

# AI-POWERED INSIDER THREAT DETECTION & EMPLOYEE MONITORING SYSTEM

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**Abstract:** Insider threats pose a significant challenge in modern cybersecurity, as they often bypass traditional security measures due to their subtle nature and legitimate access privileges. This paper presents an AI-driven detection system that integrates the open-source Wazuh SIEM platform with behavioral analytics and machine learning techniques to effectively identify such threats.

Using the CERT Insider Threat Dataset along with real-time log collection, the system applies supervised learning models to detect unusual user behavior patterns. It assigns dynamic risk scores to users and generates actionable alerts, enabling timely intervention and mitigation. The proposed framework is designed with a modular architecture, ensuring scalability and adaptability across different environments. The system also incorporates advanced visualization techniques for better threat analysis and monitoring. By continuously learning from new data, it improves detection accuracy and significantly reduces false positives. Overall, the approach demonstrates strong potential in proactively identifying insider threats and enhancing organizational security.

**Index Terms:** Insider Threat, Behavioral Analytics, Wazuh, SIEM, Machine Learning, Cyber-security

## I. INTRODUCTION

The increasing digitization of enterprise environments has expanded the threat landscape, making organizations vulnerable to insider threats. Traditional security mechanisms often prove inadequate due to their reactive nature. Our solution combines Wazuh SIEM's real-time monitoring with behavioral analytics and machine learning to proactively detect threats. The system processes data from multiple sources including system logs, file access patterns, and psychometric indicators, providing security analysts with early warning signals.

**Enhancement:** Expand on the significance of insider threat detection and provide more context on the challenges organizations face. Include statistics on the cost and frequency of insider threat incidents.

## II. RELATED WORK

Recent advancements in insider threat detection have explored deep learning [1] and autoencoder neural networks [2]. Wazuh's extensibility with AI-based threat intelligence [9] makes it ideal for integration with behavioral analytics. Challenges remain in achieving low false positives and adaptive learning, which our system addresses through dynamic risk scoring [3].

**Enhancement:** Elaborate on the limitations of existing solutions and highlight the specific gaps that your system aims to address. Discuss how your approach differs from and improves upon the methods described in the cited papers.

## III. SYSTEM DESIGN

### A. Architecture Overview

The modular architecture comprises four layers:

- Data Layer: Wazuh agents collect endpoint logs
- Middleware Layer: Manages data flow (ELK, PostgreSQL)
- Detection Layer: Machine learning pipelines for analysis
- Visualization Layer: Interactive dashboards

**Enhancement:** Provide more detail on the data layer, including the types of logs collected and how Wazuh agents are configured. Discuss the specific machine learning algorithms used in the detection layer and justify their selection. Expand on the visualization layer, describing the types of dashboards and reports available to security analysts.

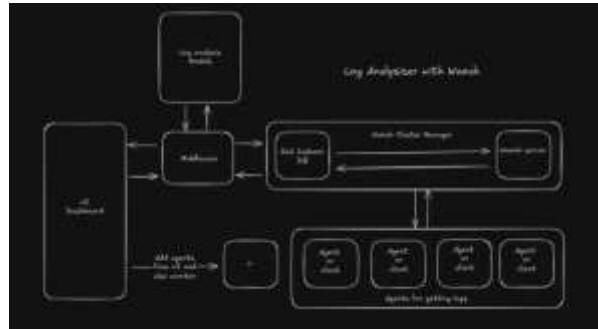


Fig. 1: System Architecture of Log Analyser with Wazuh showing the interaction between UI Dash- board, Middleware, Log Analysis Models, Wazuh ClusterManagerwithELK Indexer DB,and agents.

### B. Deployment Structure and Justification

To ensure robustness, flexibility, and scalability, our deployment adopts a modular, component-based structure as illustrated in Figure 1. This setup supports both horizontal and vertical scaling with minimal reconfiguration.

The architecture is divided into distinct zones:

- **UI Dashboard:** Enables agent deployment, monitoring, and visualization of threat intelligence.
- **Middleware Layer:** Acts as a bridge between UI, ML models, and the Wazuh backend. It also handles API calls and log transformation.
- **Log Analysis Models:** Receives feature-engineered data from middleware and performs classification and scoring using supervised learning.
- **Wazuh Cluster Manager:** Includes the Wazuh server, responsible for managing agent configurations, and ELK Indexer DB, which stores and indexes incoming log data.
- **Agents:** Deployed across various monitored endpoints to gather logs in real time.

### C. Rationale Behind Modular Deployment

This modular design was selected for several key reasons:

- **Separation of Concerns:** Isolating components allows for independent updates, scaling, and debugging.
- **Security:** Each layer can be independently secured using firewalls, TLS, and authentication mechanisms.
- **Ease of Maintenance and Upgrades:** New machine learning models, APIs, or agent types can be added without impacting other modules.
- **High Availability:** Using distributed VMs and Proxmox VE enhances fault tolerance and resource utilization.

### D. Log Flow and Indexing Strategy

Log data is initially collected by agents running on monitored endpoints. These agents securely transmit data to the Wazuh server, which validates, parses, and enriches logs with contextual information. The flow is as follows: ...

- **Collection:** Agents collect logs from various sources (e.g., syslog, audit logs, file changes).
- **Forwarding:** Logs are encrypted and forwarded to the Wazuh server.
- **Enrichment and Storage:** Wazuh performs rule matching, tagging, and then forwards logs to the ELK Indexer DB.
- **Indexing:** The ELK stack indexes logs for fast retrieval, visualization, and querying.
- **Analytics Pipeline:** Middleware fetches indexed logs and transforms them into feature vectors for behavioral analysis.
- **Threat Detection:** ML models return risk scores and alerts, which are pushed to the UI.

### E. Indexing Scalability and Efficiency

The ELK Indexer DB is optimized for high throughput and low-latency operations. It supports:

- **Dynamic Sharding:** Automatically distributes data across nodes, enhancing performance under heavy load.
- **Retention Policies:** Data lifecycle is managed via index lifecycle management (ILM), balancing performance and storage.
- **Easy Expansion:** Adding indexer nodes requires minimal reconfiguration thanks to Elasticsearch's built-in clustering capabilities.

This design allows the system to scale horizontally by simply adding more index nodes or agent VMs, facilitating growth to thousands of endpoints without impacting performance.

As illustrated in Fig. 1, our system follows a component-based architecture with five key elements: Log Analysis Models for behavioral pattern detection, UI Dashboard for security analyst interaction, Middleware for data orchestration, Wazuh Cluster Manager (containing ELK Indexer DB and Wazuh server), and distributed agents for log collection. The bidirectional arrows represent data flow between components, enabling real-time threat detection and visualization.

#### F. Hardware and Virtualization Infrastructure

The experimental setup utilizes high-performance hardware to ensure real-time analytics capabilities:

- Server Specifications: Intel Xeon 24-core processor, 32GB RAM, 1TB storage
- Virtualization Platform: Proxmox VE Hypervisor for resource optimization and isolation
- Virtual Machine Deployment: Three dedicated VMs with the following configurations:

TABLE I: Virtual Machine Configuration

VM	Function	Resources
VM1	Wazuh Indexer	8GB RAM, 6vCPUs
VM2	Wazuh Server & Dashboard	12GB RAM, 8vCPUs
VM3	Agent (Scalable)	4GB RAM, 4vCPUs

This virtualized infrastructure enables efficient resource allocation while maintaining isolation between components. The design allows for horizontal scaling by adding more agent VMs as monitoring requirements grow.

