

Nanotechnology invading human resources management:  
Christians should not get any type of chip implant

## **Background**

The concept and development of nanotechnology advanced in 1959 when American physicist Richard Feynman introduced the possibility of miniaturizing computer systems (What is nanotechnology, n.d.). During his speech, Dr. Feynman dangled the prospect of designing tiny computers with capabilities similar to the human brain. He stimulated the audience with the idea of computers having the ability to recognize humans and make distinctions between living and non-living matter, as well as calculate alternatives in a given situation (Feynman, 1960). Now, more than sixty years later, the technology that was once conceptual is a reality with closed-caption television, facial recognition software, GPS tracking systems, Google Maps route planning applications, artificial intelligence, and human microchip implants.

Human chip implants are nanotechnology (Kosta & Bowman, 2011), which lead the way to the future of data collection and management of humans. Warwick (2010) reported one of the most influential proponents of nanotechnology is the futuristic vision to use the technology to enhance the human brain instead of developing technology to operate similarly to the human mind. He believes the future will consist of technology-enhanced humans called cybernetic organisms or cyborgs, which will function physically and intellectually on a higher order. If his vision comes to pass, human resource managers (HR managers), along with the organization's operations managers, will have to adapt all processes and procedures to accommodate the enhanced worker.

Consequently, today's HR manager must be a keen strategic thinker and diligent in discerning the times. They must also be human with a rational soul. Organizational decisions in the twenty-first century will affect the future of its workforce and corporate culture. One of the critical responsibilities of an HR manager is to ensure the organization's strategic plan promotes the well-being of an organization's human assets. In the upcoming years, HR managers will play a frontline role in educating the organization's decision-makers, management, and employees on

the overall advantages and disadvantages of promoting integration between humans and nanotechnology within the organization.

Nanotechnology, depending on its utilization, will test employee religious freedoms, violate employee privacy, and diminish employee civil liberties. It is clear technology will challenge the essence of who we are as humans and employees. It will test how far human resource managers will go to foster their careers, maintain their lifestyles, and preserve their livelihoods. HR managers will be challenged ethically, morally, and religiously and will perform an essential part in how businesses use technology concerning their workers. At present, the role of HR managers aids middle and executive management in answering questions about the pros and cons of chip implanting employees. These upcoming challenges question if HR managers have prepared for the rise of nanotechnology within the organization.

The merging of information communication technology (ICT) and human chip implants (Royal Society and Royal Academy of Engineering, 2004) offers to streamline an organization's employee data management. Instead of storing information in large computer databases and creating employee computer login codes or identification badges, organizations are seeking to store employee data on microchips and implant them into the employee's hand. Chip implanting is a developing technology that strives to improve employee training, language barriers, as well as purchasing power. Several industries have embraced the use of human chip implants, such as the medical and security sectors (European Group on Ethics and Science in New Technologies, 2005). Advancements in the technology will continue to enable more complex applications like age reversal (Altmann, 2004), national surveillance (Rodrigues, 2006), and genetic modification (Wood, Jones, & Geldart, 2003).

The initial radio-frequency identification (RFID) microchips were developed mostly for individual identification and tracking (Rotter et al., 2008; Weber, 2006). Many do not understand that the world is no longer in the primary phases of human chip implant technology. The world is gearing up for greater possibilities, which are too enticing to ignore. After surpassing the early stages, chip implant technology now allows individuals to conduct business transactions, such as payment for entertainment (Offman, 2005) or tracking down human trafficking victims (Rosenberg, 2008). The use of chip technology in those instances assumes an individual's consent. However, when considering the nature of healthcare, there may be patients who have memory loss and no next of kin, rendering them unable to provide permission for the use of the technology (Wolinsky, 2006). In that case, who decides whether the patient will receive an implant (Kosta & Bowman, 2011)?

Several organizations are working diligently to miniaturize the technology to keep it from being invasive to humans. The endeavor is to create a microchip that is so small that humans will forget they have it implanted (Wolinsky, 2006). Unfortunately, human microchip implants go beyond the physical effects of having a chip. For some, it is an issue of ethics or civil liberties, and for others, the implications are spiritual. Even with all its boasted benefits, is it possible to make it illegal to use human microchip implants? Regrettably, it is too late to disallow the technology.

