STUDY OF THE IMPACT OF PSYCHOLOGICAL TRAINING ON SOCIAL BEHAVIOR OF POLICE PERSONNEL AT AGRA

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Abstract:

After the Anna movement in the Country India, DIG of Agra had take a pledge with all the police personnel in public on No corruption of what so ever kind. In the process of revamping the image of AGRA city, police personnel’s has a great role. Common man avoids the police for many bad reasons. These were few thoughts researchers were always baffled with. Hindustan Institute of Management and computer Studies Farah Mathura took a larger than life initiative and proposed a training program for newly inducted Police Constables. The research had few objectives listed below

1) To make the police personnel socially responsible.  
2) Give the society an acceptable police officer  
3) Study of the impact of the training on the personal and professional life of the personnel.

The sample size was of 200. And all the financial and infrastructural support was born by HIMCS. Every participant was given one day session by three Trainers at the same setup and facilities. Every day feedback was conducted. And after a week long schedule the researchers went further to find the effectiveness of the program in the personal and professional life. The police department Agra helped a lot to excavate many facts and figures for the benefit of the department and society. Through this research paper Agra police has found so much to improve upon their interpersonal and social relations.

The findings reflected that individuals’ short term and long term needs for professional development should be considered in designing training programs. To enhance the effectiveness and efficiency of police training, a needs analysis is must system should be established. Police trainees would not benefit greatly from training if their expectations and need of an hour are neglected. Competent trainers, updated curricula, consideration of individual professional competence, and a linkage between knowledge and practical work were regarded significant factors contributing to effective training. The findings also suggested that application of knowledge and skills into workplaces needs to be connected with the performance appraisal, reward and award system. This study carries strong implications and interpretations for police training and development in Indian context.
Paper Code WAN05250 Exploration of Chinese Police Officers’ Perceptions of Training  Dr. Ting Wang, Ms. Shujie Zhang

Context:

This study is an exploratory in nature. A sample of 200 Police constables were taken for study from Agra police. The basic aim was to investigate the key factor influencing the efficiency and effectiveness of behavioral training program on the mind set of the sample. The study is very significant as it is the first in depth analysis of police training at grass root level in India. This has opened a new dimension of the thought process towards police training. The hard core training programs are directed to make them tough. And for social interaction we need to address the soft angle in the personality too. The social image of police needs to be repainted by giving them psychological training from time to time.

And technology heralds in a new era of crime detection and crime prevention (Lee, 2005). There is an obvious need for police officers to acquire knowledge of the latest legal decisions, technological advances, and tactical developments in the field, and to remain proficient in a number of job-related skills (Birzer & Tannehill, 2001).

Ethics in government seems like an oxymoron to many Indian citizens. They are becoming increasingly cynical in their view of politicians, appointed officials and other public servants at all levels of government. In India, recruitment to the Police is made at 4 levels - viz., the constables, Sub Inspectors (SI), Deputy Superintendent of Police (DSP) and Assistant Superintendent of Police (ASP). The officers selected to the I.P.S join as ASP's and are allotted to the various states in India by the Government of India. They man the senior posts in the Police Department of the various states and in Central Police Organizations. The training programmes now conducted at the Academy are the Basic Course for I.P.S. Officers; three In-service Management Development Programmes for officers of S.P., D.I.G. and I.G. levels of the Indian Police Service; Training of Trainers' Courses for the trainers of various police training institutions in the country; IPS Induction Training Course for State Police Service Officers; and short specialized thematic Courses, Seminars and Workshops on professional subjects for all levels of police officers. Scandals and abuses of power are reported in the local and national news on a weekly basis, further eroding trust in government. At no level does this lack of trust have more serious implications than on the front-lines of American government – the local police.

Training needs analysis

Training needs analysis (TNA) is a fundamental part of training system because it determines what training needs to be done so that money, time and effort are not wasted on unnecessary training activities. Tovey (1997, p. 43) defines the TNA as “a systematic and thorough investigation of a problem with the purpose of identifying exactly the dimensions of that problem and whether or not it can be solved by training”. The TNA provides a framework on which to base training activities.

