Fair Workplace Regulation of Internet Usage

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Abstract

Procedures for administering internet usage policy guidelines were investigated using a policy capturing method. 320 participants reported their satisfaction with, and perceived fairness of, model internet usage policies. Embedded in the policy statements were dichotomous variations on six independent variables derived from the social justice literature. People responded more favorably to policies that were given in a tangible paper form instead of remotely on a computer, were monitored remotely by a disinterested party as opposed to a direct supervisor, did not require immediate dismissal for breaches, and were conducted within a company culture with relaxed attitudes toward policy compliance. In addition, moderation analysis suggested that enforcement severity or strict compliance culture focused attention on the policy characteristics. The findings are of practical importance to firms considering how to manage internet access at work in fair and palatable fashion.

Keywords: Internet, justice, fairness, electronic monitoring

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**DOI:10.6126/APMR.2014.19.1.06