



Verification Services

Employee background screening: Helping you hire the right people

In today's buoyant market, it may be tempting to fill positions with the first applicant who meets your job requirements. However, taking time to find the right person for the job not only helps you increase productivity but also mitigates risk associated with negligent hiring in the event of underperformance, fraud or crime committed by an employee. Such insentiences can cause a serious harm to the brand and reputation of an organisation.

As concerns about data security gain importance, organisations are increasingly undertaking background screening of their prospective employees, vendors and strategic partners. As per KPMG International's Global profiles of the fraudster report 2016, Indian fraudsters are younger in age with 32 per cent belonging to the 26 to 35 age group. This also collaborates with the findings on CV fraud with maximum number of resume discrepancies belonging to this age group.

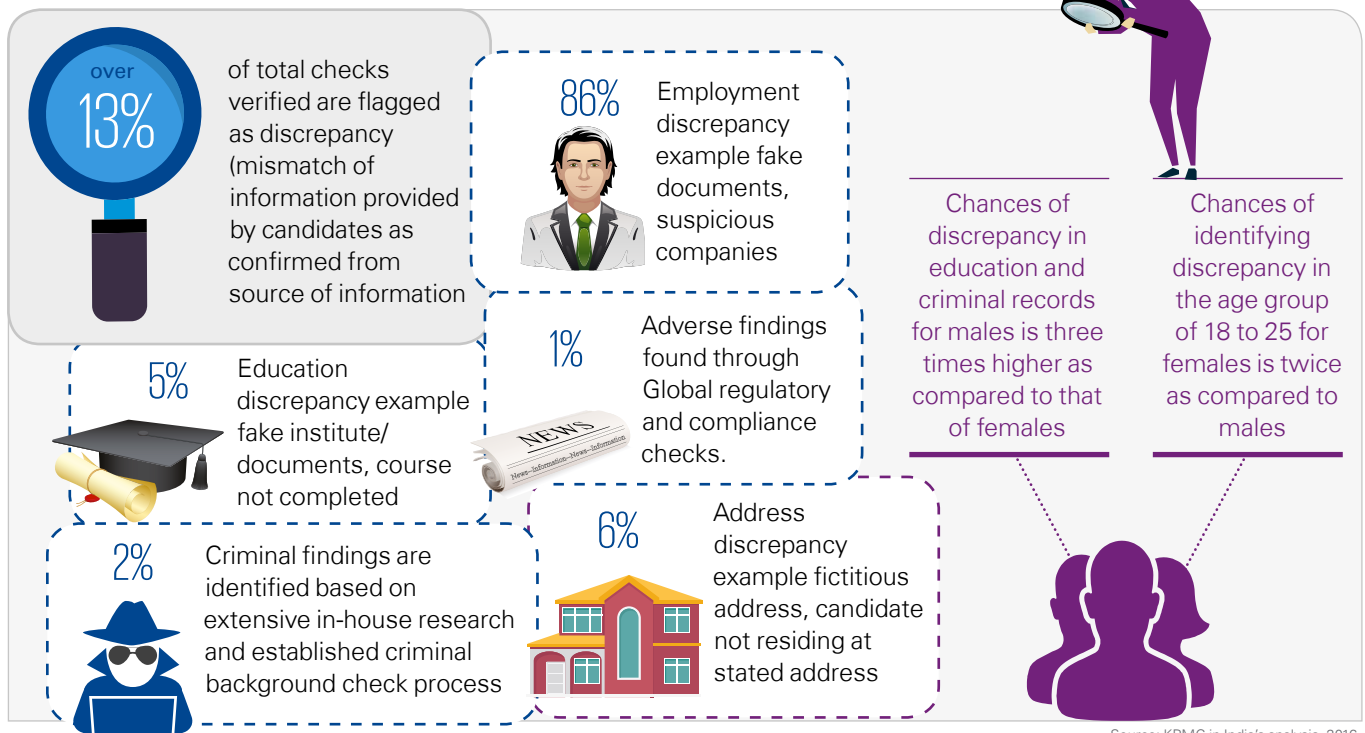
Our services

KPMG in India's Verification Services can help you screen prospective employees across levels in a flexible, timely and cost-effective manner through various categories of checks to suit the compliance needs of your organisation. Our services include:

Pre-employment background checks: Validation of key credentials of a candidate for employment such as; academic qualification, previous employment records, reference checks, criminal record checks, database checks, substance abuse screening, etc.

Senior management due diligence: Discreet, detailed reference checks, gathering information and perception about the candidate through market intelligence.

Discrepancy Trends



Source: KPMG in India's analysis, 2016

Our Value Proposition

01

Dedicated resources and vast experience:

Our dedicated team of over 450 resources conduct over 60,000 checks per month covering more than 200 countries and territories across the globe.

02

Dedicated facility:

We have a dedicated 500-seater centralised operations hub located in Pune to undertake background checks. This facility is ISO 27001:2013 certified by the British Standard Institution.

03

Technology-backed solutions:

Our processes and technology allow smooth and streamlined services, quality deliverables and convenience as well as reduced risks to our clients. Our online application tool supports real time viewing of case status and downloading the reports, thus helping in reducing operating and administrative costs across locations and geographies.

04

Compliance with the laws of the land:

We review regional and country laws/regulations to determine which screening products should be offered in order to keep our client's business compliant. We also have stringent processes on internal risk and compliance which in turn protects clients from any potential violations especially Foreign Corrupt Practices Act, U.K. Bribery Act and Indian Prevention of Corruption Act violations



Industry recognition

- Awarded 'Best Background screening service provider' by World HRD Congress, February 2016
- Awarded 'Star Partner Award' for three consecutive years in 2014, 2015 and 2016 by Top IT company
- Empanelled with NSR (National Skills Registry) under a NASSCOM initiative

Our other Forensic solutions for Human Resources

- **Exit interviews:** Detailed interviews of exiting employees to gather specific information on reasons for separation which is presented using data analytics providing trends and highlighting areas of concern for the HR team
- **Ethics helpline:** Independent whistle-blower service with multilingual support, recording candid employee feedback, insights and concerns
- **Counter party/vendor verification and due diligence:** Detailed background checks on third parties including due diligence on key promoters and their credentials, verifications of business documents and licences, market references, litigations and deep public domain due diligence.

KPMG in India contacts:

Mritunjay Kapur
Partner and National Head
Strategy and Markets;
Leader - Technology, Media
and Telecom
T: +91 124 307 4797
E: mritunjay@kpmg.com

Akhilesh Tuteja
Partner and Head
Risk Consulting
T: +91 124 307 4800
E: atuteja@kpmg.com

Mohit Bahl
Partner and Head
Forensic Services
T: +91 124 307 4703
E: mbahl@kpmg.com

Maneesha Garg
Partner
Forensic Services
T: +91 120 3868 501
E: maneesha@kpmg.com

[KPMG.com/in](https://www.kpmg.com/in)

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2017 KPMG, an Indian Registered Partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved.

The KPMG name and logo are registered trademarks or trademarks of KPMG International.

This document is meant for e-circulation only.

Follow us on:
[kpmg.com/in/socialmedia](https://www.kpmg.com/in/socialmedia)

