- CHAPTER II

Overview of the literature
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2.1. The link between human values and strategies

This chapter helps us to understand and exploit the areas, research and research new
pasture adventurism. Various studies have carried out research on human values at
work, the culture, values, in other aspects of life and the talent of many researchers
maintenance strategies for different sectors. Researchers analyzed many different
levels of human values. Some researchers also analyzed a sample of values are used,
in areas such as psychology, sociology, anthropology, the science, technology,
and various fields in science and conservation information strategies, some studies a
number of sectors of human values strategies and tools for preserving a part of this
chapter explains the methods introduced for purposes of understanding the concepts i
pattern This chapter provides a review of the literature, it would have been the areas
mentioned above, and therefore will assist you in your progress in the current research
study answers the following questions:

- What are the key concepts and theories, arguments, significant discoveries
  that scientists, in their previous?
- What methods, the theme during the earlier research concentrated
developments?
- Are we looked at the new theme, the research, the nearby areas, the
  researching the use of advanced methods in this matter?
- This is not falling within the scope of any future directions?
- What contribution to this research, that the purpose of the research, or present
  on the topic and the previous research?

That they are grouped together according to the literature of award, these are the
following: human values used, holistic or differential human values, then the 5 basic
human values, trust, and peace, not violence, love. Human values factors affecting
factors affecting conservation, the department of human values, the boss and the
workplace relations, appropriate working environment.
2.2. The year of literature overview

(1992-1999)

Ellen, Susan E. M. Whitener brood, m. Audrey Korsgaard, Jon M. Werner (1998) is a remarkable approaches as authors of organizational trust, and interpersonal and hard-working leaders wander the employee expectations are reliable. It was touching it to the fantastic TOE rotation and the road theories presented the pretzel, and the plot frame of reference that recognizes organizational, individual and relational reality predicament divagate postponed or main authentic behavior.

John E. S (1992) Author: from the paper to hold 904 school and community college fees after only six students from the public accounting firms more than a 6 year. Organizational culture is also taking into account values drive the saddle forward raise the voluntarily left the organization. I thought the animation statement by workers and the many surprisingly round organizational culture values. According to the estimates of the cultural power is more than 6 million dollars" difference between the results between the different companies human resource expenditure, the cultural values this study important limitations. In spite of the fact that the test results show that many cultural values observed between firms, to how and why does not provide insight into the cultural differences that evolved out of the public accounting industry that in town. Quality Assessment earlier understanding of developmental processes which organizational.

Richman, Rosenfeld, and hardy (1993) identified eight social assistance:

(A) Music (without listening or self-judgmental way advice).

(B) emotional support (providing comfort and caring and the recipient's support).

(C) an emotional challenge support (the aid it is addressed to the attitudes, behaviors, values).

(D) Evaluation of task.

(E) task challenge support (the recipient to think of a task or activity, motivate, and the more creativity, excitement, and participation).

(F) Reality bracket (confirm things the beneficiary does not confirm that its own view of the world).
Schwartz (1992), in this Article the author explains the operating principle of human values, and these are the questions the high tech talent for one of two Israeli organization theory of operation is not the individual level generally used in industrial management, and psychology. Examination of relationship between the individual values, and the work-family interface to the various cultural the North American or European, a new knowledge to improve the relationship

BengtGustavsson (1995) analysis experiment it draws on the author's more sources including personal experiences and mythological analysis of attempts made references to the author draws on more than one source, including personal experiences and mythological references are paper trying to grow, this is a typical type of the Swedish management perspective of human values and understand the deeper and more subtle aspects are discussed in the Nordic driving with style and getting to know the different driving styles different cultural content and how to do any one can be the information age when the culture-specific values face extinction. It is a dilemma, the Swedish leading higher-education instructor, who does not stay in the traditional Swedish values and at the same time to respond to the universal human values, and it is concluded that, a pure creature will transcend the you know the real self and the world will come to reflect the universal the relative.

Schwartz (1994) author, this article from "the three general requirements, which the individuals and societies must respond to the personal watercraft needs individual biological organizations coordinated social interaction, and a smooth operation and the groups and explain all of the individual components of whole human personalitythat guides or affect behavior and the behavior of individual and social groups.

David. A. J (1995) this book in the emergent direction the Australian culture and values in the context of globalisation is a process of Australian society as a multi-cultural mosaic if ancient cultures enable coexist on this system and the cultural migrants from Europe, America and Asia. The author asks: Are we to find and it
became clear the shared values in an evolving society? Adding that the context of globalisation and greater disturbance, and the intrusive American culture, and practice, the author concludes that the hope that, ultimately, the survival and the Australian culture, and a informative the human values and the flow depends on the soul, heart, and the heightened creativeness of human Australians a constantly changing world.

Jack .H (1995) the author shall be determined by the organization's internal law and there is a difference between each Dharma! and organizational Dharma! This study the author's personality is a great title battle on the character and importance of human values and the protection of privacy in life. The concept of the keynote the Dharma! The West integritydharma concept withIndian are compared and contrasted the ideal is based on self-discipline of human virtues, upholding the inner truth is, the ideas of Dharma! fearlessness the soul suggests, rightness. The conclusion, by the author that the internal nature crystallizesand hidden wisdom from the Bhagavad Gita the pedigree and more intelligent human existence.

Chatterjee. C (1995) the author describes the ideas that the wide scale is derived from the Upanishad, the contributions of the great human values the different reform movements India 5000 years in the Indian history this paper shall use its best endeavors to present each time different socio-religious movement ,It is the basic elements of human values and the Indian history wireless resilience is the wealth, and the Indian ethos and summarized in perpetuation of Indian values, the Indian concept, he was a Dharma! maintaining the principle through the ages

Robert A. Roe, ester, Peter (1999),the authors in this article for literature studies and examination of values, (1) the structure, (2) the value profiles and samples, and (3) Change of value. The mechanism of the values, trying to find basic evaluation of empirical relationships between value value measures the different populations. It appears that only such a "basic size convergence between" and the current gaps in knowledge of the integrative model are presented, which includes three components (general values, work, and the work) and three levels (country, group and individual).
Rear screen (Ros and Maria, and H. Schwartz and Shoshana Surkiss, 1999) this article under copyright the study and application of individual values. There are four fundamental values are reported to the external, internal, prestige and social values. The four most recent research and tests the test of the 1 Israeli sample (N = 999). Inter alia, these correlations with the value type of help the structure in the value of the work. Research and studies 2 vehicles, the aim is to achieve the work. The Spanish teacher (N = 193) and the education of students (N = 179) from the field work and overall values, principles. If these objectives and the work of individual interest, excitement, and of the independence, concluded the authors definition of benefits from the principle of basic values to work on further studies.

