

Overview Of The Use Of Quantitative Methods In Research On Gender Studies In Police Organisations

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Abstract:

Background: The aim of this research is to provide an overview of the use of quantitative methods in research on gender within police organisations.

Materials and Methods: This is a systematic literature review, the sample of which comprises 18 articles. The analysis of this research is bibliographical.

Results: The results show that the keywords "gender" and "police" were the most used for indexing articles with information about relevant content composing the studies and their reading perspective. Additionally, the most used scales in data collection were identified, with the 5-point Likert scale having the highest representation, appearing in a total of 33.3% of the researched works. The most used statistical techniques were Logistic Regression Analysis, Analysis of Variance (ANOVA), Multivariate Analysis, and Descriptive Statistics. Furthermore, both the Chronbach Alpha Test and the Student t-Test were the most employed tests in the studied articles.

Conclusion: The generated contributions sought to enhance the understanding of the use of quantitative methods in research on the topic, considering the importance of the application of appropriate techniques. Moreover, the article points out some directions that may assist in future studies.

Key Word: Quantitative methods; Statistics; Gender; Police Organisation.

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I. Introduction

When devising a research proposal, various issues requiring evaluation emerge. Among these issues, research methods stand out, which are conducted with a quantitative, qualitative, or even mixed approach. According to Creswell (2010), an organised perspective of research is crucial for its quality. In the same vein, Gouvêa, Prearo, and Romeiro (2013) state that the research problem will indicate the choice of methods and the approach to be used in the research. Based on this premise, the choice for the suitable statistical technique proves to be a structuring point in quantitative research.

Achieving quality in an academic paper requires indispensable criteria such as the theory used, methodological rigour, and valuable contributions (SERRA; FIATES; FERREIRA, 2008). Broadly speaking, criticism in academic production usually falls on two aspects, the first epistemological and the second methodological (PREARO; GOUVÊA; MONARI, 2009; GOUVÊA; PREARO; ROMEIRO, 2013). Therefore, developing skills that boost aptitudes in teachers and students contributes to achieving quality in national academic research in administration (FIATES; SERRA; MARTINS, 2014).

After defining the research method, the statistical technique and the statistical test to be used in the research are chosen. For an unbiased and consistent inferential estimation, it is necessary to comply with the pre-defined theoretical assumptions of each of the tests and statistical techniques (LANA et al., 2018).

Given this context, the research question guiding the current article is: how is the application of quantitative methods in research on gender studies in police organisations conducted? To answer this question, the objective is: to delineate the panorama of quantitative methods used in research on gender studies in police organisations.

Silvestri (2017) notes that a large number of researches related to police culture demonstrates the perception of culture as a durable term through which police behaviour can be explored. The author contends that despite the participation and presence of women in the police, there is a lack of gender representation within the organisations, with policing predominantly represented by white men (SILVESTRI, 2017).

In gender studies, it has been fundamental to denaturalise hierarchies based on sex. The established differences between biological components regarding gender bring biologising arguments that disqualify and exclude women, both physically and intellectually/morally (MACÊDO; MACEDO, 2004).

Castro (2006) argues that the research is justified in the dimensions of importance and feasibility, where importance comes from continued attention, and previous research represents evidence of continued attention. Thus, performing an analysis of the panorama of the use of quantitative methods in research on gender studies in police organisations is important, given that it is a topic that has been receiving continuous attention in specialised literature, and moreover, it can be said that it affects an important segment of society, if not all. Regarding feasibility, the research can be completed respecting the deadlines, through resources and competencies, thus being feasible.

This study is organised into sections. Following this introduction, the literature review is presented, which grounds the discussions about the use of quantitative methods. Then, the research's methodological procedures are presented, highlighting its delimitation as a quantitative investigation, presenting the sample of articles found for conducting the current study. In the fourth section, the analysis and discussion of the obtained data are presented; and finally, the final considerations and proposals for future research are made.

