Quiet Quitting aka Disengaged Employees

Quiet Quitting is a newer term and relates to employees going to work each day and not actively going above and beyond the necessary task.

The employees are doing the bare minimum at their job, and there is a lack of engagement.

A disengaged employee does not enjoy their work or does the bare minimum. They do not put in extra effort and are also not interested in solving problems and making progress associated with their work.

Such employees cost employers money, time, and efficiency.

CHARACTERISTICS OF DISENGAGED EMPLOYEES

1. They are generally defiant. They resist suggestions or doing something new.
2. They are defeated. Such employees are demoralized and overcome by adversity.
3. They do not have interest and avoid deadlines.
4. They make excuses.
5. They lose focus.
6. They are in conflict with other employees.
7. Such employees are less satisfied with their lives, etc.

Employers must be able to identify such employees. After that, intervene by stopping such conduct and eliminate its causes.

CONCLUSION

There are various ways to reach out to disengaged employees and correct the conduct as soon as possible.

Such employees can be re-engaged through various processes, such as:

1. Encourage participation.
2. Pay increase.
4. Job redesigns.
5. Agree on goals.

If all the above tactics and processes fail, the indication is that the employee is not fit for the organization.

Finally, the employee can be disciplined and ultimately dismissed by the employer.

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