Edmondson, Amy C. (1999) this study presents the perfect ideal for a group to study and test in the spot many methods and construct the group psychological security -- the common belief that a team can hide interpersonal risk to safety. The results of the study 51 preview this measurement the Manufacturing Company, working groups, and the result is represented by variable, the group psychological security is associated with the student's behavior. The predicted, mediates learning behavior and approach the team performance team psychological team performance security team. The basis of the results of two group integrative framework of the plan, such as the team leader coaching, local and shared beliefs shape team results.

McAllister (1999) this article author believed it was the student investment fund and found that the recognition-based investment fund positively also correlates with the affect-based investment fund. Affect-based investment fund, however, have significant impact on the behavior-based citizenship and its follow-up, that is considerably the power is the leaders, in their opinion, additional author two variety or the confidence, one for the cognitive judgments and the other the reliability competence (the recognition-based investment fund), and I explained to him who trust each other generally emotionally expressed the concern for animal welfare, and I trust it is rooted in the emotional connection was, influential and affective bonds (affect-based investment fund). On basis of the findings of the theoretical framework, which have the effect of the development of confidence in the performance test and the test, which he and his colleagues measured the perceptions that affect and recognition-based investment fund has been developed and the level 11 Likert-type items (6) The recognition of basis, assess, and prejudice-based investment fund 5.
Edmondson, Amy C. (1999) this study shows the team a perfect ideal for the learning and test more of the methods and the on-the-spot investigations team create of psychological security - the common belief that a team can interpersonal risk arises, the team effectiveness and safety and psychological group of the learning and performance teams organizational models. The results of the study measuring 51 teams, and the image processing industry and represent the variables to study behavior is extremely beneficial for the group of psychological safety. The predictable, learning behavior convey to the team performance team psychological team performance security team. Based on results of the above team integrative plan structure, as Team Leader coaching, local and shared beliefs shape team results

Diane L, the Ansari, (1999), according to the author of two of the main reasons for the lack of skills, in the first place, so many students graduating bachelor in the US and the university studies have decreased more than 40 percent of computer science in a few years ago, the talented labor-market and forecasts today's narrow, that this will be an increase in the trend is even the next few years. The labor force deficit is likely the IT staff trained increased in the year 2005 1.3 million. This forced the companies to work for retention and recruitment crisis developing new strategies for the tight IT professionals, and the effective retention and recruitment and practices, the participants are given useful information during the course of the investigation of the other workers to the experts.

2.3. The literature for the (2000-2012)
Hausknecht John O. M. Rodda, Julianne, Michael J. Howard (2008), developed by the authors model the content retention factors 12 answers research on and analysis of the open end of the 24,829 employees operating principle of the previous leisure and hospitality sector comments helped the encoding is the structure and it was found that job satisfaction?, attachments, external rewards, institutional Prestige - the organizational commitment was to remain the most frequently mentioned reasons. The reasons cited in the external rewards, in the low performers, great performers and was not greater than, the likelihood of the hourly employers to refer to Prestige agricultural advancement opportunities and organizational. Then select the value in human resources (HR) in the management of the target worker evaluated.
Scott-Ladd Travaglione, A., B, C, Perryer, & Pick, D. (2010) an exploratory focus group study involving leaders of 35 different background and check the practical problems involved and their leaders I feel ill affects the social problems in the labor force, the argument for the role of human resource managers and professionals the best is for in providing assistance to the organizations staff to social support. This social organization will help to explain the eco-friendly workplaces worker conservation and the support and the assistance to the organizations will be attractive to employers. Reports from the focus group study where 35 managers and having the challenges and issues are discussed. These findings have implications for employees and can be attractive in order to resolve the conflict over the organization to establish an employer skills shortages reemerge in the coming decade. This will allow for the future work and directions for research will help fill the gaps and the diversity management literature. Purpose of the organization shall review, and the role of the professional guides and strategies is also achieved by the practice in order to facilitate the retention of talent. For the workers to have an effective work can only be good if the employers' and workers.

Aaron Cohen and Ori Shamai (2008) authors is to check if there is any relationship between the demographic variables of the two dependent variables and the individual values from the human values Schwartz's theory and psychological well-being (PWBS) and affective organizational commitment. The sample components 271 police officer was a high school program in an Israeli university. As expected, the regression analysis showed a positive relationship between goodwill and brominated flame retardants and the achievement and self-management, and the negative ratio of the brominated flame retardants and tradition, but it was organizational commitment to achieve positive and negative. The results also revealed that, that a negative correlation between brominated flame retardants and commitment. Values play a role in the functional work-related procedures and results, such as for as work satisfaction, and organizational commitment.

Jonathan Schwartz, S. H. (2006). The book explanation of data using three different tools from more than 70 countries, the principle of operation is to fill the gap between the fundamental values, which only apply to all cultures and reliable methods to measure these motivationally 10 designates a different values the theory of operation
and gives the congruence and conflict between them, basic values, which all cultures known individuals and reliable methods to measure them are determined by the theory of conflict congruence between them and 10 different values and motivationally Personals / Dating different priorities, the groups that these values and the sources of individual differences further examination of the data are consequences of behavioral and attitudinal jets, and in particular the economy.

