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POLICE INTEGRITY: A THEMATIC REVIEW OF ITS PUBLIC PERCEPTION

Shahriza Ilyana Ramli^{1*}, Nadhrah A. Kadir², Premalatha Karupiah³

¹ Department of Political Science, School of Social Sciences, Universiti Sains Malaysia (USM), 11800 Pulau Pinang, Malaysia

Email: shahrizailyanaramli@student.usm.my

Faculty of Administrative Science and Policy Studies, Universiti Teknologi MARA (Caw Kedah), 08400 Merbok, Kedah

Email: ilyana@uitm.edu.my

² Department of Political Science, School of Social Sciences, Universiti Sains Malaysia (USM), 11800 Pulau Pinang, Malaysia

Email: nadhrah@usm.my

³ Department of Anthropology and Sociology, School of Social Sciences, Universiti Sains Malaysia (USM), 11800 Pulau Pinang, Malaysia

Email: prema@usm.my

* Corresponding Author

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Abstract:

Police integrity is a never ending problem discussed by scholars in all time. It involves many issues that will not only affecting government but the public in general as well. Despite its popularity, there is a little review paper has been done discussing the public perception on police integrity. This review was motivated by the belief that police integrity in a massive pedagogy that needs to scrutinize perspective of its context. Therefore, the goal of this systematic review is to synthesize literature from 2017 to 2021 on the context of police integrity using ATLAS.ti 9. A keyword search, followed by a filter using inclusion criteria from Scopus, Science Direct and Wiley Online Library databases, identified 103 peer-reviewed journal articles. However, after the inclusion and exclusion process, only 37 articles were used as the final articles to be reviewed. A thematic review of these 37 articles identified 2 initial codes characterizing police integrity issues and which later grouped them into 6 clusters: Firstly, public trust and public perception on police which influence by media, ethnicity, and personal experiences, secondly, the police misconduct issues which contributed by 3 clusters: police corruption, unwillingness of reporting which is also known as code of silence and the pressure given by peers as well as the organization. The results benefit the future study on police integrity and can be a guideline for enhancing police integrity and reducing police misconduct.

Keywords:

Police Integrity, Public Trust, Public Perception On Police, Media, Ethnicity, Personal Experience, And Police Misconduct

Introduction

The term "police integrity" is a loaded term that combines two terminologies: police and integrity. Integrity is defined as ethics, moral values, norms, principles, discipline and methods that are consistent with the law (Bakri et al., 2017; Sihombing, 2018) to further public interest (Huberts & Six, 2012). It is the extent to which a trustee adhere to sound ethical framework for the best of public interest. Besides, it is also defined as consistency of an acting entity's words and actions (Palanski & Yammarino, 2009) because it is a reflection of a person that really comes to the heart (Sihombing, 2018). In short, it is considered to be walk the talk; the action must correspond to the words. It constitutes consistency, commitment, honesty, trustworthiness, coherence between principle and action, and responsibility. In discussing the integrity of public servant, the police integrity has rising a greater concern. Police integrity is a common topic of discussion among academics. Given the role of police in society, the integrity of police officers is very important. In aligned to these definitions, police integrity is defined as the normative inclination among police to resist temptations to abuse rights and privileges of their occupation (Hickman, Powell, et al., 2016; S. K. K. Ivković et al., 2019; Klockars et al., 2000, 2004, 2006) and in a broader sense as the inclination to resist any type of temptation and not just the for-gain temptation (i.e corruption) (Klockars et al., 2006). Although the police integrity is widely discussed by scholars, however, the integrity measures used are limited as they do not assess all aspects of police integrity (Jenks et al., 2012) and available research is primary to urban by neglecting non-urban context, generally uses closed ended surveys, providing a limited framework (Spencer & Kochel, 2018) and limited number in study on groups and minority (Graziano & Gauthier, 2017; Nadal et al., 2017).

Studies have shown that the lack of police integrity leads to negative public perception towards police personnel and police institutions and badly impacts the country (Benson et al., 1981; Bradford, 2014; Braga et al., 2018; Nadal et al., 2017; Nix & Wolfe, 2017; Jackson et al., 2020). Police integrity context is differ from one country to another which leads to different perception by different segment of societies in each countries. Research in police integrity is deem important as the policing is the pillar of the nation. They play the same roles in all nations; safeguarding and providing public safety. However, in policing the public, there is a blur guidelines on policing the police. Policing the police in this context is by reflecting the police integrity. Therefore, in this study, a review on numbers of papers from databases is done. For the purpose of this study, three databases used in producing this thematic review which are from Scopus, ScienceDirect and Wiley Online Library. A total of 103 data has been identified from these databases, and after going for filtration of inclusion and exclusion criteria and mitigating the redundant, rejecting the data from other sources rather than journal articles including books or thesis, the identified 37 journal articles as final articles to be reviewed. Hence, the underpinning of this paper is to do a systematic review on the literature from 2017 to 2021 on the raw police integrity context and to discuss method used in the current police integrity context around the world as through the following research question:

RQ: What are the trends of police integrity discussed in the literature and publications from 2017 to 2021?**Materials and Methods**

The term thematic review using ATLAS.ti 9 as the tool as being introduced by Zairul, (2020) is implemented because the method of this study applies thematic analysis procedure in a literature review. Clarke & Braun, (2013) define thematic analysis as a process of identifying patterns and developing themes through extensive reading on the subject. The following step is to identify the pattern and construct category to understand the trends of police integrity context in the countries discussed in literature. The tenets of the research are to analyse and interpret the findings for the recommendation of future research in police integrity subject. The selection of literature was performed according to several selection criteria: 1) Publication from 2017- 2021, 2) Have at least keyword(s) police integrity or police ethics, 3) Focusing on police integrity problems and issues; mainly contributed factors to police misconduct and public perception or trust on police. The decision to put certain limitation was made to help define the issues and problems in the published literature context.

