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Impact of Surveillance at Workplace Behavior of Non- Managerial Employees in a Reputed Garment Factory in Sri Lanka

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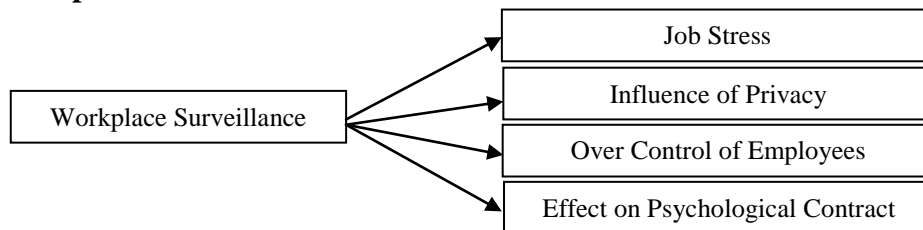
Area of the Study

Surveillance is an important factor to determine the employee job dissatisfaction. This study is to discuss the impact of surveillance at workplace on job performance of non- managerial employees in a reputed garment factory in Sri Lanka.

Problem

Many researches can be found relevant to workplace surveillance which have mentioned about surveillance, surveillance methods, its impacts and issues¹. And also many researchers have found the impact of the workplace surveillance on employee privacy²⁻³. Considering above researches, this study analyzes how workplace surveillance influence the employee job dissatisfaction in a reputed garment factory in Sri Lanka.

Conceptual Framework



Hypotheses

- H1: There is a significant relationship between workplace surveillance and privacy of non-managerial employees in a reputed garment factory in Sri Lanka.
- H1: There is a significant relationship between workplace surveillance and feeling of over control of non-managerial employees in a reputed garment factory in Sri Lanka.
- H1: There is a significant relationship between workplace surveillance and job stress of non-managerial employees in a reputed garment factory in Sri Lanka.
- H1: There is a significant relationship between workplace surveillance and psychological contract of non-managerial employees in a reputed garment factory in Sri Lanka.

Method

The data were collected from a randomly selected sample of 100 non-managerial employees in a reputed garment industry by administrating a structured questionnaire, which consisted of 30 questions/statements with 5 point scale. The data analysis includes univariate and bivariate analysis.

Reliability

Table 01: Reliability of the Instruments

Variable	Reliability	
	Alpha value	No of items
Workplace Surveillance	0.718	10
Privacy	0.716	3
Feeling of over control	0.797	5
Stress	0.740	6
Psychological contract	0.710	3

Data Analysis

Table 02: Descriptive Statistics

independent variables	Minimum	Maximum	Mean	St. Deviation
Workplace surveillance	2.50	5.00	4.1029	.46664
Privacy	2.80	5.00	4.0074	.46952
Feeling of over control	2.67	4.00	4.1152	1.53130
Stress	2.50	5.00	3.8580	.40493
Psychological contracts	3.00	4.75	3.9074	.29959

Table 03: Correlation Results

Privacy	Pearson correlation	0.780
	Sig. (2 – tailed)	0.000
Feeling of over control	Pearson correlation	0.563
	Sig. (2 – tailed)	0.000
Job stress	Pearson correlation	0.751
	Sig. (2 – tailed)	0.030
Psychological contract	Pearson correlation	0.813
	Sig. (2 – tailed)	0.001

Findings

1. There is a significant positive relationship between workplace surveillance and privacy.
2. There is a significant positive relationship between workplace surveillance and feeling of over control.
3. There is a significant positive relationship between workplace surveillance and job stress.
4. There is a significant positive relationship between workplace surveillance and privacy psychological contract.

Conclusion

It is concluded that when the surveillance become strict employees resist that. Therefore the results of the study concluded that surveillance impact negatively towards job dissatisfaction of non - managerial employees in the selected garment factory. However every organization has to follow surveillance methods to maintain their discipline and finally achieve their goals and objectives.

Note

1. Botan, H & Vorvoreanu, M 2001, 'Examining electronic surveillance in the workplace', *Brief Overview of Surveillance*, pp. 1-28.
2. Al-Rjoub, H, Qawasmeh, S & Zabian, A 2008, 'Electronic Monitoring: The Employees Point of view', *Journal of Social Sciences*, pp. 189-195.
3. Watt, JR 2009, 'Electronic workplace surveillance and employee privacy: A comparative analysis of privacy protection in Australia and the United States', pp. 1-176.



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