

# Colombian National Police: On the Road to Hyperspecialization

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**Abstract:** *The main objective of this article is to analyze the possible existence of Hyperspecialization in the Colombian National Police, through its organic structure and functional capacity, which would suffer from a slowdown in its autogenesis, by not modifying its way of acting against the fact of privileging various specialties of the service that respond to criminal acts and not to the realities of the police service in Colombia; A methodology was used from a descriptive cross-sectional quantitative approach, where a questionnaire approved and validated by scientific experts in doctorate from the experience in Hyperspecialization was applied as an instrument; the population for the study was made up of 1,200 police officers in different categories, who are in the different police academies: Simon Bolívar in the city of Tuluá (Valle del Cauca), Carlos Eugenio Restrepo in the municipality of la Estrella (Antioquia) and Eduardo Cuevas in Villavicencio city, headquarters of the IES National Directorate of Academies, police university in Colombia. Generating as a result that 77.33% of the sample affirm that the Hyperspecialization of the national police occurs in order to best combat crime through a more specialized service.*

**Keywords:** Hyperspecialization; police force; autogenesis; complexity

## 1. Introduction

The Colombian National Police is a national public security institution that provides citizen security services to the resident community in Colombia; likewise, the institution obtains its legal life in article 218 of the Colombian Political Constitution (hereinafter CPC), which defines its functions as follows in the aforementioned article:

"The law will organize the police force. The National Police is a permanent civilian armed force, in charge of the Nation, whose primary purpose is to maintain the necessary conditions for the exercise of public rights and freedoms, and to ensure that the habitants of Colombia live in peace. The law will determine his career, performance and disciplinary regime" (Colombian Political Constitution, 1991, p. 110)

By defining the role of the National Police in the Colombian Magna Carta, the legal development of police functions became possible. The latter were giving a tint of totality, holism to the institution and exclusivity in the work of citizen security. The exclusivity of the police force in Colombia was specifically favored taking into account that the law does not contemplate the creation of other police forces, nor does it give police identity to other State agencies.

Thus, the regulations of the nation, the fundamental basis for the establishment of the service of the police force, and in this compendium of laws and decrees, the autonomy of the police organization to develop its own organic structure is contemplated, thereby facilitating the creation of a series of specialties and citizen services.

This inevitably begins to divide the police institution from the perspective of the police service, which is basically oriented towards assistance close to the citizen; From this perspective, specialties were generated that in one way or another appeared with the intention of dealing with crimes and being more efficient in dealing with citizen causes. Currently, the Colombian National Police has 14 directions, 109 police units

nationwide and coverage in the 1,100 municipalities of the Colombian territory (Colombian National Police, 2019)

Faced with this, the police institution has been specializing the police service according to the crimes that have impacted the population in a customary and changing way, in the same way it has been forced to consider the needs that from the political and governmental sphere They have been considering the entity in order to attend the citizen clamor regarding daily criminal acts and it has been developed by the Colombian National Police (hereinafter PNC) according to the times and in accordance with political, economic and social of the time. (Colombian National Police, 2018).

This level of specialization has been generating a series of correlations and synergies within the National Police, which in most cases present clashes and confrontations that hinder understanding between the members of the institution and limit the results for the citizen. (Dupuy, 2010, p. 7)

On the other hand, that same level of specialization has prevented the uniformed, due to its professional nature, from being able to attend to any police case that may arise in its common work; This is generating important problems regarding the understanding of the PNC service on the streets of the country by citizens, who criticize the fact that they do not receive timely attention from the uniformed personnel, who in some cases hide their lack of intervention in the fact that the situation must be handled by a police specialty. (Dupuy, 2010, p. 11)

It is then this disarticulation present in the service, which is putting the police organization at a disadvantage, vis-à-vis the criminal organizations which see in this police fracture, cracks through which to harm citizens; In this same sense, the population is forced in many cases not to understand the Colombian National Police as a whole, but rather as a fractured institution that is approached in parts and not in an integral way. (Dupuy, 2010, p. 15)

