

## Visual in an MLA Paper (Orlov)

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Fig. 1. This "Dilbert" comic strip suggests that personal Internet usage is widespread in the workplace (Adams 106).

Illustration has figure number, caption, and source information.

hand, the same technology offers constant temptations to avoid work. As a 2005 study by *Salary.com* and *America Online* indicates, the Internet ranked as the top choice among employees for ways of wasting time on the job; it beat talking with co-workers—the second most popular method—by a margin of nearly two to one (Frauenheim). Chris Gonsalves, an editor for *eWeek.com*, argues that the technology has changed the terms between employers and employees: "While bosses can easily detect and interrupt water-cooler chatter," he writes, "the employee who is shopping at Lands' End or IMing with fellow fantasy baseball managers may actually appear to be working." The gap between behaviors that are observable to managers and the employee's actual activities when sitting behind a computer has created additional motivations for employers to invest in surveillance programs. "Dilbert," a popular cartoon that spoofs office culture, aptly captures how rampant recreational Internet use has become in the workplace (see fig. 1).

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But monitoring online activities can have the unintended effect of making employees resentful. As many workers would

Orlov counters opposing views and provides support for her argument.

Source: Diana Hacker (Boston: Bedford/St. Martin's, 2007).

This paper has been updated to follow the style guidelines in the *MLA Handbook for Writers of Research Papers*, 7th ed. (2009).