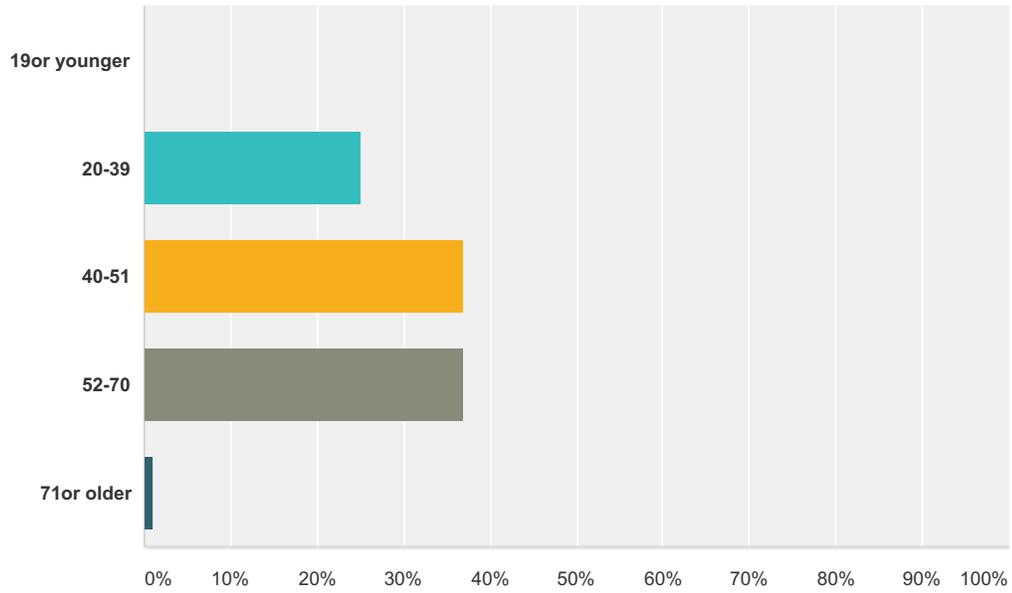


Q1 What is your age?

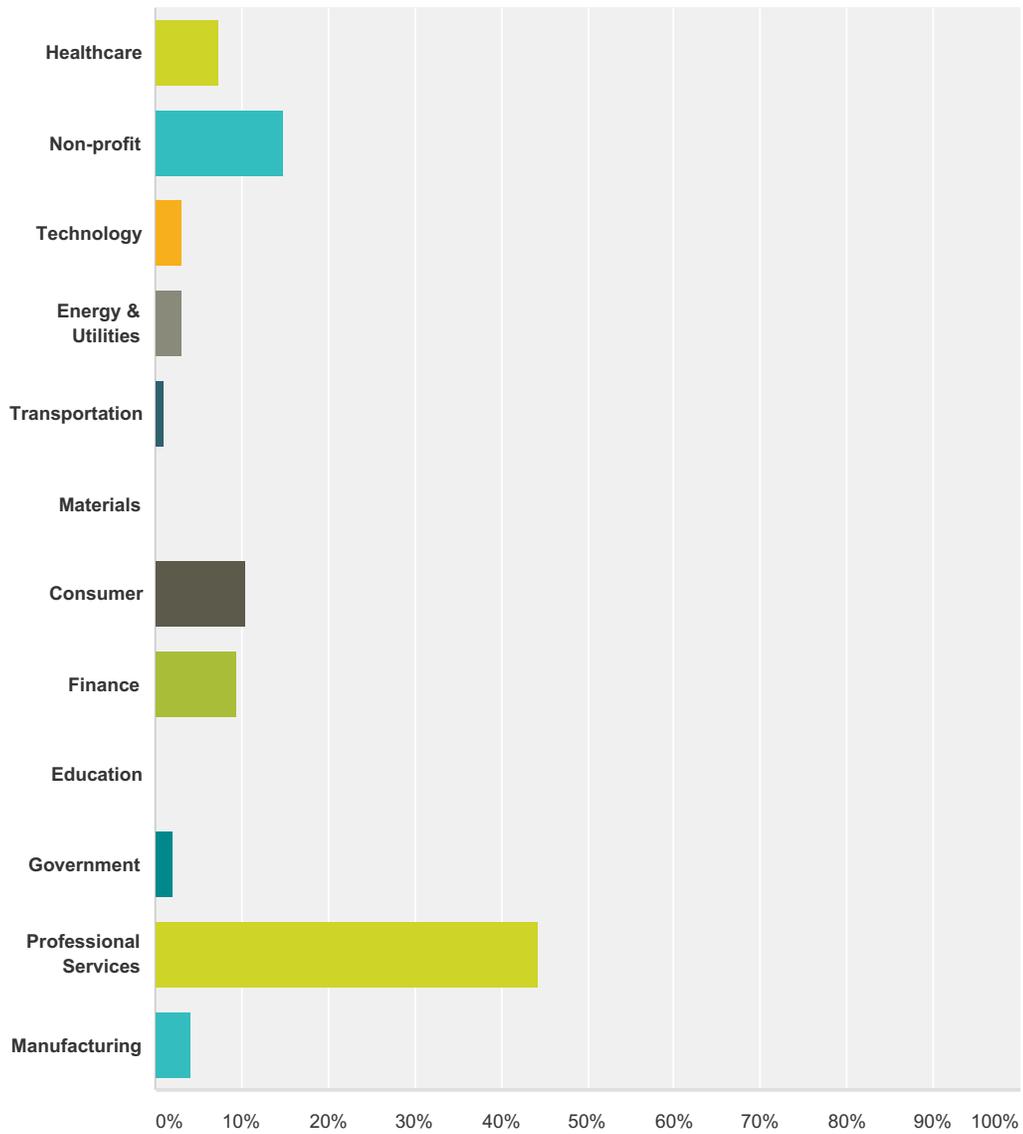
Answered: 100 Skipped: 0



Answer Choices	Responses
19 or younger	0.00% 0
20-39	25.00% 25
40-51	37.00% 37
52-70	37.00% 37
71 or older	1.00% 1
Total	100

Q2 What industry does your company belong to?