Wolfgang B, , , Michael J Shalom H. Schwartz (2010), the authors between replies twenty-one-item questionnaire, the portrait values representing 71 national samples of 32 country information in the model for the evaluation of human values, analyzes help within the circular structure of values, and countries. It analyzes through the circular structure of basic values between countries and within countries time which has elapsed since 1987 a lot of the tests, the Schwartz (1992) structural model of human values. This article is in the principle of operation of a multi-dimensional scaling method, in order to be optimally suitable for evaluation of the data of the different theories. They also based on two surveys, the use of samples, techniques and the analysis.

Christin-M V,KatjaH - RonaldF - Johnny F. (2011) meta-analysis and the Rotech value survey (RVS) in the Schwartz-value structure of the culture. The study is of priority 1 thirty sevenothers cultural groups were analyzed. Conflicting value structure was copied by a Schwartz, configurationally authentication method, the value is, it is not the Schwartz-analysis a new value” with the label Self-Fulfilled Connectedness (SFC). The values, which show , as well as the profound photo in its own performance. The study, 2 small withAutonomy similarity. The SFC control unit may be personal value and direction of the relational values aimportant . Correlation between the indices of post-materialismsubjective welfare and social-economic development helped the do you think that this happiness, basicrequirement fulfill the non-material, in order to the country's conclusions was supported.

Lakshmaiah B. (2009) the author is talking in the same way as the gadhian and thinking. Helps you to understand the different roles the companies and organizations. The whole of Gadhianorientation and the driving style for different systems thinkers are evaluated.

Govaerts, Natalie; Kyndt, Eva; Dochy, Filip; Baert, Herman(2011) the purpose of research is the famous findfewimportant ofemployee.Bothemployee factorsand
departments must be taken into account; the literature. In the study sample included 972 officials, employees and the different social non-profit organizations. The results show that the organizations maintain their employees it is important to monitor for the learning. The selected variables used in test results show that only the age maintain a valuable connection. The intention to stay, there isn't a positive relationship between age and retention.

**Hall, L. L. & Liddicoat (2005)** increasing labor force work life balance will become highlighted and family-friendly work (FFW) the company will be overturned. FFW behavior and of New Zealand, and the local study settled 6 large firm, that a number of significant operational challenges and the actual technical FFW initiatives. The challenges include: FFW implementation, before the consultation and not adequate service and talent is the current lack of knowledge initiatives, organizations spread FFW FFW information, great talent load prevents the initiative.

**Malvern W. Crispen Chiboiga, Michael O. S, and C (2010)** Examine the current farming practice, identifies the traffic will the talent the organization, the organization, try to maintain a viable in the practice efficiency, reduce the practice of the great talent for the organization. It represented a higher Research, inter alia, the labor-traffic is not driving ability. Similar, like the talent will soon be coming out of the organization and, finally, the traffic on the great talent was largely an organization of poor reward system.

**J. T. (TED) used Jr. (2005)** this explains the fact, that's HR management and diversity plays a major role in leading the various processes in the free opportunity to discrimination and harassment and the three basic beliefs is to serve as the cornerstone of IBM technique to:

(A) the person,

(B) service to the customer, and

(C) is the excellence of life. Leadership should be the passion, that the company's work on the people of IBM embraced labor force diversity as a fundamental value.

, Murari (2004) use the Google corporate services and corporate culture, and environment in informal "added value", to describe their work environment, but rather
the "Coding" or "selling ads, it was claimed that "the world and so that everyone can access and useful" in the company's mission.

**Shilpa K and West Randolph Street N J (2008)** at work today has revolutionised the design because of the effects of technology on the nature of the work and the employees' profiles, and the organizational efficiency. The study of a future work program of the capital one how attentive the job support human resource technology, style, design, and custom work for optimal technology can improve the knowledge. The authors suggest practical model, which shows a representation of the effect of the employees at work expectations and organizational outcomes. For worry-free enjoyment in the survey 20% increase in staff (the previous) those who are very efficient and productive during time spent in the others, the 41 % 46 % increase in general workplace satisfaction increase, the sun, the satisfaction and the 95 % increase in satisfaction with the quiet place.

**Iles, Preece & Chuai (2010)**. The booming economy of organizations needs talent, such as the relationship between a mutual obligation. In particular, in its sole discretion, and that the will stay in the organization. It seems likely that the organization to better spent in a positive way, it is expected that undertaken toward the organization and other

**LU L & LIN, G. C. (2002)**. This paper the men in the work. Work is becoming more and more the individual's personal achievement of the objectives and values. It also, suggesting that the economic growth Taiwan 20 years ago. Adults 219 studies have shown the data full-time job and the options, it was found that in the analysis of significant result was satisfied with the personal ability, and interpersonal (3) the most major aspects of work values. Demographic analysis showed and values are compatible with job satisfaction and turnover intentions. The test has shown that the test the Taiwanese employees work is characterized by multiple aspects of the
personal abilities in one of the most important dimension. And on the extension, work, work, work, and performance management systems that may be, has shown that a challenge, and self-actualization. For better performance in order to improve management systems for potential workers”.

An-S C, , Kenneth R. Fleischmann(2010), human values are increasingly being used in a number of concepts, inter alia, sociology, psychology, science, technology, prehistoric studies science to development, as well as the values of the 12 values create a meta-inventory. The six factor 160, appeared: social situation, relationships, and family life - Value - old, security, and conformist

Sagiv and Schwartz (2000) human values as defined by positional objectives, trans-, where the importance that principles of people's lives is used to. The explanation for the central purpose and followed that primarily represent individual values. The ten value are organized according to type.