Databases	Search Strings	Total from databases
Scopus	<p>TITLE-ABS-KEY ("police integrity") AND PUBYEAR > 2016 AND PUBYEAR < 2022</p> <p>TITLE-ABS-KEY ("police ethics") AND PUBYEAR > 2016 AND PUBYEAR < 2022</p> <p>TITLE-ABS-KEY (police AND ethic*) AND PUBYEAR > 2016 AND PUBYEAR < 2022 AND (LIMIT-TO (OA , "all")) AND (LIMIT-TO (DOCTYPE , "ar")) AND (LIMIT-TO (SUBJAREA , "SOC") OR LIMIT-TO (SUBJAREA , "ARTS") OR LIMIT-TO (SUBJAREA , "MULT")) AND (LIMIT-TO (EXACTKEYWORD , "Police") OR LIMIT-TO (EXACTKEYWORD , "Ethics"))</p>	97 articles
ScienceDirect	<p>"police integrity" Year: 2017 - 2021</p> <p>"police ethics" Year: 2017 - 2021</p> <p>Polic? Integrity Year: 2017 - 2021</p> <p>Police ethic? Year 2019 - 2021</p>	24 articles
Wiley Online Library	<p>"police integrity" year: [2017 to 2021]</p> <p>"police ethics" year: [2017 – 2021]</p>	87 articles

	"police ethic*" year: [2017 – 2021]	
Total articles from database		208 articles

Table 1: Search Strings From Scopus, Science Direct And Wiley Online Library

Search strings:

Phrase searching. With double quotes to get higher relevancy boost over the same word
e.g.: "police integrity" AND "police ethics"

Boolean operator: Use OR, AND or NOT.

In this paper, there is no Boolean operator used. This is because, the usage of Boolean operator will result to different outcome from raw police integrity context. The usage of OR, AND or NOT for example [Police AND integrity] will produce result for police and integrity in a separate context.

Truncation: Enables to search different forms of words by placing symbol at the end of the word (*/?/\$)

e.g:

- 1) Polic? > police, policing
- 2) ethic* > ethics, ethical

The literature search was performed in the Scopus, ScienceDirect and Wiley Online Library search. The initial search came out with 97 articles from Scopus, 24 from ScienceDirect and 87 from Wiley Online Library articles. However, 171 articles were removed due to their premature results and anecdotes or were not discussing police integrity issues. Some of the articles were also found incomplete, or the full articles are not accessible, have broken links and overlapped metadata incomplete. Therefore, the final paper to be reviewed down to 37 articles (table 1). The articles were uploaded in the ATLAS.ti 9 as primary documents, and then each paper was grouped into 1) author; 2) issue number; 3) periodical, 4) publisher, 5) volume and 6) year of publication. In doing so, the articles can be analysed according to the year it was published and what is the discussion pattern according to the year. The total articles finalised into the final documents in the ATLAS.ti 9 is 37 documents.

