

NEED OF THE HOUR

COMPREHENSIVE EMPLOYEE BACKGROUND SCREENING

With the formation of new and stable government, the prospect of economic recovery in India looks bright. This is also reflected by the current economic growth of June quarter of 5.7% over 2013. With the revival of the economy, the Indian companies are in for a hiring spree. The domestic businesses are competing with their foreign counterparts for the search of best talent. According to a leading job portal, there has been a significant increase in human resource requirement across the sectors, functional areas and locations. However, the scenario presents a significant challenge for the hiring managers. Many employees tend to forge their resumes, references, hide criminal records, etc. in order to obtain higher remunerating employment opportunities. While a genuine candidate puts in extra labour in obtaining an additional degree or a specialized skill through executive courses, seminars and workshops, others tends to falsify their curriculum vitae (CV)/ profile to reflect skills and qualities which they may not possess or have experience in.

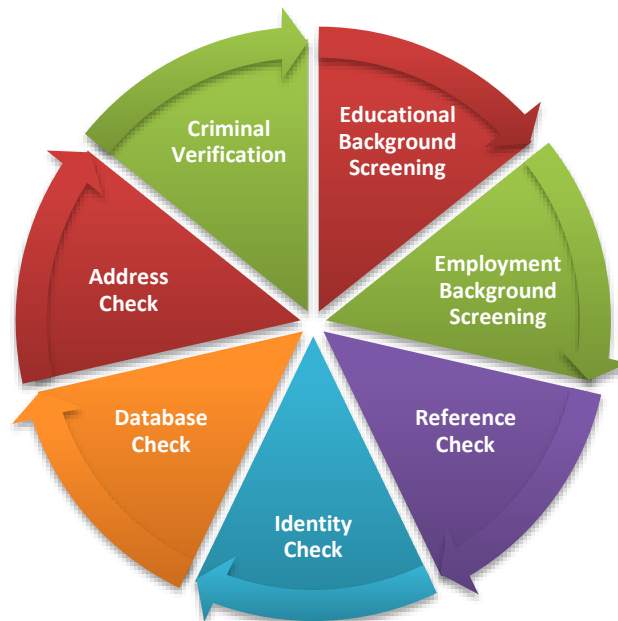
According to a survey conducted by a leading research agency in 2013, every 10 out of 100 CVs has discrepancies which may be related to employment, experience, address or education. It is also surprising to note that the discrepancies observed by the agency are not limited to any individual sectors like Information Technology Enabled Services (ITeS), Banking & Financial Services Industry (BFSI), manufacturing and Fast Moving Consumer Goods (FMCG), it has grown in other sectors like retail, hospitality, health care, educational institutions and even to Non-Governmental Organisations (NGO) as well. This has also lead to a significant increase in number of cases in corporate frauds which are regularly reported and covered by the print and electronic media and hampers the image of the employer company. According to a survey conducted in 2013 by a leading news agency, about 69% of the respondent companies are hit by frauds which range from theft of physical assets, corruption and bribery, internal financial frauds, and information theft, among others.

Employee background screening presently has been limited to educational and professional credentials of the prospective employee. Onicra believes that to safeguard organization assets (both physical and



intellectual), to promote a safe working environment for its employees and to build trust within the organization through inter organization linkages, there is a need of **rigorous screening of background** that might just not be limited to the individuals or applicants for regular employment, but should also be carried out in case of staff on contract. Thus the framework for the same must not include only screening of educational and professional credentials of the prospective staff, it should also include **criminal record verification, judiciary records check, credit database check and regulatory database check, etc.** Hence, a thorough background screening will not only ensure that the prospective candidate is the one who he actually claims in terms of qualification and experience, it will also ensure that the potential candidate in past has not been part of any corporate frauds or any other unlawful activities.

Employee Background Screening Framework:



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