According to how the institution is presented to the community, it is seen, as a series of elements attached to each other in a succession of services that do not give it identity and that are often broken, like police immersed in another. (Llorente, 2008, p. 28). Another phenomenon that currently affects the institution and which should be the object of study, is the institutional structure facing the post-conflict, since at present the same directions that existed in the conflict are preserved, which obviously must be changed, with in order to give modernity and of course a new design framework to the PNC in this new social situation. (Cárdenas and Petro, 2014, p. 151)

The organic structure with which the PNC faced this conflict generated a series of services oriented to the military order, and special groups had to be created that in many cases handled tasks similar to those of the National Army. (Llorente, 2008, p. 22); This forced this armed force, which constitutionally is civil in nature according to article 218 of the CPC (National Constituent Assembly, 1991), to arm itself and confront subversion in a determined manner, abandoning in some cases its constitutional function, sometimes becoming an entity very similar to the military forces.

By inheriting this organic structure, it is making it enforceable and mandatory that it be reformed, in the interest of ending the guerilla war with the FARC-EP, protocolized in the Havana agreements. (High Commissioner for Peace, 2017, p. 221); It is because of the agreements that its old structure must obviously be modified, thereby seeking to preserve the missionary nature of the police institution and, of course, thereby reducing the number of functions inherited from an old form of guerrilla struggle and attention to crime that forced the PNC to hyperspecialize; it is then at that moment of reform where the Colombian National Police has its own emergencies and the capacity to renew itself, to be innovative, flexible and changing can be attributed to it.

In accordance with the foregoing, the PNC must focus its possibilities of self-genesis on the understanding of megatrends such as the overpopulation of cities, the disappearance of polluting energies, the increase in tourism, age and average life, among others. , taking into account that it is these megatrends that dictate the possible north that society will have in the following years worldwide. (Roland Berger Strategy Consultants, 2018), these megatrends show a very different panorama from the current one and are in principle going to be a possible trigger that allows the institution to challenge the future from the possible reorganization and understanding of it as a possible complex system.

The aforementioned shows then that the main problem at present for the PNC institution is its understanding of the context that surrounds it, which is asking whether it is necessary to continue being a fractured entity to deal with crimes from each direction and from each unit that they afflict the community, or if, on the contrary, the institution should be reorganized, reducing structures and generating much more cohesion towards the original police mission; it is then in the environment of the production of knowledge of its elements, which would allow the PNC to permeate and modernize other systems, and to clearly give the possibility of

understanding the institution as a possible complex system, within a meta system that would be Colombian society.

Thus, in this intention of change, analysis from complex thinking and a link to the understanding of the police force based on police science is necessary. Police science is defined as the scientific study of the police as an institution and its processes for the fulfillment of its purposes. (Bulla and Guarín, 2016, p. 53), in addition to the above, it can also be stated that police science is "scientific knowledge applied to the police function, or a set of reflexive, systemic, methodical and objectives that allow the proper and technical exercise of the police function" (Álvarez, 2011)

Within the possible study of the police force raised in the areas of police science, it is very important to question the hyperspecializations that exist in the PNC, which have been the result of the institutional desire aimed at solving crimes that affect the citizen, and not obeying an understanding of the institutional mission, which could currently be fracturing police uniqueness. (Lasierra, 2016, p. 50)

Such a breakdown of the PNC unit could destabilize the way the police corps works and, thanks to this, be creating a possible path of failure. This makes the analysis of the police organization in Colombia and the social implications that the continuity of the present hyperspecialization would have imperative. (Llorente, 1997, p. 35)

It is very important to understand the Colombian National Police as a system, since, from its epistemological definition, this is "an abstraction that simplifies reality and that refers to a set of elements or parts that dynamically interact with each other" (Moriello, 2016), in this sense, the PNC has directions, advisory offices, special operations groups, police departments, and police units, for its daily operation.

