Preface

Almost all the Industrial Organizations are completely concentrating on the Human Resource Management by creating the functional name as Human Resource Management on par with other functional departments by keeping the name as department of HRM, or HRD or HR, in which the organizations are given complete responsibility of recruitment of the employees, training the employees, conducting of Executive Management Development Programms, Programms on Career Development, maintaining methods of Performance Appraisal etc. All these concepts are called HRD practices.

A number of studies have been conducted on the aspects of HRD Practices by a number of research scholars, and professional persons taking the sample of traditional organizations. But, limited studies have been conducted on the modern software organizations. Therefore, there is need to conduct study on these modern software organizations. Hence, the present study has been chosen with the title “Human Resources Development Practices” with reference to Software Industry of Hyderabad, as the Hyderabad software industry has been extensively showing the encourage growth since 1990s.

The study is undertaken based on the HRD aspects of Employee Training, Employee Learning, Organizational Culture, Organizational Innovation, Career Advancement and the Employee Performance Appraisal. For these aspects fulfillment the following objectives have been constituted.

1. To study the organizational climate towards Human Resource Development (HRD) in the software industry;
2. To know the social, educational backgrounds, and work experiences of the employees in the software organizations.
3. To study the learning of employee and the organizational culture and its impact on the organizations.
4. To study the Training and Innovation facilities provided by the organizations.
5. To study the Career Advancement process and the Performance Appraisal System of the software organizations.
6. To analyse the Human Resources Management perspectives in the software organizations, and to recommend the appropriate methods of HRD with suitable suggestions.

To fulfill the above objectives in the study, the researcher covered a sample 387 employees covering in 20 software companies located in Hyderabad. The data for the study have been collect from both the source of the primary and secondary. The Primary data have been gathered by distributing the structured questionnaires for the respondent employees. The researcher has also been interacted on the selected Human Resource Development aspects so as to get the reliable and authenticate information. The secondary data have collected from the organizations’ records, annual reports, published books, unpublished research records, journals, magazines, news papers and the websites of the various organizations.

Owing to some reasons, the study has its limitations in collecting the data: due to confidentiality of the organization, limited time allowed by the employees while interacting with the researcher, finance constraint to the researcher etc. However, the researcher has made his efforts to fulfill the study objectives effectively. The data gathering for the study has been held during the period November 2012 to March 2013.

The study on “HRD Practices - A Study with Reference to Software Industry of Hyderabad” has been presented in ten chapters.

Chapter I deals with the introduction of HRD practices and its components. Existing and prior literature is discussed in chapter II. Objectives and Hypotheses are explained in chapter III. Profile of the software industry is depicted in chapter IV. Demographic characteristic of the sample is presented in chapter V. Chapter VI and VII presents the data analysis. Furthermore, in chapter VIII Hypotheses results are presented. Chapter IX presents the findings and suggestions of the study. Finally, I conclude the research work in chapter X.