**CiviHR – Task 2**

**Question:**

Job contracts have “revisions” and “effective dates” for each revision. The effective date for a new revision of the job contract could be in the future. Write a quick paragraph to explain why this may cause issues for the functionality devised above.

**Answer:**

Admin can add job contract for some valid duration. Admin can also add job roles for various job contracts but within specific contract duration.

Admin can add multiple job roles for same contract but with the condition that the end date of each job role should not be higher than end date of Job contract.

For this functionality, if the future effective date is implemented, the employee will be in contract of the company from the day when he/she has signed agreement but the contract will be effective from future.

Employee will not be able to accept any other contract once he/she has signed this contract even if it will be a future contract.

Employer will also have to pay for that duration to that employee even if the contract is cancelled for any reason.