This organic structure was designed by the National Police in order to provide a timely and specialized service to citizens, supporting their daily work by offering a multiplicity of services according to the facts presented to the community. (Llorente, 1997, p. 26)

This series of divisions in its structure are integrated in a systematic and continuous way and give it a dynamic tint, which allows the institution in its activity to be understood from a multidisciplinary approach. Within the possibilities that the PNC has of being a complex system, there is the particularity of identifying and equating the institution with a living system which has parts that compose it, and which have permanent interaction, which generates new organisms and allows the exit of others. (Cortés and Parra, 2013, p. 170). These proposed institutional dynamics can be compared in the interaction of small or individual parties (members of the institution), who begin to transfer when they enter the police and disappear when they withdraw.

In the same way, these people, by joining with each other, could act as a kind of molecules (police units, police work teams), which are made up of men and women who, being active members of the police institution, they unite the potential system by integrating the units into a potential

whole, which would give very similar characteristics to the institution of a possible complex system.

Likewise, the police institution is an amalgam of cultures, of knowledge of social integralities, which contribute decisively to the social understanding of the country and its realities, being a huge advantage the fact that, being national, the PNC has members from all parts of the country, from all social backgrounds and from all the collective and ethnic elements of the nation, making it rich in context and in thought (Colombian Military Forces, 2019)

Thus, and in the use of systemic correlations, autogenesis, morphogenesis, morphostasis, sclerosis and dissolution would possibly occur in the PNC (Moriello, 2016), which would lead us to generate an important question, does the National Police organization comply with Colombia with the distinctive features of a complex system ?, this question allows to identify and recognize the elements, characteristics and elements of the PNC and determine if they fit into the elements of a possible complex system.

Against the foregoing, it is important to analyze whether the PNC has the possibility of self-organization, taking into account that it generates its own order, in most cases, since Colombian legislation contemplates the possibility of modification by order of the General Director of the National Police. (Vásquez and Gil-García, 2017). Due to the preliminary, the institution becomes more flexible and rearranges itself according to the circumstances of the environment, which gives it sustainability in the face of the vicissitudes of time, manner and place it faces daily; Given this situation, it is intended to verify that the institution, the Colombian National Police, would behave as a possible complex system, which shows an important component in complexity.

Faced with this possibility, this investigation also seeks to understand how the organization analyzes the behavior of its parts and its components, since it is not positive for the PNC that the directions and police units are understood as possible loose wheels in the attention of crime and of the citizen, but, objectively, it is evident that the PNC is a system with possible emergencies and constraints.

This possibility would show that the police institution could be a single system, single and multiple at the same time (Fernández, 2010, p. 215), which implies a different vision of how the PNC has been understood up to now, since antagonisms appear and similarities, which generate internal struggles to demonstrate superiorities, which must be understood from the complexity and not from false holisms that lead us to misuse of knowledge.

## 2. Method

The proposed methodology is descriptive quantitative, with the process of data collection through a survey of a population of 1,200 active members of the Colombian National Police, which represents 0.75% of the total institutional personnel, who are part of the different specialties and the daily service on the street of the police institution, who are asked about their opinion on the possible

over-specialization of the police force and its consequences, if any, in the police service.

A survey-type instrument articulated by 14 multiple-choice questions was constructed, in which the opinion of the members of the police force, in this case the Colombian National Police, who filled out the instrument, is impartially sought.

This document was validated by 5 experts from various areas of knowledge with a doctorate from the research academy, who in a timely manner contributed to its construction; This volume of information allows us to infer that the sample is valid and shows the thinking of police personnel in the face of the possibility that there is hyperspecialization in the police force, as well as the understanding of the same institution as a system that can be complex.

The data collection and analysis procedure was postulated through a survey that seeks to collect the pertinent information regarding the thinking and understanding of the uniformed personnel about their institution and its development. This instrument is designed and applied to the professional personnel organic from the Simón Bolívar Police academy of the city of Tuluá (Valle del Cauca), Carlos Eugenio Restrepo of the municipality of La Estrella (Antioquia) and Eduardo Cuevas Villavicencio city, headquarters of the IES National Directorate of academies, police university in Colombia.

Thus, the tabulation is also applied in the Bucaramanga Metropolitan Police and in the Valle del Cauca Police Department. Then 1,200 surveys are obtained freely and spontaneously, with 14 questions oriented to the following aspects:

The first two questions seek to characterize those who are going to participate in the study, whether they are active members of the Colombian National Police and indicate what professional level they belong to in the institution.

