PREFACE

Human Resources Development can be viewed fundamentally as an approach or strategy to achieve integration between the individual employee and the organisation by developing an appropriate mutual relationship. Attrition is a normal and uncontrollable reduction in the workforce because of constant stress, retirement, death, sickness and relocation. It refers to the number or rate at which the people leave an organization. It is one method of reducing the size of workforce without management taking any overt actions. The drawback to workforce reduction by attrition is that reductions are often unpredictable and can leave gaps in an organization. Attrition is one of the biggest challenges and it represents significant costs to most organizations. A high attrition reflects poorly on an organization’s ability to hold on to its people.

Information technology has shifted the paradigm of the economy. Information technology not only has direct effect on a nation's economy by developing information and communication industry but also indirect effect on other sectors. In a macroeconomic sense, information technology affects the patterns of production, investment and employment. In a microeconomic sense, information technology changes business activities. Knowledge itself, not a physical good, will be a valuable product. So, we can easily infer that knowledge-creating organizations like research institutes and universities, will find their increased roles as a place for economic activities.

The present study entitled “A STUDY ON ATTRITION OF EMPLOYEES IN INDIAN IT SECTOR (With reference to select organisations in Chennai city)” undertakes the analysis of various factors that persuade an employee to attrite. This study also details the tangible and intangible elements which play a pivotal role in an employee’s retention. Employers endeavour in all form and shape to keep the employees motivated but reality deludes them as their consistent efforts go into the drain. This serves as a driving force for this study which tries to comprehend the reasons attributed to the employee attrition and their different perceptions in the Indian IT industry.

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