | 12.38*** (10) |
|-------------------------------|-----|-----|---------------|
| Psychological support         | .10 | 2.35* |
| Emotional identity of profession | −.24 | −3.99*** |
| Active work adaptation        | −.33 | −3.89*** |
| Active work adaptation × psychological support | −.22 | −2.47 |
| Active work adaptation × emotional identity of profession | .14 | 2.08* |
| Working years                 | .04 | 0.86 |
| Political status              | −.02 | −0.27 |
| Occupation                    | −.03 | −1.54 |
| City type                     | −.02 | −0.75 |
| Frontline or not              | −.29 | −4.89*** |

Note: * p < 0.05; ** p < 0.01; *** p < 0.001.

| Active work adaptation's different levels | Effect value | Boot Standard error | Boot CI Lower limit | Boot CI Upper limit |
|------------------------------------------|--------------|---------------------|---------------------|---------------------|
| Direct effect of psychological support 3.81 (M − 1SD) | 0.21          | 0.07                | 0.07                | 0.34                |
| 4.29 M                                    | 0.10          | 0.04                | 0.02                | 0.19                |
| 4.77 (M + 1SD)                            | 0.01          | 0.05                | −0.11               | 0.10                |
| Mediating effect of emotional identity of profession 3.81 (M − 1SD) | −0.11         | 0.03                | −0.16               | −0.04               |
| 4.29 M                                    | −0.08         | 0.03                | −0.14               | −0.04               |
| 4.77 (M + 1SD)                            | −0.06         | 0.03                | −0.13               | −0.01               |
the case of time constraints, emotional identity of profession requires fewer external resources to develop and is more subject to internal factors, such as motivation and values. COVID-19 caught the whole society by surprise, and thus, there was no time to prepare for mitigating its negative impact. At the same time, safety protection materials were in short supply. Under such circumstances, the occupational emotions of police officers will undoubtedly play an important role as a supporting resource; thus, emotional identity of profession can be used as a protective wall against negative stress reactions. Second, as a kind of internal resource, professional emotions should be cared for in a timely manner. Existing studies have found that excessive professional identification can lead to various occupational problems, such as job burnout (Schaible, 2018). In the future, psychological support can be combined with professional emotional education for police officers.

5.3 | Moderating role of active work adaptation

The interaction between active work adaptation and emotional identity of profession found that no matter whether the level of active work adaptation is high or low, with the improvement of emotional identity of profession, the level of psychological stress will be significantly reduced. This indicates that in an emergency stress environment, when the individual is too late or unable to cope with the external environment well, emotional identity of profession is an effective coping method. As emphasised by the COR theory and the job demands-control theory, individuals with sufficient resources not only can acquire more resources but also obtain more resource increments based on the original resources, and they have a strong defence capability to reduce resource loss. Individuals with low job control are more prone to stress reactions under high job requirements.

6 | CONCLUSION

It is important to study the relationship between psychological support, emotional identity of profession, active work adaptation and psychological stress of police officers during the prevention and control of the COVID-19 pandemic. First of all, it is fundamentally different from past public emergencies, and prevention and control work is arduous. The pandemic will have a sustained impact on the global society for a considerable period. During the pandemic, police officers are the main force to maintain social stability, and therefore, their mental health determines the success or failure of pandemic prevention and control work, at least to a certain extent. Furthermore, it provides a case study for future prevention and control of similar emergencies. Second, studying the relationship between emotional identity of profession and active work adaptation can promote the quality of the industry, especially provide strong support for reducing the probability of sacrificing staff during pandemics.
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DATA AVAILABILITY STATEMENT
The data that support the findings of this study are available on request from the corresponding author. The data are not publicly available due to privacy or ethical restrictions

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