

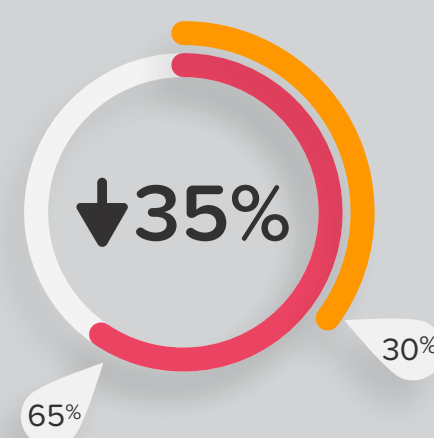
# Then and Now

## from Email Monitoring to Cloud Collaboration

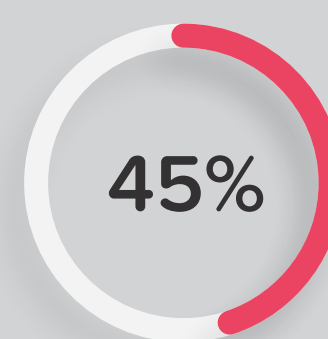
### Electronic Media Usage

Now that employers have had ten more years to become familiar with mobile technology and social media, they seem to be easing up on previously strict electronic media policies and surveillance practices. With the expansion of mobile internet networks, employees have new routes for accessing the Internet, rendering many of the blocking programs ineffective in controlling Internet use. But these results also revealed that, while HR may have loosened up, employees may still be skeptical of their electronic independence on work computers or corporate wi-fi channels.

Site blocking technology is on its way out.

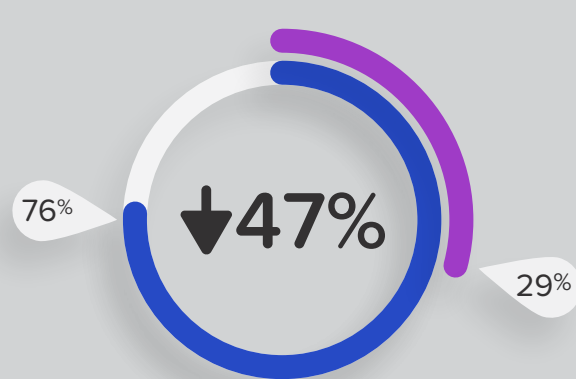


In 2006, nearly two out of three of companies **used technology to block connections to banned websites**. Today, fewer than one out of three HR professionals and members of management told us they do this.



However, nearly half of all employees who are not members of HR or management **believe their companies block certain website connections**.

○ 2006 ○ 2016



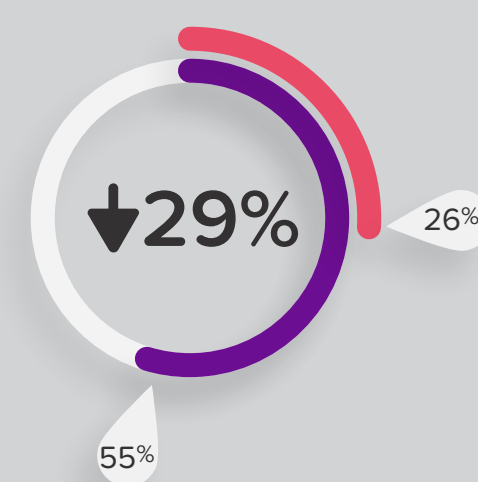
In 2006, more than three out of four employers said **they monitored employees' website connections instead of blocking them**. Today, just over one out of four members of HR and management reported they still do this.

Fewer employers use site monitoring.



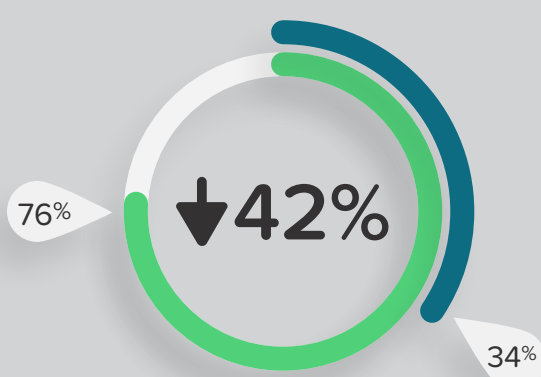
○ 2006 ○ 2016

E-mail monitoring is way down.



Ten years ago, over half of employers said **they monitored employee e-mails**. Today, that number is cut in half, with only 26 percent of HR and management reporting that they keep an eye on employee emails.

○ 2006 ○ 2016



Ten years ago, employers **thought that it was important to regulate e-mail usage**—76 percent said their organizations had e-mail usage and content policies. Today, that number has decreased by more than half, with only 34 percent of companies reporting they have such policies.

E-mail regulation policies have relaxed.



○ 2006 ○ 2016

#### bamboohr | ABOUT THE INFOGRAPHIC

The June 2016 study collected responses from 1,049 professionals over the age of 18 who are employed by companies of more than 50 employees. This research was generated by BambooHR. 2006 data came from surveys conducted by the American Management Association, Gensler, the Anxiety and Depression Association of America, and the Northwest Territories Bureau of Statistics.

Satisfaction & Engagement: Northwest Territory Bureau of Statistics—[http://www.hr.gov.nt.ca/sites/default/files/2006\\_employee\\_survey.pdf](http://www.hr.gov.nt.ca/sites/default/files/2006_employee_survey.pdf)

Workplace Violence: Bureau of Labor Statistics—<http://www.bls.gov/iif/oshwc/osnr0026.pdf>, <http://www.bls.gov/iif/oshwc/osch0033.pdf>

Electronic Media Usage: American Management Association—<http://www.amanet.org/news/1452.aspx>

Workplace Environment: Gensler—<http://www.gensler.com/design-thinking/research/the-2006-us-workplace-survey>

Workplace Stress & Anxiety: Anxiety and Depression Association of America—<http://www.adaa.org/workplace-stress-anxiety-disorders-survey>