

DOES PROCEDURAL JUSTICE LEADS TOWARDS THE FEELINGS OF COMPLIANCE, AND COOPERATION WITH, AND EMPOWERMENT OF LAW ENFORCEMENT AGENCIES IN PAKISTAN: THE MEDIATING ROLE OF MORAL SOLIDARITY BETWEEN POLICE AND COMMUNITY

Sufian Fazal Khan* and Dr. Danish Ahmed Siddiqui**

ABSTRACT

This paper aims to identify why or why not the police get support and cooperation from the public. Relational models of authority argue that people measure the degree at which the police consider the moral values of groups by examining the equity of the processes they utilize to practice their authority. Additionally, according to the approach of social identity, the cooperation of the people along with the dept. of police is encouraged in component by their decision that the police are archetypal representative of the moral values of the groups. Combining both approaches in a single theoretical framework, we applied Sunshine & Tyler's (2003) model, on citizens' feelings about Pakistani Law enforcement agencies (LEA). In this, we hypothesized that procedural justice aligned police and citizen moral values in form of moral solidarity. This moral solidarity in turn effect LEA's effectiveness through increased cooperation from citizens as their feelings of Compliance and Cooperation with LEAs increased along with the people's will to give power to them. Practical cogency and was developed by carrying out a review and survey by using a close-ended questionnaire. For analysis Research Data was gathered from 296 citizens of Karachi and examined by utilizing CFA (confirmatory factor analysis) and SEM (structured equation modeling). The research has

*Research Scholar, Karachi University Business School, University of Karachi, Pakistan. sufianfazal@gmail.com

**Associate Professor, Karachi University Business School, University of Karachi, Pakistan

utilized a non-probability purposive sampling technique while data was analyzed employing PLS-SEM by utilizing the Smart PLS version 3.2.8. The findings of the research showed that moral solidarity has a positive significant effect on orientation towards policing, whereas the law of procedure has a major decisive effect on moral solidarity and orientation towards policing. Moreover, moral solidarity has a complementary mediating impact among the law of procedure and orientation towards policing. Findings also showed that moral solidarity alone as well as along with Orientation towards Policing seems to have a major and decisive mediation in the impact of justice, cooperation, and empowerment. Community policing encourages that, instead of the incident-oriented method that has continued to dominate in tandem with the professional model, the problem-solving attitude of police be embraced.

Keywords: *Moral Solidarity, Procedural Justice, Orientation towards Policing, Mediation Analysis, PLS-SEM.*

INTRODUCTION

The maintenance and management of the social order are undoubtedly one of the major functions of the legal authorities (Sunshine & Tyler, 2003). However, there are certain limitations to the management of this social order and thus it does not succeed to reflect on the full motivational array that expects to develop reactions of people on social authorities. The researchers have more focus on the judgments of people based on identity (Bradford, 2016) and also on their belief regarding social justice (Bradford & Creutzfeldt, 2018).

According to the sociological theorists, people evaluate the penal law or criminal agents like the courts and police based on the communities according to the level to which the community moral values are represented by them and how much they show these values in their actions and in giving punishments to the guilty one (Jackson & Gau, 2016). The punishment to the guilty one is considered to be an important element because when certain violations remain unpunished in a society, it generates the authority of the moral structures to shape the behavior of social members. When the group norms are violated,

the identity of that group gets damaged and this raised a question among the group members regarding the group status and their values too. The legal authorities are those that safeguard their moral values. They give certain punishments to the guilty one and thus it is expected that they would get their community's support too (Maxwell, Moore, Fontaine, & Smith, 2019).

There has been consistent research that claims that the followers more willingly accept their leaders' decisions and they support these leaders when these followers know that the leaders make decisions about them in a fair way (Ottu & Okurame, 2016). These findings have shown that procedural fairness is necessary for leaders (Pehrson, Devaney, Bryan, & Blaylock, 2017).

Moreover, as stated by Kochel, Parks, and Mastrofski (2013), the public has faith regarding the visions and productivity of the department of police, and specifically, the capability to capture and penalize the culprit was the main cause for addressing the violations and misdeeds to the department of police. Furthermore, several people don't endorse the department of police for the reason of their lacking efforts towards protecting the fundamental assets and rights of the public. So these, fundamental causes could direct the public towards mistrusting and disbelieving and lower stage of support and the observance to the department of police (Ullah & Ibrar, 2019).

The term strategy and policy relates to a team of individuals who establish enforcement of the law in the community by enhancing and conducting to their finest capabilities that are defined as the first replier towards any disorder from the public. Likewise, it has been declared that no department could give service and facilities in the absence of the support and assistance from the majority of the people (Ullah & Ibrar, 2019). For example, Ullah, Hussain, Alam, and Akhunzada (2016) highlighted that the back and assistance of the department of police is essential to preserve and retain support and acquiescence and maintain law enforcement at the peak level. There were numerous issues in the state of Pakistan and along with the absence of governance and there are suchlike intense issues that could cripple the entire arrangement and system. By way of illustration, the main issue in the department of police in the state of Pakistan is that police could not give primary defenses to the individuals and public, however, the department of police could aren't

very much efficient in providing sufficient construct to give and holds the system of law enforcement (Siddiqi, Butt, & Afzaal, 2014).

