WHO IS THE BEST?

You say you promised him? You could have asked me first, couldn't you?
“Who is The Best?” 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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WHO IS THE BEST?

Introduction

In general salaries in internationally funded organisations are high in Central Asia. Khamalov is the director of one such organisation, and likes to be in charge of everything that concerns the staff. Morale in the organisation is, however, low. Khamalov has his favourites, and one of his subordinates, Rita Kulumbekova, is his mistress. In general the organisation is disorganised and there is a lot of gossip about Khamalov’s work style. Khamalov has also falsified some financial matters and is thinking how to avoid the auditors.

A vacancy for the position of Project Manager arises in the organisation. Job ads are placed in newspapers and many candidates apply. The Human Resource department selects three to be interviewed.

Characters

1) Khamolov - Director of the organisation
2) Zhanna - assistant to Khamolov
3) Murtuzova - Head of Human Resource Department
4) Kolondzov - Chief of the Regional Tax Committee
5) Rita Kulumbekova - Mistress of Khamolov
KHAMOLOV, THE DIRECTOR OF AN INTERNATIONAL ORGANISATION, IS TALKING TO HIS ASSISTANT ZHANNA IN HIS OFFICE

Your job is to get me information on all the staff so that I am up to date on everything that is going on around here

Yes, I follow you, but I am busy doing the financial report of the current year

Yes, I know. You do not even have the funding backlog from the second quarter

Well, do you think it is an easy job to fix all the figures so that they coincide with the ones from the previous year and from the first quarter of this year?
Hah! Do you think I keep you here for nothing? Or do you think that the hefty bonus I recently gave you is because you have pretty eyes?

Of course, not

All right, boss, I got you

Remember if the Regional tax Committee gets wind of what we have been doing, we will both be in trouble
Murtuzova, the head of the Human Resources Department, calls in:

How are things with the applications for the position of the Project Manager?

Then step on it - go get them right away - the figures I mean.

You know, there have been several applications, but we have short-listed three of them so far and want to invite them to the interview.

Who are they?
Well, the first candidate is our own Nurmamed, the coordinator of the same Project where the competition was announced. The remaining two seem to be under experienced and so with fewer chances to be taken on the job.

So what do you make of the situation?

Of course, the final decision is up to you, but my personal view is largely shared by the rest of our staff is that Nurmamedov is by far the best one who is up to scratch.

So what do the other managers of our programs think?
I have managed to talk it over with a number of our managers, and what they think is that he not only knows the ropes about the job, but also knows the ins and outs about the organizational side.

All right, I shall bear it in mind; my colleagues’ opinion is important to me.

Hello, this is Kolondzov, the Head of the Regional Tax Committee.
Oh, Mr Kolondzov!
Nice to hear you

You probably know that soon we are going to pay you a visit for the purposes of an audit

No, to be sure. Why, what’s the rush?

You don’t need to worry about it. This is going to be our routine check-out, so if you have not got any serious grounds, you don’t have to get anxious
Hum, hum

Yes, and what's more, I hear you have a job opening for the position of Project Manager

That's correct

My classmate and a very close friend of mine, has turned in his application for that position
What’s his name?

Durdushev Bakhtiar

The name certainly rings a bell with me. Let me see... Exactly, we had him at the interview.

All right, let’s put our cards on the table. If you appoint him to that position I promise to turn a blind eye to any possible errors in your accountancy.
Hi Sweetheart, you look so exhausted - what's up?

I am with you, I`ll attend to the thing

I should think I am. Routine matters are difficult enough, but this vacancy has now added to our problems. It's going to be very difficult to pick the right candidate for this position

Darling, I also wanted to talk to you on this matter
Which matter?

You see, my cousin Murad Nasarov is among the applicants, and I promised him to settle the thing.

You say you promised him? You could have asked me first, couldn't you?

I just thought with our relationship and all... we would not have trouble doing this.
Quite the opposite.
I can't give him that job!

Just like that, eh? OK I will tell you what. Either you help my cousin get this job or I will tell everyone, including your wife, about our relationship.

KAMOLOV MUTTERING TO HIMSELF

Gosh! Damn it! What shall I do now?

If I don't give the vacancy to Rita's cousin, there will be a terrible scandal as Rita will tell on me to my wife and create huge family problems.
If I refuse to give the job to a friend of Kolondzov, his inspectors will turn my book-keeping upside down to find the truth about my fiddling. Then I will have to face the music.

And if I fail to appoint Nurmamed, our present coordinator to the job, my staff will be mad at me and I'll lose face. Apart from that Nurmamed is the best person for the job and I need a dependable project manager.
QUESTIONS

- In Khamolov’s place whom would you assign to the position of Project Manager?

a) The team member Nurmamed
b) A close friend of Kolondzov’s who is the chief of the regional Tax agency
c) The cousin of Rita Kulumbekova

- What issues relating to integrity have you identified in this organisation?