

Background Verification (BGV)

Getting Started



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WHY SHOULD YOU READ THIS GUIDE

Background verification is the first step in the process of onboarding an employee/partner/vendor and the first impressions go a long way in a long-lasting relationship between an employer, employee and other stakeholders. This guide helps you plan your background verification process better and ensure that the HR team in your organization, as well as the candidates/partners/vendors, have a delightful verification experience.

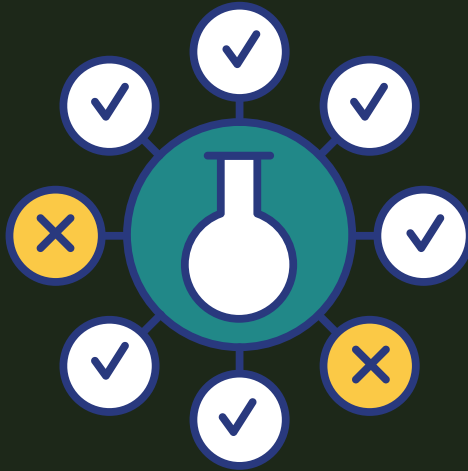
WHO SHOULD READ THIS GUIDE?

All HR Professionals especially the ones just starting out their career in HR/Recruitment must read this guide to understand the importance of background verification and how to set it right from the start.

This guide also helps experienced HR professionals brush up on their knowledge about background verification and stay up to date with the latest trends on the topic.

CHAPTER 1

Fundamentals of Background Verification



What is Background Verification (BGV)?

Background verification is verifying the accuracy of the information provided by an **employee/applicant/partner/vendor** on their resume/application. This process typically includes verifying the **individual's identity, education, employment history, references** and more.

Who all needs to be checked in BGV?

As a general rule, every person that an organization hires or works with (candidates/employees/partners/contractors/vendors), must be background verified to ensure the reliability and safety of all the stakeholders and assets of the organization.

Apart from organizations, background verification is also recommended for the people who help around your respective homes (drivers, house help, security guards, etc...)



Why do companies need background verification?

Every bad hire is equivalent to a rotten apple. They take pleasure in spoiling the work culture and the mindset of the team members. You can calculate the true cost of a bad hire as follows:

- **Quantitative Loss**

Every bad hire can bring down the chances of leveraging an organization's resources productively. You might invest in coaching, training, and mentoring along with disciplinary actions and performance reviews.

Be it spending on administration and designing tools, your overall effort wouldn't prove fruitful. When the employee leaves, you might have to restart it. This would lead to potential costs of a bad recruitment decision in terms of financial burdens and loss of productivity.

The average cost of one bad hire is nearly \$15,000! ([Source](#)).

The Undercover Recruiter reports bad hires can cost \$240,000 in expenses. Those are broken down into costs related to hiring, pay, and retention. ([Source](#)).

Additionally, here are three points to consider when trying to determine the cost of a poor hire:

- The higher the position (and thus higher the salary), the higher the cost of the wrong hire
- The longer the ill-placed person has worked at the company, the higher the cost of the bad hire
- The more training wasted on the person, the higher the cost of the bad hire

- **Qualitative Loss**

While any bad hire can imply productivity loss, it is often the good employees who need to compensate for the old and forgotten misgivings. This can pave the way for deprivation among top performers. Remember, this hullabaloo can keep dragging long after the bad employee has left the organization.

Research states that 43% of companies got fizzled up with bad hires since they had to hire a person ASAP.

Another form of cost of poor recruitment and selection can be the negative impact on co-workers and the team as a whole. If they are in a leadership position, the impact can be much worse. Self-motivation often relies on environmental factors. If the environment is negative, it can be challenging to be motivated at work. A bad hire can make it difficult for a team to meet their goals. That's because a co-worker or team will be hesitant to work with them and vice versa.

They can impact everything from the cost of screening, assessments, candidate selection, as well as other hiring processes such as technology and travel costs. From exit formalities to severance packages, everything would come under the radar of a bad hire. This can have serious impacts on the overall business culture.

To avoid such unpleasant situations, businesses have to forgo hasty hiring decisions. A bad hire can pose a long-term threat, whereas a good hire can let you win a fortune. Employee background verification can help you make smart hiring choices.



There are six compelling reasons to run background checks on all job applicants:

- **Avoid Bad Hires**

Resume background verification plays a crucial role in making better hiring decisions. 84% of employers continue to derive significant benefits from background checks.

