

Sample Outline for an MLA Paper (Orlov)

<p data-bbox="1118 310 1203 338" style="text-align: right;">Orlov 1</p> <p data-bbox="415 390 597 569">Anna Orlov Professor Willis English 101 17 March 2021</p> <p data-bbox="768 592 854 619" style="text-align: center;">Outline</p> <p data-bbox="521 642 1101 722" style="text-align: center;">Online Monitoring: A Threat to Employee Privacy in the Wired Workplace</p> <p data-bbox="415 743 1195 974">Thesis: Although companies often have legitimate concerns that lead them to monitor employees' Internet usage—from expensive security breaches to reduced productivity—the benefits of electronic surveillance are outweighed by its costs to employees' privacy and autonomy.</p> <p data-bbox="415 995 1195 1730">I. Although employers have always monitored employees, electronic surveillance is more efficient. A. Employers can gather data in large quantities. B. Electronic surveillance can be continuous. C. Electronic surveillance can be conducted secretly, with keystroke logging programs.</p> <p data-bbox="415 1297 1195 1583">II. Some experts argue that employers have legitimate reasons to monitor employees' Internet usage. A. Unmonitored employees could accidentally breach security. B. Companies are legally accountable for the online actions of employees.</p> <p data-bbox="415 1604 1195 1730">III. Despite valid concerns, employers should value employee morale and autonomy and avoid creating an atmosphere of distrust.</p>	<p data-bbox="1265 396 1429 506">Header includes writer's name, instructor, course, and date.</p> <p data-bbox="1265 596 1438 646">Word "Outline" and title, centered.</p> <p data-bbox="1265 747 1438 798">Outline begins with Orlov's thesis.</p> <p data-bbox="1265 1001 1448 1113">Outline uses standard format and is written in complete sentences.</p>
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Marginal annotations indicate **MLA-style formatting** and **effective writing**.

Source: Hacker/Sommers (Boston: Bedford/St. Martin's, 2021).

This sample follows the style guidelines in the *MLA Handbook*, 9th ed. (2021).

- A. Setting the boundaries for employee autonomy is difficult in the wired workplace.
 - 1. Using the Internet is the most popular way of wasting time at work.
 - 2. Employers can't tell easily if employees are working or surfing the web.
- B. Surveillance can create resentment among employees.
 - 1. Web surfing can relieve stress, and restricting it can generate tension between managers and workers.
 - 2. Enforcing Internet usage can seem arbitrary.
- IV. Surveillance may not increase employee productivity, and trust may benefit productivity.
 - A. A company shouldn't care how many hours salaried employees work as long as they get the job done.
 - B. Casual Internet use can actually benefit companies.
 - 1. The Internet may spark business ideas.
 - 2. The Internet may suggest ideas about how to operate more efficiently.
- V. Employees' rights to privacy are not well defined by the law.
 - A. Few federal guidelines on electronic surveillance exist.
 - B. Employers and employees are negotiating the boundaries without legal guidance.
 - C. As technological capabilities increase, the need to define boundaries will also increase.