

Name
Course Number/Section
Instructor
Date/Time

Library Assignment

Eight Articles

Chieh, Carolyn Mei-Sha and Brian H. Kleiner. "How Organizations Manage the Issue of Employee Privacy Today." Management Research News. Volume:26. Issue 2/3/4. March 2003. 82-88. Emerald. 13 Nov. 2005 <<http://www.emerald-library.com/>>

With the advancements made in technology employers have the ability to survey employees through various means. Some of those ways are by monitoring phone calls, computer terminals and electronic and voice mail. Recently, there have been different views on the constitutionality of this surveillance in regard to an employee's right to privacy. This privacy law looks to protect both the interests of the employer and the rights of the employees.

Database Used: Emerald Library
Search Terms Used: Workplace Privacy
Search Method Used: Entered terms and selected to search all fields
Reason for selection: Needed an article to discuss the employer and employee relations and their rights in the workplace.

Cohen, David A. and Melissa A. Silver, Saiber Schlesinger Satz & Goldstein, LLC. "Internet And Email Use In The Workplace: Keeping Tabs On Employee Use Of This Technology." The Metropolitan Corporate Counsel, Inc. October 2005. 32 Lexis Nexis. Philadelphia University, Philadelphia, PA. 13 Nov, 2005. <www.lexis.com>

The recent increase in the use of electronic mail and internet use has caused problems for employers. This is because these activities can be used for personal or unlawful activities. Employees' misuse of these resources causes employers to monitor email and internet activity. However, in doing so employers must be aware that there is a boundary as to how far they can go. They have to review briefly certain federal laws established and review acts such as the Electronic Communications Protection Act.

Database Used: Lexis Nexis
Search Terms Used: Employee Privacy
Search Method Used: Selected the Legal Research Form, clicked Legal News, typed search terms
Reason for selection: Article shows how electronic mail and computer technology has caused new problems for businesses.

David Gibson. "Workplace surveillance is a tough balancing act." Personnel Today. 6 Apr. 2004: 12. ABI/INFORM Global. ProQuest. Philadelphia University, Philadelphia, PA. 13 Nov. 2005 <<http://www.proquest.com/>>

The interests of employers and employees are a tough act to balance. Employees seek the ability to be free from employer's surveillance of them while they are working. However, employers want to be certain that their employees are not misusing the technology available to them or wasting company time. To balance employee and employer interests is considered part of a rights equation in which legislation is created to set up a framework to balance it.

Database Used: ABI/Inform using ProQuest
Search Terms Used: Workers Privacy Rights
Search Method Used: Entered terms in basic search
Reason for selection: Article talks about how the issue of surveillance in the workplace is technical.

George Brandon. "Firms Get More Power to Probe Employee Wrongdoing." KiplingerForecasts.com 27 Apr. 2004: n/a. ABI/INFORM Global. ProQuest. Philadelphia University, Philadelphia, PA. 13 Nov. 2005 <<http://www.proquest.com/>>

The federal Fair and Accurate Credit Transaction Act permits employers to have an outside firm investigate charges against their employees. This act enables them to have some leeway on being able to investigate the employee without worrying so much about protecting the privacy of the accused. This will help protect companies against damages that can occur by not investigating reports of sexual harassment, discrimination, workplace violence, drug use and misconduct.

Database Used: ABI/Inform using ProQuest
Search Terms Used: Workers Privacy Rights
Search Method Used: Entered terms in basic search
Reason for selection: Article gives information on some legal reasoning for allowing employers to monitor their employees.

Jared Sandberg. "Monitoring of Workers Is Boss's Right but Why Not Include Top Brass?" Wall Street Journal [New York, N.Y.] 18 May 2005, Eastern edition: B.1. ABI/INFORM Global. ProQuest. Philadelphia University, Philadelphia, PA. 13 Nov. 2005 <<http://www.proquest.com/>>

Employers have the ability to fire employees for misusing company resources for personal or unlawful activities if they have been found doing so. Workers have been fired for misusing the internet, email and office phones. Senior executives however, are rarely fired for doing such acts. That is because in most companies they are immune from any form of surveillance or monitoring. The question remains, is it right to monitor an employee and to fire them for committing such acts but to exclude top management from being monitored.

