KariAnn Harjo

ITSE 1450

Module 8 Case in Point 1

Advise the client to seek a balance between the utility of the data provided by the software and the privacy concerns of the employees. Suggest implementing the software on a trial basis with voluntary participation and clear communication about its purpose, how data will be used, and the measures in place to protect employee privacy. This would allow for an assessment of the software's effectiveness while considering the Hawthorne effect. If the software is to be adopted more broadly, recommend establishing strict guidelines for data usage, access controls, and perhaps using the data in aggregate form only to address privacy concerns. Emphasize the importance of using the data constructively, for example, to improve the user experience or ergonomic setups, rather than for performance appraisal.