



THE RESIDENT OR COMMUNITY PARTNERSHIP WITH POLICE IN ADDIS ABABA CITY ADMINISTRATION

Derese Simegnew Alehegn

College of Business and Economics Department of Cooperative, Hawassa University, Ethiopia

Email: dereseenkopa@yahoo.com

ABSTRACT

The future competition is anticipated to focus on Police Community Partnerships rather than physical material production in order to evaluate the Ethiopian community's participation in police member community partnership with police. This study was done to evaluate Police Community Partnerships procedures and issues specific to the Ethiopian population. The following particular goals were created: 432 police officers were chosen by the researchers using a scientific manner out of a total population of 13755 in order to evaluate the community partnership with police practices of police officers. The data was acquired using basic random sampling and purposeful sampling procedures, and structural equation modelling (SEM) was used to analyses both the quantitative and qualitative data. The main conclusions were that there were insufficient human resources, financial resources, and competent and accountable selectors. Additionally, there were insufficient background checks, physical and psychological examinations, assessments of applicants' potential for leadership, and the use of appropriate performance evaluation methods. According to the research team's recommendations, the Ethiopian community should work with all regional and local police commissioners, develop clear policies and standards, assign enough human resources, fulfil an adequate budget, and reject informal hiring practices. By working with accountable organizations, the Ethiopian community seeks to create a positive public impression of police officers, government support, and community perception to cooperate with all stakeholders during recruiting and selection.

Keywords: Community, partnership, police, challenge, practice, criteria

INTRODUCTION

In an effort to reduce crime more effectively and efficiently, many law enforcement agencies are establishing collaborative partnerships within their communities. These relationships help to facilitate trust between community members and police organizations (Skogan et al., 2002). Partnerships may include police officers, business owners, community leaders, social service and healthcare providers and other community members.

In the past, the community's involvement in law enforcement efforts has been limited. Many policing agencies are learning, however, that community members can be a valuable source of support and information. Citizens can provide the police with insight into the specific crime problems occurring within their neighborhoods and can aid officers in their investigations. The collaborations are beneficial to both the police and the community.

To better understand community/police collaborations, this study researched several different types of successful partnerships. Our objective was to learn why the partnerships were formed and who was involved. Our research also sought to determine the goals of the partnerships, and the methods used to achieve those goals. The study also highlights several practices used by police agencies successfully to solve community problems.

An examination of the crime prevention literature uncovered eight

articles containing definitions of crime prevention strategies as well as theories and data regarding the prevalence of police/community partnerships. Our review of the research found there are many types of crime prevention programs and partnerships. Three of the most prevalent crime prevention programs utilized by law enforcement agencies include community policing, regional data sharing/problem solving, and coordinated sexual assault task forces.

During the past twenty years, community policing has gained popularity in police agencies nationwide. Community Oriented Policing (COP) is an approach which engages the community as an equal partner with law enforcement agencies in solving local crime and disorder problems. Officers are trained in public relations, community partnerships, and problem-solving techniques. Studies show community policing helps establish legitimacy and trust through meeting with community stakeholders on a regular basis to address issues or concerns. The result is an increase in public support and cooperation with the police, leading to a more effective means of combating crime. By the mid 1990's, populations larger than 25,000 had adopted COP strategies (Morabito, 2010). According to the U.S. Department of Justice (n.d.), 58 percent of all local police departments (employing 82 percent of all officers) had implemented some form of community policing by 2003.

During the past decade, there have been significant advances in joint data-

sharing and problem solving initiatives (Boba et al., 2009). Regional data sharing and problem solving refers to the idea that crime related problems can be solved more effectively when police departments collect data and share their findings with other local police agencies. The use of a geographic information system (GIS) allows law enforcement agencies to collect data on crimes and to collaborate more easily and effectively with other agencies (Boba et al., 2014). This also makes crime analysis more accurate. On-line geographic tools are currently in use to assist in distributing information to other law enforcement agencies, residents and potential residents (Wilson, 2009).

Another prominent practice used to build a bridge between community members and police agencies is coordinated sexual assault task forces. Sexual Assault Nurse Examiner (SANE), Sexual Assault Response Team (SART), Sexual Assault Task Force (SATF), and Sexual Assault Interagency Councils (SAIC) were developed to coordinate community responses to sexual violence (Cole & Logan, 2010). These coordinated responses to sexual assault provide more comprehensive care to victims, minimize trauma during the initial crisis period, and increase the ability of law enforcement personnel to collect forensic evidence. Many communities have developed formal crisis teams to respond to sexual assault victims (Cole, 2011). Sexual assault is a physically intrusive and life threatening event, and those who have been victimized are at higher risk of

depression, Post-Traumatic Stress Disorder (PTSD), and substance abuse. Finding support within the community is shown to be important in a victim's recovery process (Kaukinen & DeMaris, 2009). In similar fashion, intimate partner violence is an issue affecting the mental and physical health of victims. Coordinated health and community response teams have also been established for these individuals (Post et al., 2010).