Appropriate background screening can help you hire right by verifying all the relevant details, so you don't have to let go of your hire later.

Knowing as much as possible about your potential hires is crucial. After all, the individual you hire will have access to critical data and documents that belong to your organization.

- Here are three steps that can lower the risk of a bad hire:
 - Prepare a list of traits and characteristics that you're looking for in a potential employee.
 - Assess how you will gather the data necessary to make a successful hiring decision.
 - Armed with the right data, be strategic with the interview process to find the right people.

- **Verify the Candidate's Qualification**

You should never solely base a hiring decision on the review of a candidate's social media profile. Tailor the screening process to reflect your industry and the jobs for which you hire.

Prospective job candidates who are not properly screened can negatively impact your organization. For example, an individual who misrepresents their education or work experience may not produce high-quality results.

75% of HR managers have caught a lie on a resume, according to a CareerBuilder survey. The resume can no longer be considered a reliable source of information about the prospective employee. A thorough verification (including education, employment, and reference verification) may reveal some alarming facts that could impact your hiring decision.

Background checks enable organizations to make intelligent decisions by hiring only those candidates who have the required skills and the right attitude and behaviour to be a perfect cultural fit.

- **Keep Your Workplace and Customers Safe**

Think transportation, finance, daycare, healthcare, and education, where employees are in direct contact with customers. Employees who may have access to sensitive customer information can be a threat to their safety.

Food delivery company Zomato rejects about 25% of applications due to various reasons such as unavailability of proper documents, failure in background check clearance, and lack of right intent to work as a delivery partner.

- **Avoid Negligent Hiring Liability**

Negligent hiring can cause harm to businesses, employees, and clients. When you're hiring an employee, you need to make sure they have cleared a background screening. This helps avoid unnecessary risks and reduce insurance liability in adverse scenarios.

Suppose you're hiring a delivery executive for your e-commerce business. In that case, you need to make sure that they have a valid driving license without any strikes. In case they end up in a road accident, remember that you will be liable for them.

- **Protecting the Company's Reputation**

A company is made of and known by its people. Employees are the face of the company, and their decisions and actions directly impact the company's performance and brand reputation. Company image can influence the sales and even the price of its products or services.

It is necessary to do a thorough background check of the executive before bringing him on board. When you hire individuals who are dangerous or unsavoury, it leaves a wrong spot on your name. Not to forget that it might also compromise the integrity of your brand.

- **Avoid Criminal Activities**

Conducting criminal background checks is a crucial step in bringing an employee on board.

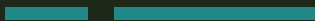
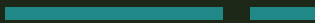
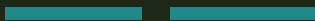
An individual's criminal history affects not only a company's safety but also job performance and qualification. If you are hiring a stock manager who handles inventory and funds (the job requires a high level of trust), it's important to see if the individual has ever been charged with theft or fraud.

While it might not always mean rejecting the applicant, it could refer to minor modifications in the hiring contract. But the point is that unless you have the complete background information, there is no way you can make an appropriate decision.



CHAPTER 2

Selecting packages and types of background checks



What are packages?

Packages are the set of background checks that you select for a specific person who is being verified. Every package includes basic checks such as Identity checks and address verification along with multiple other checks based on other factors related to the person being verified or the nature of work they are in.

How to select packages?

Choosing the package (set of checks) for each candidate/employee/partner/vendor depends on multiple factors such as:

- Their background
- Their nature of work in their new/existing job/project
- The industry they are being hired into

For some —identity, education and past experience is of the utmost importance for their role. For others, who might be dealing with high levels of sensitive information in their job—credit history, criminal records and other such checks are more relevant. So selecting the package of checks for each person must be carefully considered based on the above-mentioned factors.

Types of Background Checks

- **Physical Address Verification:**



Verifies whether the candidate is residing at the address mentioned.

The on-ground associate will visit the candidate's address in person and confirm if the candidate or their family members have been staying at the provided address. The field associate will verify the candidate's period of stay in that address and verify any of the below documents to fulfil the address verification.

- Aadhar
- Passport
- Driving License
- Voter ID
- Other

- **Digital Address Verification (DAV):**



Digitally verifies whether the candidate is residing in the address provided using DAV.

An SMS is sent to the candidate's mobile number with the Digital Address Verification System link. The system asks the candidate to grant their GPS location and device camera permission. Their current location is captured to match the coordinates obtained from the Proof of Address submitted earlier. The candidate/respondent is also instructed to provide details of their period of stay, type of accommodation, relationship with the candidate, and another Proof of Address confirming the same.