A police department in the state of Pakistan has been confronting various issues in the rouse of various acts of terrorism such as the absence of refuges and wealth and education and training and insufficient machinery. The ratio of offenses and criminal acts has bounced in the last ten years and enforcement of law being appeared to be disassembled as the department of Police doesn't have advanced technical equipment and the essential and necessary expertise and abilities as well (Abbas, 2004; Ullah & Ibrar, 2019). Besides, Abbas (2004); Ullah and Ibrar (2019) declared that the effectiveness of the police department has been considered as deterioration every day and has been presented as below to the needed mark.

The review based on the theory of procedural justice, specifically within-group involvement paradigm shape. Blader and Tyler (2009); Tyler and Blader (2000, 2003), recognizes that procedures of societal individuality are a major intellectual mediator among ideas and visions of the fairness of procedures, supporting the dept. of police and respect and loyal with the rule and regulation (Tyler, 1990, 2006; Tyler, Goff, & MacCoun, 2015). Henceforth, the current study had aimed to examine the effects of procedural justice towards moral solidarity and orientation towards policing which further effects empowerment, compliance, and cooperation.

THEORETICAL FRAMEWORK AND HYPOTHESIS DEVELOPMENT

Social Identity Theory

In collaborating the hypothesis and idea, H. E. Tajfel (1978) (in cooperation with their students which are graduate John Turner) claimed that reciprocities of human scopes on exchequer from being merely inter-individual in the view of this to merely inter-cluster on the other (Tajfel & Turner, 1979). Simply inter-individual reciprocities (which Turner and Tajfel considered to be unusual) engages public associating in which the public associate totally as delegates of their groups, as well as where someone's peculiar and personal features are swamped through the saliency of the membership of one group (Tajfel & Turner, 1979). It was claimed in the research that gliding forms the inter-individual to the inter-cluster end of the range outcomes within modifications in how the public

watch one another and themselves. Illustrating the work regarding the cognition of the society Tajfel and Wilkes (1963), Tajfel claimed that the simple procedure of creating prominent ‘we and them’ disparities varies the way public watch one another. When differences in classes are prominent, public noticeably increases similarities inside the group (almost similar) and increase disparities between the group (distinct from others) (Hogg, Terry, & White, 1995). Classes merely vary the way public watch themselves, in the vision that it enables a various stage of someone’s personal idea.

Self-Categorization Theory

The theory of social identity claimed that linkages of the workgroup were controlled by the cooperation of cerebral, inspirational as well as socially historical observations. Turner and other working employees desired to intricate and improve the cerebral factor of the specific theory (Hogg & Terry, 2000). Thereby, they intended to take over the workgroup emphasis on the theory of social identity and to remark on to the procedures of intragroup as well (Turner & Reynolds, 2011). By the theory of societal categorization (incorporating self-classes) happen as an operation of both fit and availability (Oakes, 1987; Oakes, Turner, & Haslam, 1991). Fit relates to the scope to which societal classes are discerned to reflect and consider the reality of society; that’s the scope to which they are viewed to be indicative of variances of the actual world (Turner & Reynolds, 2011). Personals could discern a huge stage of fit if the class difference optimizes discerned inter-class variations and reduces within-class differences (comparable fit). This specific precept -judged to as target contrast proportion- certainly owes a highbrow liability to classical art on classification, in the context that it claims that classes make in a specific pattern that enhances commonalities of an intraclass and variances of an interclass (Trepte & Loy, 2017).

Moral Solidarity and Orientation towards Learning

Sunshine and Tyler (2003) aimed to demonstrate that the individuals’ cooperation with the department of police is encouraged as the police are the prototypes of representing the value of the teams’ morale. It also showed that people assess the level at which the police show the values of teams’ morale by the relationship model of command are found to engage, people who are not sure about their status in the team are found to be more powerfully disturbed about the problems of procedural justice than about the problems of distributive justice (Pehrson et al., 2017).

Moreover, Ottu and Okurame (2016) found that the covariance analysis suggested that being morally solid and how justice was perceived were significantly associated and explaining the collaboration to fight terrorism. But it was found that the social identity was not found to have a significant association with the support of the citizens in fighting terror and crime. The findings also concluded that there was no variation in gender in support of the citizen to fight terror and crime (Murphy, Cramer, Waymire, & Barkworth, 2018).

H1. Moral solidarity has a significant effect on orientation towards policing.

Procedural Justice and Moral Solidarity

Bradford and Creutzfeldt (2018) found that there was a significant relationship among perception of procedural justice and result like a whole perception of equity, the reliability and credibility of service of the ombudsman as well as accepting the decisions. However, it was also found that the relationships are widely indifferent in the countries of the UK and Germany, however, irrespective of this, all factors constant, participants from Germany showed more compatibly more positive views (Jackson & Gau, 2016). The data also added a fine distinction to the present studies on procedural justice and recommends that the domestic circumstances play a significant part. It is recommended that the domestic culture of justice provides toward a model of regulation that escorts the perception of individuals' and behavior injustice, quasi-justice as well as the associated environment, whereas, Radburn, Stott, Bradford, and Robinson (2018) found that the reason as to how the perception of the respondents about the activities of police was impacted by the social categories in a dramatic manner as well as that the relational identity of the police was mediating the association among the intention of cooperating with the police and the judgment of procedural fairness instead of the category of superordinate. The second experiment repeated and widened the results by illustrating how the procedural fairness perceptions were significantly impacted by stages of the identity of the in team demonstrating (Maxwell et al., 2019).

