



Understanding Organizational Behavior in a Criminal Justice Agency

Let us first define what organizational behavior is, before we discuss the importance of its functions in the context of a criminal justice agency. Organizational behavior is a field which analyzes, interprets, predicts and controls human behavior in work organizations (Organizational Behavior).

Analysis of the behavioral patterns of individuals or groups is important in predicting possible behavior responses to organizational actions or strategies. The prediction of possible behavior responses may also be the key to gain control.

In the analysis stage, it is vital that the needs of the employee as an individual and as a part of the organization be considered and that the social group behaviors which cause changes or create major impacts in employee motivation and performance, be determined. Its primary goal is to establish more harmonious and productive relationships among the employees and between the employees and management by addressing the individual and organizational concerns.

The elements of organizational behavior include the organization's goals, values, mission and vision, the organizational culture, leadership, employee motivation, group dynamics and communication (Clark, 1998). A combination of all these elements results to the organization's operations strategies. From these elements arise the four organizational behavior models. The Autocratic model focuses on power of the managerial position. Employees are expected to depend on their superior or manager for decisions and courses of actions, and they are required to obey.

This is the classic leader-follower model. The Custodial model concentrates on the supervision of money and security for the employees. The economic rewards and benefits of employees are considered. The Supportive model gives importance to employee motivation and recognition by creating a supportive working environment, while the Collegial model values teamwork between the manager and employees as a means to achieve the organization's goals (An Outline of Organizational Behavior).

A combination of aspects from the different models would be the ideal organizational set-up due to differences in the employee perceptions and fields of experiences. It may be true that using one model may not be sufficient in addressing the needs of the organization in terms of its manpower, but more companies are now using the Collegial approach due its numerous advantages. This model emphasizes partnership between the employees and the management.

This relationship gives assurance to employees that they are valued and needed by the

Organizational Behavior In Criminal Justice

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Organizational Behavior and Management in Law Enforcement Gennaro F. Vito, John C. Reed, Harry W. More, 2019-02-04 Earliest edition entered under title third edition entered under More Harry W. Behavioral Police Management Harry W. More, W. Fred Wegener, 1992 **Criminological Theories** Suzette Cote, 2002-03-19 This anthology is a superb collection of 36 articles covering all of the major theories past and present that inform criminology today What truly sets this volume apart is the inclusion of many articles discussing novel and often overlooked perspectives in criminological theory In fact many of these articles have never before been included in a reader Each article is framed by an introductory overview discussing the article s importance the context for its development and the author and concludes with discussion questions These articles include a thorough examination of topics such as white collar crime and developmental criminology as well a discussions of integrated theories that consider genetics psychology and environmental approaches As most journal articles are typically written for a professional audience the original articles have been substantially edited and abridged to make them more accessible to students The resulting reader will prove to be an invaluable resource for any undergraduate or graduate course where criminological theory plays a central role **Organizational Behavior and Management in Law Enforcement** Harry W. More Ph.D., Gennaro F. Vito Ph.D., William F. Walsh Ph.D., 2011-11-21 This is the eBook of the printed book and may not include any media website access codes or print supplements that may come packaged with the bound book This book provides a clear concise realistic and up to date blueprint for successful police management Drawing on decades of experience as practitioners consultants trainers and researchers the authors fully reflect current theory and practice while accurately capturing the feel of real world law enforcement management They focus on organizational behavior to promote a deeper understanding of both the police organization as a whole as well as key interactions among officers managers and the community This edition integrates the latest research and presents all new chapters on performance based management and organizational development It offers expanded coverage of leadership team building stress management and many other topics as well as 39 new cases Some key features to the new edition include 39 new cases 100 new research references and 58 new or revised Further Readings listings All new chapter on Performance Based Management showing how to create work environments that enable employees to continuously improve All new chapter on Developing Effective Organizations including coverage of systematically building better teams and achieving better performance throughout the organization This book is for professionals in law enforcement that hold these positions Chief Assistant Chief Commander Major Captain Lieutenant Watch Commander Sheriff and Assistant Sheriff

