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Patent Search

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Abstract:

ABSTRACT AN INNOVATIVE HR PRACTICES ON MONITORING EMPLOYEES BEHAVIOUR The use of technology in the workplace has greatly impacted the way human resource practices are implemented. One such innovative HR practice is the monitoring of employees' behavior. This practice involves the use of various technological tools such as tracking software, surveillance cameras, and biometric scanners to gather data on employee behavior. The primary purpose of monitoring employee behavior is to ensure productivity and efficiency in the workplace. By implementing this practice, employers can identify any unproductive or inappropriate behavior among employees. This can include things like time theft, excessive use of personal devices, and inappropriate use of company resources. By identifying and addressing these behaviors, employers can improve productivity and save on costs. Moreover, the use of technology in monitoring employee behavior allows for real-time tracking and analysis. This means employers can quickly identify any issues and take immediate action. For example, if an employee is spending excessive amounts of time on non-work-related websites, their access can be restricted, thus increasing their productivity. Another benefit of this practice is the promotion of a positive work culture. When employees know they are being monitored, they are more likely to adhere to company policies and procedures. This can lead to a more respectful and professional work environment, where employees are held accountable for their actions. However, the implementation of monitoring employee behavior also raises concerns about privacy and trust. It is essential for employers to establish clear communication and guidelines regarding the use of monitoring tools to address these concerns. Employers should also ensure that the data collected is used only for the intended purpose and that employees' privacy is respected. In conclusion, the innovative HR practice of monitoring employee behavior has its advantages and disadvantages; when implemented effectively, it can have a significant impact on productivity, efficiency, and overall work culture. As technology continues to advance, it is essential for companies to stay updated and use these tools responsibly to ensure a positive and productive work environment.

Complete Specification

Description:FORM 2
THE PATENTS ACT,1970
(39 of 1970)

&
THE PATENT RULES, 2003
Complete Specification
(See section10 and rule13)

1. Title of the Invention: AN INNOVATIVE HR PRACTICES ON MONITORING EMPLOYEES BEHAVIOUR

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