Answered: 95 Skipped: 5



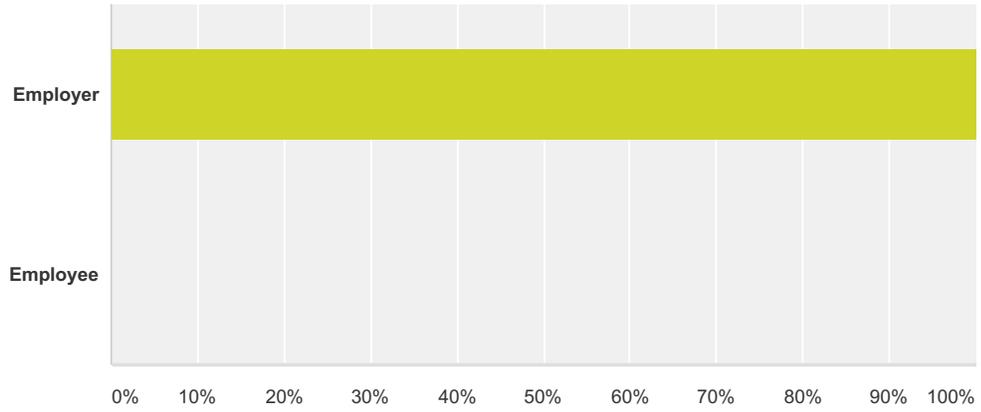
Answer Choices	Responses
Healthcare	7.37% 7
Non-profit	14.74% 14
Technology	3.16% 3
Energy & Utilities	3.16% 3
Transportation	1.05% 1
Materials	0.00% 0
Consumer	10.53% 10

Cell Phone & Social Media Survey

Finance	9.47%	9
Education	0.00%	0
Government	2.11%	2
Professional Services	44.21%	42
Manufacturing	4.21%	4
Total		95

Q3 Which are you?

Answered: 100 Skipped: 0



Answer Choices	Responses
Employer	100.00% 100
Employee	0.00% 0
Total	100

Q4 Do you have a personal cell phone with you while at work?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
Total	0

Q5 In a typical week, how do you use your cell phone?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Much more often for work	0.00% 0
Somewhat more often for work	0.00% 0
Slightly more often for work	0.00% 0
About an equal amount for work and personal reasons	0.00% 0
Slightly more often for personal reasons	0.00% 0
Somewhat more often for personal reasons	0.00% 0
Much more often for personal reasons	0.00% 0
Total	0

#	Comments	Date
	There are no responses.	

Q6 How often do you accept personal callson a cell phone at work?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Not allowed or against policy	0.00% 0
1-2 times per day	0.00% 0
3-4 times per day	0.00% 0
5+ times per day	0.00% 0
Other (please specify)	0.00% 0
Total	0

#	Other (please specify)	Date
	There are no responses.	

Q7 How often do you send and receive personal texts per day?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
No use of cell phone during the day for personal texts.	0.00% 0
1-3 personal texts per day	0.00% 0
4-6 personal texts per day	0.00% 0
7-9 personal texts per day	0.00% 0
10-12 personal texts per day	0.00% 0
13-15 personal texts per day	0.00% 0
16+ personal texts per day	0.00% 0
Other (please specify)	0.00% 0
Total	0

#	Other (please specify)	Date
	There are no responses.	

Q8 Are you ever frustrated with other employees' personal cell phone use?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
Total	0

#	Comments	Date
	There are no responses.	

Q9 Does your company have a cell phone policy?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
I don't know	0.00% 0
Total	0

Q10 Do you feel your personal cell phone use impacts your productivity at work?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Strong POSITIVE impact on productivity	0.00% 0
POSITIVE impact on productivity	0.00% 0
NO impact on productivity	0.00% 0
NEGATIVE impact on productivity	0.00% 0
Strong NEGATIVE impact on productivity	0.00% 0
Total	0

Q11 What do you feel companies should do regarding personal cell phone usage in the workplace?

Answered: 0 Skipped: 100

#	Responses	Date
	There are no responses.	

Q12 How do you check social media at work?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Cell phone	0.00% 0
Computer	0.00% 0
Tablet	0.00% 0
Not allowed	0.00% 0
Total	0

Q13 How often do you check your personal social media accounts during the work day?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Not allowed or against policy	0.00% 0
1-2 times per day	0.00% 0
3-5 times per day	0.00% 0
6-8times per day	0.00% 0
9+ times per day	0.00% 0
Other (please specify)	0.00% 0
Total	0

#	Other (please specify)	Date
	There are no responses.	

Q14 Do you feel your social media use impacts your productivity at work?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Strong POSITIVE impact to productivity	0.00% 0
POSITIVE impact to productivity	0.00% 0
NO impact to productivity	0.00% 0
NEGATIVE impact to productivity	0.00% 0
Strong NEGATIVE impact to productivity	0.00% 0
Total	0

Q15 Are you ever frustrated with other employees' personal use of social media?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
Total	0

Q16 Does your company have a social media policy?

Answered: 0 Skipped: 100

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
I don't know	0.00% 0
Total	0

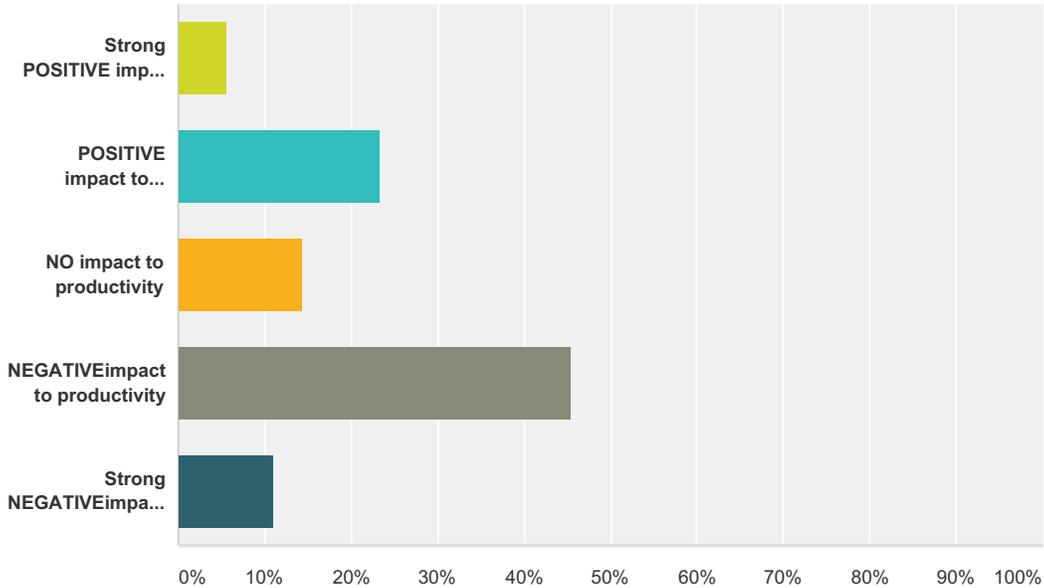
Q17 What do you feel companies should do regarding social media usage in the workplace?

