

A STUDY ON TRAINING AND DEVELOPMENT IN KARNATAKA POLICE ACADEMY

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Karnataka Police Academy



Temple of knowledge and skills for police officers

Police Training and Law Enforcement Training course resource helps to keep officers safer on the street by providing access to information which supports professional development and improve training. Police training course, seminar or conference, research police training products, advance their career with criminal justice courses or review training tips and officer safety information.

Police Training Products category is a collection of information, product listings and resources for researching accessories demonstrated in a secure training environment. The training products category serves as a broad resource for the wide range of law enforcement training gear, accessories and materials available today. Police Training Gear product category is a collection of information, product listings and resources for researching Training Gear. This type of gear is specifically designed to provide complete protection to help prepare officers for real-life law enforcement encounters. The Training Gear product category covers full body suits, compact head gear, padded shorts and chest gear. Criminal Justice Degree programs can open up career opportunities in public safety, corruptions, forensic science, investigation, and law enforcement.

Apart from regular law and order and crime matters, subjects such as disaster management, police-media relationship, leadership qualities, women and child trafficking, soft skills, policemen and human rights, international humanitarian law, the fight against terror, tactics course, improvised explosive device (IED) post-blast crime scene, cyber crime, computer forensics, prevention of corruption and forensic medicine were taught.

In addition to regular physical training, yoga, route marches, obstacle courses, motor transport, unarmed combat, swimming, rifle and revolver shooting and other outdoor activities such as rock climbing and moonlight trekking were organized.

The trainees were given the opportunity to participate in the international symposium on 'Forensic science services'. Trainees were first introduced to synopsis of investigation of criminal cases in Karnataka. Among the State PSI probationers, the Chief Minister's trophy was presented to the best all-round probationer. The Home

Minister's trophy for best woman probationer. The DG&IGP's cup for best outdoor probationer and the Home Minister's cup for best indoor probationer. Prizes for rifle and revolver shooting and best all-round probationer will be rewarded.

This research was conducted to know how the selected candidates are then sent for a rigorous training in Missouri which lasts for almost 1 year. They are trained in Indian penal codes, special laws, criminology etc. The officers also have to undergo physical training while they are trained in theoretical subjects by Karnataka police academy to encourage the officers to have strong dedication and commitment towards their work.

Words: Leadership, penal codes, law and order, cybercrimes and human rights.

1. INTRODUCTION

HISTORY & SALIENT FEATURES



- in 1892 Police Training School was established in Bangalore
- This was took up so well the model was replaced in other districts in 1897.
- However these were replaced by a single Training school in Mysore in 1913 as Police Training School
- Composite training school that was launched in Bangalore in 1945 was later transferred to the Police Training School in Mysore in 1952 This was upgraded as Police Training College in 1958
- In 1992 this college was awarded the status of Academy as Karnataka Police Academy.
- Located in picturesque city of Mysore . Has two exquisite Parade grounds with the beautiful Chamundi hills as the backdrop.
- Lovely campus in a sprawling area of 48 acres
- Imparts basic training to new entrants at the levels of DySsP and PSIs
- Imparts Post Institutional Training for the IPS officers allotted to Karnataka Cadre.
- Conducts In-service training courses
- Conducts capsule or theme courses on specialized subjects
- Conducts training for officers of Transport, Excise, Prisons, Fire services & also officers of Maldives & Bhutan.

2. LITERATURE REVIEW

It was found that few IPS officers have contributed to the various issues related to police culture, police welfare and problems of Maharashtra and particularly Mumbai police. Today there is little research in the subjects related to the police and policing. Analytical approach to the problems and difficulties that come in the way of better policing could prove to be extremely useful. There is a need to look into issues in rural as well as in major metropolitan cities, and thereby create a body of literature on all these vital subjects. The common man should go about his daily life with a