H2. Procedural justice has a significant effect on moral solidarity.

Procedural Justice and Orientation towards Policing

In the first place, verifiable inside many ebbs and flow examine is the possibility that procedural justice is a general and ontological

antecedent to social distinguishing proof, some way or another unmistakable from the dynamic social settings inside which those decisions are made (Lipponen, Wisse, & Perälä, 2011). PJT explore is introduced on the possibility that individuals discover the police pretty much reasonable relying upon how officials act, however, the relevant edge against which these decisions are made shows up, certainly in any event, as comprehensively consistent (Pósch, 2020). As Waddington, Williams, Wright, and Newburn (2015) put it there is a basic presumption of “a rational unitary, open standard of what is adequate and palatable in police lead”. Interestingly, Haslam, Reicher, and Platow (2010) contend that rules administering Justice are not all-inclusive but rather relative in that they can be fundamentally adjusted as an outcome of gathering enrollment with the end goal (Bradford, Murphy, & Jackson, 2014).

Conversely, those whose status is high and secure should put more weight on issues of distributive equity. Further, socially minimal individuals will be less worried about the status because their low status is clear; they additionally will concentrate on distributive equity (Tyler & Lind, 1990). This hypothesis has been developed based onprocedural justice theory (PJT) which identifies that police do make actualize legal environment and tries to make people believe by their actions towards their legal or legitimize positive values with the relationship of assistance and compliance of the people so that it increases the orientation towards policing (Gangl, 2003; Murphy, Sargeant, & Cherney, 2015). Hence, with the above-mentioned reasons, the study has hypothesized that:

H3. Procedural justice has a significant effect on orientation towards policing.

Procedural Justice, Moral Solidarity, and Orientation Towards Policing

For quite a long time, the examination has considered the subject of what makes legitimate procedures fair and satisfactory to those included. Two particular segments are usually recognized. First, there are result related concerns. On this record, individuals who have been engaged with a legitimate procedure or strategy ask themselves “did I get the result I needed” (result favorability) and additionally “do I think I got a similar result as others in my circumstance” (impression of equivalent treatment) (Sunshine & Tyler, 2003). On the off chance that the responses to these

inquiries are sure they are probably going to feel that the procedure concerned was itself fair and proper; be happy with both it and the leader; be eager to acknowledge the choice came to; and be bound to comply with the (future) guidelines of the position figure and the direction towards the policing with the incorporation of moral solidarity (Durkheim, 1986). This hypothesis has been developed based on procedural justice theory (PJT) which states that people only believe towards police when people have got their desired and deserved share of justices and it creates a sense of harmony and solidarity among the group which as a result eventually increases their orientation towards police (Gangl, 2003; Murphy et al., 2015). Hence, with the above-mentioned reasons, the study has hypothesized that:

H4. Procedural justice has a significant effect on orientation towards policing with the mediating effect of moral solidarity.

Orientation Towards Policing and Empowerment

Empowerment is a series of steps intended to improve the degree of autonomy and self-determination in persons and societies, to allow them to serve their interests in a responsible and self-determined manner, operating in their power (Clonan-Roy, Jacobs, & Nakkula, 2016). When the public considers the police as credible, they are most likely to help the police in reducing violence (i.e. investigating violence or asking for assistance). Citizens may be helping police as they believe police are successful at handling violence and social chaos (Triantafillou & Nielsen, 2001). When the police are seen as successful, the support that the police have to provide will be perceived by the public as more valuable because it will have a better potential to contribute to tangible outcomes (Wang, 2013). This indicates that individuals carry out instrumental authority tests, collaborating alongside the police because they consider that the police cope efficiently alongside group concerns and conflicts. The public views police as trustworthy, most likely to empower the police to carry out their policing duties, and less likely to attempt and limit police action or hinder police activity (Gasper & Davies, 2018). The current hypothesis has been developed using self-categorization theory which postulates that people work on their gatherings and try to adapt to evaluate their self-esteem (Turner, Hogg, Oakes, Reicher, & Wetherell, 1987). Thus, this study has hypothesized that:

H5. Orientation towards policing has a significant effect on empowerment.

Orientation Towards Policing and Compliance

The term compliance identifies the degree to which people cooperate with someone and do accordingly to their command. Also, when people refer to some authority as legitimate then it has been deemed that people will try to comply with their terms willingly. Similarly, Tyler (1997) stated that when the courts and police are legitimate and trustworthy in the eyes of people so then people will easily comply with their wishes and directives. Also, the major element is that the current motivation has been termed as different from the belief that a person is likely to be caught and then tried to be punished for not following the law. Also, authorities are trying to make people accept that authorities have granted legitimacy to the police to react towards any disobedient of law and fight against the crime (Segrave & Ratcliffe, 2017). So, people try to obey and follow police because police are legal and represent law respectfully and powerfully; hence, to feel compliance with police it is also necessary to feel compliance with the law as well (Farren, Hough, Murray, & McVie, 2018). The aspect of legal legitimacy might help in understanding the level of variation in self-reported compliance because people tend to respect and treat the law equally; as people try to follow rules even if people do not comply with the law (Murray et al., 2020). This hypothesis has been developed using self-categorization theory which states that this theory helps people in identifying the characteristics and activities of the gathering or a group which eventually led towards examine and know their qualities (Turner et al., 1987). Hence, with the above-mentioned reasons, the study has hypothesized that:

H6. Orientation towards policing has a significant effect on compliance.

