

IBECC 2023 Executive Summary

School: University of Illinois at Urbana-Champaign; Gies College of Business

Advisor: Tanner Warnick

Topic: “Smile, You’re On Camera!”: A Guide to Ethical Employee Monitoring Software

Our Business Identity: SALE Consulting Firm

Judge Perspective: Assumed to be Board of Directors of Cloud-Dev (hypothetical company)

Name	Year	Major
Samantha Williams	Sophomore	Finance
Aarushi Raizada	Sophomore	Accountancy & Information Systems
Emma Chang	Sophomore	Accountancy & Information Systems
Leighton DuYang	Sophomore	Operations Management

Presentation Outline:

1. Brief Company Overview
2. Legal Context
3. Financial Implications
4. Ethical Standpoint
5. Solution Implementation Plan
6. References

Summary of Argument

The use of surveillance software to monitor employees is becoming increasingly common in today's workplace due to the adoption of remote post-pandemic. Companies are seeking ways to manage their employees remotely. Companies argue that it can improve productivity, enhance security, and ensure compliance with legal and regulatory requirements. However, most employees argue that it can create a negative workplace culture, erode trust and morale, and violate employee privacy.

Cloud-Dev currently utilizes surveillance software that they claim enhances productivity and security by identifying inefficiencies and preventing unauthorized access. However, there is research to suggest that it can lead to a negative workplace culture, decreased morale, and privacy violations. The employees believe that the surveillance software should balance security and productivity concerns with employee privacy and trust. Our team believes that while it is legal for a company to track its employees, there are concerns regarding the ethical impact on the company's employees, and we stand on the argument that employee surveillance is more harmful than helpful if not disclosed in a transparent manner.

In conclusion, we argue that Cloud-Dev should be transparent about their use of surveillance software and ensure that they are balancing their security and productivity concerns with employee privacy and trust. In addition, Cloud-Dev should approach the use of surveillance software with sensitivity and transparency, and ensure that they are balancing their security and productivity concerns with the needs and rights of their employees. Our solution emphasizes transparent disclosure of surveillance procedures to all impacted users as well as discretion in the types of monitoring used.