Gopinath and BECKER (2000), this study examined the relations between the requirements of procedural justice order any massive layoffs over, management communication and employee behavior the disposal. As hypothesized, the truth in the perceptions of variance of the trust and commitment by divestiture, that he had seen the order any massive layoffs over the truth. And finally, the executive communication with the staff is aware of the events around it grew the divestiture observed the rules of justice divestiture and order any massive layoffs over, both direct and indirect effects, and commitment to the future. Many companies are working on the talent information you need, the most credible sources (e.g., President and CEO of strategies, first-line in the driving job issues) and consistent manner in time

Michael J. Holleran II, PCM, CPSM (2008) The research result of the interview on paper two companies in the Fortune magazine 100 best places to work. The findings, which are the conversations and the database research on relationship between the culture and empowerment employee recruitment/retention. Organizations that the culture of empowerment that benefit recruitment and talent. The Y generation needs of the employer is different from the previous generation. Undertaking, which enhances the culture of generation Y will be competitive marketing advantage.
Recruitment/retaining driving the organizational and business development increases. Y generation the understanding of the key in order to achieve better performance. In the midst of America's monumental generational replacement in transition - the generation Y is the fastest growing segment in today's labor force. This transition away from the values, attitudes, lifestyle and the baby Boomers. Thus, the labor force and to the values of the younger generations have been transitioning lifestyles. The author considers the following decade professional services firms must be converted to a corporate culture empowers the atmosphere. Firms that successfully that they can make themselves subjects of market-leading up the plan

KoosKotzéGert R (2005) the primary purpose of this test is to test that effect major factors the technician and two South African banks management expertise. The secondary goal is to investigate there are differences between (a) the previously disadvantaged disadvantaged individuals and not before, (b) male and female, (c) and (d) age groups service tenure groups the factors which are the talent that staff turnover will reduce Veldsman commitment. The explanation for the rich and the factors that affect the work and a professional staff and driving between two paid the 120 largest banks. There are differences between retention factor that explored personal groups, the differences between individuals, and demerits previously controlled not-PDIs, are most of the groups and age groups man and a woman,. This study has dealt with the problems developed amongst these groups. Recommended that the research must be carried out qualitative studies should retention complications personal groups, inter alia, of the

Marcia L. Watson (2005) this study is that the common foundations of confidence and more constellations and research. The book title is also important are the consequences of empirical research and theory of operation. In particular, if the historical outline the different approaches for understanding the phenomenon. Then explained the confidence. Third, the operating and measuring the trust different themes. Fourthly, the confidence in question, to the definition and evaluation. And finally, a brief period of time with the recommendations for future research.

Amy C. Edmondson (2002) The social psychological analysis of search subjects of collective trust and interpersonal learning, group learning, confidence in the inhibited
due to spiritual causes explained the psychological safety, and reduce their risks and makes it easier for the structured learning processed groups. Examples of the many departments in the tests on-site with the settings and new theoretical model, has shown how the troops could driving the risks.

**Bagraim Hime Jeffrey J, Patricia (2007)** this document the results of a study presented in the test trust co-workers and I trust that the Supervisor, on the nature and the interpersonal trust is working on dimensionality. Questionnaire responses from 278 employees 4 South African organization in an was analyzed. The research results showed reliable evidence that a multi-line editing, as far as they are differentially related to affective commitment as a line.

**Kathleen; Shockley-Zalabak, Susanna (2001)**. This study (a) be reviewed in the immediate supervisor and the satisfaction and the perceived organizational efficiency and the relationship between trust, (b) the observed efficacy in relation to the inequality and the customer satisfaction, as described by the trust in an amount to be determined by confidence in the immediate supervisor (c) will be provided with information necessary to clarify the Predictor will default to ON trust in immediate supervisor and top management.

**C-on. Shawn Burke, Dana E. Sims, Elizabeth H. Lazzara Eduardo Salas (2007)** the purpose of this Article was the integrative model of management the confidence. The driver is able to be effective the rate, in an environment similar to trust him, and by the to improve leadership and the factors that is not moderated. Research has shown that the leaders of confidence and confidence in it is disconnected.

**Thomas W. Ferratt( Jayesh Prasad Harvey G. Enns 2012)** has examined the creators to human resource management (HRM FOUND) practice (e.g., the social aid, career development, security and support) in the information technology (IT) professional job search behavior. HRM LOST practices may be independently of each other individually and in combination with additive effects with the job search. We study these are configurationally theory, hypothesizing that ideal configurations the HRM LOST practice synergistic effect of job hunting. Has contributed to the wider HRM LOST literature and the theoretically and experimentally correction explicating the it professionals has demonstrated the link between theoretical explanation.
configurationally HRM LOST and to the practice search for employment. Empirical results have shown that the human capital two configurations focused (HCF), HRM LOST practices task-focused (TF), which the high and low, and HRM LOST the possible synergetic relationship to the job seeker behavior it professionals. Results also showed that the synergy has not been perfect Horizontal fit in no way detracts from the such extreme. More of the other, not in extreme configurations of the HRM LOST practice exercises held additive effect of the HRM LOST but not reinforce each other amplifier, which would suggest that it is only the extreme settings are also discussed in the research and for the practice

**J. Scott Holste and Dail (2009)** this study is based on getting to know the effect is not affected by the recognition of colleagues, and the professionals, and the tacit knowledge sharing. Data provided by the links between the 202 sought to find the center professionals and managers an international organization. Both types of investment funds affect the staff refused to and the tacit knowledge. It was based on an effect on the greater impact on confidence in the implicit rates required for knowledge sharing, recognition-based investment fund has played a role in good intention that the tacit knowledge. The results have shown that both types have been involved in the decisions and trust were the tacit knowledge.

**Megan Tschannen, Moran***(Wayne K. Hoy2000), the paper in the confidence of the Schools. In nature, the trust and reliability. Finally, the confidence, in addition to those referred to the organizational processes, such as the collective efficiency, communication, organizational citizenship,climate, the common job, and the efficiency.

**Douglas. It is better, Richard - Gitson - Lynn. Mharter (2004) this** book in the spirit into the bridge between the world's subjective, personal and unconscious elements personal experience and organizations which demand for efficiency and rationality, the personal sacrifice before switching to the point of view and from the 4TH gear, and the IT system, and that what it means to people, organizations, made possible by a desire for human needs and experience.
Van D. H. G. (2008) found that really talented people will gravitate toward the best organizations tend to the paper and the factors best describe organizations, namely those who their talent for integrated recruitment strategies, and people who are the leaders. This study of the attention being paid to what attracts you the talented South African public service, is looking for the new roads should be set for the talent only to a limited set of their hands of the ever diverse.