These are just a few of the programs and partnerships utilized by law enforcement agencies around the country. Community involvement can be an important part of policing agencies problem solving strategies. Collaborative work allows for more substantive roles for community members and can be a helpful tool for law enforcement.

RESEARCH METHODS

Research methodology refers to the researcher's general approach in carrying out the research project. The scholars view the methodology as focusing on the research process of community participation and the kind of research tools/instruments and procedures to be used. The point of departure would be the specific task (data collection) at hand, the individual steps in the research process of community participation, and the most "objective" procedures to be employed. Fundamentally, research methodologies justify research methods, which produce the data and the analyses, and the methods produce knowledge. Accordingly,

research methodologies have epistemic comfortable. Briefly, the research methodology in this research thus refers to the approaches adopted to follow in gathering and analyzing quantitative and qualitative data.

RESULTS AND DISCUSSION

Demographic factors

Table 1. Sex of respondents

		Frequency	Percent
Valid	Male	318	71
	Female	129	29
	Total	447	99.6
Missing	System	2	.4
Total		449	100.0

The significant majority of the respondents in this study are men who are young adults and from the Ethiopian community and its different division offices, from all regional states, as well as the two city administrations in the country. Table 1 shows that a total of 318 (70.8%) of the police officer respondents were men, 129 (28.7%) of them were women and 2 (0.4%) did not respond their sex. Thus, there is male dominance among Ethiopian community police members during the time of community partnership with police of police members the Ethiopian community does not give attention on increasing female recruits.

Table 2. age of respondents

		Frequency	Percent
Valid	18-23	234	52
	24-29	132	29
	30-35	42	9
	Over 36	36	8
	Total	444	99
Missing	System	5	1
Total		449	100.0

Source: own questionnaires, 2023

A significant number of the respondents in the study were young adults whose ages fall in the age intervals of 18– 23 years 234 (52.1), 24-29 years 132 (29.4%), 30-35 year 42 (9.4%) and over36 year 36 (8.0%). Generally, majority of the respondents were young in their age. Countries need more young police members, mental alertness and physical strength to be fully prepared to stop conflict and riot.

To maintain order and protect citizens, the organization must be able to make split-second decisions that may be ethically and legally complex and may call for advanced tactics and coordination. Adequate preparation in all aspects of community involvement is necessary for the organization to do an effective job (Linda, 2010).

Table 3. Educational level

		Frequency	Percent
Valid	6-12	203	45.2
	Certificate	100	22.3
	Diploma	70	15.6
	Degree	65	14.5
	Second degree	5	1.1
	Total	443	98.7
Missing	6	6	1.3
Total		449	100.0

Source: own questionnaires, 2023

The level of education was considered in this study in order to establish the qualification of the police members at least in grade six positions to recruit and select police members from developing regions. The level of education would also help establish whether the respondents understood the right and responsibility of citizens in the constitution. The main responsibility of police members is to keep the constitution from any danger. The results show that most of the respondents 203(45.2 %) were grade 6-12, 100(22.3%) certificate holders, 70(15.6%) were diploma holders, 65(14.5%) were degree holders, 5(1.1%) were second degree holders. This shows that the majority respondent's education level is at grade 6-12. Other countries do not yet come to agreement for higher standards in police education and training assistance for hiring and retaining law enforcement officers as provided to various levels in our world. As for police officer education, the logic is simple; law enforcement agencies that recruit and hire highly educated candidates should result in higher quality police officers. (Rydberg & Terrill, 2015) found a significant positive relationship between an officer's education level and instances of use of force. Furthermore, they also discovered evidence of educated police members showing greater problem solving skills, improved use of officer discretion, and higher crime investigation and crime prevention (Hickman & Reaves, 2006).

Table 5. Respondents participation

		Frequency	Percent
Valid	Selectors	51	11.4
	Trainees	380	84.6
	Youth associations	3	.7
	Women associations	4	.9
	Militias	8	1.8
	Total	449	100.0

Source: own questionnaires, 2023

The participation of respondents that constitutes 51(11.4%) were selectors, 380(84.6%) were trainees, 3(0.7%) youth associations, 4(0.9%) women associations and 8(1.8%) were militias or government agents. At this the participants of this study were not recruited according to the procedures of community partnership with police of police members. There is no community participation on the community partnership with police of police members in the Ethiopian community. On the process of community participation of selection and recruitment of police members the community should participate in recruiting the police officers who serve the community itself after training poor community partnership with police procedures result in hiring or promoting personnel who cannot or will not communicate effectively with diverse populations, exercise discretion properly, or perform the multitude of functions required of the police.

