To grow and thrive in today's competitive environment, organizations must deal with several major challenges. First, they must provide "value." Traditionally, the concept of value has been considered a function of finance or accounting. However, now it is believed that how human resources are managed is crucial to the long-term value of a company and ultimately to its survival. The definition of value includes not only profits but employee growth and satisfaction, additional employment opportunities, protection of the environment, and contributions to community programs.

The past few years have been the most threatening period for enterprises that use, manage or deal in IT. The source of the tumult has been the demand, supply, recruitment and especially retention of IT professionals. Recent literature reveals that a heavy investment in the implementation of HR practices may contribute to organizational success, specifically by reducing the turnover of IT professionals. As of today, very few empirical studies have rigorously examined the influence of relevant HR practices on turnover intentions of IT people. This study offers to fill that gap by testing an integrated model of turnover intentions that addresses the unique nature of the IT profession.

The primary objective of this study is to present and test an integrated model of turnover intentions which addresses the unique nature of the information technology (IT) profession. It identifies a multidimensional set of human resources (HR) practices likely to increase retention among IT employees. It also considers organizational citizenship behaviors and two distinct types of organizational commitment as key antecedents of turnover intentions. A second goal is to explore the moderating effects of organizational commitment and citizenship behaviors on HR practices-turnover intention relationships.

Employees with low salaries and those who perceived limited career advancement opportunities tended to hold stronger turnover intention than those with higher salaries and more career advancement opportunities, through both direct and indirect effects. Role stressors had a positive, indirect effect on turnover intention through low job and career satisfaction and organization commitment. Organizational commitment had a strong, negative effect on turnover intention, but inconsistent with prior research, job satisfaction had stronger effects than
organizational commitment on turnover intention. This study confirms that a range of job factors can influence attitudes, which in turn, can influence turnover intention. Another powerful factor that prior research has repeatedly shown to be significantly correlated to organizational commitment, job satisfaction and turnover intention, is burnout.

Thus this research is an answer to - What is the compelling reason someone would want to work for your company? With this in mind the effort has been organized around four chapters. The attempt begins with introduction to the problem and increased importance of the problem in current scenario. Thus after putting the rationale of the problem, the first chapter continues with the review of literature wherein based on the literature, various factors of interest have been highlighted and relationships presented as established in the past by the researchers.

The second chapter presents the research methodology adopted, population and the sampling procedures adopted for the selection of the respondents. A brief of measuring instruments has also been included.

The third chapter is a hoard of tabulated data and interpretation, wherein the cause and effect relationships have been explored and established. The presentation serves as a base of recommendations and implications for the HR managers which have been promulgated in the fourth chapter.

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