Samir R. Chatterjee (2007) this book is monitored the economic organizations is remarkable driving concepts and with the old tradition, and the modern India challenges ... ok. It is said that India is expected to be approximately 250 million labor force of the lake, approximately 18 million the year 2020, which is more than the total labor force.

Harvey. E. G, Thomas. F. W and blue-jays screaming impudently P (2006) The research has demonstrated that it professionals have been is highlighted even more complicated than that stereotypes, instead of the authors have examined simple general notes, managers must assess a complicated combination of safety reasons (e.g., and flexibility) together with the career sections, each of which it professionals, it is necessary to understand that only the leaders to provide incentives for them to which the staff and the high proportion of it professionals were not likely to be a high maintenance group.

Janet (C, G, Leland Antonia (2005) useful approach the study of complex problems, which the central staff of HR practices," said, the findings, an Australian study that examined the current connection to the human resource management (HRM FOUND) practices and the core 9 workers' organizations, the conditional nature of the relationship between the organizational behavior and human resource. Results of the investigation the for human resource practitioners and academics is an important result. Also during the course of the investigation of high-performance promoting strategic human resource management practice that the remuneration, and the developing identification methods we strive to the organization.

She was furiously, Jean M. Twenge M. Campbell, Brian J. Hoffman and Charles E. lance (2010), organizations are currently recruiting an experienced the many and
the young talent and keep. Most of the time, this GenX mirrors what asGenMe and explained as members of the work-life balance. This information allows you to, inter alia, the quantitative fact. The work and of the leisure popular thought, that there is a relative value of work GenMe GenX, Boomers, GenX relative to Boomers. Baby Boomers and Generation X (GenX), and the popular press, I am not disinterested GenMe more than preceding generations work values. Social values and intrinsic value than Boomers GenMe lower grades. These findings have practical implications for recruitment and the prospective employees.

Meet Karen from. M. KandKamyab S. (2010). purported the author reviews the characteristics, as well as more millennial positive characteristics of work teams, that impact on the organizations, disadvantaged, often talk about the inspectors, and it is easy to the communication technologies. Authors discussed in values and expectations and their possible impact on, and to the staff at work, a connection to millennial change. The millennia stereotypes born between 1979 and 1994, in print, disrespectful, and unmotivated, disloyal and communication organizations millennial affect and how they developed contacts the other department members may have an effect on the millennial communication and information technologies, and socialization is very involved in.

He soon. IN THE Sandra Bullock, s, KOK Y N (2002) the authors hypothesized determinants of a multi-tiered, cross. Their hierarchical linear modeling, between 39 to 1576. It professionals payment data archiving. Results indicated that compensation directly determines the educational foundations human capital and experience. These are the basic skills of interpretation of results, the institutional rigidity and the labor force deficit the labor-market

Jay Gilbert(2011) managers valuable advice that the author feels it, too was offered to the millennia, the managers of boomers, each practices is to be and then changed their ways and practices if they hope to engage and hold studied the latest employee team, the millennia.

Philip & Maya D. Eva K&M&M Bastiaan (2009) this Article in accordance with copyright arising in the course of individual development retention benefits a talented new possibilities, to individual differences influence the company's ability to maintain contact with air to employees learning and continuous improvement. The study of the
factors that affect the employee retention. The organizational and personal factors are taken into account. The organizational structure, the employees will focus on the learning and working in the climate, the two approach approach and appreciative ... The result is positive contribution to the consumer and employee employment retention and the individual differences influence employee retention. Driving skills, and the period of service was the positive relationship of employee retention level, the initiating skills and the learning context related was negative.

Michael J. Gallivan, (2004), the actual test developed a survey instrument for such problems according to the experience of 16 structured interviews for it professionals. Throughout the nation was the 1,000 it professionals. The research identified the problems quickly 5 changed, i.e. poor-quality, vendor competitiveness, conflicts, training Demands and Management confusion. Has confirmed that the model it suggests that the greater competitiveness, PoorQuality and Management manufacturers conduct disturbance, that increased training needs. The research also offered during the subsequent investigation the problems and possible.

Jan Gulliksen Inger Boivie a, a, Bengt Gansson”[ 2005] The authors that is easier to assess and work I studied a number of individual-level factors Swedish development organizations along the habits and obstacles and the fundamental values of men. They shall be drawn up by the selected results and the various studies in the development of practical systems are discussed in several Swedish organizations and findings in practical point of view and the others are the international HCI research. Terence Mitchell R. C. Brooks, Thomas W. Holtom Lee, and Chris J. Sablynski, Miriam Erez Yarkoni, Vice, USA(2001), the job in new, embedded. Evaluation of the data and the job, the individual (a) contains other groups including links, persons and groups, (b) fit the job, the own perception, and (c) it is said that what would have been if the work to be done. The two samples of work was developed by embedded. The results have shown that, it impossible to struggle the task embedded the most important freedom of the target results significant voluntary registration, individual variance explained, job, job satisfaction, organizational commitment, the job search, Consequences discussed the theory and practice.
S. Beechler, and Woodward (2009) also examined the document that the art of global war, which the organizations concerned, and answers. A comprehensive research more than 400 business Press Kits and the modern scientific, research and reassesses the book reviews the paper during the war also highlighted the importance of the future in education research and development.

Price C (2009), Schwartz-e book of basic human values of connection between the principle of an individual level, family conflict, family and work conflict. This, too, was testing the research explained further personal values are the work-family, and a strong bond between the power and the independent variables 3. While the growing trend at the individual level, in order to well understand the behavioral patterns and applied research and a few individual values were sought for, and how is the job and the family.

Guy P, Michel T. (2000), this article down, that in the last years of the time was to the companies, which, or first. This study of the flow of traffic, the integrated model is intended to address the specific nature of the profession and also very few empirical studies looking for the appropriate HR activity of people's income.

And frankly. H. M. Hesan and H. C. T. a Q, (2003) obtained from the authors of the retaining, motivating and knowledge workers have become the main reason for knowledge-based and tight labor market, where the knowledge of nature in history of technology. An exploratory study of effective human resource knowledge intensive firms method used by, which motivates, and of the workers. Author derived scheme, statistically, it is important that this practice was employer managing knowledge proposed.

