Research Article

A Comparative Study of Development Programs and Law Enforcement Organization

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Abstract
The main goal of our study explores development program in law enforcement, focusing on the case study for exploratory and descriptive purposes. We collected lots of researcher's study as framework of law enforcement organizational development programs. A development policy is a document approved by an authorized entity that sets out measurable goals and objectives, baselines, results to be achieved, activities to be implemented, budgets supported by funding sources, and implementation monitoring criteria, set at the national, sectoral, inter-sectoral, regional, and local levels, in order to achieve progress on specific development issues in the long, medium, and short term. We analyzed the comparison of some issues between US and UK.

Keywords: Development Program, Law Enforcement, Career.

1. Introduction
We would like to analyze the law as the development policy, planning and its management, Mongolia. The law has been amended a total of 6 times since it was first adopted. The purpose of my research is to examine the level of implementation despite the amendments.

Legislation on development policy, planning, and its management consists of the Constitution of Mongolia, the Law on National Security, the Law on the Government of Mongolia, the Law on Budget, the Law on Regional Development Management and Coordination, the Law on Government Administration, Territorial Units, and Their Management of Mongolia, this Law, and other legislative acts issued in accordance with these laws.

It is to ensure the stability and continuity of Mongolia's development policy and planning, determine the principles to be followed in development policy and planning at the national level, formulate, plan, and effectively implement development policies, conduct monitoring, evaluation, and reporting, establish an integrated and efficient system, determine the rights and responsibilities of participants in policy and planning relations, ensure appropriate partnership among participants in development policy and planning, regulate relations related to regulating the types and forms of policy and planning documents, and strengthen development policy and planning, its management, and organization.

2. The Theoritical Framework
For many years, law enforcement spokespersons have advocated professionalization of law enforcement. One component of professionalism must be the inclusion of a recognized system of career development. Departments that wish to attract and retain quality employees must provide opportunities for them to grow and mature in their chosen occupation.

Career development programs are based on the recognition that law enforcement agencies need employees who have identified job skills and capabilities. The motivation of these same individuals to improve skills, knowledge and abilities is crucial if career

development programs are to succeed. The process of career development involves three activities: training designed to develop job-related skills and capabilities self-improvement through higher education and job growth through assignments to progressively more responsible and demanding positions within the agency.

However, the essential component in any career development effort is the motivation of the individual officer to learn and to grow professionally toward defined career goals. Progress toward attainment of personal goals can only come from the officer's own efforts. The agency has a responsibility to provide certain career development opportunities, but the officer is ultimately responsible for initiating and sustaining those activities.

Many avenues exist for the motivated officer who wishes to grow in the law enforcement profession. Higher education is of great value, particularly criminal justice courses related directly to the delivery of police services. These may have an immediately positive effect on officer performance, but study in other areas such as psychology, sociology and related areas of social sciences will increase an officer's ability to comprehend complex issues that are involved in everyday police work.

Advanced education can provide a good police officer with the knowledge to become an outstanding performer and potentially more capable of assuming greater responsibility. Many agencies now require at least some college for all candidates for supervisory positions. Generally, there are many different short in-service courses available to officers on specific, targeted law enforcement subjects.

Career development opportunities need not be limited to formal classroom instruction and training. For example, alternative opportunities for professional development can be found by participating in professional associations.

Another career development strategy that can be implemented without any significant outlay of agency resources is a plan that encourages officers to expand their areas and levels of expertise throughout their careers. Traditionally, the key to career success in law enforcement has been to remain employed by a single agency and to work through the ranks to a supervisory or management position.

This approach to career development is flawed in two primary ways. First, there are never enough supervisory—and executive-level positions available for all officers to reach their career objectives in this manner. Second, there are many professional highly competent officers who do not want to be promoted into supervision or management. However, if this is the only track by which to receive advancement, some officers may be forced to pursue duties and responsibilities in which they have little or no interest.

3. The Comparisons of Development Programs on Law Enforcement

A comparative study of development programs and law enforcement involves analyzing how each domain influences and interacts with the other, particularly in terms of social outcomes, community relations, economic development, and public safety.