Table 6. types of training the respondents obtained			
		Frequency	Percent
Valid	Cadet recruit police constable training	344	76.6
	Post graduate diploma in police science	30	6.7
	Comprehensive police training	35	7.8
	<u>Others(trainers)</u>	40	8.9
	Total	449	100.0

Source: own questionnaires, 2023

Majority of the participants those joined the Ethiopian community in this study were cadet recruit police constables which constitute 344 (76.6%), post graduate diploma 30 (6.7%), comprehensive police trainees 35 (7.8%) and other participants were 40 (8.9%). Therefore, the distributions of respondents were according to source of recruitment means serve as the pool for locating prospective job applicants and method stimulate the prospective job for applicants to apply for the job. There are many source of recruitment such as internal vacancy, cadet recruit police constables, post graduate diploma, comprehensive police trainees advertisement, cadet referral, school, college and university, professional organization and societies. A number of recent studies have suggested that some recruitment methods are more effective than others in terms of the value of the employees recruited.

Table 7. Regions and city administrations by which the participants of this study engaged.			
		Frequency	Percent
Valid	South,nations, nationalities and peoples	107	23.8
	Oromia	116	25.8
	Dire dawa	8	1.8
	Harar	13	2.9
	Ethio-somali	9	2.0
	Addis ababa	16	3.6
	Benishangul gumuz	14	3.1
	Tigray	57	12.7
	Amhara	85	18.9
	Afar	3	.7
	Gambella	2	.4
	Total	430	95.8
	Missing	19	4.2
	Total	449	100.0

Source: own questionnaires, 2023

The group of respondents were mainly found in the Ethiopian community followed by oromia regional state 116(25.8%), south, nations, nationalities and peoples regional state 107(23.8%) dire dawacity administration 8(1.8%), harariregional state 13(2.9%), ethio-somali regional state 9(2.0%), addis ababa city administration 16(3.6%), benishangul gumuz regional state 14(3.1%), tigrayregional state 57(12.7%), amhara regional state 85(18.9%), afar regional state 3(0.7%) and gambella regional state 2(0.4%) of the police member's participated in this study. Majority of the participants that were at Ethiopian community in this study were from the regions of south, nations, nationalities and people, oromia and tigray. But the

participation of respondents is very low from afar, gambella and ethio somali regions. The practice of selection and recruitment of police members in Ethiopian community have gaps on recruiting and selecting police members from regional states based on their population. The proportionate distribution was meant to accommodate all the respondents' views on vital information about police members recruitment procedures. The sampled respondents catered for the heterogeneous population of the Ethiopian community in all work stations. The purpose of the sample throughout the regions was to give a true representation of the views of the population under study, but some regions can not involve equally in the selection and recruitment of the Ethiopian community the involvement of developing regions during community partnership with police is very limited and as a result they are under represented, and their level of education is low, and their consciousness is low, and often they are not eligible for the job. Despite its limited enrollment in the developing region, it is necessary to expand the engagement process of community participation as it is currently associated with the limited human resources. According to the report (2017) the developing regions like afar, ethio-somali, benishangul and gambella recruited in federal police have significant difference with the participations of amhara, oromia, tigray and south nations, nationalities and peoples as a results of demographic. Ethiopian nations and

nationalities variations in cultural and other related factors contributed for the disproportionate regional participation in Ethiopian community's community partnership with police of police members to strengthen the human resource. For instance, some selected regional police commissions such as south nations, nationalities and peoples, and oromia region have contributed about 22.95% and 22.29% of police members to the Ethiopian community and about 0.74% from ethio-somali; 0.67%, from afar region; 0.06%, contributed by harari region to the Ethiopian community.

The police members community partnership with police practices

Table 8. The police members community partnership with police practice

	Strongly agree		Agree		Neutral		Disagree		Strongly disagreed		Means
	no	%	no	%	no	%	no	%	No	%	
There are preparations for police community partnership with police in the Ethiopian community.	108	24.1	115	25.6	68	15.1	122	27.2	35	7.8	4.30
The Ethiopian community's police community partnership with police system has been competing for a fair competition.	91	20.3	100	22.3	76	16.9	151	33.6	31	6.9	3.75
The Ethiopian community's community partnership with police system provide participation of stakeholders in the process of community participation.	121	26.9	30	6.7	87	19.4	87	19.4	123	27.4	4.21
The Ethiopian community has a role to play in involving the community in a police community partnership with police system.	109	24.3	99	22	75	16.7	116	25.8	50	11.1	4.40
The Ethiopian community has taken into consideration the nations and nationality polices of the national police system.	63	14	33	12.3	56	12.5	182	40.5	115	25.6	4.05
They were happy with the Ethiopian community's recruitment and implementation process of community participation.	124	27.6	87	19.4	52	11.6	132	29.4	56	12	4.65

The researchers have also asked if there is sufficient time for preparation in Ethiopian community for recruiting and selecting police members then the respondents responded that 108(24.1%) strongly agree, 115(25.6%) agree, 68(15.1%) neutral, 122(27.2%) disagree and 35(7.8%) strongly disagree. Majority respondents responded that 122(27.2%) they disagree regarding the preparation of the Ethiopian community on community partnership with police by saying there are gaps. For the same question the interviewees from higher officials and coordinators of selectors have responded or revealed resemble ideas, the higher officials responded that the Ethiopian community has low preparation for selecting and recruiting police members in terms of budget, human resource and

other facilities. However, the selectors and their coordinators responded that there is no sufficient preparation for the community partnership with police of police members. Generally, the researchers' concluded that in the Ethiopian community community partnership with police process of community participation there are gaps in terms of budget, responsible human resource, absence of community involvement in the selection and recruitment, coordination problems with regional police commissions, insufficient planning and inadequate quality of selectors.

