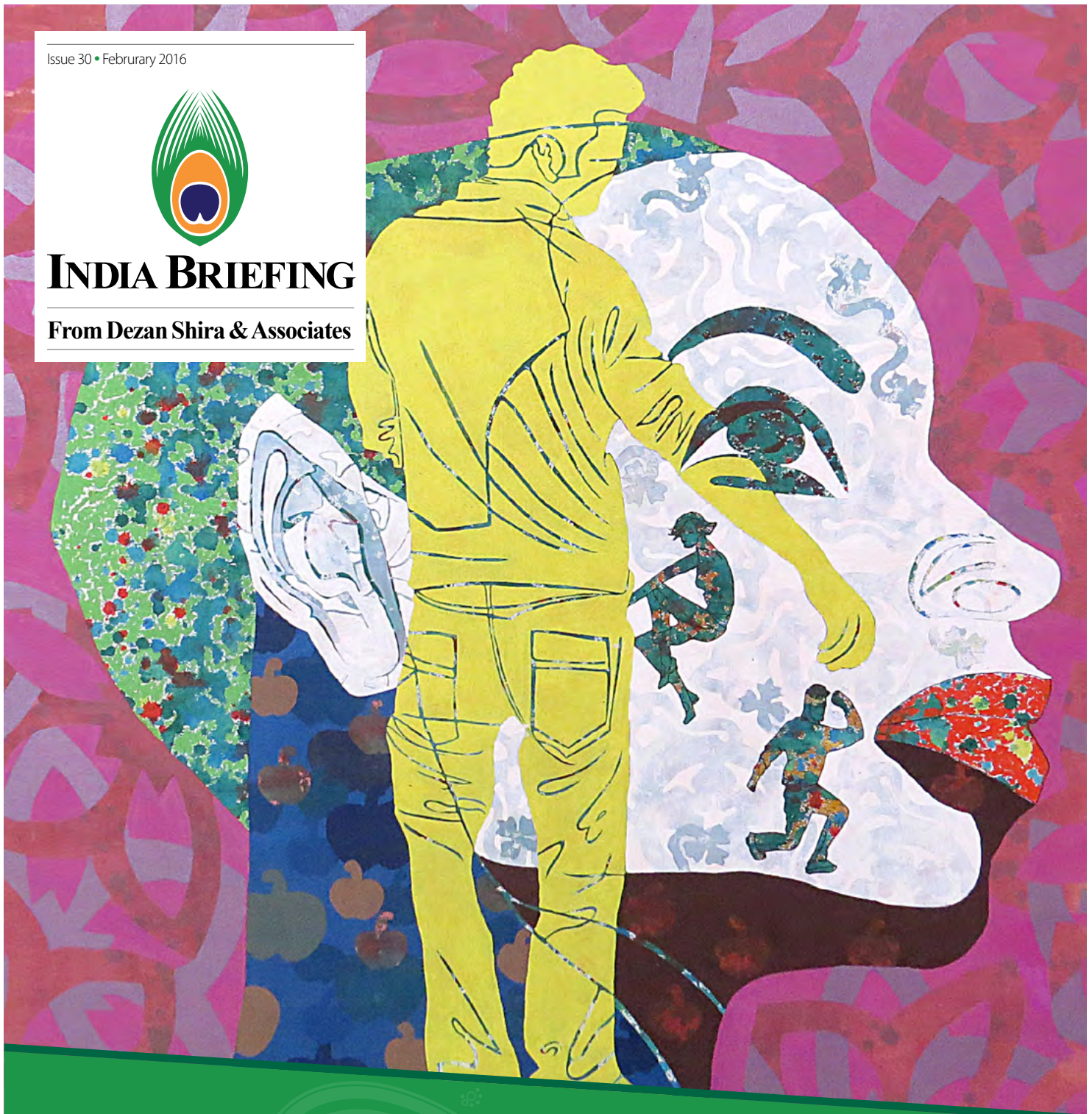


Issue 30 • February 2016



INDIA BRIEFING

From Dezan Shira & Associates



Hiring, Terminating and Retaining Employees in India

P.04 Hiring Employees in India:
Common Legal Issues

P.06 Due Process in Terminating
an Employee in India

P.10 Expert Commentary:
Best Practices for Attracting and
Retaining Employees in India

Introduction



Adam Livermore

Partner

Dezan Shira & Associates

Dezan Shira & Associates has assisted small, medium and large sized multinational companies with human resource services in Asia for over two decades.

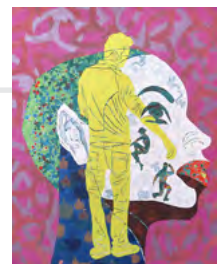
We primarily help clients consolidate internal processes so that they can focus on core HR roles such as strategy formulation and managing employees. Beyond this, Asia Briefing, our wholly-owned subsidiary, assists many of our clients with business intelligence services designed to assess the availability of labor in local markets as well as local HR standards.

In this issue of India Briefing Magazine, we examine issues related to hiring, firing and retaining employees in India. We highlight the most common legal issues that arise from India's employment process, summarize the procedures for terminating an employee, and detail some of the most important factors for attracting talent. In addition, we outline some cultural considerations for foreign personnel working with Indian employees.

Foreign companies with a firm grasp of HR procedures in their home country will quickly find that their established practices have almost no bearing in India. We hope that this issue of India Briefing serves as a good starting point to understanding India's idiosyncratic HR laws, and look forward to working with companies seeking to navigate those laws and streamline their HR process.

With kind regards,

Adam Livermore



This Month's Cover Art

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Hiring, Terminating and Retaining Employees in India

Online Resources from India Briefing



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[Establishing your Sourcing Platform in India](#)



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