

MINISTRSTVO ZA NOTRANJE ZADEVE RS

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Policija, nadzor in mobing

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Kazalo poglavij

Povzetek

1 Uvod

1.1 Cilj dela

2 Reševanje informacijskega problema s področja policije, nadzora in mobinga

2.1 Priprava in izdelava koncepta

2.2 Slika 1: Koncept reševanja informacijskega problema

3 Izdelava vsebinskega omrežja

3.1 Slika 2: Miselni vzorec informacijskega problema "Policije, nadzor in mobing"

3.1.1 Slika 3: Interaktivno spletno orodje FlockDraw

3.2 Slika 4: Namizna aplikacija ali namizni mini-portal s področja policije, nadzora in mobinga

4 Zaključek

5 Uporabljen programski orodja

6 Priloga: Preglednična bibliografija s področja nadzora nad delovanjem policije in mobinga

Povzetek

V hibridnem izdelku na temo "Policija, nadzor in mobing" je avtor prikazal postopek reševanja informacijskega problema, nakar je v klikalnem digramu združil med sabo naslednji policijski temi: nadzor nad delovanjem policije in mobing. Kot končni izdelek je nastal mini-portal z maloprej navedenima perečima policijskima vsebinama. V tem mini-portalu se nahajajo tudi različne povezave do različnih spletnih strani kot npr. COBISS/COBIB, COBISS/MNZRS, iskalnikov (npr. Google - že pripravljene poizvedbe), programskih orodij in spletnih del.

V prilogi se nahaja še .HTML preglednična bibliografija, ki poleg spletnih povezav vsebuje še notranji iskalnik.

Ključne besede: policija, policijsko delo, nadzor, policijski kadri, inovacije, strokovni nadzor, sodni nadzor, policijsko delo, človekove pravice, mobing, šikaniranje, psihosocialno nasilje, šikaniranje.

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1 Uvod

Smiselno je določene uporabnike informacijsko profilirati, kar bi pomenilo, da na podlagi njihovih vedenjskih in interesnih značilnosti izdelamo realen model, ki vsebuje pomembne in uporabne spletne povezave. Poleg omenjene izdelave profila uporabnikov je v bistvu zelo pomembno, da imajo še zlasti vrhunski uporabniki to možnost, da uporabljajo različna programska orodja, s katerimi se lahko med sabo interaktivno povezujejo. Mnenja sem, da v današnjem času ni zgolj dovolj, da se povezujemo v velika socialna omrežja, ampak je potrebno tudi pozitivno sodelovati in s tem pristopom rešiti probleme različnih vrst. Spletnih programskih orodij, ki omogočajo živo sodelovanje in razvijanje novih idej med ljudmi je veliko število in so nekatera celo brezplačna. Primeri tovrstnih orodij so naslednji:

Wisemapping - orodje za miselno vzorčenje. Miselno vzorce lahko objavite, lahko določite osebe, ki bi lahko z vami sodelovali in si na ta način izmenjujete slike in inovativne ideje ter znanja. Pogoji: na svoj računalnik morate namestiti vtičnik Google frame, sicer spletno orodje ne bo optimalno delovalo. Sicer je uporaba tako Wisemapping kot tudi Google frame brezplačna! Potrebna je registracija!

Mind42 - orodje za miselno vzorčenje in viharjenje možganov je sicer brezplačno, vendar ima omejitve glede na število vabil k sodelovanju (največ pet oseb je možno povabiti). Omogoča uvoz in izvoz podatkov v/iz Free Mind, Free Plane idr. Potrebna je registracija!

Text2Mindmapp - pretvarja navadno besedilo v miselne vzorce. Orodje je na spletni osnovi, brezplačno in uporabniku se ni potrebno registrirati.

Flockdraw - interaktivno orodje za viharjenje možganov oziroma razvijanje idej. Druge osebe lahko sliko spreminjajo. Omenjeno orodje je tudi možno vgraditi v spletno stran.

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1.1 Cilj dela ali hibridnega izdelka

Reševanje informacijskega problema na temo "Policija, nadzor in mobing", nakar izdelava namizne aplikacije, ki poleg že pripravljenih poizvedb vsebuje še različne spletne povezave do različnih spletnih revij in zbirk podatkov. V tem hibridnem izdelku bom prikazal dva različna informacijska problema, ki sta lahko v določenem (namiznem) mini-portalu združena in razrešena.