Orientation Towards Policing and Cooperation

It has been acknowledged that by restricting their role with criminal activity, police expect more from individuals than simply their ability to defer to rule (Adamonienė & Ruibytė, 2017). The police do want neighborhood leaders to partake in constructive activities that are helping the police combat crime. New reports make it clear that without the cooperation of city members the police cannot successfully monitor crime and disorder (Nalla, Meško, & Modic, 2018). In other words, as people consider the police as credible, they are more likely to agree to police action willingly, and less likely to contest it (Roberts, 2018). Greater coordination would help police to more easily and efficiently perform their

regulatory position. Legitimacy is related to the intrinsic sense of legitimacy of people, which thus encourages voluntary, cooperative behavior (Nivette & Akoensi, 2019). When people consider the police as trustworthy they are more likely to contact them and investigate incidents or to donate their time in their neighborhoods' to collaborate for them (Kochel, 2018). This hypothesis has been developed by using self-categorization theory in which people believe that by understanding the perspective and attending their gatherings will help in better know and cooperate with others (Turner et al., 1987). Thus, this study has hypothesized that:

H7. Orientation towards policing has a significant effect on cooperation.

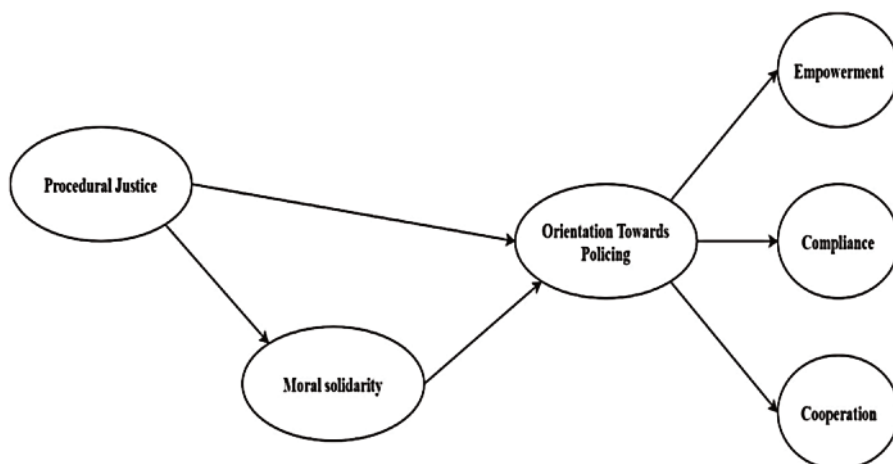


Figure 1: Research Framework

DESIGN AND METHODS

Sampling Design

This research estimated that it is required that 60 responses have to collect based on $N(10)$ formula Hair, Ringle, and Sarstedt (2011) as $6(10)$ is equal to 60, therefore, the researcher collected a sample of 296 responses. The non-probability purposive sampling technique is a kind of sampling technique where the researcher gathers the information from the population that can provide abundant and accurate data. The non-probability purposive sampling technique was used as this research needs that the data provides significant information as it is collected from experts in the industry (Westland, 2010). The target population of the study consisted of the citizens of Karachi that have encountered an experience with Sind police.

Instrument

The five-point Likert scale questionnaire was utilized for the collection of data. The five-point Likert scale was used as it allows the research to increase the overall response rate because it creates less confusion. The data was collected using the survey methodology. The survey method is where respondents are asked questions face to face using the questionnaire adopted for the study. The method of the survey allows the researcher to gather the information in lesser time as well as it is also cost-effective and it can also be easy to administer by the researcher. This research used the self-administered questionnaires for the collection of data.

Seven measures for procedural justice were adapted from Sunshine and Tyler (2003) based on a five-point Likert scale including “How often do people receive the outcomes they deserve under the law when they deal with the police?”. Five measures for empowerment were adapted from Sunshine and Tyler (2003) based on a five-point Likert scale including “The police should have the right to stop and question people on the street”. Ten measures for cooperation were adapted from Sunshine and Tyler (2003) based on a five-point Likert scale including “call the police to report a crime occurring in [they’re] neighborhood”. Seven measures for compliance were adapted from Sunshine and Tyler (2003) based on a five-point Likert scale including “where to park your car legally”. Seven measures for moral solidarity were adapted from Sunshine and Tyler (2003) based on a five-point Likert scale including “The law is usually consistent with the values of the people in [my] neighborhood about what is right and wrong”.

Data Analysis

The present research used the PLS-SEM (partial least squares-structural equation modeling) technique for the analysis of the data. The PLS-SEM is a kind of structural equation modeling where the researcher evaluates the correlation as well as the cause and impact linkage among the elements of the research model (Chin, Thatcher, Wright, & Steel, 2013). The partial least squares structural modeling technique allows the researcher to evaluate the complex relationships between the research variables effectively and much ease. The PLS-SEM also can robustly control more description variables, whereas also providing higher predictive accuracy (Ringle, Sarstedt, & Straub, 2012). The PLS-SEM technique was used with the help of the SmartPLS software version 3.2.8.

