

FAKE CVs CAUSE HEAVY LOSS TO EMPLOYERS

In first fortnight of July 2008, Tata Consultancy Services (TCS) has allegedly fired twenty employees for providing fake certificates of previous employment by bogus companies. It seems that TCS wants to set an example to fraudsters and they feel the best way to do this is to get stricter about the people they employ.

IT companies are now focusing on a more thorough background screening, including field checks on companies that aren't in their database.

The temptation to earn more, either by fair or foul means, has induced many persons to fudge information on their CVs by greatly exaggerated information and also, suppressing the particulars. Sometimes prospective employer can't imagine that the new entrant is being inducted to get the confidential data or information either for the competitor or for himself. When such an eventuality occurs, nothing can be done but to suffer in isolation. Such or similar cases have become very common.

A write-up released on the research as published in the Hindustan Times, reveals that three in every ten job seekers fake it on their CVs to get a job, as per recent surveys conducted across the country between January 2007 and March 2008. Dishonesty ranged from inflating salaries and submitting fake certificates, including fudged university mark sheets. Such lying is one of the reasons India Inc loses about \$ 40 billion (Rs 1.72 lakh crore) annually through corporate frauds by company insiders, according to a survey conducted by India Forensic Research, a background check firm.

"We have seen in the past two years that people who lie on their CVs are more prone to committing larger frauds later," said Ashish Dehade, managing director, west Asia operations, of First Advantage, a US-based multinational background check firm which surveyed 1.5 million cases in the last 15 months.

"Recently, six employees of a multinational bank committed a major credit card scam. It was found that all

six had lied on their CVs about their employment record. In fact, all six had lied even to get into their previous jobs."



Don't believe job seekers. They lie and puff up everything in this heated job market. Resumes are doctored. Qualifications are cooked up. Salaries are inflated. And experiences are fudged.

R.S. Jagdev, founder,
Probe Intelligence Service

Infotech giant Tata Consultancy Services does a thorough background check of all recruits within seven days of issuing offer letters.

Conventionally restricted to infotech, information technology enabled services, banking and insurance, frauds have more than doubled in the last six months in fast moving consumer goods, retail, health care and travel industries.

One in every three employees in the banking finance, security and insurance (BFSI) sector, every fourth infotech employee and one in every six in the infotech enabled services sector were guilty of misrepresenting or faking education or employment records, revealed the First Advantage survey.

Most frauds were reported at the upper rungs of the ladder. Top (C-level) executives, including board directors and vice-presidents, were responsible for 42 per cent of all frauds committed, revealed a survey conducted by India operations of KPMG Forensic last year.

Pearls of HR Wisdom

- It is primarily the duty of the Labour Court to determine as to whether the workman worked for 240 days during the twelve calendar months preceding his termination.

2006 LLR 23 (Guj. HC)

- A contractor holding licence under Contract Labour (Regulation & Abolition) Act cannot escape the liability for payment of gratuity.

2003 LLR 244 (Mad. HC)

- The direct relationship of employer and employee between the Company and the workers of the contractor could not be frustrated on the plea that the work of the gardeners was not connected with the work of the establishment.

2003 LLR 817 (SC)

- No injunction will be granted against demonstration, *dharna* and *gherao*, if the trade union gives undertaking not to resort to such activities.

1994 LLR 342 (Del. HC)

- The employees of the Hospital have no right to cause inconvenience to the patients and liable to be restrained from staging of *dharna* and demonstrations within 200 metres.

2006 LLR 283 (Del. HC)

- Dismissal of a workman, habitually abusing the superiors, will be justified and the punishment for the misconduct as committed and proved in the enquiry will not be disproportionate.

2004 LLR 437 (Mad. HC)