December 28th



TRUST IN THE EYE OF THE BEHOLDER

Gone are the days when an employee could trust his employer and an employer could trust his employee. Where are they now? All gone with the wind of technology and with the hurricane of the self-interest. Here we are in the years which we cannot spend a single minute away under the watchful eye of others. Maybe we cannot find a way to turn the confidence back, but we can take a close look at its both advantages and disadvantages and then we will be able to decide whether we are in sympathy with it or out of sympathy with it. Through the eyes of employers, what are the advantages of employee monitoring and through the eyes of employees, what are the disadvantages of monitoring in the workplace?

There is a race against the clock in the business. Employers have some expectations from their employers: to work hard: to uphold company reputation; to maintain high level of attendance; to work extra hours; develop new skills and update old ones; be honest. In order to preserve their company’s profits and location in the market, employers need to take some measurements. By doing this, they aim to reduce their costs and provide sufficient work. In the past, there was not any opportunity to control their employees unless they had half an eye on them. They, however, are able to solve their problems at a stroke in the wake of the technology. Within the help of technological devices, employers get the opportunity of controlling their business. Employee monitoring can help employers ensure that their employees are behaving appropriately when they were asked to represent the company and it can also help prevent employee theft. Besides, employers can be sure of their employees do not involve something illegal against their company.

The battles lines are drawn in the fight of the monitoring. Reactions of the employees are getting widespread. They think that their privacy is violated. Breaking down employee- employer relation, monitoring at work place hits the lines and the columnist, websites editors and analysis try to inform employees about their rights. In the website of Work Smart, there are a lot of questions raised by workers: Can my employer place covert cameras or microphones in private areas? , Is my employer allowed to monitor my vehicle?, Do I have a right to know what information my employer has collected through monitoring me at work? , I'm concerned about email and Web usage monitoring at my workplace. What should I do? Some of them fears, some of them hesitates, some of them tries to find a camera every nook and cranny and some even hesitates to cough and sneeze. Nearly 88% of the workers in a survey conducted by Forbes reported   that they could not concentrate on their tasks and approximately 70% said that monitoring decreased their job satisfaction From the point of some employees and some authorities , monitoring at work place is something leading workers sentimental confusions.

I am not an employee nor am I employer, but; as a candidate of an employee, I think that to earn money is less important than to lose someone else’s trust because you can earn money if you know the tricks of trade but there is no recipe for earning trust and no tricks of it .In fact, if the truth be told, disadvantages of monitoring employee sweep its advantages away. Never the twain shall meet!

Let’s give technology a ripple of applause for its contributions to business life. Technology has made it easier. It has turned both workers and bosses suspicious. Monitoring employee are marketed the monitoring which has a lot of advantages on the behalf of the employers, such as reducing their costs, providing sufficient work and protecting against illegal activities. Buy one and get one free. It presented a gift which has a lot disadvantages on the behalf of employees, such as dissatisfaction of their job, mental confusions, feelings of social isolation and decrease in performance. No matter who you are, a boss or a worker, no matter by whom you are watched. Do bear in mind that Allah watches over you!

Meral Birinci 265573