sense of security. He should have faith in the policeman and the police station. 44 This chapter studies literature under the following broad heads. 3.2 Review of literature relating to work culture. 3.3 Review of literature relating to areas of Human Resource Management: This reviews the literature regarding recruitment and selection, training, promotion, performance appraisal motivation and morale, authority, responsibility and accountability of police force. 44 Daval Ajit, Manas Police and Security Yearbook, Manas Prakashan, India, 2010, p. 23. 64 3.4 Review of literature relating to work culture in the police department: This reviews the literature related to discipline, superior-subordinate relationship, leadership, organisation structure, corruption, values in the police department, police behaviour and attitude, stress among police employees, politics and police. 3.5 Review of literature relating to constables at police stations. 3.6 Review of literature relating to women police force. 3.7 Review of literature relating to challenges in the police department: This reviews the literature regarding the role of police, the public image of police, police public participation, police and technology, community policing, reforms in policing, police and crime. 3.8 Review of literature relating to the police department. 3.9 Review of literature relating to Maharashtra police. 3.10 Review of literature relating to Mumbai police. 3.11 Review of literature relating to International police departments. 3.2 Review of Literature Relating to Work Culture Sawant, Sundaram and Rajput,⁴⁵ have rightly described the work culture as one of the basic determinants of development in the country. There is a need to improve the work culture in India, and plenty of scope for it as well. Public Service Institutions have a crucial role to play in serving common people. It has a major influence on motivation, productivity and job satisfaction. Each organization has a unique culture. It is a key area in organization behaviour. It is important to understand the imperatives of work culture and its power influence on the behavior at work place. The culture endures in every workplace. We need them to justify and rationalize hours 45Sawant, Sundaram and Rajput, Work culture in Public Service Institutions, Himalaya Publishing house, Mumbai. 1993, pp. 2-3. 65 spent on our job. The work culture needs to be nurtured and shaped. The positive and cohesive work culture encourages employee loyalty and commitment. The corporate sector has also stressed the importance of healthy work culture in its organizations. Zenstar⁴⁶ corporate culture is based on 5 F frameworks, namely fast, friendly, flexible, fun and focused. Bajaj⁴⁷ believes that a good work culture enables to perform better through motivation. Even an ordinary employee can perform extraordinarily. The right kind of inspiration, excitement and motivation are the core values of work culture. It also believes that people shape the culture, that culture is negotiated and that culture is difficult to change. Culture is often interpreted differently by diverse employees. Work culture may be strong or weak. Ideally, organization culture supports a positive and productive environment. So every organization should create a winning work culture. For Ogilvery and Agony⁴⁸ the basic purpose is to create the kind of environment, where people enjoy coming every day to work, where there is a feeling of commandered and good fellowship, where people attach work with alarerity and confidence, where they think themselves as partners instead of employees. Talking about Indian work culture, ⁴⁹ the challenge, here, is to meet global standards and be competitive, while at the same time retain the rich cultural heritage of the region. The work culture should incorporate the Indian way of life. The features of Indian work culture include conservation and rigidity, lack of time management and poor infrastructure, family structure, confusion with regard to the behaviour code between men and women. 46 www.zenstar.com. 47 www.bajajelectricals.com. 48 www.ogilvery and agony.com. 49 Org/work life/winning work culture.htm 66 Gandhian approach to work culture⁵⁰ says that Gandhiji was greatly influenced by the ideas of Leo Tolstoy and Ruskin. Tolstoy's emphasis on „Bread Labours" had a tremendous impact on the approach to work culture. The management and higher level managers play a crucial role in creating and maintaining the culture .They provide a work ethic and a model. Kelling⁵¹ believes that given all tools of control and socialization, police department should be able to shape a powerful, unified culture that would dominate their department and prevent corruption. He stated that instead, police department, NYPD included two separate cultures. They have two separate cultures, the cop culture and the management culture.

3. Objectives and Scope of the study

MISSION STATEMENT :



1. To impart Basic training to the new entrants at the level of Sub-Inspectors of Police and Deputy Superintendents of Police.
2. To conduct refresher and capsule courses for In-service police officers to update their professional knowledge and skills.
3. To create a pool of police trainers for the State of Karnataka.
4. To impart professional skills, ethics and morals of the highest standards. It also tries to inculcate a spirit of service to the community in the trainees.
5. To motivate and enable the trainees of induction, in-service and orientation courses to become service oriented professionals.
6. With a positive and sensitive mind set and humane attitude and to equip themselves with requisite expertise.
7. To bring the anti-social elements of all hues to justice.

OBJECTIVES OF THE ACADEMY:



The objectives of Karnataka Police Academy are :

- a. To transform a hitherto 'power oriented' force into a "service oriented" one.
- b. To identify the training needs of Karnataka Police at various levels and design suitable courses to improve professionalism in the Police Force.
- c. Promoting the concept of continuing education amongst Police Officers.
- d. Organizing Seminars/ Workshops/ Studies/ Surveys/ Research covering matters of Police interest..
- e. Developing consultancy capabilities in Police matters.