### **Country Research**

The human chip implantation movement is growing interest around the world. Leading microchip manufacturers report that various countries are using human microchip technology, including Australia, China, France, Germany, Japan, Spain, Sweden, the United Kingdom, and the United States (Christian, 2018). In Sweden and the United Kingdom, workers in the financial and engineering sectors are consenting to the implantation of microchips (Christian, 2018), as well as some employees from a Scandinavian travel and tour company (Laesker, 2019). In the United

States, a technology company, Three Square Market, implanted nearly half of its employees (Steele, 2020). So far, several states in the U.S. have passed laws to prohibit involuntary human microchip implantation (Keshner, 2020), although some desire to use the technology for inmates (Nestmann, 2017).

In Germany, businesses adopted chip implant technology, and some citizens have inserted chips regardless of workplace requirements (Laesker, 2019). A decade ago, China announced it would place chip implants in the spines of all its 1.4 billion citizens by 2012 (Zwitter, 2008). There is no information regarding whether they followed through on their plan, but just the thought that a government entity would involuntarily chip humans is astounding. In Japan, the technology is still in the development phase, yet some who work in the information technology industry have received chip implants. Furthermore, Japan only allows insertion by a licensed medical professional and may consider designing a licensing system so non-medical licensed individuals can perform the procedure (Kyodo, 2018). There is little to no data available on the exact number of employers or employees who have chips implanted by the country, yet two major biotechnology companies report selling hundreds of thousands of human microchips globally. Figure 1 reflects a breakdown of the number of citizens who have purchased and implanted microchips by country.

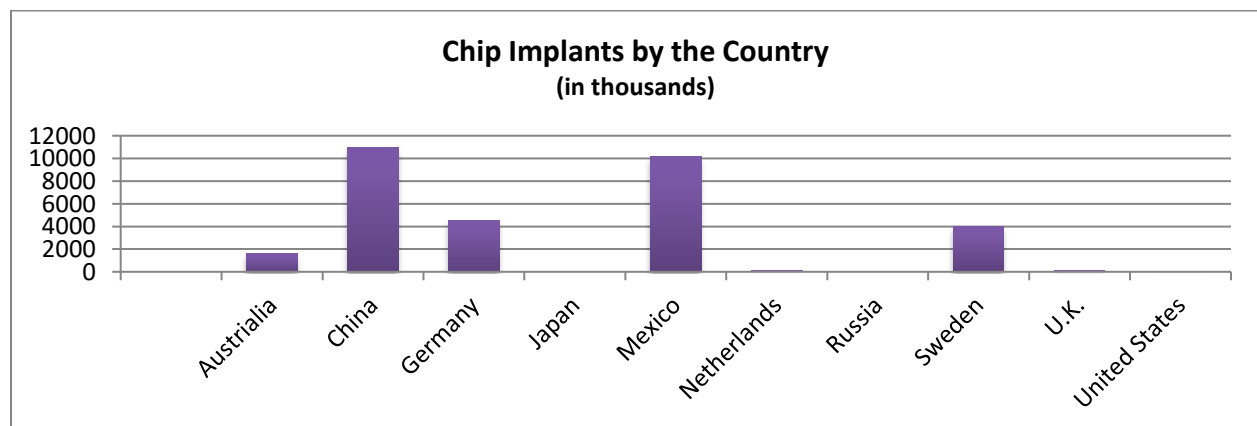


Figure 1. A list of chip implants by country based on news publications.

In 2016, India banned eighty-six percent of its cash, requiring most of its citizens to use digital currency to buy and sell. Citibank in Australia no longer allows patrons to deposit or receive money at its branches. Additionally, Barclays in the United Kingdom is working on a biometric identifier for account access (Hinchliffe, 2016). In 2020, Chase Bank in the United States closed several traditional branches in Arizona to make way for new automated branches with no tellers. Hinchliffe (2016) expects microchip implants to be the next natural step for governments and financial institutions to conduct personal financial transactions.

