Why Employees Prefer to Be Tracked by Machines Rather Than Humans

The researchers conducted five experiments that solicited participants' reaction to various aspects of having their work activity tracked and analyzed. The participants were told that they had the option of being monitored by machines or by humans. The results showed that participants were more likely to comply with the monitoring requirements if the data was analyzed by machines rather than by humans.

For example, in one experiment, participants were given a task and were asked to complete it as quickly as possible. They were then given the option of being tracked by machines or by a human supervisor. The participants who were tracked by machines were more likely to complete the task on time than those who were tracked by humans.

The researchers suggest that this preference for machine tracking over human tracking is due to the perceived lack of judgment and personal interaction associated with machines. Participants may feel more comfortable sharing their data with a machine because they don't have to worry about the machine making value judgments about their performance. Additionally, participants may feel that machines are less likely to be biased in their evaluations of performance.

In another experiment, participants were given a list of tasks to complete during the day. They were asked to report how much time they spent on each task. The participants who were tracked by machines were more likely to report spending the recommended amount of time on each task than those who were tracked by humans.

The researchers also conducted a survey of employees to determine their preference for machine tracking over human tracking. The survey found that employees were more likely to accept tracking, and may even welcome it, if the data that's gathered is analyzed by technology instead of humans. The researchers say people tend to perceive technological tracking as less invasive and more objective than human tracking.

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The researchers say that companies should consider using technological tracking rather than human tracking when monitoring remote employees. They note that technological tracking can be more objective and less invasive than human tracking, which can help to improve employee engagement and satisfaction.

The researchers also suggest that companies should consider using technological tracking to help employees better manage their time and productivity. They note that technological tracking can provide employees with feedback on how they are spending their time, which can help them to identify areas for improvement.

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