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2 Reševanje informacijskega problema s področja različnih policijskih tem

Na kratko povzeto

Možni koraki pri reševanju informacijskega problema

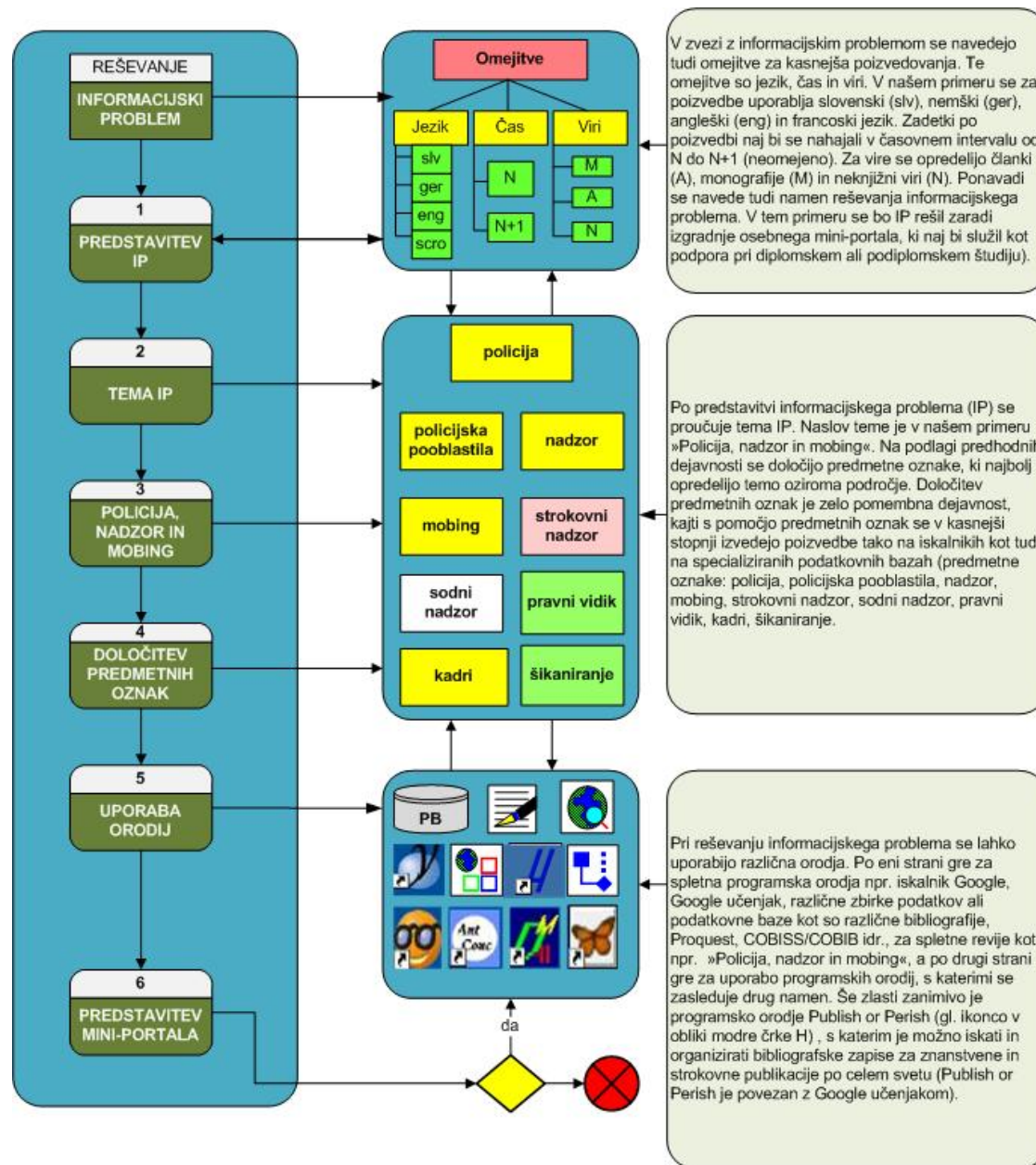
1. Predstavitev informacijskega problema
2. Priprava in izdelava koncepta
3. Uporaba orodij (npr. iskalniki, zbirke podatkov, orodje za izdelavo miselnih vzorcev)
4. Izgradnja namizne aplikacije oziroma vsebinskega omrežja (npr. s programskim orodjem Concept Draw)
5. Predstavitev zanimivih vsebinskih konceptov

