

Workplace monitoring

[Business](#), [Management](#)



Module Workplace Monitoring As technology becomes more sophisticated, new areas in which it can be applied are frequently explored (Csiernik 21). One of the areas in which technology has become entrenched is the workplace. In workplace monitoring, employers have found an avenue through which they can exercise more control over employees. Some people argue that provided an employee is not engaging in unacceptable behavior then workplace monitoring should not be of concern unless it is abused. However, I find this notion to be overly apologist. The fact that employers are legally allowed to infringe on the private space of their workers is a reflection of a lack of trust that typifies modern society. Also, who monitors those who do the monitoring? It is hard to imagine that the workplace behavior and activities of senior management are monitored to the degree that their subordinates' are.

In the wider scheme of things, I would argue that unless a company' s area of operations involves processes that are highly sensitive, then it is better to cultivate trust among employees and between employees and management. In this context, I base my premise on the labeling theory championed by Howard Becker. According to Becker, labels and stereotypes are instrumental in creating deviance where none should exist (Repa & Guerin 14). In this paper, workplace monitoring can be viewed as a typecast that generalizes all employees as untrustworthy. Ultimately, some employees will internalize this “ label” and fight it by doing that which monitoring is supposed to negate. Finally, although the methods of workplace monitoring (e. g., video surveillance, background checks, email access and internet logs, phone tapping and phone log recording, etc.) can be used with positive

intentions, their requirements are normally flaunted by employers.

Workplace monitoring, if used, should be limited to improving employee productivity. However, if designed strictly to keep employees on a tight leash then it defeats its rationale.

Works Cited

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