

UNRAVELING THE GREAT RESIGNATION: A COMPREHENSIVE LITERATURE REVIEW ON THE WORKFORCE EXODUS PHENOMENON

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Yavuz Selim Balcioglu¹, Melike Artar²

¹Gebze Technical University, Management Information System, Kocaeli, Turkiye.

ysbalcioglu@gtu.edu.tr, ORCID: 0000-0001-7138-2972

²Gebze Technical University, Business Administration Department, Kocaeli, Turkiye.

artar@gtu.edu.tr, ORCID: 000-0001-7714-748X

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ABSTRACT

Purpose- The purpose of this study is to provide a comprehensive analysis of the literature surrounding the Great Resignation (Tessema et al., 2022), a workforce phenomenon characterized by an unprecedented surge in voluntary job resignations (Hopkins & Figaro, 2021). By examining the various factors contributing to this mass exodus (Sheather & Slattery, 2021), as well as its implications for employees, employers, and the global economy (Natzel, 2021), this review seeks to offer valuable insights into the underlying causes and potential long-term consequences of this transformative event (Bartleby, 2021). Through a synthesis of existing research, the study aims to inform policy makers, human resource professionals, and organizational leaders on effective strategies to address the challenges posed by the Great Resignation, fostering a more resilient and adaptable workforce for the future.

Methodology- Conduct a systematic search of academic databases (Jambo & Hongde, 2020), scholarly journals, and research publications focusing on the Great Resignation, workforce trends, employee motivation (O'Brien et al., 2022), and related topics. Sources will be selected based on their relevance to the study's objectives, methodological rigor (Garavan et al., 2019), and impact on the field. Establish clear criteria for including and excluding studies in the review. Inclusion criteria may involve publication date, research design (Tobi & Kampen, 2018), sample size, and relevance to the topic. Exclusion criteria may include studies with weak methodology, lack of sufficient data, or research that does not directly address the Great Resignation. Extract relevant data from the selected literature, such as study objectives, population, sample size, key findings, limitations, and conclusions. This data will be used to build a comprehensive understanding of the current state of research on the Great Resignation.

Findings- The literature reveals a multitude of factors contributing to the Great Resignation, including employee burnout, desire for work-life balance, increased importance of mental well-being, job dissatisfaction, and remote work opportunities. The Great Resignation presents several challenges for organizations, such as talent retention, skill shortages, increased recruitment costs, and the need to adapt workplace policies and practices to cater to evolving employee expectations.

Conclusion- In conclusion, this comprehensive literature review on the Great Resignation has provided valuable insights into the multitude of factors driving this workforce phenomenon and the implications for employees (Schmid & Dowling, 2022), employers, and the global economy. Based on the diverse factors identified, including employee burnout, work-life balance, mental well-being, job dissatisfaction, and remote work opportunities, it is evident that the Great Resignation represents a complex and multifaceted challenge.

Keywords: Great resignation, literature review, workforce trends, employee motivation, job dissatisfaction

JEL Codes: J21, J28, M54

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