

HR News / Latest HR News / Trends / Employee Experience

Why a company has removed probation clause from its employee contracts

"This is one of our ways of showing how much we trust our employees and our hiring process. We don't need to wait for six months to believe or not that an employee can continue as a permanent one. We want to treat all our hires equally right from day one," said Amita Mirajkar, Co-Founder and CEO, Clairvoyant India.

Hemanshi Tewari • ETHRWorld
• Updated: July 09, 2021, 15:24 IST



Subscribe to our Newsletter

100000+ Industry Leaders have already joined

Your ...

Join

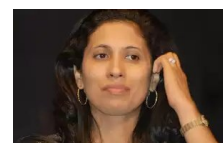
I have read [Privacy Policy](#) and [Terms & Conditions](#) and agree to receive newsletters and other communications on this email ID.

EMPLOYEE EXPERIENCE



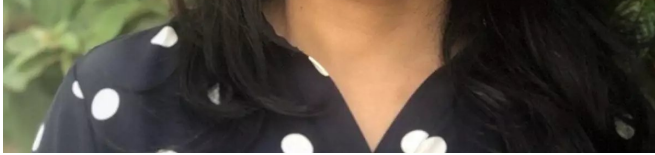
13 hrs ago

Why BFSI must prepare for hiring Gen Z Workforce



1 day ago

Others who tread a similar path, see a green 'Chanel' of success for Leena Nair as luxury brand global



Amita Mirajkar, Co-Founder and CEO, Clairvoyant India

In yet another fascinating development around the workforce policies that companies are leveraging to manage a decent retention rate and getting a competitive edge in terms of hiring amid the changing work cultures, **Clairvoyant**, a data analytics solutions company, has eliminated its **probation policy**. The company said that new hires will now be confirmed on day one with full eligibility to several benefits.

The company has done away with the clause in all its employee contracts effective June 1, 2021. All offers will now have a confirmation clause effective the date of joining. Under the changed policy, the company is also confirming the services of all its current employees who are under probation, according to the company.

But probation policy is often considered useful for the employer as this period can be utilized by the employer for training and evaluating new hires. And even the employees get benefitted by it.

Probation is an age-old habit and not mandatory

While probation is not imperative, most

head



2 days ago

5 book recommendations by HR managers for HR managers



2 days ago

An equal music: A brigade of Indian women CEOs is steering global companies through a pandemic

[View More >](#)

EDITOR'S PICK < >



India Inc, get ready for deepfake HR managers

[View More >](#)

HR TV

Asha Subramanian on

companies include this as a part of their offer letters. During this period, employees are not eligible for all the benefits that regular employees get.

Amita Mirajkar, Co-Founder and CEO, Clairvoyant India, said, “The interesting thing is probation isn’t mandatory in Indian corporate. It has just become an age-old habit and a matter of comfort. Companies don’t want to take a chance with new employees. The notice clause also is different for those under probation and those who are confirmed. The ones on probation can sometimes be terminated without notice.”

“So organisations would exercise the probation rule to save on the employee costs by relieving them early if they don’t fare well after hiring. The other side of looking at it is with the fresher hiring. Freshers, once hired, are expected to learn things quickly with all seriousness. So, probation was one of the ways of instilling seriousness in them,” Mirajkar added.

Taking off this clause can be a bold move in terms of engaging with the talent capital in the country.

Impact on the [hiring process](#)

Things are going more and more digital, and remote working is here to stay, to whatever extent.

challenges and opportunities in TA space



In this episode of the "We Talk Talent" Series season two, Asha Subramanian, CHRO,...



3 hrs ago

Angel One's CHRO, Subhash Menon on winning hiring and employee engagement strategy



4 hrs ago

Anupam Kaura of Crisil on the gig economy trend in India



4 hrs ago

Deepak Manek on the evolving employee engagement activities post-pandemic

[View More >](#)

Mirajkar asserted, “We believe that during such pivots in working environments, the most critical factor is trust. And trust is built by demonstration. This is one of our ways of showing how much we trust our employees and our hiring process. We don’t need to wait for six months to believe or not that an employee can continue as a permanent one. We want to treat all our hires equally right from day one.”

