

changes over distinctive nations supports the authoritative setting in which policing happens. In specific, core-NPM nations (such as Australia, the USA and UK) were anticipated to encounter much more noteworthy levels of administration change than NPM slow pokes (such as Italy and Malta). On the other hand, Farr-Wharton found there were contrasts within the police officers' results of NPM slow poke nations such as Italian police compared with the results of UK police officers. Particularly, Italian police officers seen higher prosperity and emotional commitment, inducing that they likely had get to more authoritative back assets, in turn giving them with superior asset caravan paths. We, subsequently, anticipate that Italian police officers will have lower push, higher flexibility and engagement.[1]

Employees who receive support are highly effective, while this study shows that employees who receive poor support are less engaged. HRM models suitable for managing emotional labor should be based on principles that inform HRM for the common good, particularly in terms of enhancing employee resilience and well-being

Thus, human resource development (HRD) strategies can be aimed at increasing employee resilience as a means of unlocking untapped productivity potential. Such strategies show promising results.

Список використаних джерел

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PECULIARITIES OF POLICE ACTIVITY IN GERMANY

A vast, diverse, and multifaceted experience in training police personnel has been developed outside the borders of Ukraine, offering valuable insights into international practices. The organization of activities to ensure law and order, public safety, fight against crime in all its manifestations in each country has its own specifics and features.

Germany has developed a unique system of law enforcement that reflects the country's federal structure, legal traditions, and commitment to upholding citizens' rights and freedoms. As in the United States, Germany's approach to policing emphasizes public safety, crime prevention, and the protection of individual rights, with distinct characteristics arising from its political and historical context [1].

Key Areas of Police Activity in Germany:

The main areas of German police activity include:

- crime prevention and deterrence;
- ensuring public order and safety;
- law enforcement at multiple jurisdictional levels;
- crime investigation and evidence gathering;
- apprehension and detention of offenders;
- ensuring traffic safety and accident prevention;
- supporting various public services and regulatory functions;
- preparing cases for judicial proceedings [1].

In modern conditions, one of the most structurally complex police systems functions quite successfully in Germany. Germany's police system operates within a federalized framework, with authority divided across national (Bundespolizei), state (Landespolizei), and local levels. Each German state (Bundesland) has its own police force, allowing states to address regional crime patterns and enforce local regulations autonomously [1].

The German police operate in the following main divisions:

1. Federal Level: The Federal Police (Bundespolizei) handles matters of national security, border protection, counter-terrorism, and the safeguarding of critical infrastructure, as well as coordination in cases of inter-state or international crime. In addition, specialized federal agencies like the Federal Criminal Police Office (Bundeskriminalamt, or BKA) manage investigations of serious crimes with cross-border dimensions, such as organized crime and terrorism [2].

2. State Level: The state police (Landespolizei) are responsible for maintaining law and order, preventing crime, and responding to emergencies within each state. Each state police force operates relatively independently, though cooperation with federal agencies is common, especially for crimes that cross state lines [1].

3. Local Level: Municipal police forces in larger cities or local police units within smaller communities handle issues that are specific to local jurisdictions, such as minor public order offenses, local traffic enforcement, and assistance with community-based initiatives [5].

Key Features of Police Activity in Germany

1. Federalized Law Enforcement System: The German police system reflects Germany's federal structure, where each state has autonomy in organizing and managing its police force. However, federal and state police agencies often collaborate on major criminal investigations and counter-terrorism efforts to maximize efficiency.

2. Emphasis on the Rule of Law: Germany's legal system places a strong emphasis on upholding the rule of law and protecting citizens' constitutional rights. Law enforcement agencies are required to operate within strict legal guidelines, ensuring that all actions taken by police officers are lawful and justified. Transparency and accountability are

prioritized, and police operations are frequently subject to judicial and public scrutiny [3].

3. Division of Responsibilities and Cooperation: Responsibilities are divided based on jurisdictional authority, with federal agencies addressing nationwide security concerns and state/local agencies handling crimes within their regions. Inter-agency collaboration, particularly in the case of complex criminal cases, is common and often essential for ensuring an effective law enforcement response across state borders.

4. Citizen Rights and Protections: German policing practices are guided by the German Constitution (Grundgesetz), which outlines citizens' rights to privacy, due process, and protection against unlawful searches and detentions. The law provides citizens with robust protections, and law enforcement officers must respect these rights when exercising their authority. Evidence collection, for example, is carefully regulated to protect citizens' rights [3].

Use of Technology and Modern Techniques:

German police make extensive use of modern technologies such as digital surveillance, forensic science, cybersecurity, and data analytics to enhance crime-solving capabilities. Surveillance systems, such as CCTV and data-driven technologies, play a role in ensuring public safety but are subject to stringent legal oversight to balance security needs with privacy rights [4].

Germany's law enforcement agencies play a crucial role in maintaining public safety, upholding the rule of law, and protecting citizens' rights. Their structure reflects the country's federal organization, and a strong emphasis on transparency, legal accountability, and inter-agency cooperation ensures that police actions are both effective and just. By leveraging technology and adhering to rigorous standards, German police forces seek to balance security measures with individual freedoms, creating a model of law enforcement that serves both local and national interests.

Список використаних джерел:

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4. Offizielles Portal der deutschen Polizei. <https://www.polizei.de/EN/technik-node.html>

5. Safe. Your State Police. <https://www.landespolizei.de/EN/home.html>