Database Used: ABI/Inform using ProQuest
Search Terms Used: Workers Privacy Rights
Search Method Used: Entered terms in basic search

Reason for selection: This article questions the fairness of monitoring employees when the same rules of business conduct don't apply to managers as well.

Lee, Samantha and Brian H. Kleiner. "Electronic Surveillance In the Workplace." Management Research News. Volume:26. Issue 2/3/4. March 2003. 72-81. Emerald. 13 Nov. 2005 <<http://www.emerald-library.com/>>

With the use of computers companies have been able to substantially improve their performance. Through the use of electronic resources, internet and e-mail, communication time has improved and work is done more efficiently. However, with the benefits of technology there also comes down sides. Employees disagree with the employer's ability to monitor their activities during the day through the use of this technology. They claim that this is a violation of their rights to privacy. Employers argue that electronic surveillance prevents employees from committing acts that might find the employer liable and also improves productivity.

Database Used: Emerald Library

Search Terms Used: Workplace Privacy

Search Method Used: Entered terms and selected to search all fields

Reason for selection: Describes the effect electronic mailing and other surveillance technology has on employees.

Liz Hall "Where to draw the line." Personnel Today 1 Jun 2004: 16.

ABI/INFORM Global. ProQuest. Philadelphia University, Philadelphia, PA.

13 Nov. 2005 <<http://www.proquest.com/>>

Employers have a difficult responsibility in that they can be held liable for the actions of their employees. Along with this, they are responsible for employees' productivity and making sure that internal company secrets and information remain inside. As a result employers result to monitoring their employees in an attempt to prevent any misdealing or such activities that is harmful to the company. This monitoring however also puts a great deal of stress among the employees and as a result can make employees: have a lack of involvement, lack of control over tasks, and a fear of job loss.

Database Used: ABI/Inform using ProQuest

Search Terms Used: Employee monitoring

Search Method Used: Entered terms in basic search

Reason for selection: Gives some reasoning for employers to monitor their employees. Questions the limit to which employers can monitor their employees.

"Does Workplace Surveillance Help Security or Does It Go Too Far?" 2005 IOMA

Security Director's Report. August 2005. Lexis Nexis. Philadelphia University,

Philadelphia, PA. 13 Nov, 2005. <www.lexis.com.>

Employees in general desire to be left alone. By monitoring those employees, employers risk hurting a "security culture" in which employees' desire to have their privacy. Surveys done recently have shown that there are different perceptions between employees and employers as to what is acceptable monitoring. Different companies monitor different activities. Companies have been known to monitor and review websites visited, employee emails, video surveillance footage, and the amount of time spent on the computer.

Database Used: Lexis Nexis

Search Terms Used: Employee Privacy

Search Method Used: Selected the Legal Research Form, clicked Legal News, typed search terms

Reason for selection: Discusses the controversial advantages and disadvantages to surveillance in the workplace.

Two Books

Wallace, Patricia. "The Internet in the Workplace: How Technology is Transforming Work." (2004). Publication: Cambridge, New York. WorldCat. Philadelphia University, Philadelphia, PA. <http://www.firstsearch.com/>

Database Used: WorldCAT using FirstSearch

Search Terms Used: Workplace monitoring

Search Method Used: Entered terms, searched by keyword, checked search for books option

Reason for selection: I selected this book because it describes the effect new technology has on the workplace. The workplace is always evolving, and advances in communications (the internet) and computer technology change the work area.

Weckert, John. "Electronic Monitoring in the Workplace: Controversies and Solutions." (2005). Publication: Hershey, PA. WorldCat. Philadelphia University, Philadelphia, PA. <http://www.firstsearch.com/>

Database Used: WorldCAT using FirstSearch

Search Terms Used: Workplace monitoring

Search Method Used: Entered terms, searched by subject, checked search for books option

Reason for selection: I selected this book because it will talk about the ethics of surveillance technology and how it can be abused by managers.