VISION: To develop the Karnataka Police Academy into a Premier Training Institute not only in India but also in the World with all modern equipment and motivated faculty for imparting effective training in police profession imbued.

4. Research Methodology

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

There are three ways a researcher can go about doing a descriptive research project, and they are:

- **Observational**, defined as a method of viewing and recording the participants

- **Case study**, defined as an in-depth study of an individual or group of individuals
- **Survey**, defined as a brief interview or discussion with an individual about a specific topic

Primary Data: As the data relating to KPA training and development primary data was collected from the faculty of police department one who did training in KPA.

Secondary data: As the data relating to KPA training and development secondary data was collected. The sources of data are websites, journals and dailies.

METHODOLOGY:

The methodology and strategy of training has been recently re-engineered by including Group discussion; Role Play, Presentation: Quiz and various types of Competitions and interactive processes in addition to conventional methods of training.

The trainees are enthusiastically participating in the training activities and learning process through these methodologies. The curriculum is giving sufficient opportunity for sharing of experience and building up of camaraderie both in formal and informal atmosphere.

All the participants are being given training in Yoga and Meditation as an exercise for stress management. Adequate emphasis is also being laid in sensitizing the trainees on correct attitude and behavioral responses to render better service to the public.



5. DATA ANALYSIS AND INTERPRETATION

INFRASTRUCTURE FACILITIES



- ➔ System Integrated Lecture Halls
- ➔ Training using CBTs
- ➔ Lecture halls
- ➔ Photography section
- ➔ Auditorium
- ➔ Motor Transport section
- ➔ Crime scene simulation lab
- ➔ Audio-visual aids

- ➔ Computer lab
- ➔ Forensic science museum
- ➔ Library
- ➔ Horse riding
- ➔ Sports & recreational facilities
- ➔ Hostels
- ➔ Model Police Station
- ➔ Ceremonial parade ground, regular parade ground
- ➔ Armourer's Training Centre.
- ➔ Swimming Pool
- ➔ Hospital
- ➔ Administrative Block
- ➔ Gymnasium
- ➔ Officers mess
- ➔ Guest house
- ➔ Essential Services Complex
- ➔ Type I, II and III residential quarters
- ➔ Obstacles Course
- ➔ Water purifier system
- ➔ Ramya Loka (the nature class room)

1 System Integrated Lecture Halls:

To ensure a conducive environment for learning and teaching, K.P.A has set-up two system integrated halls which have several modern equipment / gadgets like multimedia projectors, computers, DVDs, self-adjusting lights etc. integrated to a single touch-screen panel, which can be operated by the speaker himself. The use of such modern aids for learning purposes is expected to give a rich learning experience to the trainee officers.

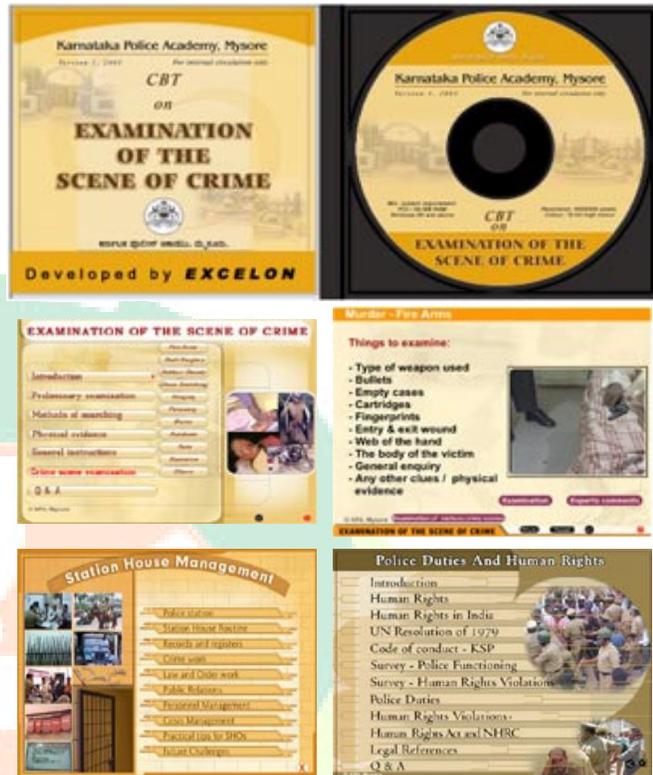
The main advantages of this are:

1. The trainer and the audience are free to concentrate on the inputs as the presenter himself can control all the equipment available including the air-conditioner and lighting in the lecture halls with a single device with least / no distraction.
2. Ease of use: The touch-screen panel which has various individual remote controls integrated into it is a compact and user-friendly device. By eliminating unnecessary buttons, user confusion is reduced.
3. Greater utilisation of the facility: By making the facility easy to use, more people will feel confident to use it and make the most of the investment.
4. Professional presentations and shows: As everything happens seamlessly, any presentation will proceed with professional ease

2 Training using CBTs:

To aid better understanding and retention amongst the trainee officers, interactive, user-friendly, Multimedia Computer Based Tutorials (CBTs) have been developed by the Academy. These content-rich CBTs with audio, video, animations, graphics and text are the first of its kind in India and have received widespread acceptance amongst the officers.

The CBTs on a wide range of subjects have been rated 3.7 on a scale of 4 in terms of their utility by the trainee officers (both new recruits and in-service personnel).



CBTs are available on the following topics:

1. Police Attitudes and Behaviour
2. Station House Management
3. Interview & Interrogation
4. Scientific Aids to Investigation
5. Examination of the Scene of Crime
6. Woman & Child Related Issues
7. Dowry Deaths
8. Police Duties and Human Rights
9. Cyber Crimes
10. Dealing With Agitations
11. Arms Training-1
12. Arms Training-2
13. Bandobast for Meetings and Processions
14. Prevention & Control of Communal Riots
15. Motor Vehicle Accidents
16. Investigation of Murder
17. Investigation of Dacoity and Robbery
18. Investigation of Theft and Burglary





- 3 The Academy has four state-of-the-art lecture halls equipped with modern audio visual aids.
- 4 KPA has a magnificent auditorium with a large seating capacity.
- 5 Crime scenes like that of Dacoity, Robbery, Burglary, Suicide, Murder, Dowry deaths etc. are simulated in the Crime Scene Simulation Laboratory as a part of Indoor teaching of Crime Investigation for the trainee officers.
- 6 KPA Library is a treasure trove of knowledge on Police sciences, Law, Administration, Management, Forensic Science, Forensic Medicine, Psychology and a wide range of very useful books, journals and bulletins numbering over 22,000.
- 7 KPA has two lovely Parade grounds with the beautiful Chamundi Hills as the backdrop.

TRAINING MATRIX



The new entrants to the department at the level of Police Sub-Inspectors undergo a comprehensive 12 months basic training which comprises of 1204 indoor sessions, 668 outdoor sessions in addition to a number of other educational, sports, cultural and recreational activities. Trainees are exposed to as many as 17 indoor subjects and 13 outdoor subjects during the one-year course. The syllabi of the basic course for Police sub-inspectors is essentially based on Gore

Committee report (appendix XXIV) while recent guidelines and recommendations of BPR&D, NCRB, National Commission for Women, National Human Rights Commission, Govt. of Karnataka and Govt. of India have also been incorporated.

6. FINDINGS

Scheme of Evaluation:

1. Probationers undergo bimonthly tests (25 marks), one midterm examination (full marks) and a final examination in all the indoor subjects.
2. Similar examinations as above will also be conducted in all the outdoor subjects.
3. Pass marks is 50%
4. Probationers are also evaluated in aspects like conduct, discipline, participation, attitudes and behavior, performance in sports, cultural events etc.
5. Evaluation of the courses is done on a quarterly basis on a grading pattern.
6. Trainees also evaluate their trainers on a quarterly basis.

TRAINING HOURS

Indoor classes:

Forenoon
09-15hrs to 13-30hrs

Afternoon
15-15hrs to 17-30hrs

Outdoor classes:

Forenoon
06-30hrs to 07-10hrs
07-20hrs to 08-00hrs

Afternoon
15-30hrs to 17-30hrs
17-30hrs to 18-00hrs Sports/Games/Library.

Afternoon indoor classes will be on Monday, Wednesday, Thursday and Saturdays while afternoon outdoor classes will be on Tuesdays and Fridays only.

