

Workplace Privacy, Wrongful Termination, and Worker's Compensation

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Workplace Privacy, Wrongful Termination, and Worker's Compensation

In the workplace, both the workers and the employers must adhere to the set laws of the United States. The chosen topics for further analysis include worker's compensation, wrongful termination, and workplace privacy. To a great extent, wrongful discharge occurs when an associate employee is fired from executing job services for illegal rationales, which may involve a contractual breach or is against federal anti-discrimination policies. On the other hand, workplace privacy is associated with multiple methods of acquiring, managing, and detecting employee databases in the work environment. Lastly, the worker's compensation is insurance coverage that offers medical care or cash benefits for the employees who become ill or are injured directly while performing their job. Workplace privacy, worker's compensation, and wrongful dismissal are essential in business management as they create an atmosphere in which employees and employers should mutually cooperate, respecting the employment laws for the successful existence of a venture. When adhering to these laws, all the business operations run smoothly, resulting in attaining financial objectives, thus increasing productivity. The paper will discuss the abovementioned topics' moral, legal, and business implications.

Workplace Privacy

Legal Issue Analysis from the Employer and the Employee Viewpoint

While employers have claimed to engage in workplace monitoring, such detection is against the law and has legal repercussions. Firstly, the Electronic Communications Privacy Act (ECPA) of 1986 and the federal Wiretap Act prohibit tracking one's confidential and private communications and data (Cabrelli, 2022). The typical privacy grievances include public disclosure of personal figures, portraying an associate in a false light, the use of one's name, and seclusion intrusion. From the workers' perspective, they have the power to consent to whether

their information should be monitored (McLellan, 2017). Under a situation when the consent exception is violated, and the worker information is accessed and exploited, there are legal ramifications envisaged for the company. As a result, on such occasions, the worker can apply for legal assistance.

In a situation when the organization is found liable for the illegal violation, they can heavily compensate the worker and be fined by the government. However, from the employer's perspective, under the business purpose and the employee consent exception, they can track the employee's oral and electronic communications to ensure increased productivity in their companies (Scrima et al., 2021). Employers can pay huge sums of money and have their business license revoked when they illegally monitor and acquire and use worker information (Scrima et al., 2021). The company management should follow the set federal regulations, including the National Labor Relations Act, by not tracking worker databases while executing their employment responsibilities.

Ethical Issues from the Worker and Employer Perspective

Substantially, distributing a worker's private and confidential information is not moral because it can cause personal damage, particularly when the undertaking goes wrong. From the employee viewpoint, the illegal accessibility and utilization of their data may lead to the issue of discrimination. In such a case, workers feel inferior and have lower self-esteem, especially when the private data lands in unintended third parties' hands (Cabrelli, 2022). Another ethical issue from the employee viewpoint concerns the lack of freedom. Due to technological advancements in the workplace, subordinates may fail to balance their personal and work life effectively. The illegal accessibility of one's data has resulted in punishment for social media posts, mainly after complaining about work conditions.

In addition, associates claim that the employees are fired after posting controversial statements upon their information acquisition and utilization without their consent. From the company's senior executives' perception, such workers do not implement workplace privacy, which raises the ethical issue of usability of devices belonging to the organization. To a greater extent, employers check employees' activities on mobile phones and laptops (Tiersky, 2018). Some do not perform their duties effectively and use such devices to communicate negatively against the entity, which destroys its reputation. The employers admit that they control employees' information in work surroundings to ensure they perform the assigned duties effectively without adversely affecting the organization's productivity. However, without the acquisition of one's consent on how to use their information, it can cause extreme harm.

Analysis of the Topic from the Business Perspective

Significantly, companies must conform to data protection laws and observe workplace privacy, mainly when handling employees' sensitive information. For example, a worker may have previous criminal background checks, which he does not want to be revealed to a third party. Therefore, if an associate worker establishes that the company illegally accessed and exploited the database, it can face negative consequences (Scrima et al., 2021). From a business perspective, corporate success is attributed to the trust among the involved individuals. When organizations breach employees' privacy, they make them lose trust in the management. As a result, they start looking for other employers who will respect their workplace confidentiality.

