

## Case Study

You are the regional manager of a company, and you are planning to install surveillance cameras at each employee's seat in your office with the intention to ensure fair environment and better services.

1. Necessity and justifiability of your intention
2. Grounds of possible objections from employees
3. Suggestions to safeguard interests of both the parties.

## Analysis

CCTV Cameras also referred to as closed-circuit television cameras are used for recording processes in order to allow businesses to lower their costs while protecting their assets.

### Primary reasons for installing a security camera

1. **REDUCE LOSS, THEFT AND VANDALISM**  
As the office and desks would be constantly under surveillance, in case of any theft or case of vandalism the perpetrator can be quickly identified.
2. **ENABLE REMOTE MONITORING AT REAL TIME**  
With real time surveillance we can take charge of any situation in real time hence reduce the risks of any untoward incident happening
1. **IMPROVING WORKPLACE EFFICIENCY**  
We can keep track of how the company resources are being utilized. We can better track issues like inefficient logistics, maintenance activities, overcrowded office space etc.
2. **ENFORCE SECURITY POLICIES**  
If a client is a high security bank whose data, we deal with everyday requires utmost level of security, with the help of these cameras we can assure the customer that his data is safe at all times and in right hands.
3. **STOPPING SEXUAL HARASSMENT CASES**  
Sexual harassment is an ongoing issue and we cannot shy away from the fact that we need to curb this issue to full extend. These cameras will provide employees safer place to work and also ensure any such reprehensible activities are caught in the act.

#### Possible Objections from employees:

1. Breach of privacy as putting them in constant surveillance
2. Who all can access the recordings?
3. Hamper productivity because of constant fear of surveillance

#### Suggestions to safeguard:

1. Utmost care would be taken to resolve any doubts employees will be having.
2. Recordings can only be accessed after proper justifications. Only select few will have access to the recordings.
3. As the recordings would be accessed only after proper approvals there is no need to worry about any breach of privacy hence employees can work with ease.