

Report assignment

[Linguistics](#), [English](#)



The Engineering Staff Manager, Engineering Company Developing an Organizational Media Policy It is evident that our organization needs to implement a media policy which is relevant and which does not violate the rights of our employees. Such policy will allow our employers in clearly communicating to our employees what does organizational policy literally comprise of. This will not only help in increasing efficiency and productivity but this will also help the employers in protecting the rights of their employees will also save an employer from any potential liability. Though various labor and employment regulations do give employees right to engage in their respected activities regarding their mutual aid as well as protection which includes communicating and coordinating with each other on a regular basis for the basis of their employment and any potential dispute regarding their employment.

However, I have come across a few instances which have raised a matter of concern for me as an employer. Though we as higher management are allowed to prohibit social media for employees during working hours, employees cannot be deterred from using during their break time. Strategies like placing a firewall access for social media sites or any other websites which can harm employee productivity can be used to improve the working measures.

Such strategies will certainly not prove to be an illicit or illegal provision lawful and will certainly not be proved that an employer has conducted unfair labor practice over its policy and in this case, such labor policies should not be very broad and should not be administered in a manner which restricts or violate employee rights.

Before we take any step or implement any policy, we have to be absolutely sure to consult it with our counsel and regulators and have to assess and analyze the use of such strategies. It is a fact that employees feel vulnerable if they perceive that their rights have been restricted by their employers or they are prohibited from certain activities without any elaboration or reason. Due to this reason, we have to implement certain policies and procedures which can implicate privacy issues but also helps us to mitigate any potential threats or risk which looms large over our organization. Such strategy will also help our organization to confirm that we have been able to make organizational media policies in a manner which are unbiased and are also irrational. Rules and policies which are ambiguous or irrelevant should be avoided and must not contain any words or sentences which indicate any sign that the rights of employees have been restricted or any unlawful and unethical strategy has been implemented. However, rules that have been able to clarify and elaborate their purpose should be clearly mentioned and must have adequate influence in this regard.

Organizational media policy must literally form the crux of a company. From my point of view, the idea of implementing such strategy must not be cumbersome and must prove to be a straight forward addition for the company. From a business point of view, we must adhere to protect our company for any adverse scenarios or any potentially damaging situation which can destroy the company's image.

Please do let me or the higher management know for any confusion and try to implement a strategy which can help in placing a productive organizational policy as soon as possible.

Regards

The Manager