RESULTS AND FINDINGS

Demographic Profile of the Respondents

The demographic profile of the respondents showed that there were a total of 296 responses. Of the 110 (37.2%) were males and 186 (62.8%) were females. Also, 46 (15.5%) were aged from 18 to 24, 218 (73.6%) were aged from 24 to 33 and 32 (10.8%) were aged from 35 to 44. Moreover, 190 (64.2%) were graduates, 96 (32.4%) were post-graduates and 10 (3.4%) had other qualifications. Lastly, 8 (2.7%) earned 25000 PKR or below, 178 (60.1%) earned 25001 to 50000 PKR, 105 (35.5%) earned 50001 to 75000 PKR and 5 (1.7%) earned 75000 PKR and above.

Variables and Factors	Questions	Descriptive Stats		Confirmatory Factor Analysis		
		Mean	Standard deviation	Outer Loading	T Stats	P Values
Moral Solidarity	The police in [my] neighborhood act in ways that are consistent with [my] own moral values about how people should be treated.	3.42	1.16	0.95	166.46	0.00
	The values of most police officers are very similar to my own	2.81	1.37	0.95	166.17	0.00
	I think that most police officers would respect my value.	2.97	1.25	0.94	74.26	0.00
	I think that most police officers would value what I contribute to my neighborhood	3.72	0.89	0.74	22.73	0.00
Compliance	where to park your car legally	3.97	0.74	0.94	173.34	0.00
	how to legally dispose of trash and litter	4.01	0.66	0.90	66.35	0.00
	not taking inexpensive items from stores or restaurants without paying	4.26	0.44	0.87	50.24	0.00
	Not using drugs such as marijuana.	4.19	0.39	0.80	26.22	0.00
Cooperation	call the police to report a crime occurring in [their] neighborhood	3.82	0.93	0.72	16.04	0.00
	Help the police to find someone suspected of committing a crime.	4.05	0.62	0.80	36.36	0.00
	call and give the police information to help the police solve a crime	3.99	0.89	0.89	62.63	0.00
	spend some of [they're] time helping new police officers by showing them around [their] neighborhood	4.28	0.61	0.62	16.15	0.00
	Be willing to serve on a neighborhood committee to discuss problems in [their] neighborhood with the police.	4.39	0.61	0.91	74.72	0.00

Em- power	The police should have the power to decide which areas of the city should receive the most police protection	3.53	1.08	0.87	12.02	0.00
	Because of their training and experience, the police are best able to decide how to deal with crime in your neighborhood	3.45	1.10	0.85	11.70	0.00
	The police should have the power to do whatever they think is needed to fight crime.	3.53	1.05	0.90	13.41	0.00
	If we give enough power to the police, they will be able to effectively control crime.	3.98	0.84	0.66	10.78	0.00
Proce- dural Justice	make decisions about how to handle problems in fair ways	4.32	0.54	0.77	22.72	0.00
	treat people fairly	4.14	0.80	0.89	36.58	0.00
	How often do people receive the outcomes they deserve under the law when they deal with the police?	4.11	0.76	0.76	13.98	0.00
	Are the outcomes that people receive from the police better than they deserve, worse than they deserve, or about what they deserve under the law?	4.32	0.79	0.78	15.20	0.00

In the above table moral solidarity has 4 items loaded. The first item *“The police in [my] neighborhood act in ways that are consistent with [my] own moral values about how people should be treated.”* has a mean value of 3.42 and a standard deviation of 1.16. Its outer loading was 0.95 and was found statistically significant (166.46, $p < 0.05$). The second item *“The values of most police officers are very similar to my own”* has a mean value of 2.81 and a standard deviation of 1.37. Its outer loading was 0.95 and was found statistically significant (166.17, $p < 0.05$). The third item *“I think that most police officers would respect my value.”* has a mean value of 2.97 and a standard deviation of 1.25. Its outer loading was 0.94 and was found statistically significant (74.26, $p < 0.05$). The fourth item *“I think that most police officers would value what I contribute to my neighborhood”* has a mean value of 3.72 and a standard deviation of 0.89. Its outer loading was 0.74 and was found statistically significant (22.73, $p < 0.05$).

In the above table, compliance has 4 items loaded. The first item *“where to park your car legally”* has a mean value of 3.97 and a standard deviation

of 0.74. Its outer loading was 0.94 and was found statistically significant (173.34, $p < 0.05$). The second item "*how to legally dispose of trash and little*" has a mean value of 4.01 and a standard deviation of 0.66. Its outer loading was 0.90 and was found statistically significant (66.35, $p < 0.05$). The third item "*not taking inexpensive items from stores or restaurants without paying*" has a mean value of 4.26 and a standard deviation of 0.44. Its outer loading was 0.87 and was found statistically significant (50.24, $p < 0.05$). The fourth item "*not using drugs such as marijuana.*" has a mean value of 4.19 and a standard deviation of 0.39. Its outer loading was 0.80 and was found statistically significant (26.22, $p < 0.05$).