The Need for Effective Police Training

Once an agency has hired new officers of good moral character who want to do the right thing, these individuals must be taught what is right and what is wrong. Leaving them to rely
on their own personal moral values, common sense or religious principles will fail them in the complex and often contradictory world of policing.

Police training is an important part of an officer's commitment to serve his community. Training is an invisible component for community members, but it must remain a priority for police departments if community safety truly is the goal. Along with the ability to safeguard the trust in the heart of people for police is must. Psychological training goal is to create a soft and sober image of police personnel along with the tough component of the professional needs

Function

Police training is a crucial part of community safety. A well-trained police force promotes consistency in the implementation of procedures as well as helping to keep community members and officers alike safe during the course of police work and confidence building in the no policing time.

Considerations for training

Key considerations for appropriate training include the demographics of the community, recognized needs of a community and most important, personal, institutional and societal beliefs that might affect the implementation of procedures by an officer.

Types of training

One common type of training is in-service training. This type of training can cover topics such as: cultural competency, language accessibility and responding to domestic violence and rape calls.

Potential of training

Quality training leads to an improved response to the community. When citizens trust their police force to respond appropriately to reports, they begin to contribute to a decrease in crimes.

Historical view of training

Police training traces its roots to before the First World War. Since then, the sophistication, quality and depth has increased, signaling a continued commitment to quality of training.

Ethical Policing: following points may be highlighted as apart of ethical training to be imparted to the police officer as a professional need and the general awareness.

- Due process
- Justice
- Checks and balances
- Equal protection of the laws
- Separation of power
- Freedom of speech religion, press, petition and assembly
- Right to bear arms
Protection against unreasonable searches and seizures
Protection against self-incrimination
Right to a lawyer
Right to a speedy trial

Cohen and Feldberg’s Five Moral Standards for Police

Howard S. Cohen and Michael Feldberg (1991) created an excellent ethical guide for policing in a book titled Power and Restraint: The Moral Dimension of Police Work. This is the only applied ethics source the author has found that clearly articulates standards derived from social contract theory and Constitutional principles and can be used to make value judgments about police work. Cohen and Feldberg’s five moral standards for police can be viewed as both ideals to strive for and minimum requirements. They are standards of responsibility that apply generally to all government officials, and police in particular.

1. Fair Access
2. Public Trust
3. Safety and Security
4. Teamwork
5. Objectivity

Taken together, these five ethical standards provide a decision-making framework for the everyday dilemmas that police face. They can be used to guide the broad discretion that officers are given. Cohen and Feldberg are careful to point out that more than one morally sound outcome may exist for each dilemma, and in other situations, there may be no available option that will satisfy each of the five standards (p. 43). The authors also acknowledge that efforts at fulfilling one standard completely will often result in diminishing the officer’s capacity to fulfill another standard (p. 65). At times tradeoffs must be made because the standards are interrelated. The situation will dictate which standard is most important in resolving the dilemma.

The Role of Institutions of Higher Education in Police Ethics Training

Do average high school graduates understand the principles that our constitutional republic was founded on? Are they familiar with social contract theory and do they know the ultimate purpose of government? Do they understand these things well enough to become agents of the government? If the answer to any of these questions is “no,” then the basic police training academies across America have a responsibility to make sure cadets are educated in these matters.