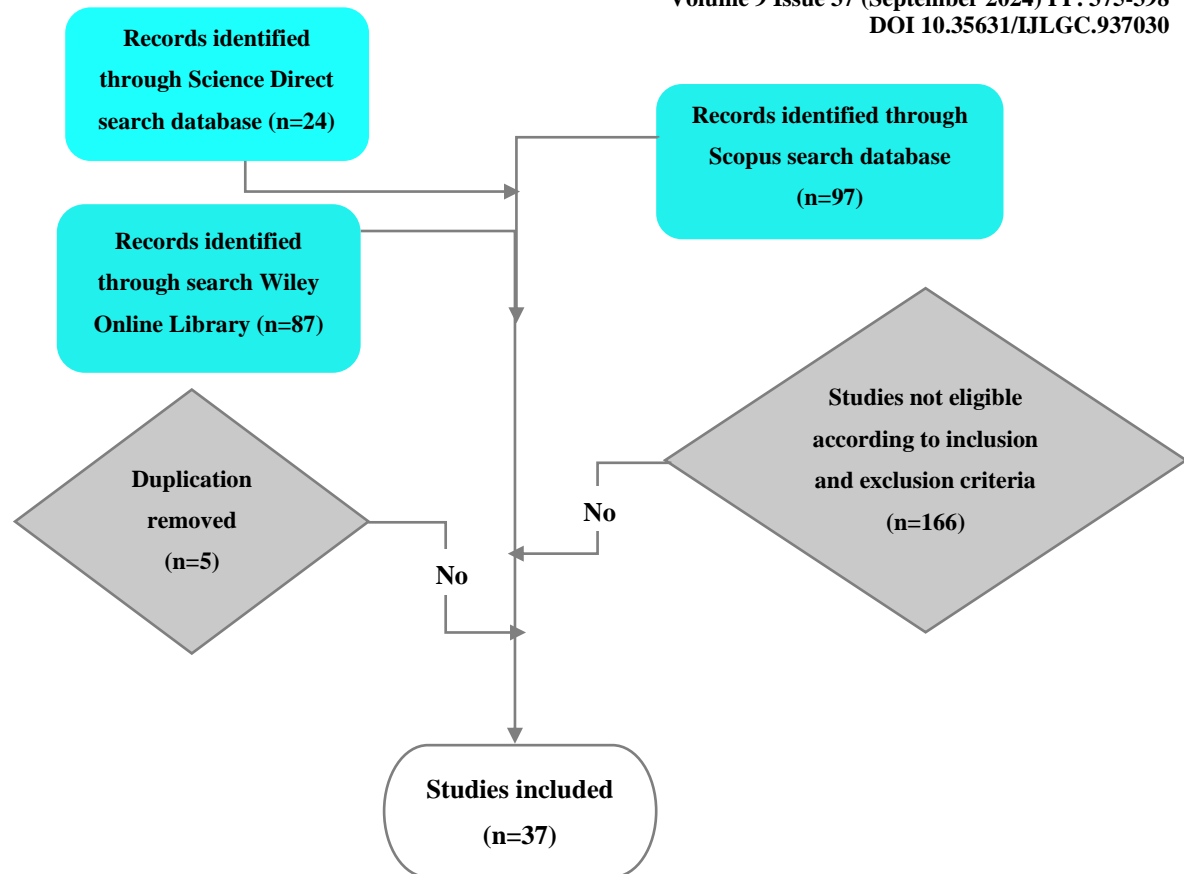


Figure 1: Inclusion And Exclusion Criteria In The Thematic Review

In the first step, a systematic review of research articles is carried out to identify the current state of academic insight with regards to the police integrity in the literature. If accessible, published articles were extracted from the Scopus using the keyword TITLE-ABS-KEY ("police integrity") AND PUBYEAR > 2016 AND PUBYEAR < 2022 and TITLE-ABS-KEY ("police ethics") AND PUBYEAR > 2016 AND PUBYEAR < 2022 as well as ScienceDirect using the keyword "police integrity" and "police ethics" from 2017 to 2021. Wiley Online Library was also used to extract the ISI publications using keyword "police integrity" and "police ethics" year: [2017 TO 2021]. This resulted in about 208 publications considering the results from there databases. As this review is limited to peer-reviewed journals and after some duplications found, and also rejection to sources other than journal articles such as book, thesis etc., 171 publications were removed. As a next step, articles have been considered for review that was published the last five years (2017-2021 inclusively). After removing duplicates and scanning of all abstracts to remove articles irrelevant to the topic of this research a total of 37 papers resulted as a basis for review (see Fig. 1).

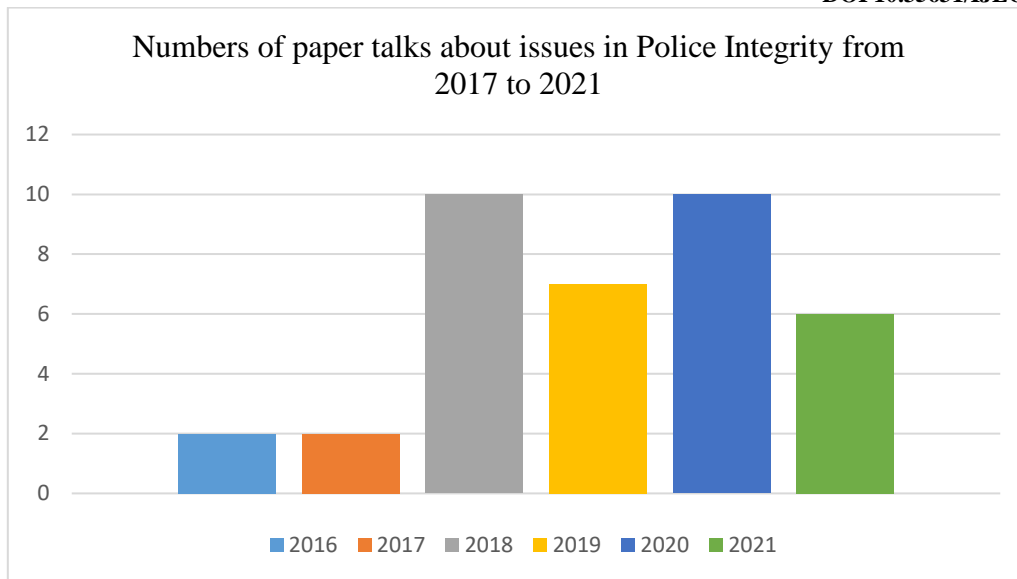


Figure 2: Paper Breakdown According To The Year Of Publication (Total = 37 Articles)

A total number of 37 articles has been analysed from the three stated databases. Finding shows the publication pattern by years. The tabulation of publication according to years are as follows; two publications on each of 2016 and 2017, ten publications on 2018, seven publications on 2019, ten publications on 2020 and last but not least, six publications on 2021. The highest numbers of published journals on police integrity are in two years, 2018 and 2020, while the lowest is in 2016 and 2017.

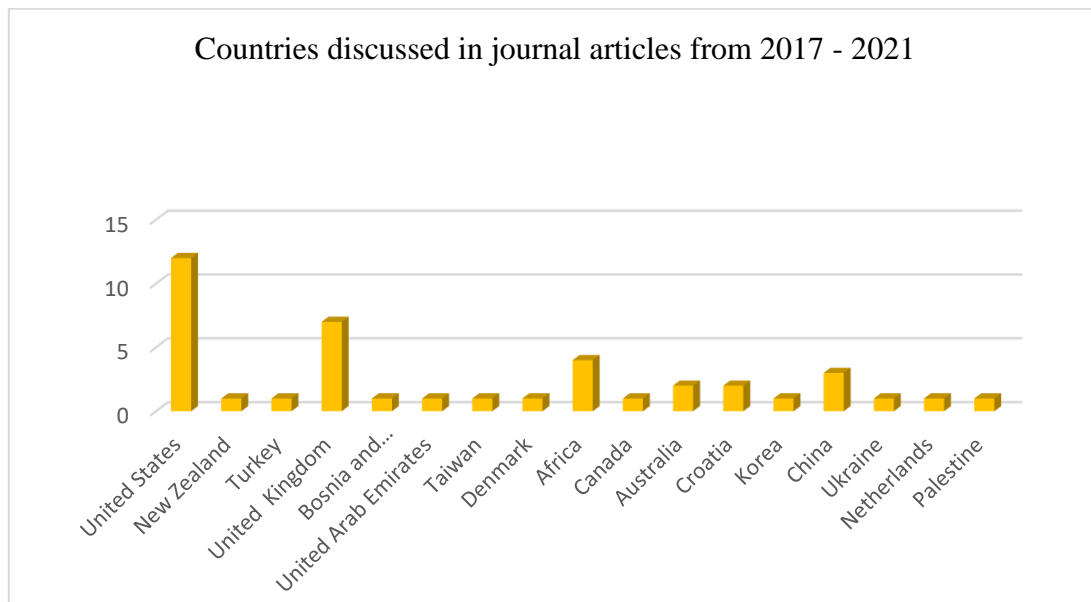


Figure 3: Paper Breakdown According To The Countries Discussed In The Articles

Figure 3 has shown the countries discussed in the publications from the three stated databases. Although there are 37 articles in total, the countries discussed in the literature are 41. There is an article which is S. K. Ivković et al., (2019) has discussed about the study on code of silence in 4 countries instead of one like other articles which accumulated to be 41 countries discussed. The tabulation of the countries discussed by years are as follows (table 2):