Answered: 0 Skipped: 100

#	Responses	Date
	There are no responses.	

Q18 Do you feel personal cell phone usage by employees at work impacts the productivity of their work?

Answered: 90 Skipped: 10



Answer Choices	Responses
Strong POSITIVE impact to productivity	5.56% 5
POSITIVE impact to productivity	23.33% 21
NO impact to productivity	14.44% 13
NEGATIVE impact to productivity	45.56% 41
Strong NEGATIVE impact to productivity	11.11% 10
Total	90

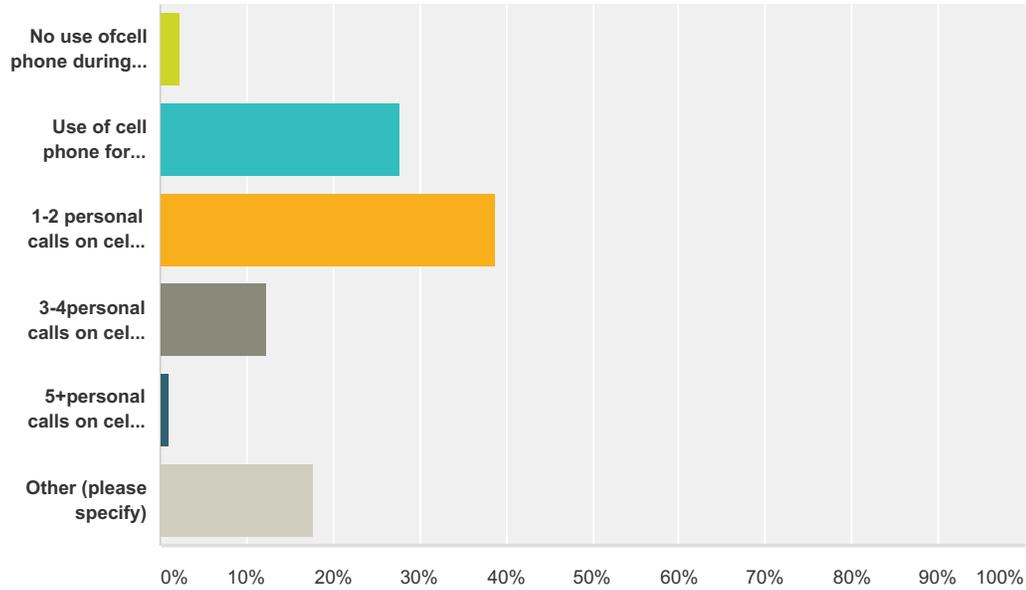
#	Comments	Date
1	Simply too many calls and interruptions.. When personal calls can be made without going through a receptionist there appear to be no inhibitions about taking and receiving personal calls.	7/12/2016 9:45 AM
2	Big part of staying in touch with the customer	7/11/2016 6:53 PM
3	more chance something is missed due to interruptions.	7/11/2016 8:42 AM
4	I've found allowing employees to utilize their phones during the day creates a positive work environment. Should abuse of this occur, I prefer to address it individually rather than with overall policies.	7/10/2016 11:05 PM
5	I think what is gained in productivity for work purposes is lost on personal use.	7/9/2016 5:22 PM
6	Employees often are distracted by checking phone and taking personal phone calls and texts during work hours	7/9/2016 8:40 AM
7	Employees checking messages or texts take time from usual duties and distract them. Banning the use of cell phone just leads to employees sneaking time anyway.	7/8/2016 9:23 PM
8	It can be positive but rarely is. Also, small issues at home seem like bigger problems because they are in the employee's face immediately.	7/8/2016 6:11 PM

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9	It depends on the job.. In sales it is required. Other roles it could create a distraction	7/8/2016 5:14 PM
10	The degree of impact differs from person to person and job to job. Much of our business requires strong attentiveness to the work being performed - mistakes and oversights can be harmful or even deadly. We find that personal cell phone use directly and negatively impacts our team members' abilities to stay focused and attentive; some more than others and some positions are less impacted than others.	7/8/2016 4:57 PM
11	Negative impact if usage is excessive.	7/8/2016 4:56 PM
12	I feel it depends on the person. Some employees use the cell phone very effectively to increase their productivity. They are available to their customers 24/7, utilize texting to contact applicants quicker, and use social media to recruit. Other employees let their cell phone distract from work.	7/8/2016 4:51 PM
13	Most interactions can occur through the company email systems, instead of the cell phones. With using emails, correspondence is documented on the shared server.	7/8/2016 3:58 PM
14	When family members had to call the "office phone," they tended to be more selective with calling. Now with personal phones and texting, it is too easy to call for what can be more trivial items.	7/8/2016 3:46 PM
15	If I just need staff to be aware of something -- I can send a text on their cell and if I need to know something but in a meeting, they can send a text to ensure I am informed of critical matters.	7/8/2016 3:44 PM
16	The use of social media feeds the concept of "mass humanity", that we ALL share the same values. We don't. But the social media via personal phones is homogenizing ideas thereby reducing creativity. The communication is usually superficial and is basic gossip. No employer would deny an employee the time to speak to family or friends in need. Social media recognizes few boundaries and often carries the concept of gossip.	7/8/2016 3:06 PM
17	Personally, cell phones are a means of communication. It's essentially the same as using Facebook or emailing. You are just using a different form of device. I think that there is too much emphasis placed on using a cell phone. In an place of employment where you are actively seeking clients and candidates for positions to fill it's important that you use any form of connectivity to them. Cell phones, social media, email, direct connections and communication is important.	7/8/2016 2:59 PM
18	I am speaking about the sales department, but in the back end service techs waste time on there devices	7/8/2016 2:56 PM
19	I think it really depends on the person and his/her ability to multi-task and stay focused and keep use at an appropriate level.	7/8/2016 2:48 PM
20	Allowing employees to use their phone during the day seems appropriate. Like anything, this can be abused, but should be addressed individually rather than as an overarching policy. Some days require more time on the phone for personal matters, while other days the phone is never used for personal matter.	7/8/2016 2:40 PM
21	At my workforce centers, my only rule is to keep the ringer silent. I feel if their family/friends need to connect with them it is better to do so over a text or social media rather than a phone call and everyone hears it. Plus, they do not "hide" it from us as we allow it. In our line of work, sometimes reaching someone over text/social media is the only way to touch base, so it's positive. We must stay on top of the changing trends or we will be left in the dust. :)	7/8/2016 2:34 PM
22	I put no impact as the benefits (easier communication) are offset by the wasted time (texting friends, Facebook)	7/8/2016 2:27 PM
23	Depending on who is calling the Employee. Problems are better resolved when the employer knows his employees. Knowing and trusting them to perform their duties to the level of quality without jeopardizing the safety of themselves and others - should have no bearing on the productivity. Unless, the expectation level in the workplace is set too far beyond to reach!	7/8/2016 2:06 PM
24	We use our phones fluidly for business calls, calendaring and emails, so personal use is fluid with that as well. We trust our team to work hard and get things done.	7/8/2016 2:05 PM
25	Distracting.	7/8/2016 2:01 PM
26	Based on today's methods of communication, personal cell phone usage can be helpful in the workplace so long as use is appropriate and productive.	7/8/2016 1:50 PM

