

SAMPLE REPORT

ON

Employment Background Investigation

PREVIOUS EMPLOYMENT HISTORY

M/s ABC Ltd, Gurgaon

According to Applicant Verified information

Job Title	VP (HR)	Correct
Start and End Dates	March 2014 to January 2019	Correct
Salary last drawn	Not mentioned	Rs.24 lakhs p.a. (Approx)
Reason employment Ended	-	Termination
Any pending exit formalities.	Nil	
Authenticity of the company	The company is existing and operational	
Nature of Duties/ Responsibilities	Heading the HR department, handling of IR situations, Resolving problematic union-management issues & allied functions.	Correct

We deputed our investigators to gather inputs from various sources in order to gain an insight into the performance and conduct of the subject, Mr. A. The report pertains to his tenure with M/s ABC, Gurgaon. The company is a reputed manufacturer of automobile parts which are used as OE by reputed automobile manufacturers.

Investigations conducted by us confirm that the subject was employed with the company for the period March 2014 to January 2019. He parted ways with them while working as VP (HR) under not too happy circumstances which are detailed in the body of this report. At the time of his leaving the company, the subject was reportedly drawing a salary package of approximately Rs.24 lakhs p.a.

We had the occasion to talk to a cross section of the company's employees including some of his senior ex-colleagues, and others who are privy to episodes which led to the subject's inglorious exit from the company. The subject was heading the HR department of the company which currently has on its rolls over 4000 employees of various categories. The subject kept the entire workforce on a tight leash for the better part of his tenure, till some of his hitherto hidden disreputable traits began to unravel, which do not embellish his otherwise illustrious career.

Speaking about his professional competence, senior officials of the company unequivocally lauded his handling of the HR wing. He appeared to possess most attributes that one would associate with a capable administrator. The subject possesses robust and all-pervading knowledge and skills about industrial relations and efficient manpower handling. His penchant for adroit and deft handling of dicey situations resounded beyond the four walls of his company. Anyone who mattered in the HR fraternity had the occasion to smell more than a whiff about the subject's accomplishments as a HR mastermind. The company had a rare period of stability in trade union relations during most of his tenure. The multiplicity of trade unions was always a thorn in the flesh of the management. The troubled and violent past did not rankle the subject a wee bit, and he created a pro-company environment through some clever and masterly strokes. The subject's 'divide and rule' policy coupled with his 'carrot and stick' approach worked wonders in resolving ticklish union-management issues. His indepth knowledge of Industrial Relations rules, guidelines and practices were his most potent weapon.

Besides being a knowledgeable person, the subject was reported to be a glib talker. His oratory skills appeared to weave a magic web over anyone who listened to

him. His reasoning was balanced even when he gave away little and did not yield his ground. Giving full marks to his knowledge and rhetoric, he was regularly invited by NIPM, National HRD networks and a host of Management Institutions, to deliver lectures on HR & IR matters. Therefore, if he is judged purely on the basis of his professional attributes, the subject would be classified as nothing short of brilliant.

However, he has a few weaknesses which resulted in his undoing and became the fatal flaw in his conduct. The one which stands out like a sore thumb is his weakness for the fair sex. He appears to be an unredeemed “Romeo” and could not resist the temptation of cementing seedy relationships with women, even though he knew that it was giving him a bad name. In this very company he entered into distasteful alliances with 4 to 5 lady employees, one of which resulted in disastrous consequences for him. It not only left a bitter taste, the episode also led to the earlier trails which were hitherto under the wraps. One by one the skeletons began to fall from his cupboard and the issue had a cascading effect. He suffered the remorse of being exposed by one of his own Assistants who was reportedly his one-time confidant. It is learnt confidentially that his Achilles ’ heel turned out to be one Mr. B, a small time factory worker, who not only helped him in his sex escapades but also liaised secretly with Union leaders in return for undocumented, under the table benefits.

As a result of the series of exposures, the subject was branded as a potential risk by the management. His weakness and fondness for women and the resultant stink that it raised, made the management wary and concerned. He was deemed to be undependable since the entire controversy exposed his weak underbelly. His unholy nexus with the Union angered the management and made the relationship untenable. The company feared that he may tarnish its reputation should a scandal assume alarming proportions. Talks of drastic action began to make the rounds of the company’s boardrooms.

Sensing that his days with the company were numbered, the subject began to play a nefarious game. He entered into an unholy and unethical relationship with Union leaders which resulted in huge monetary losses for the company. That was the last straw on the back of the uneasy relationship between the subject and the management. He was bluntly asked to leave and no nicety was introduced in the break up of the long relationship. His services were terminated. No one was surprised that his ‘Man Friday’, Mr. B was also kicked out.

Inside sources made no secret of his professional infallibility. However, in the same breath, he was categorized as being overtly fond of women, putting his career and the company's stake to grave risk / jeopardy and making it vulnerable to outside forces. He was a secretive person who played his cards close to his chest and did not brook any interference. Viewed in retrospect, his taming of the Unions and arriving at a settlement with them has also come under the scanner. He cannot be trusted since, at the end of the day, his conduct is not above board.

Enquiry Officer New Delhi
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