II. Literature Review

Previous studies and the statistical techniques employed in research inquiries provide a methodological landscape for future research. In this regard, the literature review of this paper offers a succinct approach to prior studies by identifying and analysing the quantitative methods used, itemising their key findings and conclusions, predominantly concerning quantitative techniques.

Through the APA Publication Manual, it is possible to locate the features of methodological papers, demonstrating that in this type of article, new methodological approaches and variations of arguments around the method are found, particularly in the quantitative approach, remaining as an important analytical and referential element for academia. Additionally, empirical data represent demonstrations of the approach and make the applicability of that investigation verifiable to other researchers in other studies, where it is possible to favour the comparison of suggested methods with methods routinely used (AMERICAN PSYCHOLOGICAL ASSOCIATION, 2012).

Studies On The Use Of Quantitative Methods

For the strengthening of an academic career, it is essential and fundamental to produce research and expose its results, given this fact, the search for publication in periodicals exceeds the country's borders. That said, if research publication is already a complex process in Brazil, it is even more so internationally (SERRA; FIATES; FERREIRA, 2008). Almeida (2014), while describing and analysing the weak points of papers submitted to the Brazilian Accounting Review, realised that, in general, the problems were related to inadequacy of the theoretical framework; the problem and/or research objectives; the structure, formatting and spelling; the methodology and also the paper's conclusion.

According to Falaster, Ferreira and Canela (2016), when investigating the most common gaps in papers submitted to journals in the areas of management, accounting and tourism, which may lead to rejection, it was revealed that the most common reasons leading to rejection are the method, conceptual development, and discussion. Corroborating with the results, Galvão, Silva and Mercês (2017), when examining what factors were being considered relevant for the rejection of articles submitted for publication in the field of accounting, noticed that the results suggested a rejection linked to outdated and irrelevant issues of the evaluated research, lack of detailed explanation of the methodology employed in the work, and lack of generalisation and discussion of the results.

Santos, Soares and Martins (2021) conducted a bibliographic research with the objective of providing an overview on the use of quantitative methods in research on financial education. The results show that the most utilised statistical technique was descriptive statistics, adopted in 26.9% of the sample, followed by Multiple Regression Analysis used in 23.1%, and Analysis of Variance - ANOVA (11.5%). In addition, the most used data collection instrument was the questionnaire, applied in 12 of the 13 analysed articles, where for its construction, the use of the five-point Likert scale (30.8%) was predominant. The research revealed that the most used software for analyses was SPSS, with four (4) records. As one of the leading causes of rejection of articles submitted for publication in journals, the contributions aided in understanding the use of quantitative methods in research on the topic under investigation.

Meanwhile, Fuchs et al. (2022) sought to represent the context of quantitative methods used in research that address the evaluation of the carbon footprint in higher education institutions. Through a bibliographic study, the research explored a sample of 20 scientific articles published between 2016 and 2021 related to the theme. As a result, they found that the majority of the researched publications used the technique of multiple regression analysis, representing 35% of the sample. For data collection, 75% of the studies used the questionnaire, and 25% used document research. The results show that 40% of the articles used the five-point Likert measurement scale. The research concluded that there are different variables to measure and interpret the instrument of the carbon footprint. Furthermore, it contributed to the expansion of understanding about the use of quantitative methods in

research on the theme, in addition to highlighting some methodological paths that can collaborate with other researchers for future studies.

A study conducted by Damázio, Soares and Lima (2020) sought to identify the main quantitative methods used in research on the evaluation of the implementation of health information systems. To this end, they used bibliographic study, in which a sample of 11 articles published between 2010 and 2019 on the theme was analysed, using the ProknowC - Knowledge Development Process – Constructivist tool, with national and international databases. As a result, they found that descriptive statistics was the most used technique, followed by hypothesis tests and multiple regression analysis. Furthermore, they observed that other techniques, such as structural equation modelling, logistic regression analysis, and confirmatory factor analysis, were used. The SAS software was the only one mentioned in two separate articles, albeit in different versions. In all studies, questionnaires were detected, where the Likert scale was observed in 36.36% of the articles. For the validation and adherence of the questionnaires, Cronbach's Alpha coefficient was used for the validation and adherence of the questionnaires, with its use in 27.27% of the analysed articles.

