

Analysis of the Impact of Self-Efficacy on the Perception of Work Engagement of Slovenian Police Officers

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Work engagement represents a contemporary concept in human resource management, and describes a situation where an employee is emotionally, intellectually, and cognitively committed to the organization where he/she works. Based on the assessment of employee engagement, we can predict the overall success of the organization. Despite the fact that the Police is a not-for-profit organization, studies have shown that the work engagement of police officers is related to the level of security in the country. In this paper, the authors analyze the level of police officers' work engagement and the factors related to it. The study was carried out on a sample of 739 Slovenian police officers, and results indicated that the majority of Slovenian police officers was not engaged (56.97%), one-third of them were actively not engaged (32.20%), and only one-tenth of police officers was engaged. Moreover, results showed that workplace engagement is associated with police officers' emotional state, indirect experience, and their own work experience. In the conclusion of the paper, the authors propose some organizational and managerial measures, which could reinforce sources of self-efficacy of Slovenian police officers.

Key words: police officers, self-efficacy, engagement, Slovenia

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