Q19 What do you feel is the appropriate usage of a cell phone for personal texts by an employee during the workday?

Answered: 90 Skipped: 10



Answer Choices	Responses
No use of cell phone during the day for personal calls.	2.22% 2
Use of cell phone for personal calls only in an emergency	27.78% 25
1-2 personal calls on cell phone per day	38.89% 35
3-4 personal calls on cell phone per day	12.22% 11
5+ personal calls on cell phone per day	1.11% 1
Other (please specify)	17.78% 16
Total	90

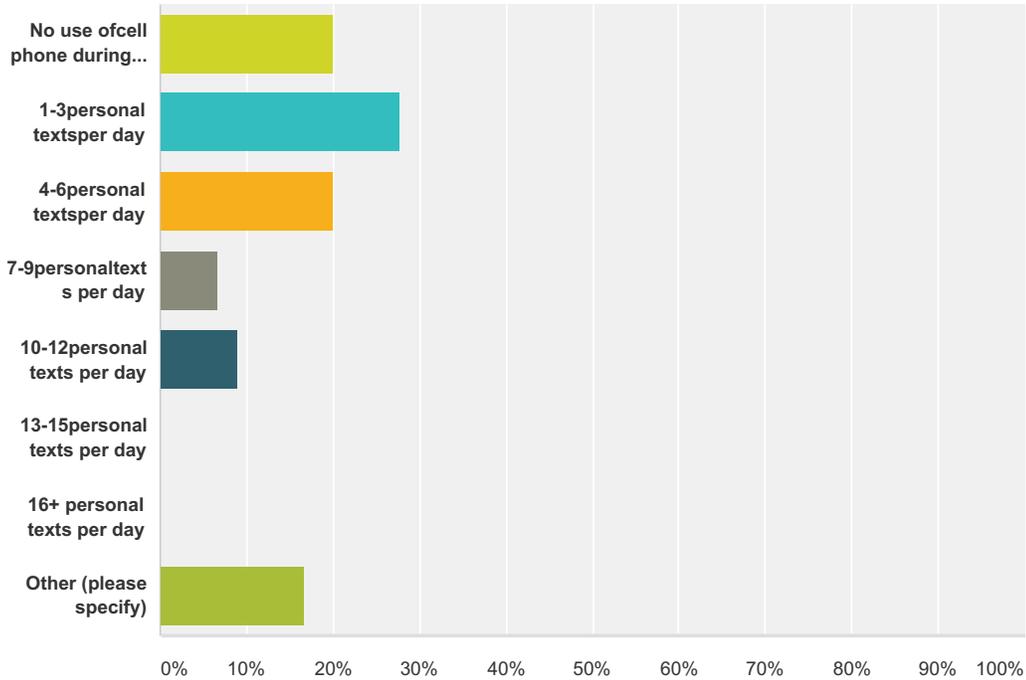
#	Other (please specify)	Date
1	No set rule	7/12/2016 7:45 AM
2	As many texts/calls as necessary during break or lunch.	7/11/2016 1:48 PM
3	We look at productivity and apply the cell phone usage accordingly.	7/11/2016 7:56 AM
4	I believe in the day and age you have to allow leeway here.	7/8/2016 8:15 PM
5	Depends on the job; Assuming this question is actually about Calls (vs Texts), I ask staff to limit calls to a bare minimum. If we observe someone failing to perform their work as expected, due to cell phone usage, we address it immediately.	7/8/2016 4:57 PM
6	If you allow cell phones in the work place there is no reasonable way to limit the number of personal texts! You would be fooling yourself to think that is possible!	7/8/2016 4:51 PM
7	Personal texts or phone calls should be on breaks	7/8/2016 3:58 PM

Cell Phone & Social Media Survey

8	Hard to pin a number - 3-4 every day is chronic use and that means there is a bigger problem. However, if there is sick child home with a grandparent or the like - I could see there may be more calls that day.	7/8/2016 3:44 PM
9	I think that cell phone usage only becomes a problem when you are not using it for work purpose. Such as playing games, making inappropriate phone calls out loud and disrupting the work of others for example.	7/8/2016 2:59 PM
10	again sales is a positive for cell phones, managers communicating with customer is good, but time waster for the people on the clock checking face book, sending messages etc.	7/8/2016 2:56 PM
11	I don't think it's the number of calls, but the amount of time spent on them. If a mom has less angst because she knows her child is OK, a text is a valuable tool.	7/8/2016 2:55 PM
12	only on scheduled breaks and lunch	7/8/2016 2:38 PM
13	I prefer text over call but that was not an option. If they must take a call, it has been suggested they visit a conference room and close the door. I don't mind as long as their work is being completed and they are doing good work. I have not had a problem with my teams with this philosophy.	7/8/2016 2:34 PM
14	Depends upon the circumstances and productivity level of the employee; absolutely for emergency purposes.	7/8/2016 1:50 PM
15	It does not matter as long as work objectives are being met.	7/8/2016 1:46 PM
16	during emergency or on breaks	7/8/2016 1:26 PM

Q20 What do you feel is the appropriate usage of a cell phone for personal calls by an employee during the workday?

