

## #2: The survey findings has identify the list of indicators as future fraud

Typically an employee or a connection of an employee of the organisation where the fraud is unearthed.

Between the ages of 35-45 for frauds such as vendor collusion, procurement fraud, falsification of reimbursement claims etc., that is typically orchestrated from within an organisation; typically these employees are educated to at least a graduate level, know the system working inside out and tend not to be involved in business decisions.

Between the ages of 21-35 for frauds such a phishing, vishing, man-in-the-middle email spoofing etc., that is typically orchestrated from outside an organisation and these fraudsters are technologically savvy but may not have formal education, only a knack for network manipulation.

Junior and middle management employees in employment with the organisation for a period of 2-7 years. In cases where employees with larger employment durations are involved (say beyond 7 years), the quantum of fraud loss can increase exponentially.

Women are beginning to be identified as fraudsters, although it is a negligible proportion of the total population. As they remain in the workforce longer, they may not be exempt from the temptation of making a fast buck through fraud.

Although fraud can present itself in myriad forms, the fraudster responsible for carrying out the act is still a human being motivated by behavioral factors.

Understanding the mindset of employees and ensuring that they are challenged and given enough opportunities to achieve their professional goals can significantly reduce the intentions to carry out fraud.