The third question seeks to identify the seniority in the institution with which the person has, this factor is very important since the longer you have in an organization the greater the knowledge that the person has about the same in every sense, doctrinal, administrative, functional, this is one of the advantages of the Colombian National Police institution, having accumulated experience in its human talent.

Questions 4, 5, 6,7 and 8 seek to determine the current operation of the police organization in Colombia and frame part of their inquiries to determine if there are subdivisions in the institution and what is the sense of establishing them.

Questions 9 to 14 seek to identify if the Colombian National Police is a system, if it can be considered complex, and if hyper-specializations that affect the police service in the cities and fields of the country are identified and what is the feeling of the consulted regarding the way in which solutions to this apparent problem have been proposed.



It is important to highlight that the survey was applied in a virtual, anonymous way, with total freedom, and that it is not influenced by external factors that may distort the results.

### 3. Results

The study shows very important results that can help to understand the current circumstances of the police institution and how the police service is developing in a philosophical and doctrinal way.

Analysis of the data yields the following results:

In the first question we want to characterize the profile of the people who carry out the survey, in this case 99.8% of the respondents are people who currently work in the police institution.

The second question seeks to define the category to which each of the respondents belong within the police organization, thus 6.3% belong to the directive level (from second lieutenant to general), 31.6% are members of the executive level with command (from deputy mayor up to commissioner), 59.5% are troopers (members of the institution's base) and 2.6% are non-uniformed members who work for the National Police.

The third question seeks to know the seniority of the people who fill out the instrument, this in order to validate from the criterion of experience the answers that the people are going to give in the following questions and this will significantly favor its assessment and his stance.

In contrast to this, 11.77% of the interviewees are between 0 and 5 years old, 26.6% between 6 and 10 years old, 33.9% are between 11 and 15 years old, 21.9% between 16 and 20 years of service and 5.9% have more than 21 years of service.

This means that 61.7% of the sample is over 10 years of service, this gives them an important knowledge of the police organization and how it behaves on a daily basis, likewise the contribution of the police is very valuable remaining 38.3% since, being people with less than 10 years of service, they are the ones who can have a more critical and less customary vision of the organization, which undoubtedly contributes and enriches the research.

The fourth question seeks to establish how much knowledge respondents have of the police organization in Colombia and especially about the specialties into which the Colombian National Police is divided.

In this particular case, 1.6% indicate that the National Police is divided between 0 and 5 specialties, although the percentage is very low, it is important to note that part of the population does not know the institutional divisions and apparently does not understand that the police are divided into service specialties.

19.5% of the population affirms that the institution is divided between 6 and 10 specialties, this shows that a part of the population sees the police institution divided in a limited way.

Likewise, 34.7% of the population affirms that the Colombian national police is divided between 11 and 15 specialties and 34.8% of the population affirms that the police organization has more than 15 specialties; Of the responses indicated by the interviewees, there are 14 specialties and 5 advisory offices, that is, there are 19 specialties that are carried out within the national police system.

Against this it is important to note that 69.5% of the surveyed population affirms that the institution has between 11 and more specialties, this denotes that the majority of the uniformed workers who work in the institution do not have an exact knowledge of how the organization is divided, This may be a factor of ignorance of the complexity of the police institution and of the emergencies that arise daily, being a factor of ignorance an element of neglect of the members of the National Police of their organizational environment.

Regarding the question, about which is the most important service that the National Police provides to its citizens, the answer shows an important forcefulness since 76.4% of the research participants affirm that the most important service that is provided to citizens is the National Model of Community Surveillance by Quadrants (MNVCC), that is, the daily service of citizen security that is provided in the streets and fields of Colombia, is identified as a model of police service, approaching the uniformed with citizens on a daily basis.

With the generated response it is evident that the members of the institution recognize the basic work of the National Police, this being the protection of their fellow citizens on the streets in a preventive way, this being a complexity of the system since it is not a holistic service, with a whole, but an integrated service to society where crime prevention is of utmost importance.