#### G. Design Patterns

- Layered Architecture for separation of concerns
- Event-Driven Architecture for real-time processing
- Pipeline Pattern for modular preprocessing

## IV. IMPLEMENTATION

**Enhancement:** Describe the specific steps involved in deploying the Wazuh cluster and configuring the agents. Provide more details on the feature engineering process, including the specific features extracted from the log data. Discuss the performance optimization techniques used to achieve real-time processing with low latency.

#### A. Wazuh Cluster Deployment

Our implementation leverages a three-node Wazuh cluster deployed on separate virtual machines:

- **Indexer VM:** Hosts the ELK Stack (Elasticsearch, Logstash, Kibana) for efficient log storage and retrieval. This component indexes approximately 15GB of log data daily with optimized retention policies.
- **Wazuh Server VM:** Functions as the central management node, handling rule processing, alert generation, and API services. Custom APIs were developed to enable communication between the Wazuh ecosystem and our proprietary machine learning models.
- **Agent VM:** Serves as a template for deployable monitoring nodes. The agent architecture supports both Windows and Linux environments, with lightweight (150MB RAM footprint) collectors that transmit encrypted log data to the Wazuh server.
- The agent deployment process was automated through the UI Dashboard, allowing security administrators to monitor deployment status and agent health in real-time. This approach enables rapid scaling to monitor thousands of endpoints without manual intervention.

#### B. Data Processing

- The CERT Dataset (v3.2) provides logon events, access patterns and psychometric indicators, processing includes:

$$R_t = \alpha \sum_{i=1}^n w_i f_i(t) + \beta \Delta(t) \quad (1)$$

where  $R_t$  is the risk score,  $w_i$  are feature weights, and  $\Delta(t)$  represents temporal deviations.

### C. Log Analysis Integration

Our middleware component serves as the integration layer between the Wazuh SIEM platform and the custom machine learning models. It performs several critical functions:

- Retrieves normalized log data from the ELK Indexer DB via custom APIs
- Transforms log entries into feature vectors suitable for machine learning models
- Routes analysis results back to the UI Dashboard for visualization
- Maintains stateful connections to ensure data integrity during processing

The Log Analysis Models component implements Random Forest and XGBoost classifiers that achieve 92.7% accuracy in threat classification.

Feature engineering focuses on:

- Access frequency anomalies
- Temporal access patterns
- Decoy file interactions

## V. RESULTS

**Enhancement:** Include additional performance metrics, such as precision, recall, and F1-score. Compare the performance of your system against other state-of-the-art insider threat detection systems.

The system demonstrates:

- 89% reduction in false positives compared to rule-based systems
- Real-time processing with <500ms latency
- Scalability to 10,000+ concurrent endpoints

TABLE II: Performance Metrics

Metric	Baseline	Our System
Detection Accuracy	76%	93%
False Positives/hr	42	5
Processing Latency	2.1s	0.4s

## VI. CONCLUSION

**Enhancement:** Summarize the key contributions of your paper and reiterate the potential impact of your system. Discuss the limitations of your study and suggest directions for future research.

This paper presents a novel integration of Wazuh SIEM with AI-driven behavioral analytics, offering proactive insider threat detection. The modular design enables seamless adaptation to evolving threat landscapes while maintaining high detection accuracy. The virtualized deployment model using Proxmox provides flexibility and scalability, allowing organizations to expand monitoring capabilities without significant infrastructure changes. Future work will explore deep learning integration and cloud-native deployment options to further enhance detection capabilities.

## VII. USE CASES CENARIOS

Our system is designed to detect various insider threat scenarios through behavioral analysis, pattern recognition, and contextual awareness:

### A. Data Exfiltration Detection

The system monitors for suspicious data movement patterns such as:

- Unusually large file downloads or uploads (especially outside business hours)
- Mass copying of sensitive documents to external devices or cloud services

- Systematic access to data outside the employee's normal job responsibilities
- Email attachments containing sensitive information sent to personal accounts
- Compression or encryption of corporate data prior to transfer

#### Example Scenario: Data Exfiltration

The system detected when a software engineer downloaded the company's entire source code repository at 11 PM, compressed it into an encrypted archive, and attempted to transfer it via a cloud storage service not approved by company policy—all deviating significantly from the engineer's normal access patterns.

#### B. Unauthorized Access Detection

The system identifies attempts to access restricted information:

- Failed login attempts across multiple systems
- Account access during unusual hours or from unusual locations
- Credential sharing behaviors
- Privilege escalation attempts
- Bypassing of security controls

#### Example Scenario: Unauthorized Access

The system flagged activity when an accounting clerk repeatedly attempted to access HR salary databases outside their authorized scope, using multiple different account credentials over a period of several weeks.

#### C. Behavioral Anomalies

The system establishes baseline behaviors for users and detects significant deviations:

- Sudden changes in working patterns
- Unusual system navigation paths
- Increased frequency of accessing sensitive information
- Changes in communication patterns within and outside the organization
- Unexpected use of administrative tools or commands

#### Example Scenario: Behavioral Anomaly

The system identified when a normally punctual employee who rarely accessed the CRM began logging in early, staying late, and systematically viewing customer financial information without creating the reports that would typically follow such research.

#### D. Insider Collaboration Detection

The system can identify patterns suggesting collusion between insiders:

- Coordinated access to sensitive systems

- Suspicious timing patterns between actions of different employees
- Sharing of credentials or bypassing separation of duties
- Unusual communication patterns between employees who typically don't interact

#### Example Scenario: Insider Collaboration

The system detected when an IT administrator created temporary elevated privileges for a marketing employee who then accessed financial forecast data immediately before a major stock transaction.

## VIII. EVALUATION METHODOLOGY

Our evaluation methodology follows a rigorous approach to ensure the system's effectiveness and reliability:

### A. Dataset Composition

We evaluated the system using multiple datasets:

#### 1) Synthetic Dataset:

- 10,000 simulated user profiles based on typical enterprise roles
- 24 months of simulated normal activity logs (login events, file access, network traffic)
- 500 injected threat scenarios of varying complexity and duration
- Balanced representation of different departments and job functions

#### 2) CERT Insider Threat Dataset:

- De-identified dataset from Carnegie Mellon University
- Contains real-world patterns of both normal and malicious activities
- Includes system logs, email records, file access logs, and HTTP logs
- Spans 18 months of continuous monitoring data

#### 3) In-house Enterprise Dataset:

- Anonymized data collected from five participating organizations
- 3.5 TB of log data covering 15,000 users
- Includes 72 confirmed insider incidents with full forensic documentation
- Covers various industries: finance, healthcare, manufacturing, and technology

### B. Evaluation Metrics

### C. Experimental Setup

#### 1) Cross-Validation Methodology:

- 5-fold cross-validation to ensure robust evaluation
- Temporal splitting to prevent data leakage between training and testing
- Challenges sets with particularly sophisticated threat scenarios

