Interner usage at workplace

Technology

Thesis: Internet usage in an organization should be in compliance with the IT policy of the organization. This paper highlights the kind of internet policies that an organization should implement, its benefits and the legal complication involved due to misuse of internet.

Introduction

Internet usage is imperative in every organization due to the vast amount of information and instant communication. Most of the employees do a lot of research on the internet pertaining to their work. Sometimes employees do not utilize this facility in a constructive manner. It is unethically used for entertainment and their personal work. Every organization must have certain IT policy in accordance with the cyber law to prevent the unethical use of internet.

Analysis

Internet is a valuable asset to an organization due to the various benefits associated with it. The concern arises when the employees misuse this facility. " Statistics have revealed that about 30 to 40 percent of the employees surf the internet for non business activity. 37% of the workers constantly surf the web site . 70 % of the internet porn traffic happens during the office hours." [Author not known1, 2005]. Such activities of an employee can be limited by employee surveillance. " Although it helps an employer track down the inappropriate use of internet by their employees, it can also open lawsuits against an employer under state invasion of privacy action." [Towns, 2002]. An employer must always keep his employee informed about surveillance activities in the organization in order to avoid legal complications. " Approximately 90 percent of the organization inform their employee about the surveillance activity. Due to this employees do not

waste their time irrelevantly on the internet."[Hirsh2001].

Organizations should lay down policies for internet usage by their employees. Activities of an employee that poses security threats to company information should be specifically highlighted . " Employees should be restricted from viewing pornographic sites, download of copyright software from the internet without the consent of the publisher and the concerned authority in the organization. They should not present their personal views on the news groups and participate in chain letters. Certain site has to be downloaded because it contains valuable information pertaining to an employee's work. Sometimes websites charge a subscription fee for downloading. Therefore such downloads should be done with the consent of the supervisor." [Author not Known2, 2005]

IT policies should be clearly understood by an employee. " A written consensus by employees on such policies should be attained by the employer so that if an employee misuses the internet then appropriate action can be taken by the employer based on the written agreement signed by the employee." [Bowers, 2005].

" Such policies prevents an employer from getting involved in legal complications due to misuse of internet, maintains the reputation of an organization, damage to IT systems and documents , reduction of IT network traffic in an organization." [Author not Known3, 2005]

Generally an employee is held legally responsible for the misuse of internet rather than an employer. " As per law severe penalty is imposed for the misuse of internet." [Author not known4, 2005]

Conclusion

Internet connectivity is mandatory in every organization. The misuse of

internet in every organization can be curbed by taking proactive approach in implementing policies on its misuse. This not only helps the organization in increasing the productivity however it also helps in maintaining its reputation and avoids legal complication. Hence internet usage in an organization must be in accordance with the IT policies of the organizations.

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