	2016	2017	2018	2019	2020	2021	TOTAL
United States		2	4	1	3	2	12
New Zealand					1		1
Turkey					1		1
United Kingdom	1		1	1	2	2	7
Bosnia and Herzegovina				1			1
United Arab Emirates					1		1
Taiwan					1		1
Denmark					1		1
Africa			1	2	1		4
Canada	1						1
Australia				2			2
Croatia				1		1	2
Korea				1			1
China			1	2			3
Ukraine						1	1
Netherlands				1			1
Palestine				1			1
Total							37

Table 2: Tabulation Of Countries Discussed In The Publication According To Year.

Table 2 has shown that the tabulation of countries according to year discussed in the literature. The most discussed country is United States of America with frequency of twelve. This is followed by United Kingdom (Britain) with the frequency of seven, Africa with the frequency of four, China with the frequency of three, Australia and Croatia with the frequency of two, and the frequency of one for each of others including New Zealand, Turkey, Bosnia and Herzegovina, United Arab Emirates, Taiwan, Denmark, Canada, Korea, Ukraine, Netherlands and Palestine. The highest numbers of selected articles discussed on police integrity issue is United States of America coincided with many attacks against police officer in United States compared to other countries (Buehler, 2017; Moule, 2020; Riccucci et al., 2018). The long winded discussion in this country is mostly about race issue, criminal justice, high number death in police custody injustice treatment and many more (Boyd et al., 2022; Fine et al., 2022; Foust, 2018; Greenberg, 2021). Looking at the glass half full, compared to all other states, the United States of America has had numerous high-profile incidents of police misconduct, such as the killings of unarmed individuals like George Floyd, Breonna Taylor, and Eric Garner, among many others (Nguyen et al., 2021). These incidents have sparked widespread outrage, protests, and public discourse on policing practices. Each time these incidents occur, they often result in a wave of academic interest, as scholars seek to understand the root causes, consequences, and possible solutions to issues of police integrity.

Results and Discussions



Figure 4: Word Cloud Generated From 37 Articles

Figure 4 has shown word cloud for police integrity which generated from 37 articles. The most appeared word is police followed by integrity and corruption. This is because the word police integrity always linked to police corruption (Hope, 2018; Klockars et al., 2004; Maskály et al., 2020; Meyer et al., 2013; Wagner & Hout, 2019). The other words are value, misconduct, racial, media, trust, bias, force, ethics, ethnic, government, and people as to state a few. The word cloud is important element in this paper since it portrays the repetition of certain words which appeared in the 37 selected articles and it reflects the essence of those articles. The closer look on this word cloud found several issues surrounding police integrity phenomena such as, trust and value reflect the perception of public on police integrity, as word like corruption can be considered as one of the police misconduct. Corruption in police even though is regarded as a form of police misconduct, but it is slightly different because the principle motivation is personal gain and advantages (Hope, 2018). On top that, words like media, bias, black, minority, force, and pain reflecting predictors on public perception on police integrity. These vectors are found in the 37 articles that have been synthesized.

Name of the Author	Factors of Public Perception on Police Integrity				Police misconduct			Total
	Police integrity	media	personal experience	Race issues	Police Corruption	code of silence	peer & organizational pressure	
Donner (2018)	1					1		2
Booker (2021)			1	1				2
Boyd-swan (2018)	1						1	2
Briody (2020)	1			1				2
Cetinkaya (2020)	1				1			2

Colbran (2018)		1						1
Datzer (2019)	1		1					2
Ekaabi (2020)	1		1					2
Ko (2020)	1				1			2
Greenberg (2021)			1	1				2
Birk Haller (2020)				1				1
Hamm (2021)	1		1					2
Hong (2016)	1			1				2
Hope (2018)	1	1			1			3
Hope (2017)	1	1			1			3
Hope (2019)	1				1			2
Ivković (2019)	1				1	1	1	4
Loomis (2020)	1				1		1	3
Corbo Crehan (2019)	1		1					2
Tomkins (2021)							1	1
Foust (2018)	1		1					2
Alain (2020)	1				1			2
Mitchell (2017)	1							1
Westmarland (2020)	1					1		2
Prprović (2021)	1		1		1			3
Quispe-Torreblanca (2019)	1		1		1		1	4
Sun (2019)	1		1				1	3
Oleksii (2021)	1				1			2
Torrible (2021)	1							1
Wagner (2020)	1				1			2
Westmarland (2020)	1			1		1		3
Wu (2018)	1		1			1		3

Wu (2019)	1				1	1		3
de Graaf (2019)	1	1						2
Ahmad (2019)	1							1
Nagin (2020)			1					1
Rivera (2017)			1	1				2
Total of each categories	30	4	13	7	13	6	6	79

Table 4: The Tabulation of Authors & Year According to Theme of Police Integrity

Public perception on police is widely discussed in all over the world consisting of public perception on police (Ko, 2020; Wu & Boateng, 2019), police legitimacy (Fine et al., 2022; Kochel, 2016), police corruption (S. K. Ivković et al., 2019; Ramli et al., 2015; Sihombing, 2018), police attitude towards juvenile and minorities (Harris et al., 2020; Mohammad & Gearhart, 2021; Novich & Hunt, 2017; Rengifo & McCallin, 2017), police integrity (Sihombing, 2018) and many more. However, in this study, from the 37 articles selected and filtered, about 37 names of the author are found to discuss issues evolving public perception on police integrity. From the numbers of authors in selected articles, most of the authors are discussing on police integrity issue with the frequency of 30, followed by personal experience resulted from police wrong treatment or police brutality and corruption issue with the frequency of 13 for both. These are followed by race issue with the frequency of 7, code of silence and peer and organization pressure with the frequency of 6 for both and last but not least is media as one of the predictors of public perception on police integrity with the frequency of 4. The discussion from articles has shown that the police integrity issues is widely discussed by scholars according to the years from 2017 to 2021.

