

New Working Trends

Vocabulaire & Explications — BTS SIO

The Great Resignation — La grande démission

I. Définition et contexte

The Great Resignation (also called "The Big Quit") is an economic and social phenomenon that has primarily affected the United States since 2021. Millions of Americans have voluntarily left their jobs — up to 4 million per month at the peak of the trend — to rethink their relationship to work.

Définition : The Great Resignation refers to the record number of workers who voluntarily left their jobs, especially in the US, driven by a desire to rethink work-life priorities after the pandemic.

II. Causes principales

The Covid-19 pandemic has profoundly challenged the traditional view of work. In the United States, work was historically seen as a source of identity and self-esteem ("more than just a paycheck"). The health crisis has altered this focus on work: employees have sought greater flexibility, meaning, and a better work-life balance.

À retenir : The pandemic acted as a catalyst, pushing workers to reconsider whether their jobs truly matched their values and life goals.

Quiet Quitting — La démission silencieuse

I. Définition

Quiet quitting doesn't mean literally resigning. It's a trend where employees decide to do strictly what is stipulated in their employment contract, without ever going beyond it.

Définition (entrepreneur.com) :

"Quiet quitting is the process of coming to work to achieve the minimum requirements of your role in the time that you're there, then leaving. No overtime, no stepping outside your designated obligations, no going the extra mile. It's the silent withdrawal of extra labour against what are perceived as unreasonable pressures."

II. Comportements caractéristiques

Quiet quitters exhibit the following behaviors:

- They only perform the minimum required by their job description.
- They refuse unpaid overtime.
- They do not go the extra mile.
- They leave the office at the exact time they are scheduled to leave.
- They abandon volunteer duties they previously performed willingly.

III. Causes et popularité

Quiet quitting has gained significant popularity since the coronavirus pandemic. Workers have begun to re-examine their relationship with work and seek a better work-life balance, while avoiding job burnout.

Concept clé : Job burnout = épuisement professionnel. C'est l'un des déclencheurs majeurs du quiet quitting : les employés cherchent à préserver leur santé mentale en refusant les surcharges de travail.

Quiet Firing — Le licenciement silencieux

I. Définition

Quiet firing is the employer's response to quiet quitting. Employers seek to encourage employees to resign voluntarily, without formally dismissing them.

Définition : Quiet firing is when employers intentionally treat employees badly or neglect them so that they will eventually leave their job voluntarily. It is sometimes compared to a passive-aggressive break-up.

II. Exemples de pratiques

According to a LinkedIn poll, 48% of employees surveyed observed these practices in their workplace. Here are the main ones:

- Not granting a salary increase for years.
- Withholding promotions.
- Reducing responsibilities by assigning less skilled tasks.
- Withdrawing opportunities for professional development and leadership.
- Excluding employees from meetings.

Loud Quitting — La démission bruyante

I. Définition

Loud quitting is the opposite of quiet quitting. Employees openly and publicly express their dissatisfaction and disengagement, often without necessarily resigning immediately.

Définition : Loud quitting is when employees openly express dissatisfaction and disengagement at work, often publicly — via social media or direct confrontation — without necessarily resigning straight away.

II. Comportements caractéristiques

Loud quitters may:

- Publicly complain about their working conditions, sometimes on social media.
- Openly refuse certain tasks or directives.
- Band together with other employees to demand changes.
- Announce their resignation publicly (LinkedIn posts, TikTok, etc.).

III. Conséquences

The victims of loud quitting can be companies, whose public image is damaged (public image / employer brand), but also the employees themselves, whose professional reputation in their sector can be permanently affected.

Tableau récapitulatif des tendances

Tendance	Action principale	Causes principales	Qui est impacté ?
The Great Resignation	Démisionner massivement	Pandémie, quête de sens	Employés, économie nationale
Quiet Quitting	Ne faire que le strict minimum	Burnout, charge de travail	Productivité de l'entreprise
Quiet Firing	Pousser l'employé à partir	Quiet quitting, coûts RH	Bien-être des salariés
Loud Quitting	Exprimer publiquement l'insatisfaction	Désengagement extrême	Réputation de l'employé et de l'entreprise

Vocabulaire clé — Traductions & Explications

Terme anglais	Traduction française	Explication / Contexte
to quit	<i>démissionner / quitter</i>	Quitter son emploi volontairement.
resignation	<i>démission</i>	Acte formel de quitter son poste.
to go the extra mile	<i>faire un effort supplémentaire</i>	Faire plus que ce qui est demandé.
overtime	<i>heures supplémentaires</i>	Heures travaillées au-delà du contrat.
job burnout	<i>épuisement professionnel</i>	Surmenage dû à une charge de travail excessive.
work-life balance	<i>équilibre vie pro / perso</i>	Harmonie entre vie professionnelle et personnelle.
on the dot	<i>pile à l'heure</i>	Exactement à l'heure fixée (leave at five on the dot).
to jettison	<i>abandonner / se débarrasser de</i>	Laisser tomber des responsabilités non contractuelles.
a raise	<i>une augmentation de salaire</i>	Hausse du salaire accordée par l'employeur.
to nudge	<i>pousser doucement / inciter</i>	Encourager subtilement quelqu'un vers une action.
to shift	<i>déplacer / muter</i>	Changer les responsabilités ou le poste d'un employé.
a withdrawal	<i>un retrait</i>	Action de se retirer, de ne plus fournir quelque chose.
a poll / a survey	<i>un sondage</i>	Enquête d'opinion auprès d'un groupe de personnes.
mental health	<i>santé mentale</i>	État psychologique et émotionnel d'une personne.
peace of mind	<i>tranquillité d'esprit</i>	Absence de stress ou d'inquiétude.
to break up	<i>se séparer / rompre</i>	Ici utilisé métaphoriquement : fin d'une relation professionnelle.
to require	<i>nécessiter / exiger</i>	Avoir besoin de quelque chose comme condition.
self-esteem	<i>estime de soi</i>	Perception positive que l'on a de sa propre valeur.
disengagement	<i>désengagement</i>	Retrait progressif de l'implication au travail.
employer brand	<i>marque employeur</i>	Image et réputation d'une entreprise en tant qu'employeur.