The researchers have also asked wether the Ethiopian community's system of community partnership with police

process of community participation is free from discriminating the applicants on various grounds. For this question the participants have responded that 91(20.3%) strongly agree, 100(22.3%) agree, 76(16.9%) neutral, 151(33.6%) disagree and 31(6.9%) strongly disagree. Majority of respondents responded that 151(33.6%) they disagree in the community partnership with police system by saying that the community partnership with police of police members in Ethiopian community is not free from discrimination during the application process of community participation on various grounds, for the purpose of recruiting the families, relatives, and friends of a police officer, the recruiters and selectors conduct the community partnership with police irresponsibly even beyond the procedures of the organization, the traditional method to announce a job opening was to post notice, problems of community referrals i.e without stakeholders' evaluation about the ethics of new police recruits, discrimination based on ethnic background of the competitors and ethnic origin exist in Ethiopian community's community partnership with police process of community participation.

The other question asked by the researchers was about the participation of stakeholders in the process of community participation of community partnership with police in Ethiopian community then the participants have responded that 121(26.9%) strongly agree, 30(6.7%) agree, 87(19.4%) neutral, 87(19.4%) disagree and

123(27.4%) strongly disagree. Majority of respondents responded that 123(27.4%) strongly disagree. It showed that in the police members it is very difficult to achieve the missions of the Ethiopian community without the participation of different stakeholders. The same to that interviewees also responded by saying that in the community partnership with police of police members there is no stakeholder participations like women associations, youth associations, government representatives (militias) and other responsible bodies donot participate in the community partnership with police of police members, unwillingness to join the organization by the youths due to non-proportionality of the work and salary related issues, low concentration and focus by the recruiters and selectors during community partnership with police , not providing transport services for the recruits from were da to zone, not giving appropriate and enough information during the community partnership with police process of community participation, individuals assigned to the community partnership with police lacks due responsibility, assigning incapable recruiters and selectors to conduct the community partnership with police and dismissing individuals applied to be recruited without sufficient reasons. Therefore socio-political constraints of the society have not a positive image to the police organization which is challenging to get qualified and adequate numbers of

police officers during selection and recruitment practice (Hassen, 2005).

On the question raised by the researchers on if the Ethiopian community has a role to play in involving the community in a police community partnership with police system the participants have responded that 109(24.3%) strongly agree, 99(22%) agree, 75(16.7%) neutral, 116(25.8%) disagree and 50(11.1%) strongly disagree. Majority of respondents responded that 116(25.8%) they disagree. It showed that the community is less committed to recruit and select police members, not identifying the person who committed various unrecorded crimes and is intentionally protected by the society and stakeholders. Attitude problems in the community, the process of community participation of community partnership with police do not play a role in ensuring fair and equal participation of all young people, lack of active participation of the police in community partnership with police. Equal employment opportunity legislation outlaws discrimination based on gender and ethnic origin. In police organizations abide by discrimination law simply to keep out of court, but police organization special in the nature of work most police organizations recognize the inherent advantage of employee diversity, including greater creativity and an expanded customer base. Police organizations who wish to develop a diverse workforce must ensure the use of recruiting methods that generate applications from a variety of

individuals. It is important that recruiters receive training in the use of objective standards because recruiters are in a unique position in terms of encouraging or discouraging diverse individuals to apply for positions. Recruitment flyers can include pictures of minority and advertisements can be bi-lingual, and interviews can be conducted using translators, if appropriate. It is important that the police organizations generate credibility to the image of equal employment opportunity and that these are not just words printed at the end of a recruitment announcement (Hassen, 2005).

The researchers have also asked the participants of this study whether the Ethiopian community has taken into consideration the proportion of nations and nationalities in the community partnership with police system; the participants have responded that 63(14%) strongly agree, 33(12.3%) agree, 56(12.5%) neutral, 182(40.5%) disagree and 115(25.6%) strongly disagree. Majority respondents have responded that 182(40.5%) they disagree by saying that the nations and nationalities are not equally represented by the community partnership with police of police members in Ethiopian community. The same to those interviewee participants have responded that the police members that left the Ethiopian community for various reasons are not disseminating good information to the potential police recruits about the organization, very low support by the

stakeholders established in regional states to help the community partnership with police of the Ethiopian community. And in some cases the stakeholders try to influence by incorporating the people they want to be recruited regardless of the procedures of the organization, there are awareness problems by the communities towards the organization, so in order to change and improve that, it is better to work on the perception and attitude of the communities and lack of active participation by the community on recruiting and selecting both in terms of quality and quantity for example: they said that there is individual dominations instead of rule law in Ethiopian community.

