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TITLE OF THE THESIS: **EMPLOYEE RETENTION IN INFORMATION TECHNOLOGY SECTOR WITH REFERENCE TO HCL AND NIIT**

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ABSTRACT

Success of an organization depends to a great extent upon its employees. It is being increasingly realized that, the ultimate implementation of management strategies comes through people working in the organization . The Information Technology companies are increasingly investing in human resource management practices. Today every organization is trying to put resources to best use and in fact for them the top priority became is to retain its employees'.

Employee retention is becoming an universal problem. It is the rate at which an employer loses its employees. Retention is not particularly a formal process, instead it focuses on maintaining a well work culture or environment, boosting employees morale and having a steady and sturdy organizational progress. Key employee retention is critical to the long term health of any organization. It does not mean to be just retaining one employee but it's the future of retaining competitive sustainability of most effective manpower, the key asset of any organization. Therefore retaining the productive employees became the major criteria for any employer, as losing the skilled and productive employees means staying behind its competitors in the market.

Although the broad objective of the study is to identify the root cause for retention in the Information Technology sector and to analyze the level of employee commitment and satisfaction and also to recommend a few suggestions which will eventually be valuable to the organization to retain their employee for a long term but the main objectives are more or less similar.

The research study is divided into six chapters. A gist on each chapter is given below:

Chapter 1 depicts the introductory section which includes the evolutionary process of human resource management, its existence in Indian context and the influence of it in the Information Technology sector leading to retention. Further it also encompasses the statement of problem, objectives of the study, hypotheses and the scope of the study.

Chapter 2 includes the research methodology aspects of the study which includes the background information on Information Technology sector, its presence in the Indian scenario, and the profile of the two companies taken as sample for depicting their history. It also depicts the construction of the research methodology adopted and how the various research instruments were developed and put into application. Along with that, this chapter also throw lights on the Pilot study conducted.

Chapter 3 goes through the past of human resource management and employee retention and dig out the relevant review of literature on those aspects which were most prominent for the study of employee retention in Information Technology sector and other industries as well. Various reviews on aspects like pay, stress, reward, work environment, job motivation, job commitment, job satisfaction, etc were also dealt here to reach a conclusive outcome.

Chapter 4 gives a conceptual framework on employee retention, its theories, and the major factors for causing it. This chapter also brings a brief conceptual overview on employee retention in Information Technology industry.

Chapter 5 carries the numerous analysis and interpretation of results of the various data's in question, based on its objectives and hypotheses.

Chapter 6 being the last chapter gives the summary and conclusion of the entire research paper along with the suggestions to be opted further.

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