Organizational Opportunity and Deviant Behavior Petter Gottschalk, 2017-12-29 Ever since Sutherland coined the term white collar crime researchers have struggled to understand and explain why some individuals abuse their privileged positions of trust and commit financial crime This book makes a novel contribution to the development of convenience theory

as a framework to understand and explain white collar crime **Performance Measurement and the Criminal Justice System** National Institute of Law Enforcement and Criminal Justice, 1976 These four working papers present research designs for system wide data analysis and productivity measurement for evaluation The four papers prepared by four working teams are titled Performance Measurement and the Criminal Justice System A Conceptual Basis for Effectiveness Measurement of Law Enforcement Activities Performance Measures for Evaluation of LEAA and CJS Programs and A Program of Research on Performance Measurement and Evaluation for the Criminal Justice System Concepts covered by the papers include total social cost associated with crime and crime control a systematic approach to determine a methodology for the measurement of law enforcement effectiveness system level aggregate performance measures analysis and interpretation of criminal justice statistics and operational performance measures An additional topic coverage is the use of evaluation as a technical tool for better measurement and resource allocation *Organizational Behavior and Management in Law Enforcement* ,2012 **Organizational Behavior and Management in Law Enforcement** ,2012

Administration and Management in Criminal Justice Jennifer M. Allen, Rajeev Sawhney, 2018-01-18 One of the best texts if not the best text for teaching undergraduate administration and management of criminal justice organizations Its service quality approach is remarkable Emmanuel Amadi Mississippi Valley State University Rethink management in criminal justice Administration and Management in Criminal Justice A Service Quality Approach Third Edition emphasizes the proactive techniques for administration professionals by using a service quality lens to address administration and management concepts in all areas of the criminal justice system Authors Jennifer M Allen and Rajeev Sawhney encourage readers to consider the importance of providing high quality and effective criminal justice services Readers will develop skills for responding to their customers other criminal justice professionals offenders victims and the community and learn how to respond to changing environmental factors Readers will also learn to critique their own views of what constitutes management in this service sector all with the goal of improving the effectiveness of the criminal justice system New to the Third Edition Examinations of current concerns and management trends in criminal justice agencies make readers aware of the types of issues they may face such as workplace bullying formal and informal leadership inmate staff relationships fatal police shootings and more Increased discussions of a variety of important topics spark classroom debate around areas such as homeland security era policing procedural justice key court personnel and private security changes Expanded coverage of technology in criminal justice helps readers see how technology such as cybercrime electronic monitoring and other uses of technology in probation and parole body worn cameras and police drones have had an impact on the discipline Updated Career Highlight boxes demonstrate the latest data for each career presented More than half the book has been updated with new case studies to offer readers current examples of theory being put into practice Nine new In the News articles include topics such as Recent terrorist attacks Police shootings Funding for criminal justice agencies New technology such as

police drones and the use of GPS monitoring devices on sex offenders Cybercrime cyberattacks and identity theft Updated references statistics and data present readers with the latest trends in criminal justice

The SAGE Handbook of Organizational Behavior Stewart R Clegg, Cary L Cooper, 2008-12-03 The Sage Handbook of Organizational Behaviour is a fine addition to past works of reference in the field edited by two prominent scholars who are internationally known Its approach is both critical and original in many incisive ways aspiring to a cutting edge coverage of the core and periphery of OB Many of the chapter authors stick their necks out and avoid the more obvious conventional expositions of their topic It covers a wide range of topics of potential use to both undergraduate and postgraduate students of the subject as well as academics researchers and practitioners It will be of particular interest to those on MBA and DBA courses It can be strongly recommended as an essential faculty library purchase as well as a useful tool for individuals interested in having such a guide to the subject at hand Professor Malcolm Warner Emeritus Fellow Wolfson College and Judge Business School University of Cambridge This important new Handbook brings together for the first time a collection of major contributions on macro organizational behaviour This area of study is concerned with the ways in which the people who inhabit organizations make sense of their situations contributing to the distinctive character of those organizations through their actions and struggles The conventional literature artificially divided between micro organizational behaviour and organization theory has under explored this obvious conjunction between people and organizations Stewart Clegg and Cary Cooper perform a great service in helping to make good the deficiency John Child Professor of Commerce Birmingham Business School Thorough and comprehensive Thoughtful critique and new insights Chris Argyris James B Conant Professor Emeritus Harvard University In this second volume of The SAGE Handbook of Organizational Behavior the focus is on macro organizational behavior revealing ways in which the person and group affect the organization Chapters are written by eminent and upcoming scholars in the field each presenting on the major issues in organizational behavior as seen with a macro lens The Handbook is divided into three parts the first introducing and framing the field the second part considering the various organizational processes involved including learning teamwork identity and power among others while finally Part Three introduces organizing on a macro scale covering topics such as organizational change design governance and globalization The SAGE Handbook of Organizational Behavior Macro Approaches is an essential resource for researchers and students across management and organization studies

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