In the above table, cooperation has 5 items loaded. The first item "*call the police to report a crime occurring in [their] neighborhood*" has a mean value of 3.82 and a standard deviation of 0.93. Its outer loading was 0.72 and was found statistically significant (16.04, $p < 0.05$). The second item "*help the police to find someone suspected of committing a crime.*" has a mean value of 4.05 and a standard deviation of 0.62. Its outer loading was 0.80 and was found statistically significant (36.36, $p < 0.05$). The third item "*call and give the police information to help the police solve a crime*" has a mean value of 3.99 and a standard deviation of 0.89. Its outer loading was 0.89 and was found statistically significant (62.63, $p < 0.05$). The fourth item "*spend some of [they're] time helping new police officers by showing them around [their] neighborhood*" has a mean value of 4.28 and a standard deviation of 0.61. Its outer loading was 0.62 and was found statistically significant (16.15, $p < 0.05$). The fifth item "*be willing to serve on a neighborhood committee to discuss problems in [their] neighborhood with the police.*" has a mean value of 4.39 and a standard deviation of 0.61. Its outer loading was 0.91 and was found statistically significant (74.72, $p < 0.05$).

In the above table empower has 4 items loaded. The first item "*The police should have the power to decide which areas of the city should receive the most police protection*" has a mean value of 3.53 and a standard deviation of 1.08. Its outer loading was 0.87 and was found statistically significant (12.02, $p < 0.05$). The second item "*Because of their training and experience, the police are best able to decide how to deal with crime in your neighborhood*" has a mean value of 3.45 and a standard deviation of 1.10. Its outer loading was 0.85 and was found statistically significant (11.70, $p < 0.05$). The third item "*The police should have the power to do whatever they think is needed to fight crime.*" has a mean value of 3.53 and a standard deviation of 1.05. Its outer loading was 0.90 and was found

statistically significant (13.41, $p < 0.05$). The fourth item “*If we give enough power to the police, they will be able to effectively control crime.*” has a mean value of 3.98 and a standard deviation of 0.84. Its outer loading was 0.66 and was found statistically significant (10.78, $p < 0.05$).

In the above table procedural justice has 4 items loaded. The first item “*make decisions about how to handle problems in fairways*” has a mean value of 4.32 and a standard deviation of 0.54. Its outer loading was 0.77 and was found statistically significant (22.72, $p < 0.05$). The second item “*treat people fairly*” has a mean value of 4.14 and a standard deviation of 0.80. Its outer loading was 0.89 and was found statistically significant (36.58, $p < 0.05$). The third item “*How often do people receive the outcomes they deserve under the law when they deal with the police?*” has a mean value of 4.11 and a standard deviation of 0.76. Its outer loading was 0.76 and was found statistically significant (13.98, $p < 0.05$). The fourth item “*Are the outcomes that people receive from the police better than they deserve, worse than they deserve, or about what they deserve under the law?*” has a mean value of 4.32 and a standard deviation of 0.79. Its outer loading was 0.78 and was found statistically significant (15.20, $p < 0.05$).

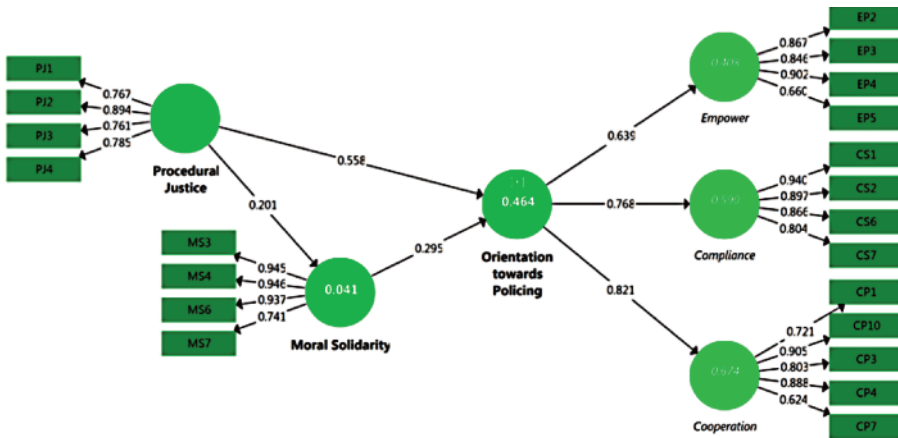


Figure 2: PLS Algorithm using SmartPLS version 3.2.8

Table 2: Fornell and Larcker (1981) Criterion

	COMP	COOP	EMP	MS	PJ
Compliance	0.878				
Cooperation	0.422	0.795			
Empower	0.281	0.305	0.824		
Moral Solidarity	0.170	0.292	0.498	0.897	
Procedural Justice	0.326	0.631	0.388	0.201	0.804

In the above table, bold values are the squared-root of AVE for each latent construct while these bold values were higher than other constructs in the model. Henceforth, discriminant validity using Fornell and Larcker (1981) has been achieved.

Table 3: Heterotrait-Monotrait (HTMT) Ratio

	COMP	COOP	EMP	MS	PJ
Compliance					
Cooperation	0.468				
Empower	0.306	0.318			
Moral Solidarity	0.233	0.342	0.478		
Procedural Justice	0.303	0.723	0.369	0.207	

Following the recommended threshold of Henseler, Hubona, and Ray (2016); Henseler, Ringle, and Sarstedt (2015), the HTMT ratio should be below than 0.85 for considerable discriminant validity. Herein, the above table showed that all latent constructs have an HTMT ratio of less than 0.85 and therefore, discriminant validity using Heterotrait-Monotrait (HTMT) ratio has been achieved.

