A "FAIR" CAREER GROWTH

Lots of valuable workers are slogging for the bank for years without being promoted. Is that the way the things should be?
“A “Fair” Career Growth” is a title of Tiri for the Aga Khan Foundation Development Network Civil Society Project. It includes a series of other comic strip booklets that challenge the reader on the role of ethics and integrity as contributors to success in the conduct of business.

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A “FAIR” CAREER GROWTH

Introduction

"Trust" Bank is a private bank which has branches in many of the country’s provinces. The Bank has been functioning for several years, but has not developed staff hiring and appraisal procedures. There are complaints among staff about the fairness of staff promotion procedures, and also the procedures established for staff vacations and working hours.

Characters

1) Mogul - Employee of the bank
2) Ikram - Mogul’s father
3) Djusupov - Employee of the Bank
4) Sarbanov - Director of the Bank
5) Mukhtar - friend of Faizulaev
6) Kuznetsov - the Head of the Bank’s Trade Union
7) Mogul’s - fellow employee
8) Participants at the Meeting
MOGUL, AN EMPLOYEE WITH THE “TRUST” BANK, STANDING BEHIND THE BANK’S OPERATOR DJUSUPOV, NOTICES HIM THRUST INTO HIS POCKET A PAD OF BILLS HE HAS JUST FINAGLED OUT FROM A CURRENCY EXCHANGE DEAL

MOGUL COMPLAINS TO HERSELF

How does he dare take the Bank’s money for his own profit?

AT MOGUL’S PLACE IN THE EVENING. MOGUL AND HER FATHER IKRAM ARE HAVING TEA AND TALKING

Why are you so jumpy today? Something wrong at the bank?

In fact, yes. One of our guys is profiteering at the bank’s expense
So what are you going to do?

I have to keep the branch director Sarbanov informed.

Yes, sure. I guess the director will even appreciate it.

Do you know that Djusupov is using bank currency for own interest?

Mogul enters the director's room and says.
How's that?

He is buying currency on bank money, then selling and taking the profit.

Thanks for information. I'll give that guy a piece of my mind.

SARBANOV IS TALKING TO HIS SECRETARY

Have Dhusupov to come in
DJUSUPOV IN SARBANOV’S ROOM. SARBANOV IS ANGRILY TALKING TO DJUSUPOV

What the hell are you messing up all around? You cheeky bastard!

Anything wrong?

Who allowed you to use the bank money in your currency deals?

Sorry, boss. I did it not do that for my personal profit only.
Are you pulling my leg?

I just thought after a couple of right deals, I would tell you of this so as to share the profit with you.

Hum...

Are you rotting or you've spun this now?
Honest to God! I have been planning to suggest you this for quite a time.

Now look here. First, you are supposed to give me not a part of the ice but good 70% of all the proceeds. Secondly, none of the bank guys should be in on this. And lastly, I will put you in the position of the Senior Teller.

Thanks, but why is that?

Are you a moron or just pretending?
No, boss, no. It's just so weird...

What I need is not small deals, but as big as possible. So the position of a Senior Teller I am giving to you is precisely the right one to land this

How about Krupanina then? She has been doing this job for years

Mind your business. Soon I'll get her to retire. And besides she's no use. In fact, no efficiency, no creativity, and unlike you no shrewdness.
What will the coworkers say? I'm new here and getting such a responsible job in no time...

Don't ask too many questions. Will you take my tip or shall I fire you for illegal deals?

Come on, boss. Let's shake on it!

THE BANK STAFF GATHERED AROUND THE ANNOUNCEMENT SAYING DJUSUPOV HAS BEEN MADE SENIOR TELLER
FLABBERGASTED, MOGUL IS TALKING TO A COWORKER

How about that? I saw with my own eyes, how he used the bank money for currency deals and then pocketed the profit.

Oh, really? What next?

Then I told on him to the director Sarbanov.

How about him then?
And he, instead of punishing Djusupov, has promoted to that job

It's a bit bizarre.

It's a puzzle, I'll admit. But even so, where is justice?

Why don't you congratulate me on the promotion, man?
So what is your position now?

That of the Senior Teller at our branch of the bank.

Great! Making strides, man! How did you get that cushy job?

It's a piece of cake, you know.
Don't get me down. Shoot!

I got the job because I came to terms with our director.

Did you graft him or some big wig put a word for you?

Neither.
Then what?

I promised the boss his share from the underhand deals.

You are some pushy bastard!

AT THE BANK BRANCH TRADE UNION MEETING

THE TRADE UNION HEAD KUZNETSOV ADDRESSING THOSE PRESENTED WITH INDIGNATION

Lots of valuable workers are slogging for the bank for years without being promoted. Is that the way the things should be?
ONE OF THE PARTICIPANTS IS ADDING

That's why many of them have to quit the bank looking for a better option.

ANOTHER PARTICIPANT GOES ON

We guys work overtime and aren't granted leaves. To top it off, the administration slights over it.

MOGUL IS TAKING FLOOR

Take Djudopov who recently has been given a promotion. Anyone is tempted to ask what his accomplishments are.

Perhaps he is good at counting money, far better than the rest of us.
THE HEAD OF THE TRADE UNION KUZNETSOV IS TALKING TO THOSE GATHERED

Or maybe he calls on the boss more often than others do

Just recently Djusupov was taken as an operator, but look how quickly he got the position of the Senior Teller. Although, it could have gone to a more skilled and dependable employee

ONE OF THE PARTICIPANTS

Here is another case. One of our colleagues with the other branch has managed a credit for his relative without a mortgage

So what?
Well, the funny thing about that having learned this the bank administration didn’t punish him. Moreover, they transferred him to another branch with a top position.

I believe all those unfair decisions result from the lack of correct evaluation and encouragement of labor.

To say nothing of the encouragement of individual employees, which is totally absent.

All this not only have a negative impact on our banks performance, but even jeopardize its prestige.
QUESTIONS

- Identify questions relating to integrity in this case?

- How would you behave if you came across an unfair career growth?

- What should the bank administration do to create a healthy atmosphere and restore the employees' confidence?

- How should the Bank trade union protect the employees' interests?