V tem E- dokumentu bom najprej predstavil korake pri reševanju informacijskega problema na temo "Policija, nadzor in mobing" v obliki slikovnega koncepta z vsebinskimi gradniki. Na podlagi vsebinskih gradnikov bom izdelal miselni vzorec in (namizni) mini-portal, ki vsebuje pomembne spletne povezave do E- del in že pripravljenih poizvedb s podatkovnih zbirk (npr. COBISS/COBIB, COBISS/MNZRS) in iskalnikov (npr. Google)

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2.1 Priprava in izdelava koncepta

V tem delu bom predstavil pripravo in izdelavo slikovnega koncepta. S pomočjo modelirnega orodja Microsoft Visio Professional 2007 bom vizualno prikazal tako posamične entitete informacijskega problema kot tudi proces reševanja informacijskega problema.



2.2 Slika 1: Koncept reševanja informacijskega problema

Slika 1 prikazuje koncept reševanja informacijskega problema (v nadaljevanju IP) po stopnjah od ena do šest:

1. predstavitev IP
2. tema IP, različne policijske teme
3. naslov IP
4. določitev predmetnih oznak (npr. policija, policijska pooblastila, policijski kadri, inovacije, nadzor, strokovni nadzor, sodni nadzor, policijsko delo,

človekove pravice, mobing, šikaniranje, psihosocialno nasilje, šikaniranje.)

5. uporaba orodij

6. predstavitev (namiznega) mini-portala

Slika 1 vključuje tudi pomembne prvine kot so različne omejitve (npr. za jezik, čas in vrsta virov). V nadaljevanju tega dela bom prikazal vsebinski koncept ali miselni vzorec kot osnova za izdelavo kasnejše namizne aplikacije (namiznega) mini-portala.

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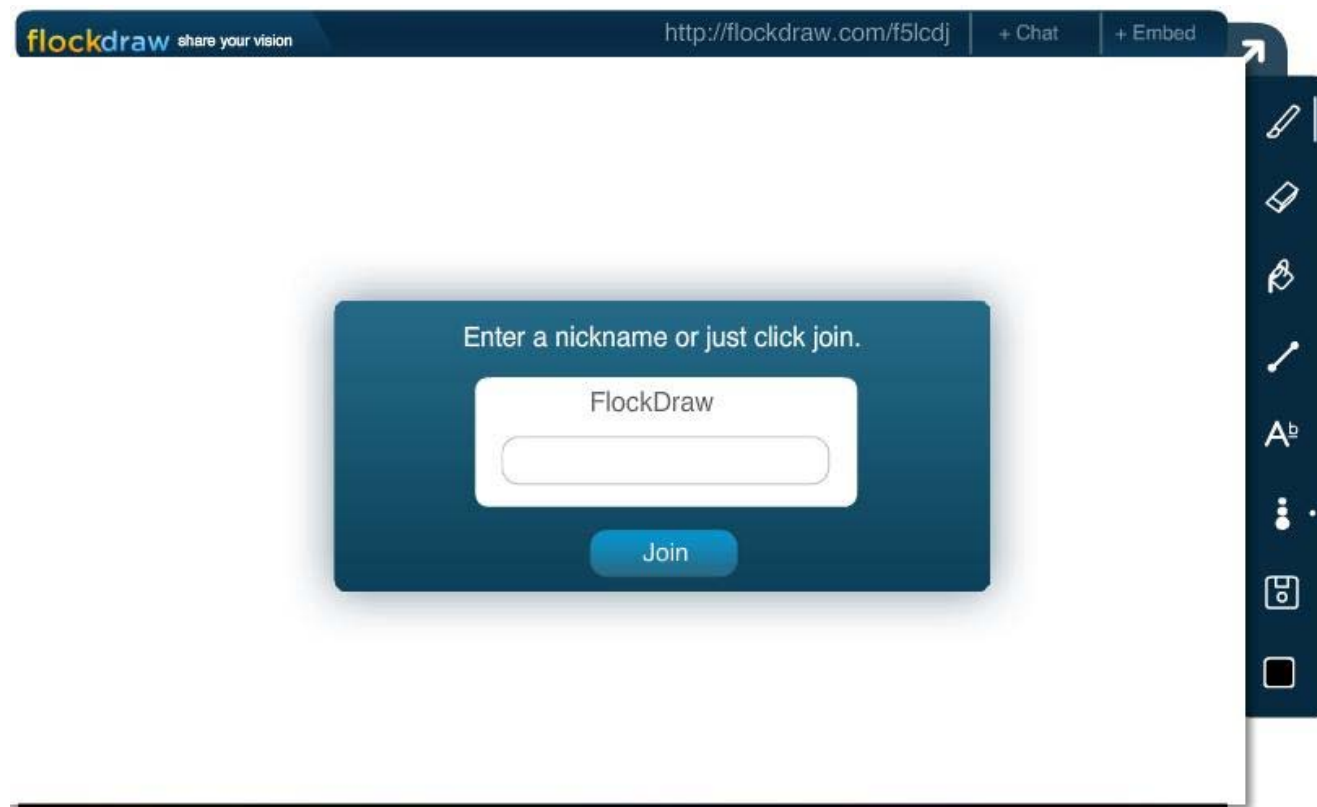
3 Izdelava vsebinskega omrežja



