1. The thesis entitled “A comparative analysis of approaches for reducing attrition in IT Companies in Pune” submitted to the Symbiosis International University, Pune for PhD in Faculty of Management is based on my original work carried out under the guidance of Dr. (Mrs). Asha Nagendra from October 2007 to May 2010. The research work has not been submitted elsewhere for an award of any degree.

2. The material borrowed from other sources and incorporated in the thesis has been duly acknowledged.

3. I understand that I myself could be held responsible and accountable for plagiarism, if any, detected later on.

4. Research papers published based on the research conducted out of and in the course of the study leading to PhD are appended as Appendix E.

Bhooshan B. Agalgatti

Dr. Mrs. Asha Nagendra