- **Education Verification:**



Verifies the candidate's academic qualification, completion of the courses, credentials of the certificate, and educational institute.

Verification requests to the education institutions are made after receiving the following details:

- Name of the candidate
- Name of the College/University
- Board/Registration Number
- Qualification Gained
- Tenure of Study/Year of Passing

Once we receive verification from the University/College, we will validate them against the details present in the BGV form & supporting document submitted by the candidate.

- **Employment Verification:**



Verifies the candidate's work experience with respect to what has been specified in the BGV form or other supporting documents.

Checks whether the employer is listed in the Fake Employer's Database and if it is registered with statutory bodies or not. We also initiate direct communication with the employer seeking verification regarding the applicant. We gather data relating to tenure of employment, last held designation, the reason for leaving, eligibility to rehire, etc.

- **Court Record Verification:**



This check aims to verify whether any cases are filed in court against the candidate.

Court record check covers the below-listed courts:

- NCRDC Commission
- District Court and Tribunals
- High Courts and Supreme Court of India

- **Identity Verification:**



Verifies whether the Proof of Identity submitted by the candidate was duly issued by the concerned Government Authorities. The Proof of ID that will be checked completely depends upon which ID has been chosen to be verified by the admin on the SpringVerify portal. The below-listed identity proofs shall be verified with the concerned issuing authorities.

- PAN Card (Preferred)
- Voter ID
- Driving License
- Aadhaar
- Passport

PAN Card is the most preferred form of ID check because this database is managed by NSDL and has an extremely high uptime given that the nation's financial transactions are linked to it. Compared to this, other Databases like DL/VID/Aadhaar have significant downtimes where the service availability can be as low as 30% and up to 65%

- **Reference Verification:**



Verifies the candidate's professional capabilities and attributes by contacting the provided/researched references from the given employment.

Typically the candidate will provide the following information to initiate the check:

- Name of the Reference
- Contact Number
- Email Address
- Designation
- Location

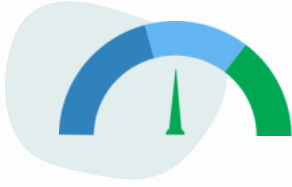
- Department/Division/Team
 - Before approaching said reference, the following details would be verified to confirm their credibility to support the Reference Check
 - Reference's Current Employer
 - Relationship with the candidate
 - Duration of Association
- **Global Database Verification:**



Verifies whether the candidate is directly or indirectly associated with any organized crimes and is listed in the databases of Regulatory, Compliance, Debarment, PEP, and Financial Sanctions authorities globally.

A relevant supporting document/ID consisting of the candidate's name, address, and father's name is obtained. A search is done with the help of various proprietary and public online databases.

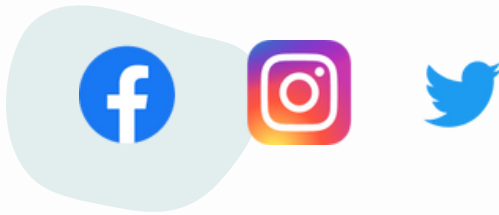
- **Credit Check:**



Verifies the credit score of the candidate.

The required details are collected from the PAN card. The details are updated in the relevant Credit Bureau.

- **Social Media Verification:**



Verifies if the candidate has posted any discourteous, sensitive, or fraudulent content on their social media accounts.

There should not be any privacy settings preventing access to the candidate's profiles to obtain information about their social media profile.

All posts are examined to find if the candidate has expressed/revealed any of the following:

- Political rants
- Racist attitude
- Sexual harassment/sexist attitude

- Confidential Information or Negative Comments on Previous Employer/Boss/Colleagues
 - Inappropriate Photos
 - Mention of Using Drugs
 - Qualifications (that do not match what is mentioned on the Resume)
 - Posts related to a criminal activity/illegal conduct
- **Passport Validation:**



Verifies whether the passport submitted is a valid one or not.

The information found in the first and last pages of the passport is used to run against a unique algorithm. Only if all the characters match, it's considered to be a valid passport.

- **Drug Test Screening:**



Screen potential hires for possible drug abuse. Designed to meet integrated command, regulations, and/or specific company policies and requirements, our Candidate Drug screening services are convenient and expansive, offering lab-based drug testing via a vast collection network. With drug background screening options that match your needs, location, and costs, we ensure your workplaces are safe, drug-free, and healthy.