Participants have been asked by the researchers on whether they were happy or not with the system and implementation of the Ethiopian community's community partnership with police process of community participation the participants have responded that 124(27.6%) strongly agree, 87(19.4%) agree, 52(11.6%) neutral, 132(29.4%) disagree and 56(12%) strongly disagree. Majority respondents have responded that 132(29.4%) they disagree in the community partnership with police of police members. The same to those interviewees have also responded that they were not happy with the Ethiopian community's recruitment and implementation process of community participation. Because people who do not understand amharic has been recruited; people who has been dismissed by the recruiters due to falling the examinations

has been included to the organization in order to fill the quota; mostly the recruiters and selectors focus on quota instead of focusing on quality of the recruits; most recruits do not qualify in case of proper community partnership with police of police members; the educational qualification of the recruits and their physique is not good enough to conduct police tasks; i.e during the community partnership with police there were married recruits, some of them have children and some of them have a military background from different training centers; the amount of salary on announcement and on job varies considerably; in most cases the community partnership with police process of community participation takes place on by the recruiters of the Ethiopian community as a result it is not free from discrimination, lack of resting rooms in zonal level after the community partnership with police takes place but till the recruits reach the police training institutions, the problem of coordination, selectors who do not have ethical background as a result they do not properly monitor the situation by reaching to the kebele and wereda level. In addition they also do not recruit accurately qualified recruits and they do not allow the participation of the stakeholders.

Generally, the main factors that affect the process of community participation of recruitment and promotional practices, such as the use of valid and reliable test instruments and related materials, thorough background

investigations, physical and psychological fitness tests, potential leadership capabilities on assessments of applicants. In principle the medical examination needs serious follow ups of the recruiters and selectors, but strong relationship has not been formed with health professionals who conduct the medical examination in order to do their task responsibly. For example, in some cases pregnant recruits join the police training centers; when the Ethiopian community invites zone police leaders in order to maximize their awareness about community partnership with police of police members it excludes other stakeholders and this by itself creates less interest and unwillingness by other associations who have a role in the community partnership with police. Due to being excluded from the awareness maximizing discussion programs they begin to consider the community partnership with police of police members is only the role of the police. In order to fill the quota, people who are not residents of that particular kebele become residents by new ids only for the purpose of community partnership with police without assuring their prior personal details from the kebeles where they have lived before, practically applicants with health problems take the urine of their friends by deceiving just in order to pass the medical examination as a result of low concern and supervision of the recruiters and selectors and the implementation of proper performance evaluation techniques.

The process of community participation of community partnership with police

The computed turkey'sr value shows that there was correlation between the trainees and trainers responses on, the process of community participation of community partnership with police of police members. Positive correlation was found at ($r(448) = 0.025, p > .01$) that there was statistically significant linear relationship between trainees and trainers respondents' in those thematic issues under consideration. Therefore, there is nostatistically significant association between trainees and trainers and their process of community participation of community partnership with police.

The process of community participation of community partnership with police mean and standard deviation

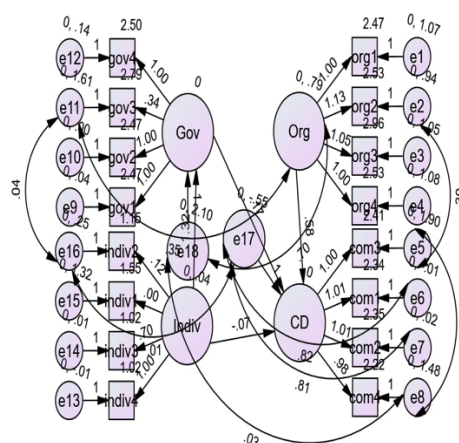
Table 9. Contents on the process of community participation of selection and recruitment

No		Mean	Std. Deviation
1	There are preparations for police members' community partnership with police in the Ethiopian community.	4.30	.998
2	The Ethiopian community's police member's community partnership with police system is free from biases.	3.75	1.217
3	There is participation of stakeholders during community partnership with police process of community participation of police members in the Ethiopian community.	4.21	1.058
4	The Ethiopian community has a great role in participating the community in the community partnership with police process of community participation of police members.	4.40	2.982
5	The community partnership with police system of the Ethiopian community gives due considerations to nations and nationalities.	4.05	1.036
6	I was happy during the recruitment and implementation process of community participation of the Ethiopian community.	4.65	1.21