3.1 Slika 2: Miselni vzorec informacijskega problema "Policija, nadzor in mobing"

Slika 2 prikazuje miselni vzorec oziroma vsebinske koncepte, ki so s temo policije, nadzora in mobinga povezani. Vsebinski koncepti so naslednji: policijsko delo, nadzor, policijska pooblastila, notranji nadzor, zunanji nadzor, strokovni nadzor, civilni nadzor, parlamentarni nadzor, sodni nadzor, ombudsman, inovacije, organizacijska klima, mobing, šikaniranje, psihično nasilje, pravni vidik idr. Ob kliku na sliko si lahko uporabnik na osnovi strukturiranega besedila izdela lastni miselni vzorec. Na spletu je mnogo brezplačnih programskih orodij, ki omogočajo uporabnikom interaktivnost in sodelovalno ustvarjanje

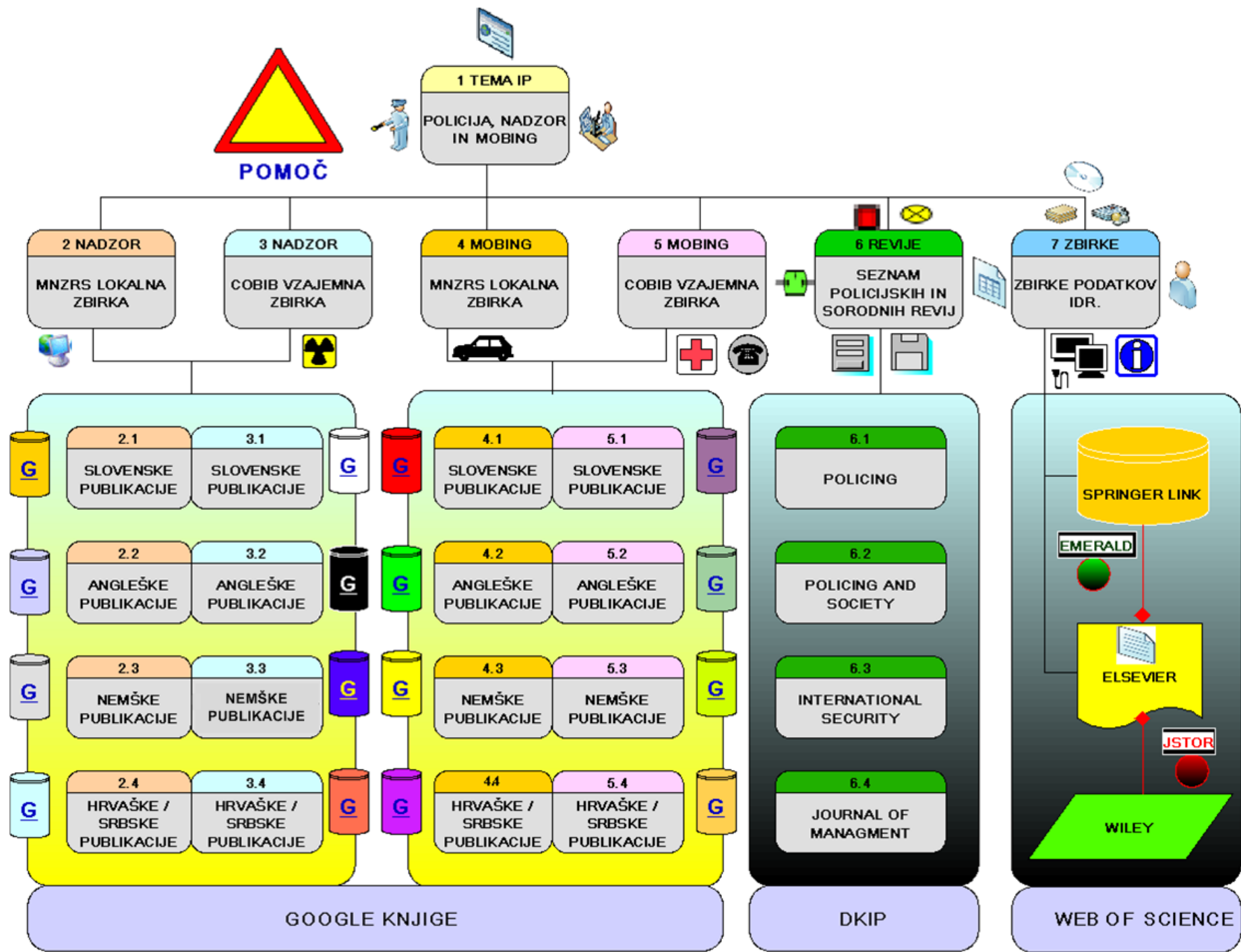
inovativnih idej. Enostaven primer je prikazan v nadaljevanju.