The authors Buhr, Martins and Dutra (2021) composed an article with the aim of outlining the landscape of quantitative methods employed in research on the achievement of sustainable development goals in higher education institutions. To this end, they conducted a bibliographic research using a sample of 17 articles most related to the study's keywords. As a result, they noticed that the use of descriptive statistics has 47% occurrence in the selected articles from the final sample, followed by the technique of structural equation modelling with 23%. For the non-parametric hypothesis testing procedure, they noticed that it represents 18%, and the factor analysis technique, 12%. The authors concluded that the variables impact, perception and awareness, in conjunction with the use of quantitative methods and statistical techniques, have importance in the scientific community in light of the importance of achieving the objectives of sustainable development.

Another study conducted by Capelle et al. (2007) aimed to analyse the scientific production of a decade of gender studies in Administration. For its accomplishment, all articles published in the annals of ENANPAD (National Meeting of Post-Graduation in Administration) and in the scientific journals RAE, RAC, RAP, RAUSP and O&S in the years 1995 and 2004 were surveyed. In addition to performing the analysis through the theoretical epistemological classification proposed by Calás and Smircich (1996), a classification was also made in relation to the theme, methods, main research techniques, nature of the research, and nature of the analysis. As a result, the authors noticed that among the most used research methods, case studies accounted for 48.89% of the articles, while 13.33% were based on surveys. The other research methods found were not significant. As for the nature of the research, articles based on qualitative research predominate (60%), and in a smaller percentage (15.56%) are articles of a quantitative nature.

Having presented a brief overview of the articles that investigated the techniques used in research in the field of Administration, the next subsection is dedicated to describing the methodological procedures of the current research.

III. Material And Methods

The methodological procedures employed in this research will be outlined in the present chapter, detailing the characteristics of the investigation. The scientific method in administrative research acts as a guide for problem-solving. The fundamental principles of the scientific method include: direct observation of the phenomenon.

The research is descriptive in terms of its objectives, as per Cooper and Schindler (2016), descriptive studies serve a variety of purposes in research, such as: description of phenomena or features associated with a subject-population; estimates of proportions of the population with these features; and discovery of associations between various variables.

Regarding the approach, the research is predominantly quantitative, seeking to measure the quantitative methods used in studies on gender in organisations. Cooper and Schindler (2016) suggest that quantitative methodologies are utilised to measure behaviour, knowledge, opinions, or attitudes. Furthermore, they typically address questions relating to how much, how often, how many, when, and who. According to Creswel (2010), quantitative research is a means of testing objective theories using variables, which can be measured by instruments, where the numerical data are analysed using statistical procedures.

The research is bibliographic, utilising a bibliographic database such as books and articles for its construction. Cooper and Schindler (2016) posit that the search process using bibliographic data begins by selecting an appropriate database for the intended research topic, followed by formulating a search query, saving the search results, retrieving articles not available in the database, and finally complementing the results with other information.

The research employs secondary data through studying work done by third parties, with their own objectives. Cooper and Schindler (2016) maintain that there is no efficacy in conducting research through new

data collection where sufficient records already exist. By reviewing previous studies, it is possible to identify methodologies that have proven efficient or inefficient.

Article Sample

The sample of studies analysed comprised studies found in the international databases Scopus and Web of Science. The choice of international databases was due to the increasing number of research papers related to gender studies, making it important to understand the most commonly used methodologies in these researches. The step-by-step process for selecting the sample of articles used and subsequent analysis was divided into four stages: 1) definition of the search descriptor, choice of databases, search and collection of publications; 2) preliminary screening of publications and temporal filter; 3) reading of titles and abstracts; and 4) full reading of selected articles.