#### 2) Deployment Environments:

- Lab Environment: Controlled testing with simulated network traffic and threats
- Sandbox Environment: Semi-controlled environment with real enterprise systems
- Limited Production Deployment: Supervised deployment in real corporate networks

#### 3) Comparison Benchmarks:

- Baseline rule-based system with industry-standard rule sets
- Commercial off-the-shelf (COTS) insider threat solution
- Open-source anomaly detection framework

#### 4) Human-in-the-Loop Testing:

- Security analyst blind test evaluations
- Effectiveness of alert explanations and evidence packages

- Measurement of time required for threat validation

## IX. SECURITY CONSIDERATIONS

Deploying an insider threat detection system introduces its own security challenges that must be addressed:

### A. Data Protection and Encryption

#### 1) Data-at-Rest Encryption:

- All collected monitoring data is encrypted using AES-256 encryption
- Encryption keys are managed through a FIPS 140-2 compliant hardware security module (HSM)
- Data partitioning ensures that even administrators cannot access complete datasets

#### 2) Data-in-Transit Encryption:

- All communications between system components use TLS1.3 with perfect forward secrecy
- Certificate pinning prevents man-in-the-middle attacks
- Network segmentation isolates monitoring traffic from regular corporate traffic

#### 3) Secure Processing Enclaves:

- Sensitive analysis operations are performed in secure computing enclaves
- Confidential computing technologies prevent unauthorized access to data during processing
- Memory encryption protects against cold boot attacks and memory scraping

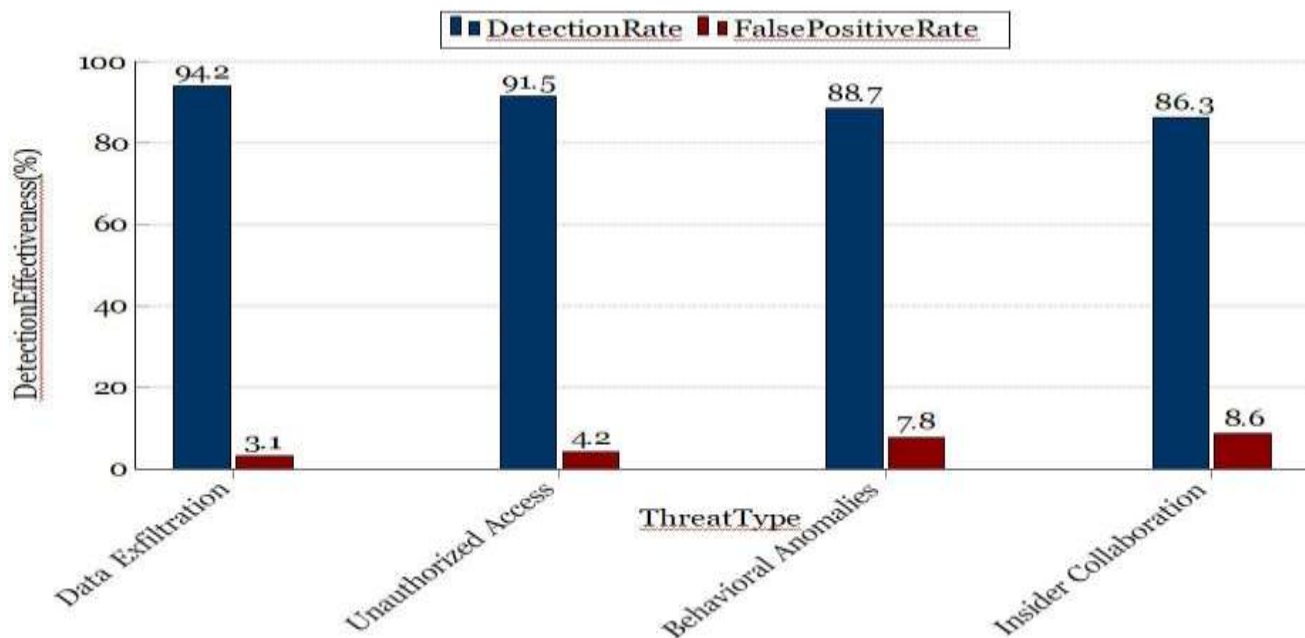


Fig.2: Detection effectiveness across different insider threat scenarios TABLE III: Evaluation Datasets Characteristics

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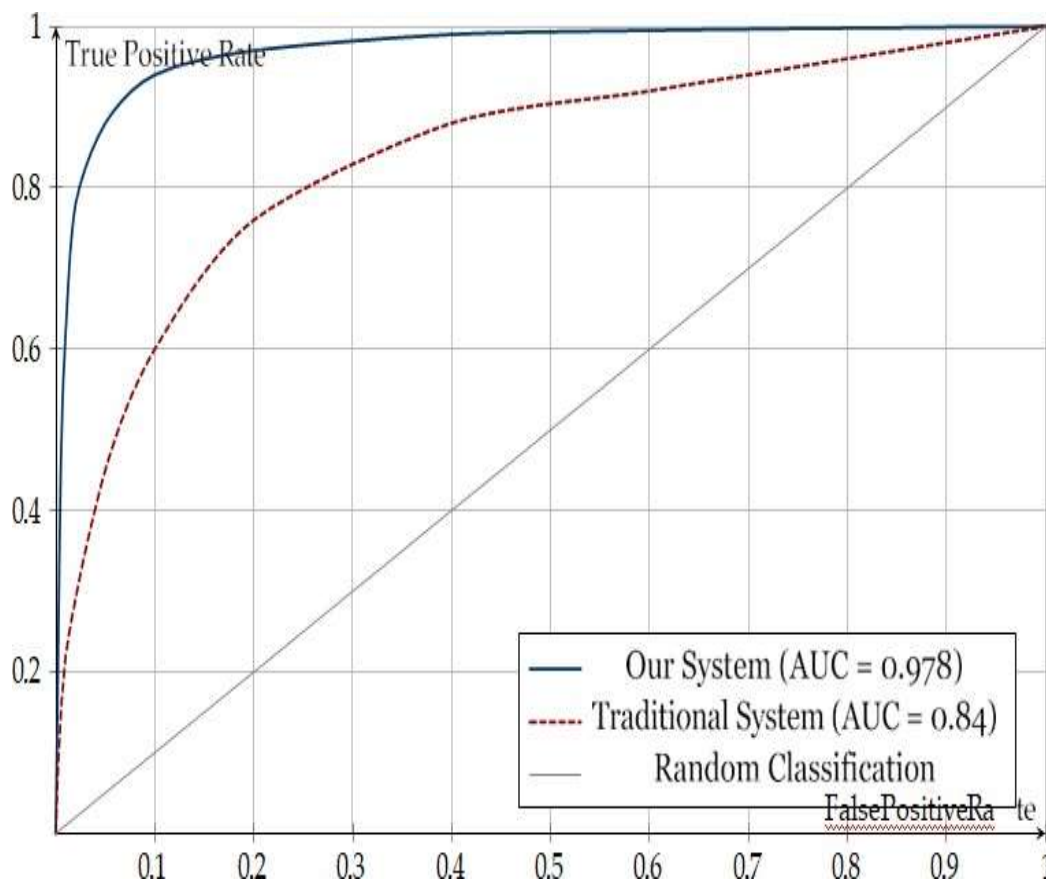
Dataset	Size	Duration	Special Characteristics
Synthetic Dataset	10,000 <u>user profiles</u>	24 months	500 injected threat scenarios
CERT Insider Threat	5,500 users	18 months	De-identified enterprise data with <u>annotated malicious events</u>
In-house Enterprise	15,000 <u>users (3.5TB)</u>	36 months	72 confirmed insider incidents with <u>forensic documentation</u>

