

# Policy: Threatening Resigns

PL No. – 62

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Applicability – All Employees on Company Roll

Total Number of Pages – 1

It has occasionally happened that some staff have used the fact that they are leaving to create organizational upset.

Sometimes it also happens that staff members send in resignations to create a very well disguised blackmail to get a raise.

It has been also observed that staff members send in resignation citing personal reasons and withdrawing those resignations later again citing personal issues got solved. All these only waste the energy and resources of the organization hence all these practices are totally abolished.

If you want a raise and feel that you are being underpaid, then the right thing to do is to take an appointed time from the HR-Head and during that time only raise your matter. Also, when you do that, you shall have facts and data ready to support your claim for the raise. Your claim shall not be based only on the better offer you are getting from somewhere, rather it shall also showcase your performance as well. After that if HR-Head is fully satisfied then he shall put this forward to Management for final approval if any.

Those who are sending resignation, will not be able to withdraw it on their own. If someone has given resign and wishes to withdraw it, he shall approach the HR-Head and only HR-Head will allow such withdrawal of resigns.

Those are who are serving the notice period, must maintain the decorum of the organization and shall not set a bad example by badmouthing about the organization to other staff members. If they have a grievance, then they raise it with HR Department. If it was found that some staff after resigning created known upset within the organization, then in extreme case their F&F might be forfeited or reduced as penalty.

*Ok Approved*

Written By  
Head – HR



*Ok Approved*

Approved By  
Management