11.9% of the surveyed personnel consider that the most important service is that of the Judicial Police, an advisory unit to justice in Colombia, which is in charge of the criminal investigation of crimes, line followed by 7.5% of the other specialties that combat crime, in the same way with 3.3% the service provided in the education of future policemen in police training schools and with only 0.7% the police intelligence service, this low figure shows that in the case From the police institution, intelligence is not seen as a priority, but as a distant specialty that does not participate in the development of the system.

The sixth question for the participants was about where they would like to work if it were in their hands to decide, the results indicate that 44.1% of the respondents wanted to be part of an operational specialty, 27.7% wanted to work in a training school, a 16.2% in an administrative specialty, and only 12% of the participants would like to be in the National Quadrant Community Surveillance Model.

The seventh question is oriented to determine the knowledge that the respondents have about the complexity of the police institution and the reason for its specialization, compared to this 77.33% affirm that the specialization of the national police occurs in order to fight crime in the best way through a more specialized service, that is to say they believe that the

most important thing is the fight against crime and not the basis of criminal phenomena, that is, prevention is not seen as a necessity.

12.8% consider that specialization occurs in order to be timely when an impact crime appears and attend to it with a special group, that is, they believe that the appearance of specialties should occur with each crime that appears, addressing the criminalization as way of developing the police service. 3.6% believe that the specialization of the police service appears due to the citizen clamor that demands more special groups to understand the crime and sees it as a solution to the citizen's problems.

Given these responses, 5.3% of the participants believe that specialties are not necessary since the uniformed personnel can attend any phenomenon from their conception of police professional, which allows us to understand that in a given case, the police officer, due to his professional role, should be able to attend citizen phenomena without the need to be specialized.

The eighth question for the participants was about whether it is in their hands to modify the organic structure of the police, what types of ruptures and emergencies they would propose in order to do better community work, compared to this, 42.7% of the pollsters propose integrating addresses, reduce them and have more people on the streets in the national model of community surveillance by quadrants, this shows the concern of the members of the survey about the number of people who serve the police service on the street, they can also be seeing possible hyperspecialization in the police service, which would be affecting police management.

24.3% of the respondents mentioned that they would integrate directions that have similar functions to make work more effective and not spread efforts, at this point police hyperspecialization would be identified and it would be understood that the complexity within the institution would be blurring.

19.4% of the participants believe that the current structure of the national police is sufficient and do not propose any change, and 9.8% of the participants consider that it is necessary to create more addresses to be highly effective against crime.

In the ninth question, the participants are asked that given the definition that the Colombian National Police is a system since it is "an abstraction that simplifies reality and that refers to a set of elements or parts that dynamically interact with each other", 42.8% consider that if it is for the important and vital amount of interactions between its parts, this is very important since it responds to what is considered a system according to Sancho Carrapini (2018) having as importance the permanent interactions of the same.

It is striking that 27% of those surveyed believe that, if it is a system but that it is fractured by its multiple subdivisions, each towards his side, this means that hyperspecialization appears in an important way in the institution and is considered by the uniformed personnel, this divides the

uniqueness and functionality of the system, which can undoubtedly be an institutional risk.

5.9% of the participants believe that the police institution is not a system, this response draws the attention of the institution, since these people do not see the interactions, dependencies, emergencies, autopoiesis that appear within the framework of the institution. This then shows that, at the doctrinal level, the institution's knowledge on issues such as the one stated in this document must be intensified.

In the tenth question you want to see how the interactions of the National Police system are and if they are flowing efficiently and timely, 41.8% of respondents believe that there is good communication between the National Model of Community Surveillance by Quadrants and the specialties of the National Police taking into account that they are a complement and help each other, there it is shown that the police are a system and that it has the characteristics of being complex since a complex system integrates its parts generating synergy to achieve better operation and solve problems with better results than working individually.

However, 36.3% of those who solve the survey see that the system has problems since there is professional zeal which prevents the information from flowing properly creating some islands that impede the success of the service, this is a symptom of hyperspecialization since this is the way by means of which the knowledge falls to a few and is not multiplied, it is not made transversal and breaks the synaptic interrelations that exist in a system, in this case due to professional zeal.