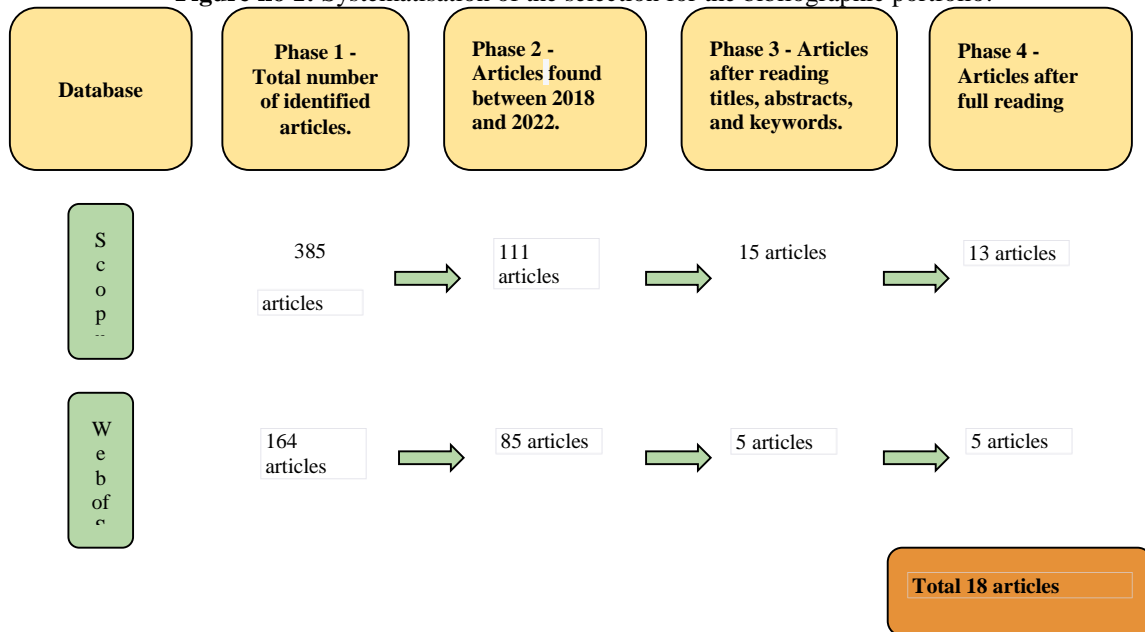
In the first stage, the search terms were determined according to previous studies on the research theme. The terms used in the international databases are respectively "gender", "police", and "organisation". All four terms were formulated using a Boolean expression to find articles that employed all the selected keywords. In this stage, from the databases accessed through the CAPES Periodicals Portal (Coordination for the Improvement of Higher Education Personnel/MEC), only the articles that were fully available were downloaded. All articles that were unavailable or had connection link failures were disregarded, with 549 articles found in the end.

In the second stage, for the selection of articles, only the publications between the years 2018 and 2022 were opted for, with the search conducted on July 25, 2022. This stage resulted in the selection of 196 articles.

In the third stage, to confirm the relationship with the research theme, each of the 196 publications was analysed by reading the titles, abstracts, and keywords. Through this procedure, 176 articles that were not aligned with the research theme or were not empirical research were eliminated. In the end, 20 articles were selected.

Finally, in the fourth stage, a full reading of the articles in the sample was conducted to map the research methodology used, identifying articles that employed the quantitative method in research on gender studies in police organisations, with 18 articles found in this stage.

Figure no 1: Systematisation of the selection for the bibliographic portfolio.



At the end of the stages described, the sample of the bibliographic portfolio was composed of 18 articles, the details of which are found in Table 1.

Table no 1: Selected bibliographic portfolio.