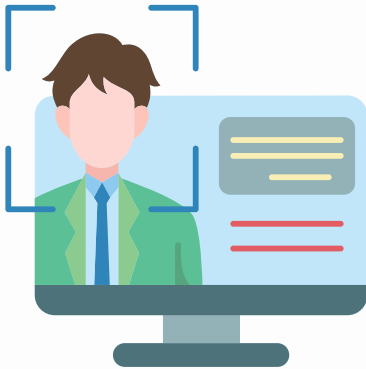
CHAPTER 3

What is the validity of a check?

How often should you background verify your employees/vendors/partners?

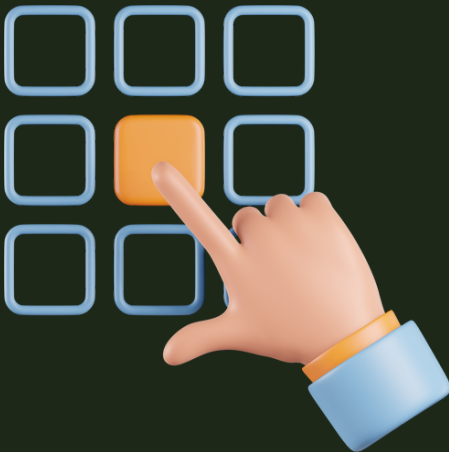


The results of the identity check have validity for a lifetime. Basic details such as Name, Age, and Education never change for a person unless rare cases of name change. However, it is recommended to run credit checks, criminal checks, drug tests, and court verification, periodically (6 months to 1 year) as the results of these checks might change during the course of events.



CHAPTER 4

How to select a background verification service provider?



A background verification service provider must be carefully evaluated based on the recruitment team/HR's goal or requirement for needing a background verification service. If you are looking for a BGV service provider just so you can verify candidates then you can go by ratings and reviews and select the best ones. But some HRs have specific goals that need to be fulfilled through the BGV service provider. Below are some goals and respective factors to consider while evaluating a BGV service provider:

1. **Save team's time and effort** - If you are looking for a BGV service provider because you want to save the team's time and effort. In this case, you will focus on eliminating manual email/document exchanges and find a BGV service provider whose service prioritizes automation, whose team handles everything from the collection of documents, reminders, BGV, reporting, etc.
2. **Faster Turnaround Time (TAT)** - In this case, you want checks to be completed as fast as possible so that you can speed up your onboarding process or hire faster. You must look for BGV service providers who focus on faster average TAT.
3. **Large Volume Hiring** - If you often onboard large volumes of candidates/partners/vendors and you need an easy way to manage BGV then your service provider must have a team with the capability to process multiple BGV requests at a time.

4. Global Serviceability - For organizations with teams across the globe or with distributed remote teams who want to keep background verification centralised or with a single service provider. Your criteria would be a BGV service provider who has a global network and connectivity to run checks globally.

5. Simple and easy-to-use dashboard - If you are looking for a dashboard experience with simple and easy-to-use features to manage all your BGV processes in one place then you should evaluate service providers based on their UI/UX and dashboard features.

6. Compliances - A lot of companies have specific compliance requirements such as ISO, NASSCOM, etc. So if your requirement is to only work with a service provider with specific compliances then that should be your evaluating factor.

7. Integrations - If you want to have a single HRMS/HRIS for all your recruitment/employee data and want to evaluate BGV service providers based on how fast, easily and seamlessly they can integrate with your existing systems then you should evaluate your options based on the factor of Integrations.

There are more kinds of requirements or goals for each organization/team. So before you start evaluating a BGV service provider for your organization you need to understand your goal/specific requirement clearly and then evaluate service providers based on it.

CHAPTER 5

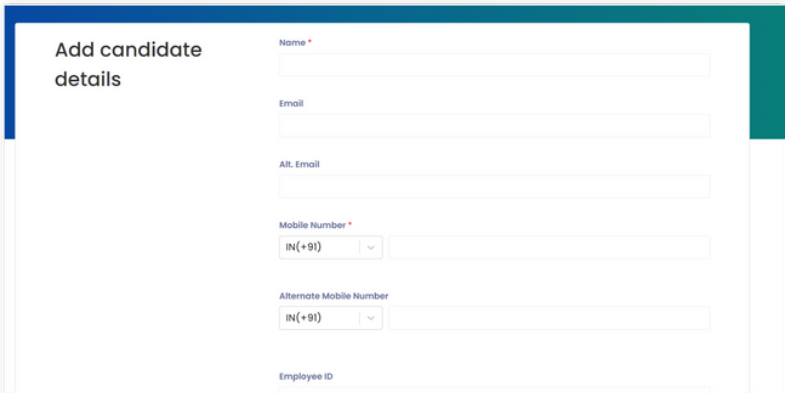
What is the process of conducting background verification?



