



Name Surname

Professor's Name

Course

Date

Article Review of "Toxic Culture Is Driving the Great Resignation" by Donald Sull, Charles

Sull, and Ben Zweig

The article "Toxic Culture Is Driving the Great Resignation" by Donald Sull, Charles Sull, and Ben Zweig from the MIT Sloan Management Review website covers the issue of the high employee turnover rates. The authors argue with the belief that poor wages are the major cause of workers' dissatisfaction and prove their points by poll results.

In the beginning, the scientists point out that modern corporate leaders often fail to distinguish the real motivations for employee resignations. To get to the roots of the problem, the authors decided to analyze the Culture 500 companies. The article conveniently contains a graph with resignation statistics within multiple industries. For instance, it showcased that apparel retail or fast-food workers are more likely to leave than people in IT or healthcare. At the same time, the researchers note that "While resignation rates are high on average, they are not uniform across companies" (Sull et al.). Indeed, this suggestion is strong since recent polls demonstrate different dismissal statistics in similar companies.

Intending to develop a solution, the writers attempted to figure out the causes of employees' unhappiness. The first major drawback is workplace toxicity. According to the article, "unethical behavior" leads to major disappointments, like dim career prospects and stress due to constant innovations. Markedly, the lack of effort recognition and under-compensation



appear lower than the previous resignation factors. Nevertheless, causes for leaving the company are individual for everyone, and low salary influences decisions more often.

Regarding preventing employees from leaving, the researchers favor four strategies. One of them implies horizontal career changes. While the article suggests that “lateral career moves” might decrease stress and overworking, my take is that the results can be unpredictable. Next, the sponsored social events can barely compensate for all the extreme disadvantages. On the contrary, more remote work opportunities and predictable schedules seem more efficient in keeping people loyal to their employers.

Eventually, the scientists conclude that the options they mentioned before may only partially fix the resignation crisis. They also mention blue-collar workers as the category that endures the most stress. Reliable sources like O'Reilly's investigation of stress confirm that white-collar workers endure the same amount of pressure. The reason for stress is often taking work home with them (O'Reilly 32).

Overall, the article addresses the workplace crisis well. The dedication of the authors who performed surveys by themselves and gave an understandable interpretation of the results is impressive. However, unfortunately, the scientists barely gave a detailed explanation of corporate toxicity and its examples. Moreover, their final recommendations seem rather tactical than strategical. In other words, not all companies are willing to make fundamental changes for the sake of their employee's well-being.



Works Cited

O'Reilly, Seán. "Who Is More Stressed? An Investigation Into The Effect That Stress Has On Blue-Collar Workers Versus White-Collarworkers - NORMA@NCI Library". *Ncirl*, 2020, <http://norma.ncirl.ie/4620/>.

Sull, Donald et al. "Toxic Culture Is Driving The Great Resignation". *MIT Sloan Management Review*, 2022, <https://sloanreview.mit.edu/article/toxic-culture-is-driving-the-great-resignation/>.

example from essayservice.com