Topic 6 Discussion 2

An organization should request a background check before employment for all employees and monitor certain employees' activities. Do you agree or disagree? Justify your response.

Hello Class,

I agree that organizations should request background checks before employment for all employees and monitor certain employees' activities, as this practice can significantly enhance workplace safety and security. Background checks serve as a critical tool for employers to verify the integrity and reliability of potential hires. They can reveal important information such as criminal history, employment verification, and educational qualifications, which helps organizations make informed hiring decisions. According to a report on employment background checks, these checks can prevent negligent hiring lawsuits by ensuring that candidates do not pose a risk to the workplace or its employees (Korolevich, 2020).

Moreover, monitoring certain employees' activities, particularly those in sensitive positions or with access to confidential information, is essential for maintaining organizational security. This practice can help detect potential misconduct or breaches of trust before they escalate into more significant issues. However, it is crucial that such monitoring is conducted transparently and in compliance with legal standards to respect employees' privacy rights. For instance, a well-defined policy that outlines the scope and purpose of monitoring can foster trust and ensure that employees understand the rationale behind these measures (U.S. Equal Employment Opportunity Commission, 2014).

References:

Korolevich, S. (2020, May 7). *HR Best Practices: The 3 Cs of Background Check Policies*. GoodHire. https://www.goodhire.com/blog/hr-best-practices-3-background-check-policies

U.S. Equal Employment Opportunity Commission. (2014, March 11). *Background Checks: What Employers Need to Know | U.S. Equal Employment Opportunity Commission*. Eeoc.gov. https://www.eeoc.gov/laws/guidance/background-checks-what-employers-need-know