Assignment

[Name of the Writer]

[Name of the Institution]

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**Introduction**

In today’s world of tough competition, every company wants to grow and excel at an exceptional rate, with maximum profits and stable or increasing goodwill. To achieve both these purposes, the organizations, all over the world, are focusing on various aspects like producing quality products, improving the quality and standards of their products on regular basis, adopting up to date techniques for the production of their units and hiring the right kind of talent as workforce in the organization. Much of the focus is placed on the last part as employees are the most important and valuable asset of any company. In order to hire the right kind of talent for the organization, various methods are adopted so that the most appropriate person can be selected. One of the most important procedures among them is the Criminal History Record Check (CHRC). Criminal History Record Check or Criminal Background check is the checking or investigation of the past history of a potential employee to make sure that the person was not involved in any kind of criminal or illegal activity.

**Discussion**

Criminal Background Check or Criminal History Record Check (CHRC) is becoming an essential procedure or a norm in almost every organization in current times (Harris, & Keller, 2005). This background check is very helpful as it assists in increasing the credibility of the employee for the company. Moreover, CHRC is also assistive in reducing the liability of the company along with the reducing the ri8skof theft, minimizing the threat to workplace and promotion of public safety. Secure and reliable agencies can be reached for the purpose of Criminal History Record Checks like the local police department, FBI or CIA.

 Criminal History Record Check (CHRC) is especially important in the area on health care, medical and nursing, where special heed is required in case of performing various medical procedures on the patients. The procedure of Criminal Background Check also garners much more important in the case of the healthcare industry as the nature of work is very sensitive and involves playing with life and death. Many cases are heard every now and then, in which a medical practitioner, a doctor, nurse an even a ward boy or cleaner in involved in the murder of an innocent patient. Sometimes the death toll rises to many patients just due to the negligence in the background check of the records by the hospital HR department, while staffing (Holzer, Raphael, & Stoll, 2006). This may sound like a small mistake in the beginning but it might turn into a blunder and even a sin later on and can bring grave results for the individual themselves and for the healthcare facility as well.

**Conclusion**

In short, it can be seen that Criminal History Record Check (CHRC) or Criminal Background Check is an extremely important step for any organization while hiring or staffing the employees on board. Even a little negligence in this respect might leave to very serious and grave consequences and may result in the loss of precious lives.

**References**

Harris, P. M., & Keller, K. S. (2005). Ex-offenders need not apply: The criminal background checks in hiring decisions. *Journal of Contemporary Criminal Justice*, *21*(1), 6-30.

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