Administrator Challenges Paper

[Name of the Writer]

[Name of the Institution]

Administrator Challenges Paper

**Major issues in the Police department**

Police is an integral part of criminal justice administration and the front runner in controlling and administering criminal activities (Cordner, 2016). That is why this department has to face most of the challenges concerning criminal administration. Some of the serious present-day challenges the Police department faces are **responding to an active shooter, crowd control, digital forensics, media, trainings, officer wellness, operations,** technology**, PTSD (**post**-**traumaticstressdisorder**), recruitment & retention, school safety, use of force and** police brutality.

**Responding to an active shooter**

The threat of active shooting is on the rise, especially in the United States. Violent extremism is not expected to stop but might increase, which is a major concern for Police. Police can expect such violent activities and politically motivated acts, and they are supposed to be prepared. Police officers are required to act without reluctance when they find themselves in a situation where there is an active shooter on the go (Blair, 2016). Many times police are praised for its quick response to the danger of active shooter without regard for their safety, but there are cases when the police are criticised for not responding swiftly to save someone's life.

**Recruitment & retention**

Employing the right candidates is critical in the police department. Recruiters have to look for applicants who exhibit effective communication skills, integrity, compassion and a spirit for community service. Also, the department has to create an atmosphere where such qualities are appreciated and rewarded.

**School safety**

[School safety](https://www.policeone.com/police-products/communications/articles/471540006-An-action-plan-for-school-safety/) is another serious issue for educators and law enforcement. Putting police in educational institutions only to halt school shootings is likely to fail; likewise, putting police only to resolve a gang issue, the idea is likely to fail. Achieving that objective requires valuable intelligence that is why a community-based policing approach has to be used when putting police in schools.

**Crowd control**

[Civil unrest](https://www.policeone.com/police-products/emergency-preparedness/articles/225823006-12-things-every-police-departments-civil-unrest-plan-needs/) can happen any day, any place and in any region. Currently, many regions in the world are experiencing civil unrest, and it is expected to continue and be a challenge for law enforcement. Many agencies do not provide good enough crowd control training which might lead to big problems. Crowd control is a very challenging and stressful activity for Police.

**Digital forensics**

The increasing dependence on digital proof in both conventional criminal and cybercrime examinations will require Police departments to address the following surge virtual evidence that must be well-preserved. Police departments need to work extensively on digital evidence database which is likely to be a financial burden and logistical challenge as well.

**Officer wellness**

Anxiety disorders, clinical depression, physical damages and suicide in police officers have always been an issue and are expected to remain an issue. The state and police department needs to seek out ways that can positively affect the officer's health and help them avoid these problems.

**Operations**

It is expected that there will be a global recession and Police will feel its effect in the current and upcoming years. This will be worsened by the additional challenges of climate change on such as an increase in floods, fires and deficiency of water.

**Technology**

The acceleration and expansion of disorderly technologies such as biometrics, AI (Artificial Intelligence), and [drones in policing](https://www.policeone.com/2018-guide-drones/) might very well overtake specialist understanding of their policies and legislation and the development consequences which can lead to greater tensions in public and police relations.

**Media**

Media is another challenging factor for Police nowadays. Media and reporters are always into finding stories and mostly show a one-sided story that can be damaging for Police repute as well. Police departments should also consider hiring news reporters or people with communications credentials to avoid any misunderstandings and damage to Police reputation. Also, journalists or reporters know how to report and counter any misinformation.

**Training**

Training of police officers is always challenging, especially in the current scenario where civil unrest and crimes such as extremism and terrorism are on the rise. These issues have complicated police training and burdened the departments financially.

**PTSD (**post-traumatic stress disorder**)**

Post-traumatic stress disorders and career-ending damages are always a concern and a challenge in the Police department. Most of the officers are experiencing PTSD, and they find it very difficult to get rid of the issue. They look up to their department and state to help them recover.

**Use of force**

Using force in order to control public mass gatherings at demonstrations, political events and while dealing with the refugee convoy on the border or with the homeless camps with an emphasis on de-escalation will remain a high-profile concern (Fielding, 2017).

**Police brutality**

Police brutality which is causing serious damage to Police force credibility and reputation is another challenge.

**Satisfaction in the Police department**

Satisfaction is dependent on numerous variables, personal, internal and external. Some jobs entail more satisfaction while others are less. Those jobs have more satisfaction to it also are more demanding and stressful. For instance, criminal justice administration or police job is extremely demanding and stressful, but when performed well it gives more satisfaction as well. It takes an exceptional candidate for police job to thrive in. One has to be skilful at dealing with pressure, keeping calm in possibly precarious conditions, endure shift work and deal with composure with violent individuals. Police officers who perform their duties feel more satisfied as they help the community, save lives, regain or guarantee peace and do other social works.

Many types of research have tried to investigate job satisfaction among Police Department officers. Studies have shown that those officers whose motivation was to serve humanity were satisfied with their job even after many years of service. However, female officers are said to be more satisfied with their duties than male officers (Brough, Frame, 2004). Satisfaction also is dependent on supervisors, colleagues, salaries etc. Police managers and the officer who are compensated justly and given promotions by their employers tend to be more contented than those who have not received such treatments. Other elements that positively influence job satisfaction among police officers includes in the variety of tasks that they have to perform, the impact and significance of their work, and reception of positive feedback. Those officers who become excessively involved with their duties tend to become emotionally drained; thus it is essential for satisfaction and physical and mental health of the officers to keep a balance in their work.

This course has helped me extensively in acquiring a critical knowledge of law enforcement and criminal justice administration departments, their operations and procedures. I have learned a lot from the course about different departments of law enforcement and their activities, job roles, issues and their importance etc. The course has provided me with the necessary knowledge and competence and prepared me well for further studies. I feel competent and confident enough to take on the next chapter of the course and perform even better.

**References**

Blair, J. P., Nichols, T., Burns, D., & Curnutt, J. R. (2016). *Active shooter events and response*. CRC Press.

Brough, P., & Frame, R. (2004). Predicting police job satisfaction and turnover intentions: The role of social support and police organisational variables. *New Zealand journal of psychology*, *33*(1), 8-18.

Cordner, G. W. (2016). *Police administration*. Routledge.

Fielding, N. (2017). *The police and social conflict*. Routledge-Cavendish.