



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT**

**II YEAR /III SEMESTER**

**Unit II - EHRM**

**Topic 9 - Issues in Employee Privacy**



# EMPLOYEE PRIVACY

- ▶ Employee Privacy is defined as the freedom for employees from unauthorised intrusion from employers.
- ▶ Information Technology Act 2000 & Employee Privacy



# ISSUES IN EMPLOYEE PRIVACY

- ◀ Recruitment & Selection
- ◀ Performance Tracking
- ◀ Privacy Issues of Computerized Employee Records
- ◀ Electronic surveillance
- ◀ Performance Appraisal



# METHODS OF MONITORING EMPLOYEE PRIVACY

- ▶ Telephone call monitoring
- ▶ E-Mail messages
- ▶ Computer monitoring
- ▶ Workplace Privacy Protection



## TAKING CARE OF THE INTERESTS OF ORGANISATION & INDIVIDUALS

- ◀ Adopt a clear policy
- ◀ Monitor only for legitimate reasons
- ◀ Be reasonable
- ◀ Prevent electronic harassment
- ◀ Check internet connections
- ◀ Control of the use of e-Mail
- ◀ Daily record files
- ◀ Appointment of an in-house privacy controller



# EMPLOYEE SURVEYS

Employee Survey is a method used for evaluating the attitudes and opinions of individuals in an organisation.



## ADVANTAGES

- ◀ Meets workforce requirements
- ◀ Identifies leadership effectiveness
- ◀ Re-organisation of benefits and compensation
- ◀ Problem diagnosis
- ◀ Facilitates proper action planning
- ◀ Determines whether employees favour union representation
- ◀ Permits calibration of measurements



**RECAP**

**QUESTIONS???**

**THANK YOU**