“So, we welcome our employees with a confirmation of their services on their joining day. This way, they also become eligible for several benefits that confirmed employees could avail. It’s a welcome move for the new hires we are talking to. Not just that. We are also confirming our existing employees who are already on probation, so we don’t have any disparity in the company,” he added.

In the new age, the company hiring should get more serious about its brand and its employees than ever before. The hiring process and the brand bonding that the company exudes within its work environment must evolve with the changing work environment.

On the impact of this new step on the hiring process, Mirajkar propounded, “There will be added accountability on the hiring teams, but I think there won’t be any significant impact. Our hiring teams and our HR have given us the confidence to

take this step. The way they have been doing their job so far, I am confident that our effort to tear up the [probation clause](#) will only go well for Clairvoyant and all those looking to upscale their careers in the industry.”

But now that the company knows that all its new employees will be on rolls from day one with most of the benefits, will it mean the hiring process will become more stringent?

Mirajkar said, “On the contrary, we have widened our hiring programmes. I believe we have always been conscious and meticulous in our hiring. Our interview panels and hiring methodologies have ensured we work with some of the best talents in the country. We also have some training programmes that upskill new hires across several technologies and leadership best practices.”

“Talking about some of our new hiring programmes, we have opened a new hiring channel for those who want to grow deservedly faster. I see many people who feel they cannot grow enough in their existing work environments. We have our ways of giving some unparalleled learning experiences as a part of the Clairvoyant journey,” Mirajkar explained.

Clairvoyant has also started a new hiring program focused on women. “I think we have some great talent that is mainly

untapped across the country. We are out here to make a difference,” Mirajkar added.

Follow and connect with us on [Twitter](#), [Facebook](#), [LinkedIn](#)

Trends Employee Experience

Clairvoyant News talent strategy

probation policy Probation Clause

HR strategy hiring trends hiring process

employee delight clairvoyant amita mirajkar

0 Comments

Sort by Oldest

Add a comment...

Facebook Comments Plugin

Organisations must reimagine employee recognition for the post-pandemic world: eBay's Sajjad Parmar

In an exclusive interaction with ETHRWorld International, Sajjad Parmar, Head of Reward for APAC at eBay talks about how post-pandemic, the reward strategy in the business world has changed and suggests ways as to how companies can put in place an effective performance management system that takes care of employees' financial and emotional needs.

Yasmin Taj • ETHRWorld

[+ Click Here to Read This Story](#)

INDUSTRY NEWS

Auto News • Retail News • Health News • Telecom News • Energy News • CIO News
• Real Estate News • Brand Equity • CFO News • IT Security News • BFSI News •
Government News • Hospitality News • Legal News • ET TravelWorld News • Infra
News • B2B News • CIOSEA News • HRSEA News • HRME News

CONTACT US

ADVERTISE WITH US

We have various options to advertise with us including Events, Advertorials, Banners, Mailers, Webinars etc.

Please [contact us](#) to know more details.

SIGN UP FOR

ETHRWORLD NEWSLETTER

Get ETHRWorld's top stories every morning in your email inbox.

100000+ Industry Leaders have already joined

FOLLOW US

@ETHRWORLD

Follow @ETHRWorld for the latest news, insider access to events and more.



[Join Now](#)

- I have read [Privacy Policy](#) and [Terms & Conditions](#) and agree to receive newsletters and other communications on this email ID.

[About Us](#) • [Contact Us](#) • [Advertise with us](#) • [Newsletter](#) • [RSS Feeds](#) • [Embed ETHRWorld.com Widgets on your Website](#) • [Privacy Policy](#) • [Terms & Conditions](#) • [Guest-Post Guidelines](#) • [Sitemap](#)

Copyright © 2021 ETHRWorld.com. All Rights Reserved.