### **Regulations**

Since most countries have no regulations on who is authorized to perform microchip implant procedures, technology-savvy individuals in the United States are seizing the moment and selling microchip implant kits with instructions on self-insertion (Infected with RFID, 2010). Even Sweden has a body piercer who has added human microchip implantation to his list of services (Schwartz, 2019). Based on current business trends, regulation prohibits forcible implantation of human microchip implants. Yet changes in business practices will play a key role in deciding who will receive chips. Over the next several decades, the rise in operation costs, viral infections, and the scope of health-care packages will greatly influence whether an organization implants its clientele and employees.

### **Historical Organizational Behavior**

Organizations have a sordid history of being the driving force behind labor legislation. Whether it is employee health and safety, fair wages, work hours, or equal opportunity, laws to protect employees are written based on issues that culminate in the work environment. Businesses will take the necessary steps to ensure consideration of their interests concerning chipping employees, and governments will reap the financial benefits of determining who will perform the

procedures, licensing requirements, and costs. An excellent example of the influence organizations had on communities and workers was the COVID-19 pandemic. Organizations required the public to wear masks if they desire service at local businesses. Whether it was a cell phone store or a grocer, many customers were denied service for refusing to wear a mask. And sometimes violence ensued, and some were killed or injured for refusing to wear a mask. There were also government employees who were escorted off of business premises because they refused to wear a mask for religious reasons. These companies took a strong position to exert their authority concerning mask-wearing. Their argument boasted of safety for the public and their employees, but many claimed it violated consumer and employee rights to choose whether they would wear a mask. Even now, organizations are requiring employees in the masses to receive a COVID shot, along with boosters, whether they are working at home or in the office; many employers refuse to provide employees with alternatives to these requirements and unfortunately, researchers are now considering the benefits of using chip implants for promoting social distancing (Carr, 2021), which may exacerbate the concerns of employees who object to mandatory COVID shots and mask-wearing.

As of July 2018, the world population was 7.63 billion, with 1.42 billion people living in China and 1.35 billion people living in India (Hackett, 2018). From a marketing perspective, innovators and early adopters of microchip implants represent a small number compared to the world population. However, once the technology is in the early majority stage, it would only take two countries the size of China and India to microchip their citizens for over a third of the world to be chipped. These are startling statistics since both of these countries are at the forefront of transforming how it exchanges goods and services and monitors their citizens. China and India are gateways for the mass usage of microchip implant technology. Adoption of this technology will likely be marketed and accepted as the answer to improving national security and eliminating

corrupt cash systems. Furthermore, there are more than 400 million Millennials in India, 400 million in China, 77 million in the United States, and 60 million in Brazil (Nielsen, 2014). Millennials from India have an overall positive view about receiving a microchip implant (Perakslis & Michael, 2012), which is a sign Millennials, in general, are expected to accept the use of human microchip implants with little resistance.

As long as there is a market for microchip implants, manufacturers will continue to improve on the technology and will offer a myriad of options for its use. Multi-uses include data collection, data mining, tracking and tracing, personal identification, security access, covert listening devices, monitoring of human chemical imbalances, and illness detection. If humans can think of it, they will seek to manufacture products to satisfy their imaginations. Moreover, given that this is an open-source technology era, improvements will be accelerated since collective minds around the world will contribute to its advancement.

## **Benefits**

### **Organizational Productivity**

Many of the first employer-employee relationships were family-owned businesses. The businesses were comparable to the Biblical account of the patriarch Jacob who instructed his young son Joseph to observe his elder brothers who worked for the family's sheep herding business. Young Joseph's final report was a play-by-play of his brother's work progress. Employers have always felt the need to monitor employee productivity, and there is no reason to believe this mindset is going to change. Steele (2020) cites Kopp as reporting employer monitoring of employee work performance will increase to eighty percent by the year 2020, from thirty percent just five years earlier. Analyzing employee work performance is a function of doing business, and using microchip implants to scrutinize employee performance will become an increasingly popular option as the technology advances.



