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I believe there are three reasons why you should guit a job -

- 1. The organisation does not care for you
- 2. The manager does not invest in your growth
- 3. There is no scope for any new learning any more.

Do note, I don't believe money is a reason to quit.

I have quit only twice in my career of 15 years so far, but I can tell you each time, my reason was number 3.

After three years of dispute resolution practice at Khaitan & Co, I was yearning for more - more learning, more challenges. I had not specifically planned for a shift to inhouse, but when the opportunity at ITC Limited happened, I took it up purely because the prospect of the transition excited me.

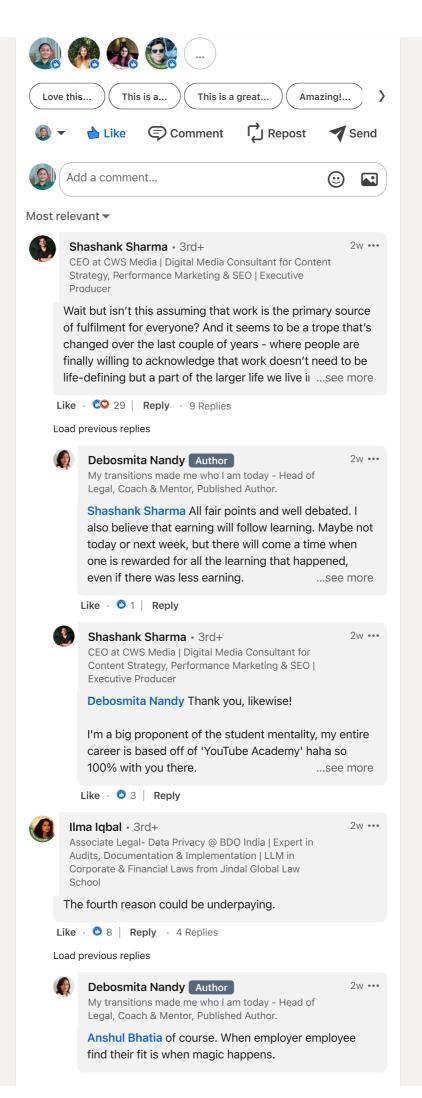
I spent 10 years at ITC, working for three different business verticals. I kept learning and growing as a lawyer all these years. When I felt that I was ready for more, I decided to change. Again, my opportunity at Cinepolis was so challenging and exciting that it helped me take my decision fast.

It's given that with every transition, money increases, but to quit for higher money is not the way to fulfilment. I have met many people who quit for the lure of a higher package, at the cost of mental peace, org culture, or even terrible managers. There will always be a tug of war between money on one side and everything else on the other, until you find the role which gives you everything. Till then, keep learning wherever you are and work towards a higher self. With every step of self progress, you will be closer to your desired role at your dream organisation with the best manager and pay.

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### Reactions





#### Purbasha Panda • 3rd+

2w •••

Associate at Pioneer Legal | PE, M&A | Employment Law | Corporate Investigations and Compliance

This is again a person specific aspect. To each it's own. We all operate from different strata of privileges.

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### Debosmita Nandy Author

2w •••

My transitions made me who I am today - Head of Legal, Coach & Mentor, Published Author.

Simran Brijwani Definitely. If there is a compelling reason for choosing Job B at that moment, so be it. I am only talking of the long term benefit - which one is better long term ....see more

Like | Reply



# Pritish Sirkar (He/Him) • 3rd+

2w •••

General Manager & Head of Legal

Hi. Wonderful message **Debosmita Nandy**. I have enjoyed your writing for far too long now. I also think that all of us are built differently. Recruiters and prospective managers are often harsh when it comes to people who've switched more. I think there must be place for mercenaric ...see more

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#### Debosmita Nandy Author

2w •••

My transitions made me who I am today - Head of Legal, Coach & Mentor, Published Author.

Thank you Pritish. Your point is well made. Maybe why HR is wary of such resources is that they know that they have to go through the entire wheel again in a year or two.

...see more

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# Beena Malikaveetil • 3rd+

2w •••

Passion for Elevating Work and Life Success through Effective Communication | Advocate for Stray Dog Welfare in India.

Very well explained **Debosmita Nandy!** Thanks for sharing.

If the dream organisation with the best manager and pay doesn't arrive - start thinking if you have it in you to start your own company and get the fulfilment you se ...see more

Like | Reply · 2 Replies



# Debosmita Nandy Author

2w •••

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Honestly, dream org, best manager, best pay are all very subjective and relative terms. Your dream org could be say, Google. Mine could be any org that values me as a person and professional. All depends a lot on the person.

...see more

Like · O 1 Reply

Beena Malikaveetil • 3rd+

2w •••



Passion for Elevating Work and Life Success through Effective Communication | Advocate for Stray Dog Welfare in India.

### True that!

Like | Reply



### Nikhil Issar • 3rd+

2w •••

Senior Associate at Trilegal

Completely disagree. You can be learning and growing but being underpaid gnaws your head and soul. Typical excuse for underpaying resources.

Like · € 8 | Reply · 1 Reply



### **Debosmita Nandy** Author

2w •••

My transitions made me who I am today - Head of Legal, Coach & Mentor, Published Author.

Underpaid is a relative concept, isn't it? You might feel X amount is less, but someone else might feel it's commensurate for the work/role/industry. Similarly another person at a different situation might feel X is a great number. Sometimes, the payment is I ...see more

Like | Reply



# Bhavya Arora • 3rd+

2w •••

Founder, YouseAl | Gen Al Implementation | LinkedIn Top Al Voice | ex-Bain, EY | Hansraj College'20

The value of learning and self-improvement in the pursuit of a fulfilling career is truly inspiring. It serves as a reminder to all of us to prioritize our personal and professional development, even if it means taking unconventional paths or making difficult decisions along the way. ....see more

Like | Reply · 1 Reply



### **Debosmita Nandy** Author

2w •••

My transitions made me who I am today - Head of Legal, Coach & Mentor, Published Author.

Unconventional paths make for some great trajectories.

Like · 🐧 1 | Reply



# Tirthankar Das • 2nd

2w •••

Advocate, Solicitor, Broker, Networking entrepreneur, over 28000+ Linkedin connections... Unity is strength...

And what if money is decent and it is like the movie horrible bosses?

Like · ७ 1 | Reply · 1 Reply



# **Debosmita Nandy** Author

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My transitions made me who I am today - Head of Legal, Coach & Mentor, Published Author.

Must quit. No money is good enough for toxicity

Like · O 1 | Reply

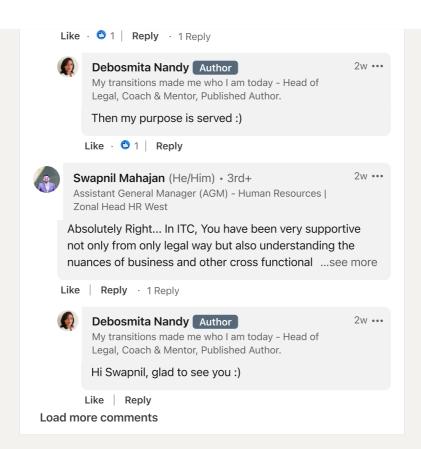


### Ratul D. • 3rd+

2w •••

Creative Direction | Brand Management | Advertising Strategy

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