Investigating the characteristics of employees in the development of police remedial measures

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Abstract

Reconciliation in the criminal justice system, including the police, and even outside of this system and in the local non-formal systems, emphasizes solving the issue and satisfaction of the parties to the lawsuit. The implementation of this approach requires that educated and motivated staff members have appropriate rules and regulations. This research is aimed at understanding the characteristics of employees in the development of Police restoration measures. This research is attuned in terms of purpose and in terms of data collection it is qualitative-exploratory. The statistical totulation of the study included experts, managers, police experts in the field of human capital and restorative justice, and snowball sampling was performed and after performing 22 interviews, theoretical saturation was obtained. For the implementation and interpretation of convergent interviews, using the views of the professors familiar with this field and the police specialists who were well-known in this field were used. After collecting qualitative data, using content analysis method in the form of concepts, categories and indicators, coding was identified and analyzed. In this study, 39 indicators were obtained after interviewing the elite. According to theoretical literature, knowledge components with 13 indicators, skills with 13 indicators and restonsiveness with 13 indicators were categorized. . Therefore, the requisite for the development of a police restorative approach is to increase knowledge, skills and increase the capacity of police accountability to the stakeholders.

Keywords: Development, Restorative Approach, Knowledge, Skills, Accountability

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