Answered: 90 Skipped: 10



Answer Choices	Responses
No use of cell phone during the day for personal texts.	20.00% 18
1-3 personal texts per day	27.78% 25
4-6 personal texts per day	20.00% 18
7-9 personal texts per day	6.67% 6
10-12 personal texts per day	8.89% 8
13-15 personal texts per day	0.00% 0
16+ personal texts per day	0.00% 0
Other (please specify)	16.67% 15
Total	90

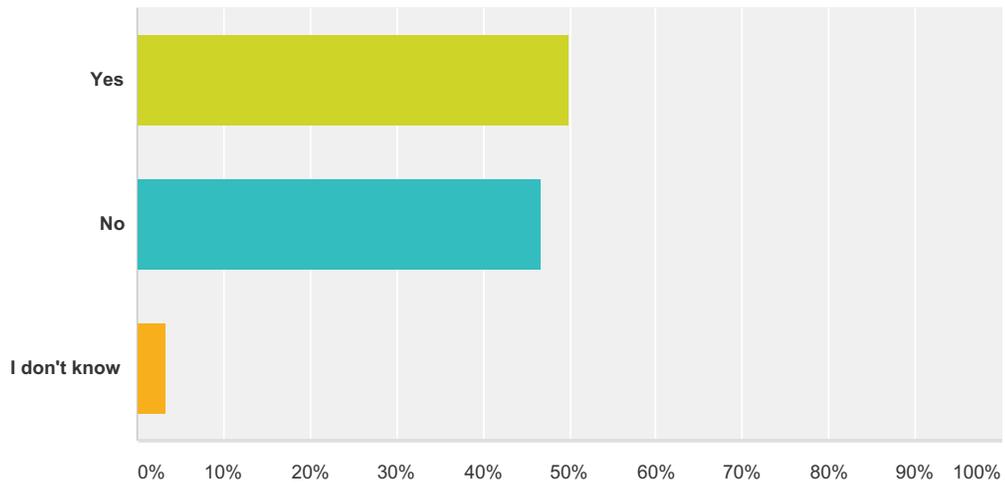
#	Other (please specify)	Date
1	No specific limit	7/12/2016 7:45 AM
2	As many texts/calls as necessary during break or lunch.	7/11/2016 1:48 PM
3	See above	7/11/2016 7:56 AM
4	Within reason as long as it does not impact productivity.	7/8/2016 8:15 PM
5	Assuming this is about texts - it depends on the job and person. Again, if someone is not getting their job done but they have time to text, we address it as a performance problem.	7/8/2016 4:57 PM

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6	1-3 personal phone calls per day and they should be taken/made away from the work area so others are not distracted.	7/8/2016 4:51 PM
7	During breaks	7/8/2016 3:58 PM
8	Again hard to pin down - but chronic use translates to a bigger problem that needs to be addressed.	7/8/2016 3:44 PM
9	I think that cell phone usage only becomes a problem when you are not using it for work purpose. Such as playing games, making inappropriate phone calls out loud and disrupting the work of others for example.	7/8/2016 2:59 PM
10	I have people driving customers cars, definatley no calls or texts	7/8/2016 2:56 PM
11	I think your answers and Qs don't match up on 5 and 6..?	7/8/2016 2:55 PM
12	We want a "Work/Life" harmony. If my staff are stressed out about their child, they productivity will be low. So if their kid can text them, it is a win/win for all of us. I need my staff to have their head in work, therefore, we have not had an issue of anyone abusing it.	7/8/2016 2:34 PM
13	Depends upon the circumstances and productivity level of the employee; absolutely for emergency purposes.	7/8/2016 1:50 PM
14	It does not matter as long as work objectives are being met.	7/8/2016 1:46 PM
15	during emergency or on breaks	7/8/2016 1:26 PM

Q21 Does your company have a cell phone policy?

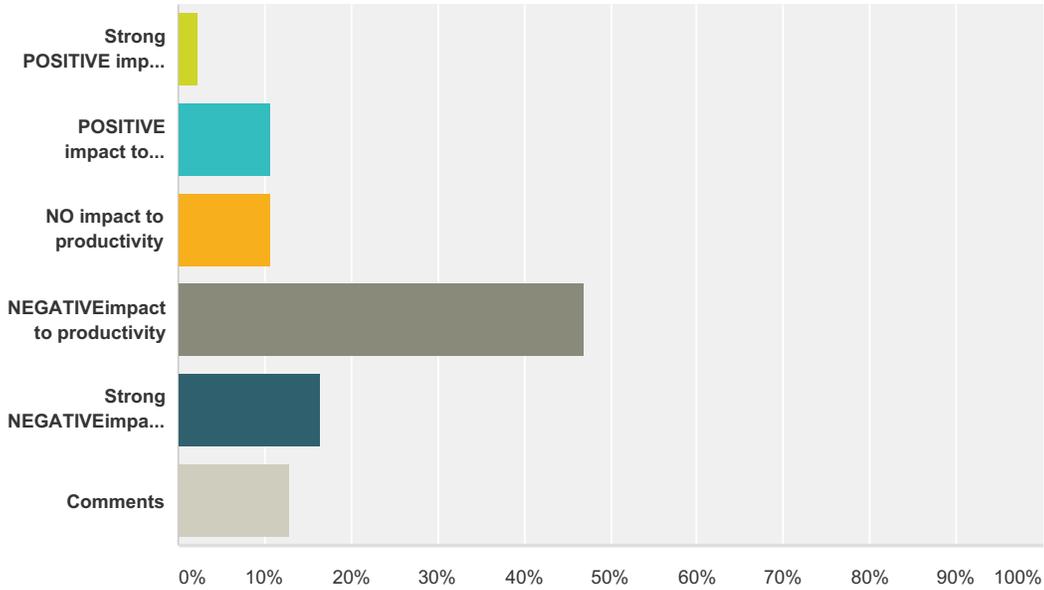
Answered: 90 Skipped: 10



Answer Choices	Responses
Yes	50.00% 45
No	46.67% 42
I don't know	3.33% 3
Total	90

Q22 Do you feel personal social media usage by employees at work impacts the productivity of their work?

