

WorkTime: non-invasive employee monitoring

Contents

Non-invasive by design and compliance-safe	1
70+ non-invasive reports	2
What makes WorkTime non-invasive.....	2
What is recorded.....	3
What is NOT recorded.....	5
Non-invasive vs. invasive.....	5
Resources & support.....	6
Try WorkTime now – 14 days Free on the Enterprise plan	7

Non-invasive by design and compliance-safe

Non-invasive by design

WorkTime does NOT capture content, keystrokes, screenshots, or webcam/microphone content.

Focus on performance KPIs

WorkTime measures employee attendance, productivity, active time, progress - not personal data.

Compliance-safe

WorkTime supports HIPAA, GDPR, PIPEDA, POPIA with built-in PHI-safe and GDPR-safe modes.

Remote and in-office employee monitoring

WorkTime can non-invasively monitor remote or in-office employees. It does not access personal devices or record sensitive data.

Improves productivity without spying

WorkTime helps improve productivity without spying by focusing on essential KPIs and promoting transparency. Non-invasiveness leads to transparency, and transparency fuels productivity.

Privacy respect

Employee monitoring that aligns with modern workplace ethics and data protection.

WorkTime monitors only the KPIs essential for evaluating employee performance, such as attendance, active time, and productivity. It does not capture any content and does not infringe on employee privacy. WorkTime is both HIPAA- and GDPR-safe.

[What's recorded, what's NOT recorded](#)

[Attendance monitoring](#)

[Active/idle time monitoring](#)

[Privacy and safety features: HIPAA, GDPR](#)

[Productivity monitoring](#)

[Employee handbook](#)

70+ non-invasive reports

Attendance

At work, off work, overtime, attendance progress, active/idle time, active/idle progress, attendance summary or per employee, timeline, login/logout

Productivity

Employee productivity, productivity progress, screen productivity, burnout score, distraction score, weekend productivity

Internet use

Time in online meetings, websites use, social media time, job search websites, watching videos

Applications/documents use

App/doc use per employee, per department, full log

Computer use

Computer use per employee, per department, system events, including logins/logouts

Department performance

Department performance, internet use, online meetings, in-office/remote performance.

In-office vs. remote performance

Attendance, active time, productivity in-office vs. remote, per employee, per department

Alerts

Late for work, idle time, unproductive time, or insufficient active time alerts, alerts progress

Leaderboards

Company leaderboard, department leaderboard, employee leatherboard, best performers

[Complete list of reports](#)

What makes WorkTime non-invasive

Feature	WorkTime	Invasive alternative
Screenshot capturing	● WorkTime does NOT capture screenshots, as this feature does not support performance KPI measurement and is a major privacy concern. WorkTime offers a safe alternative: a numeric screen analyzer without recording any content.	● Invasive software includes a screenshot capturing function. Even if this feature is disabled, our customers report that employees remain uncomfortable, knowing it is potentially available in the monitoring software.
Keystroke capturing	● WorkTime does NOT capture keystroke content for the same reason: this feature does not support performance KPI measurement and is a major privacy concern. Instead, WorkTime offers a safe alternative: measuring keystroke speed and count.	● Invasive software includes a keystroke capturing function. Even if this feature is disabled, our customers report that employees remain uncomfortable, knowing it is potentially available in the monitoring software.
HIPAA: PHI-safe mode	● WorkTime is HIPAA-exempt. It does not access or store any	● Invasive software includes intrusive monitoring features,

	Protected Health Information (PHI). However, to prevent any potential indirect PHI collection, WorkTime offers a PHI-safe mode.	offering no guarantee that PHI will not be captured. Additionally, it typically lacks a reliable PHI-safe mode.
GDPR-safe mode	● WorkTime offers a GDPR-safe mode to support key GDPR requirements, such as informing employees before monitoring and avoiding the recording of any data that could reveal religious beliefs, health information, location, or other sensitive details.	● Invasive software includes intrusive monitoring features, offering no guarantee that sensitive information will not be captured. Additionally, it typically lacks a reliable GDPR-safe mode.
Transparent monitoring	● The entire WorkTime approach is designed to support 100% transparent employee monitoring. Many WorkTime customers achieve maximum benefits by keeping employees informed about monitoring practices, performance expectations, and results. WorkTime provides a variety of explanatory materials, including an employee monitoring handbook, announcement samples, and more.	● Invasive software includes intrusive monitoring features, which often leave employers hesitant to announce monitoring, share results with employees, or grant access to reports. This lack of transparency creates a climate of mistrust, reduces employee engagement, and undermines performance. Without open communication and clearly defined goals, employers struggle to achieve the best results.

What is recorded

● User system login name

WorkTime records user system login names, which are used to identify employees and count subscription seats.

● Computer name

WorkTime records computer names, which are used to identify the monitored computer.

● Computer IP address

WorkTime records computer IP addresses, which are used to identify whether the computer is being used in-office or out-of-office. This feature is disabled when GDPR-safe mode is enabled.

● System events

WorkTime records system events, like logins and logouts, sleep, etc.

● Keyboard and mouse activity

WorkTime detects when the keyboard and mouse are being used to record this time as active. When the keyboard and mouse are not being used for 3 minutes (optional), this time is recorded as idle.

● Video camera and microphone activity

WorkTime detects when the video camera and microphone are being used to record this time as online meetings.

