

Part B – Ethical Debate (Group - 1 hour to complete)

This section is to be completed in a team, with one member of the team submitting the response. Please indicate who the team members are.

Team members: **Gurtaj Singh, Raj Singh, Anexin Wilson**

1. **In groups of three, prepare written arguments both in favour of and against each of the following scenarios. (15 marks) Be prepared to debate these topics in class next week – each team will participate in a debate on one or two of the topics. (10 marks)**

- a) **Should organizations monitor employee's web surfing and e-mail?**

FOR:

- **Security Measures:** Identifies and prevents potential security threats like phishing
- **Productivity:** Monitoring ensures employees focus on work-related tasks, enhancing overall productivity.
- **Liabilities:** Helps protect the organization from legal consequences related to the use of unauthorized software.

AGAINST:

- **Privacy:** Monitoring may infringe on employees' privacy rights, leading to potential legal issues and resentment.
- **Lack of Talent:** Risk of losing out on talent due to lack of trust and discouraging innovation
- **Increased Maintenance:** Cost of monitoring

- b) **Should organizations sell customer information to other companies?**

FOR:

- Free product / Addition Revenue: Selling customer information can be a lucrative source of additional income for the organization.
- Innovation: More data means more innovation, more data to work on
- Targeted Development: Customized products based on the people preferences

AGAINST:

- Privacy Concern: Lack of anonymity, loose out public trust (user does not know whom to trust or no)
- Risk of Monopoly: Abuse of data for political or other business reasons
- Breached Information: Risk of breach by hackers getting their hands on information of users increases.

c) **Should organizations audit employees' computers for unauthorized software or illegally downloaded music/video files?**

FOR:

- License Compliance: auditing ensures all software used is licensed, reducing legal risks associated with software piracy
- Standardization: Ensures a standardized and secure software environment across the organization.
- Implementation Effective Virus Scanning Protocols for Organizational Cybersecurity.

AGAINST:

- Privacy Concerns: Auditing may infringe on employees' privacy rights, leading to a lack of trust within the organization.
- Distrustful Environment: Building trust with employees and fostering a culture of responsible software use may be more beneficial than constant auditing.
- Costs: Implementation and maintenance of auditing systems can be costly and may not always justify the benefits.

- d) **Should employees be permitted to waste company time in pursuit of personal interests? For example, personal texts, online shopping, web surfing.**

FOR:

- Creativity Boosts: Short breaks for personal interests may boost creativity and overall job satisfaction.
- Trustful Environment: Promotes employee well-being by acknowledging the importance of breaks and relaxation.
- Preventive Care: Taking a day off can prevent illness

AGAINST:

- Equality Issues: Some employees might misuse the flexibility, creating inequity within the workplace.
- Disruption: Decreases productivity, quality of work, may create a lack of consistency in workplace norms and expectations.
- Professionalism: Strict time management reinforces a professional work environment, emphasizing the importance of work responsibilities.

- e) **In the IT industry, often employees have 5 days per year in their benefits package for paid sick days. Should employees use a sick day if they are not sick but want to take a day off?**

FOR:

- Personal Satisfaction: Contributes to overall job satisfaction by recognizing the importance of employee well-being.
- Increased Productivity: Employees returning to work refreshed after a day off may lead to increased productivity.
- Reducing Overwork: Allowing non-sick use of sick days can reduce presenteeism, where employees come to work sick and potentially spread illness.

AGAINST:

- Abuse of benefits: Allowing non-sick use of sick days may lead to the abuse of the benefits system and use of sick days for non-sick reasons can negatively impact the team's dynamics and workload distribution.
- Operational Disruptions: Unplanned absences, even for non-sick reasons, can disrupt daily operations and project timelines.
- Workload Inequality: Strict sick day policies ensure fair allocation of resources and prevent potential abuses of the benefit system and overburdening a few individuals while others remain idle.