13.7% of the respondents believe that communication between specialties and MNVCC does not exist given the role of each one, this indicates that specialties are fracturing the National Police system and that interactions are minimal, hence hyperspecialization would be fracturing systemic functioning and turning the police into new forms.

In question 11, the respondents define the National Police as a complex system, since it has the particularity of identifying and equating the institution with a living system, which has parts that compose it and that have permanent interaction, generating new organisms, allowing the exit of others. Given this statement, 51.3% partially agree, 17.5% partially disagree, 15.7 disagree and 15.5% agree, this justifies this article, since there is ignorance of how the National Police can be understood, allowing to delve into the study and allow to prove that the police is a system.

When asked if the police institution is an amalgam of cultures, of knowledge of social integralities, which contribute decisively to the social understanding of the country and its realities, being an enormous advantage the fact that, being a national, the PNC has Members from all parts of the country, from all social backgrounds and from all the collective and ethnic elements of the nation, making it rich in context and in thought, 76.4% of those surveyed believe that it is a strength since it makes it integrated and aware of local, regional and national realities. This percentage of the population understands that the institution is an amalgam of knowledge, of community, of multiculturalism

and of elements that transcend as human beings that are, in view of this, diversity, interpreting that the possibility can flow through communication, comprehensiveness, and systematicity. of a system in the National Police, and the respondents recognize themselves as part of it.

It is also consulted, if before the specialties the institution believes that it is hyperspecialized, to which 48.5% responds that if it is hyperspecialized since there are multiple specialties that fight to attend crime in their own way with a large number of personnel and in some cases several specialties serve the same crime profile, this undoubtedly shows an institutional reality and that is that in many cases there are two or three specialties with the same profile dealing with the same crime, which can impede effectiveness in the police service.

13.8% of the respondents affirm that the institution is hyperspecialized since it has many directions that isolate knowledge, this undoubtedly responds to the criticism of Dr. Edgar Morin (1999) about hyperspecialization since he states:

The progress of knowledge is scattered, disunited due precisely to this specialization that breaks the contexts, the globalities, the complexities. These systems operate the disjunction of the humanities and the sciences, and the separation of the sciences into self-concentrating hyperspecialized disciplines. P. 10

Regarding the question, if they agree with the following expression; Hyperspecialization does not consist of highly specialized knowledge, but rather highly specialized knowledge that is isolated because deep knowledge is created based on the belief that it is possible through the ideal of separation to achieve valuable results, no matter what happens in On the other hand, before this, 42.4% of the respondents believe that this is the present of the National Police and for this reason the structure of the specialties should be changed, reduced and modified, which indicates the possibility of hyperspecialization in the institution.

31.8% of the population participating in the study believe that the institution is divided and could carry significant fracture possibilities in the future. 20.3% of the participants believe that the possible hyperspecialization does not general disadvantages in the institutional development

#### **4. Discussion**

Given this article, it should be noted that the Colombian National Police behaves as a system, given the intercommunications and collaborations that are presented in it, complies with the precepts that in reference indicate that a system is a series of elements that have a / multiple senses / s in the privacy of the system considered in a limited time horizon and can undergo transformations and sudden changes. (Barberouse, 2008, p. 98).

It is very important to point out that it is relevant to understand the institution as a system, since this allows the identification of autogenesis, autopoiesis, emergencies and circumstances that, given the complexity, occur significantly in an organization the size of the Police. National of

Colombia. Likewise, the institution's decision-making can improve as a process by continuing to understand it as a system, even closer to a complex system that in a certain way reinvents itself and changes with circumstances.

In the results of the article, some circumstances are striking that it is important to discuss according to the answers given by the study participants; In principle, it is important to point out that there is a significant lack of knowledge on the part of the uniformed officers of the organic structure of the institution, which can undoubtedly lead to an improvement action in the circumstances in which the institutional functioning is observed in the members. of the institution.

