



HEADS UP!

HR News You Need To Know

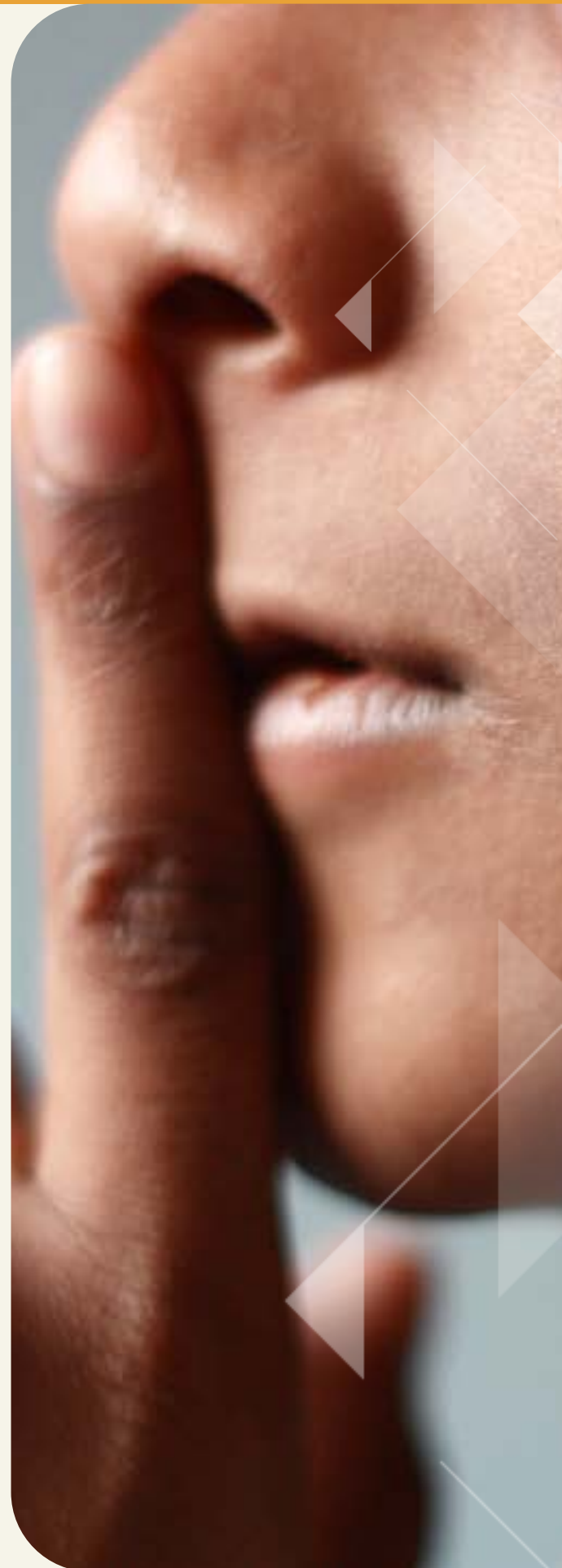
Quiet Quitting is Still a Thing!

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Over the past year or so we've heard a lot about "quiet quitting." There is much debate between HR, recruiters, and business owners as to whether this is a real thing and if it is truly a new labor phenomenon. Many believe "quiet quitting" has always been around and just renamed from "employee disengagement" to its current moniker. Quiet quitting is defined as employees quitting the notion of going above and beyond in their roles/jobs, choosing to only do the bare minimum.

Quiet quitters cite various reasons, for pulling back and only performing basic duties. There are many factors and we've cited some of the highest-rated reasons: burnout, unmanageable workloads, no work/life balance, poor management, low wages, toxic work cultures, no recognition, subpar or no benefits, no opportunity for growth, being unheard and unseen.

Whatever it's called and whatever the reason for quiet quitting, it is in fact real! A great deal of businesses and industries have felt the effects of quiet quitting – some at a greater detriment than others. A recent Gallup Poll suggests that quiet quitters make up 50% of the U.S. workforce.





In late 2022, the Society of Human Resource Management (SHRM) surveyed 1,200 HR professionals to understand how quiet quitting has affected workplaces.

Here are the top 3 factors they found.

1. 51% of HR professionals surveyed indicated that quiet quitting is very real and of great concern. 36% of the respondents said that their workplaces are actively experiencing quiet quitting.

2. When asked, “Why is quiet quitting happening?” 60 percent of respondents signaled the post-pandemic culture was a culprit. The virtual work environment during the pandemic gave way to diminished people management skills and an inability to maintain culture in a virtual setting.

3. 72 percent of respondents reported that the largest group of quiet quitters were younger workers, especially hourly workers, and 28% of the respondents reported witnessing quiet quitting among front-line people managers.

So how can we combat quiet quitting and reengage employees?

- Facilitate monthly check-ins, and quarterly, or biannual performance reviews – Checking in with your team regularly can shed light on issues or feelings of disengagement early on and allow time to address employee concerns.
- Be transparent about the job/role the employee is in. Manage expectations early on by discussing the job description and performance expectations with the employee. They should not be surprised by what they are expected to do in their role.
- Establish a recognition and rewards program. We all want to be appreciated and recognized for our hard work and contributions. Your program can be monetary-based with spot awards or structured bonus plans. If money is an issue, there are many nonmonetary ways to recognize and reward employees (i.e., certification of accomplishments, sponsored company lunches or breakfast once a week or month, companywide “thank you” or “great job” emails).
- Respect and champion work/life balance for your employees. Managing workloads is key to this initiative. An overworked employee gives way to errors, attendance issues, and unhappy work environments. Promote taking vacations, rest and meal breaks, limit overtime (unless absolutely necessary), remove the stigma of leaving every day at your shift’s scheduled end time, working on weekends, and unplugging from work by not answering emails or phones once off work.

These are just a few tips, but there are many more ways to reengage employees and create a thriving and productive workplace culture.

Need to discuss your employee relations and workplace culture?

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