

Course Description**CJE4310 | Police Administration | 3.00 credits**

An analysis of corrections relative to punishment and rehabilitation strategies utilized at penal institutions throughout the United States.

Course Competencies:

Competency 1: The student will discuss police administrative organization by:

1. Describing the roles of management in police administration
2. Discussing goals of police organizations
3. Reviewing the historical eras of policing

Competency 2: The student will compare the differences between community policing and the traditional or professional model by:

1. Articulating the philosophical, strategic, and programmatic dimensions of community policing
2. Researching the intricacies of implementing community policing programs
3. Evaluating departmental community policing efforts
4. Describing the benefits of community policing

Competency 3: The student will demonstrate knowledge of classical organizational theory by:

1. Applying scientific management theory to current organizations
2. Discussing the principle of hierarchy or chain of command
3. Defining authority
4. Describing specialized units in the police organization

Competency 4: The student will demonstrate knowledge of contemporary management theories by:

1. Identifying foundations of human relations theory
2. Comparing and contrasting Mintzberg's organizational theory with contemporary management theories
3. Identifying police system theory components
4. Discussing quality management theories and their application to modern police departments and community policing.

Competency 5: The student will discuss differences among leadership, power, and authority and their application in the police organization by:

1. Identifying the leadership styles
2. Defining the contemporary leadership theories
3. Discussing factors affecting police administration and decision making
4. Assessing transformational leadership and organizational change theories

Competency 6: Demonstrate knowledge of the concept of motivation and its importance in the police department by:

1. Distinguishing between content and behavioral theories
2. Defining the various motivational theories
3. Formulating and applying a comprehensive motivational plan for a police department
4. Analyzing group behavior and dynamics affecting officer motivation

Competency 7: The student will demonstrate knowledge of stress symptoms by:

1. Examining the sources of stress for police administrators
2. Analyzing the sources of stress for officers
3. Tracing the effects of stress on health and family
4. Describing responses to stress

Competency 8: The student will demonstrate knowledge of the police human resources system by:

1. Describing the civil service system
2. Distinguishing among academy training, field training, and in-service training
3. Evaluating police performance

Competency 9: The student will demonstrate knowledge of the labor movement in police administration by:

1. Discussing the impact of strikes on American policing
2. Researching the unionization process and its formation
3. Discussing fraternal orders organizations
4. Discussing and elaborating issues resulting in employee discrepancies

Competency 10: The student will demonstrate knowledge of the goals of organizational change theory by:

1. Describing the steps used to assess the need for change
2. Describing and discussing organizational change
3. Defining and discussing organizational development
4. Discussing risk and resistance to change

Learning Outcomes:

- Create strategies that can be used to fulfill personal, civic, and social responsibilities.
- Demonstrate knowledge of ethical thinking and its application to issues in society