As the workforce continues to collide with advanced technology, workers will become desensitized to technological invasion and will consent to whatever is necessary to ensure their livelihoods. The Food and Drug Administration (FDA) in America has deemed it an acceptable practice for organizations to use RFID chip implants for humans (Go ahead, 2017, 16). Therefore, many organizations will seize the opportunity to offer chip implants to employees and will boast of its productivity benefits. Monitoring employee performance with chip implants is anticipated to increase worker productivity by measuring the length of time employees work. There is an expectation that an employee will save time through automated computer logins, unlocking secure doors, and automating purchases of goods and services. Securing company information is also a claimed benefit. However, although manufacturers of human chip implants promote its so-called benefits, employee monitoring software already exists. Employers also use video cameras and other devices to observe employee activities. Although using those methods requires staff members and security personnel to investigate and decipher collected information, measures to monitor and increase employee productivity are already used by organizations that manage inventory and order fulfillment. There is no valid reason to obtain a microchip other than convenience.

### **Convenience**

Until the Coronavirus (COVID-19) pandemic upset the global work environment, advanced nations enjoyed the convenience brought on by technological advancements. Before the national lockdowns, it was possible in the United States to purchase an item online with Amazon Prime and receive it the same day. Things are slowly getting back to same-day service. Expediently is the theme of the twenty-first century, which is one of the driving promises of microchip implant manufacturers. Employees who agree to receive employer microchip implants have assured the ideal convenience. The variety of uses includes collecting and sending data,

providing limited access to locked areas, and purchasing a limited number of goods, including buying tickets to board trains (Tangermann, 2018). Many employees in the finance and engineering industries in Great Britain have received microchip implants. The number of workers who have microchips in the United Kingdom (U.K.) is not public information. Yet, the number of employees in these two sectors alone is 6.6 million (Hutton & Shalchi, 2021; Smith, 2021).

The primary manufacturer of implant technology for the U. K. is BioTeq, a company headquartered in Sweden. BioTeq reports that the microchip implants allow employees to access work offices, as well as pay for goods and services without making contact with a device. It also allows employers to track employee activity (Steele, 2020). Currently, in democratic nations, workers must consent to have microchips implanted. Nevertheless, employers have faced little opposition in implanting their employees since the technology provides employees with an exciting new form of password to unlock their workstations and equipment (Finseth, 2018). The Millennials love new gadgets and are less principled morally compared to past generations. The two make for disastrous decision-making.

## **Safety**

In 2007, Shenzhen, China, implemented a residence card as a way to identify city residents. All citizens in the economic zone were required to register and obtain a microchip embedded card. The card chronicled the resident's employment, the status of their personal and community relationships, microchip embedded beliefs, age, number of children, state of mind, schooling, interests and disinterests, and renter details. After successfully introducing the card to more than a million citizens in Shenzhen, the technology was utilized in Beijing. However, identification cards can be misplaced, lost, stolen, or illegally replicated. To remedy that consequence, China decided to implant radio frequency identification (RFID) microchips into the spine of every citizen in the Democratic Republic of China. Chinese officials insist the implantation would make the citizens

feel safe and secure, as well as assure the rights and advancement of citizens. After China's broadcast, quite a few United States senators expressed interest in implementing a similar system for the protection of all Americans (Zwitter, 2008).

Again, after a diligent search, there was no evidence found that China followed through with its plan to chip all its citizens. Yet during the 2008 Olympic Games, China performed a beta test of RFID implants on its athletes to ensure their well-being throughout the Games. The microchips were instrumental in tracking athlete attendance at the proper events, specific meals, mealtimes, and warning of restricted areas in hostile foreign countries. The project was said to be a success and plans to streamline the technology and launch it to all citizens continued (Zwitter, 2008).

While citizens in democratic countries that offer religious freedom will have the option to refuse the technology on the grounds of religious belief, the citizens in non-democratic countries will not have the opportunity to say no without consequences. Although the manufacturers and some governments are lauding safety and security as the primary reasons for the technology to be implanted, there is no evidence that people feel or are safer and securer with the technology. Many wealthy citizens in Mexico are implanting microchips to reduce kidnappings. However, some believe the chip provides a false sense of security because the chip transmitter must work along with a GPS equipped device that has a panic button. Even though the technology has not proved successful to avert kidnappings, the developer, Xega, hoped to expand the technology to South America (Mexicans get microchipped, 2008).