Step 1: Add Candidate Details

Upload basic candidate details such as name, phone number and email ID to initiate the background verification process. While adding the details you can choose:

- a. Whether you would like SpringVerify to take the candidate's consent for background verification OR if you would like to collect the candidate's consent for background verification
- b. Whether you would submit all the candidate details and documents OR would you like the candidate to do it by themselves



The screenshot shows a web form titled "Add candidate details". The form contains the following fields:

- Name ***: A text input field.
- Email**: A text input field.
- Alt. Email**: A text input field.
- Mobile Number ***: A dropdown menu with "IN(+91)" selected, followed by a text input field.
- Alternate Mobile Number**: A dropdown menu with "IN(+91)" selected, followed by a text input field.
- Employee ID**: A text input field.

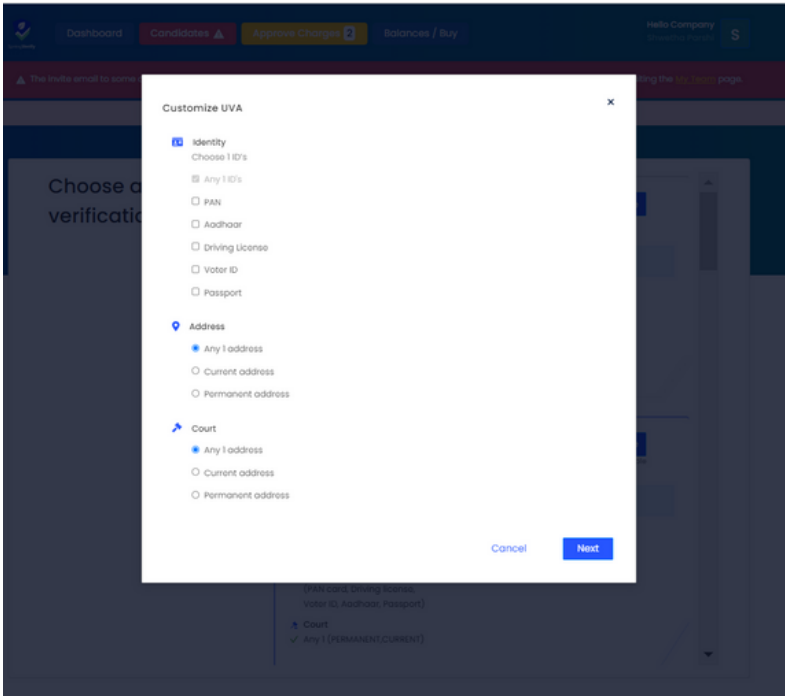
Step 2: Select which package of background checks you want to run on the candidate from the list of packages available to your organization (based on what you have opted for initially)

The screenshot shows a web application interface for Upstart Verifier. At the top, there is a navigation bar with links for Dashboard, Candidates, Approve Charges, and Balances / Buy. The user is logged in as 'Hello Company' with the email 'Shreemika.Parkar@S'. Below the navigation bar, there are two notification banners: one about bounced invite emails and another about a critical wallet balance. The main content area is titled 'Choose a verification package' and displays two options:

- Upstart Verifier UVE**: Current balance: 686. Includes Identity (PAN card, Last 1), Court, and Permanent address. A 'Choose' button is present.
- Upstart Verifier UVA**: Current balance: 686. Includes Identity (Any 1: PAN card, Driving license, Voter ID, Aadhaar, Passport), Court, and Address (Any 1: PERMANENT, CURRENT). A 'Choose' button is present.

