

Ethical and legal issues

Business



Ethical and Legal Issues A policy restricting employee internet use is ethically sound. Employee monitoring has appeared as a requirement, and it is still a controversial issue because of widespread use and complexity of technology. Employees are apprehensive of Code of Conduct compliance and proper employee behavior relative to their industries and other organizations. This is the reason why more and more employers are utilizing monitoring devices to keep track or check the actions of their employees. Most of the employers feel that too much utilization of internet for activities that are not job related while on the job is not beneficial. It is also extremely costly for the employers (Mujtaba, 2003).

It is ethically sound to monitor employee's computer activity. Most of the research done has devoted most of its time in making technological advancements, which create an efficient workplace. These advancements have revolutionized the manner in which work is carried out and the way in which employees can enhance their productivity while at work. However, these advancements have opened new opportunities and avenues for employees to misbehave. The emerging technologies have resulted in the loss of privacy. Technology has made it possible for massive volumes of data to be accessed by businesses and their employees. Employers are concerned with the misuse of information by all stakeholders of the business. Therefore, there is a need for the business to incorporate ethics training and policies in areas where information technology is present (Mujtaba, 2003).

Like the workplace telephones, workplace computers and connections to internet and email systems belong to the employer and not the employee. The company has the power to set standards for the use of the equipment in the company. This is because there is some harm that can occur if there are

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no clear set guidelines on how the equipment should be used. An employee can misuse the company computer systems (inadvertent or advertent). For instance, companies in a quiet period before the issuance of stock are not permitted to communicate certain forms of information. When an employee sends an email, he or she can easily infringe this prohibition and therefore, instigating a company violation of Securities and Exchange Commission rules. This is just one of the harm that can lead to serious problems for the company (Gilbert, 2012).

For the jewelry company, human resource policies be formulated. This is because the policies are continuing guidelines on the approach in which the organization intends to implement in the management of its people. In other words, it is a rule and a direction that guides the organization in accomplishing its objectives. The policies in this case can together bring all the managers in different units towards a common direction. It is important to note that the policies facilitate decision-making, which is fair and juts on all human resource issues in the organization. They also facilitate full actualization of human potential and capital (Deb, 2006). The policies should be in line with the goals of the company. Therefore, proper policies and guidelines will assist the jewel company is solving its issues.

References

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