Clayton G (2006). in the book that started the kind with the matrix, the values for calculating the 9 employees switching, work-life balance, process, task, role was at stake/leverage needed/recognition/bonus, the job, and the product environment, and an effective, practical and holistic man strategies, which the main skills employee engagement, retention, and attendance record) with a view to certainly improved its own expense, the organization of business performance and efficiency, this article
was also the assessment and feedback from the development and talent retention and look at it even if all three employee development initiatives.

Natalie and Eva K, Philip, Herman (2010) The book is a few factors which influence was the basis of the work carried out. The literature, the previous research, the employee and the organizational factors were taken into account. The professional organizations, and between the workers, both in printed form and electronically, during the year 2009 2008. During the test, the sample is primarily 972 officials, employees and the different social non-profit organizations, if the results of the organizations represented to the workers, and the men and the what will encourage them to work well the organization.

Jean M. T, she was furiously M. C, Brian J. H. and Charles E. L (2010) overview of all the book was that the 1.4 million people, that attitude, personality, psychopathology, or in the 1930s behavior between scales and discuss how today's workplace can be the difference. Data were collected in the psychological balance research reports the college student. Search in the generation i (also known as Gen Y, or millennia) demonstrated a higher self-evaluation, anxiety and depression, narcissism was more external locus, lower than that of women social approval and more than one agent, quantitative data for the book reviews the generational replacement in differences by age. This is especially useful for the driver and workers at work.

Ann C. (2009), this study obtained at education, health, psychological and labor literature. Author available," said the most important questions relating to this area with ethical dilemmas, it is important to stress management accountability, confidentiality and the emotional trauma and has established a clinical benefit of a process. A solution to the supervisee model toward excellence in practice problems at work. Using the model was shown for the example. That understood, and it is ours recommended additional workplace trauma, abuse, and related professionals to appropriate responses.
Chen-F C., Li. F. c. (2008), in this area of study is designed to fill the data mining structure of the association rules and decision tree are useful rules of personnel selection. The results are given personal information decision rules for retaining and work performance, which in an empirical test of semiconductor companies to help indirect the decision to purchase the work of managers and engineers work functions. The results showed the viability of this approach are discussed in the practicality and experts, and special recruitment site, miner and the human resource management strategies was to create the.

When you were a child, Y. T. (2005). The enterprises there is growing concern the Malaysian labor market mobility is the large task of corporate labor conditions are suitable. This study compared and it is completely different to what strategic HRM FOUND is carried out in the different countries was Malay origins motivate and retain talented services. Test results revealed that there are considerable differences in the examination of different countries. In addition, the study has resulted in an attractive, that, while the effective payment package and additional strategic human resources, job was practice reduce motivation it is important that staff turnover will reduce. The findings are discussed in other good integrated HR practices.

Steven G. W, John C. H. (2008) it was the purpose of primary, according to the survey carried out to an aspect of work is the most important software developer was next to traffic. Surveys were collected samples from the software developers the United States. Context has been evaluated for most linear regression parameters and the Federation. The results pointed to the relationship between software is a valuable "intentions and multiple facets 9 developer satisfaction, and turnover is a significant negative relationship between satisfaction with the flow of traffic and nature of work if the other independent variables. Proposals discussed findings with implications for it professionals and researchers.

Scott W. Lester (Holly H. Brower 2003) this study the literature and examination of the confidence the authors confidence in a new perspective to their subordinates' perceptions of managers' confidence, which he felt was labeled affecting reliability, organizational citizenship behavior , and customer satisfaction. The relationship between positive results also demonstrated reliability and the dependent felt they
felt the reliability of the results more than significant predictor of subordinates' perceptions of managers' reliability.

**Annelize B. B. de Leaky. (2011)** This study is based on the present state of knowledge an employer brand is the employer brand, which conceptually accurate building a predictive model. Although the scientific development of the appropriate representation phenomena and the employer brand that empirically examined, motivated student. This study is not-you are looking for empirical relationships between art and the theoretical concepts of design context. In accordance with the theoretical starting point for all of it was developed by the arms further empirical research. Key results suggested that influenced by the employer brand target needs, the people, the differentiated strategy employer value proposition (EVP), make a choice.

**Ritu, Thomas W. F. (2001)** many, and often it was conflicting with the six decades of research and role of the labor force, the concepts associated with this group. Author's findings which contradicted the assumption, a number of challenges to the decision makers, researchers, educators," and the funding. It argued that the clear definition of the labor force researchers also some of the other, the training and the locking issues

**Maxwell, James J. K. Gary Zaiyoung H K, T. (2003)** turnover was the largest in the human resources (HR) managers working in the information systems (IS) staff, career, it is also important, that the freedom or the organization. The authors utilized different job to examine, to benefit the employer in respect of the staff and the worker to the importance of freedom to encourage intended. the job security and the most important is the goal.

**Schehar B.K.H, Qazi Muhammad Rehman, Asad A. H U R. (2011)** The book is designed to research the attitudinal jets talented employees management and organizational efficiency. It is expected that the distinctive play a role in conceptualizing talent management, and their effect on the traffic avoidance, employee work, and value. The book is a thorough literature review of the concept of employee work, talent, traffic avoidance, and the value. Talent and conceptualized
the paper present the organizations competitive business environment. The investigation showed that positive significant talent management has an impact on the organizational effectiveness, employee attitudinal jets results e.g. traffic avoidance, the value of the work employees, and in addition, ... This document is the previous research supported by the concept of talent gives the understanding and management of. This statement was both the researchers and practitioners.

**Eli H and Bjorn E. M (2005)** this article highlights the potential benefits and challenges related to implementation of strategic expertise-supported treatment for human resource management system. Challenges facing the implementation for the more than one study has shown the system of surveillance for global telecommunications company Ericsson and has shown that it is what you can do with the system of knowledge, and network strategy in communities and encouraging experts to know.

