

Employers & Facebook

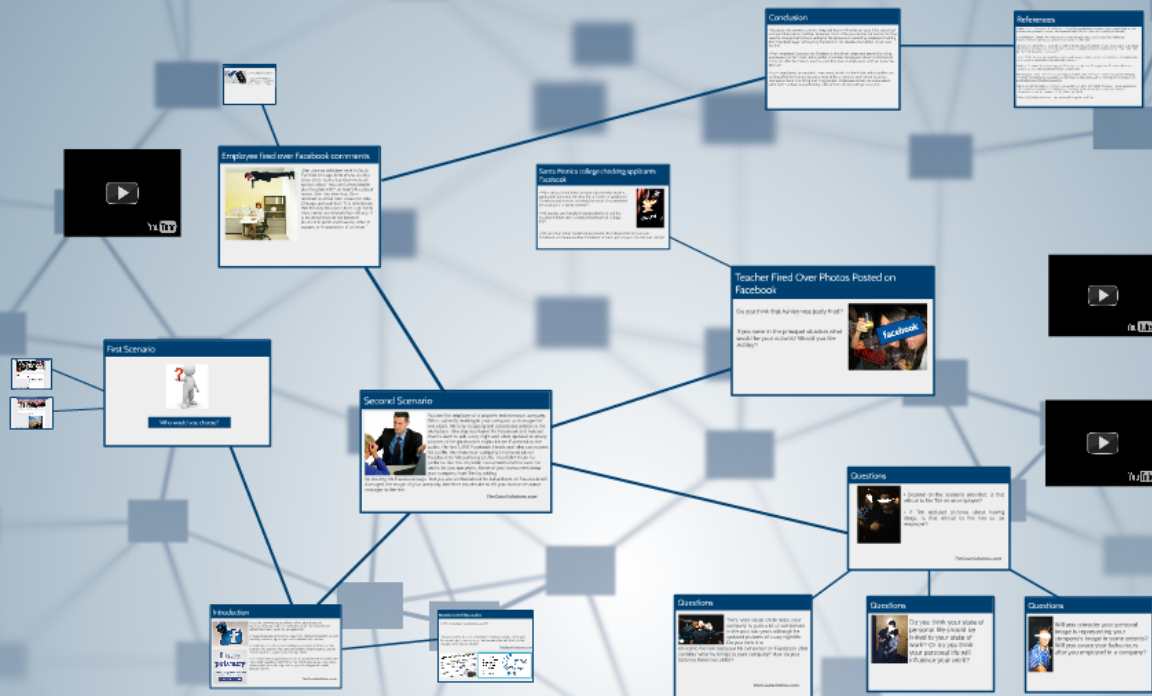
You've Been Tagged! (Then Again, Maybe Not):

TheCaseSolutions.com

Employers & Facebook

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Introduction



- Not only can firms use social networking sites to present organizational information to interested parties, but also perhaps gather information regarding job applicants.
- Facebook pages can provide a wealth of information beyond, or even possibly contradicting, an applicant's submitted documents.
- Companies can ask current employees to report on friends or hire students who are from the same university in order to gain access to the job applicant's page (Brandenberg, 2008).
- At the forefront of legal concerns are the requirements set forth in the Fair Credit Reporting Act (FCRA). The FCRA requires job candidates' consent prior to conducting certain types of background checks (Zeidner, 2007).



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Questions for Discussion

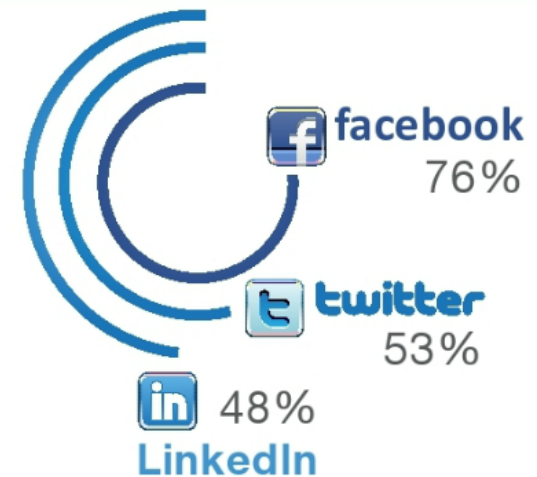
1. Who here has Facebook account?

2. If your current boss or perspective employer would screen your Facebook right now would you feel comfortable with that? is that because of photos or status?

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During the hiring process, which social networks do you use to screen candidates?





Sally Smith

Update Info

View Activity Log

Timeline

About

Photos

Friends

More

Recent

2014

Born

RECENT ACTIVITY



Sally Smith added The Conjuring to movies she's watched.

Sally changed her Residence.

English (US) · Privacy · Terms · Cookies · Advertising · More · Facebook © 2014

Status Photo / Video Life Event

What's on your mind?



