


# Chapter 3


## Privacy in the Digital Workplace: Reforming Data Protection Law for Monitoring and HRIS

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### ABSTRACT

*The digital transformation of contemporary workplaces has accelerated the integration of advanced monitoring technologies and Human Resource Information Systems (HRIS), reshaping how organizations manage performance, administer HR functions, and ensure operational efficiency. While these systems offer unprecedented opportunities for data-driven decision-making, they also raise significant concerns about employee privacy, autonomy, and fairness. This chapter examines the evolution of employee privacy in relation to technological change, the development and limitations of existing data protection laws, and the growing ethical risks associated with algorithmic surveillance and biometric data collection. It argues that*

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*current legal frameworks are inadequate for addressing the complexities of digital monitoring and calls for comprehensive reforms that prioritize proportionality, transparency, and employee agency. This chapter provides governance strategies, organizational best practices, and future directions for safeguarding privacy in the digital workplace.*

## **INTRODUCTION**

The rate of the digitalization of the work has increased significantly in the last twenty years, changing the organization setting, the ways of managing it, and the character of employment relationships. Advanced Human Resource Information Systems (HRIS) and AI-driven analytics are just some of the technologies that have offered employers potent recruitment, performance, attendance, security, and engagement management. The emergence of remote and hybrid working systems that have developed in the wake of global disruptors, such as the COVID-19 pandemic has further escalated the usage of digital monitoring technologies, including keystroke loggers, productivity trackers, biometric authentication platforms, and real-time analytics platforms (Moore, 2022). These tools were initially specialized and have now been incorporated into the normal operations of the workplace. Although these systems bring certain benefits to the organizations, increasing their productivity, bringing transparency to the workflow, and providing cost-effectiveness, they also put the traditional limits of privacy and autonomy into question.

The most controversial issue concerning the use of data within a data-intensive workplace is the question of the protection of employee privacy. In the past, the privacy rules presupposed a distinct division of work and personal life with the little monitoring except the attendance and direct supervision. Nonetheless, new technologies allow tracking the behaviors and emotions of employees, communication patterns, and even physiological indicators in real-time and granularly (Ball, 2021) (Mohit Yadav & Rangnekar, 2016). This change has questioned traditional beliefs of consent, surveillance and power imbalance in the employment relationship. In addition to this, the growth of online data traffic through cloud infrastructure and 3rd-party providers have created new vulnerabilities such as unauthorized access to data, algorithmic discrimination, and improper secondary use of employee data.

Current privacy protection laws, including the European General Data Protection Regulation (GDPR) and other national privacy laws, are trying to mitigate these issues but tend to be technologically outdated (Bennett and Raab, 2020). Numerous of these laws were designed in the consumer-facing context, and are hard to implement in the workplace, where consent is complicated by hierarchical power relationships. The chapter holds that the modern data protection legislation should

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