



## How to Handle Notice Period in Organization & Emotional Balancing During Resignation & Finding New Job. Case Study on Quite Quit-2022: “Chapter 01”

T. Shantha Kumar

Professor, Department of Computer Applications (Shift II), Alpha Arts & Science College, Chennai, India

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**Abstract** — If your loyal employees and experienced employees were leaving an organization, newly joined qualified employees with good skills were quitting an organization, consecutively employees were resigning and not satisfying in their job environment, and even not willing to serve notice period and most of the employees were absconding from their allotted duties. This paper will provide the precaution inputs to the Top Management of organizations with some facts. It reveals how to stop employees to resign and even how to deal with resigned employees and how to deal Quite Quit 2022 in job areas? How can stop employee absconding from company? Identify the best employment based techniques to retain in organization complete or partial fitment? It has been observed in emotionally and psychologically, even employees may leave companies like IT Industry, Academic Places & Industrial Sectors, but still they have best affection with Company but not with immediate reporting authorities. In fact Employee will quit their Boss rather than organization. To overcome from these situations, Late Dhirubhai Ambani, Founder of Reliance Quoted as “We cannot change our rulers, but we can change the way they rule us.”

**Keywords** — Notice Period, Employment Skills, Resignation.

### Introduction about Notice Period.

It is the time range an employee sets between informing their employer of their resignation and their last day. When informing your manager that you plan to leave, clearly state when your last day will be to set the term of your notice period. Likewise, an employer is also under an obligation to give employees a fair period of notice letter

informing them about the termination of the contract.

An employee can hand over their resignation without prior notice if they think there has been a transgression on the part of the company. Similarly, an employer can terminate the contract of an employee if they committed serious misconduct. You can also quit or be dismissed

without notice if you live in an area with at-will employment laws

### **How Long Should the Notice Period Be?**

There is no universal rule as to when you should give a notice period and for how long. Two weeks is a standard duration for many positions, although high-level leadership positions and highly technical jobs need a longer period of notice to enable the company to reorganise their essential functions. In the United Kingdom, the legally required notice period depends on how long you have worked at the firm:

1. No notice required if you have only been employed for a month or less
2. One week's notice if you have worked with the company for up to two years

### **Quite Quit Process.**

The concept of mass resignation or Silent Quit (Quite Quit), hereby termed as the great resignation, is attracting growing attention both by the academia and the corporate across the world. However, the concept is still in nascent stage and very little is known about it through the academic literature. Therefore, this study is conducted to find the factors and their interrelationships that fuel this mass exodus. An attempt has also been made to understand the underlying sentiments and emotions of the people that propel them to resign from their jobs. Although many studies have been done in the past to find out the reasons for employee burnout, this work offers one of the first investigations into the mass resignation phenomenon in light of the global pandemic and work-from-home situations. This work makes a significant contribution to the

field of human resource and organizational behaviour in terms of theoretical and practical implications

### **Work Life Balance**

Despite the resounding evidence that working long hours can be harmful to both employees and employers, many professionals still struggle to overcome their assumptions and their deeply-ingrained habits around work hours. What does it take to free you from these unhealthy patterns and reach a more sustainable, rewarding work-life balance?

### **Significance of the Study**

The research recommended ways to improve human resource or labour management through decreased resignations. The study will enhance both staff and management awareness on employees resignation problem by availing them with significant knowledge of the problem meanwhile suggesting the best industrial relations practices that may serve as a retention strategy and consequently contribute to the reduction of operational and production costs.

In addition, the recommendations on the concluded findings also correlated with the efforts so far implemented in reducing the employee's resignations.

### **McClelland's Theory of Needs**

David McClelland and his associates proposed McClelland's theory of Needs/ Achievement Motivation Theory. This theory states that human behaviour is affected by three needs - Need for

power, achievement and affiliation. Need for achievement is the urge to excel, to accomplish in relation to a set of standards, to struggle to achieve success. Need for power is the desire to influence other individual's behaviour as per your wish. In other words, it is the desire to have control over others and to be influential. Need for affiliation is a need for open and sociable interpersonal relationships. In other words, it is a desire for relationship based on cooperation and mutual understanding.

### Quite Quit

In the last few weeks, many of those who choose the former have self-identified as "quiet quitters." They reject the idea that work should be a central focus of their life. They resist the expectation of giving their all or putting in extra hours. They say "no" to requests to go beyond what they think should be expected of a person in their position.

In reality, quiet quitting is a new name for an old behaviour. Our researchers have been conducting 360-degree leadership assessments for decades, and we've regularly asked people to rate whether their "work environment is a place where people want to go the extra mile." To better understand the current phenomenon of quiet quitting, we looked at our data to try to answer this question: What makes the difference for those who view work as a day prison and others who feel that it gives them meaning and purpose.

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