

"A Review On Quiet Quitting In Corporate World"

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Abstract

Today's technological vibrant World have paid way to various opportunities and have resulted in less employee fidelity, easy switching on of Jobs . The study focus on various reasons for Quite Quitting of employees like Culture, stress lack of appreciation, Centralised work atmosphere , poor job opportunities, lack of Career growth etc. Employee disengagement has affected the work life balance of employees. In the view of companies quiet quitting leads to a lot of disturbance in the work structure as the employees lose their interest towards working which leads to less inputs. Employee does not focus on implementing new ideas to perform the task Better because they already know that they are no longer staying in the organisation. Employees can also be a squeaker to the competitor.

Quiet quitting is one of the important aspect that the organisation should take into consideration and work on they should also take into consideration about employees satisfaction and retention.

Key words :- Squeaker ,Fidelity, Disengagement

Introduction

Quiet quitting is a situation where an employee put in minimum requirement, effort and enthusiasm than necessary .Employees perform their jobs but no longer shows any interest beyond their capabilities and showcase less job Commitment .This creates an greater impact on the growth of the organisation. In a nutshell employees just do their their duties to fulfill the requirement and nothing more than that and concentrate more on work life balance. The quality of work is less as their are not motivated and recognised for their ability. The mental stability of the employees towards the organisation is affected as it is a other alternative of Resignation. According to Professors Anthony C. Klotz and Mark C. Bolino , “Quiet quitters continue to fulfill their primary responsibilities, but they’re less willing to engage in activities known as citizenship behaviors: no more staying late, showing up early, or attending non-mandatory meetings.”

Background of the study

Quiet Quitting is a phenomenon in which employees doesn't put in much effort in their work as a result of being overworked and having their work-life balance neglected by demanding management. In Corporate World where we see an era of Fast life and Overtime life which an employee needs to Work beyond their working hours but the employees neglect to work after the working hours which creates a negative impact on the organization . The Dissatisfied works feel they cannot speak in the work place and are demotivated. The employee faces Unethical behaviour ,over thinking ,stress, suffering in silence but it is also not easy to change. These are the factors which paid way to review various papers and find the reasons of Quit Quitting.

Research Methodology

The research methodology is descriptive and review in nature. The descriptive study was to understand about the Quit Quitters and their effect so far in the corporate world and also to overcome effects of Quiet Quitting in the Organisation. The type of Data used is Secondary Data . The sources used to obtaining the data are Research Papers, Journals, Magazines , Media and Report

Objective of the Study

1. To Study the concept of quiet quitting
2. To analyse the Effects of Quiet quitting
3. To Study the Impact of Quiet quitting on organizations

4. To understand the Psychological and physical changes in employees
5. To check the mental stability of the working condition.

Literature Review

1. According to Asra Aydin the describes the covid situation had a great impact on quiet quitting as number of individuals work and life domain was affected. Lockdowns, restrictions, and other orders regarding staying at home and remote areas made working condition miserable and psychological problems and repercussions.
2. According to Cam Caldwell describes quit quitting is in current term in all the organization and fast growing and employees are committed towards one job requirement and not working more than requirement. This leads to managers and supervisor fail to honor the fundamental requirements of an employee and inspire them to work.
3. The great resignation and Quiet Quitting a paradigm shift- sandro Formica and Fabilo - Google ScholarThe paper gives us an idea about a paradigm shift of resignation to Quiet Quitting Post Covid. And also suggest various strategy to rethink on the how we can control the human resource of the organisation .
4. Quiet Quitting : A Conceptual Investigation Res Asst Dr Ibrahim YIKILMAZ , Kocaeli University, Department of Business Administration The paper gives an insight about how the concept of Quiet Quitting have been increasing the recent scenario. Quiet Quitting basically means doing the work within the working hours and not doing the work in non working hours. The interference and suggestion will be comparatively low. The study gives an insight to the top management and help to achieve different strategy to retain Human Resource.
5. Quitting before leaving. The mediating effects of Psychological attachment and detachment on voice

A.O Hirschman's 1970

The author describes the concept of attachment and detachment from the organisation respectively alternative options to voice but rather as influences on voice behaviour . The psychological attachment is neither a direct predictor of voice nor a mediator of leadership - voice relationships

Discussions and Analysis

Decrease in Employee Loyalty

Monotony to existing employees

Reduction in Trust and confidence on the employees from the management

Increase in Contractual work agreement

Spreading of Negativity among existing Employees

Hampering of Efficiency

Blockage in Interpersonal Bonding

Experience of Mental Trauma and Stress

Impacts on the Monetary and Non Monetary Benefits

Unable to achieve the preferred outcome

Employees are unable to manage work life balance

Scope for further studies

Quiet Quitting is new phenomena especially experienced in Private sector due to numerous factors. In the contemporary scenario due to privatization in various sectors and Blossoming of Startups. Blended opportunities are available to the white Collar professionals and to grab the opportunities in various avenues Employees naturally quit the organizations irrespective of the Rules and Regulations which need to be adhered by the Employees. On this backdrop, in the coming days Quiet Quitting becomes a Common Practice. Hence in depth study, Holistic View not restricted to Birds Eye view and Integrated Approach on this Domain becomes a Necessity.

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