

FCU NEED OF TODAY HR TO CONTROL FAKE EMPLOYEES

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Abstract:

In this paper we discuss that how loss of target of HR, and Sales is there by Enrollment of Fraud Employees (Specially Job Fraud). Job fraud refers to fraudulent or deceptive activity or representation on the part of an employee or prospective employee toward an employer. It is not to be confused with *employment fraud*, where an employer scams job seekers or fails to pay wages for work performed. We detect this Employee by Periodical Check Which is done by FCU (Fraud check Unit) and this check is done by some techniques that is by Cross checking their ID, Address, Experience, and Qualification. Then by comparing ratio of Particular Year Target Loss we came know about its fluctuation. Latter on we discuss, what is, the reason for it. By taking view of Different HR from different Organization we finally concluded that there is highest ratio of Fresher Employees (Male Compare to females).

Keywords: Fraud, employee, fluctuation, employment fraud, loss of target

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Introduction –

This has actually led to the need of fraud control units in the banking sector in India. Fraud control units are a necessary part of keeping the banking system safe because there is a lot of room for fraud to occur. Fraud control units are typically made up of anti-fraud employees who are hired specifically to monitor the banking system for potential fraud and other threats that may negatively impact a banking institution. Employees of the fraud control units help the banks to fight the financial frauds and ultimately to improve the operational efficiency. By preventing the frauds they stop the revenue losses for the banks. Fraud control is a very important function and employees working in these units play an even more important role.

Job Fraud:

Job fraud refers to fraudulent or deceptive activity or representation on the part of an employee or prospective employee toward an employer. It is not to be confused with employment fraud, where an employer scams job seekers or fails to pay wages for work performed. There are several types of job frauds that employees or would-be employees commit against employers. While some may be illegal under jurisdictional laws, others do not violate law but may be held by the employer against the employee or applicant.

Résumé fraud

Résumé fraud or application fraud refers to any act that involves providing fictitious, exaggerated, or otherwise false information on a job application or résumé in hopes of persuading a potential employer to hire an applicant for a job they may be unqualified for or less qualified than other applicants. Depending on the nature of the offense, the type of job and the jurisdiction where it occurs, such an act may or may not be a violation of criminal law. In any case, knowingly providing incorrect information to an employer or possible employer, if discovered by the employer, is almost always grounds for immediate discharge from the job or else denial of that job.

Effects

Almost half (48%) of organizations with fewer than 100 staff experienced problems with vetted employees.

39% of UK organizations have experienced a situation where their vetting procedures have allowed an employee to be hired who was later found to have lied or misrepresented themselves in their application.

Demographics

Younger, more junior people are more likely to have a discrepancy on their CV. Someone in a junior administrative position is 23% more likely to have a discrepancy on their CV than in a managerial role. An applicant aged lesser than 20 is 26% more likely to have a discrepancy than a 51-60 year old. Women are slightly more likely to have a divergence on their CV: 13% of applications submitted by women have a discrepancy compared to only 10% of those for men. Graduates have marginally fewer discrepancies: 13% of their CVs contain a discrepancy compared to 17% of non-graduates.

Types

- **Fake qualifications:** Some applicants provide false documents that are required or strongly recommended to obtain a job. These may include a degree, license, certificate, or other proof of necessary training or experience that is expected of applicants.
- **Fictitious former employer(s):** The applicant provides a list of previous employers that they never worked for, and that may have never existed. They may include fake reference letters that vouch for the applicant. Absence of contact information may seem plausible if the applicant claims they are no longer in business, living far away or otherwise out of touch.
- **Fake "live" employer(s):** The applicant arranges with a relative or friend to pose as a former boss. The applicant provides phone number or other contact information, and when the prospective employer associates this person, they receive a glowing report about the applicant. Since the widespread use of email, this form of communication may also be used by the applicants themselves to pose as former employers.
- **Exaggerated claims:** The applicant lists a genuine former employer, but leaves out information with the intent to misinform. The employer may have a prestigious reputation, but the applicant's position may have been menial.

Literature Review --

Not much of the work is being done in this area:

1} ABUBAKAR HALIMATU SADIA MATRIC NO:06/66MC010 -- By 1989, some banks recorded 3105 million frauds with commercial banks having 392.2 million and merchant banks having 37 million, (References to Business Times of 20th August, 1990). Fraud as defined by Olufidipe (1994) as “Deceit or trickery purposely practiced in other to gain some advantage dishonestly”. Fraud is a hydra headed phenomenon that **displays its presence in different forms.**

2} **Author:** DONNCHA MARRON

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In his work Donncha Marron find out that the recent development of identity theft as a crime within the United States, specifically the appropriation of personal information for the fraudulent adoption of consumer credit accounts. Identity theft involves the use of another’s personal identifying information for a range of illicit ends, and is billed as the fastest growing crime in the United States. The dangers posed by identity theft are not simply constructed, but have a realist dimension stemming from the ways in which the contemporary credit-dependent, consumer-oriented economy works.