In the discussion it appears that 76.4% of the respondents recognize that the service of the national model of community surveillance by quadrants is the most important of the national police, this given the interaction that this service has with citizens and its fundamental element of presence and prevention of crime in the streets of the country. This being decisive for understanding part of the functioning of the National Police system, since 100% of the institution's uniformed officers have been prepared to attend to this vital service, which is the one most demanded by citizens. Against this point, it is very important to point out that the National Model of Community Surveillance by Quadrants can be understood as the basic police service, which clearly shows that police specialties are important but not vital in the institutional operation.

One of the important observations made to the police force was when the question was asked, if they could choose where to work within the institution, they answered that they don't want to work with the National Model of Community Surveillance by Quadrants, which without any Doubts must be worrisome and shows that the desire of the majority of police officers is to work in institutional specialties and not in the essence of the service, it is understood, then, that the National Model of Community Surveillance by Quadrants is a service that responds in first instance, to the call of the citizen who is being affected by an act or irregular conduct or who is observing illegal behavior in execution or a suspicious attitude. It is the first contact of the citizen with the State in search of the guarantees to which he is entitled, this definition can be understood that the specialized element is not the most important in the police service and that the increase of the same in the police service to discouraged the presence of the uniformed in the model, which would be fracturing the system and weakening the police force.

When the participants point out that the emergence of specialties in the institution is in response to criminal phenomena that are increasingly diverse, it shows that the understanding of specializations in the National Police system, as in other sciences, is given by type of specific situations that arise. This abandons complexity, opens a way for each crime that appears to want to continue specializing the police, unaware that there are specialties that have already dealt with cases related to crimes and that currently two or more specialties end up serving the same criminal phenomenon. Such is the case of the directions that deal with crimes through the judicial police, these end up crossing in



the attention of the cases which affects the police service and the attention to the citizen.

As discussion in the article, hyperspecialization is constituted as an extreme idea, obviously a Technocracy is being built and the division of labor has become a dogma that seems to generate solutions and generates divisions; This brings benefits from a productivity perspective, but also involves great risks for the evolution, innovation and maintenance of the functionality of a system, creating very large emergencies that can end up dividing its complexity. Another critical element that appears in the results is the affirmation that the specialization of the national police occurs in order to best combat crime through a more specialized service. Faced with this, like many of the current systems, the National Police may be falling into the field of ignorance of the comprehensiveness of the complexity that it as a system has, to believe that the most important thing is the crime committed and not its prevention and criminal phenomena that are initiators; This occurs as a result of the hyperspecialization that is putting the National Police system under stress, which as an organization is forced to continue fracturing itself continuously to favor few citizens and not the common ones.

It is pertinent to show that the hyperspecialization of a system such as that of the National Police of Colombia significantly affects one of the aspects that is most valued in an organization that is communication, it is identified that there is professional zeal that prevents information from flowing properly creating some islands that impede the success of the police service.

## 5. Conclusion

It is vital for the organization to determine how it can improve those communicating vessels that directly influence the provision of the service and the citizens' understanding of how this is improved with greater interaction between the parties, the division leads to the disappearance of a system.

Respondents indicate that communication between specialties and MNVCC does not exist given the role of each, which shows that the path of hyperspecialization is given and that fractures of the police system are becoming more present.

It is evident that the police institution in Colombia, believe that multiculturalism and the abundance of knowledge and mixtures of gender, race, region are a bulwark, allowing the system to be integrated with local, regional and national realities.

Hyperspecialization does not consist of highly specialized knowledge, but rather one that is isolated because deep knowledge is created on the basis of the belief that it is possible through the ideal of separation to achieve valuable results, no matter what happens elsewhere. For this reason, the structure of the specialties must be changed, reduced and modified.

The police service must be strengthened, since the system that integrates the organization is showing fractures, and they show a system mismatch that does not allow it to be

recognized as a space where elements of complexity are what allow the strength of the system.

To conclude, there is little recognition of the basic work of the police, the lack of knowledge that several directions do the same thing at the same time, and the communicational fracture that the police institution presents, between seeing that if it is on the road to hyperspecialization, which fractures knowledge and does not allow a correct autopoiesis, since new elements are created, but these are not oriented to maintain the system but to become independent, which puts at risk the general development of the system.

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