Research Question: What are the trends police integrity literature from year 2017 to 2021?

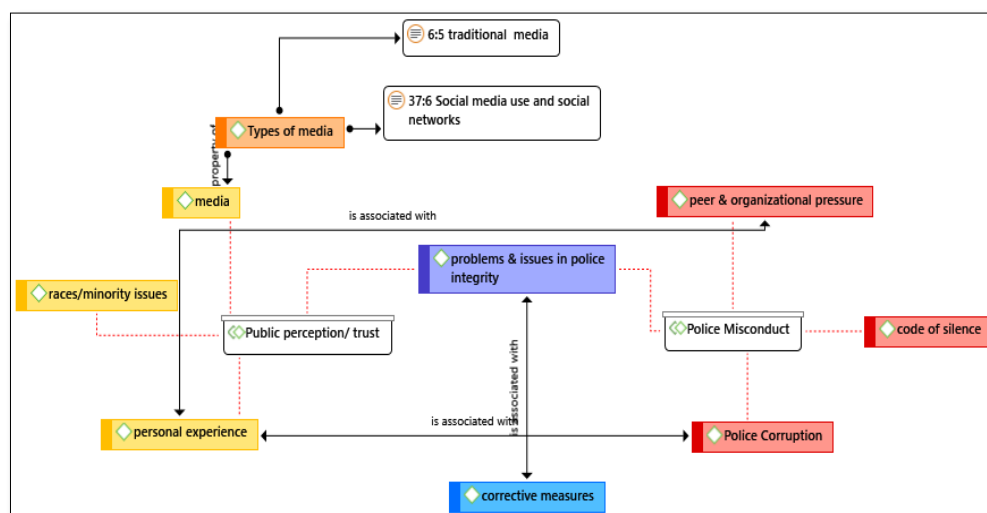


Figure 5: Initial Coding On Issues In Police Integrity

[illegible]

Theme 1: Police Misconduct

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misconduct. In the network presented in figure 5, police misconduct identifies three sub themes including police corruption, peer and organizational pressure and code of silence.

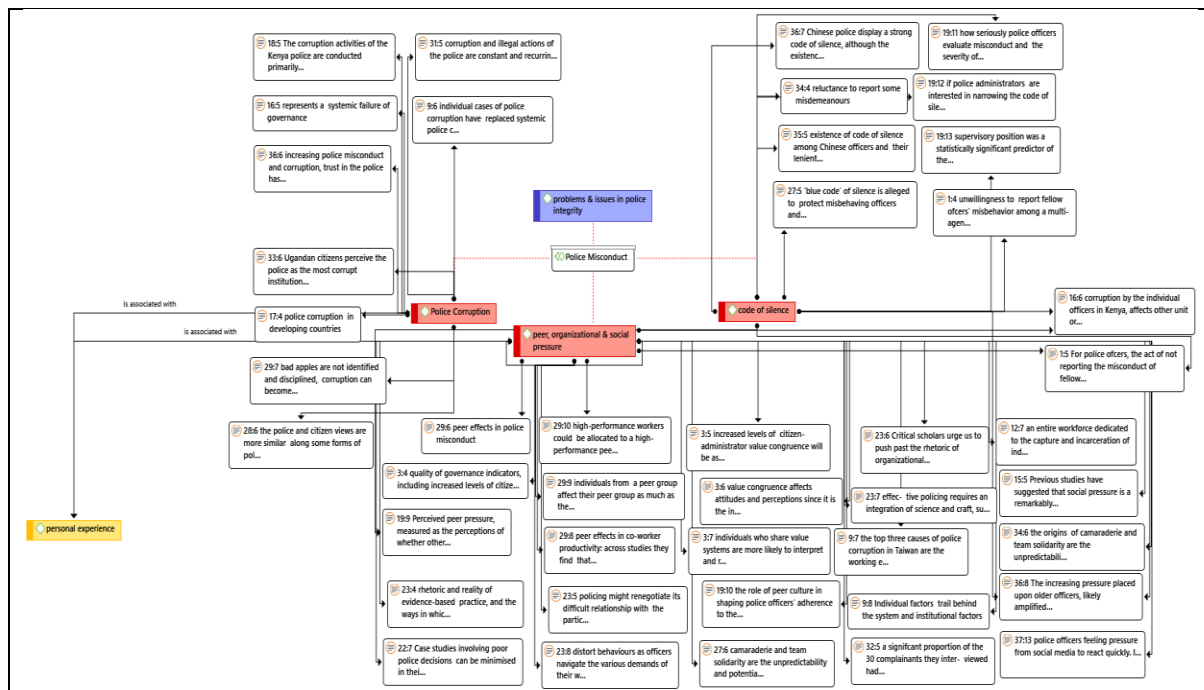


Figure 7: Network for Police Misconduct

Police Corruption

Corruption is regarded behaviour that results in private gain (Goldsmith, 2001) while, police corruption is any action or omission, a promise of any action or omission, or any attempt of action or omission committed by a police officer or a group of police officers characterized by the police officer's misuse of the official position and motivated in significant part with the achievement of personal/private or organizational gain or advantage (Hope, 2018). Research on the quality of policing has focused on (degrees of) integrity to get around the problem of studying actual acts of corruption and breaches of integrity (Wagner & Hout, 2019).

