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**Article Title: Fake Resume Alert!**

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Imagine hiring an individual with impeccable credentials only to find out that they are all fake, several months after he or she has been on the job. Generally, such individuals go undiscovered for long durations, much to the detriment of organisations. Though HR professionals are aware of this problem, it is difficult to go through every resume that comes to the desk with a magnifying glass. However, there are certainly some solutions at hand.

#### THE CURRENT SCENARIO

Organisations have already recognised the menace that fake resumes

are posing. "Indian IT firms are taking stringent measures against those who indulge in 'padding' or fudging their resumes. Fake resumes account for nearly 10-15 per cent of all resumes submitted," says Rajiv Tarafdar, VP, IT staffing, Saviance Technologies. "Most common of all falsifications are showing better past remunerations, extended dates of past employment and mentioning fake jobs to cover gaps in employment history," suggests NPS Sethi, vice president, HR & Administration, Jindal Intellicom. Prevention is always better than cure. Organisations would do better

# Fake Resume Alert!

**Doctored resumes are becoming dangerously common, especially in the IT industry. We help you weed out fake resumes in order to avoid a recruitment disaster**

by weeding out impostors at the recruitment stage itself. "Of late, the government has initiated some serious steps to counter this. However what is required is a foolproof validation of the certificate to check the authenticity of the certificate. In

other words, there has to be a mechanism that once the certificate is issued, the candidate should not be in a position to alter it," says H Sivaramakrishnan, director marketing, Pitney Bowes India.

#### WARNING SIGNS

Pruthvi Nanjappa, associate vice president - recruitment, Ness Technologies (India) Pvt Ltd offers some warning signs that HR professionals can look out for:

**Education:** Claims of having completed a graduate or PG program through correspondence, or from unknown universities/colleges. Claiming loss or misplacement of degree certificates or seeking additional time to furnish the originals; **Certification:** Claims of skill-based certification by lesser known institutes or education centres; **Experience:** Candidates claiming experience in multiple small or



unknown companies within a short period of time. The number of jobs changed would generally be high. Convenient excuses (company shut-down, layoff, unpaid salary, bad work environment, etc) will be attributed for each job change. "Companies across all industry segments are prone to resume fraud. Our data shows that, individuals with a questionable background tend to join organisations that do not conduct a

background screening of prospective employees. Hence, when these organisations begin doing so, they find many discrepancies and/or go through huge attrition. This is good proof of how background screening becomes a deterrent against employees or prospective employees misrepresenting facts on their resumes or employment applications," says Wayne Tollemache, executive managing director - International First Advantage.

#### WHAT IS AT STAKE?

The repercussions of entering an organisation with a fake resume can be severe. "There can sometimes be shades of grey that need to be investigated. A clear example of violation is a candidate who submits a fake experience certificate to validate employment. However, sometimes candidates may highlight 'roles' instead of 'job-titles' in their resume. Such cases need to be studied carefully before being considered as 'fake' information," warns Sudhanshu Pandit, director, HR, Symantec. Thus, it is possible to identify candidates with false claims. And in the long run, candidates should be aware that fake resumes only cause damage to their careers.

-Ankita Shreeram