The preparations for police community partnership with police in the Ethiopian community its mean 4.3 disagree, in the fair competition of recruitment of police members 3.75 also near to disagree, in the community participation of community partnership with police of police member (4.21) in also disagree, in the consideration of Ethiopian nations and nationalities in the community partnership with police of police members (4.05) disagree and the last point in the happiness of community partnership with police of police members (4.65) near to strongly disagree in the recruit of police members generally, communication it is reported that the recruit and selection given in the contents have direct relevance for the process of community participation of community partnership with police of the police members. The same to that interviewees also responded that during the community partnership with police of police members the concern of the health officers is low, due to not being paid incentives by the to health officers and professionals as result they become less motivated and less responsible for what they do on medical examinations of the recruits. This in return influences the community partnership with police process of community participation and not conducting pre campaign and awareness related issues before the community partnership with police of police members on increasing the interest of the youths to be recruited.

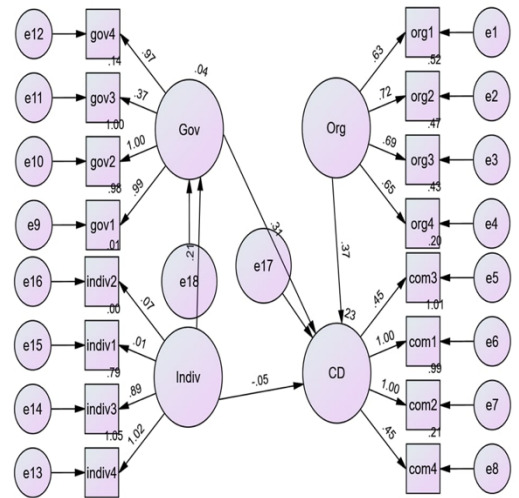
There is a significant difference between the cadet recruit constables, post graduates and community partnership training in the process of community participation of selection and recruitment of police members. The measures are nearly identical for the two variables. The researchers do not make much of a difference which variable is chosen. The coefficient of variation will be a good statistic. power and sample size estimates are only as good as the estimate of the variability (standard deviation).

The researchers are sure that it's obvious that someone should always calculate power and sample size before a study to avoid conducting a low-power analysis, and turkey makes this very easy to do. But also it should assess power after a study that produced insignificant results.



In model specification, researcher specifies the model determining every relationship among variables relevant to the researcher's interest. For this purpose

researcher should conduct an extensive literature review. Otherwise, there may be a difference between true model and the implied model either having irrelevant variables in the model or not including important variables into the model.



In simple terms, model fit in statistics measures the variance between observed and model-implied data using correlation and covariance matrices. Though calculating is a model that fits the data is not too complicated in AMOS, interpreting the results can be a bit challenging at times for students.

The Fit Summary collects the important statistics used to select the correct starting point for the final model. The model(s) suggested are picked via the Whitcomb Score. The suggested model should be considered a good starting point for the model fitting. Mean: The sum of squares for the effect of the mean.

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Gov	<---	Indiv	1.317	.554	2.376	.017	
CD	<---	Gov	.175	.056	3.098	.002	
CD	<---	Indiv	-.072	.253	-.284	.777	
CD	<---	Org	.585	.126	4.641	***	
service1	<---	Org	1.000				
quality2	<---	Org	1.131	.148	7.646	***	
crime3	<---	Org	1.049	.144	7.280	***	
personal	<---	Org	.997	.141	7.081	***	
safety3	<---	CD	1.000				
chohesion1	<---	CD	1.011	.153	6.591	***	
attachment2	<---	CD	1.006	.154	6.531	***	
leadership4	<---	CD	.978	.147	6.661	***	
policy1	<---	Gov	1.000				
coolabration2	<---	Gov	1.000	.011	92.555	***	
media3	<---	Gov	.340	.064	5.335	***	
ICT4	<---	Gov	.995	.022	46.044	***	
commintment4	<---	Indiv	1.000				
saft3	<---	Indiv	.702	.129	5.456	***	
perception1	<---	Indiv	.001	.376	.004	.997	
knowledge2	<---	Indiv	.122	.168	.726	.468	

In this section, AMOS will display most errors and warnings in this section of the output. In the output shown above, AMOS reports that the minimum was achieved with no errors or warnings. If errors or warnings are not reported in this section of the output means that it is safe for you to proceed to the next output section of interest.

The probability value of the chi-square test is smaller than the .07 level used by convention, you would reject the null hypothesis that the model fits the data. This conclusion is not good news for the researcher who hopes to fit this model to the dataset.