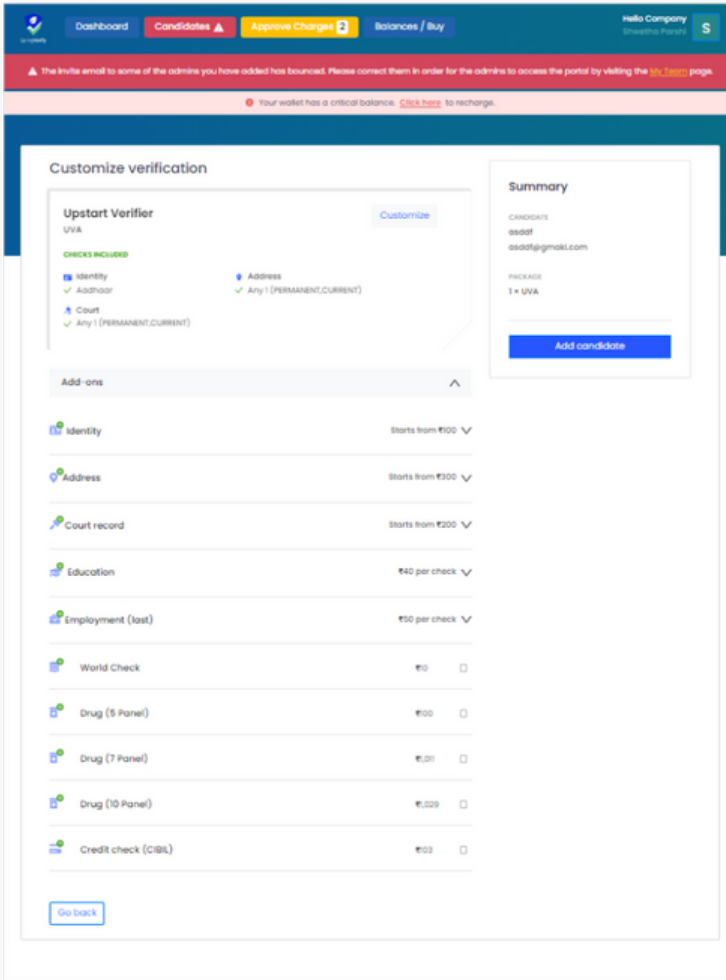
Step 3: Customize the package based on the candidate.

Select which of the options you want to proceed with verifying.



Step 4: Add-on checks (if required)

Add checks that are not part of the package (if required) and then click on **Add Candidate**.



Step 5: A BGV form link gets sent to the candidate

Using the link candidates can upload their documents, and details and provide consent to begin the background verification process.

Dashboard Candidates Approve Charges Balances / Buy Hello Company Shwetha Parshi S

The invite email to some of the admins you have added has bounced. Please contact them in order for the admins to access the portal by visiting the [My Team](#) page.

Your wallet has a critical balance. [Click here](#) to recharge.

asddf View Resume (PDF) Consent Undertaking

Awaiting Input


SVD	Emp ID	Category
S232	-	None
Sex	BAR	Tags
-	-	None
Phone	Email	
+919687514733	asddf@gmail.com	

- Candidate details added
 - By Shwetha Parshi on 13-Jun-2023 at 17:43
- Consent form
 - By Shwetha Parshi on 13-Jun-2023 at 17:43
- BGV form
 - Not submitted yet

Overview

Identity Address Court

Overview Checks selected



BGV Link has been sent to the candidate

[Add another candidate](#) [Later](#)

No records available

Step 6: SpringVerify begins the verification process in the backend and provides real-time updates to the admins on the SpringVerify portal.

The screenshot displays the SpringVerify admin dashboard. At the top, there is a navigation bar with links for Dashboard, Candidates (with a notification icon), Approve Charges (with a question mark icon), and Balances / Buy. The user is logged in as 'Hello Company' (Shwetha Parthi) with a profile icon 'S'. A red notification banner at the top states: 'The invite email to some of the admins you have added has bounced. Please correct them in order for the admins to access the portal by visiting the [My Team](#) page.' Below this, a yellow notification banner says: 'Your wallet has a critical balance. [Click here](#) to recharge.'

Candidates (5)

[+ Add Candidate](#)

Emails to some of your candidates have bounced. Please correct them to avoid delays in verifications. [Show all candidates](#)

1-5 of 5 Completed Within Status Category Tag

#	Name	Added By	Status	Verifications	Category	Tags	Report
1	Neha neha@yahoo.com	Guri	Awaiting Input		-	-	-
2	Rahul rahul.dasym@springworks...	Guri	Awaiting Input		-	-	-
3	Anjana abc@gmail.com	Guri	Awaiting Input		-	-	-
4	Tarun Kumar 933tarunkumar@gmail.com	SpringVerify	Awaiting Input		-	-	-
5	Guri gurleen.singh@springworks...	Guri	Awaiting Input		-	-	-

Show items of 5 < 1 >

CHAPTER 6

How to create a great first impression for candidates through background verification and why it's important



Understand Legal Requirements

Before implementing a background verification process on your candidates, it is crucial to familiarize yourself with the legal requirements specific to your industry and jurisdiction. Different regions may have varying regulations regarding the types of checks permissible, the consent required from candidates, and the storage and disposal of sensitive information.

