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Hiring Trends May 2010

Research by Clearway Advisors has indicated a pick-up in hiring activities in the Travel, Banking & Financial Services, Event Management and ITES sectors.

Open hiring requests have increased by 40% in May.

The mid management segment has been the most active with significant movements taking place. Senior management opportunities are taking much longer to close, as there seems to

be caution on both the sides.

Companies are also getting aggressive and are willing to offer greater increases in salary for lateral hires. They are also willing to pick up notice pay and offer joining bonuses.

According to a recent report by Naukri.com hiring activity has picked up in the Software, Banking and Auto sectors with growth rates of over 40% as compared to May 2009.

Pune, Bangalore, Mumbai and Chennai are the cities that have witnessed a strong revival in the job market.

This is corroborated by Monster.com that tracks online jobs. The Monster Employment Index India has grown by 7% in April 2010, with IT, Healthcare, bio technology, life sciences and pharmaceutical industries having shown the largest monthly rise. Monster reports that Mumbai, Bangalore and NCR have shown strong growth in online job opportunities.

An interesting trend is that HR professionals seem to have the maximum opportunities, while customer service jobs have declined.



Background Verification

The key to successful hiring

Recently a supplier went to visit a new Manager at a client, during the meeting he was introduced to some other team members, one of whom he knew from his past interactions at another client.

The Manager was a little surprised about this because in his interactions (including introduction) with this team member, he never shared that he had worked with that particular employer. The Manager felt that this was unusual and accessed the person's records, and found that the details were not mentioned in his resume submitted at the time of hiring. The discrepancy triggered an investigation and finally the team member was asked to leave the organization.

Had the organization carried out Background Verification, the issue would have been detected right in the beginning.

In another case, a large International BPO hired an employee in Delhi for a supervisory role. Due to the short time between the candidate accepting the offer and joining the organization for training in Mumbai, the Background Verification process could not be completed, prior to the candidate joining the organization. The subsequent investigation process brought out the fact that the candidate was not a graduate, despite claiming to have completed graduation 5 years ago.

This employee too was asked to leave. She had however worked with 3 organizations in the past, in all cases misrepresenting her educational background.

Background verification though a new term in India, is the process of looking up, verifying and compiling records of an individual which may include educational, employment, criminal, commercial and financial records.

This verification can be used by employers as a means of objectively evaluating a candidate's qualifications, character, fitment, and to identify potential hiring risks for safety and security reasons.

These are certain crucial pieces of misinformation provided by the applicants that require a thorough check:

- False Education / Diploma / Degree / Certificates / Recognitions
- Incorrect Dates of Former Employment
- Inflated Salary History
- Exaggerated Listing of Responsibilities at former job

- Incorrect / False Reason (s) for Leaving Job
- Background: social / criminal
- Incorrect details of Supervisors / Referees

Companies today need robust verification systems in order to ensure the credibility of a prospective employee. Most of the organizations today are opting for thorough background verification of individuals that may be hired and/or existing employees. There are many companies that specialize in BV, some of the large ones are:

- First Advantage www.fadvasia.com
- Auth Bridge www.authbridge.com
- Onicra www.onicra.com

Pre-employment background screening and Post-employment lifestyle checks are carried out by investigative officials, experts and professionals with complete secrecy and confidentiality within a Turn Around Time of 15 to 20 Days.

The various checks may include:

- Address verification
- Previous employment check
- Current employment check
- Reference check
- Education background check
- Criminal records confirmation
- Credit check
- Social networking check

The average pricing for these services are indicated below:

Services	Price (per check) INR
Verification of Employment History	300/-
Confirmation of Educational / Professional Qualifications	700/-
Criminal Police Record Verification	800/-
Criminal Database Check (National & Global)	450/-
Address Verification	300/-
Professional Reference Check	250/-
Drug Test	1500 – 2000/-

Some employers are also searching popular social networking web sites such as Orkut, Hi5 and Facebook for the profiles of applicants.

Organizations have learnt that when business is at stake and liabilities due to error / fraud significant, it is important to carry out pre employment checks as, it not only settles doubts about the person one is to work with but also creates a healthy and conducive atmosphere in the organization.

After all, an effective pre-employment screening is a miniscule percentage of the recruitment, training and termination effort.



Are you leveraging your recruitment partners?

The slowdown may have forced you to use alternate channels for hiring; however recruitment firms remain one of the most important hiring sources.

Some of the ways you can engage with your recruitment partner to enhance their performance are:

- Meet with your account manager at least once a month, this not only helps you to share information on the company and new developments, it also provides you an opportunity to understand:
 - What are prospective employees saying about your organization?
 - What are your competitors doing in the marketplace?

Always remember that your recruitment partner is your brand ambassador, they play an important part in communicating about your organization to prospective employees and the employee market in general.

Benefits of using a recruitment consultant are:

- Pre screened candidate
- Use of multiple databases (including internal databases), professional networking sites, job postings, job groups by the recruitment firm.
- Access to candidates who are not active job seekers
- Fast turnaround times
- Free replacement within the retention period (usually 90 days)
- Prospective employees have an opportunity to discuss with someone who knows the company



Here are some bloopers from our applicants:

- pls. find the attached latest photograph. Yup i was changed lots of jobs in future just bcoz i was on contract (bcoz of my Grad.) but now this is my permanent job and I just completed my Graduation. Now, I wanna change this job bcoz there is no growth in my career n nothing for learning as more as on regular tasks. My ambition is not only to do the job I wanna learn more n more in this field n in between i wanna complete my MBA. My current CTC is 1.56 Lacs Per Annum this is also a reason to find something else in good company at good pacakage.
- Professional Summary: Love to teach moral lessons to People
- Hobbies: Listening music, traveling, shopping, freeking out with frens and gossiping and chatting.
- sir , i am prem shankar tripathi 37 yr old married have 2 kids , also m.a , in b.ed have 12 yr **experiance** teaching **live in lucknow** i am agree this post plz reply
- Although you would be knowing how to talk but i tell you - say to ur client 1 - sir, i have send a resume of a senior professional whose profile is suitable for this position - he was drawing higher salary - perks but i have convinced him to work with you on salary rs 12 lac p.a (you had mentioned rs 12lac in your ad) + usual perks. If you could finalised It - i could get him joined within 3/4 days. You talk like this - i am interested in this job - business head – north - delhi You first read my resume and text of this email and if my resume / profile suits you then call me for discussions - please read my resume at least twice and text of email too

We would love to hear from you.
For any feedback / suggestions, please email
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