

## **CJE 4310 - Police Administration**

### **Course Competencies:**

The integration of the concepts of supervision, administration, and management into the practical application of police administration.

**Pre-req: CCJ 1020**

### **Course Competencies:**

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

- a. describing the roles of management in police administration
- b. discussing goals of police organizations
- c. reviewing the historical eras of policing

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

- a. articulating the philosophical, strategic, and programmatic dimensions of community policing
- b. researching the intricacies of implementing community policing programs
- c. evaluating departmental community policing efforts
- d. describing the benefits of community policing

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

- a. applying scientific management theory to current organizations
- b. discussing the principle of hierarchy or chain of command
- c. defining authority
- d. describing specialized units in the police organization

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

- a. identifying foundations of human relations theory
- b. comparing and contrasting Mintzberg's organizational theory with contemporary management theories
- c. identifying police system theory components
- d. 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:

- a. identifying the leadership styles
- b. defining the contemporary leadership theories
- c. discussing factors affecting police administration and decision making
- d. assessing transformational leadership and organizational change theories

Competency 6: The student will demonstrate knowledge of the concept of motivation and its importance in the police department by:

- a. distinguishing between content and behavioral theories
- b. defining the various motivational theories
- c. formulating and applying a comprehensive motivational plan for a police department
- d. analyzing group behavior and dynamics affecting officer motivation

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

- a. examining the sources of stress for police administrators
- b. analyzing the sources of stress for officers
- c. tracing the effects of stress on health and family
- d. describing responses to stress

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

- a. describing the civil service system
- b. distinguishing among academy training, field training, and in-service training
- c. evaluating police performance

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

- a. discussing the impact of strikes on American policing
- b. researching the unionization process and its formation
- c. discussing fraternal orders organizations
- d. discussing and elaborating issues resulting in employee discrepancies

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

- a. describing the steps used to assess the need for change
- b. describing and discussing organizational change
- c. defining and discussing organizational development
- d. discussing risk and resistance to change