

LVA

En vous appuyant uniquement sur les documents du dossier thématique qui vous est proposé, vous rédigez une synthèse répondant à la question suivante :

What is at stake with “quiet quitting” in the world of work today?

Votre synthèse comportera entre 450 et 500 mots et sera précédée d'un titre. Le nombre de mots rédigés (titre inclus) devra être indiqué à la fin de votre copie.

Liste des documents :

1. Un article tiré de weforum.org daté du 19 août 2022
2. Un article tiré de The Economist, daté du 8 septembre 2022
3. Un texte d'opinion de Alisson Schragger tiré de bloomberg.com, daté du 25 janvier 2023
4. Un dessin de Ingrid Rice, tiré de squamishchief.com, daté du 5 septembre 2022
5. Une infographie tirée de venngage.com, datée du 29 septembre 2022

Document 1 - Working less could benefit the entire workplace - but how? Aug 19, 2022, weforum.org

[...] If you're unhappy at work, but leaving your job isn't an option or there are no appealing alternatives, you may want to try "quiet quitting". This trend of simply doing the bare minimum expected at work has taken off on TikTok and clearly resonated with young people. [...]

The last 20 years have seen many people join a global culture of overwork, with unpaid labour becoming an expected part of many jobs. After multiple recessions and a global pandemic, millennials and generation z in particular often do not have the same job opportunities and financial security as their parents.

Many young people in professional jobs who expected a relatively straightforward progression in life have struggled with precarious contracts, job uncertainties and trying to get onto the housing ladder. There are those who constantly put in extra hours and go above and beyond at work to try and secure promotions and bonuses – yet still struggle.

[...] Many young professionals are now rejecting the live-to-work lifestyle, by continuing to work but not allowing work to control them.

Working at minimal capacity may feel alien. But you (and your employer) shouldn't fear quiet quitting – it could actually be good for you.

Studies have found that work-life balance is linked to mental health in a variety of jobs. [...] Quiet quitting aims to restore balance where work has crept into your personal time.

It can also help to separate your self-worth from work. When all you have is work, it is hard not to derive your sense of value from it.

Perceived failures at work, such as not getting a promotion or recognition for your achievements, can become internalised as personal failures. This can increase anxiety, making you worry about how to improve your performance. Often, people respond by doing more work, further exacerbating the vicious cycle of overwork and low self-esteem.

When things get really bad it can result in burnout. [...] Burnout is difficult and costly for individuals and employers. [...] Quiet quitting can create a better balance of work and personal life and so could protect against burnout before it happens.

Research shows that happier employees are more productive and engaged. This can even mitigate against feeling distracted or not wanting to be present.

[...] Quiet quitting's focus on just doing your job also removes the negative impact of constantly feeling in competition with peers.

Having workplace friendships taps in to our basic need for a sense of belonging and can in turn increase loyalty to a workplace and improve job performance. All of this can result in greater productivity, which of course means higher profits.

Quiet quitting could be a “great liberation” in response to the great resignation. People are rejecting overwork and burnout and choosing balance and joy. They are establishing boundaries so their identity and self-value is not tied to their work productivity.

Instead of getting nervous at loss of productivity, employers should take advantage of the quiet quitting movement to support the wellbeing of their staff. [...]

Document 2 - Why the fuss over quiet quitting?, economist.com, Sep 8th 2022

[...] In the past few weeks the term “quiet quitting” has entered conversations about the workplace. A 17-second clip on TikTok, a social-media platform, in which an American called Zaid Khan embraces the notion of not going above and beyond at work, has caused an awful lot of noise.

[...] [I]t stamped on a nerve. Workers approvingly shared their stories about deciding not to work overtime, about prioritising work-life balance and about doing enough to get their job done without succumbing to burnout. Several bosses promptly lost their moorings. [...]

The fact that some employees feel unenthused about their work is hardly new. In all workplaces employees show varying degrees of commitment to their jobs. Some work late, others leave at 5 o'clock sharp, a few seem to do little more than respire. A survey of workers around the world by Gallup, a pollster, found that only 21% of them are engaged by their jobs. The very idea of going above and beyond requires a distribution of effort, with less committed colleagues providing a baseline against which others can be judged. The nature of the work also matters: it is easier to be engaged by some jobs than others. It is unsurprising, too, that quiet quitting has a particular resonance now. [...]

The bargain of hard work for higher pay is less attractive than it once was. A succession of big shocks, from the financial crisis of 2007-09 to the pandemic, has made career planning seem pointless to some. Higher salaries go less far in many places: housing affordability is at its lowest level on record in Britain, according to Halifax, a lender. All of which may make some workers less motivated to pull all-nighters in search of a promotion.

[...] Old certainties about what motivates people have changed. The pursuit of purpose matters more than it did during the formative years of many of today's bosses. [...] Research published last year showed that co-workers and culture matter more to people's sense of job satisfaction than pay [...].

