



GUJARAT TECHNOLOGICAL UNIVERSITY

(Established by Government of Gujarat under Gujarat Act No. : 20 of 2007)

ગુજરાત ટેકનોલોજીકલ યુનિવર્સિટી

(ગુજરાત સરકારના ગુજરાત અધિનિયમ ક્રમાંક : ૨૦/૨૦૦૭ દ્વારા સ્થાપિત)

Accredited with A++ Grade by NAAC

Abstract of the Thesis



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Faculty: MANAGEMENT

Discipline/Branch: MANAGEMENT

Title of the Thesis: A STUDY ON IMPACT OF
ELECTRONIC MONITORING ON EMPLOYEES
PERFORMANCE IN IT INDUSTRY

Abstract

Content of the
abstract Research
Problem
Methodology followed
for research Outcome
of the research
Application

This study examines the impact of electronic employee monitoring on performance and organizational commitment in the IT sector. The research problem focuses on balancing organizational requirements for productivity, security, and accountability with employees' concerns regarding privacy and autonomy. The study aims to evaluate the impact of electronic monitoring on employee performance, examine employee perceptions of monitoring, compare preferred and implemented monitoring modes, identify reasons behind monitoring practices, and provide recommendations for a balanced monitoring approach. A cross-sectional descriptive research design with retrospective self-assessment was adopted. Primary data were collected from 400 IT employees across major cities of Gujarat using a structured questionnaire comprising demographic, binary, and Likert-scale questions, with respondents selected through snowball and judgmental sampling techniques. Statistical tools such as the Kruskal–Wallis Test, Mann–Whitney U Test, Chi-Square Test, and Canonical Correlation Analysis were employed to achieve the research objectives. The findings indicate that monitoring practices can negatively influence employee performance and trust when perceived as intrusive. However, transparency, fair policies, employee participation, and constructive use of monitoring data contribute to greater acceptance and effectiveness. The study recommends an ethical and balanced approach to electronic monitoring that enhances both organizational effectiveness and employee well-being.



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This PhD Thesis will help in

OR

This PhD Thesis would be useful for

1. The study will be useful for managers, HR professionals, policymakers, and IT organizations in designing effective monitoring policies.
2. It will help employees foster a positive and balanced approach toward workplace monitoring and will encourage employees to view monitoring as a supportive organizational tool rather than solely as a mechanism of control.
3. It will also serve as a valuable reference for researchers and academicians conducting future studies on workplace monitoring and employee performance.

List of Publication(s): 1) REVIEW PAPER ON MANAGING MONITORING & MORALITY
Kutap, International peer reviewed, UGC Care Enlisted
(ISSN 2582-5356) Issue 8, January-June, 2023

DIGITAL OVERSIGHT: THE RISE OF AI IN TRANSFORMING EMPLOYEE
PERFORMANCE MONITORING

IPE Journal of Management: Double-Blind, Peer Reviewed, UGC CARE Listed Journal
ISSN 2249-9040, IF=7.138, Vol-14, No-2, January - June: 2024

- 3) PRACTICE VS PERCEPTION: CONTRASTING ORGANISATIONAL APPROACHES WITH EMPLOYEE-CENTRIC PERSPECTIVE ON PERFORMANCE MONITORING AND ITS IMPACT ON PRODUCTIVITY
Humanities and Social Science Studies : Peer Reviewed, Bilingual, Biannual, Multi-disciplinary, UGC Care Approved Journal
ISSN 2319-829X, IF=7.28, Vol. 13, Issue 1, No. 7, January - June : 2024

(*not beyond two page)