HR Insights

Quiet Vacationing

Weadock & Associates LLC

"Quiet vacationing" is when employees take vacation days without informing their employer, so it would look like they worked more than they actually did or work from home and do not put in a full day's worth of work.

It's important that employers understand this new trend and take the appropriate steps to address it.

Why Are Employees Quiet Vacationing?

Since the COVID-19 pandemic, many employers have adapted to hybrid or remote work policies. As a result, management approaches and work styles have changed, potentially contributing to quiet vacationing.

Specifically, quiet vacationing in remote work settings might be happening for many reasons:

- Burnout or lack of interest in work tasks
- Difficulty separating work and personal life
- Feelings of isolation and disconnect from the team
- Lack of structure and boundaries

In addition, the expectation for employees working from home is that they meet their work demands. In many cases, these demands have increased, so employees may feel anxious or guilty for requesting vacation or paid time off, fearing it may impact their job security.

Preventing Quiet Vacationing

Quiet vacationing can be difficult to completely avoid, but there are proactive steps that employers can take that may help discourage it. Employers should consider the following:

- Schedule regular check-ins. Employers and supervisors can conduct regular team meetings to track progress and address concerns. These check-ins also implement a system for regular status updates.
- Utilize flexible work arrangements. Offering flexible work hours and allowing breaks can help employees maintain productivity without compromising accountability.
- Establish clear expectations. When employees know what to expect, they are more likely to adhere to expectations. Employers should ensure employees understand remote work policies and schedule expectations for both hourly and salaried roles.

General Considerations

Instead of becoming discouraged about quiet vacationing trends, employers should encourage workload transparency and emphasize the importance of work-life balance. This may reduce employee anxiety about job security and requesting vacation or paid time off. Increased employer-employee communication could reduce quiet vacationing.

Contact us today for more resources.

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