The pandemic has discombobulated bosses in other ways. Advice to burn the midnight oil jars when everyone else is worried about burnout. Plenty of corner-office occupants want employees to return to the office, the environment in which they built their careers; the end of summer has seen another push from many American companies to fill up the cubicles again. The idea that employees may all be playing with bubble machines rather than going the extra mile feeds suspicions about remote work.

The quiet-quitting kerfuffle tells a tale of two alienated groups. One comprises those disenchanting employees who wonder what the point is of working themselves to the bone. The other is a less obvious tribe: those in the corporate elite whose way of thinking about the workplace is under threat.

Document 3 - Gen Z, It's Not Good to Have Your Boss Hate You, bloomberg.com, by Alisson Schrage, 25 Jan 2023

[...] Young people have never entered the labor force with more power — unemployment is low and the demand for labor is high — and they are exercising that power by changing workplace norms. The good times may not last, though, and Gen Z could wind up being the ones who pay the bigger price.

[...] [It is hard to get people back into the office, and] even some of those who do come to work are “quiet quitting,” or doing the absolute minimum on the job. [...] There [is also a lot of rudeness], such as people getting far along in the interview process and then ghosting the company. It is being seen at all ages and skill levels, but it seems to be most pronounced among people under 30 in high-skill service jobs, like banking, tech or consulting. [...]

[This] change in the workforce is happening globally. [...] In the past there were huge cultural differences in how people approached their jobs; for example, Japanese workers tended to favor large companies and stayed their entire career. No more. According to Japanese executives, their young staffers have one foot out the door, too, if they can find them to hire.

Does this mean the world is getting smaller, with young workers everywhere taking inspiration from TikTok videos about lying flat or quiet quitting? Are we seeing a cultural change in workplace norms brought on by Gen Z, many of whom started their careers working remotely?

[...] That may depend on how the economy goes. Every developed market just experienced the same economic shock from the pandemic and its aftermath. It may have created the current labor shortages that are giving workers more power... [...]

Another explanation is that there is more demand for labor. [...] People came out of the pandemic with lots of savings and a desire to consume lots of goods and services.

Businesses suddenly needed to increase their hiring; tech firms bulked up their hiring during and right after the pandemic. But odds are this won't last as central banks increase interest rates to fight inflation. Some of the firms that overhired are starting to lay off workers.

If the labor market turns, workers market power will evaporate and people of all ages will need to get their act together, come to the office, be respectful during the hiring process and do more than the bare minimum when at work. Younger workers should be mindful that they are often the first to be let go since they have fewer skills and less experience — all the more so if they are rarely in the office and their bosses don't know them that well.

Longer term, the odds are not in workers' favor. Even white-collar jobs will have to compete with technology. That means high-touch, uniquely human skills will be worth a premium — being personable and amiable, contributing to office culture and building a reputation as a valued colleague will be more important than ever. [...]

Document 4 – by Ingrid Rice, squamishchief.com, 5 sept.2022



MORE PROOF THERE IS NOTHING NEW UNDER THE SUN

How Quiet Quitting Impacts Worker Productivity



Productivity is the output of goods and services workers produce for every hour they put into their job – the effectiveness of productive effort.

Worker productivity metrics showcase the output of workers related to the Gross Domestic Product (GDP) – the gains generated by the economy.



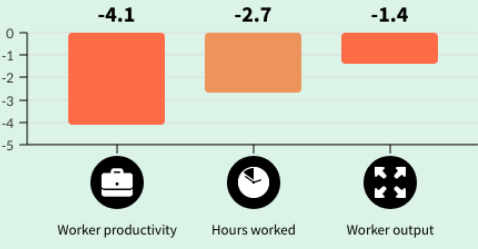
National output

= Productivity

Total labor hours



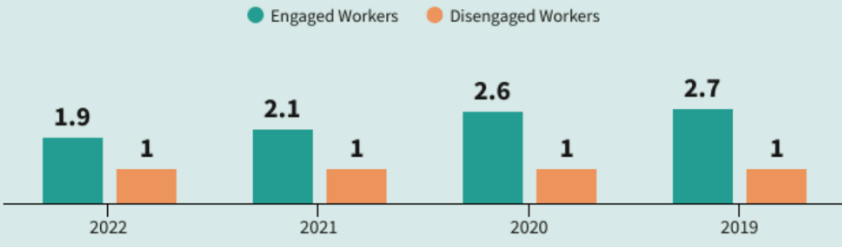
Worker productivity in the U.S. in Q2 2022 dropped to its lowest level since 1948



Data of non-farmer business sectors, from the Quarterly Census of Employment and Wages done by the Bureau of Labor Statistics (BLS).

Higher Productivity = Higher Economic Growth

Ratio comparison of engaged to actively disengaged workers in the U.S.



of workers from the U.S. and Canada report being engaged at work. However, an 18% increase of employees became disengaged this year.

