

Personal loyalty syndrome essay



Employment and Policy law June 10, 2009 Prof. Widener Question # 3

Another problematic issue is the lack of communication between the superior and the employee. Some superiors recite what they learned about loyalty and the importance of maintaining that great asset, but they fail to reiterate it should be loyalty to the agency and its institutional rules and regulations that will get the individual on a respectable level not personal loyalty to themselves (the superior), this kind of leaves the employee obligated to meet every demand.

For any relationship to work, it is important that there be trust between the employee and the supervisor, an open channel of communication and transparency in actions can go a long way in establishing a healthy work association (Prakash, 2001, P. 2). hat the act of whistleblowing stem from appropriate moral motive of preventing unnecessary harm to others; that the whistleblower use all available internal procedures for rectifying the problematic behavior before public disclosure, although special circumstances may preclude this; that the whistleblower have ' evidence that would persuade a reasonable person'; that the whistleblower perceive serious danger that can result from the violation; that the whistleblower act in accordance with his or her responsibilities for ' avoiding and/or exposing moral violations'; that the whistleblower's action has some reasonable chance for success.

Peak provides three types of loyalty that criminal justice practitioners should follow and think about before openly offering such loyalty to unworthy superiors: 1.) Integrated loyalty - the genuine concern of the employee in regards to the profession, values and ideals of the workplace. The employee

here not only has workplace loyalties, but integrates institutional loyalty. 2.) Institutional loyalty - each agency members including subordinates and superiors who all support the agency's mission. The loyalty here is ahead of loyalty to any superior in the agency and 3.) Personal loyalty - mechanical in nature, where the employees' supports their superior, but should make this more valuable than institutional loyalty (P. 350).

Regardless what practices and ethics a workplace suggests the practice of personal loyalty to superiors in the criminal justice agencies is not specified in employee handbooks and is not apart of the rules and regulations established by the agency. According to Peak's final analysis criminal justice administrators need to educate themselves on workplace loyalties, both in terms of its being as asset and detriment, as it relates to ethics, public service, and the public good (P. 350). References: Prakash, Nivedan. (2001) Tackling Problematic Superiors. Retrieved June 12, 2009, from <http://www.expresscomputeronline.com/20081229/technologylife01.shtml> Souryal, Sam.

Accepted lying and deviant lying are two behaviors that are centered on the "slippery slope". Accepted lying has been used to apprehend and or entrap a suspect, secure confessions as well as convictions, for the most part both the public and law accept it because it accomplishes what the department has set out to do and that is apprehend law violators. Deviant lying serves legitimate purposes and lying that conceals or promotes crimes and illegitimate ends (Peak, 2007, P. 337). Lying at this stage becomes apart of the employees daily routine which obtains warrants, secure convictions and even conceals omission of evidence during an investigation or trial.

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If the administrators, supervisors, and sergeants are not following up with their assigned law enforcement officials this sends out a message to everyone stating it is ok and as long as the job is getting done there is no need to ask questions. Another suggested “slippery slope” is gratuities. Gratuities are commonly accepted by law enforcement officials as a thank you for doing such a great job in the community in which the official accepts offers like fifty percent of their meals and discounts on services or merchandise (Peak, 2007, P. 37). The slippery slope argument holds that once the gratuities are accepted there is a breach in integrity.

It also argues that law enforcement officials should not accept additional rewards or compensation for a job that they are obligated to do considering they swore to do the job when they accepted the positions that they hold. The problems that could occur from a slippery slope can have an affect on the administration of a criminal justice agency include substantive Fourth Amendment violations of search and seizures laws as “mere technicalities” (bmaz, 2008, P. 2). Law enforcement officials will be able to continue to lie and deceive to obtain evidence whether the evidence is in plain sight or not and the fact that they will be able to enter someone’s dwelling just because. References: Bmaz. (2008). FISA Redux: The Slippery Slope Becomes A Mine Shaft.

Retrieved June 13, 2009, from <http://emptywheel.firedoglake.com/2008/08/16/fisa-redux-the-slippery-slope-becomes-a-mine-shaft/> Peak, Kenneth. (2007). Justice Administration: Police, Courts and Corrections Management. (5th Ed.). Pearson/Prentice hall, NJ: Upper Saddle River Tully, Edward. (2000). The Slippery Slope. Retrieved June 13, 2009, from <https://assignbuster.com/personal-loyalty-syndrome-essay/>

<http://www.neiassociates.org/slippery.htm> Question # 7 Leadership is defined as the ability to influence a group toward the achievement of goals (Robbins, 2005, P. 332). Leadership within the criminal justice organization is divided between organizational administration and individual supervision (Clarke & Stone, 2001, P. 2).

The organizational task include: budgeting, managing personnel, and equipment, the specific mission of the organization, shaping new strategies, as well as supervising effective representation of the organization (P. 2). In contrast management is bringing about order and consistency by drawing up formal plans, designing rigid organization structure, and monitoring results against the plans (Robbins, 2005, P. 332). Managers are those individuals who oversee the activities of others and who are responsible for attaining the goals set by the leaders or founders of the organization in which they are employed for sometimes called administrators (Robbins, 2005, P. 5).

Management is a process that is ongoing; it does not constitute an end and it is directed at the attainment of organizational goals (Stojkovic, Kalinich, Klofas, 2008, P. 5). Management of an organization is done through five management functions: planning, organizing, commanding, coordinating, leading, and controlling (P. 5). Through planning management reiterates the organizations goals, strategizes ways to achieve these goals and develops a comprehensive set of plans to integrate and coordinate activities (P. 5). During the organization stage management determines what tasks are to be done first and who will accomplish the tasks, which reports are to be followed up with and who makes the final decisions.