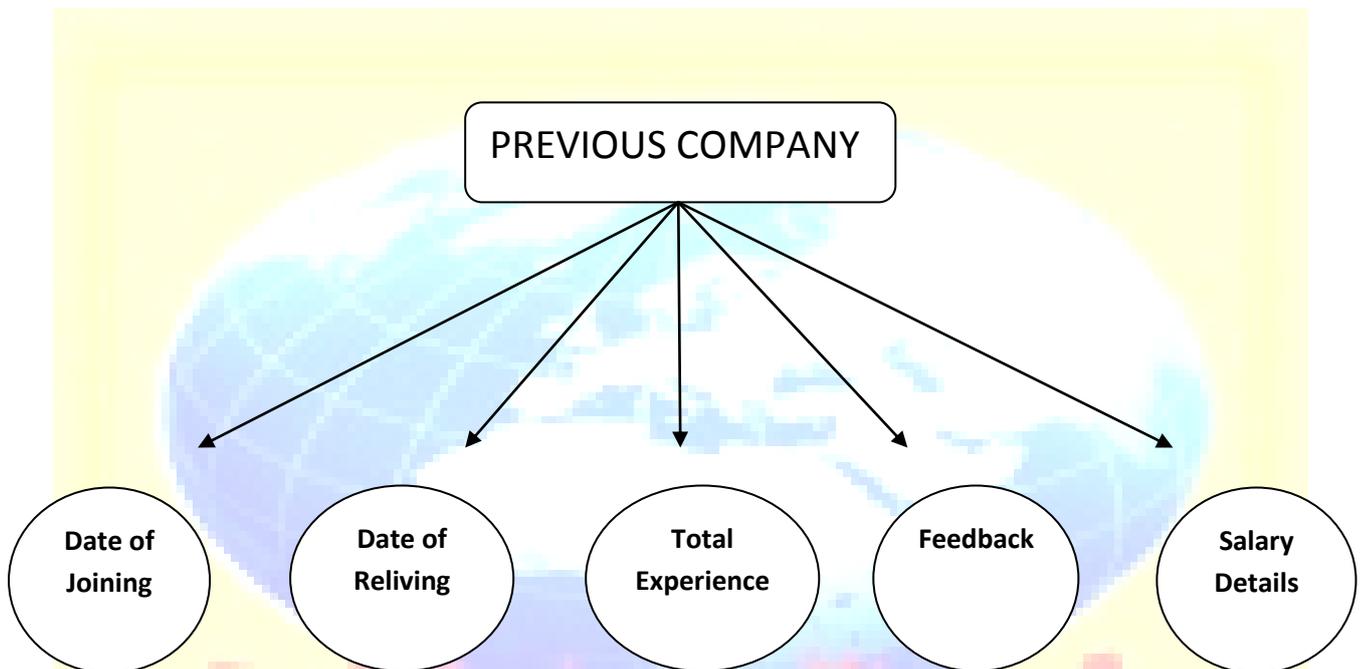
Objective: ---- To Study the loss of Targets of HR due to fraud employees and also study its affect on Financial loss and Seals target loss too.

Techniques --- In this paper we use two techniques these are----

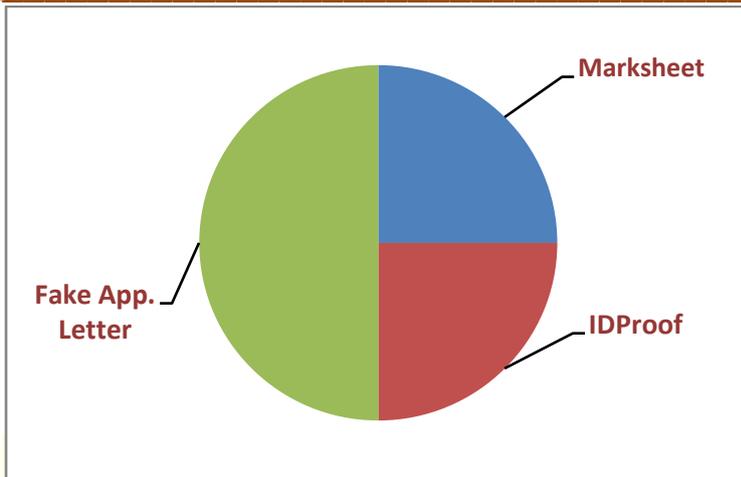
1} For the Fresher’s only education background is checked (by the unit by getting information from their education institute.)

2} For Experienced Employees all data is take out from there Previous company as there Feedback without telling them that the employees is going to join so and so company. This is regarding their –

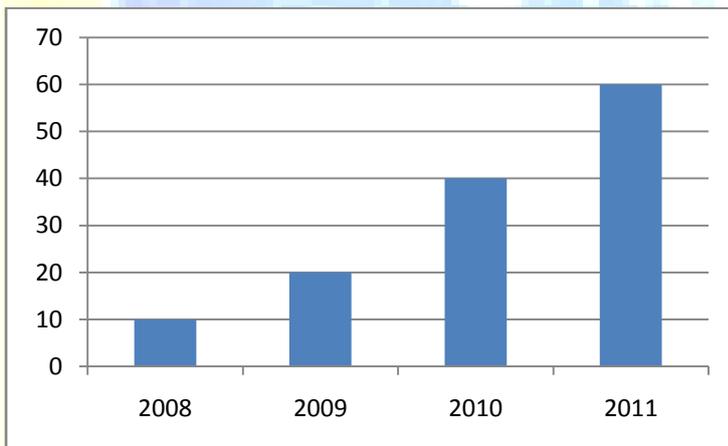
- 1) Date of Joining
- 2) Date of Reliving
- 3) Total Experience
- 4) Feedback: -- (Supervisor feedback, collogue feedback etc)
- 5) Salary Details



