

Redefining the Workplace

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Abstract

Over the past decade we have seen the Internet play a major role in the workplace. In the early years there was much debate within the corridors of business about the benefits of the Internet in the workplace - was is it a productivity tool or time waster ?

We will look at some of the risks and issues that organisations have had to face over the last few years and how both the employer and employee have addressed these issues. For example:

- *Personal use of the Internet while at work*
- *Managing the constant threat to security & virus breaches*
- *Privacy, Intellectual property, plagiarism*
- *Harassment*
- *Setting guidelines & Acceptable Use Policies*

However, just when our organisations might be getting on top of managing these issues within the traditional office, along comes a new set of rules related to the workplace. In the global new economy, the Internet has redefined not only when we work, but also where we work. Employees don't need to be in the office to maintain productivity. The next decade will see more and more organisations introducing Teleworking (working from home) and Mobile working (work that is done by a travelling employee using mobile/wireless technology)

Teleworking changes the way staff are managed, as direct supervision of productivity and behaviour is no longer possible.

We will explore further these new risks and issues for both employee and employer and how they differ from the traditional workplace. While there are huge benefits in providing flexibility to employees and cost savings to employers, we will look at some of the following issues:

- *Home computer vs work computer*
- *Health & Safety at home*
- *Using mobile devices – PDA's, WAP phones*
- *Social impacts.*