Furthermore, the FDA evaluated and approved the use of a passive implant system offered by VeriMed. These devices are microchips containing patient information and a unique patient identifier that assists emergency technicians and doctors in a medical emergency (Tanne, 2004).

The implant is mostly used on patients with Alzheimer's, diabetes, dementia, stroke, and seizures. Nursing facilities and other agencies which care for the elderly and those with disabilities find it useful in reducing delays in administering treatment (Foster & Jaeger, 2007) The manufacturers market the idea that a chip implant cannot be lost or stolen (Foster and Jaeger, 2007), that is, as long as a person does not lose that limb. While it is indistinguishable how successful the device is (Wolinsky, 2006), it is reported that thousands have the technology.

## **Implications**

### **Religion**

“And he causeth all, both small and great, rich and poor, free and bond, to receive a mark in their right hand, or in their foreheads: And that no man might buy or sell, save he that had the mark, or the name of the beast, or the number of his name. Here is wisdom. Let him that hath understanding count the number of the beast: for it is the number of a man; and his number is Six hundred threescore and six” (King James Version, 1908/2009, Rev 13:16).

There will be various repercussions to implanting microchips into humans. There is also a concern for the physical and medical effects; neurological damage, infection at the injection site, and cancer come to mind. The fear of hacking, a lack of privacy, and no freedom of choice are also concerns. Unfortunately, not enough people are interested in the most critical implication: spirituality. And, for Christians who have a personal relationship with Jesus Christ, acceptance of invasive practices to one's physical body, especially as it pertains to the hands and head is a cause for concern. Christians understand that their body is the Lord's temple; it is where the Holy Spirit resides. The Lord will destroy anyone who defiles His temple because His temple, the human body should be presented to Him as a holy vessel (King James Version, 1908/2009, 1<sup>st</sup> Cor 3:1-17). As a result, Christians are greatly concerned about agreeing to a practice that displeases the Lord Jesus. For this reason, decisions made by the Christian believer are made prayerfully. Oftentimes,

by much prayer and fasting, the Lord instructs the earnest believer to not conform to what the world is doing, such as receiving chip implants, vaccination shots, wearing masks, seeking medical attention, taking pharmaceuticals, condoning abortions, blood transfusions, honoring same-sex marriages, and other controversial issues that are hushed underneath laughter.

On the surface, implants will be promoted with an initial benefit to increase employee performance because implant manufacturers claim recipient efficiency in small tasks. However, over time the implant could be easily reprogrammed to the aim of the programmer, without the user's consent. Who can say the implant designer will not hide technology in the chip to allow reprogramming to a code that turns out to be the mark of the beast? It sounds funny to a person who is not a Christian, but it is no laughing matter since reprogramming is a possibility. Consider an employee who has received an implant and is subsequently discharged from a firm; an exit interview could easily ensure the implant is removed. However, what about the uncooperative ex-employee who never returns to the workplace? The firm will have two options: deactivate the implant or reprogram it to cancel access.

Although it can be argued that it is not the actual mark of the beast, it can also be argued that compromising one's sincerely held beliefs in the face of today's adversity will induce future compromises and acceptance of the mark at a later time. Notwithstanding, Christians are supposed to be Raptured, meeting the Lord in the air, and not be here when the mark of the beast arrives on the scene during the time of tribulation (King James Version, 1908/2009, 1<sup>st</sup> Thes 4:17). The concern for believers is the risk that present-day desensitization will promote less resistance to future mandates, leading to acceptance of the mark of the beast for those who are left behind, and the likelihood of being left behind increases for Christians who disobey the Lord and conforms to the world.

What's more, it would not be the first time those in authority used existing technology in an unethical way. Just consider how in the beginning stages of online retailing none of the retail organizations asked permission to download cookies to consumers' computers to track buying habits. If the user of a chip implant did not agree with societal norms, it would be easy to reprogram the implants to cut them off from having a livelihood or the ability to purchase goods and services. This is similar to present-day online retailers who refuse access to a website if a user refuses to allow cookies. Some may mock this theory, yet depriving and challenging those with opposing views of a livelihood has been the way of humans from the beginning. Those in authority rarely resist the temptation to overstep their bounds and invade or abuse others when an opportunity presents itself.