3.1.1 Slika 3: Interaktivno spletno orodje FlockDraw

Slika 3 prikazuje nadzorno ploščo interaktivnega spletnega orodja FlockDraw, ki omogoča različnim ljudem, da v istem času dopolnjujejo npr. določeno shemo ali risbo (v primeru zanimanja, prosim kliknite na sliko 3). Sledi aplikativni uporabniški model, ki je prilagojen določenim informacijskim potrebam.

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3.2 Slika 4: Namizna aplikacija ali namizni mini-portal na temo policija, nadzor in mobing

Slika 3 prikazuje namizno aplikacijo ali namizni informacijski mini-portal v obliki klikalne sheme na osnovi teme s področja policije, nadzora in mobinga (gl. točko 1 TEMA IP). Sleherna slikovna entiteta vsebuje eno spletno povezavo.

Pomoč: S števkami označene entitete od 3 do 5.4 vsebujejo neposreden dostop do slovenske vzajemne zbirke podatkov COBISS/COBIB, ki so že v obliki pripravljenih poizvedb. Spodnje entitete po števkami od 2 do 4.4 vsebujejo povezave oziroma že pripravljene poizvedbe za lokalno zbirko podatkov COBISS/MNZRS. Poizvedbe so pripravljene tako za slovenske, angleške, nemške kot tudi za srbske, hrvaške in bosanske publikacije. Različno obarvani in s spletnimi povezavami opremljenimi valji na klikalnem diagramu predstavljajo različne poizvedbe v različnih jezikih na iskalniku Google in Google učenjaku npr. na levi strani se nahajajo poizvedbe z Google učenjaka, medtem ko so na desni strani poizvedbe z Googla. Točka 6 do 6.4 vsebuje koristne spletne povezave do e-revij s področja policije in sorodnih področij (npr. Policing) Točka 7 vsebuje spletne povezave do velikih zbirk podatkov kot so npr. Springer-link, Emerald, Elsevier, JSTOR in Wiley. Klikalni diagram vsebuje (gl. spodaj) še druge spletne povezave do Googlovih knjig, DKIP (digitalna knjižnica informacijskih problemov) in Web of science (WoS)

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4 Zaključek

Bralke/-ci bodo lahko ta hibridni izdelek (podobno kot vse prejšnje) uporabili za naslednje namene: za študij, za raziskave, za interno izobraževanje idr. Prav tako bodo lahko tudi dopolnili oziroma nadgradili že obstoječe spletne povezave do relevantnih vsebin.

