

## Week 2 Lecture – Personnel Selection & Performance

### Personnel Selection

Why people join the police force:

**Economic model** suggests people will weigh up the cash and noncash costs and benefits of become a police officer compared to other jobs

- Benefits include respect from community and assisting the public
- Costs include a low salary, risk to self and demanding job
- People are more likely to apply for the police force if their city has higher crime rates

Selection process includes

- **Screening in** – Select people with desirable traits such as skills, knowledge and ability
- **Screening out** – Eliminate people with undesirable traits such as negative psychological traits
  - Much harder as people can hide these traits

### **KSA's**

Often when employing new officers, the police will conduct a job analysis looking at what **knowledge, skills and abilities** are most valuable to the police force

- In order to decide the police will conduct surveys, observations and ask higher ranking officers

### **Problems**

- KSA's may change depending on the particular job the officer will be doing
- KSA's may also change over time
- KSA's may change depending on who they are asking which attributes they believe are most important

### **Examples**

- Knowledge – problem solving skills and education
- Skills – integrity, reliability, compassion, communication skills and emotional intelligence (self-control, leadership and conflict management)
- Abilities – physical fitness

### **Job analysis (NYPD)**

1. Interview officers and supervisors to determine the tasks police undertook on a regular basis
2. Identity tasks (71 tasks)
3. Panel reviewed tasks and finalized list (42 tasks)
4. Officers rated tasks
  - Frequency
  - Importance
  - Amount of time
5. Ranked and clustered tasks

## Week 3 Lecture – Police Culture and Subculture

### Culture

Essentially it is human-created ways to “make sense” of our place in the environment