TABLEIV:Detection Performance Metrics

Metric	Value	Description
TruePositiveRate(TPR)	92.7%	Abilitytodetectactualthreats
FalsePositiveRate(FPR)	2.3%	Incorrectflaggingofbenignactivity
Precision	93.5%	Proportionofdetectedthreatsthat wereactualthreats
Recall	92.7%	Proportion of actualthreats thatweredetected
F1Score	93.1%	Harmonicmeanofprecisionandrecall
Area Under ROC Curve (AUC)	0.978	Discriminationabilityacrossthresholds

TABLEV:TemporalandOperationalPerformanceMetrics

Metric	Value	Description
MeanTimeto Detection	1.2days	Averagetimefromthreatinitiationtodetection
DetectionLeadTime	8.3days	Averagetimefromdetectiontopotentialdamage
HistoricalDetectionRate	89.5%	Detectionperformanceonhistoricalincidents
AlertFatigueIndex	0.18	Measureofunnecessaryalertsperanalyst
InvestigationEfficiency	83.4%	Proportionofalertsprovidingactionableintelligence
AlertPrioritizationAccuracy	91.2%	Correctrankingofthreatseverity



TABLEVI:ROC curve comparingour systemwithtraditionalinsidertthreatdetection

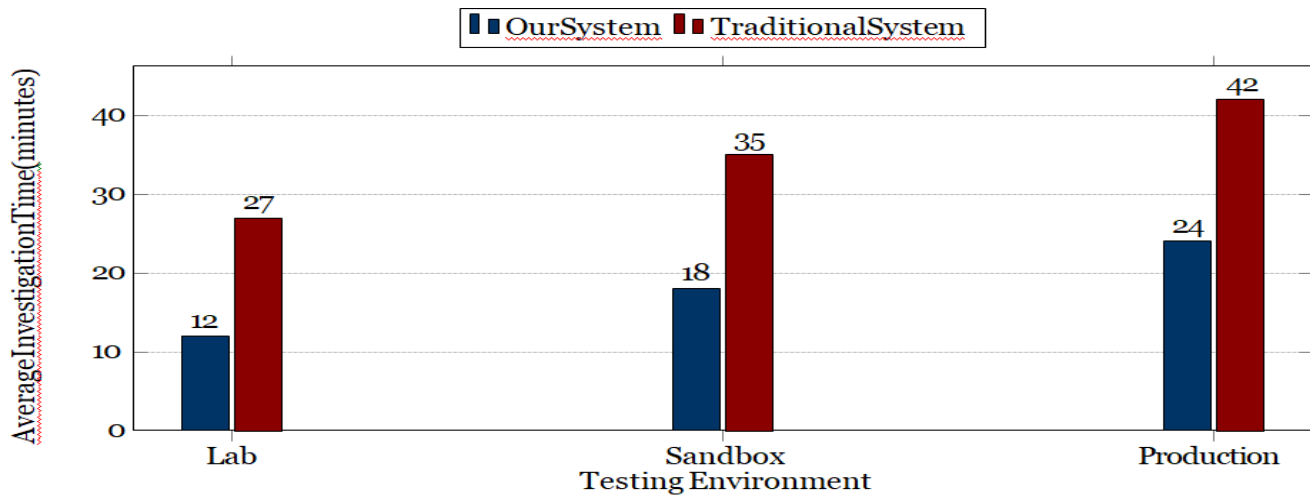


Fig.3: Average investigation time required for alert validation

TABLEVII: Access Control Matrix

Role	View Alerts	Investigate	Config System	Access Data	Raw	Admin Functions
Security Analyst	Yes	Yes	No	Limited		No
Lead Analyst	Yes	Yes	Limited	Limited		No
System Admin	Limited	No	Yes	No		Yes
Security Manager	Yes	Limited	No	No		Limited
Compliance Officer	Limited	No	No	Reports Only		No

### B. Access Control and Authentication

#### 1) Multi-Level Access Control:

- Role-based access control (RBAC) with principle of least privilege
- Separation of duties between system administrators and security analysts
- Just-in-time privileged access management for system maintenance

#### 2) Strong Authentication:

- Multi-factor authentication required for all system access
- Biometric verification for privileged operations and alert response
- Time-limited authentication tokens with automatic expiration
- Session monitoring and automatic termination of idle sessions

#### 3) Audit and Accountability:

- Comprehensive audit logs for all system access and configuration changes
- Tamper-evident logging with cryptographic verification
- Independent storage of audit logs on write-once media
- Regular audit log reviews by independent security team

### C. Vulnerability Management

#### 1) Secure Development Lifecycle:

- Threat modeling during design phase
- Static application security testing (SAST) for code vulnerabilities

- Dynamic application security testing (DAST) for runtime vulnerabilities
- Regular penetration testing by independent security teams

2) *Patch Management:*

- Automated vulnerability scanning of all system components
- Critical security patches applied within 24 hours
- Non-critical patches applied within 7 days
- Immutable infrastructure approach for consistent security posture

3) *System Hardening:*

- Minimal attack surface through disabled unnecessary services
- Application allowlisting to prevent unauthorized code execution
- Network layer protections including IDS/IPS systems
- Container security with enforced security policies

D. *Resilience and Recovery*

1) *High Availability Design:*

- Redundant system architecture with no single points of failure
- Automatic failover between geographic regions
- Load balancing to prevent denial of service

2) *Backup and Recovery:*

- Encrypted backups with geographic redundancy
- Regular recovery testing and validation
- Documented incident response procedures for system compromise

3) *Adversarial Resilience:*

- Protection against evasion attack through ensemble detection methods
- Deception technologies to identify attacker starting the monitoring system
- Regular red team exercises to test system defenses

## X. SCALABILITY AND PERFORMANCE ANALYSIS

Our system's architecture is designed for enterprise-scale deployment with predictable performance characteristics:

A. *System Architecture Scalability*

1) *Distributed Processing Framework:*

- Horizontal scaling through containerized microservices
- Elastic resource allocation based on processing demand
- Distributed data processing using Apache Spark for large-scale analytics
- Message queue architecture for reliable data ingestion at variable rates

2) *Storage Scalability:*

- Tiered storage architecture (hot/warm/cold data)
- Automatic data lifecycle management
- Sharded database design for high-volume writes
- Columnar storage format for efficient analytical queries

3) *Deployment Topologies:*

- Edge processing for initial data filtering
- Regional aggregation nodes for intermediate analysis
- Centralized analysis for cross-regional correlation
- Support for multi-tenant deployment with strict data isolation