Research Methodology:-on comparing the data of many farms of particular years it is observe that the FCUs plays most important role in controlling the crime these FCUs are mainly done on basis of their personal data check specially From Mark sheets , ID proof, Previous Experience or appointment letter , or from getting feedback from previous farm. But on getting words of FCUs unit we are able to differentiate the categories of high % of main fraud which is done mostly now days that is fake Appointment letter or Experience letter of Previous Organization which can be clear from following data.

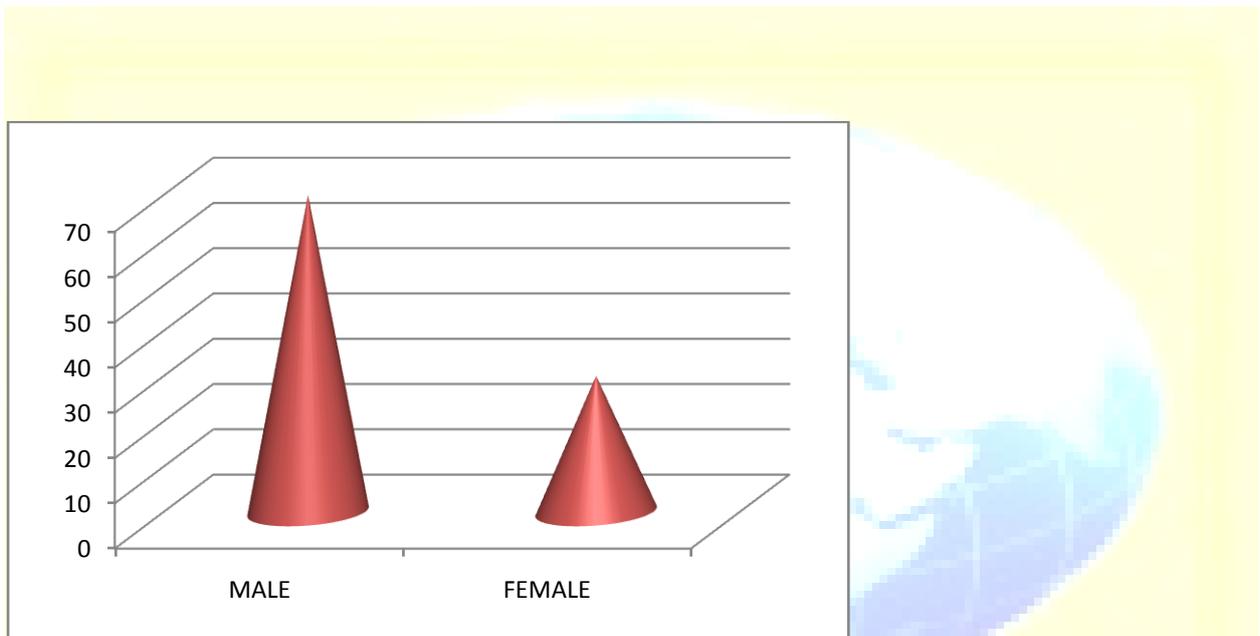


on comparing the data of many farms of particular years or According to FCUs Unit of different farm we find that the most of the employees where rejected on basis of above checks and this ratio get increase Year after Year , the analysis ratio is as follow:-



From the above graph it is clear that in session 2008 the employees ratio of rejection was 10%,in 2009 it was near about 20%,in 2010 the was 40%, in 2011 it was rise up to 60% because of this there will be loss of target of both HR and Seals and offcourse its Financial loss too because FCU check is done in intervals that is in every 6 months from joining so the target satisfaction is only for 6 months and after that it is again a beginning of hiring as most of people are out from the company due to this reason . And we talk about financial loss than as they were onboard Employee for 6 month than obvious they take salary for those months so it's a financial loss too.

Findings: -- on taking feedback from 80 HRs of different farm it is observe that it is really a big Issue now a day's both in banking as well as Corporate sector it deadly affects the HR targets and Policies it really affects the Seals too .As most of the Employees are working for 2 farm or more than 2 at same Period of time which is really illegal these type of cases also goes in account of FCU Units .On asking the reason for these fraud to these HRs we get that all these fraud is only due to Unemployment or recession in market .The main ratio in this is of male the comparing ratio of male and female is as follow:



Conclusion: -- In the research we have been able to find out that male fresher employee's verification should be done carefully. Experience male employee's papers need to verify but mostly they will have the authentication in it. Female employees will be less problematic when it comes to FCU. Finally concluded that the major number of people involving in this fraud is male who have less experience of work.

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