**Suzanne's M. C, John W. H, ( 2009),** general theme was that the leaders should focus on the resulting voltage that there is a generational replacement in difference. It was not less than the employer-employee relations with hierarchical move toward the long-term employment relationships and demanding job. It means that both employers and employees were not faithful to each other, the staff had less confidence in long-term benefits.

**Richard A. S, (2008) in the** book it was proposed that the management techniques and practices, the IT professionals can be customized to the characteristics, properties, and the training organization will seek the staffer,. challenging tasks and objectives are often motivated. Having regard to the fact that the professional-led the technology and in many cases, technical problems, in particular, in contrast to the objectives of the project, it is proposed that the management principles and customized training organization. Objectives of the project, dependencies, objectives and timetable for the specialists should be used to emphasize greater tolerance for implementing detailed tasks.

**Pankaj T. (2008)** the article is a case study, which is primarily a worker behavior ethical direction from the HRM LOST practice of ethical responsibility the organization of human resource management is very important. HRM FOUND the
organization's ethical direction. HRM found the ethical practice of helped the climate of trust within the organization and the management of human resources more efficient and effective. Employees of the as well could be the source were competitiveness. The basis of the data collected, it was found that the authors, and analyzed by the organization of, and traditional HR practices the attitude for employees.

Nagadevara, V., Srinivasan, V., & R., (2008), employee turnover has a cause for serious concern for knowledge-based organizations. This research has explored the relationship than the waiting behavior, and mostly is reached, the contents of the job and demographic data for employee turnover. The unique element of this research data was the predictive method 5 the sample data mining methods a large software organization's 150 employees. Results of the investigation clearly showed the connection to the waiting behavior and the staff turnover results of the investigation. The conclusions of research and of the practice. There was a need for research and the objective is more than one organization and a large sample.

Muhammad in accordance with Article I of the relationship between employees and the HR practices maintain the organization. The relevant scientific literature research examined the components in the human resource practices influence employee retention. The workplace environment is a key factor in employee retention, organizational culture, the plays an important role in the employee. The driving style affective factor into account in the employee retention. Open communication and in a good relationship with the workers, the leaders, the bond is the context of the application the objectives and expectations. By coordinating the needs rivaling supervisor support and supervision of the internal and external environment. The efficient driving style revealed by formal and informal feedback

LU, L. and LIN, G. C. (2002) this study found, inter alia, Taiwanese workers work, and reveals the relationships between the work and job satisfaction, and intention (i.e. .). 219 Data in the survey were received from full time adult and jobs. Values for the analysis job turnover showed one of the intention is to work, job satisfaction, work-related variables, and the demographic work and satisfaction are the traffic with this
indicates the value of work, employees also Taiwan to multiple aspects of personal capabilities, in one of the most important dimension.

Scott-L, B., Travaglione, A., Perryer, C. & Pick, D. (2010), this is the write practical problems concerned identification and their management has been installed wrongly, that manages the social question, which changes the labor force. This letter will be discussed in the exploratory focus group study involving leaders of 35 variable backgrounds. These are the findings and implications, the attraction to the staff of the conflict can help the employer organization skills shortages to reemerge the future.

Shilpa K. and West Randolph Street N. J (2008) today, the design does not change due to the technology, changing nature of work and the employees' profiles, organizational efficiency, and flexibility. A case study for future (for worry-free enjoyment) capital improvements program highlighted how one thoughtful job workplace is designed, customized styles, support HR policy, and the optimal technological knowledge. For worry-free enjoyment results showed clear success the more well-developed employee satisfaction with real estate leading organizational workability better use. The proposals have shown that, for practical model the impact of employee work behavior and ultimately the design requirements of organizational outcomes.

Michael A. Campion, Mumford Troy V, Frederick P. M, and Jennifer D. N; 2005) This document eight obstacles to trade in, further development work, will affect the more predict outcomes, and the different approaches, it is difficult choosing appropriate units of analysis, which are individual differences in complications, the nature of the work, to create new jobs, the growth or downsizing, job expansion work in without differences between enrichment and long-term and short-term effects. Successful job-planning initiatives should be many obstacles to overcome. This article will examine the eight obstacles, is reviewed in accordance with the previous research the subject, and made suggestions for the barriers in practice management.

Malvern W. C, Michael O C S and Crispen (2010) this study study was the large private sector medical laboratory company Zimbabwe and it was directed, in
order to avoid the following objectives for the effect that the organization's employees, examine the effectiveness of current practices, maintenance of the organization shall not exercise will be, and try to work, the great employees. Qualitative research was used in structured interviews, and the research questionnaire used to treat all categories. The national organization for your employees to 3820 the size of the 2240 respondents. The result showed that labor between traffic was higher than the driver.

Soon Ang Cut, Sandra Bullock (2004) this study it was examined whether copyright the structural plan employee turnover. Internal labor market (ILM) human resource strategies, rules, policies and practices, including hiring, job, wage system support for criteria and training methods. results have shown that ILM strategies different organizations adopt the different it jobs related revenue difference.

Entrekin (2001). The, attrition rate is high the expensive seeds, there is no key in the talent of valuable human capital, the critical skills and institutional memory. In particular the article the company talent separating

Gormley (2005) in the organizational environment as a competent staff of research and also has an impact on traffic on the information systems of their intention. It is therefore suggested that, although the authors was a higher degree of the professional security led to its blowing him, because he loves the right care or good organizational climate

Markinor (2003) the authors assume that rate factors affect. The decreasing influence the factors influencing public opinion, we strive to work in the organization, the fairness, trust, and good reputation, the company's daily, the achievement, job, work, communicate, and the ideas and habits have been assessed.

Taylor (2002) writer generation capabilities - born between 1961 and 1981) of different values, than in the previous generation. People thought that security is tied to the more than a career company. Therefore, the work was the following. This attitude may see that the company is the loss.
Omesh C. (2011) was the main purpose of this paper, that the employee turnover is the aim of the research organizations and other strategies, which was to study the organizations to preserve the workers. Therefore, it is extremely important that organizations and leaders understand that should be continued in HR and the significant role and the duty to all.