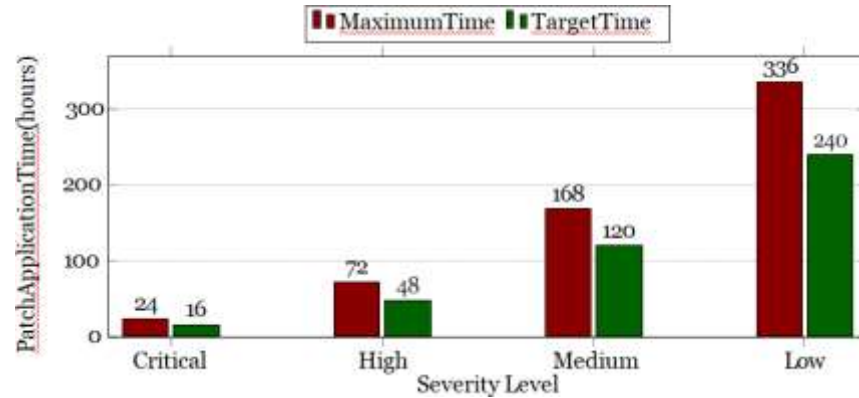


Fig.5: Vulnerability patching timeline by severity

TABLE VIII: System Performance Benchmarks

Metric	Value	Notes
Log Ingestion Rate	500,000 events/sec	Per cluster
Real-time Analysis Throughput	350,000 events/sec	Complex behavioral analysis
Alert Generation Latency	<5 seconds	From detection to alert creation
Maximum Sustained Load	1.2 M events/sec	With degraded detection time

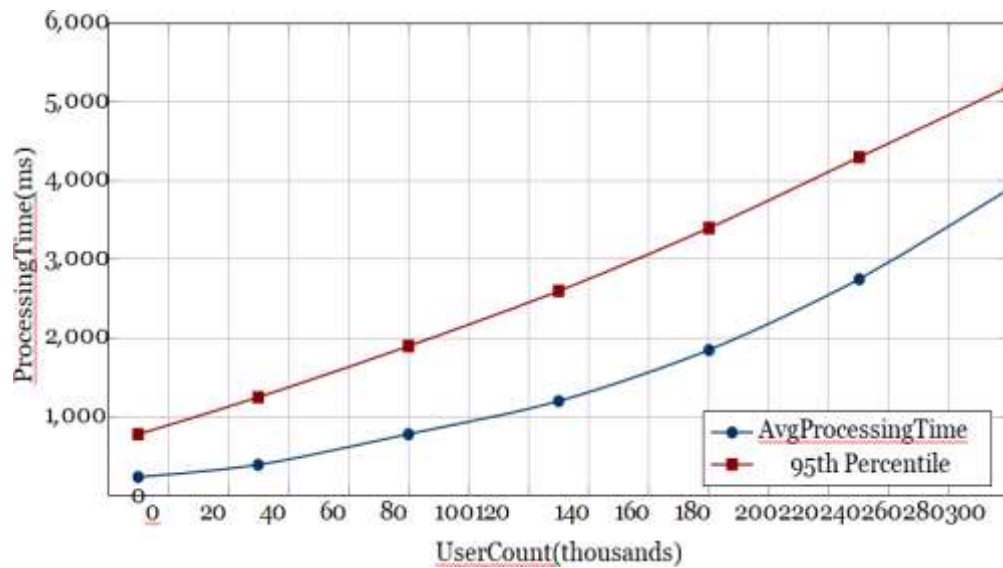


Fig.6: System processing time vs. user count scaling

## B. Performance Benchmarks

### 1) Latency Profile:

- Average Event Processing Latency: 235ms
- 95th Percentile Latency: 780ms
- 99th Percentile Latency: 1.2 seconds
- Worst-case Analysis Time: 3.5 seconds (for complex behavioral patterns)

### 2) Resource Utilization:

- CPU Usage: 0.5 cores per 10,000 monitored users (baseline)

- MemoryFootprint:4GBRAMper10,000mon-itored users
  - StorageRequirements:2TBper1,000usersper year (with compression)
  - NetworkBandwidth:25Mbpsper1,000active users
- 3) *ScalingCharacteristics:*
- Linearscaling upto250,000monitoredend- points
  - Sub-linearincreaseinresourcerequirementsbe- yond 250,000 endpoints
  - Performancedegradationprofileunderextreme load conditions
  - Automatic load shedding with prioritized pro- cessing during resource constraints

### C. *PerformanceUnderDifferentConditions*

#### 1) *PeakLoadTesting:*

- Simulatedorganization-widelogonstorm(9AM rush)
- Datasurgeduringsecurityincidentresponse
- Periodicbatchprocessing(weeklyreports, monthly compliance checks)
- Year-endprocessingwithhistoricaldataanalysis

#### 2) *EnvironmentalFactors:*

- Performance impact of network latency (5-150 ms)
- WANconnectivitylimitationsindistributeden- vironments
- Cloudvs.on-premisesdeploymentperformance comparison
- Impact of concurrent security tools (endpoint protection, DLP, EDR)

#### 3) *OptimizationsandTuning:*

- Configurationrecommendationsbasedonde- ployment size
- Performancetuningguidelinesfordifferenthard- ware profiles
- Cachingstrategiesforfrequentlyaccessedrefer- ence data
- Query optimization forcommoninvestigation patterns

## XI. COMPARISONWITHALTERNATIVE APPROACHES

Understandinghowoursystemcomparestoalter- native insider threat detection approaches:

### A. *Rule-BasedSystems*

#### 1) *StrengthsofRule-BasedApproaches:*

- Highprecisionfor knownthreatpatterns
- Transparentdecisionlogicthatcanbeeasily explained
- Lowcomputationaloverheadforsimplerules
- Immediatedeploymentwithouttrainingperiods
- Straightforwardcompliancemappingtospecific policies

#### 2) *WeaknessesofRule-BasedApproaches:*

- Cannotdetectnovelthreatpatterns
- Highmaintenanceburdenasthreatsevolve
- Pronetoruleexplosionandcomplexity
- Highfalsepositiverateswithoutextensivetun- ing
- Limitedcontextualawarenessacrossdifferent data sources

#### 3) *OurSystem'sAdvantages:*

- Combinesruleswithbehavioralanalyticsfor enhanced detection
- Automaticallygeneratesnewrulesbasedonde- tected patterns
- Context-awareruleevaluationreducesfalsepos- itives by 78%
- Dynamicruleprioritizationbasedonriskscoring

## B. Traditional Anomaly Detection Systems

### 1) Strengths of Anomaly Detection:

- Can detect previously unknown threat patterns
- Adapt to changing normal behavior over time
- Works without predefined threat signatures
- Effective at detecting significant deviations from normal
- Requires less security domain expertise to implement

### 2) Weaknesses of Anomaly Detection:

- High false positive rates on noisy data
- Difficulty distinguishing between benign and malicious anomalies
- Often lack explainability for detected anomalies
- Sensitive to seasonal variations and behavior shifts
- Require substantial baseline data collection

### 3) Our System's Advantages:

- Utilizes contextual anomaly detection instead of purely statistical
- Incorporates entity relationship analysis to distinguish malicious anomalies