There are nine of the literatures highlighted on police corruption issues. Corruption is said as representing systemic failure of the governance (Hope, 2018) although it is done individually or as individual cases (Ko, 2020) and currently, corruption issue is views as increasing in developing countries (Hope, 2017). Wagner et al., (2020) has emphasised that citizens perceive the police as the most corrupt institution in a country, to be specific in Uganda as described in the literature. Not only that, several scholars have agreed upon the corruption issues can be pervasive and organized crime (Quispe-Torreblanca & Stewart, 2019), conducted primarily through syndicates run by superior officers (Hope, 2019) and recurring dangers created by the organization itself (Oleksii et al., 2021). The police and citizen views are more similar along some forms of police corruption and more dissimilar along other forms of police misconduct (e.g., use of excessive force, biased policing) (Prprović et al., 2021). On top of that, scholars have also identified linkage between police corruption and public trust. The increasing in police misconduct, specifically in corruption will eventually decline the public trust in police (Wu & Makin, 2019).

Peer And Organizational Pressure

Peer, organizational and social pressure is identified as second issues in police misconduct. Special attention has been paid to peer, organizational and social pressure issues. Extensive data shows that peer, organizational and social pressure increases the production of police misconduct. Scholars have agreed on the pressure put for instance; peer pressure will eventually shaping police officers' adherence to the code and contribute to police misconduct (S. K. Ivković et al., 2019; Quispe-Torreblanca & Stewart, 2019). Perceived peer pressure, measured as the perceptions of whether other police officers would adhere to the code of silence, is the key variable explaining the police officers' expressed willingness to adhere to the code of silence. Basically, the pressure put by stated vectors are weighting factor to police personnel immoral acts. This is because, people making decisions inside organizations are constrained by authority rules and regulations, but are also constrained by social norms, cultural expectations and considerable peer-group pressures (Quispe-Torreblanca & Stewart, 2019). If a person is under pressure, such as personal pressure or work related pressure, he has the opportunity, and could rationalise his behaviour, the possibility that the individual will commit fraud exists (Bakri et al., 2017).

Ko, (2020) has highlighted top three causes of police corruption in Taiwan including working environment (or social interaction at the work place), in-unit group behaviour (or peer pressure), and social climate (or characteristics of the district). Peer effects in co-worker productivity: across studies they find that an increase in a worker's productivity causes an improvement of about 12% in the productivity of their peers simply because individuals from a peer group affect their peer group as much as the peer group affects them (Quispe-Torreblanca & Stewart, 2019). Therefore, high-performance workers could be allocated to a high-performance peer group, and so workers from the same peer group might be likely to share common unobserved characteristics.

The same concept applies to the pressure that came from organization and society. Effective policing requires an integration of science and craft, suggesting that officers' decision-making methods go beyond mere intuition and 'gut feel' and involve sophisticated techniques of analysis of individual and social behaviour (Tomkins & Bristow, 2021). Increased levels of citizen-administrator value congruence will be associated with seven quality of governance indicators. These include citizen trust; perceptions of legitimacy; effective communication; positive relationships; willingness to cooperate; compliance with laws and regulations; and advancing the public interest (Boyd-Swan & Molina, 2019). Organizational and individual value congruence is as important as it affects attitudes and perceptions since it is the individual's subjective evaluations that are relevant in their formation. Individuals who share value systems are more likely to interpret and respond to events in a similar way, which has the effect of making it easier to coordinate activities and achieve common goals. This will eventually effect the police integrity. Rhetoric and reality of evidence-based practice, and the ways in which evidence-based practice's seductive catchphrase 'what works' is being understood and applied (Tomkins & Bristow, 2021). Critical scholars urge us to push past the rhetoric of organizational ambition and codification to expose the visceral dilemmas that organizational members face every day. Policing might renegotiate its difficult relationship with the particular, recasting it from something uncomfortably discretionary (the maverick cop) and shameful (an individualized blame culture) into something that underpins and enhances police professionalism.

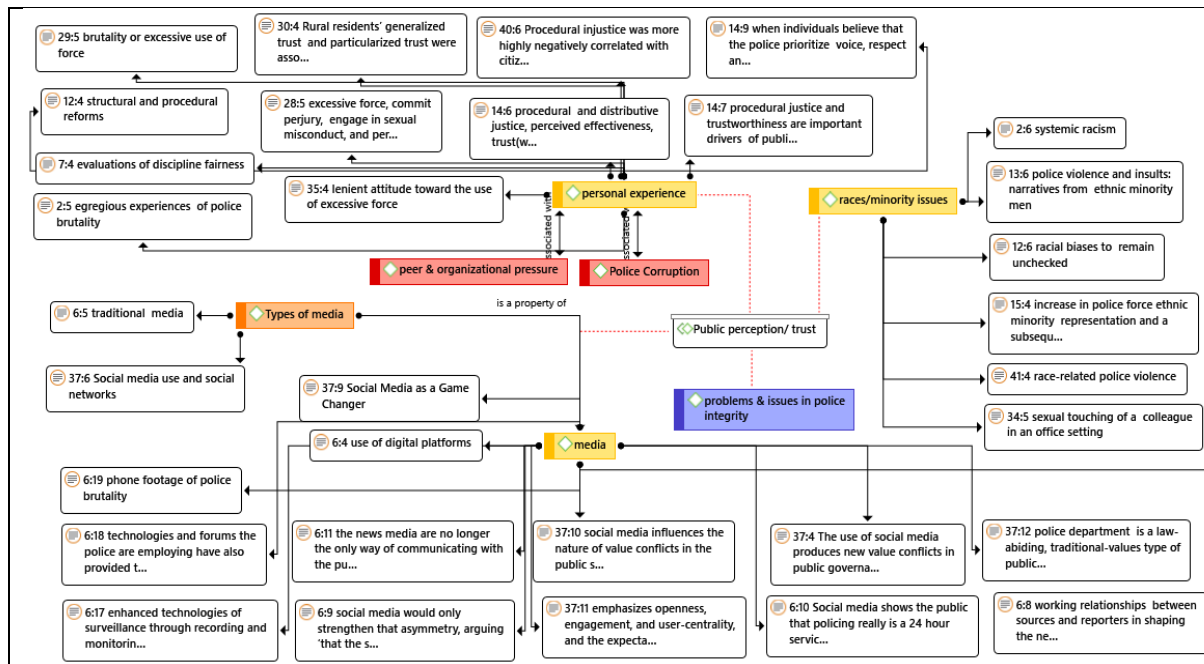
Code Of Silence/ Unwillingness To Report

The third issue of police misconduct is the code of silence. The code of silence is the answers conveying their own (un)willingness to report misconduct (Lobnikar & Meško, 2015). Besides, it is also defined as the unwillingness to report fellow officers' misbehaviour among a multi-agency of police recruits (Donner et al., 2018) and reluctance of workers to report some misdemeanours (Westmarland & Conway, 2020).