Titles of the articles	Authors	Year of publication	Database	Citations
The prevalence of female representation in supervisory and management positions in American law enforcement: An examination of organizational correlates.	SHJARBACK, John A.; TODAK, Natalie.	2019	SCOPUS	35

Keeping the women out: A gendered organizational approach to understanding early career-ending police misconduct.	GAUB, Janne E.; HOLTFRETER, Kristy.	2022	SCOPUS	6
Recruiting (dis) advantage: Men's versus women's evaluations of gender-based targeted recruitment	WEBSTER, Brian D.; SMITH, Alexis N; KIM, Joongseo; WATKINS, Marla B.; EDWARDS, Bryan D.	2020	SCOPUS	5
Attitudinal differences between female and male police cadets/officers in Taiwan: The nexus between gender, immigration, and crime.	NIELSON, Kyler R.; GERBER, Jurg; HUANG, Wen-Chih.	2020	SCOPUS	3
Gender composition and agency decision-making: female officers' effect on body-worn camera acquisition.	MROZLA, Thomas J.; HELLWEGE, Julia Marin.	2020	SCOPUS	4
Officers' views on women in policing: A comparison of male and female police officers in the United Arab Emirates and Taiwan.	CHU, Doris C	2018	SCOPUS	13
Lilac?'Ten years of blue nurtured nature'	STEYN, J�an	2017	SCOPUS	6
Police spokespersons: A question of organizational representation.	SIMPSON, Rylan; WETHERELL, Kamali'ilani	2020	SCOPUS	2
Conceptions of gender and competencies among police recruits in Scandinavia	BLOKSGAARD, Lotte; FEKJ�ER, Silje Bringsrud; M�OBERG, Rasmus Juul.	2020	SCOPUS	7
Fair Treatment for All: Testing the Predictors of Workplace Inclusion in a Canadian Police Organization.	WORKMAN-STARK, Angela L	2021	SCOPUS	1
How Precarious Public Jobs Are Even More Precarious for Women: The Case of Mexican Police Forces	CHUDNOVSKY, Mariana; MILL�AN, Ana Laura Reyes	2021	SCOPUS	0
'Bringing the Badge home': exploring the relationship between role overload, work-family conflict, and stress in police officers.	DUXBURY, Linda; BARDOEL, Anne; HALINSKI, Michael	2021	SCOPUS	12
Gender and public organization: A quasi-experimental examination of inclusion on experiencing and reporting wrongful behavior in the workplace.	YU, Helen H.; LEE, David.	2020	SCOPUS	18
Comparative perceptions: how female officers in two Australian police organizations view policing of diverse people.	MILES-JOHNSON, Toby.	2021	WEB OF SCIENCE	6
Exploring differing experiences of a masculinity contest culture in policing and the impact on individual and organizational outcomes.	WORKMAN-STARK, Angela L.	2021	WEB OF SCIENCE	1
Who Am I? Who Are We? Exploring the Factors That Contribute to Work-Related Identities in Policing.	WORKMAN-STARK, Angela L.	2021	WEB OF SCIENCE	0
Policing is not for me: repelling factors implicated in vocational choice elimination.	DEN HOUTER, Kate M.; CHATTERJEE, Deepshikha; RYAN, Ann Marie; LIEBLER, Juli.	2022	WEB OF SCIENCE	0
Staffing composition in large, US police departments: benchmarking workforce diversity.	WILSON, Jeremy M.; GRAMMICH, Clifford A.	2022	WEB OF SCIENCE	0

Through the analysis of citations from the articles that compose the bibliographic portfolio above, it was possible to observe that the study titled "The Prevalence of Female Representation in Supervisory and

Management Positions in American Law Enforcement: An Examination of Organisational Correlates" by authors John A. Shjarback and Natalie Todak was the most cited article on the Google Scholar platform.

The detailing carried out above, regarding the sample of articles, aims to allow the replicability of this research by other authors in the future. The analysis and discussion of results will be conducted in the next section.

IV. Result

In this section, the results of the research are presented, providing information about the keywords, research objectives, variables used, scales employed, composition of the questionnaires, sample characteristics, quantitative methods used in the bibliographic portfolio articles, adopted bibliographic support framework, and software used.

Table no 2: Keywords found.