Sally Smith

Just now · Public

OMG I HATE MY BOSS SHE IS THE BIGGEST B**CH!!! I HAVE THE WORST JOB EVA! DOES ANYONE KNOW ANYONE HIRING?!?!?!?

Like · Comment · Share



Write a comment...

Press Enter to post.



Sally Smith

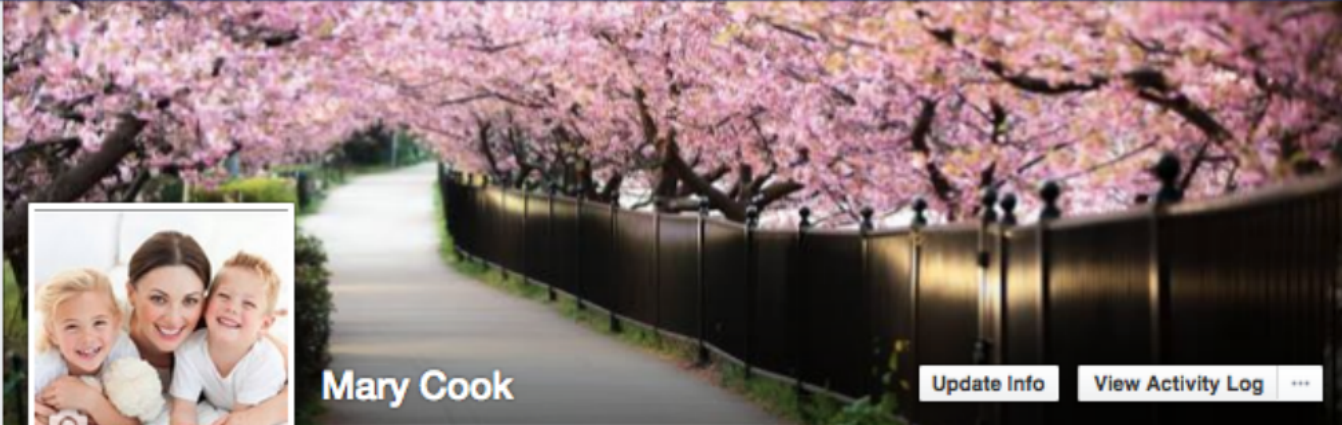
1 min · Public

somebody please save me from this hangover!!!!!!

Like · Comment · Share



Write a comment...



Born



Mary Cook

Update Info

View Activity Log



Timeline

About

Photos

Friends

More

RECENT ACTIVITY

Mary changed her Residence.

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Photo / Video



Life Event

What's on your mind?



Mary Cook

Just now · 2

Had the best day. Check out those views!



Second Scenario

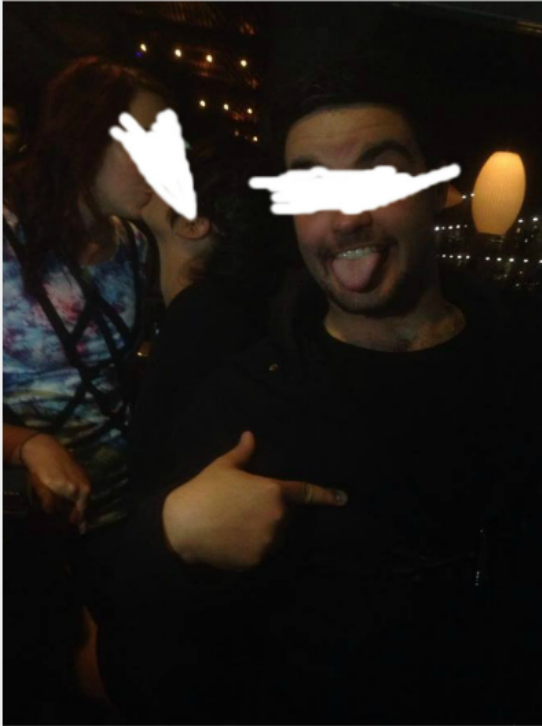


You are the employer of a property maintenance company. Tim is currently working in your company as manager for two years. He is an outgoing and passionate person in the workplace. One day you found his Facebook and noticed that he went to pub every night and often updated so many pictures of he got drunk in night club on Facebook to the public. He has 1,000 Facebook friends and who can access his profile. He wrote your company's name as job on Facebook for his personal profile. You didn't know he performs like this on public social media before even he works for you two years. Some of your consumers know your company from Tim by adding

by viewing his Facebook page. But you are worried about his behaviours on Facebook will damaged the image of your company, therefore you decide to tell your human resource manager to fire him.

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Questions



- Depend on the scenario provided, is that ethical to fire Tim as an employer?
- If Tim updated pictures about having drugs, is that ethical to fire him as an employer?

Questions



Tim's wide social circle helps your company to gain a lot of consumers in the past two years although he updated pictures of crazy nightlife. Do you think it is

ethical to fire him because his behaviour on Facebook after consider what he brings to your company? How do you balance these two sides?