

# A probation officers view of effectiveness essay



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In the newspaper's evaluation they only had the interest of the public in mind when they did their evaluation. The paper wanted to bring attention to the probation department and let the public know that they felt that they were not doing their jobs correctly. Over half of their felony probationers were rearrested after being out of the prison population for less than a year. They also wanted the public to know that they thought that the officers were doing nothing but sitting around the office drinking coffee all day instead of meeting with their probationers. The paper thought that they did not have enough rehabilitation services for those who needed it.

It is important that probation officers provide a probationer with the necessary rehabilitation that he/she needs in order to become an effective part of society. Some types of rehabilitation that can be offered would be drug and alcohol classes, anger management classes and even help them to get more education if they desire to. The proposed evaluation will help the probation officers to make sure that they are doing their jobs properly and meeting with all of their clients in a timely manner. It will also help them to keep the media off of their backs by getting out of the office more regularly instead of sitting their drinking coffee all day.

One theory of effectiveness that was represented in the proposed new evaluation format is that by doing the evaluations it will not show how bad or good the department is but to start collecting information to see how things relate to each other and start working in a direction that is beneficial to everybody. In order to have an effective organization a supervisor has to make has to make their theories of effectiveness explicit to all involved. The theory that I see being used in the new evaluation would be the contingency

theory of decision making. This theory uses the effectiveness of a decision procedure that depends on several aspects of a situation.

It consists of the importance of the decision quality and acceptance, the amount of relevant information possessed by the leader and subordinates, it depends on the subordinates accepting an autocratic decision and cooperating by trying to make a good decision when allowed to participate, and it allows for disagreement among subordinates. Anonymous, 2004) The supervisor is using a process to hire new probation officers in order to get the other officers case load below 100 which is the maximum number of cases that a probation officer should have at any given time. The only problem with hiring new officers is that they will need to be trained on how to do the job efficiently and effectively. The domain of activity that this covers is the effectiveness of the officers being able to perform their duties and a probation officer and to train the new officers that are being hired. Once all of the new officers are trained and the older ones are clear on the duties that are expected of them the recidivism rate should drop considerably.

It is important that the officers are not over worked so that they can to their job properly and do not get stressed out over their job. Being stressed out on the job can cause an officer to lack in their duties and possibly even get sick. The meaning of the variables in this case is definitely clear. The supervisor is apparently trying to reduce the recidivism rates of his clients. By having his officers continuously follow up on their clients and helping them to get the rehabilitation that they need, will help to keep them out of jail.

The officers need to be able to tell when a person is in need of help and offer it to them. References Anonymous, (2004). TCW. Retrieved August 10, 2008, from Contingency theories Web site: [http://www.](http://www.tcw.utwente.nl/theorieenoverzicht/Theory%20clusters/Organizational%20Communication/Contingency_Theories.doc/)

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