Stay up to date with local and national laws, consult with legal experts if necessary, and design your background check policies accordingly. This could help avoid any confusions and conduct a seamless experience for the candidates.

Develop a Clear Policy

Creating a comprehensive and transparent background check policy is essential for ensuring consistency and fairness in the hiring process. Clearly outline the types of checks you conduct, the information you seek, and the permissible grounds for disqualification.

Communicate this policy to candidates and obtain their written consent before initiating any checks. This proactive approach sets the stage for a transparent and compliant hiring process, building trust with potential employees. The verification process should ideally start before candidate onboarding.

Partner with a Reliable Background Check Provider:

Choosing the right background check provider is crucial. Look for a reputable company that specializes in comprehensive and accurate checks. Consider factors such as their industry experience, compliance with legal requirements, data security protocols, turnaround time, and customer support.

A reliable provider will ensure the information you receive is accurate, timely, and legally compliant, reducing the risk of making uninformed hiring decisions.

Tailor Checks to Job Roles

Different job roles require different levels and types of background checks. Tailor your background check process to align with the specific responsibilities and requirements of each position.

For instance, positions involving financial handling may necessitate credit and financial checks, while roles that work with vulnerable populations may require enhanced criminal background checks. By customizing your checks, you can maximize the relevance of the information you gather and minimize potential risks.

Ensure Data Security

A background verification process involves handling sensitive personal information. Safeguarding this data is paramount to maintaining compliance and building trust with candidates. Partner with a background check provider that has robust data security measures in place, such as encryption protocols, secure storage systems, and strict access controls.

Regularly audit your provider's security practices to ensure they meet the highest standards, and establish internal protocols to handle and protect sensitive information.

Communicate with Candidates

Maintain open lines of communication with candidates throughout the background check process. Inform them about the purpose of the checks, the steps involved, and the timelines they can expect. Timely and transparent communication not only keeps candidates informed but also reinforces trust and demonstrates your commitment to a fair and thorough hiring process.

Customize communication for candidates to ensure they can believe the emails sent to them to share their personal information. Show empathy, demonstrate your company culture and be clear and precise in your communication from the very beginning.

The screenshot displays the SpringVerify dashboard with a top navigation bar containing 'Dashboard', 'Candidates', 'Approve Charges', and 'Balances / Buy'. A notification banner at the top indicates bounced invite emails and a low wallet balance. The 'Settings' section is active, showing options for 'Communication', 'Additional Charges', 'Security', and 'API'. Under 'Communication', there are three sections: 'Brand Name' (set to 'Wipro'), 'HR Note (in all invite emails)' (with a pre-written message and radio buttons for 'Enabled', 'Default', and 'Custom'), and 'Overdue Note (in all overdue emails)' (with a pre-written message and radio buttons for 'Enabled', 'Default', and 'Custom'). A 'Company logo' section shows a hand icon. On the right, an 'EMAIL PREVIEW' window shows an email from SpringVerify India to Shwetha Parshi, requesting a background check and providing a 'Start your background check now' button.

If any adverse findings are discovered during the background verification process, provide candidates with an opportunity to explain or clarify the information before making a final decision.

Streamline Onboarding

Offering the best employee onboarding experiences is essential for a positive candidate experience and the overall productivity of your organization.

Integrate your background check services with your onboarding system to streamline the process. Consider automating routine tasks, such as sending consent forms and reminders to candidates, tracking the progress of background checks, and generating reports. Automation not only saves time but also minimizes the chances of errors or delays in the onboarding process.

The screenshot shows a software dashboard with a dark teal header. The header contains navigation tabs: 'Dashboard', 'Candidates' (with a warning icon), 'Approve Charges' (with a question mark icon), and 'Balances / Buy'. On the right, it says 'Hello Company' and 'shweta@parade' next to a user profile icon 'S'. Below the header, there are two red notification banners: one about bounced admin emails and another about a critical wallet balance. The main content area is titled 'Integrations' and features six integration cards arranged in a 2x3 grid. Each card includes a logo, the provider name, a brief description, and a 'Connect' button.