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
Gov	<---	Indiv	.175
service1	<---	Org	.652
quality2	<---	Org	.719
crime3	<---	Org	.673
personal	<---	Org	.648
policy1	<---	Gov	.990
coolabration2	<---	Gov	1.000
media3	<---	Gov	.366
ICT4	<---	Gov	.969
commintment4	<---	Indiv	1.090
saft3	<---	Indiv	.837
perception1	<---	Indiv	.000
knowledge2	<---	Indiv	.047

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
service1	2.467	.101	24.491	***	
quality2	2.527	.103	24.449	***	
crime3	2.957	.102	28.850	***	
personal	2.533	.101	25.065	***	
safety3	2.413	.100	24.135	***	
chohesion1	2.342	.092	25.375	***	
attachment2	2.348	.093	25.245	***	
leadership4	2.223	.088	25.235	***	
policy1	2.467	.110	22.472	***	
coolabration2	2.467	.109	22.697	***	
media3	2.788	.101	27.626	***	
ICT4	2.500	.112	22.381	***	
commintment4	1.022	.013	77.103	***	
saft3	1.016	.012	83.812	***	
perception1	1.554	.085	18.280	***	
knowledge2	1.147	.037	30.686	***	

Covariances: (Group number 1 - Default model)

		Estimate	S.E.	C.R.	P	Lat
e18 <-->	Org	.700	.135	5.207	***	
e2 <-->	e5	.301	.097	3.088	.002	
e8 <-->	e18	.034	.108	.319	.750	
e5 <-->	e8	.780	.252	3.091	.002	
e11 <-->	Org	.350	.091	3.831	***	
e16 <-->	e17	.008	.028	.280	.779	
e11 <-->	e16	.037	.045	.828	.408	
e7 <-->	e17	.815	.193	4.223	***	
e6 <-->	e17	.816	.195	4.197	***	

Correlations: (Group number 1 - Default model)

		Estimate
e18 <-->	Org	.544
e2 <-->	e5	.224
e8 <-->	e18	.020
e5 <-->	e8	.464
e11 <-->	Org	.310
e11 <-->	e16	.058

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Org	.790	.176	4.495	***	

The RMR and the SRMR are the square root of the difference between the residuals of the sample covariance matrix and the hypothesized covariance model. The SRMR is much more meaningful when varying level of questions are included in the questionnaire since the range of the RMR is calculated based upon the scales of each indicator. As an example if there are both five point likert scale questions and seven point likert scale questions, SRMR is a better option to the researcher. RMR becomes difficult to interpret when there are varying level of items in the questionnaire (Kline, 2005).

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
Gov	.031
CD	-.6328
knowledge2	.002
perception1	.000
saft3	.700
commintment4	1.189
ICT4	.938
media3	.134
coolabration2	1.000
policy1	.980
leadership4	-.043
attachment2	.987
chohesion1	1.009
safety3	-.041
personal	.420
crime3	.453
quality2	.517
service1	.425

Matrices (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	Org	Indiv	Gov	CD
Gov	.000	1.317	.000	.000
CD	.585	.158	.175	.000

The Matrices is much more meaningful when varying level of questions are included in the questionnaire since the range of the total effect CD .000 is calculated based upon the scales of each indicator.

Total Effects (Group number 1 - Default model)

	Org	Indiv	Gov	CD
Gov	.000	1.317	.000	.000
CD	.585	.158	.175	.000
knowledge2	.000	.122	.000	.000
perception1	.000	.001	.000	.000
saft3	.000	.702	.000	.000
commintment4	.000	1.000	.000	.000
ICT4	.000	1.311	.995	.000
media3	.000	.448	.340	.000
coolabration2	.000	1.317	1.000	.000
policy1	.000	1.317	1.000	.000
leadership4	.572	.155	.171	.978
attachment2	.589	.159	.176	1.006
chohesion1	.591	.160	.177	1.011
safety3	.585	.158	.175	1.000
personal	.997	.000	.000	.000
crime3	1.049	.000	.000	.000
quality2	1.131	.000	.000	.000
service1	1.000	.000	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	Org	Indiv	Gov	CD
Gov	.000	.175	.000	.000
CD	.000	.000	.000	.000
knowledge2	.000	.047	.000	.000
perception1	.000	.000	.000	.000
saft3	.000	.837	.000	.000
commintment4	.000	1.090	.000	.000
ICT4	.000	.170	.969	.000
media3	.000	.064	.366	.000
coolabration2	.000	.175	1.000	.000
policy1	.000	.173	.990	.000
leadership4	.427	.025	.211	.000
attachment2	.416	.025	.206	.000
chohesion1	.421	.025	.208	.000
safety3	.384	.023	.190	.000
personal	.648	.000	.000	.000
crime3	.673	.000	.000	.000
quality2	.719	.000	.000	.000
service1	.652	.000	.000	.000

In the study of causal effects, the total extent to which the dependent (or outcome) variable is changed by the independent (or predictor) variable, including any indirect effect through a mediator. The total effect is the sum of the direct effect plus all indirect effects. The standardized total effect can be > 1 already because the individual standardized path coefficients can also be > 1 (for example, due to collinearity or a suppression effect). Path coefficients are partial regression coefficients.

CONCLUSION

The Ethiopian community's criteria's for community partnership of police members do not have defect in themselves, and then it is better to check with the real situation with certain facts on how the community partnership with police process of community participation is taking place. Most participants said that the level of education on the standard level should be increased from the current minimum grade requirements.

