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Investigation and Identification Components of Compensation in Police Force based on Total Reward Model

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Extended Abstract

Abstract

The purpose of this research is to identify the components of total reward in the Police Force of IRI (NAJA). This research is qualitative in terms of the nature of data; and In terms of the purpose; it is practical, and in terms of data collection method, it is descriptive-exploratory. The statistical population includes all senior and middle managers of the police force in Qazvin province (60 persons), who used their views to identify the components of the total reward. The statistical sample consisted of 12 managers of police forces of Qazvin province who were selected by snowball method. In this research, the data collection was done by studing theoretical foundations and research background and profound semi-structured and in-depth interviewing with the managers of police forces. The data analysis method is theme analysis using MAXQDA software. The findings of this study have been developed in the form of total reward model in police force which has 64 contents, 5 subthemes (payments, financial benefits, job bonuses, external motivation and internal motivation), and 2 main themes (Total remuneration and non-financial compensation). The overall results of the research indicate the importance of both concepts of financial and non-financial rewards in the compensation system of employees in the police force, which are emphasized in human-economic models of compensation including total reward model. Therefore, given the economic conditions and the lack of funds and credits in the award of financial rewards, it is necessary for police enforcement to pay more attention to non-financial rewards in order to motivate staff in the organization.

Introduction

In the new era, organizations have found that human resources are the most important asset and capital, because without the presence and effectiveness of human resources, the most financial and advanced technology, alone for the benefit organization It does not create competition and it will not be able to advance the organization towards the desired prospect. To this end, organizations need to design compensation or reward system for attracting, retaining and maintaining efficient human resources. Employee compensation seeks to improve employee performance by rewarding those who have made a contribution to the organization's performance. the design and implementation of compensation systems not only can affect employee motivation, but also can be harnessed to improve safety, quality, creativity, innovation and a myriad other outcomes critical in a successful. In the meantime, the essential feature of the service compensation system, which takes precedence over the payroll system, is to pay non-financial compensation to employees' efforts along with its financial needs. Today, this theory is important in psychology, that among the many and varied human needs, only a few can be met directly with money. In recent years, organizations have shifted their attention to total reward packages as a means of motivating employees and raising engagement levels. Total reward is the term adopted to describe a reward policy that brings additional components such as learning and development, together with aspects of the working environment, into the benefits package.

NAJA, as one of the dynamic and active organizations that is a key factor in the security of the community, by taking on the heavy duties and responsibilities that the law places on it- more than any other organization and institution- needs People who are satisfied with their job and have a decent quality of life. Hence, the need for a compensation system which, in addition to financial incentives, also takes into account the non-financial incentives, is felt more and more. In other words, the importance of the work of the specialist manpower and their impact on the performance of the organization is the most important reason for paying compensation for the services in the police, because the security sector, which is responsible for the maintenance of law and order and hence the maintenance of peace in the community, must consider factors affecting the motivation and, consequently, the improvement of the performance of its forces, because if the police perform their duties poorly, the damage to police confidentiality and democratic principles can be irreparable.

According to the above, in this paper, by choosing the total reward model, we are going to answer the following question: What are the components of compensation system in accordance with the total reward model in the police force?

Case study

This research has been carried out in the police force of Qazvin province. The statistical population includes all senior and middle managers of the police

force in Qazvin province (60 persons), who used their views to identify the components of the total reward. The statistical sample consisted of 12 managers of police forces of Qazvin province who were selected by snowball method.

Materials and Methods

The present study is a descriptive study. The research also in terms of the nature of the data; is qualitative, and in terms of purpose; is applied science. In this research, the data collection was done by studying theoretical foundations and research background and profound semi-structured and in-depth interviewing with the managers of police forces.

Discussion and Results

The findings of this study have been developed in the form of total reward model in police force which has which has 64 contents, 5 subthemes (payments, financial benefits, job bonuses, external motivation and internal motivation), and 2 main themes (Total remuneration and non-financial compensation). The results of the research indicate the importance of both financial and non-financial rewards in the compensation system of police force. Therefore, given the economic conditions and the lack of funds and credits in the award of financial rewards, it is necessary for police enforcement to pay more attention to non-financial rewards in order to motivate staff in the organization.

Keywords: Compensation, Reward, Total Reward, Financial Reward, non-Financial Reward.