

Becoming a police officer

A research into the selection and socialisation of inspectors, chief inspectors and commissioners in the Belgian police force

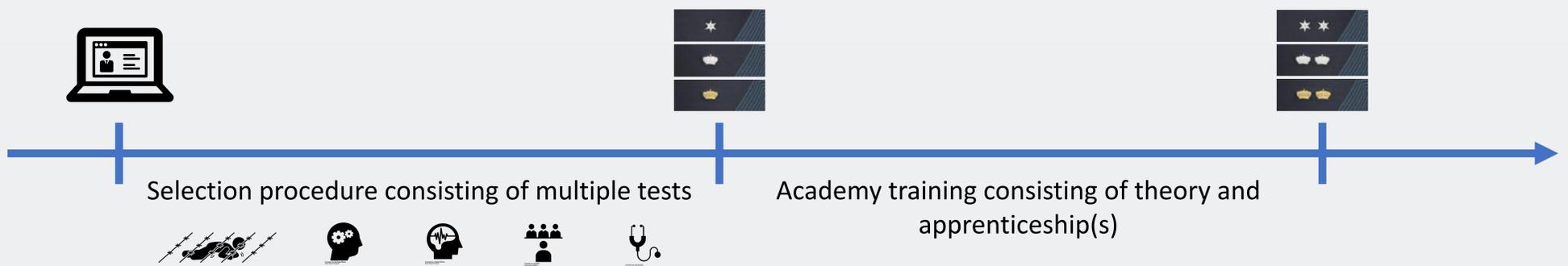
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Research aim:

The goal is to study how police inspectors, chief inspectors, and commissioners can be achieved that have the desired competences, values and norms.

Why selection and socialisation?

- Low success rates in the selection procedure (more or less 10% - Federale politie, 2018).
- Extremely high success rates at the police schools (pass marks are as high as 98 % - De Kimpe, 2014).
- Research has pointed out the socialisation process seems to impact more upon the further development of police officers than the academy training (Chaim & De Kimpe, 2012; Van Maanen, 1975).



Research questions:

1. What is the **competence model** that is put forth in the selection of inspectors, chief inspectors, and commissioners?
2. **Selection:**
 - 2.1 How are **candidates** for the base, middle and officer level **selected**?
 - 2.2 What are the **reasons** for selecting or excluding candidates?
 - 2.3 How can the **selecting in principle** be implemented to select candidates that have the potential to comply with the competence model?
3. **Socialisation:**
 - 3.1 To what extent are **competences, attitudes, values, and norms internalised** by police officers during the training period and the first year on the job in the base, middle and officer level?
 - 3.2 Is there a **difference** regarding the socialisation process between the **three levels** and if so, how can that difference be interpreted?
 - 3.3 What is the influence of **individual and organisational characteristics** on the socialisation process?
 - 3.4 How can the **socialisation process be utilised to stimulate the development** of recruits on the three levels, so they comply with the respective competence model that is put forward in the selection?

References:
Chaim, D., & De Kimpe, S. (2012). De betekenis en rol van socialisatie tijdens de politieopleiding. In Professionalisering en socialisatie (Vol. 1, pp. 11-39). Antwerpen | Apeldoorn | Portland: Maklu.
De Kimpe, S. (2014). De politieopleiding, nood aan een nieuw concept? In Opleiden in veiligheid (pp. 69-94). Antwerpen, Apeldoorn: Maklu.
Federale Politie (2018), Jaarverslag 2018. Brussel: Federale Politie.
Van Maanen, J. (1975). Police socialisation: a longitudinal examination of job attitudes in an Urban Police Department. Administrative Science Quarterly, 20(2), 207-228.

Research methods

- Scoping review
- Policy analysis
- Panel study:
 - 📄 - conducted with Belgian police recruits
 - 👥 - conducted with respondents from the survey and employees at police schools and selection services
 - 👁️ - conducted during apprenticeships from respondents in the survey and during selection tests)

Panelstudy 📄