The phenomenon can collapse businesses as they lose a reputable and competent talent pool to their competitors. At the same time, a breach of the workplace confidentiality has legal consequences that can render companies bankrupt due to the fines paid. The workers anchor the business with several clients for the daily operations (Marassi & Collins, 2021). In an instance

the consumers realize the organization is dishonest with its employees, they shift venture transactions to other entities (Tiersky, 2018). The lack of embracing workplace privacy destroys employee confidence, trust, and loyalty, which, in turn, leads to a loss in productivity.

Wrongful Termination

Legal Issues Assessment from the Employee and the Employer Perspective

Concerning wrongful termination, there are various legal issues set by the US anti-discrimination laws, which are punishable. From the employee's viewpoint, they should be issued a notice before being dismissed from their job responsibilities. They face the legal issue of not receiving their salary, particularly when the case favors the company (Haughton, 2017). The workers are eligible to receive an explanation of termination and can proceed to present the case to the labor court. The legal issue of firing can have adverse negative repercussions on the workers. The wrongful discharge of an employee should not occur due to harassment, breach of contract, retaliation, whistleblowing, constructive dismissal, or discrimination (Ezeabaogu et al., 2019). From the employer's perspective, the company faces the lawful stance of suspension and paying legal fees and punitive damages, particularly when presented in the US federal and state courts. As a result, even though they do so to avoid paying employee pensions, they should observe the set rules per the constitution.

Ethical Issues from the Employer and the Worker Viewpoint

From the employee viewpoint, one of the ethical issues surrounding wrongful dismissal is unrealistic and conflicting goals. As a result, they make the company supervisors feel like a person is highly incompetent to proceed to work with the company. An employer can undertake constructive discharge without considering its impact on the worker (Marassi & Collins, 2021).

The employees may seem disloyal to their workers, and the moral issue of unethical accounting results in the wrongful termination.

The community is against any actions that can cause harm to another person. For instance, wrongful discharge affects the subordinates and their family members. From the employer's perspective, the ethical issue they encounter is the severance agreement. The company managers must undertake all the necessary precautions, which involve scrutinizing the moral and legal factors, before making a final decision (Haughton, 2017). Therefore, to soften the blow of dismissal to the worker, both parties sign a treaty clause protecting the worker against raising further grievances of wrongful dismissal. Another fundamental ethical issue the employer encounters is the violation of the employee's rights. When the company finds that the worker did not commit any wrong towards the discharge, it attracts ethical issues, including unfair termination claims against the company management.

The Analysis of the Topic from the Organizational Perspective

The employer has multiple cases of wrongful discharge that will adversely affect the business organization. The external parties and workers did not prefer to continue associating and supporting the company's success. Significantly, there are extreme impacts of wrongful dismissal on entity performance. In most cases, terminated subordinates institute court actions against the employer, particularly when the severance agreement fails in the employment contract arrangement. The retribution in courts causes employers to pay large sums of money to finance litigations (Cabrelli, 2022). The organizations face financial strains due to lawsuits, which impacts their achievement. When the court determines the case in favor of an employee, the employer must pay fines, lost wages, and other punitive damages (Marassi & Collins, 2021). Due to the wrongful termination, employers may lose highly recognized experts. The business

partners may withdraw support when they consider the company incapable of meeting their demands. In addition, the businesses encounter high costs of training replacements, which take elaborate orientation time to understand the venture operations.

