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Talent crunch: Techies faking resumes to get jobs

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NEW DELHI: Indian IT and BPO firms, which are grappling to find and retain the right employees, are now facing the daunting task of weeding away the black sheep as a recent survey shows that one in every four CVs submitted for an IT job contains some kind of discrepant information.

A report by a background screening firm First Advantage suggests that in the IT sector, one in every four CVs has some kind of discrepant information and in the BPO sector one in every six CVs has a discrepancy.

The report said one-and-a-half in every five persons have been found to misrepresent some information or the other in their job applications. Out of that, the BFSI sector tops the list with the maximum number of discrepancies, one in every third individual followed by the IT and ITeS sector.

"The instances of applicants securing jobs giving false information is not new but the situation has now reached new heights in the IT sector which has forced the leading IT firms like TCS, Satyam, Cognizant and others to take a tough stand," First Advantage Managing Director (West Asia) Ashish Dehade said.

The advent of a truly global workforce, complexity of multi-location operations and technological advances have led to a rise in the risks associated with candidate recruiting and contract staff/vendor hiring, he added.

Analysts feel that due to the rapid growth of IT/BPO services, overall employment opportunities have grown tremendously.

On one hand their is the rising demand for talent while on the other there is a shortage of people with right skills which has put the placement agencies under pressure to identify candidates at short notices.

As such, some candidates as well as recruitment agencies are faking information related to academic qualifications, experience, salary on the resumes.

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