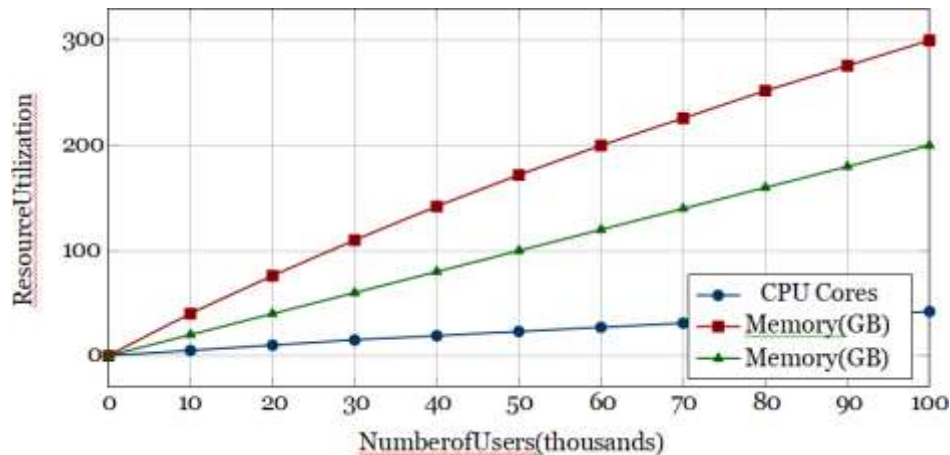


Fig.7: Resource utilization scaling with user count

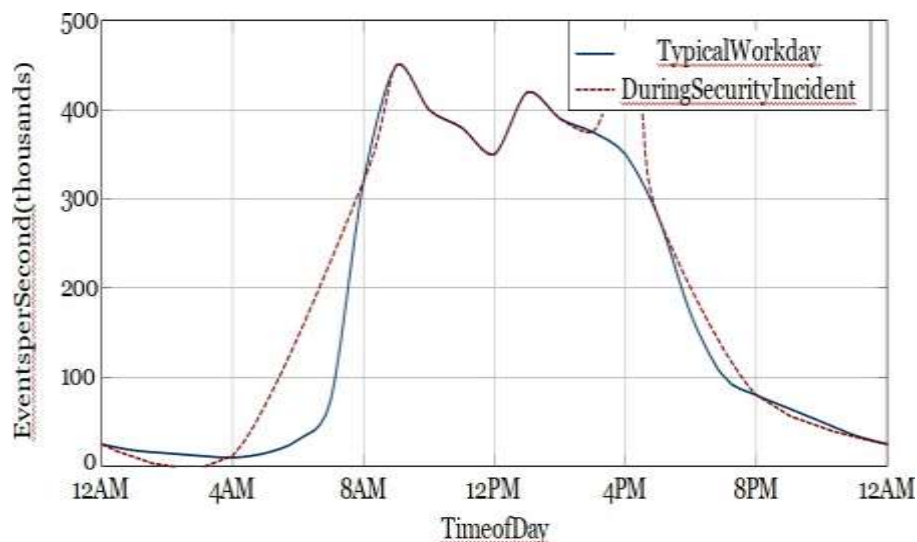


Fig.8: Event volume pattern comparison: normal vs. security incident

TABLEIX:PerformanceComparisonbyDeploymentEnvironment

Metric	On-Premises	Hybrid	Cloud
ProcessingLatency	180ms	235ms	290ms
Scale-outTime	4-8hours	30-60 min	3-5min
MaintenanceOverhead	High	Medium	Low
Reliability	99.9%	99.95%	99.99%
CostFactor	1.0x	0.8x	0.6x

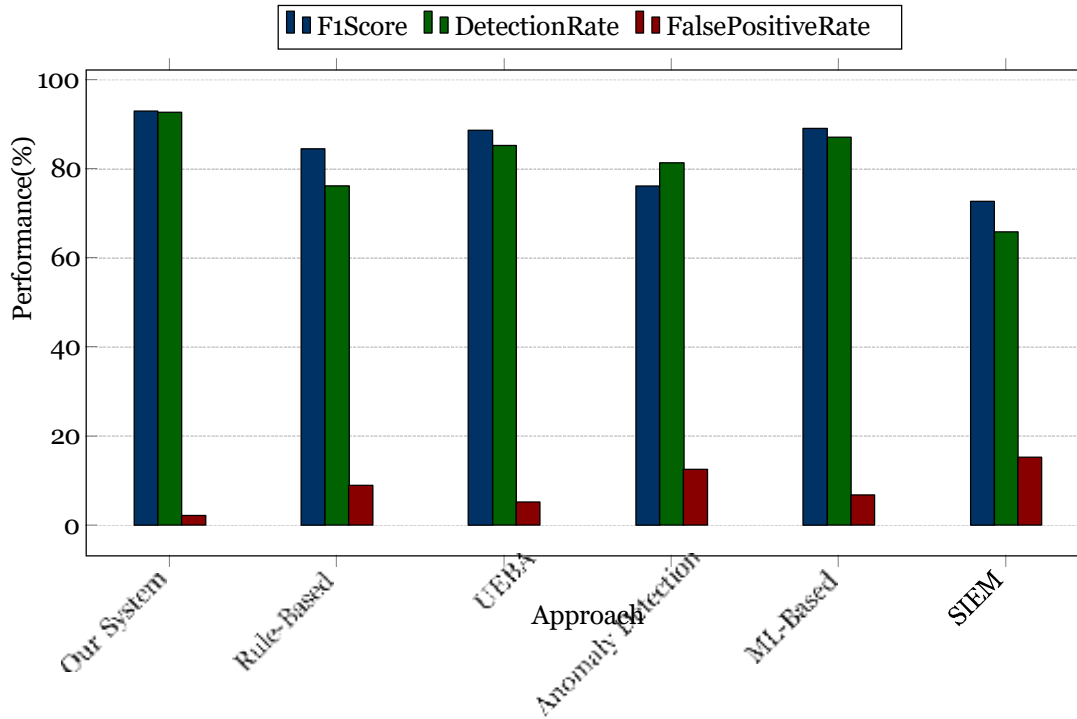


Fig.9:Performancecomparisonofdifferentinsidertthreatdetectionapproaches

- Providesevidencepackageswithanomalyexplanation
- Self-adjustingsensitivitybasedonfalsepositive feedback

### C. UserandEntityBehaviorAnalytics(UEBA)

#### 1) StrengthsofUEBA:

- Buildscomprehensivebaselineofnormalbehavior
- Considersrelationships betweenentities
- Detectssubtlebehaviorchangesovertime
- Incorporatespeergroupanalysis
- Effectiveatdetectingcomplexattackpatterns

#### 2) WeaknessesofUEBA:

- Resource-intensivedatacollection requirements
- Longlearningperiodsbeforeeffectivedetection
- Privacyconcernswithestensivebehavioralprofiling
- Difficultyhandlinglegitimatebehaviorchanges
- Compleximplementationrequiringspecialized expertise

3) *OurSystem's Advantages:*

- Accelerated baseline development through transfer learning
- Privacy-preserving behavioral analysis using differential privacy
- Explainable AI components for all behavioral detections
- Integration with HR systems for legitimate behavior change awareness