Answered: 85 Skipped: 15



Answer Choices	Responses
Strong POSITIVE impact to productivity	2.35% 2
POSITIVE impact to productivity	10.59% 9
NO impact to productivity	10.59% 9
NEGATIVE impact to productivity	47.06% 40
Strong NEGATIVE impact to productivity	16.47% 14
Comments	12.94% 11
Total	85

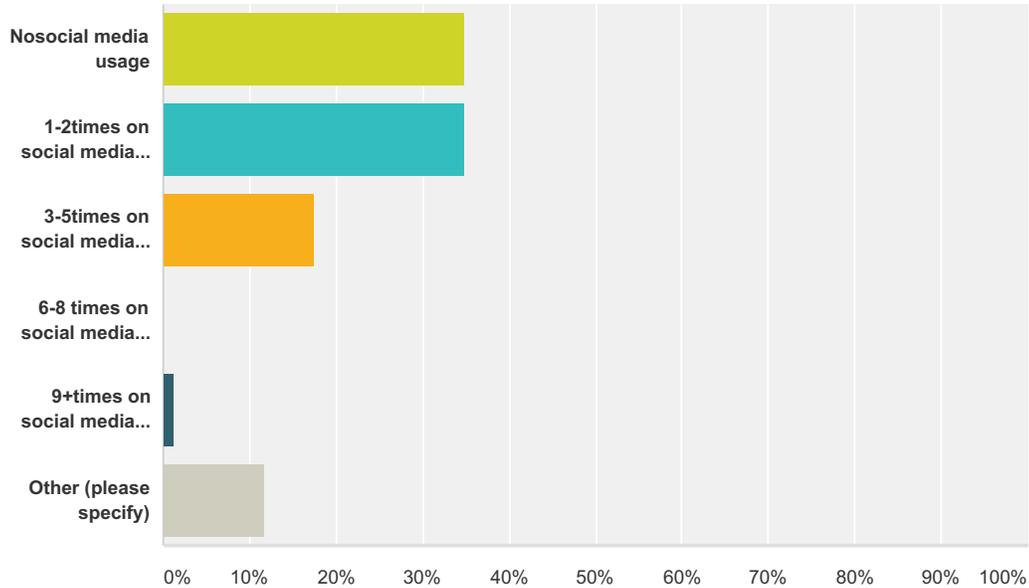
#	Comments	Date
1	Depends	7/12/2016 5:40 PM
2	Luckily this is not an issue; however, we had a problem with people doing online Christmas shopping one year. At that point, we took internet privileges away from everyone.	7/12/2016 2:17 PM
3	Waste of hours per day...	7/9/2016 5:23 PM
4	Very strong negative impact - the social media sites have become a necessary "right" to access during the business day. Banning all cell phone use would be appropriate but full revolt by employees would be unacceptable.	7/8/2016 9:27 PM
5	Hmmm - I can't add comments to this and select one of the other answers. Negative impact is my response. Again, the degree of negative impact depends on the job and job duties.	7/8/2016 5:33 PM
6	in the sales department not office or techs	7/8/2016 2:57 PM
7	I don't find it a harm to productivity. We have smart, motivated staff. Also, it's great if people use SM to promote clients, our business and public service. These areas often have blurred lines. So if work is done and deadlines are met, I think it's OK for employees to use social media as appropriate.	7/8/2016 2:57 PM

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8	It is a strong impact. I want to comment, so it wouldn't let me vote. :) Social media is another avenue we connect with jobseekers and our business customers. It is the "word of mouth" for today's world. It's all about networking and connection...	7/8/2016 2:39 PM
9	Yes course, it has a impact. The impact can be positive or negative. This again depends on the understanding of the employer with the employees. EXAMPLE: If the employer is trusted and has been able to maintain results and effectiveness then a social media is not an negative distraction. By the way this assignment/survey seems extremely familiar.	7/8/2016 2:16 PM
10	Can be good for a break but distracting.	7/8/2016 2:01 PM
11	We use social media for sales. Employees are not allowed personal access	7/8/2016 12:59 PM

Q23 What do you feel is the appropriate use of social media for personal reasons by an employee during the workday?

Answered: 86 Skipped: 14



Answer Choices	Responses	
Nosocial media usage	34.88%	30
1-2times on social media per day	34.88%	30
3-5times on social media per day	17.44%	15
6-8 times on social media per day	0.00%	0
9+times on social media per day	1.16%	1
Other (please specify)	11.63%	10
Total		86

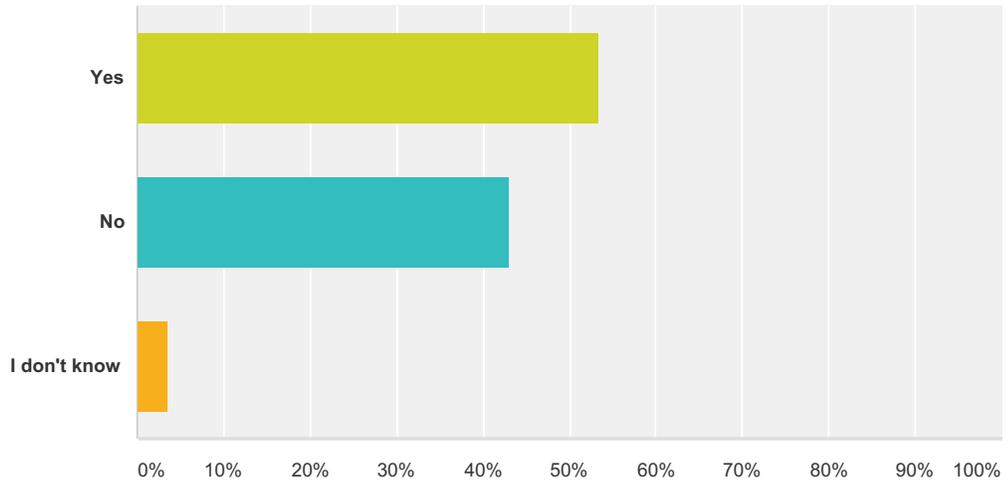
#	Other (please specify)	Date
1	Depends on their position and tasks	7/12/2016 5:40 PM
2	No specific limit	7/12/2016 7:46 AM
3	During working hours, only business Social Media should be used.	7/11/2016 1:49 PM
4	to engage Customers in our APP	7/8/2016 8:34 PM
5	No social media usage EXCEPT for business purposes. (For example, we require our leadership team members to make at least 1 post to our social media outlets per month. That's work I expect them to do on the clock.)	7/8/2016 5:33 PM
6	limited use of social media for personal use, however we do need it for work reasons.	7/8/2016 4:52 PM
7	During breaks	7/8/2016 3:58 PM
8	social media on their break time only	7/8/2016 3:45 PM

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9	Whatever it takes to do their work. For us, it is an extra-curricular activity. I ask them to "share" new jobs, success stories and to connect....Like I said, I hire really good people and let them know my expectations up front. My team get recruited away quickly because of their professionalism and I can not blame them for wanting to make more money. :) Then they become strong partners as they know what we do here and an advocate for our services which most people are unaware exist.	7/8/2016 2:39 PM
10	It does not matter as long as work objectives are being met.	7/8/2016 1:46 PM

Q24 Does your company have a social media policy?

