Observing without measuring people

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Fictional document

> **Fictional document — demonstration example**
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> **Fictional document**, produced for demonstration. **The unwritten step was shown to the agent because nobody was being measured.**

What is supplied if individual measurement is opened

Condition	Basis
Proportionality	**Art. L1121-1, Labour Code**
Prior information	**Art. L1222-4, Labour Code**
Works council consultation	**From 50 employees**

What observation returned, and it depends on trust

Finding	Value
Cases going through a step in no procedure	**41 %**
How long the step has existed	**Years**

Finding	Value
Its actual role	**It is the reason the process works**

What happens if observation becomes an individual measure

Step	Effect
Useful workarounds stop being shown	**They do not disappear — they become invisible again**
Automation is built on the written procedure	**The one describing 60 % of cases**

The measure proposed

Level	What it revealed
By step and by case type	**The gain does not disappear: it moves**

Step	Before	After	Where the time reappears
Data entry	**6 minutes**	**40 seconds**	**Downstream, where nobody was measuring**

For the company to settle

Measurement level chosen: _____

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> https://bluelemonagent.ai/en/entreprises/cas-usage/automatisation-des-processus-metier-bpa-ia

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