Take for instance the executive order issued by the White House to the Department of Labor to mandate employers impose COVID shots on employees or suffer penalties. Employers with 100 employees or more immediately responded with threats of termination for all who would not comply with the COVID shot mandate, and employees were told that religious accommodations would be automatically questioned and denied with no appeals. The human resources and operations managers in the well-known Beverly Butcher case took a similar position in an email, which stated: Yes, we will accommodate a hand full of other employees who cannot physically use the hand scanner, yet make no provisions for our religious objector (*EEOC v. Consol*, 2017). The issuance of the COVID shot mandate rings of dictatorship.

With that said, it is understandable why the makers and users of implant technology are being subtle with their intentions. After all, just about everyone knows about the mark of the beast, yet if it was disguised as something needed to keep citizens safe, more people would readily accept it. Selling chip implants to the masses is not about losing a key, wallet, or privacy. It is not about

convenience. It is not about employee productivity or a company's bottom line. It is about due diligence to ensure those who can be taken advantage of do not fall prey to those who will have control of the technology in years to come.

## **Ethics**

In 2005, the European Group on Ethics and Science in New Technologies (EGE) presented an ethical view on the use of microchip implants in humans. It is their belief that the technology potentially threatens human dignity and democracy and must have limitations placed on its use. The presentation emphasized a key assertion that human resources managers would be wise to remember. Microchip implants must never be utilized to gain "remote control" over an employee's will (European Group on Ethics and Science in New Technologies, 2005).

Although some states in the U.S. have passed laws prohibiting employers from forcing employees to be implanted with microchips, there is nothing that does not prohibit it as a silent condition of employment. As time progresses many will have some serious choices to make about what professions and what types of organizations for which they will work. Human resources, lower, middle, and upper management will all play key roles in ensuring employees receive a microchip once an organization decides it will give them a competitive advantage, and it will appear voluntary.

Another example of abuse of authority is in corporate America where many have the opportunity to donate to popular non-profit organizations. Donation success is not the result of an employee's desire to voluntarily contribute to that particular cause. Many employees are never given an opportunity to decide. Contributions are the result of company leadership requiring 100% participation. The departments that do not meet the 100% requirement are shamed within the organization. Those who have 100% participation are rewarded. Another example is testing for drug use as a condition of employment. Firstly, many are not told about the test until the end of an

interview. Secondly, when made aware there will be drug testing, there is not always an offer of employment. Thirdly, what does a job candidate do when the drug consists of cutting hair? Should not there be alternatives? Cutting a candidate's hair is serious business; however, to increase one's employment prospects, even an objector would yield. Those are a few examples of how organizations gain employee cooperation.

Another example is one I mentioned briefly above, it details the forced early retirement of a West Virginia coal miner, Pastor Beverly Butcher. In 2015, Mr. Butcher declined to use a time clock that required a biometric hand scan to punch in and out of work. After requesting accommodations on the basis of religion, numerous meetings with human resources management followed. Although the employer, Consol Energy, knew Mr. Butcher had a commitment to the Lord Jesus Christ, the human resources supervisor and the superintendent informed him he would not be accommodated on the basis of religion. This was after Mr. Butcher met every requirement to prove his belief was sincere. Subsequently, he was terminated for not complying with the company's new policy mandating employee hand scanning (*EEOC v. Consol*, 2017).

### **Privacy And Security**

Not all objections to chip implant technology are rooted in a fear of advanced science and technology. Some technology enthusiasts welcome chip implantations for humans as long as there are safeguards to protect the personal information of those implanted. While the microchip may not have the capacity to store large amounts of data at this time, a unique identifier stored in each chip may be all that is necessary to access a wealth of personal information. When linked to an external database, an authorized user may tap into privy information such as bank account numbers, marital status, credit profiles, nationality, ethnicity, gender, health status, addresses, and even personal passwords, unbeknownst to the person with the chip implant.



Most countries have adopted policies to deter abuses concerning a citizen's personal information (Kosta and Bowman, 2011), so business employees may find it difficult to misuse employee information. Unfortunately, hackers may find it easier to hack a chip implant from an unsuspecting person at the supermarket, rather than attempt to hack a company database. Once the consumer is exposed, hackers may find it simpler to access organizational databases by posing as legitimate users.

