Conclusions

From the study it is revealed that Human Resource Development is required for all the levels of the age groups. From 20 - 60 years and above as the respondents opined that aspects of employee development related to Learning, Organizational Culture Training, Innovation, Career Advancement and Performance Appraisal are always bringing the changes in the organizations to meet the competition environment.

The study also revealing that the age group of 40 - 60 employees is not continuing in the same field, which indicates that, the shift of employees from the software employment to other areas such as business, teaching field etc. It is also disclosed that most of the software organizations are giving preferences for the youth.

It is observed from the study that majority of the people have been giving preference for the software jobs in the age group of 20 - 40. In between the age group of 40 - 55 the employees may not be able to continue in the same job field. Hence, the organizations have to consider the personal difficulties namely - health problem, children education problems, marriage problems, entering into of own business, etc. in the age group of the employees 40 and above the employee personal problems may be increasing due to age, marriage of their children, taking VRS , strategy of their business etc. Therefore, the organizations have to consider the above problems and have to allow the employee to leave the organization.

It is observed that, technical training provided to software employees have profound impact on their learning of new skills. The dynamic nature of technological changes force software employees to update their skill set on continuous basis. They need to be up breast about latest changes in programming tools. In house training provided to employees is enhancing their learning of newer technologies.

The association between training and organizational culture is weak ($r = 0.219$) and coefficient of determination ($r^2 = 0.048$) is very poor, hence the hypothesis is rejected. Training has no impact on organizational culture. As Culture of the organization depends on many factors like work environment, colleagues, facilities, work timings, leadership etc. the single variable training may not have direct impact on organizational culture.
IT companies are witnessing cut throat competition. To sustain in the market and enhance its revenues, IT companies are forced to be innovative. They need to introduce newer and newer products into the market. As these companies are knowledge based and mostly rely on its manpower, their employees to need be very innovative. Training will help the employees to be innovative.

As employees enhance their knowledge and skills they are provided promotions and higher responsibilities. Majority of the employees in IT companies are hired from campuses or through fresher requirements. After selection these employees are provided training on job specific skills / technical skills. As they gain experience in using technical skills, organizations start training on human skills like, team building, communication, motivation, etc. these skills will help employees to scale up in their career and reach middle level management. At later stages the organizations are providing training on tactical training skills like, leadership, negotiations, persuasive skill etc. All these factors are helping career advancement.

Employees who have undergone various technical and behavioral skills training have improved their performance significantly, which resulted in their higher performance appraisal rating. Higher performance appraisal rating means, higher salaries, incentives, promotions etc. It can be concluded that, as employees foresee higher growth opportunities are willing to take participation in training programmes provided by the organization.

With regard to the outcomes of HRD, it is found that HRD is benefitting to achieve the individual employee goals, group goals, organizational goals and societal goals. It is found that more number of software companies such as Wipro, Infosys, HCL, CMC Limited, TCS, IMB, Verizon Solutions, Infotech, etc are occupying and placing the major role with regard to the all aspects mentioned above.

The contribution of HRD to organizations goals is significant in many ways. It is felt that increase of profits are depending upon the enhancement of brand image and increasing the productivity which happens most of the times by providing sufficient training to the employees of the companies.