While an increasing number of police agencies in the nation are requiring some amount of college education as a condition of employment, the minimum education requirement for police officers in most states remains a high school diploma or general equivalency degree (GED). (See Jagiello [1971] for a critique of this minimum requirement.) This means the majority of police cadets will have no exposure to these concepts beyond what they were taught in high school. Certainly there is no guarantee that a college graduate will know and understand these principles, but the chances of being exposed to the concepts surely increase as the level of education increases. In addition, college education serves other purposes that uniquely prepare an individual for a career in policing. Buerger (2004), a police practitioner...
turned academician, explains: “Education and training are fundamentally different tasks, though in an ideal world, they should complement each other……..A college education is designed to build within each student the ability to critically assess new situations, undertake new learning as needed, and even to question the ‘facts’ and underlying assumptions of existing canons of knowledge when necessary……By comparison, training systematically builds particular skills to achieve certain ends…..in a well-developed system, the collegiate process would feed well prepared individuals into a police training process that capitalizes on their education, thus creating a complimentary approach to improving police services.”

Until this ideal state is achieved, police training academies need to work toward incorporating more training hours into the curriculum to adequately address democratic principles of government and the role and authority of police in a democratic society. Academy commanders should solicit professors of criminal justice, political science and public administration from local universities to assist in teaching these components to cadets. Likewise, colleges and universities need to add an applied ethics course to the criminal justice curriculum that teaches students to apply their critical thinking skills to situations they will experience on the job.

As Kooken (1947) noted regarding police education and training: “The full liberality of education must be preserved, and the police profession should in no way seek to dominate the field of police training……The full facilities of our universities and colleges should be used both in preparatory and in-service police training.”

With the recent increase in the number of police basic training academies that operate out of accredited universities, perhaps policing will see more cooperation between academicians and practitioners.

**Methodology:**

In order to make the study significant the choice of the sample and the support from the Police department was very crucial. With any differentiation the same lot of the 200 Police constable to be inducted in the services was taken for study. The sample was chosen randomly. After the details brain storming on the sample size and the sample units the researchers reached to the conclusion. Befor the study started the sample was not told about the study and the pattern of the study.

They were given a clear schedule to be followed during the day. And every day basis feedback was collected. After thy had gone back in the camp, after training study was conducted with the help of senior officers.

The recording the data was based on the quality and the quantity of the data. Total 10 people were put on the observation, interaction and data tabulation.

The behavior was under observation by the researchers, senior officers, trainers, peers and society. The data was analysis by SPSS.

**Interpretations:**

1. Out of the content, ambience, trainers, time, Trainers were identified as most important key to success of any training program.
2. The senior officers had revealed a about the dramatic change in the professional behavior of the police constables
3. Society has observed the positive side of the police functioning and showed great satisfaction over it through verbal and written feedback.
4. There is high degree of correlation between job satisfaction and personal life happiness of the police personnel.
5. All the constables who otherwise were going to speak the with LATHI in public has accepted that language of sweet tong is far more productive and acceptable than LATHI.
6. Level of JOB satisfaction has reached to another high score compared to pre training score.
7. The feedback revealed importance of such program to revamp the police image in the society.
   The trainers given the training were professionally trained people. And as a part of study all were bought on the same level of professional experty.

Conclusion:

Cohen and Feldberg (1991) have done a great service for policing in America. They are far superior to codes of ethics. But they do not, however, provide easy answers to the ethical dilemmas that cops face daily on the job. Instead they encourage police officers to use moral reasoning based on Constitutional principles to weigh their options and choose the best solution Indian have good reason to fear the awesome power granted to police officers and to demand that these government officials adhere to the strictest ethical standards in carrying out their duties. The Behavioral training programs has got its value in the police training programs along with the hard core training. It should always be conducted by the certified and trained trainers to get good results. The basic and standard criteria of organizing a training program must be meticulously followed. As the government of India has decided to conduct psychological test along with other test as a mandatory part in all the civil services examination, Police department should also plan similar action.

In order to repaint the police image in the society, in the era of increasing crime rate, wining the trust of the people to control the ill effects on society is one of the first priorities of social philosophers. Police role can not be neglected in the civilized society. The trained constables are appreciated all around the city for reason or another by all the walks of life. The colleagues and the senior police officers of the trained police constables are also requesting for many more such programs. It is the duty of police practitioners and the leaders of the major police professional organizations to improve police ethics training to the extremely high standards.

The results have impressed every one till the level of state government.

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