

Shanthan Kumar Bine

991447982

1. What are the positive and negative aspects of Andersen's use of the GPS-based system to monitor his drivers and salespeople?

A. The positives and negative aspects of Andersen's use of the GPS – based system to monitor his drivers and salespeople are:

Positive Aspects:

- This GPS system helps Andersen monitor his employee's movements and driving habits, which can help to increase safety on roads and reduce accidents.
- This GPS system helps Andersen keep track of his employee's activities during work hours, ensuring that they are doing what they are supposed to do. This helps improve productivity and reduce wasted time.
- Save company's money by reducing overtime hours. Resulting in cost savings for the company.
- Trash and waste pickup services (TWPS's) was able to improve routes and save fuel, reduce overtime by tracking time and locations of the stops using GPS system, which helped the company save money.

Negative Aspects:

- Some employee's may feel uncomfortable with the monitoring as it is seen as invasion of their privacy.
- Continuous monitoring would make employees feel stressful and hostile like work environment.
- This could reduce job satisfaction and motivation.
- Employees may feel that they are not trusted. Negative attitude towards management.
- This system can be costly to implement and maintain.

2. What advice do you have for Andersen about the use of the system for supervising, evaluating, and compensating his drivers and salespeople?

- A.** My advice to Andersen about the use of the GPS system would be that he should be transparent and clear about the use of the system and its purpose. Address the employee's concerns regarding the mistrust and privacy invasion. He should establish clear policies and guidelines for the use of the system. Explain how the data is collected and used. Set clear guidelines for the system so that it is not misused. Employees feedback and concerns must be taken to the account about the use of the system. Ensure that the system is used fairly without any discrimination and should work consistently across all employees. The system must balance the need for accountability and efficiency with employee privacy and autonomy. The system should be also used to provide feedback to employees, recognizing their success and provide them with incentives and bonuses to keep motivated.

3. As more and more companies turn to IS to help them monitor their employees, what do you anticipate the impact will be on employee privacy? Can anything be done to ensure employee privacy?

- A.** As more and more companies use information systems to monitor their employees, there is a risk that employees may start feeling their privacy is jeopardized. They may worry that their personal activities outside of work are being watched and this can lead to reduced job satisfaction and motivation. It may also Increase stress and anxiety in employees. However employees argue that they have a right to keep an eye on their staff to make sure their working efficiently.

To overcome this issue companies should be transparent with employees about the use of the system and its purpose. They should implement policies and guidelines that clearly say what type of monitoring is done, how data will be collected and used. Limit the monitoring to work- related activities only and avoid monitoring outside of work. Companies should

take consent for their employees before monitoring their activities. Companies should provide security to data to make sure the data is not misused. Additionally, companies should limit the amount of personal information that is collected and stored and make sure that the data is only used for business purposes.