Structural Equation Modelling

To test the study hypothesis we have used the structural equation model (SEM) whereas the testing has been gone through Smart PLS software. Moreover, to evaluate the indirect and direct effects of all the constructs the testing was done. The use of (SEM) structural equation model has been observed to be a foremost procedure that has been used below different regression models and methods (Baron & Kenny, 1986). It used to evaluate the structural relationship between exogenous and endogenous variables. It includes factor analysis and multivariate analysis. Moreover, the equation of regression targets at explaining each construct to assess the cause and effect relationship while all of the factors in the causal model could demonstrate their cause and effect at the exact time. Likewise, the idea of using this model ensures to apply the technique of bootstrapping which has been viewed as reasonable for both small and large sample sizes and does not require any kind of indirect effect (Hayes, 2013). To check all direct and indirect effects, a technique has been implemented which is known as bootstrapping (Shrout & Bolger, 2002).

Table 4: Hypothesis-Testing

	Estimate	Prob.
Moral Solidarity \Rightarrow Orientation towards Policing	0.295	0.000
Procedural Justice \Rightarrow Moral Solidarity	0.201	0.000
Procedural Justice \Rightarrow Orientation towards Policing	0.558	0.000
Procedural Justice \Rightarrow Moral Solidarity \Rightarrow Orientation towards Policing	0.059	0.000

Above table for hypothesis-testing using PLS-SEM path analysis showed that moral solidarity (0.295, $p < 0.01$) has a positive significant effect on orientation towards policing, whereas procedural justice has a significantly positive effect on moral solidarity (0.201, $p < 0.01$) and orientation towards policing (0.558, $p < 0.01$). Moreover, the mediating effect of moral solidarity (0.059, $p < 0.01$) has also been found positively significant between procedural justice and orientation towards policing. According to Zhao, Lynch Jr, and Chen (2010), moral solidarity has complementary mediation between procedural justice and orientation towards policing.

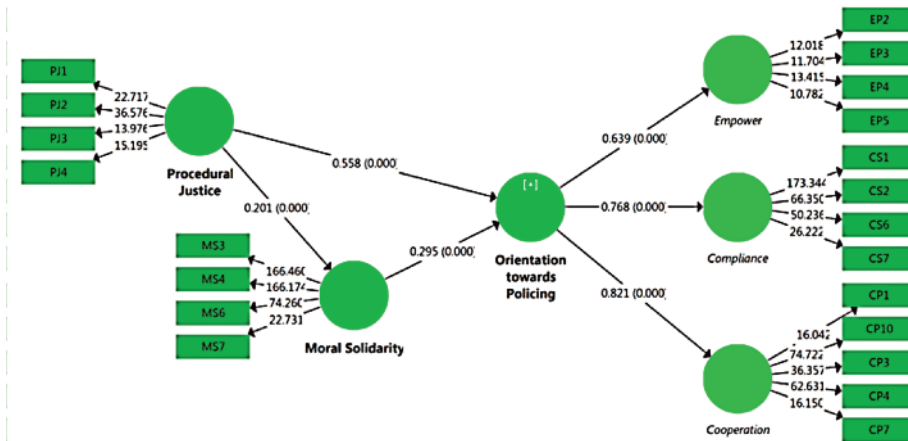


Figure 3: PLS Bootstrapping using SmartPLS version 3.2.8

Mediation Analysis

The following table has shown the results of the mediation analysis.

	Estimate	Prob.
Moral Solidarity \Rightarrow Orientation towards Policing \Rightarrow Compliance	0.227	0.000
Procedural Justice \Rightarrow Moral Solidarity \Rightarrow Orientation towards Policing \Rightarrow Compliance	0.046	0.000
Procedural Justice \Rightarrow Orientation towards Policing \Rightarrow Compliance	0.428	0.000
Moral Solidarity \Rightarrow Orientation towards Policing \Rightarrow Cooperation	0.242	0.000
Procedural Justice \Rightarrow Moral Solidarity \Rightarrow Orientation towards Policing \Rightarrow Cooperation	0.049	0.000

Procedural Justice \Rightarrow Orientation towards Policing \Rightarrow Cooperation	0.458	0.000
Moral Solidarity \Rightarrow Orientation towards Policing \Rightarrow Empower	0.189	0.000
Procedural Justice \Rightarrow Moral Solidarity \Rightarrow Orientation towards Policing \Rightarrow Empower	0.038	0.000
Procedural Justice \Rightarrow Orientation towards Policing \Rightarrow Empower	0.356	0.000
Procedural Justice \Rightarrow Moral Solidarity \Rightarrow Orientation towards Policing	0.059	0.000

The above table has shown orientation towards policing (0.027, $p < 0.01$) has a positive and significant mediation effect between moral solidarity and compliance. The moral solidarity and orientation towards policing (0.046, $p < 0.01$) have positively and significantly mediated the relationship between procedural justice and compliance. The orientation towards policing (0.428, $p < 0.01$) has positively and significantly mediated the relationship between procedural justice and compliance. The orientation towards policing (0.242, $p < 0.01$) has positively and significantly mediated the relationship between moral solidarity and cooperation. Also, moral solidarity and orientation towards policing (0.049, $p < 0.01$) both with double mediation positively and significantly affect the relationship between procedural justice and cooperation. The orientation towards policing (0.458, $p < 0.01$) has a positive and significant mediation effect between procedural justice and cooperation. The orientation towards learning (0.189, $p < 0.01$) has a positive and significant mediation effect between moral solidarity and empowerment. The moral solidarity and orientation towards learning (0.038, $p < 0.01$) both have positively and significantly mediated the relationship with procedural justice and empowerment. The orientation towards learning (0.356, $p < 0.01$) has a positive and significant mediated effect between procedural justice and empowerment. The moral solidarity (0.059, $p < 0.01$) has a positive and significant mediated effect between procedural justice and orientation towards policing.

