

WIPRO LEADS BATTLE TO FIGHT FAKE CV RACKET

**Pre-Employment verification is more
important than selection**

by R.S. Jagdev



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.

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.

Parshant Dass, HR, Modimundi Pharma

What is a curriculum vitae - this is often used but less understood word. As a matter of fact, it is an advertisement of self. It is like selling one's quality and competing against applicants who are also trying to sell themselves. It is made appealing and attractive to oneself fit to the requirement of the employer. The ideal situation is that the CV should be the mirror of personality of the candidate and, therefore, there is little point in distorting or falsifying it in order to get job. It is also true that if one gets job by trick or falsity, then such person will always be under stress. The Mantra of CV is: 'avoid temptation because integrity and reputation are more important than qualification as a CV with a lie is an embarrassment.' But who cares?

Increasing instances of employees, misleading or lying to companies about their background and experience, have led many major companies to make hiring process more stringent. Normally in IT companies, written tests, interviews and recruitments are made at different places like campus or different levels and photographs of the candidates are not insisted by the companies. More than others, the IT companies in Hitec City are facing new challenges during recruitment: Impersonation by candidates during interviews and written exams, and aspirants turning up with fake appointment letters.

No one can fight alone. In a show of

solidarity, three IT services companies, faced with the challenge of fake resumes, have decided to wage a joint war against the scourge. Wipro Technologies has taken the initiative to team up with two other domestic IT services majors to create a database of 'fake CVs' that have been the rounds in the last four months.

The fake CV racketeering is not just at the candidate level, but it's a well-oiled machinery that's operating which has to be handled. The *modus operandi* of the people involved in the racket is extremely professional. There are people who create shell companies and let loose candidates in the industry who are supposed to have worked for these companies.

The faking happens at all levels: companies worked for, experience, customer projects and sometimes academic qualifications.

In the four months since the three IT firms have started to share the database, they have unearthed names of over 100 candidates and an equal number of fake companies.

At another level, there are fake companies calling themselves 'agents of Wipro' offering appointment letters to candidates in Tier-II cities for a 'fee.'

This initiative will support Nasscom's Skills Registry exercise, which will have a larger number of companies registering their employees in the list.


There are candidates who land in Bangalore with offer letters on the day they are supposed to be 'joining Wipro'. The extent of the rot is disturbing and the industry has to show solidarity now.

Mr. Pradeep Bahirwani, Vice-President,
Strategic Sourcing, Wipro Technologies

Needless to say, that an employer has four basic expectations from good employees. Those are: (a) credibility (b) reliability (c) intimacy and (d) self-orientation. Credibility comes from trust. A CV can display technical credibility but is only through working that the kind of credibility is generated which translates into trust. That is the reason that employment background investigation becomes essential with the advancement of technology, network and cryptography.

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Pearls of HR Wisdom

- Failure of an employee to participate in the enquiry despite repeated opportunities and finally resulting into termination of the employee on the basis of the enquiry report will not be improper. 1997 LIC 2148 (Mad. HC)
- Employees working in a canteen being run in a factory under statutory obligation will be treated as regular employees. 2001 LLR 101 (SC)
- The supervisor working beyond duty hours in a factory would not be entitled to payment of overtime.  2006 LLR 639 (Bom. HC)
- The courts are empowered to lift the veil to determine the relationship of employer and employee. 1999 LLR 433 (SC)
- There must be direct connection between accident and death for claiming compensation. 1995 LLR 1024 (Mad. HC)
- Even a casual employee is a 'workman' entitled to protection under the Industrial Disputes Act so far as job security is concerned. 2003 LLR 731 (Ori. HC)
- Termination of an employee due to over-stay of leave without enquiry will be set aside. 2000 LLR 516 (Karn. HC)
- Paying capacity cannot be the grounds for non-payment of minimum wages. 2002 LLR 1122 (AP HC)