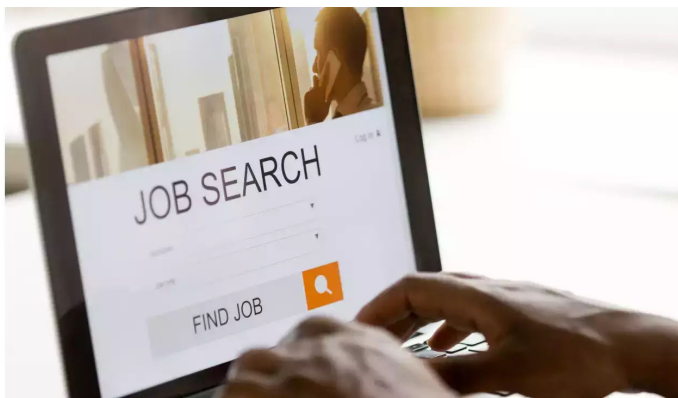
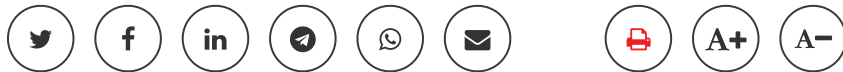


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Talent shortage, virtual recruitment lead to surge in fake CVs

Fake resumes and experience letters were used by many to get in, but, as companies complete background checks, a lot of these are coming to light, and those candidates are being shown the door.

Shilpa Phadnis TNN November 08, 2022, 09:05 IST



The massive hiring and skills shortage that Indian IT saw in the past year-and-a-half was accompanied by a fairly large-scale effort by job seekers to game the system.

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system. Fake resumes and experience letters were used by many to get in, but, as companies complete background checks, a lot of these are coming to light, and those candidates are being shown the door.

Accenture India said it has discovered an effort to use documentation and experience letters from fraudulent companies to obtain offers of employment from Accenture in India. "As a result, we have exited people who we confirmed took advantage of this scheme. We have taken action to ensure that there will be no impact on our ability to serve our clients," the company said in a statement. "We operate under a strict code of business ethics and have zero tolerance for any non-adherence," it said. Accenture India said that they would continue to hire and honour existing offers for qualified candidates. It has over 3 lakh employees in India.

Cognizant India head [Rajesh Nambiar](#) said there was high involuntary attrition (a euphemism for sacking) in the quarter ended September due to failed background checks. "They don't have the right background to continue in that role. We have no tolerance for anyone who doesn't clear background checks," he told TOI. Cognizant had a 6% involuntary attrition in the quarter.

Companies do not do background checks prior to onboarding for multiple reasons. Doing so would involve checking all candidates who are offered jobs, including those who do not intend to join the company. Companies are also keen to onboard quickly so that candidates then have lower inclination to hunt for new offers.

[Vikram Shroff](#), head of HR law at law firm [Nishith](#)

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[Desai Associates](#), said that with the entire [recruitment](#) process moving online due to the pandemic, cases of fake documentation and resumes have increased significantly. "This calls for stringent and thorough background checks on the part of employers," he said.

Over the past 18 months, IT firms hired at a scorching pace to fulfil a huge demand pipeline, as clients were embracing digital transformation roadmaps aggressively. Executives at staffing firms were given aggressive targets and some of the red flags raised during the recruitment process were overlooked to have a ready pool of [talent](#).

[Saravanan Balasundaram](#), CEO of talent consultancy firm Han Digital, said some clients wanted to onboard candidates immediately after they cleared client interviews because of demand pressures. "Some candidates were unwilling to share their bank statements (to check if they were receiving regular salaries earlier). We dug deeper and found gaps in their employment history, with several omissions in their resumes. We brought this to the notice of employers, but they misread our red flags as our inability to roll out offers instantly and passed it on to other staffing firms," he said.

Shroff said that as a good practice, the employment contract should give the ability to employers to withdraw or revoke the offer where the background checks reveal fake documentation and resumes. "Employers are advised to complete the background checks prior to the candidate joining employment. However, in cases where the employee has already joined the company, employment may be terminated for misconduct on the basis of any fake or forged documents," he said. But the matter has also become

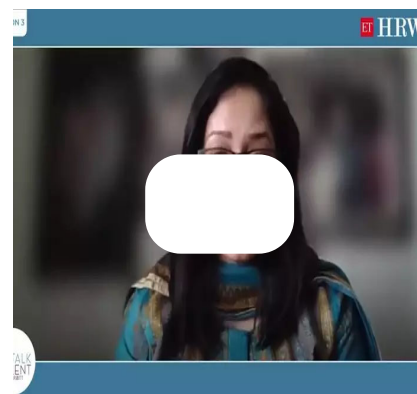


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controversial, with some candidates saying that companies are using reasons like failure to pay an EMI installment, and minor tax disputes with IT authorities, to ask them to leave. That's leading to speculation that companies are using background checks as a fig leaf to cover their effort to reduce employee strength, given that IT spends are now reducing in the face of a global slowdown.

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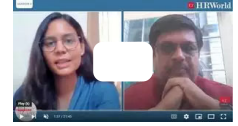
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Grim reality 'sinks in' for sacked Twitter India staff

For scores of Twitter India staff, the grim reality of large scale firings -- that also coincides with the dreaded layoff winter -- is just about 'sinking in', days after popular platform was taken over by the world's richest man Elon Musk.

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Musk reportedly is on a mission to downsize the staff and cut costs so as to make the \$44 billion acquisition viable. Twitter has also scaled the entire marketing and communications department in India. Right after taking over Twitter, Elon Musk fired the CEO Parag Agrawal as well as the CFO and some other top executives. The firing of the top executives was followed by an exodus of the top management.

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'Looks like I'm unemployed.' Twitter employees wake up to shocking reality and no office access as Musk begins global layoffs

Musk is looking to cut around 3,700 Twitter staff, or about half the workforce.

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Twitter jobs cuts: Laid off employees share their 'stories'

As per an internal memo to Twitter employees, the company will alert employees by 9 am Pacific time (9.30 IST) on Friday November 4 about the status of their employment.

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Read Twitter's internal memo to employees on job cuts

Employees will receive an email by 9AM PST (9.30 pm) on November 4 telling them about their employment status. Here's the copy of the complete email as it appeared on the Business Insider website.

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Why does talent evade the Indian hotel sector? A plainspeak

The Indian hotel industry has a bad track-record when it comes to nurturing and retaining talent. It's a known fact that not even half of the hotel school graduates want to pursue a career in the industry. Tanveer Matharu, a graduate of IHM Aurangabad, who left her job in India to pursue a master's in luxury management in Glion in Switzerland, shares her tryst with hotels in India.

P Krishna Kumar ETHospitalityWorld

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'An idea is only as good as its execution.' HUL CEO identifies a fundamental leadership quality

Sanjiv Mehta said that this quality is a must-have in today's leaders.

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Their primary aim is to establish relationships and achieve something memorable that will help the organization move forward long after they have moved on.

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Now, Byju's employees in Bengaluru allege forceful resignations

According to sources, the employees are being asked to immediately resign or face terminations which would affect their career prospectus.

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Parag Agrawal's 11-month tenure as Twitter CEO ends as Elon Musk takes control

Less than a year into his job as CEO, India-born Agrawal was ousted from the company by its new owner billionaire Elon Musk who on Thursday closed the 44 billion dollar deal to acquire the social media behemoth.

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