Answered: 86 Skipped: 14



Answer Choices	Responses
Yes	53.49% 46
No	43.02% 37
I don't know	3.49% 3
Total	86

Cell Phone & Social Media Survey

Q25 What are your thoughts on personal cell phone and social media use in the workplace?

Answered: 61 Skipped: 39

#	Responses	Date
1	Can be good and bad depending on how it's used. For example, many of our employees communicate with our top clients by text, quick and easier. Some are also utilizing social media in positive ways, but others just waste time on it.	7/30/2016 11:02 AM
2	Should be extremely minimal to none, basically emergency unless at lunch	7/22/2016 3:55 PM
3	It has become an addiction for many and is having a negative impact in the workplace. Very hard to control and enforce usage rules on employees.	7/18/2016 9:16 AM
4	i'm ok with it as long as productivity or customer service isn't negatively impacted.	7/14/2016 9:59 AM
5	Sometimes there are personal emergencies that an employee needs to respond to; if cell phone use was excessive, I would first talk to the employee about it and state clearly they need to cut down personal use of their cell phone. If the excessive personal use continued, I would consider termination of the employee.	7/13/2016 2:18 PM
6	Work is work. Emergency calls and texts are appropriate and calls during work is not; except during scheduled breaks. Text are no different. Why should a company have employees that are working always texting and answering calls from friends and family that are not. Companies should provide adequate breaks throughout an employees work schedule and therefore they can use their time as they see fit, but unless I am mistaken, people are hired to do a job while on the clock and not socialize with friends or family. Those who can't resist calling a friend or family member at work; just to chat, have little to no respect for that person and definitely not the company putting money in their pocket to pay bills and live a good life. They will never stop calling if not nipped in the bud.	7/12/2016 5:47 PM
7	I think it can be extremely disruptive. Most of our employees are good at not using it in front of patients/clients. The flip side is, I expect them to use it out of work for emergencies or patient follow-up if necessary.	7/12/2016 2:19 PM
8	to be used over a lunch hour	7/12/2016 11:27 AM
9	I feel it is out of control. I cannot believe how often the texting is used and have no idea how often FB is used. Short of confiscating phones upon arrival and blocking FB on the computers I do not know how to control it - and I do not want to be a dictator.....	7/12/2016 9:47 AM
10	I feel that as long as it does not impact the way customers are being taken care of that it is completely fine and a way of life now for most people.	7/12/2016 8:43 AM
11	Our type of work is oilfield. Good for interaction with people	7/11/2016 6:57 PM
12	Unless social media is used to promote the business, personal use needs to be limited to breaks and lunch.	7/11/2016 1:50 PM
13	Not good for personal use, if it's for the business ok	7/11/2016 12:33 PM
14	other than emergency not a fan	7/11/2016 8:43 AM
15	As long as the employee is productive and can self regulate their cell phone usage then there is no reason to micromanage the process by which they determine to use the cell phone.	7/11/2016 7:57 AM
16	It's the way of the world and it isn't going away. Instead of fighting it, figure out how to use it to your advantage.	7/10/2016 7:10 AM
17	Should be kept to an absolute minimum	7/9/2016 7:02 PM
18	Social media should be limited to breaks/lunch etc.	7/9/2016 5:23 PM
19	I understand that communication with family is necessary to make child arrangements. However the world existed before cell phones and am pretty sure people had jobs then. It is not an easy subject to manage.	7/9/2016 8:41 AM
20	I feel it distracts them from completing their work.	7/9/2016 8:41 AM
21	Phone calls or texts in an emergency are understandable, unfortunately most employees don't seem to have the self-restraint to differentiate between emergency and entertainment. Very sad!	7/8/2016 9:29 PM
22	for emergency use outside breaks and lunches. Or associates can show customers how to use App.....	7/8/2016 8:34 PM