As highlighted before, perceived peer pressure, measured as the perceptions of whether other police officers would adhere to the code of silence, is the key variable explaining the police officers' expressed willingness to adhere to the code of silence (S. K. Ivković et al., 2019). It is derived from how seriously police officers evaluate misconduct and the severity of discipline they expect are also very salient to their willingness to report (S. K. Ivković et al., 2019). Scholars have discussed the group of people who are willing and unwilling to report the misconduct of others. Specifically, the code of silence for supervisors is narrower than that of line officers (Wu & Makin, 2019). Supervisory position was a statistically significant predictor of the officers' willingness to report as according to literature. Supervisors are less likely to say that they would adhere to the code of silence than line officers are (S. K. Ivković et al., 2019). The narrower code of silence among older police officers may also be explained by power theories (Wu & Makin, 2019). For police officers, the act of not reporting the misconduct of fellow officers would seem to be much easier and require much less diligence than going to a supervisor to "rat" on a colleague, especially given the cultural pressures placed on officers to have "each other's backs" (Donner et al., 2018). Basically, the factor contributing to this issue are varies. Bivariate analyses reveal considerable divergence in the code of silence across the five countries including Australia, Croatia, South Africa, South Korea and the United States of America shows that code of silence is contributed by organizational factors (i.e the respondents' assessment of peers' willingness to report, evaluations of misconduct seriousness and expected discipline) and individual factors (i.e supervisory status), societal factors (i.e the Corruption Perceptions Index score and the percent of irreligious citizens) are significant predictors of the respondents' willingness to report (S. K. Ivković et al., 2019).

In the articles highlighted, the 'blue code' of silence is alleged to protect misbehaving officers and staff from outside scrutiny or punishment (Westmarland & Conway, 2020). This is because, they want to protect their image from being tarnished. However, this issue will somehow send negative signal to the individual officers. In Kenya, the corruption that happened is unstoppable since those who do not agree but feel the cultural pressure of the 'code of silence' not to speak out as they need to remain loyal to fellow officer, irrespective of whether criminality is involved (Hope, 2018). This phenomenon is also happened in other places, for example, Chinese police display a strong code of silence (Wu & Makin, 2019) and the existence of code of silence among Chinese officers has contributed to the lenient attitude toward the use of excessive force (Wu et al., 2018).

However, according to (S. K. Ivković et al., 2019), if police administrators are interested in narrowing the code of silence, they should be ready to convince the police officers that misconduct is a serious matter and then follow up with systematic and consistent enforcement of legal rules prohibiting such behaviour.

Theme 2: Public Perception and Trust towards Police Integrity**Figure 8: Network of Public Perception/Public Trust on Police Integrity**

As highlighted above, the police misconduct can be classified into few several dimensions, however, through thematic analysis done to the selected 37 articles, it is found that, the three main discussed are corruption, unwillingness to report or code of silence and the pressure that the police get from the peers and organization. Thus, in the section, the discussion will be focusing on the vectors that can influence the public perception and public trust towards police integrity. Figure 8 has shown that, there are three main vectors discussed by scholars in the selected articles from 2017 to 2021 out of many, which are the media, personal experience and race issue.

Role of Media

Media has been identified as one of the predictors that contributed to the public perception on police integrity. This notion is supported by scholars who had stated that the media play an important roles in shaping public perception (Chermak et al., 2006; Claxton, 1982; Colbran, 2018). Basically, the content of media exposure and media reports of the police would somehow bring along public evaluation of the police. The police portrayals are not consistent in the media, because people fail to differentiate the content of the media and how media depict the police (Surette, 2015).

There are two types of media available; the traditional media and social media or social networks. These types of media richness are different and unique in their own. Traditional media has traditional delivery systems and mostly national newspapers and network news, local versus national news on television (Barnes, 2014). Graziano & Gauthier (2018) in his research has found that the effect of the internet as most important media source is compared to more traditional sources. However, social media can be different from traditional media in many aspects including quality, frequency, usability, immediacy or permanence in order to spread information among people (Abdullah & Zamli, 2014).

In the articles found, scholar said that the social media is the use of digital platforms. The new media are no longer the only way of communicating with the public. The social media has been as a game changer to the police issues. It is working relationships between sources and reporters in shaping the news. Social media shows the public that policing really is a 24 hour service (Colbran, 2018). This is because, the social media would strengthen that asymmetry, arguing that the strategic choices of forces are likely be in the direction of direct communication that bypasses the traditional media.

There are varieties channel available in the social media including; social networks such as Facebook, Twitter, Instagram, news website, My News Desk platform and other digital sites. The usage of social media emphasize more on the openness, engagement, and user-centrality, and the expectation. However, the use of this technology produces new value conflicts in public governance (de Graaf & Meijer, 2019). This is because police department is a law-abiding, traditional-values type public organization, while the social media influences the nature of value conflicts in the public sector and the strategies for coping with them (de Graaf & Meijer, 2019). The enhanced technologies and forums the police are employing have also provided the public (and the press) with more sophisticated ways to monitor the police. The surveillance through recording and monitoring devices would leave phone footage on police brutality. This situation leaves scar to the department as police officers feeling pressure from social media to react quickly. It is felt that the expectation of always being online is an intrinsic characteristic of the use of social media.