CONCLUSION AND RECOMMENDATIONS

Procedural justice has a major decisive effect on orientation towards policing with the mediating effect of moral solidarity. Furthermore, the present study determines that Citizens in a community work with police because they believe that police act in harmony with the community and support and uphold community standards through their social regulation acts. However, people who think police use equal methods to assert their jurisdiction often have greater moral unity with the police. Therefore, one manner in which the police should show that they represent community values is to demonstrate procedural fairness through their acts.

As indicated by the approach of social identity, individuals react to group specialists when they see those specialists as prototypical agents of their gathering (Hogg, 2001). In the current study, we propose that individuals in network communication to the police when they feel that the police are standing in solidarity with the community and are supporting and shielding standards of the network in their social administrative activities. The discoveries of this examination bolster that contention. Individuals go along more completely with the police, cooperate with them all the more firmly, and empower them all the more exceptional when they think the police share their virtues (Dagger, 1997).

This worth based connection is particular from individuals' instrumental association with specialists. Individuals likewise conform to the law when they feel that they are probably going to be gotten and rebuffed for neglecting to do as such (Franck, 1999). Along with that, they also make cooperation with the police if they feel that the police are powerful in managing wrongdoing (Tyler, 2004).

Further, our discoveries recommend that individuals' level of recognition with their community shapes their feeling of moral solidarity. The individuals who relate to their community feel more prominent solidarity with the police, accepting that the police share their qualities and the estimations of those in their gathering (Jackson et al., 2012).

Moreover, individuals who think the police practice their power with reasonable processes likewise feel more noteworthy good solidarity towards police. Accordingly, one way in which the police can show that they reflect network esteems is to show procedural justice in their activities. This finding is predictable with different investigations recommending that acting decently additionally upgrades police authenticity (Sunshine & Tyler, 2003).

People use procedural justice knowledge according to the hierarchical model of authority to show both the position of their group and their status within that group Tyler and Blader (2000); Tyler and Lind (1990) Our results endorse this claim by showing that those people who believe the police are reasonably exercising their authority often demonstrate that they identify with their society and that the police represent the moral values of that culture. The police construct their moral standing as representatives of the group by acting fairly (Tyler & Huo, 2002).

The ones whose distinguishing proof with the community is moderate are found, as anticipated, to put the best weight on the procedural justice of police activities while deciding their convictions about their ethical solidarity towards police. To a more noteworthy degree than others, they conclude that the police share the community's virtues when they think the police utilize reasonable methods in practicing their position. The individuals who are distinguished most firmly with the community are progressively sure of their status and spot more prominent load on issues of distributive justice, which is increasingly instrumental (Lind & Tyler, 1988; Tyler, 1994).

RECOMMENDATIONS

This concept relies heavily on the articulation of police values that involve the involvement of citizens in the security and quality of neighborhood life issues. Some of the recommendations are: firstly, community policing encourages that, instead of the incident-oriented method that has continued to dominate in tandem with the professional model, the problem-solving attitude of police be embraced. Emergency calls will still be dealt with immediately and police officers will still spend a great deal of their time dealing with individual cases. Police officers, though, should still attempt to identify the underlying causes that relate to single and repeated accidents. After determining the reasons, officers should use them to track and prevent future accidents.

The examination causes the Authorities to comprehend that there isn't only the need of being fair yet additionally to be viewed as fair. This implies they have to have straightforward methods and to clarify those methodologies and the choices that create through them in manners that permit individuals to comprehend both what they have to do when the choice and how the choice will be made.

Furthermore, police should also understand the Neighborhood wants issues and goals to meet their needs. And this can only be accomplished by focusing on routine interaction and communication between police officers and residents to develop a mutually beneficial relationship. In this context, the idea that police officers are supposed to find creative ways of solving challenges in the neighborhood must be emphasized. Community police emphasize the relationship that should occur between police and people to improve their quality of life.

LIMITATIONS AND FUTURE RESEARCH

Before we finish up, we should take note that the flow study has a significant number of limitations or constraints characteristic in large scale community examination. For example, although drawn from a huge, different geographic example, the cross-sectional nature of as far as possible causal inference. For instance, we make the case that the quality of character with one's ethnic subgroup and impression of police predisposition may bring about a hesitance to cooperate with the police. In any case, the cross-sectional nature of our information doesn't permit us to test whether police predisposition and ethnic gathering personality prompt diminished participation, or whether uncooperative people are less inclined to see police well or are bound to distinguish firmly with their ethnic subgroup.

Some of the recommendations for future researchers are: firstly, the future researcher can take a larger sample size as the current sample size is small. Secondly, Future researchers can collect data from other cities of Pakistan as well to reduce the issue of generalizability. Further, the future researcher may also focus on other types of justice to check their impact on orientation towards policing. Moreover, a qualitative research approach can also be used to collect data so that the researcher can get a better understanding of this topic. The research may also opt for two models that are presented in the study more directly.

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