Worker's Compensation

Legal Issues Analysis of the Topic from the Employee and the Employer Perspective

In the United States, in situ legal laws regarding worker's compensation advocate for the payment of necessary compensation and remuneration. The worker's compensation laws, including the Merchant Marine Act, the Federal Employment Compensation Act, and the Federal Employability Liability Act, mandate the provision of fixed monetary awards to the victims (Marassi & Collins, 2021). From the employer's viewpoint, litigation is one legal issue experienced due to worker's compensation. The lack of compensation for the disabled or injured workers prompts them to the punishment of paying statutory fines.

The company must employ a lawyer to defend itself while performing its organizational duties. The legal issue of non-compliance with set rules can affect the employer adversely, whereby they may face prosecution for violating human rights (McLellan, 2017). Business owners must acquire insurance for their prospective employees' compensation grievances. Failure to do so attracts penalties, as the companies do not comply with the set constitutional demands. From the employee's perspective, one of the legal issues they face is delayed court rulings on compensation. The workers are required to ensure that they have signed insurance coverage. In situations they fail to have those, they are obligated to pay for the defense lawyer to prosecute their cases.

Ethical Issues from the Worker and Employer Perspective

To a greater extent, one of the ethical issues encountered from the employee viewpoint is health and safety. A given organization may decide not to compensate workers to perform other activities speedily or minimize expenditures. The failure to consider subordinates' safety can result in psychological uncertainties, including a lack of autonomy and job security, leading to work-associated stress. In addition, from the employer's perspective, they might face the moral issue of compensation agreement (McLellan, 2017). They convince the injured human resource personnel to have an alternative dispute resolution, which means they can be paid in installments without filing for legal actions. However, the phenomenon can result in the ethical stance of abuse of the leadership authority. In such a case, the senior executive does not pay the required benefits to the worker to salvage the company from financial woes.

The Analysis of the Topic in the Business Context

In business operations, workers' compensation is a highly essential issue. A healthy pay package indicates recruiting perspectives and arches resources that edge the employers. The employees prefer working with organizations that pay adequately and supply supplementary inducements focused on their well-being (Tiersky, 2018). As a result, they work extra hard to improve the company's productivity. However, failure to have the compensation can result in litigation and payment of legal fees and punitive damages. Most business stakeholders are strong advocates of ensuring health and safety in the workplace. They cease engaging in business undertakings after realizing the employer has no compensation structure.

Recommendations

Firstly, concerning workplace privacy, it is highly recommended that ventures embrace complete management and restricted accessibility for all employee information to forestall confidentiality issues. This can be attained by strictly adhering to data protection rules when

managing private databases, as in compliance with the General Data Protection Regulation (GDPR) act (Haughton, 2017). One way to do succeed in doing so is to embrace direct termination of employees who tend to undertake privacy violations to serve as an example to other subordinates committing such acts. The employer should communicate with the affected personnel early enough to avoid legal measures if the issue arises.

Secondly, with the issue of wrongful termination, it is advisable to apply much-required integrity and investigation to ensure proper discharge. Another recommendation is having contract arrangement compliance, stated by the company when affecting discharge (Tiersky, 2018). The best strategy to evade such dismissals is to conduct a thorough analysis before making important choices. When the wrongful termination arises, a person of higher authority should appraise the worker before taking further action.

Finally, regarding the workers' compensation, it is recommended that the companies have feasible compensation management groups to assess the pay packages to ensure they match market standards. The challenge can be prohibited by ensuring employers have a functional payment structure to mend the compensations (McLellan, 2017). If a worker's compensation situation sprouts, there should be effective communication of the delay by the company's human resource manager to the affected individuals.

Summary and Conclusion

Conclusively, wrongful termination, workers' compensation, and workplace privacy have equal ramifications for the employers and the subordinates on their careers and performance objectives. In the workplace, employees can undergo extensive difficulties due to such problems. However, the organizations face legal issues, including statutory punishments, such as paying fees and punitive damages. In addition, employers encounter ethical issues, such as loss of trust

from their workers, which plugs their company into poor performance. It is recommended to have in situ disciplinary measures when issues arise.

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