5 Uporabljena programska orodja

1. Concept Draw 2001/2002 demo
2. JabRef
3. Microsoft Fronpage 2003
4. Microsoft Visio Professional 2007
5. Publish or Perish

Spletna programska orodja za interaktivne in sodelovalne dejavnosti

[Flockdraw](#) (2012-06-04)

[Mind42](#) (2012-06-04)

[Text2mindmapp](#) (2012-06-04)

[Wisemapping](#) (2012-06-04)

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6 Priloga: Preglednična bibliografija s področja nadzora, policije in mobinga

S pomočjo programskega orodja Publish or perish sem izvedel poizvedbo: *police work performance measurement supervision OR control OR oversight OR monitoring mobbing bullying*. Zadetke sem izvozil v .RIS format in jih shranil. Shranjene podatke v obliki .RIS datoteke sem v nadaljevanju uvozil v programsko orodje za upravljanje z bibliografskimi zapisi, ki se imenuje JabRef. Podatke sem ponovno shranil, vendar to pot v .BIB obliki, nakar sem podatke izvozil v .HTML preglednično obliko, ki vsebuje še notranji iskalnik. Možno različico opisane .HTML preglednice bibliografskih zapisov bom prikazal v nadaljevanju.

Hitro iskanje:		Število ustreznih zadetkov: 193/193.			
Avtor	Naslov	Leto	Revija/konferenca	Vrsta publikacije	DOI/URL
ABBATE, C., MICALI, E., ABBATE, A., BARBARO, M. & ...	Depression in video display terminal (VDT) employed workers		neural networks, pp. -	article	
Abrahams, F., Appermont, W. & ...	Št. - št. Staff Training and Violence		Violence in Clinical Psychiatry, pp. -	article	
Ahmed, E. & ...	Bullying and victimization: Cause for concern for both families and schools	2004	Social Psychology of Education, pp. -	article	URL
Alonso, A. & ...	Welcome to a New Era of International Practice!		siop.org, pp. -	article	
Aucouturier, V.	Les approches cliniques du travail dans la litt. - littérature anglo-saxonne		Št. - št. - risquespsychosociaux-travail.fr, pp. -	article	
Bakker, A., Schaufeli, W.,	Adams, JS (1965). Inequity in social exchange,	1965	Anxiety, Stress and Št. - št., pp. -	article	URL

Demerouti, E. & ...	in L. Berkowitz, Advances in experimental social psychology, New York: Academic Press, vol. 2, pp. 267-299.				
Bakker, S.	Covert violence in nursing: a Western Australian experience	2012	, pp. -	book	URL
Bamber, M.	Discussion and conclusions	2006	CBT for Occupational Stress in Health, pp. -	article	URL
BARHAUD, F., CORBET, P. & ...	EMBELLISHMENTS.	1848	The Sporting review, pp. -	article	
Bauerlein, M.	The Digital Divide: Arguments for and Against Facebook, Google, Texting, and the Age of Social Networking	2011	, pp. -	book	
Berdahl, J.	Harassment based on sex: Protecting social status in the context of gender hierarchy	2007	The Academy of Management Review, pp. -	article	URL
Bhatt, J.K.	Violence in the workplace-a case study of construction companies in the Shah Alam area	2005	Social And Management Research Journal, pp. -	article	URL
Bilgel, N., Aytac, S. & ...	Bullying in Turkish white-collar workers	2006	Occupational Medicine, pp. -	other	URL
Bondy, J., Aytac, S. & ...	BUILDING INSTITUTIONAL CAPACITY TOWITHSTAND BULLYING IN POLICING ORGANISATIONS: A CROSS COUNTRY COMPARISON	2011	Annales de la Faculté de Droit de, pp. -	article	
Botha, W.	Developing an understanding of bullying targets' experience of and coping with abusive workplace situations	2010	, pp. -	book	URL