Integration	Category	Description
RazorpayX Payroll	Payroll Software	Manage payroll, attendance, reimbursements, and compliances, all on a single dashboard. Automate payroll & compliances like PF, TDS, ESI & PT for your business in 10 minutes.
Greenhouse	Applicant Tracking System	An easy, automated way to engage with talent sourcing automation helps hiring teams find, reach and engage top talent quickly and effectively.
Lever	Applicant Tracking System	Lever is a leading talent acquisition suite that makes it easy for talent teams to reach their hiring goals and to connect companies with top talent.
Zoho Recruit	Recruitment Software	Zoho Recruit is a comprehensive recruitment platform that helps streamline your hiring process. It offers features like candidate sourcing, resume management, and interview scheduling.
Recruitee	Applicant Tracking System	Recruitee is built for bringing teams together. More than 5,000 companies use our collaborative hiring software to share the work, speed up daily processes, and grow their teams.
Keka HR	HRMS Software	Keka HR is an end-to-end employee experience platform that automates HR management for businesses. It offers solutions for payroll, attendance, performance, and more.

Train Hiring Managers

Equip your hiring managers with the necessary knowledge and skills to interpret background check results effectively. Conduct training sessions to educate them on the legal implications of the information they receive and guide them in making fair and consistent hiring decisions..

This training will enable hiring managers to identify relevant red flags, evaluate the severity of the findings, and make informed judgments without violating any legal boundaries.

Regularly Review and Update Policies

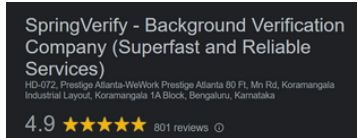
Background checks for employment verification and legal requirements evolve over time. It is essential to regularly review and update your background check policies to stay compliant with current regulations. Monitor changes in local and national laws, and adapt your policies accordingly.

Regularly assess your background check provider's performance and seek feedback from candidates to identify areas for improvement. By staying proactive and responsive, you can continuously enhance your compliance, build trust, and streamline the onboarding process.

In conclusion, maximizing compliance, building trust, and streamlining the onboarding process are critical aspects of an organization's success. By implementing best practices in background check services, organizations can make informed hiring decisions and create the best employee onboarding experiences while ensuring compliance with legal requirements.

SpringVerify is a new-age Background Verification Service. Our network of trusted vendors ensures you can rest while we find any fraudulent employees/partners/suppliers associated with your organization.

SpringVerify is India's Best-Rated Background Checker (Rated 4.9/5 on Google with 700+ reviews)



SpringVerify dashboard helps users add candidates, keep track of progress, download reports, make payments and so much more. No more paperwork or email exchanges. SpringVerify handles consent, follow-up, verification, reporting and much more.

Integrates with your existing HRMS/ATS

Springworks is an ISO 27001:2013-certified company & accredited by NASSCOM

Supports Bulk & Seasonal Hiring

Dedicated Customer Support

☺ With the help of AI and Automation SpringVerify makes background verification Simple, Fast & Flexible. Spend less than 5mins on background verification and focus on other vital tasks at hand.

Interested in a demo?

 sales@springworks.in  [+91 90 1990 6005](tel:+919019906005)

About springworks

Springworks is the organisation that powers The Shape of Work community. We're on a mission to help companies create category-leading workplace cultures.

We make recruitment, onboarding, employee engagement, and employee productivity tools for organisations that prioritise stellar employee experiences.

How Springworks can help your organisation:

RECRUITMENT — Bring intelligence and efficiency to recruiting. [SpringRecruit](#) - Applicant Tracking System that is forever-free



ONBOARDING — Find the right talent faster with background verifications (only for INDIA and US geos) that are seamless, flexible and incredibly reliable, all powered by the blockchain. Check out [SpringVerify](#).



About springworks

EMPLOYEE ENGAGEMENT — Build a culture everyone wants to be a part of. Inspire your team to reach new heights, have a laugh at work and engage deeper.



Appreciate, celebrate, listen to and reward your employees. All in one R&R, Pulse Survey, eNPS [tool](#) for Slack and Microsoft Teams



Your [AI-powered knowledge bot](#) for Slack. Albus uses GPT-4 to build a comprehensive knowledge base from Google Drive™, Notion and more, making information easily accessible with natural language queries



[Interactive games](#) for team-building right inside Slack and Microsoft Teams

We know a thing or two about building exceptional company culture. At Springworks, employee well-being is the top priority. This has led to a remarkable **4.5 rating on Glassdoor** for our 170+ employee strength company. If you're interested in knowing the kind of initiatives Springworks is up to in terms of Employee Experience, do follow [Kartik Mandaville \(CEO, Springworks\)](#) on LinkedIn.