

Not so long ago, when employees resigned, they did so via email or through some other form of personal communication; like, say, a letter of resignation or a visit to the boss's office. Today, more and more workers are simply walking away.

The app Blind, an anonymous workplace community popular among top tech firms, surveyed more than five thousand users and found that quitting without telling anyone, called "ghosting," has grown increasingly popular since the early days of the pandemic.

Why is this happening?



It's a Trend that Started with Romance

Experts aren't entirely sure what sparked the trend, although it was inspired by the dating world, where ghosting your boyfriend or girlfriend became a thing in the early 2000s.

Obviously, as with breaking up with your soon-to-be-insignificant other, avoiding conflict has something to do with it. Some people in the Blind survey said they just want to avoid the stress of quitting. The thinking is that managers and HR types can make it difficult for a valuable employee—or any employee—to leave, so why deal with it?

But a distaste for confrontation isn't the only reason workers skip the exit discussion. Many surveyed workers argue that ghosting is about fairness. Their logic: many employers won't give two weeks' notice if they furlough or fire them, so why should employees be expected to do so when they leave?

Who's Doing it

Surprising though it may be, ghosting isn't unusual at top companies. In fact, the survey showed employees of firms such as Cisco, JPMorgan, and Oracle were twice as likely as others to say they left their jobs without telling their employers.

Survey respondents from Indeed, Uber, Facebook, and Intuit were also more likely to walk away without so much as a goodbye.

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Where it's Also Happening

Workers who took part in the study indicated ghosting goes beyond dating and quitting jobs. They indicated that they've skipped out on job interviews or stopped communicating with a company during the interview process, all without notice or explanation.

Many—one in 10—say they've also reneged on signed job offers—a form of ghosting that has hit tech leaders particularly hard.

What to Do

Obviously, ghosting isn't the norm, but it's a bad idea for all involved. For workers, word of such rude and disruptive behavior can spread quickly, particularly in small industries. For employers, the damage to operational stability, productivity, and morale can be significant.

To reverse the trend, experts suggest employers start by looking in the mirror. If job seekers have positive experiences with the HR teams they work with, they are likely to show other companies the same courtesy. On the other hand, employers who ghost workers—in whatever manner they do so—encourage job seekers to believe it's okay to return the favor.

It's all about respect. On both sides. That's the key to breaking the cycle.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