Basic Course for Police Sub-Inspectors Indoor Subjects → Modern India & Role of Police → Police Organisation and Administration → Psychology → Indian Penal Code → Criminal Procedure Code → Indian Evidence Act → Special and Local laws →

Criminology

Crime Prevention and Detection → Forensic Medicine → Forensic Science – Theory
Forensic Science – Practical → Maintenance of Order (inclusive of Mob psychology, Intelligence,
Security and Foreigners) → Traffic Management & Map Reading and Plan drawing → First Aid →
Computer Science and Wireless → Police Manuals – I, II & III → Woman and Child related Laws
and Issues (including Gender Sensitization and Disability issues) **Outdoor Subjects** → P.T.

Yogasanas

Surya namaskars

Route marches

Obstacle Course

Road Walk and Race

Swimming → Drill, Command and Control → Weapon Training

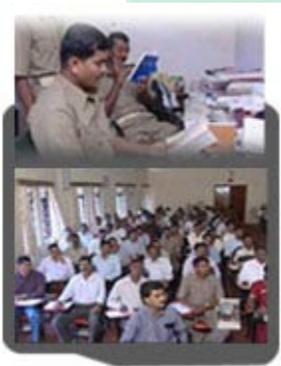
i) Theory

ii) 0.303 Shooting

iii) Pistol/Revolver shooting → Crowd control → Unarmed Combat → Equitation → Motor driving →
Field Craft → Handling of R/T Equipment

FACULTY

The Karnataka Police Academy is headed by a [Director](#) in the rank of Inspector General of Police. The academy is under the Training division of the state headed by DGP (COD, Trg. & Spl. Units) and Supervised by ADGP (Recruitment & Trg.) and IGP (Training) under the overall control and supervision of the DG & IGP of the State. The Director is assisted by:



- One [Deputy Director](#) in the rank of Superintendent of Police
- Seven [Assistant Directors](#) in the rank of Deputy Superintendent of Police
- Two [Deputy Director \(Prosecution\)](#)
- Seven [Readers](#) in Psychology-1, Forensic Science-1, Constitution-1, Law-2, Management-1 & Criminology-1
- Five [Lecturer](#) in Law-3, Forensic Medicine-1 & Information Technology-1
- One [Medical Officer](#)
- One [Assistant Administrative Officer](#).
- Four [Reserve Police Sub-Inspectors](#)
- [Total Sanctioned strength](#)

TRAINING ACTIVITIES:

From 1958 to 2009 the total officers trained at K.P.A is 10687.

The Academy conducts the following types of trainings:

a) Induction Training	Post Institutional training for IPS officers, Directly recruited DySPs, PSI (Civil, Reserve & FPB), 3 months training for WPCs, basic training for Motor Vehicle Inspectors & R.T.Os,
b) Refresher training	Inservice Police officers of the rank of SIs, RSIs, Inspectors, DySPs, Addl. SPs, SPs & above etc.
c) Pre promotion training	ASIs, HCs & PCs fit for promotion as SIs

COURSES OFFERED



- ➔ The Karnataka Police Academy conducts 12 months basic training course for the new entrants at the level of Deputy Superintendents and Sub-Inspectors of Police
- ➔ The officer trainees of the Indian Police Service (IPS) undergo 2 weeks of Post Institutional Training
- ➔ Refresher Course for Asst. Sub-Inspectors of Police
- ➔ Refresher Course for Sub-Inspectors of Police
- ➔ Police-Community Relations Course
- ➔ Vertical Interaction Course
- ➔ Capsule Course on Time Management
- ➔ Capsule Course on Stress Management
- ➔ Capsule Course on Gender sensitization
- ➔ Capsule Course on Interview and Interrogation Techniques
- ➔ Capsule Course on White Collar Crimes
- ➔ Training programme on post mortem & inquest procedures in custodial deaths for Executive Magistrates

7. SUGGESTIONS

KPA is providing such a fantastic training to make each and every candidate strong physically as well as mentally to render sincere service. Try to be sincere and loyal officer till the end of your service.

8. CONCLUSION

TRAINING OUTPUT OF KPA



- ✚ IPS
- ✚ DYSPs
- ✚ PSIs
- ✚ WPC
- ✚ Refresher Course
- ✚ Other Course
- ✚ RTO- Excise
- ✚ ASI-HC-PC
- ✚ Course of IAS-IPS-IFS
- ✚ Training Conducted 2012-13
- ✚ Training Conducted 2013-14
- ✚ Training Conducted 2014-15

PICTURES

Our Young men should not fight shy of joining
the Service so essential for safeguarding our Independence

---**SARDAR VALLABHBHAI PATEL**







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