Bowie, V., Fisher, B. & ...	Where to from here?: countering workplace violence in the new millennium	2005	Workplace violence: issues, trends, \hat{A} , pp. -	article	
Braveman, B.	II CONGRESO DE SALUD Y TRABAJO CUBA'2007 RESÄ,ŠMENES DE LAS PRESENTACIONES ORALES		sld.cu, pp. -	article	
Breen, M.	The Koreans: Who they are, what they want, where their future lies	1998	, pp. -	book	
Bresler, S.	Expert Opinion		ap-ls.org, pp. -	article	
Broeck, A.V. d., Baillien, E. & ...	Workplace bullying: A perspective from the Job Demands-Resources model	2011	SA Journal of Industrial \hat{A} , pp. -	article	
Brooks, P.	table's personal blog		table.supersized.org, pp. -	article	
Bryan, J., Tuckey, M., EinÄ,Ä¶ther, S., Garczarek, U. & ...	Relationships between tea and other beverage consumption to work performance and mood	2011	Appetite, pp. -	article	URL
Bucy, A.	Educator Interventions in Bullying of Male and Female High School Students in Ohio	2011	, pp. -	book	URL
Burger, J.	Lincoln Memorial University Carter and Moyers School of Education Education Executive Department	2011	, pp. -	book	
Butler, J.	7 Project Well-Being	2011	\hat{A} in Neoliberal Italy: Mobbing, Well-Being, and the \hat{A} , pp. -	article	URL
Buunk, A., Pollet, T., Dijkstra,	Intrasexual competition within organizations	2011	Evolutionary Psychology in \hat{A} , pp. -	article	URL

P. & ...					
CAMPANINI, P., PUNZI, S., CONWAY, P. & ...	Perceived health and variety of negative actions in workplace bullying	2008	Å work: from knowledge to Å, pp. -	article	URL
CAMPANINI, P., PUNZI, S., COSTA, G. & ...	Workplace bullying in a large sample of Italian workers	2008	Å on workplace bullying, pp. -	article	URL
Casale, G., Siani, A. & ...	Esposizione alla radiazione UV solare durante l'attivit� lavorativa: una indagine sintetica dalla letteratura	2012	Prevent Res, pp. -	article	
Chang, G.	The Hidden Curriculum: Hazing and Professional Identity	2011	, pp. -	book	
Chappell, D. & ...	Violence at work	2006	, pp. -	book	
Chukwu, D.	Experiences of Labor Exploitation: Case study of some male migrant workers in Finnish facility industries	2012	, pp. -	book	URL
Cieslak, R.	29 Social support in the work stress context	2009	Å of Managerial Behavior and Occupational Health, pp. -	article	URL
Cleary, M.	Bullying Behaviour in Schools: Towards Better Understandings and Practice	2007	, pp. -	book	URL
Cochrane, K.	Exploring cyberbullying in Saskatchewan	2008	, pp. -	book	URL
Coleman, B.	Pragmatism's insult: The growing interdisciplinary challenge to American harassment jurisprudence	2004	Empl. Rts. & Employ. Pol'y J., pp. -	article	URL
Dawood, S.S.	Workplace bullying in the voluntary sector: an	2008	, pp. -	book	URL

	application of routine activity theory				
Delaney, T.	Shameful behaviors	2008	, pp. -	book	
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Denenberg, R. & ...	The violence-prone workplace: A new approach to dealing with hostile, threatening, and uncivil behavior	2001	, pp. -	book	
DesJardins, L.	Exploring the timing and depth of discussions of traumatic material and the stages of change in psychotherapy: A case study	2012	, pp. -	book	URL
Dick, G.	Can the organisation and supervision environment influence both bullying and organisational commitment? Evidence from a police force survey.	2009	, pp. -	book	
Dick, G.	The influence of managerial factors on bullying in the Police	2008	, pp. -	book	URL
Dick, G. & ...	The Hidden Bullied	2012	, pp. -	book	
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Dick, G. & ...	Exploring the Bullying Construct: An Evidence Based Approach	2004	Kent Business School Working Paper No. 51, pp. -	article	URL

