ABSTRACT:

Technology has affected Human Resource Management in a number of ways. The impact of rapid structural changes in India saw evolution and development of technological sophistication. Indian organizations needed to cope with the need to develop a highly diverse work force into well trained, motivated and efficient employees with the subsequent de – skilling, re- retaining and multi skilling problems, workforce reduction policies, retention and career development Increased access enabled employees to be privy of information that was once only a managerial prospective, which has ramifications for power relations and task environments that encourage additional Strategic Human Resource Management (SHRM) innovations.

Over the last few years, India has established itself as a destination of choice. With the recession, most companies have drastically revised their organizational and marketing strategies. With many functions to track and huge amounts of information to process frequently and accurately, HR executives have turned to Information Technology (IT) to help them meet their organization’s information needs. Human Resources (HR) and information technology are the two elements that many firms are learning to use as strategic weapons to compete.

This Study aims to investigate the importance, process and present situation of managing Human Resources in the IT industry. Human Resources Managers of select IT companies each took part in interview regarding the recruitment and selection, Training and Development, Career Planning, Performance appraisal and Employee Retention and management approaches towards the Human Resources.