

EVALUATING DYSFUNCTIONAL POLICE PERFORMANCE

A Zero-Based Approach

By

D. J. VAN METER

Evaluating Dysfunctional Police Performance A Zero Based Approach Paperback

Léo Pomar



Evaluating Dysfunctional Police Performance A Zero Based Approach Paperback:

EVALUATING DYSFUNCTIONAL POLICE PERFORMANCE D.J. Van Meter, 2001-01-01 This detailed and comprehensive book on performance evaluation will provide employers with a resource for developing and implementing a results based approach to the evaluation of employee work performance The goal of this book is to fill the gap that exists between what evaluation program designers have been offering in the way of evaluation systems for the last half of this century and what employers employees and courts need and expect To briefly describe the system performance is defined as the objectively measurable result of having performed to standard Employees are viewed as being highly capable and productive at the beginning of the rating cycle Theory Y Accordingly they are given the best possible rating score attainable in the system a zero The zero signifies that they have no uncorrected performance deficiencies Jobs are analyzed to determine the results that the performer is expected to accomplish To ensure quality these results are tracked and measured on a regular basis e g monthly As long as employees accomplish the expected results they will maintain their zero evaluation scores Z score Should an employee s performance fail to meet standards problem solving is initiated to determine the source of the problem and if possible to help the employee achieve standards The intervention is documented and an improvement plan is developed The time and costs associated with the improvement efforts are tracked As long as employees are capable and willing to correct identified deficiencies they are given the opportunity to do so without affecting their evaluation scores Only when employees fail to correct their deficiencies are their evaluation scores affected The investment costs in development efforts are totaled to form the employee s final evaluation score the Z score The lower this score the better will be the final rating It will be of primary use to the human resources professional in law enforcement with between 15 500 employees and it will provide the necessary expertise in research and development that will save these individuals hundreds of hours in self developing their own system from scratch The book consists of eight chapters The appendices contain model forms instruments and sample rating measures Additionally instructions for developing a template for generating rating scores and reports is included

American Book Publishing Record , 2003 *Managing Crises* Uriel Rosenthal, Arjen Boin, Louise Kloos Comfort, 2001 This textbook considers the phenomenon of crises from a new perspective one that bridges the conventional social science view with the ever changing nature of crises in modern society The textbook is divided into five sections The first section introduces the perspective taken in the textbook and offers an understanding of who crises means The second section discusses how crises develop and escalate One chapter in this section offers case studies of a number of Los Angeles riots that have taken place since the 1960 s including the riot sparked by the verdict of the Rodney King trial The third section provides discussions on the decision making leadership and coordination that occur when responding to any particular crisis Section four reviews the politicization of crisis as well as the traumas that accompany any crisis The fifth section details the unintended consequences of modernization and how this will shape crises of the future **Criminal Justice** , 2000

Subject Guide to Books in Print ,1991 **Law Books Published** ,2001 Forthcoming Books Rose Arny,2003
Criminology & Penology Abstracts ,1982 An international abstracting service covering etiology of crime and juvenile delinquency the control and treatment of offenders criminal procedures and the administration of justice Abstracts of journal articles and monographs Covermaterial from psychiatric literature as well as from criminological sources **The Dysfunctional Police Officer** Greg A. Janke,1993 This journal article is based on the technical report with the same title The nature and causes of police misconduct and other problem behavior among police officers are analyzed and strategies are recommended for police management in the future to assure that the public receives professional police services delivered by motivated and capable police officers who are resistant to inclinations that may lead to dysfunction Based on interviews and forecasts of trends and events the analysis indicated that cynicism alienation anomie and lack of ethics are among the causes of dysfunctional tendencies that emerge during the police officer s tenure Law enforcement agencies have traditionally pursued a reactive approach to dealing with dysfunctional police officers relying on citizen and internal complaints to identify such officers and responding by transferring them to unattractive assignments providing retraining or counseling based on liability concerns or terminating them The failure to respond more effectively could result in greater challenges to traditional law enforcement greater public interference in the operation of the police agency and increasing liability and personnel costs The proposed policy would involve early identification to conditions professionally determined to indicate emerging dysfunctional inclinations and would include the family in recognition that it is the police officer s main support group Psychological testing and performance assessment every 2 years would be the two main elements of this policy *Police Officer Performance Evaluation Systems* Gerald J. Carpenter,Canadian Police College,1989 **Guide to Performance Evaluation** ,1971* **A Systems Approach to Planning and Development of Police Performance Evaluation** Timothy Jon Springer,1978

Immerse yourself in heartwarming tales of love and emotion with is touching creation, **Evaluating Dysfunctional Police Performance A Zero Based Approach Paperback** . This emotionally charged ebook, available for download in a PDF format (PDF Size: *), is a celebration of love in all its forms. Download now and let the warmth of these stories envelop your heart.

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