There is a growing concern about microchip implant hacking and viruses. Mark Gasson, a scientist at the University of Reading in Great Britain, tested malicious code to expose the weaknesses associated with trendy RFID implants used in the healthcare industry. He downloaded the malicious code to a microchip located in his hand and was allowed access to a secure facility and a cell phone. Although no specific devices are known to be at risk, it was noted more scholars are reporting substandard security with those using the technology. The technological industry expressed concerns long ago. Andrew Tanenbaum wrote malicious code which was capable of extending throughout a database (Infected with RFID, 2010). Years ago, Johns Hopkins' graduate students duplicated encrypted code designed by Texas Instruments for Mobil Speedpass and automobile theft deterrents. The group was able to get unpaid gasoline and access vehicles unauthorized (Milo, 2005). Consequently, RFIDs are only as secure as the programmer's coding abilities.

### **Health Concerns**

Although the FDA affirmed that glass-covered microchip implants were reasonably safe, veterinarians and cancer specialists are troubled by the findings of toxicology reports on animal implantations from over a ten-year span between 1996 and 2006. Upon approval, the FDA described some risks: migration of chips around the body, making extraction challenging; interference with defibrillators, and incompatibility with MRI scans, resulting in burns.

However, no reference was made concerning studies of malignant growths in animals. According to the reports, scientists in France, Germany, and the United States documented instances of cancerous growths (sarcomas) in 4.1%, 1%, and more than 10% of the mice injected with chip implants, respectively.

Several well-known cancer specialists said the findings, although few in number, expose the potential danger of using the technology, suggesting further research on canines or monkeys before widespread human usage. Specifically, Dr. Robert Benezra, a lead cancer biologist at the Sloan Kettering Institute, who is familiar with cancer research on mice, said, after reading the reports, that he and his family members would not have a chip implanted. Dr. George Demetri, director, Center for Sarcoma and Bone Oncology, Dana-Farber Cancer Institute, Boston, stated that the type of cancer the mice developed is extremely aggressive in humans, ranging from curable to death within six months. Dr. Oded Foreman, forensic pathologist, Jackson Laboratory, Maine, and leader in mouse genetics research and the start of cancer, suggested chemicals dispensed in the lab may have resulted in the cancers and distorted the analyses. Subsequently, he recanted after seeing that mice who did not receive the chemical still developed the same type of cancer. Despite these reports, some see no cause for alarm.

Dr. Cheryl London, a veterinarian oncologist at Ohio State University, reported that mice get cancer far easier than humans and the cancers may be an overstated occurrence of what humans will experience. She also referenced the lack of reports indicating tumors in the thousands of canines that have received the chips. Notwithstanding, Dr. London suggested researchers study chipped canines for twenty years to determine biological effects. Dr. Chand Khanna, a veterinary oncologist at the National Cancer Institute, also recommended a twenty-year canine study, stating current reports do indicate a concern for tumor formations related to

chip implants. Meanwhile, the cancer specialists agreed that the microchip research findings should be made public (Lewan, 2007).

### **Employer Civil Liabilities**

All employers must assume an employee is sincere in their beliefs, religious or not, and seek the assistance of legal counsel when handling workplace religious accommodations (Solowey, 2017). Mr. Beverly Butcher is an excellent example of religious accommodation gone wrong. Due to his employer's lack of due diligence and training, Mr. Butcher was terminated because he refused to accept the company's new employee biometric sign-in policy. He was subsequently awarded \$586,860.74 (*EEOC v. Consol*, 2017). History shows it is better to accommodate an employee's religious belief, as it outweighs the risk of company exposure. It is not the place or duty of an employer or a court, to question the correctness or even the plausibility of an employee's religious standing. The question is how much does it cost the organization to accommodate the employee without undue hardship? This is a question for organizational management to answer collectively, and human resources management must be included in the process. If an organization is bent on removing employees who request an accommodation, it should consider offering appropriate severance packages and at the least offer assistance with employment placement services.