Keywords
Gender
Impact
Officers
Police
Policing
Procedural Justice
Social Identity
Attitudinal Differences; Community; Complaints; Contact; Culture; Dirty-work; Diversity; Dubai Police; Female; Female Officers; Force; Gender Differences; Gender Diversity; Gender Policies; Group Engagement Model; Harassment; Identification; Identity Construction; Immigration; Male and Female Officers; Male Professions, Masculinity, Masculinity Contest Culture, Minority Representation; Model; Officer; Organizational Justice; Perceived Stress; Perceptions; Personnel; Police Officers; Precarious Manhood; Promotion; Psychological Safety; Race; Recruits; Representative Bureaucracy; Self-esteem; Sexual-harassment; Staff; Taiwan; Taiwan Police; Trust; Validation; Women; Women's Role in Policing; Work; Work-life Conflict; Workforce Composition.

It is worth noting that the most frequently found keywords were "gender" and "police", each appearing four times, followed by "procedural justice" three times, and "impact", "officers", "policing", and "social identity" all twice. In the table, it is important to note that all keywords cited once were combined into a single entry. Cited keywords are important and relevant; through them, it is possible to relate the research theme, reinforcing the credibility of the bibliographic portfolio of the sample.

Scales Used

According to Cooper and Schindler (2016), to perform measurement in research, it is necessary to assign numbers to empirical facts, objects, properties, or activities according to a set of rules. This definition implies that measurement is a three-part process. First, one must select observable empirical facts. Second, one must develop a set of mapping rules, that is, a scheme for assigning numbers or symbols to represent aspects of the fact to be measured. Finally, the mapping rules must be applied to each observation of that fact. In addition, it is essential to understand that for each concept or construct, it is possible to use various types of data, with the appropriate choice depending on what is assumed about the mapping rules.

Table no 3: Scales Used.

Scale	<i>f</i>	Relative Frequency	Accumulated relative frequency
Likert 5-point scale	6	33,3%	33,3%
Likert 7-point scale	3	16,7%	50,0%
Likert 4-point scale	2	11,1%	61,1%
It is not mentioned	4	22,2%	83,3%
Likert scale (without specifying the number of points)	1	5,6%	88,9%
Point system	1	5,6%	94,4%
8-item MCC Scale	1	5,6%	100,0%

In the sample studied, the 5-point Likert scale was the scale most commonly used by the authors, appearing in 33.3% of the studies. This is followed by the 7-point and 4-point Likert scales, representing 16.7% and 11.1% respectively. Other scales were used but without significant representation in the sample. According to Cooper and Schindler (2016), the Likert scale allows the measurement of the degree of agreement or disagreement about a certain statement. The traditional Likert scale has 5 points and is subject to Likert's rules for construction and testing. The 7-point scales approximate a normal curve and allow for a greater variability of response.

Sample: Size and Type

Two decisions made in the formation of the research question hierarchy in management are important for sample definition: the nature of the managerial question and the specific investigative questions that evolve from the research question. The final test for a sample definition is to check how much this sample portrays the characteristics of the population it represents. For this, in terms of measurement, the sample must be valid (COOPER; SCHINDLER, 2016).

The sample of this study allowed for the identification of the predominance of random, probabilistic samples, with 12 instances. Non-probabilistic samples were only mentioned in 2 studies. Regarding the sample size, a wide variety was observed (Table 4) with identification of values between 152 and 13,990 individuals.

Table no 4: Sample Sizes.

Sample size	f	%
< 400	3	16,6%
≥ 400< 800	4	22,2%
≥ 800< 1200	4	22,2%
≥ 1200< 1600	1	5,5%
≥ 1600< 2000	1	5,5%
≥ 2000< 2400	0	0%
≥ 2400	4	22,2%
Not provided	1	5,5%
Total	18	100%

The most commonly identified sample sizes in the research were between 400 and 800, between 800 and 1200, or above 2400 individuals, each representing 22.22% of the sample.