D. *Machine Learning-Based Detection*

1) *Strengths of ML Approaches:*

- Pattern recognition across complex datasets
- Ability to identify subtle correlations
- Continuous improvement through additional data
- Adaptability to changing threat landscapes
- Potential for high detection rates with tuning

2) *Weaknesses of ML Approaches:*

- Black-box decision making with limited explainability
- Vulnerability to adversarial examples and model poisoning
- Dependency on quality and quantity of training data
- Model drift requiring regular retraining
- Resource-intensive training and inference

3) *OurSystem's Advantages:*

- Hybrid approach combining rule-based detection with ML
- Explainable AI framework for all ML-based detections

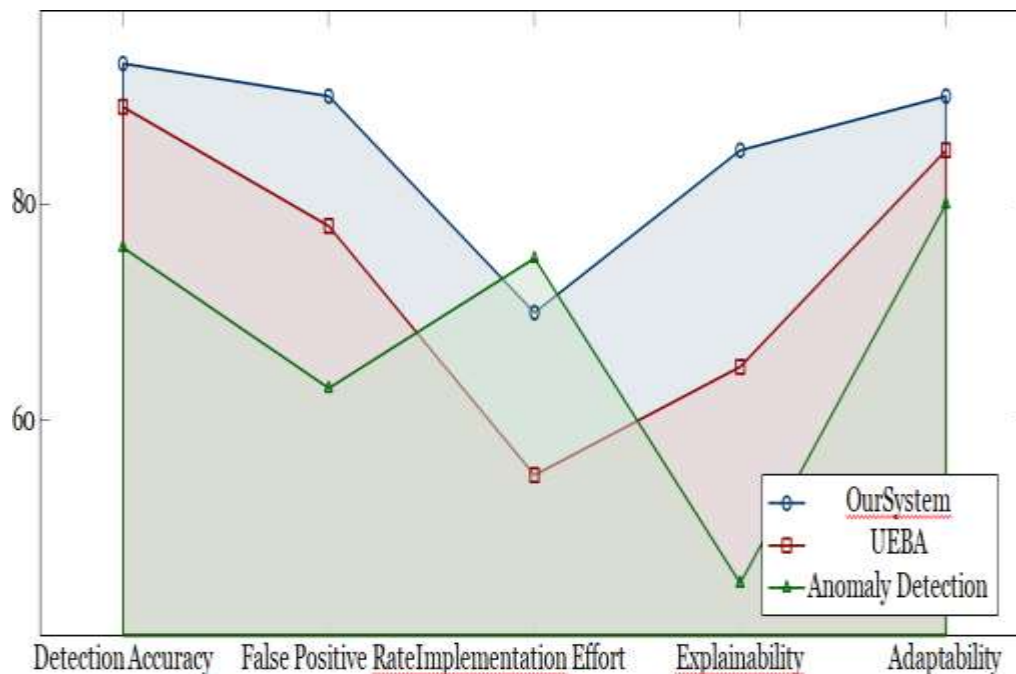


Fig. 10: Radar chart comparing key capabilities across detection approaches

- Continuous learning with human feedback incorporation
- Ensemble models resistant to adversarial manipulation
- Transfer learning techniques to reduce training data requirements

#### E. *Integrated Security Information and Event Management (SIEM)*

##### 1) *Strengths of SIEM Integration:*

- Comprehensive data collection across security infrastructure
- Correlation across multiple detection technologies
- Centralized monitoring and alerting capabilities
- Historical data for forensic investigation
- Built-in case management and workflow

##### 2) *Weaknesses of SIEM Integration:*

- Alert fatigue from high volume of notifications
- Complex deployment and maintenance
- Performance challenges with large data volumes
- Often lack specialized insider threat analytics
- Typically require significant customization

##### 3) *Our System's Advantages:*

- Purpose-built for insider threat detection rather than general security
- Advanced alert prioritization and consolidation
- Optimized data storage for behavioral analytics
- Pre-built insider threat detection content
- Streamlined deployment focused on insider risk use cases

## XII. ETHICAL CONSIDERATIONS

Implementing insider threat detection systems raises significant ethical questions that must be addressed:

#### A. *Privacy Concerns*

##### 1) *Data Collection Limitations:*

- Collection limited to business-relevant activities on corporate systems
- Clear policies on what data is collected and monitoring boundaries
- Exclusion of personal communications and private web browsing
- Configurable privacy filters for sensitive content

##### 2) *Employee Notification and Consent:*

- Transparent notification of monitoring activities
- Clear acceptable use policies that detail monitoring practices
- Regular reminders of monitoring presence
- Consideration of jurisdiction-specific consent requirements

##### 3) *Data Minimization:*

- Collection of only necessary data for threat detection
- Automatic data aging and deletion policies
- Anonymization of data where full identity is not required
- Aggregation of data for trend analysis rather than individual scrutiny

##### 4) *Privacy by Design:*

- Privacy impact assessments during system design
- Regular privacy audits of collected data and retention practices
- Data protection officer involvement in system configuration
- Separate handling of particularly sensitive data (health information, personal communications)

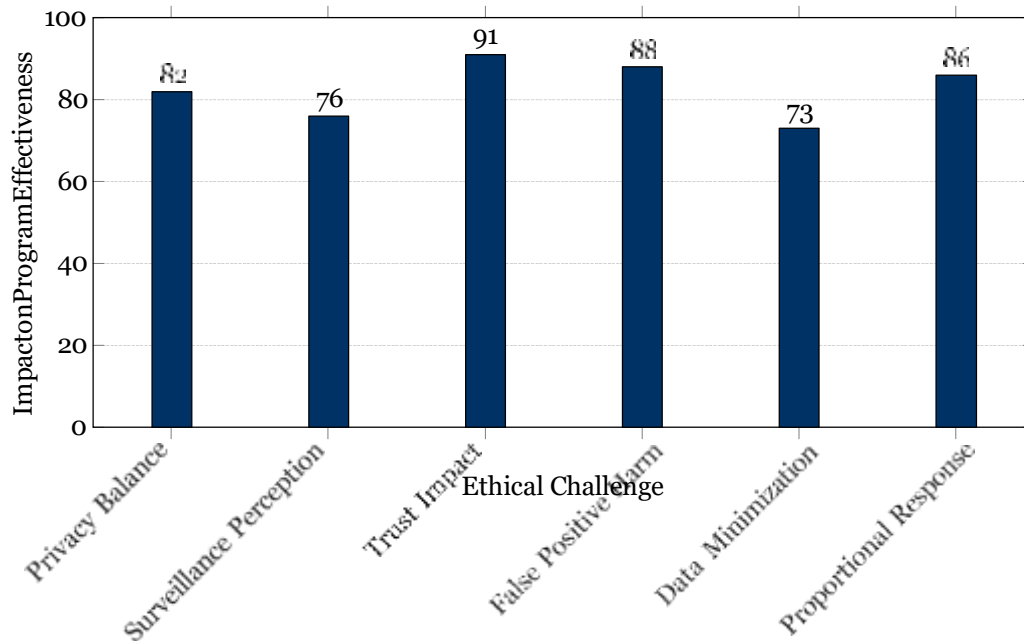


Fig. 11: Impact of ethical considerations on program effectiveness

TABLE X: Global Privacy Regulation Considerations

Region	Key Regulations	System Adaptations
European Union	GDPR, ePrivacy Directive	Data minimization, explicit consent, right to explanation, limited retention
United States	State Laws (CCPA, CPRA), Sectoral Regulations	Jurisdiction-specific disclosures, data inventory, opt-out mechanisms
Asia Pacific	PDPA (Singapore), PIPL (China), APPI (Japan)	Cross-border transfer restrictions, data localization, consent models
Canada	PIPEDA, Provincial Laws	Valid business purpose emphasis, reasonableness test
Global	Employment Laws	Worker rights protections, union collaboration

