

HR Law Hotline

November 15, 2023

THE PARADOX OF TRAIN BUT RETAIN: IMPACT OF TRAS ON EMPLOYEE MOBILITY

This article was first published by BWPeople on November 10, 2023.



SUMMARY

The corporate market is stormed with intense competition. Companies heavily invest in training their workforce to outshine competitors. Yet, as these trained employees become more skilled and employable, a paradox emerges which companies must confront - the exodus of their trained talents in pursuit of "better" opportunities. This exposes employers to not only monetary losses but also project bottlenecks affecting their industry credibility. To avoid such issues, some employers prefer to sign a contract with new employees or employees who are provided expensive trainings for upskilling to ensure recovery of training costs if such employees depart before serving for a minimum retention period. Such contracts are popularly termed as training contracts or bonds.

Please click [here](#) for our detailed article.

— Nipasha Mahanta, Vivek Ilawat and Sayantani Saha

You can direct your queries or comments to the authors.

DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.

Research Papers

The Tour d'Horizon of Data Law Implications of Digital Twins

May 29, 2025

Global Capability Centers

May 27, 2025

Fintech

May 05, 2025

Research Articles

2025 Watchlist: Life Sciences Sector India

April 04, 2025

Re-Evaluating Press Note 3 Of 2020: Should India's Land Borders Still Define Foreign Investment Boundaries?

February 04, 2025

INDIA 2025: The Emerging Powerhouse for Private Equity and M&A Deals

January 15, 2025

Audio

CCI's Deal Value Test

February 22, 2025

Securities Market Regulator's Continued Quest Against "Unfiltered" Financial Advice

December 18, 2024

Digital Lending - Part 1 - What's New with NBFC P2Ps

November 19, 2024

NDA Connect

Connect with us at events, conferences and seminars.

NDA Hotline

Click here to view Hotline archives.

Video

Vyapak Desai speaking on the danger of deepfakes | Legally Speaking with Tarun Nangia | NewsX

April 01, 2025

**SIAC 2025 Rules: Key changes &
Implications**

February 18, 2025