Dijkstra, M.	Workplace conflict and individual well-being	2006	, pp. -	book	
Dijkstra, S., Holter, Ä., Klein, R., Kwiatkowska, A. & ...	Protective Environmental Factors Securing Human Rights	2006	, pp. -	book	
Djurkovic, N.	Workplace behaviour and staff interactions: A case study of teachers in Victorian secondary schools	2004	Ä~â, -Ä! INTERNATIONAL CONFERENCE ON BULLYING AND Ä~â, -Ä!, pp. -	article	
Dollard, M.	The Abstracts of the 7th Industrial and Organisational Psychology Conference (IOP)/1st Asia Pacific Congress on Workplace and Organisational Psychology (Ä~â, -Ä!		Wiley Online Library, pp. -	article	URL
Dollard, M., Skinner, N., Tuckey, M. & ...	National surveillance of psychosocial risk factors in the workplace: An international overview	2007	Work & Stress, pp. -	article	URL
Dormann, C. & ...	Customer-related social stressors and burnout.	2004	Journal of Occupational Health Psychology, pp. -	article	URL
DÄ,Ä°KMETAAqž, E., Mehmet, T. & ...	An Examination of Mobbing and Burnout of Residents	2011	Turkish Journal of Ä~â, -Ä!, pp. -	article	
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FAIR, A. & ...	Authorities and Procedural Justice (Individual		wcmprodlb.ucalgary.ca, pp. -	article	
Farrington, D. & ...	School-based programs to reduce bullying and	2007	KiVa, pp. -	article	

	victimization				
Fernandez, Y.	In their shoes: Examining the issue of empathy and its place in the treatment of offenders	2002	, pp. -	book	
Fisher-Blando, J.	Workplace bullying: Aggressive behavior and its effect on job satisfaction and productivity	2008	, pp. -	book	
Fitzpatrick, M., Cotter, E., Bernfeld, S. & ...	The Importance of Workplace Bullying to Vocational Psychology	2011	Journal of Career Assessment, pp. -	article	URL
Furlong, M. & Morrison, G.	The School in School Violence Definitions and Facts	2000	Journal of emotional and Behavioral Disorders, pp. -	article	URL
Gates, D., Succop, P. & ...	Scott Hutton	2008	, pp. -	book	
Gill, M., Bowie, V. & ...	Violence at work: causes, patterns and prevention	2002	, pp. -	book	
Haas, S. d.	Sexual harassment in a male dominated workplace	2009	, pp. -	book	
Hackauf, H. & ...	Information and communication network concerning health-related prevention projects for young people in the European Union	2004	Final Report. Appendix, pp. -	article	
Hanley, G., Benson, P., Gilbreath, B. & ...	The Silent Epidemic: Workplace Bullying in Ireland and Australia the Role of Legislation and Dysfunctional Supervision	2008	, pp. -	book	
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Heiskanen, M.	Violence at work in Finland; trends, contents,	2007	Journal of Scandinavian Studies in Criminology	article	URL

	and prevention		Å~â,-Â!, pp. -		
Hick, K.	Workplace bullying	2006	Workplace bullying in the NHS, pp. -	article	URL
Hickson, A.	Can young people develop and deliver effective creative anti-bullying strategies?	2010	, pp. -	book	URL
Hoel, H. & ...	Workplace bullying, psychological perspectives and industrial relations: Towards a contextualized and interdisciplinary approach	2006	British Journal of Industrial Relations, pp. -	article	URL
Hoel, H. & ...	Destructive interpersonal conflict in the workplace: The effectiveness of management interventions	2006	Manchester Business School, pp. -	article	
Hoel, H., Sheehan, M., Cooper, C. & ...	Organisational Effects of Workplace Bullying	2010	Bullying and Å~â,-Â!, pp. -	article	URL
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Ikonen, A.	Primary care visits in the Finnish occupational health services and their connections to prevention and work-related factors	2012	, pp. -	book	URL

Isaacs, M.	EXPLORING A MULTIDIMENSIONAL MODEL OF VICTIMIZATION AND EATING DISTURBANCES FOR COLLEGE WOMEN	2008	, pp. -	book	
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Karsten, M.	Gender, Race, and Ethnicity in the Workplace: Legal, psychological, and power issues affecting women and minorities in business	2006	, pp. -	book	
Keashly, L. & Neuman, J.	Bullying in the workplace: Its impact and management	2004	Empl. Rts. & Ā~â, -Ā!, pp. -	article	URL
Kelloway, E., Sivanathan, N., Francis, L. & ...	Poor leadership	2005	Handbook of work Ā~â, -Ā!, pp. -	article	URL
Kim, S.	A Study of Personal and Environmental Factors Influencing Bullying	2004	, pp. -	book	URL
Kliegel, M. & ...	Technical University Dresden Chair of Developmental Psychology Dirk Windemuth BGAGĀ~â, -Ā! Institute Work and Health of the German Social Accident Insurance, Ā~â, -Ā!	2009	, pp. -	book	

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