● Application name

WorkTime records application names (optional) to monitor application usage. Applications can be marked as productive or unproductive (optional) to calculate employee productivity.

● Window title

WorkTime records window titles (optional) to monitor document usage. This feature is disabled when PHI-safe mode is enabled.

● Website name

WorkTime records website domains and subdomains (optional) to monitor website usage. Websites can be marked as productive or unproductive (optional) to calculate employee productivity. This feature is disabled when PHI-safe mode is enabled.

● Duration of each activity

WorkTime records the duration of application and website usage, as well as the duration of keyboard, mouse, video camera, and microphone usage.

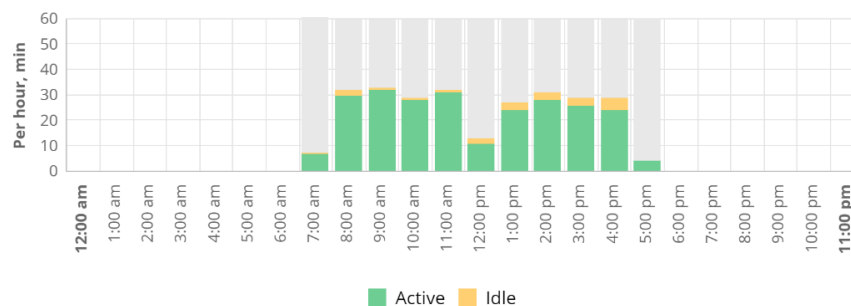
● Screen areas %

WorkTime analyzes computer screens and records the percentage of screen space occupied by each application and website.

● Applications/websites number

WorkTime records the number of applications and websites on the screen to calculate employee distraction level.

Active/idle per hour (average per employee/day)



What is NOT recorded

● No keystrokes

WorkTime does NOT record keystroke content (it does not record what employees type).

● No screenshots

WorkTime does NOT record screenshots (it does not record screen images).

● No video

WorkTime does NOT record video (it does not record what is going on around computers).

● No sound

WorkTime does NOT record sound (it does not record audio from microphones).

● No document, chat, email contents

WorkTime does NOT record the contents of documents, chats, emails.















● No passwords, webforms content

WorkTime does not record passwords. It does not record webforms content.

You will know if employees spend time on Facebook or amazon.com, but you won't see what they do there, what they read, or what they type.

Non-invasive vs. invasive

<p>Non-invasive monitoring</p> <p>Privacy protection</p> <ul style="list-style-type: none">✓ Privacy is 100% protected, no personal data is recorded.✓ No screens, content, passwords, keystrokes etc.✓ Monitors productivity, attendance, and active time.✓ No legal issues.	<p>Invasive monitoring</p> <p>Privacy breaker</p> <ul style="list-style-type: none">✗ Tracks private information: passwords, personal messages/chats content, private pictures, web-banking, payment, health information, etc.✗ Records screenshots & keystrokes.✗ This potentially might cause legal issues.
<p>Non-invasive monitoring</p> <p>Effective time use</p> <ul style="list-style-type: none">✓ Screen productivity comes in numbers not images.✓ The data is ready to use & make decisions.✓ To get a monthly productivity report for 10 employees, it takes less than 5 minutes.✓ It saves managers' time for more important tasks.	<p>Invasive monitoring</p> <p>Time waster</p> <ul style="list-style-type: none">✗ Screenshots monitoring generates a huge number of images.✗ To create a monthly productivity report for 10 employees takes 5 days (15 sec/screenshot).✗ It's a waste of a manager's time.
Non-invasive monitoring	Invasive monitoring

Space saver  Zero space wasted on screenshots, keystrokes, videos.	Space waster  Screenshots for 10 employees take 9.5 Gb/month.  Keystrokes & videos take even more!
Non-invasive monitoring Reliable & safe  Safe and reliable monitoring, accurate data.  Never any issues with anti-virus.	Invasive monitoring Conflict with anti-virus  Malware-like traits might conflict with anti-virus, which may lead to inaccurate data & lack of safety.
Non-invasive monitoring It's transparent  You can discuss & improve monitoring results with the team.  Grow your business & reach your goals.	Invasive monitoring It makes you hide  You can't openly discuss detected problems with the team and grow.
Non-invasive monitoring Money saver  You only pay for what you use.	Invasive monitoring Money waster  You pay for invasive functions; you can't even effectively use.
Non-invasive monitoring Winning team  With business-oriented monitoring employees feel respected & confident.  They trust you. They are loyal.  They want to stay and grow with your business.	Invasive monitoring Team waster  Excessive control causes lack of trust & unproductive behavior.  It is a step towards micromanagement.  It's the reason for employee turnover & your best employees leave.  It results in business slow-down.

Resources & support

- [Marketing materials](#)
- [Legal compliance: HIPAA, GDPR, PIPEDA, POPIA](#)
- [Green, non-invasive employee monitoring](#)
- [What's recorded & not recorded](#)
- [Blog:](#)
 - [41 Questions on U.S. Monitoring Laws](#)
 - [41 Questions on UK Laws](#)
 - [23 Questions on South African Laws](#)
 - [12 Questions on Australian Laws](#)

- [Announcement templates](#)
- [Employee monitoring policy samples](#)
- [Employee handbook](#)

[Try WorkTime now](#) – 14 days Free on the Enterprise plan

Experience privacy-first, performance-focused monitoring.

Questions? We're here to help - info@worktime.com [1-877-717-8463](tel:1-877-717-8463)