Development Programs: Typically aim to improve the quality of life through poverty alleviation, education, healthcare, infrastructure development, and economic growth.

Law Enforcement agency focuses on maintaining public order, reducing crime, protecting citizens, and enforcing laws. Development Programs is foster community engagement, improve social infrastructure, and can lead to increased trust among community members and institutions.

Law Enforcement can have a dual effect; effective policing can enhance safety and confidence, whereas aggressive or biased law enforcement can lead to community distrust and fear.

Development Programs often funded through government budgets, international aid, or non-profit organizations with a focus on long-term sustainable outcomes. Law Enforcement typically funded by government budgets, focusing on immediate safety and crime reduction, which can lead to prioritization of resources differently than development initiatives.

Development Programs involve a range of stakeholders, including community members, NGOs, and government agencies, advocating for participatory approaches. Law Enforcement stakeholders primarily include law enforcement agencies, government policymakers, and community groups, with sometimes less emphasis on broad community participation. Development Programs' success is often measured in terms of social indicators—improvements in education, health, employment rates, and quality of life.

Law Enforcement always success can be gauged through crime rates, response times, and community satisfaction surveys. There can be tension between development programs and law enforcement, especially in areas where policing is perceived as heavy-handed. Development initiatives might address underlying social issues that can reduce crime, while law enforcement may sometimes focus on punitive measures rather than community enhancement.

Successful Integration examples where community policing efforts have coupled with development programs leading to reduced crime and enhanced community ties.

Contradictions: Situations where law enforcement practices undermine development efforts by creating fear and distrust in communities. The relationship between development programs and law enforcement is complex and multifaceted. Both are crucial for sustainable community development and safety but require careful management and cooperation to ensure they complement rather than contradict each other. Future studies should explore

innovative approaches to integrate both domains effectively, examining best practices and lessons learned from various regions. We compared some issues of development good practices in foreign countries as bellows:

Concept	Scholars/Authors	MAIN CONCEPTS
Leadership Development	NC State University	Focuses on enhancing leadership skills among law enforcement executives.
Skills-Based Training	NC State University	Emphasizes practical application of management and leadership theories.
Community Policing	United Nations Development Program	Builds trust and cooperation between police and communities to prevent crime.
Youth Engagement Programs	RAND Corporation, Law and Public Safety Education Network (LAPSEN)	Programs designed to introduce youth to law enforcement careers.
Training Organization	Braun & Clarke (2006), Terry et al. (2017)	Structure and administration of training programs within law enforcement.
Curriculum Development	OSCE Strategic Police Matters Unit	Framework for police training curricula, including basic and specialized training.
Problem-Based Learning Model	California Commission on Peace Officer Standards and Training	A model that integrates real-world scenarios into police training.
Human Rights and Rule of Law	United Nations Development Program	Emphasizes the importance of human rights in policing practices.
Noted: The result of our data sources.		

Table 1: The comparison of development practice

Leadership Development Programs like to focus on preparing top-level executives to manage complex challenges in law enforcement effectively, enhancing their existing managerial skills. Skills-Based Training approach ensures that participants can apply theoretical knowledge to practical situations, making the training relevant and actionable. Community Policing Engaging with communities is crucial for building trust and cooperation, which can lead to more effective crime prevention strategies.

Youth Engagement Programs initiatives are vital for fostering interest in law enforcement careers among young people, helping create a recruitment pipeline. Training Organization: Effective police training requires a well-defined structure that includes both formal education at police academies and ongoing professional development. Curriculum Development design of training curricula must reflect best practices and adapt to the evolving needs of law enforcement agencies. Problem-Based Learning model enhances learning by simulating real-life scenarios that officers may face, improving their decision-making skills under pressure. These concepts provide a comprehensive framework for analyzing the effectiveness and structure of law enforcement development programs across various organizations.

Also, we compared some issues of development program practices in foreign countries in our study. The law enforcement systems in the United States and the United Kingdom have developed distinct characteristics shaped by their unique historical, cultural, and legal contexts.

