

Picking and Keeping Law Enforcement and Corrections Officers in Florida

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Ability, motivation, and direct contact with the supervisor influence the performance of employees. Ability is related to the mental, physical, and emotional condition of a person to do a certain thing well. Motivation and direct contact with the supervisor have to do with goal setting, training, feedback, and removal of performance barriers. This study also found that there is a correlation between education and the ability to perform successfully as a Florida law enforcement or corrections officer. In addition, it was found that conduct most likely to be problematic to the success of these officers included: lying, stealing, physically abusing others, drugs, absenteeism, and "doing just enough to get by." This information forms the basis for recommended strategies to help criminal justice agencies hire wisely and develop star performers.