



“LEGAL & ETHICAL ASPECTS OF WORKPLACE MONITORING OF EMPLOYEES”

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ABSTRACT

This dissertation aims to explore the topic of legal and ethical aspects of workplace monitoring of employees along with the ethical phenomena and problems in account of whole gamut, specially focused on the issues of workplace monitoring. The research magnifies the issues and causes of monitoring the performance of the employees and the reasons for their cyber-loafing. The study also identifies that when and how did the performance of the employees get distracted and the roles of employers and their monitoring methods. This research also enlightens the mismanagement of the managers as they put their self interest ahead over the organization goals and objectives and violates the laws and misuses the power. In the means of research instrument, this paper is carried out the perceptions and feelings of employees and the employers from the surveys and discussions on monitoring in the shape of statement regarding to ethical perception of employees and employers, organization's ethical standards and ethical quotient. The instrument of research, a questionnaire, contained three parts. First part covers the six demographic variables which incorporating the academic qualifications, experience, number of dependents, gender, marital status, and age as the dependent variable. Second and third part seeks to measure on four key points such as privacy, property, accuracy and accessibility for formulating the final findings of results. Results illustrate an increased interest in monitoring because of the recognition of improved handling in the workplace and relevant data is tasted with the available information to comprehend the employees and employers stance about ethics and their perception.

Key words: ethics, employee monitoring, technology, privacy