Culture of an Organization

Name:

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Introduction

In accordance with Travis (2011) technology is one among the many drivers of change while on the other hand organization culture is the key resistor to change in the criminal justice system. As a matter of fact, the technological revolution sweeping nations and the entire globe hasn’t left out the criminal justice system from its wide sweep. Like the other private and public areas endeavour, the functions and responsibilities of court systems, community groups, police agencies, and other correctional institutions have been caught up in the storm of technological change. However, organization culture has been noted to be the greatest resistor to change in criminal justice system. A number of common law jurisdictions have implemented justice reforms that are aimed at making the system friendlier. Notably, this adversarial culture is gradually changing with the increase in collaborative processes, such as collaborative law and mediations (British Columb, 2007).

Findings

According to Travis (2011) Technological developments have had positive changes in most aspects of life. Technology has contributed to dematerialization that led to online operation of more virtue activities in the areas of governance, commerce, and leisure. More to this, workplaces, cities and towns, and homes can be managed more effectively through intelligent operation. Lastly, there has been soft transformation considering that changes brought by new technology are less destructive as compared to those brought by earlier revolutions. Nevertheless, the beliefs and cultures of people vary from one group to another and are capable of hindering important changes in the criminal justice system (British Columbia, 2007).
Discussion

More networking and more information at work and at home results to greater connectivity which gives people control, purchasing capability and more knowledge wherever they are. Due to new advanced technology, people are able to remain connected throughout since internet facilities are easily available and accessible. Amazingly, people can rely on their mobile phones for guidance and position. Apparently, mobile phones have been installed with features such as GPS that can enable someone to locate their current positions, those of others, and other places they intend to go. Through technology, home networks and 3D representations of cities have been made available (Fabri & Langbroek, 2000, p.264).

Thus, the same technology has been used by the criminal justice system to locate crime incidents, crime suspects, and stolen things. Also, members of the community can assess crime incidences with the use of sophisticated crime maps that are computerized. Moreover, it has promoted safety in the police department since police officers can now wear bullet prove vests. On the other hand, drug testing technology has helped the criminal justice system to gather sufficient evidence for drug trafficking suspects. The technology also detects drugs in the blood system of drug users. Consequently, it has been easier for the criminal justice system to give their ruling on cases related to drug abuse. Nevertheless, the DNA technology has helped in handling paternity related cases and other criminal cases by running DNA tests on crime scene evidence such as blood, piece of hair, and finger prints (Stockholm, 1998, p.54).

On the other hand, cultural change has for a long time acted as a resistor toward change in the criminal justice system. Every community has its own cultural and ethical beliefs that the criminal justice system must consider. It is important to examine people’s attitudes and beliefs about truth and justice if the justice system is to achieve fundamental
change (Vance & Stupak, 1997, p.52). For instance, the new law in Arizona required immigrants to carry all their immigrations documents wherever they go and failure to do so would be considered as crime. Most people especially the immigrants found the new law unjust since it was considered as biased toward Hispanic ethnicities. In the real sense, the law was formulated with the intentions of reducing the number of immigrants who are in the country illegally thus reducing the number of crimes committed by illegal immigrants who more often than not get away with their criminal offenses. In line with Vance & Stupak (1997), different people in the world view things differently and as a result some cultural beliefs and attitude might hinder positive change in the criminal justice system (p.65).

Conclusion

Taking into consideration the numerous positive changes that technology has had on the criminal justice system, it would be more reasonable to invent more advanced technologies that can be used to improve the services offered by the justice system. Actually, technology has had more positive than negative influences on the criminal justice system and therefore should be highly encouraged in the system to help curb crime. On the other hand, people from different ethnic and cultural backgrounds should be more open minded and accept change especially if the change is positive.
References