On the process of community participation of selection and recruitment of police members there was no system to incorporate the say of the community to participate in recruiting the police members who will serve the community after taking the necessary training in training institutions. Poor community partnership with police procedures result in hiring or promoting personnel who cannot or will not communicate effectively with diverse populations, exercise discretion properly, or perform the multitude of functions required of the police, there is no background investigation in the community partnership with police of police members.

The Ethiopian community must provide more educational training, technical and advisory support to regional police commissions with emphasis on regions that need affirmative support; work in collaboration with the ministry of justice and other relevant organs with respect to crime investigation. Establish police training centers; facilitate domestic and foreign continuing education and training for police officers. Conducting a study and submitting to the government in order to review salary scales and allowances applicable to police members and implement the approval.

The main possible obstacles or barriers on recruiting more qualified applicants with the survey respondents being asked to list all which have negatively impacted upon local recruitment in their respective agencies. According to a

customs revenues authority officer, 18,000 Ethiopian birr is paid, but a police officer is paid 1,800 birr on the institute. In case of the work they do, however, he says the work of the police is much difficult. He added that the commission should be attractive to police community partnership. When a member leaves the Ethiopian community, he/she should not be dismissed, but instead he/she will be investigated about the reason why the member is leaving the organization. As a result, extreme problems can be seen by the leadership. He also pointed out that there must be a wider layout.

BIBLIOGRAPHY

- Abbas, S. A. (2018). Entrepreneurship and information technology businesses in economic crisis. *Abbas, SA*, 682-692.
- Adebisi, K. I. (2018). Entrepreneurship Revolution, Skill Acquisition, and Entrepreneurial Intention of Undergraduate Students of the Colleges of Education in North Central Nigeria. *KIU Journal of Social Sciences*, 4(2), 131-137.
- Adesola, S., den Outer, B., & Mueller, S. (2019). New entrepreneurial worlds: Can the use of role models in higher education inspire students? The case of Nigeria. *Journal of Entrepreneurship in Emerging Economies*.
- Boba, R., Weisburd, D., & Meeker, J. W. (2009). The limits of regional data sharing and regional problem solving: Observations from the East Valley, CA COMPASS initiative. *Police Quarterly*, 12(1), 22-41.
- Bogatyreva, K., Edelman, L. F., Manolova, T. S., Osiyevskyy, O., & Shirokova, G. (2019). When do entrepreneurial intentions lead to actions? The role of national culture. *Journal of Business Research*, 96, 309-321.
- Cole, J., & Logan, T. K. (2010). Interprofessional Collaboration on Sexual Assault Response Teams (SART) The Role of Victim Alcohol Use and a Partner—Perpetrator. *Journal of Interpersonal Violence*, 25(2), 336-357.
- Fissi, S., Romolini, A., Gori, E., & Contri, M. (2021). The path toward a sustainable green university: The case of the University of Florence. *Journal of Cleaner Production*, 279, 123655.
- Hickman, M. J., & Reaves, B. A. (2006). Local police departments. *Washington, DC: US Department of Justice, Bureau of Justice Statistics*.
- Isichei, E. E., Agbaeze, K. E., & Odiba, M. O. (2020). Entrepreneurial orientation and performance in SMEs: The mediating role of structural infrastructure capability. *International Journal of Emerging Markets*.
- Kaukinen, C., & DeMaris, A. (2009). Sexual assault and current mental health: The role of help-seeking and police response. *Violence against Women*, 15(11), 1331-1357.
- Kruse, P., Wach, D., Costa, S., & Moriano, J. A. (2019). Values matter, Don't They?—combining theory of planned behavior and personal values as predictors of social entrepreneurial intention. *Journal of Social Entrepreneurship*, 10(1), 55-83.
- Nielsen, C., & Dane-Nielsen, H. (2019). Value creation in business models is based on intellectual capital—And only

- intellectual capital! *Journal of Business Models*, 7(2), 64-81.
- Post, L. A., Klevens, J., Maxwell, C. D., Shelley, G. A., & Ingram, E. (2010). An examination of whether coordinated community responses affect intimate partner violence. *Journal of Interpersonal Violence*, 25(1), 75–93.
- Onyia, V, Enyinnah N & Olubiyi, T. O. (2019). Leadership and employee performance: The Dunning-Kruger Effect. *Int. J. of Adv. Res.* 7 (Oct). 358-367
- Skogan, W. G., Steiner, L., DuBois, J., Gudell, J. E., & Fagan, A. (2002). Community Policing and “the new immigrants”: Latinos in Chicago (NCJ 189908)’. *Washington, DC: US Department of Justice, Office of Justice Programs, National Institute of Justice.*

Copyright holder:

Derese Simegnaw Alehegn (2023)

First publication right:

Asian Journal of Engineering, Social and Health (AJESH)

This article is licensed under:

