

#1. Internet Telephony

According to the International Engineering Consortium (IEC) internet telephony, also known as voice over internet protocol (VOIP) is the transmission of communications services such as voice, facsimile, and/or voice-messaging applications via the internet. It involves the "conversion of the analog voice signal [at the originating side] into digital format and compression or translation of the signal into internet protocol (IP) packets for transmission over the internet; the process is reversed at the receiving end" (IEC).

The primary advantage of switching to internet telephony is the cost-saving benefits. It allows anyone with a broadband or high-speed internet connection to use call and transmit data without any charges, or at least with minimal charges as compared to the regular phone calls which go through the public switched telephone network (PSTN). Unlike in PSTN where telephone calls are charged per second or per minute, internet telephony literally provide free telephone calls through the internet. The only additional charges that may be incurred for internet telephony is the software needed to maximize the unlimited potentials of internet telephony. Some software applications for Internet telephony are CoolTalk and NetMeeting and Skype.

While internet telephony is almost free and the quality of voice calls is as good as traditional land line service, it is dependent on the availability of "live" internet connection and quality of internet connection. Internet telephony cannot be utilized during power outages as well as disconnection of internet service.

#2. Internet Movie Database Ltd. (IMDb)

The Internet Movie Database Ltd. (IMDb) is considered as the largest movie database with over 400,000 titles and 1.6 million names. The IMDb is a free site that requires registration

to access its complete data, submit information and join the site's activities. Visitors who do not wish to register may still be able to view basic information on the movies but will not be able to participate or access interactive features of the website. Internet users can search movies by title, name of performers, company producers, location and plot.

The IMDb provides basic information on almost all movies. Most of the movies listed on the sites include a complete list of casts, crew and other personnel, production and distribution companies, plot summaries, quotations, awards, reviews, box office performance, technical specifications, filming locations, trivia and links to official websites. The site also feature filmographies such a short biography, list of awards, and other theatrical and commercial advertising appearances of numerous performers.

It also features the top box-office performers, as well as a weekly list of movie openings and movies coming soon. There is also a list of new DVD releases as well as upcoming DVD releases, TV programs, cinema show times, user polls and ratings, and daily movie news. IMDb also host an active message board for each entry.

For movie enthusiasts, entertainment writers and biographers of performers, the IMDb can be a good source of information and is very accessible as a visitor needs only to an e-mail to be able to register and have full-access of the different interactive features of the website. Furthermore, the IMDb is available in English, Italian and Deutsch languages. It also offers a United Kingdom and United States sites.

#3. If I were the information technology department manager, I would comply with the order of a member of the senior management team to provide her for her review all e-mails sent and received by non-salaried employees. First, the company's employee handbook gives the senior

staff the right to read anything transmitted on media owned by the company without notifying the sender or recipient. This makes it legally right, and not invasion of privacy to retrieve all e-mails of non-salaried employees which were transmitted through the media of the company. Other e-mails which were sent in a non-company media will not be made available to the senior employee as it would be considered invasion of privacy.

Second, although the employees concerned are non-salaried, senior staff of the company still has the right to review their e-mails because, as stated by Nancy Flynn, executive director of The ePolicy Institute and author of *email Rules*, "Federal law here in the U.S. clearly states that the computer system is the property of the employer and as such the employer has the right to monitor all email activity and Internet activity (cited in Coombes)."

Third, emails of employees whether salaried or not can be and should be monitored to ensure that privacy, productivity, and operations of the company are not being threatened, attacked or duplicated by employees.

Fourth, employees whether salaried or not are mandated to abide by company policies, and that includes giving up their privacy in terms of e-mail and inter-employee communications. Employees who do not wish their emails to be monitored can send emails through their own private computers, in the privacy of their homes.

E-mail monitoring should not be a cause of employee dissatisfaction or affect the employee morale. Technological advances and tough competition calls for strict monitoring of e-mails and other forms of electronic communications as well as phone calls.

Works Cited

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