

Future of Flexible Work in the Digital Age: Bring Your Own Device Challenges of Privacy Protection

Completed Research Paper

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Abstract

The future of work is getting increasingly flexible due to the rising expectations of employees away from traditional 9-to-5 office work towards flexible work hours, which drives employees to use their mobile devices for work. This ever-growing phenomenon of Bring Your Own Device (BYOD) creates security risks for companies, which leads to an implementation of mobile device management (MDM) solutions to secure and monitor employees' mobile devices. We present insights from two multinational case companies, where works councils have expressed their concerns for privacy intrusion into employees' lives through BYOD. To examine whether employees share works councils' concerns, we conducted a survey with 542 employees from three countries: United States, Germany, and South Korea. Results of a structural equation modeling show that American employees place greater emphasis on BYOD risks associated with privacy concerns compared to employees from Germany and South Korea.

Keywords: Bring Your Own Device (BYOD), IT consumerization, IT-enabled work arrangements, policies and regulations for digital work, mobile devices, privacy