

## Sample MLA page: Research paper

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## Online Monitoring:

## A Threat to Employee Privacy in the Wired Workplace

Company policies on Internet usage have become as common as policies regarding vacation days or sexual harassment. A 2005 study by the American Management Association and ePolicy Institute found that 76% of companies monitor employees' use of the Web, and the number of companies that block employees' access to certain Web sites has increased 27% since 2001 (1). Unlike other company rules, however, Internet usage policies raise questions about rights in the workplace. Although companies often have legitimate concerns that lead them to monitor employees' Internet usage, the benefits of electronic surveillance are outweighed by its costs to employees' privacy and autonomy.

While surveillance of employees is not new, electronic surveillance allows employers to monitor workers with unprecedented efficiency. In *The Naked Employee*, Frederick Lane describes offline ways in which employers have been permitted to intrude on employees' privacy for decades. The difference, Lane argues, between the old methods and electronic surveillance involves quantity:

Technology makes it possible for employers to gather enormous amounts of data about employees. . . . And the trends that drive technology—faster, smaller, cheaper—make it possible for larger and larger numbers of employers to gather ever-greater amounts of personal data. (3-4)

**1** Source provides background information. **2** Debatable thesis. **3** Signal phrase introduces quotation. **4** Long quotation indented 1" (10 spaces); quotation marks omitted. **5** Page number in parentheses after final period.

(Annotations indicate **MLA-style formatting** and **effective writing**.)