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ENC 2210

November 3, 2024

It is 2024 and technology has made it really easy for companies to monitor everything an employee does. The question is whether it is ethical for companies to monitor their employee's social media. There have been many instances of people being fired because their employers didn't like what they posted on social media. In fact, the top reasons why people were fired was social media, with 28% citing racism, 17% citing workplace conflicts, 16 % citing offensive content, 8 % citing violence, and 5 % citing political content (Conversation). And around "eight percent of young people between the ages of 18 and 24 have lost job opportunities because of what they have posted on social media" (yahoo).

Some arguments supporting social media monitoring say that it gives employers the ability to determine background checks to reduce the risk of hiring a person, "Employers can also utilize social networking sites to gather background information on job applicants and current employees in an inexpensive and timely manner." (Business Ethics). It is a good test if their future hire does not have any evidence of substance abuse and discriminatory comments, aggressive behavior. This would allow for employers to hire the right talent and have better outcomes in their business. Monitoring also helps keep the company's image clean, the employee is an extension of the company and any bad post in their social media can have a negative impact on the company as a whole. In addition to protecting their own image, they have legal reasons to monitor as well, employees can post confidential company information or even post lies about their competitors which could jeopardize the employer.

Arguments against supporting social media monitoring is that people that post on social media do not realize what they are getting themselves into when they post something. For example "Facebook advertises members' photos without asking or compensating members. Those who post photos to social media rarely know this policy or how to prevent them from being used in this way" (Business Ethics). This unrealised use of monitoring can make the workers be less trusting and make them feel surveyed which can reduce the morale of the company. Monitoring is an attack on the privacy of a person's life, as there could easily be misleading information that can prevent people from obtaining or keeping a job. Information used like this could allow employers to discriminate more from different employees, from things like race, gender, lifestyle, religion, medical reasons and politics. In addition a person's morale can also be affected by the monitoring, as they have to worry about giving up part of their personal life in order to appear good for the employer, in fact, "one in four employees admit to changing their social media posts to reflect their values"(Forbes). This ultimately limits workers' ability to express themselves in their own way, as they may feel they will get retaliation if they post a certain way. Even posting something like a joke can be misinterpreted the wrong way and spread all throughout the internet thus ruining the worker's career. Using social media is riskier than socializing since everything a person posts will remain forever and will be used against them, while socializing will not remain public forever and will only be known to a small number of people.

In the end monitoring employees' social media has its pros and cons. Such as easier background checks, easier to get people who share the same values of the company, for legal reasons if the worker does something that damages the company. For the cons, people do not

realize that what they post can be viewed by employers, there is less trust and morale, easier for discrimination, and the employer's ability to express themselves is worse off.

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