**Name**

**Institution**

**Course**

**Date**

**Monitoring Employee Performance**

Businesses have clear goals and objectives these form the foundation of their existence. According to Oyedeji et al. (2019), to meet these goals and objectives, policies, processes, and systems shall be defined and placed in effect, together with the laws and regulations governing the behavior and restriction of the operations of the members of the association, in order to accomplish the goals and principles with which the company is set up. To this end, members of the company are continuously supervised and put under various levels of oversight to ensure that they conform to the laws and regulations of the organization. Each institution requires some kind of control and supervision mechanism to direct and execute the actions of its participants and to improve their success in their activities within the organization.

Employee tracking and monitoring can be done in various ways and each method shows different results and varies in costs of implementation. A business may conduct video surveillance at work. This helps to ensure employee security as well as protect the assets of the business. However, the employees have to be informed of the policy and the surveillance should be only for legitimate business purposes (Mathis et al. 2010). The cost of implementing tracking programs in businesses is relatively high but the benefits which include prevention of losses and credibility and loyalty of employees are far much more fruitful. Government investigators are allowed to monitor individuals and workplaces to protect national security (Mathis et al. 2010). Employees may be against monitoring if it includes the monitoring of their private lives This can be avoided by restricting the monitoring of employees to only be a workplace affair.

In the organizations I have worked for, video surveillance had been implemented and also monitoring items being brought and taken out of the workplace. Auditing was also conducted to prevent and protect the theft of assets and company information. These mechanisms were very useful for these organizations.

**References**

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