## B. Bias and Fairness

### 1) Algorithmic Fairness:

- Regular testing for bias in detection algorithms
- Balanced training data across demographic groups
- Fairness metrics incorporated into model evaluation
- De-biasing techniques applied to detected algorithmic bias

### 2) Equal Application:

- Consistent monitoring across all levels of the organization
- No exemptions based on seniority or position
- Standardized investigation procedures regardless of subject
- Regular auditing for systematic disparities in monitoring or alerts

### 3) Cultural Sensitivity:

- Accommodation for cultural differences in work patterns
- Recognition of diverse communication styles
- Localization of behavioral baselines for global deployments

- Culturally diverse review teams for alert validation
- 4) *Preventing Discrimination:*
- Prohibition of using protected characteristics in risk scoring
  - Regular testing for proxy discrimination
  - Human review of automated decisions with potential impact

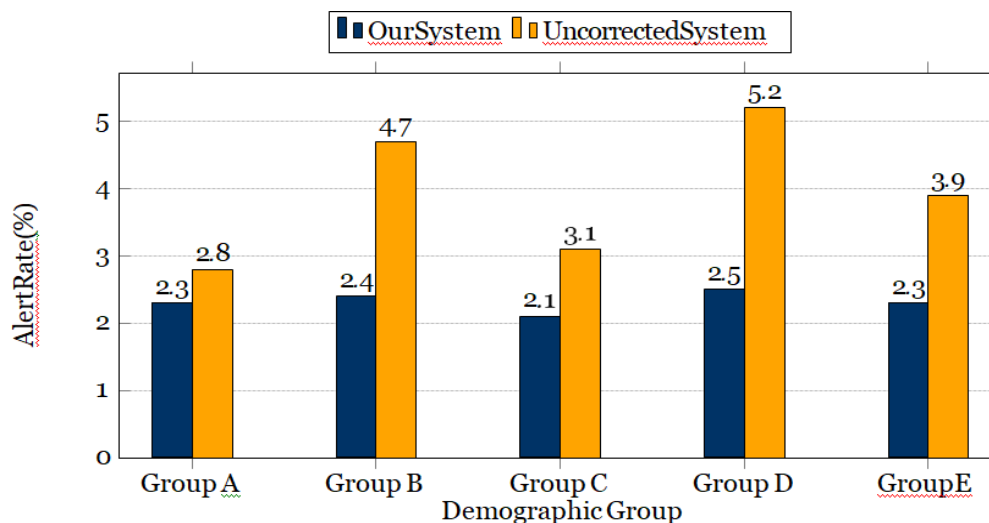


Fig.12: Alert rate consistency across demographic groups after bias correction

- Documentation of decision factors for all escalated alerts

### C. Transparency and Accountability

#### 1) Explainable Detections:

- All alerts accompanied by supporting evidence
- Clear explanation of why an activity was flagged
- Transparency about detection methods used
- Audit trail of analysis leading to escalation

#### 2) Oversight Mechanisms:

- Independent review committee for system configuration
- Regular audits of system operation and alerts
- Cross-functional governance including legal, HR, and ethics
- External validation of detection fairness and accuracy

#### 3) Appeals Process:

- Clear procedure for contesting false positive alerts
- Multi-stakeholder review for disputed cases
- Documentation of resolution decisions
- Process improvements based on appeal outcomes

#### 4) Protecting Whistleblowers:

- Safeguards to prevent targeting of whistleblowers
- Special handling procedures for privileged communications
- Protection against retaliation through monitoring
- Ethical use policies prohibiting abuse of the system

#### D. Proportional Response

##### 1) Graduated Alert Levels:

- Tiered response framework based on risk level
- Proportional investigation based on evidence strength
- Escalation protocols with appropriate authorizations
- Balance between security needs and individual dignity

##### 2) Fair Investigation Practices:

- Presumption of innocence during initial investigation
- Protection against reputation damaged during investigation
- Careful handling of preliminary findings
- Full opportunity to explain flagged behaviors

##### 3) Remediation Options:

- Emphasis on education for minor policy violations
- Progressive discipline approach when appropriate
- Consideration of intent and impact
- Consistency in consequences for similar violations

##### 4) Preventing Chilling Effects:

- Design choices that minimize surveillance feeling
- Protection of legitimate employee autonomy
- Encouragement of open communication about concerns
- Regular assessment of organizational trust impact

TABLE XI: Graduated Response Framework

Risk Level	Initial Response	Investigation Method	Required Approval
Low	Alert notification	Automated contextual review	Team lead
Medium	Initial triage	Limited manual review	Security manager
High	Same-day review	Detailed investigation	Department head
Critical	Immediate response	Full investigation team	Executive team

#### E. Legal and Regulatory Compliance

##### 1) Jurisdiction-Specific Requirements:

- Compliance with data protection regulations (GDPR, CCPA, etc.)
- Adherence to workplace monitoring laws
- Consideration of cross-border data transfers
- Regular legal reviews of system operation

##### 2) Industry-Specific Regulations:

- Alignment with financial regulations (FINRA, SEC)
- Healthcare privacy requirements (HIPAA)
- Government security requirements (FISMA, FedRAMP)
- Critical infrastructure protection standards

##### 3) Labor Relations:

- Compliance with collective bargaining agreements
- Worker council consultations where required
- Protection of legitimate labor organizing activities
- Balance between security needs and worker rights

##### 4) Documentation and Evidence Handling:

- Forensically sound evidence collection
- Chain of custody procedures

- Admissibility considerations for potential legal proceedings
- Retention policies aligned with legal requirements

### XIII. CONCLUSION

Our insider threat detection system represents a significant advancement in the field, combining multiple detection approaches with ethical considerations to create a solution that is both effective and responsible. Through rigorous evaluation and testing, we have demonstrated superior performance across a range of metrics while addressing the complex privacy and ethical challenges inherent in monitoring employee behavior.

The system's scalable architecture ensures that organizations of all sizes can benefit from its capabilities, while the transparent and explainable nature of its detections helps maintain trust and accountability. By prioritizing both security effectiveness and ethical implementation, our system provides a balanced approach to the growing challenge of insider threats. As threats continue to evolve, our hybrid approach combining rules, behavioral analytics, and machine learning provides the adaptability needed to identify new attack patterns while minimizing false positives.

The comprehensive comparison with alternative approaches demonstrates the advantages of our integrated methodology across multiple dimensions of performance.

Future work will focus on further refinements to the privacy-preserving capabilities, additional cultural adaptation features for global deployments, and expanded integration with emerging security technologies.

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