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23	It's a judgement call. Depends on the work environment. If it becomes a problem it should be discussed with employee. I would rather this than some hard and fast rule.	7/8/2016 8:17 PM
24	Nonsense unless it's a post for or by the company.	7/8/2016 6:12 PM
25	The reality is that use of personal electronic devices and social media sites is less disruptive in some positions than it is in others. It's also interesting to consider, however, how integrated modern electronics and communication are in today's workplace versus the workplace of 20 years ago. It's highly unlikely we would have had a dialogue about "Is it okay for an employee to write personal letters to family members, friends and creditors on the clock?" Of course it wouldn't have been okay. Clearly, something about that dynamic has changed. And, clearly, the way businesses respond has had to change too.	7/8/2016 5:38 PM
26	It is fine as long as it is not excessive.	7/8/2016 4:58 PM
27	We need to focus on productivity and meeting job expectations. If an employee is meeting the job expectations and not disrupting others with cell phone usage or social media, then I would not intervene.	7/8/2016 4:54 PM
28	Only during lunch.	7/8/2016 4:46 PM
29	Not during business hours.	7/8/2016 3:59 PM
30	No matter what policy you have, it will go on. The key is to curb the usage to be minimal.	7/8/2016 3:57 PM
31	Cell phones are a quick way for working parent's or other important communication needs to stay better informed during the day - social media does not rise to the same level of necessity - in my opinion.	7/8/2016 3:52 PM
32	I don't have a problem with it, however, the employee needs to be mature and responsible enough to set their limits so that the cell phone/social media use does not negatively impact their work. I like as few policies as possible and believe people should be able to regulate themselves.	7/8/2016 3:22 PM
33	Personal calls of utmost importance should be through business lines only. This limits duration yet allows succinct and necessary communication. Anything else is a temptation for idle time.	7/8/2016 3:08 PM
34	I personally believe that if it's effecting the work of the individual then it becomes a problem. If the work of the individual is not below productivity then the issue of cell phone and social media usage is being over emphasized. If an individual is disrupting the work of others, it's a problem. But using both methods is the same as if you are using AIM, email, direct phone communication. You can't really put a number on the usage, you have to look at the work that each individual is performing compared to a whole. I find it having no effect on work.	7/8/2016 3:02 PM
35	If the social media is used for the purpose doing a good job it is ok. No social media by mechanics office people and drivers while on the clock	7/8/2016 2:59 PM
36	Please see my previous answer: if we want engaged employees, we have to trust them to 1) get their work done well, and 2) be great ambassadors for the company with their peers, prospective employees and the community.	7/8/2016 2:58 PM
37	As long as there are guidelines and continuing education regarding social media, use at work is completely acceptable. We don't have formal cellphone guidelines. I suppose it's something we'd put in place if we felt like it was causing productivity problems. Our bottom line is that we expect people to be responsible with their time. Their deadlines are their deadlines and they need to do what they need to do to meet them.	7/8/2016 2:50 PM
38	It depends on the position the person has in the company--so much business is done via personal cell phones that is it difficult to separate. But some positions don't need to use a personal cell phone whatsoever. It just depends.	7/8/2016 2:49 PM
39	LinkedIn and other social media used for business purposes is encouraged during the work day, but time spent on personal social media and personal calls/texts should only be done on breaks.	7/8/2016 2:48 PM
40	We allow them during breaks when they are away from their work station and out of view of the public, and over lunch. I feel employees are "hiding" their cell phones and still trying to look at them and interact on social media and personal texting during the day, which greatly diminishes both their productivity and their accuracy. We have had issues and employee write-ups in the past, and on multiple occasions had employees surrender their cell phones to a manager's desk when clocking in.	7/8/2016 2:45 PM
41	Whatever it takes to make sure they get their work done and it is satisfactory. Most of the work we do relies on social media. Sure they may take a personal call on break, who wouldn't? We have not had any problem with abuse, so maybe I'm not the best to ask. :)	7/8/2016 2:40 PM
42	only in emergencies	7/8/2016 2:39 PM
43	The 20 somethings can't live without it. Doesn't seem to be as much of a distraction for us older folks.	7/8/2016 2:35 PM
44	I think cell phones can be a constant distraction to the employee, numerous texts and calls. In general, people feel compelled to respond to all texts, RIGHT NOW! One social media site leads to another and another, before you know it, 2 hours have gone by. There are plenty of ours in a day, 8 for work, 16 for pleasure.	7/8/2016 2:31 PM

Cell Phone & Social Media Survey

45	Social media (cellphone usage), can be an asset depending on the purpose. There are distractions that can cause threats, if the objective and intent was left for chance. There can be positive audience connections that can stimulate productivity which can be driving by all employees much faster than any single staff member. This cannot be a one size fit issue in the workplace. Again, the questions are highly familiar!	7/8/2016 2:26 PM
46	Limited or minor usage is preferred. Its one thing to spend 5 minutes on it during a break between tasks....its another to spend the whole morning on it.	7/8/2016 2:11 PM
47	Employees are not paid to make or take personal phone calls, text messages or social media as there is no value creation occurring during this time. It is fraudulent for the employee to claim this time is compensable. Incidental occurrences are understandable but frequent use is an abuse of the employers trust.	7/8/2016 2:10 PM
48	It's just like any other personal business. Should not intrude on work during work hours. Should be handled within time limits of allowed personal break time....not in addition to it.	7/8/2016 2:09 PM
49	I think personal cell phones, when on silent/vibrate, are a valuable resource for employees. It can help alleviate stress of family situations with being reachable and easily accessible via texts with updates. Increase in communication in personal lives typically makes a person happier, which is more likely to be seen at work also. Social Media isn't something I encourage for our industry at work at all - with the rare exception of a few departments. But phones on silent and minimal usage I think make our employees more productive. It alleviates stress and worry for many people just to know they are easily reachable by loved ones.	7/8/2016 2:05 PM
50	Can't ban completely but it's typically a distraction and contrary to the work environment.	7/8/2016 2:02 PM
51	This is something they can do during break or at lunch.	7/8/2016 2:01 PM
52	The younger generations become so addicted to text messages and social media that they can't overcome the impulse to constantly check their phone and social media. It is becoming a major problem. One way to combat the major abusers is to create stricter policy that then negatively effects that leniency on those that do not abuse the freedoms of the policy. As a business owner rather then stressing about cell phone usage and policy, another way to combat the abusers is to measure productivity and hold your employees accountable. We want them to have a job they enjoy so rather than constantly beating everyone up over cell phone usage, ultimately holding them accountable to goals and productively creates a more friendly and less stressful solution for all.	7/8/2016 1:59 PM
53	I don't mind the use of cell phone whether calls or text at work as long as it doesn't effect the out put. If you were to limit this for people it could cause there productivity to go down as they would be worried or concerned about whomever they were communicating with. Personal Social media usage should be reserved for after work activities.	7/8/2016 1:59 PM
54	It's okay	7/8/2016 1:56 PM
55	It's a cancer	7/8/2016 1:56 PM
56	In today's workplace it is nearly impossible to have a positive work environment without the involvement of cell phones or social media; however the key for employees is to understand when such use is appropriate and when not.	7/8/2016 1:53 PM
57	Use of personal cell phone for company and non-company communication is reasonable but access and use of social media for non-marketing employees should be limited.	7/8/2016 1:49 PM
58	It does not matter as long as work objectives are being met.	7/8/2016 1:46 PM
59	After years of trying to police the cell phone use in the workplace, I have given up. You can't fight it - it is here to stay! We attempt to temper it by monitoring productivity. The abuse is not specific to young or old, male or female, everyone does it!!!	7/8/2016 1:10 PM
60	As an employer I have struggled to control it. I have put different policy's in place but had had a hard time managing without looking over shoulders.	7/8/2016 12:59 PM
61	I think that in the professional services industry, the line is blurred between personal and professional lives. As an employer, you can't expect to control your employees to that degree since the two worlds are so intertwined. Cell phone, texting and social media are simply communication tools that not only help to be productive, but also enhance relationships and networking. Personal and professional use are almost virtually the same thing	7/8/2016 12:54 PM