Quantitative Method Employed

To categorise the studies analysed, a complete reading of the articles in the sample was conducted, given that the articles did not follow a standard of exposure of the quantitative techniques used, making it insufficient to only read the abstract and methodological procedures for their identification. With the identification of the quantitative method employed, the method was recorded for the purpose of determining absolute frequency and cumulative relative frequency (Table 5).

Table no 5: Quantitative Techniques Employed.

Quantitative technique	f	Relative frequency (%)	Cumulative relative frequency (%)
Correspondence analysis	1	3,70%	3,70%
Analysis of covariance (ANCOVA)	1	3,70%	7,41%
Linear regression analysis	1	3,70%	11,11%
Logistic regression analysis	2	7,41%	18,52%
Multiple regression analysis	1	3,70%	22,22%
Analysis of variance (ANOVA)	2	7,41%	29,63%
Factor analysis	1	3,70%	33,33%
Confirmatory factor analysis	1	3,70%	37,04%
Exploratory factor analysis	1	3,70%	40,74%

Multivariate analysis	2	7,41%	48,15%
Multivariate analysis of variance (MANOVA)	1	3,70%	51,85%
Descriptive statistics	2	7,41%	59,26%
Cronbach's Alpha test	4	14,81%	74,07%
Non-parametric significance test (PLS-MGA)	1	3,70%	77,78%
Non-parametric test (chi-square)	1	3,70%	81,48%
T-test de Student	4	14,81%	96,30%
Kruskal-Wallis test of Analysis of Variance	1	3,70%	100,00%
Total	27		

Through data exposure, it was possible to see that both the Chronbach Alpha Test and the Student's t-Test were the most commonly used tests in the studied articles, each representing 14.81% of the studies. There are two general classes of significance tests used in research: parametric and non-parametric. Parametric tests are more powerful because their data come from interval and ratio measurements, while non-parametric tests are used to test hypotheses with nominal and ordinal data. Parametric techniques are chosen for testing if their assumptions are met (COOPER; SCHINDLER, 2016). As for the most commonly employed quantitative methods, it is possible to observe that Logistic Regression Analysis, Analysis of Variance (ANOVA), Multivariate Analysis, and Descriptive Statistics were the methods most commonly found in the studied articles, each representing 7.41% of the sample. Despite this, it was possible to see that there was no method with significant application in the studies, with great variability from article to article.

V. Final Considerations

This study aimed to map the quantitative methods employed in research on gender within police organisations. The result was achieved through the synthesis of the main characteristics of the articles derived from the bibliographic research. It was noticeable that a significant portion of the articles did not detail the methodological procedures used. Consequently, the analysis of the techniques used could be hampered in two dimensions: the replication of the research (collection and analysis) and the analysis of the suitability of the method's application.

Through the analysis of the selected bibliographic portfolio, the mapping allowed for the identification of "gender" and "police" as the most frequently used keywords for indexing articles, providing information about the relevant content that makes up the research and its reading perspective. Furthermore, the most commonly used scales in data collection were examined, with the 5-point Likert scale having the greatest representation, appearing in a total of 33.3% of the researched works.

Subsequently, the size and type of the studied samples were examined, and most importantly, what are the quantitative methods employed by preceding research on gender within police organisations. With regard to the most frequently employed qualitative methods, it was possible to discern from the data presentation that Logistic Regression Analysis, Analysis of Variance (ANOVA), Multivariate Analysis, and Descriptive Statistics were the most used by researchers. Moreover, both the Chronbach's Alpha Test and the Student's t-Test were the tests most employed in the studied articles.

Lastly, the present study aimed to contribute to the knowledge and dissemination of the quantitative methods used in the theme of gender within police organisations. Thus, it is recommended that future research could carry out a study with a wider range of national databases, conducting a survey of all articles published in proceedings of major national representation, as well as in scientific journals such as RAE, RAC, RAP, RAUSP, and O&S. This would contribute to an analysis of the panorama of quantitative research methods used within Brazil.

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