

TABLE OF CONTENTS

ACKNOWLEDGEMENTS

ABSTRACT

Chapter 1 Introduction

1. Introduction-----	1
1.1. Research Motive-----	3
1.2. Research Question and Range -----	5
1.3. Research Structures -----	6
1.4 .Research Steps-----	7

Chapter 2 Literature Review

2.1 Definition of Constructs -----	8
2.1.1. Implementation of Evaluation System-----	8
2.1.2. Implementation of Reward-Punishment System-----	9
2.1.3. Motivational Concept-----	10
2.1.4. Employee Satisfaction-----	10
2.2. Current System and Practice-----	11
2.2.1. The Taipei City Police Department-----	11
2.2.2. The Hong Kong Police City Department-----	14
2.2.3. The Shanghai Police City Department-----	20
2.3. Maslow's Hierarchical Order of Human Needs-----	24
2.4. Adams' Theory-----	27
2.5. Fairness Model-----	27
2.6. Distribution Rules: Rules of Social Exchange-----	28

Chapter 3 Research Method

3.1. Research Hypotheses -----	30
3.2. Participants and In-depth Interviews-----	30
3.3. Data Analysis Method-----	31

Chapter4. Analysis and Discussion of the Result of Study

4.1. The Taipei City Police Department -----	35
4.1.1. Personal Information Analysis of Sample-----	35
4.1.2. Implementation of Evaluation System-----	39
4.1.3. Implementation of Rewards and Punishments -----	45
4.1.4. As a Motivational Concept to Measure-----	48
4.1.5. Quantization Analysis -----	61
4.1.6. Brief Summary-----	94
4.2. The Hong Kong City Police Department -----	98
4.2.1. Personal Information Analysis of Sample -----	98
4.2.2 Implementation of Evaluation System-----	101
4.2.3. Implementation of Rewards and Punishments-----	107
4.2.4. As a Motivational Concept to Measure -----	111
4.2.5. Brief Summary -----	120
4.3. The Shanghai City Police Department -----	127
4.3.1. Analysis of System and Question-----	127
4.3.2. In-depth Interview Response-----	128
4.3.3. Brief Summary -----	133

Chapter 5 Conclusion

5.1. Finding and Suggestion-----	137
5.1.1. The Taipei City Police Department Side-----	137
5.1.2. The Hong Kong City Police Department Side-----	139
5.1.3. The Shanghai City Police Department Side-----	140
5.2. Research Limitations and Suggestion of Further Research-----	143
Reference-----	145
Appendix -----	154