Organizational Structure	
United States:	United Kingdom:
The US has a decentralized police system with over 18,000 police agencies, each with its own policies and practices. This results in significant variability in law enforcement standards across jurisdictions.	The UK operates under a centralized police framework with 43 territorial police forces in England and Wales. These forces adhere to national standards and oversight
Training Programs	
United States:	United Kingdom:
Basic training for US law enforcement officers averages about 21 weeks, which is significantly shorter compared to many European countries6. Training varies widely among agencies, leading to inconsistencies in officer preparedness.	
The Federal Law Enforcement Training Center provides various training programs for federal, state, local, tribal, and international law enforcement agencies	UK police recruits undergo more extensive training that can last over three years, including academic education and practical internships. This comprehensive approach aims to prepare officers thoroughly for their roles.

Accountability Mechanisms	
The accountability of police forces is often criticized due to the lack of a unified disciplinary process; each agency establishes its own rules regarding misconduct3. This decentralization can lead to inconsistencies in how complaints are handled	It has established an independent oversight body known as the Independent Office for Police Conduct, which investigates complaints against police officers. This system promotes a culture of learning rather than punishment, encouraging officers to reflect on their actions without fear of immediate disciplinary action.
Community Engagement	
Community policing initiatives are increasingly recognized as vital for building trust between law enforcement and communities. Programs like Project Safe Neighborhoods aim to foster collaboration between various levels of law enforcement and community partners to address crime effectively.	UK policing has traditionally emphasized community involvement as a core principle. Officers are encouraged to engage with the public proactively, which is seen as essential for maintaining public confidence and cooperation in law enforcement efforts.
Noted: The result of our data sources.	

Table 2: The comparison of development programm between US and UK

We concluded from table 2, the development programs for law enforcement organizations in the US and UK reflect their respective societal values and historical contexts. While both nations face challenges related to policing practices and public trust, their approaches differ significantly in terms of structure, training duration, accountability mechanisms, and community engagement strategies. Understanding these differences can provide valuable insights into potential reforms and improvements within each system.

4. Conclusions

The research on Mongolia's development policy, planning, and management reveals that despite six amendments to the law since its adoption, challenges remain in the effective implementation of development strategies. The legislation aims to establish a stable framework for development, yet issues such as inadequate legal environments and insufficient coordination among various government entities hinder progress. Ultimately, addressing these challenges is crucial for enhancing the effectiveness of Mongolia's development policies and ensuring alignment with international goals such as the Sustainable Development Goals (SDGs). The discussion surrounding career development in law enforcement emphasizes the importance of structured growth opportunities for officers. Here are three main concepts derived from the theoretical framework presented:

1. Importance of Professional Development Programs:Career development programs are essential for attracting and retaining quality personnel within law enforcement agencies. These programs aim to enhance the skills, knowledge, and abilities (SKAs) of officers, thereby improving overall job performance and satisfaction. Agencies that prioritize professional development create a more competent workforce capable of meeting the complex demands of modern policing.

2. Individual Motivation and Responsibility: While agencies play a critical role in providing career development opportunities, the ultimate responsibility for professional growth lies with the individual officer. Motivation to pursue further education, training, and career advancement is crucial for success in these programs. Officers must take initiative in their career paths, setting personal goals and actively seeking out opportunities for self-improvement.

3. Diverse Career Pathways: Traditional career advancement in law enforcement often follows a linear path toward supervisory roles. However, this model has limitations, as not all officers aspire to move into management positions. Agencies are encouraged to offer multiple career pathways that allow officers to specialize in areas of interest while still contributing significantly to their departments. This approach recognizes diverse professional aspirations and helps retain talented individuals who may not seek traditional promotions.

These concepts underscore the necessity for law enforcement agencies to develop comprehensive career development strategies that align with both organizational goals and individual officer aspirations.

Understanding the differences in law enforcement development programs between the US and UK provides valuable insights into potential reforms that could enhance policing effectiveness and public trust in both contexts. While both nations face similar challenges related to societal expectations and historical legacies of policing, their distinct approaches highlight opportunities for learning and improvement tailored to their unique environments. In Mongolia, these insights could inform strategies for developing a law enforcement framework that aligns with local values while addressing contemporary issues in policing.

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