Personal/ Direct Experience

Personal experience can be defined as a process of interaction between the environmental stimuli and the cognitions of the individual that results in the experience of perception (Bunting, 1988). Basically the youth direct and indirect experience with police will determine their perception on police. Scholar has suggested that people's personal experiences with the police will impact the judgments they make about those experiences (Tyler, 2003). In the incidents people had a personal experience with the police, they had to infer why that experience occurred (Tyler, 2003). The personal experience with the police is usually closely related to procedural justice carried out by police personnel. It can clearly be seen in figure above the personal experience is a part of procedural justice.

In the articles found many scholars have agreed that the personal experience is part and parcel of procedural and distributive justice (Greenberg, 2021; Hamm & Wolfe, 2021; Nagin & Telep, 2020). Thus, the public should be treated in perceived effectiveness, trust (worthiness), moral (or normative) alignment, legitimacy, obligation to obey, empowerment, cooperation, compliance, support and so on. Basically, procedural justice and trustworthiness are important drivers of public trust in the police (Hamm & Wolfe, 2021). Rural residents' generalized trust and particularized trust were associated with a greater likelihood of viewing the police as trustworthy. Meanwhile, female respondents, both villagers and officials, and higher income officials were more likely to view the police as trustworthy (Sun et al., 2019). On top of that, it involves the evaluations of discipline fairness (Datzner et al., 2019). When individuals believe that the police prioritize voice, respect and impartiality, they report more positive reactions to them (Hamm & Wolfe, 2021).

On the other hand, procedural injustice was more highly negatively correlated with citizen perceptions (Nagin & Telep, 2020). It is consisting of egregious experiences of police brutality (Booker et al., 2021) and excessive use of force (Quispe-Torreblanca & Stewart, 2019). It is including the use of excessive force, commit perjury, engage in sexual misconduct, and perform biased policing (Prprović et al., 2021). On top of that, the negative perception on police is rise up due to the negligence by the top officers by practising lenient attitude toward the use of excessive force by the subordinates (Wu et al., 2018).

Race / Ethnicity Issue

Race and ethnicity has been identified as one of the vectors towards shaping the public perception on police. Is has been a long debate on this issue by scholars (Fine et al., 2022; Graziano & Gauthier, 2017; Ra & Kim, 2019; Rengifo & McCallin, 2017; Sherman, 2020; Strickler & Lawson, 2020). The race has bring along big impact The race has bring along big impact on shape attitudes about police actions, perception of police work and public confidence or public opinion in the police (Cao & Wu, 2019; Hickman, Piquero, et al., 2016). Through past research, scholars have suggested that the treatment of blacks by the police has contributed to their perception, opinion and trust on police (Benton, 2020; Todak et al., 2018; Wozniak et al., 2021). In the articles found in this study, most of the scholars think that there is a systemic racism occur in police treatment towards public (Booker et al., 2021). Schulenberg et al. (2017) has highlighted that the system needs improvement as it is often unjust and perpetuates systemic racism leading to whole communities being unheard. There are series of documented systemic racism highlighted the poor relationship between the police and both black and indigenous communities (Kwon & Wortley, 2022). Thus, it is clearly shown that, racism has been practiced by some police personnel while delivering the services to public.

Name of the countries	Frequencies
United States	12
New Zealand	1
Turkey	1
United Kingdom	7
Bosnia Herzegovina	1
UAE	1
Taiwan	1
Denmark	1
Africa	4
Canada	1
Australia	2
Crotia	2
Korea	1
Netherland	1
Palestine	1
Ukraine	1
China	3

Table 5: Name Of The Countries And Frequency Of Appearance In Total 37 Articles.

Table 5 above has shown the frequency of the countries involved in the literature of the articles found. The most appeared country is United States of America which is 12, followed by other with the frequency of one for each. According to the scholars, there is a tension between police force and black communities, which led to large public protests (Hong, 2016). By referring to the table shown, it reflects the scholars' studies on how ethnic discrimination by police is a significant concern in the United States. Numerous studies highlighted disparities in how different racial and ethnic groups are treated by law enforcement. This analysis synthesizes findings from multiple research papers to compare the extent of ethnic discrimination by police in the United States to other regions, with blacks and Hispanic more likely to report negative interactions with police and live in high-crime neighbourhood (Weitzer & Tuch, 2004). The U.S. faces systemic issues related to racial profiling, use of force, and accountability in its law enforcement agencies. Many academic papers on police integrity focus on issues like the disproportionate targeting of minority communities (especially Black and Latino populations). A social movement called Black Lives Matter has begun in United States in 2013 to address oppression against Black people, which founded by activists Alicia Garza, Patrisse Cullors, and Opal Tometi after the acquittal of George Zimmerman in the killing of Trayvon Martin, an unarmed Black teenager (Gürçan & Donduran, 2021). This phenomenon indicates that racial biases and prejudice are never ending stories in United States of America as compared to other countries around the world (Alexander, 2011; Kendi.I., 2019; Meshelemiah, 2012). It is even connected to the procedural injustice when race related police violence is carried out towards minorities (Rivera & Ward, 2017). Although, the rhetoric plan to make count of voices from all communities, it is remained as a heuristic device only and most of the reports done regarding this issue is often overlooked and remain unchecked (Greenberg, 2021).

Discussion And Future Studies

This paper argues that, police misconduct as oppose to police integrity is mainly caused by police corruption, unwillingness to report or code of silence and pressure from colleague and organization. Not only that, this paper discusses that public perception or trust on police integrity is mainly contributed by media, personal experience as well as race or ethnicity issues. Thus, in the next future, might be discussed on the planned and implemented corrective measures in combating police misconduct that could indirectly enhance the public perception and trust towards police integrity. So that, it will bring an understanding to the readers in police integrity field of study Furthermore, this study is discussing on the predictors influencing public perception and trust in several countries, thus, in the next future, the study can be done in Malaysia as to look deeper into the phenomenon; whether the same predictors applied to this country specifically.. On top of that, the policing organization can also enhance their understanding in this matter, by looking into the public perception towards the police integrity trends. By understanding the issue discussed by scholars, they can improve their service to the betterment.

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