### **Discussion: What Should Hr Managers Do?**

Human resources managers must spend time reviewing the latest trends in chip implant-related news. The Department of Labor and Occupational Safety and Health Administration are excellent resources to stay current on technology trends as it relates to employees. Human resources managers must stay abreast of all current legal cases concerning chip implanting

humans and other biometric requirements as precedents have already been set concerning religious accommodations, as we read above concerning Mr. Beverly Butcher.

Also, be prepared for increased employee turnover and an increase in lawsuits due to discrimination toward objectors. Expect hiring shortages as individuals seek out companies who will honor their personal or religious choices. Wright (2017) warns of the problems that organizations may face if they decide to “chip” employees. These include privacy lawsuits; security concerns; and workers' compensation claims if the microchips cause medical conditions.

What about the employees’ constitutional rights? What do state labor laws require? It is dangerous to remove conscience from this process. The law does not exceed conscience. Understand, that human resources managers who claim to be Christians will give a greater account to the Lord Jesus Christ for every decision and action concerning requests for accommodations. Beware! Understand, that there is a risk of you losing your opportunity for salvation when you deny others the right to practice their religious beliefs. Managers should be prepared to recommend alternatives to organizations, such as contactless identification cards with a chip inside (similar to bank cards). That alternative does not require a different system, just a different place to put the chip, inside a card instead of a human.

All managers must remain unbiased. Do not take employee objections personally. Religious objectors of chip implants or other systematic scanning must meet basic criteria: the person must be sincere in their beliefs, notify the organization of the religious conflict, and be constructively discharged. In other words, the religious objector must find the workplace intolerable, even for a reasonable person (*EEOC v. Consol*, 2017). Managers should be careful not to insert their personal convictions about chip implanting into the process. There are testimonials that substantiate this management practice. For instance, if the manager is a

Christian who believes chipping employees is harmless, they may exhibit behavior that shows contempt for Christians who believe chipping is harmful. It is important for managers to stay neutral. Discharging employees for personal reasons is unwise and may ruin a company's reputation and adversely affect its profitability.

### **Limitations**

This paper does not talk about the general population and other belief systems. The primary focus is on the Christian perspective and biblical view of Christ's Kingship and the concept of separation from this world's system. The Scriptures admonish believers in James 4:4, *"know ye not that the friendship of the world is enmity with God? Whosoever therefore will be a friend of the world is the enemy of God."*

There are many Christian denominations that lead to different Scripture interpretations and Bible texts, all amounting to confusion on who should be doing what in the Body of Christ. The key mark of every believer is they have the Holy Ghost (Romans 8:9) and hear the voice of their Lord Jesus Christ. Christians have a personal relationship with Jesus. He will tell them what they should and should not do. Human resources managers should stay in their lanes and serve the employees, with all their diversity, and not the organization. Not enough human resources managers are working for the employees. If they were, there would be no need for unions.

### **Conclusion**

As mankind progresses in seeking a life filled with ease, comfort, enhancement, and longevity, scientists and technologists will find they were responsible for the world's moral depravity. The world would have us believe to love people is to embrace scientific advancements. However, not all scientific advancements are morally equal. Early on advancements were initially aimed at ending disease and extending life; however, now scientific

endeavors seek to enhance humans until they are no longer human. Science aims to eliminate humanity through various forms of pharmaceuticals that control childbearing and child behavior. It works untiringly to genetically alter gender and DNA. And it intends to control the human brain with chip implants (Kass, 2008). Modern-day advancements are likened to the Biblical story of Nimrod building a tower to Heaven to circumvent the power of the depths. If left unchecked, scientists and technologists would eliminate Divine Providence, if it were possible. When organizations adopt business practices that downplay our spirituality and the fact that demonic forces are attached to many technological advances, civil liberties, and ethical boundaries erode. If a person has something inside of them that has demonic forces attached, there will be a significant increase in devilish activity in a person's spiritual, mental, emotional, and social life. This increase in demonic struggles will cause depression and suicide. It will cause a person to hate the Lord and they will not know why. It is time for those who have a relationship with the Lord Jesus, and a moral compass, to awaken for the degradation of the character of man is at stake and ultimately many souls will perish.

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