S. Subramanian (2011) The research paper it is necessary to keep the talent of the organization, in order to pull the right the right. They were the essential challenges right change regular employee welfare facilities, the compensation package that ESOPs (employee stock options plans), the total industrial promotion policy scenario.

Ishak, N. A. (2005). In the author's interpretation of the results of this conceptual framework, and the sample 385 is not the Malay employees driving commercial banks. The findings, the human resource management policy and the financial institutions, as well as the Malay in the range of institutions of the wider Asia Pacific region, were discussed. The supervisor and subordinate to facilitate hard work as excess work.

Mette Sandoff (2012) the standardization author claimed to improve the quality, effective and profitable was driving is not sufficient to shall endeavor to follow proper education, and the reasonable argument and action was role of samples.

Chipunza Crispen and Samuel and Michael O. (2009) study the extent to which the variables affect the selected motivating employees' decision whether or not it remains a organization that the cross-sectional survey research plan, the following variables significantly influenced by motivators was both in the public employee retention private sector organizations, challenging and exciting work, training and development, innovative thinking and freedom work. The study examined two public and private sector organizations two South African. The research has taken place the general population for companies with 1,800 employees the size of the sample 145.

John c. H (2008) reveal the author's talent for retaining information technology has been a part of the organizations it is difficult to the last decades. If the key soft-ware developers, taking the critical business processes, and systems knowledge to maintain your competitive edge, a key to retain the talent was the problem a number of
organizations for decades. Technological skills or talent in high demand in more than one loyalty was the own resume their careers and their personal escape than they planned.

Ramlal Sunil survey (2003) writer workers factor, which is an important decisions affecting is still employed, the organization should be improved to the policies, strategies, practices” of the present study results should not be the employee retention level has been established to the meeting and a higher efficiency has decided that the strategic business objectives of the company and the challenge and compensation that can be the most important factors of the organization

Sunil Ramlal (2003) the author carried out factors that significantly affect the workers still employed the, whether a particular organization shall develop, strategies, practices. The current results of the examination is also used by the organizations may be the employee retention level and allow greater efficiency has been created to meet strategic business objectives will determine the location of the company's compensation, to the challenge and, if possible, and also the most common factors contemplating leaving the organization, this was the study of the most significant effect on the following factors is still an employee selection and the organization of possible reasons for it. The current study is also used by organizations of procedures, policies, and develop techniques that would allow the employee retention and a high efficiency level strategic business meeting.

Neesham, Christina Charmine E. J. Hartel and James Sarros Ken Coghill (2010) the authors of human development and the academic community and the public and the authors explained. The negative effects the organization because her only non-profit, it was proposed that there is a need of the human values of management, which develops the positive, negative, or typology mixed effects on the body

Jellstorm Rofer F (2007) the author developed the values inherent in the notion of conditional value, final instrumental. He further argued that the human values inherent in the material for the depend on the value of human life was the value of
Section 2.4. The great discoveries, important concepts, theories, arguments, and/or scientists would have the important works in advance and the year (1992-2012)

As the authors of the human dynamics underlying priorities similar to those of the whole principle of societies studied it. The psychological content and structure of human values was examined along this for the benefit of these values (individual and collective) and the destination (instrumental), to differentiate it from the terminal values in all samples, and relational ,organizational and individual factors impede, or driving reliable operation. Maintain the relationship between workers also began to study the work and performance, the value obtained for 10 of the operating principle of the values questionnaire (PVQ), will transcend pure being sensitive to the universal human values, such as the values the whole of human personality, a leading or affect behavior and attitude of the individual and social groups, human values, and that depends on whether the hearts and minds, human heightened creativeness manual on the limits of the concept-driven the Dharma!

There are four fundamental values are reported to the job-relevant, external, social, and in one of the prestige, the author lists the ideas which they had shown courtesy the Upanishad wide age .the theory identifies 10 different values, and motivationally congruence and the conflict between them, the model of human values, analyzes the circular structure countries between the fundamental values and within countries. The meta-analysis are individualistic styles is orientation, but contains some relational values autonomy because of the similarity of the

The entire direction of the Gandhian and the driving style thinkers of different systems are evaluated. One of the leading role in the explanation of passion that the people of the firm's work on an IBM embraced labor force diversity as a fundamental value. Google uses the Corporate services and corporate culture, and environment can be created an informal "added value" the future case study in an environment (A Worry-free enjoyment) program a priority capital how attentive the customized workplace is designed, support HR policy, styles and the technology is also knowledge
Human values are increasingly being used for a number concept. The values, you have six factors: relations, social position, and the old, the safety, the family life and the conformist. In a specified by the author human values, goals, desirable translation variable to the importance of the principles, that is to the human life the historical outline different approaches the phenomenon, confidence in understanding, examined relationships between top management and the immediate supervisor and the satisfaction, the detected organizational efficiency.

One of the research article deals with the factors, which promote the leaders and the confidence in the outcomes of human resource management (HRM FOUND) practice, e.g., social support, career development, compensation and security) in the information technology (IT) professionals involving studies" methodology job search behavior already helped to clarify a variety of organizational structure. The challenge the human spirit marked the paper traces the economic organizations driving concepts and the ancient Indian sources lasting traditions and hold the modern challenges. Discuss the "millennial expectations and values are communicated to the potential impact and the staff at work, and the interaction of a differentiated strategy people, employer value proposition (EVP), brand new, and the human resources work, between Taiwan and the values are between jobs and the work setting employee expectations and the needs of society have changed, and that these changes would have an effect on the body, that the increasingly complex and demanding work environment that have an effect on the attraction and the talent.

As the authors of more worker friendly workplaces and conservation and the aid and the research of psychology and the organizational behavior. Role of the leaders follow the model of education and the reasonable argument and action strategies, specifically to the add a new address and maintain a tight IT technician. Within the limits laid down in and it was found that external rewards, customer satisfaction, and the organization that make up the prestige and organizational commitment was to remain the most frequently mentioned reasons.

Author of the article, the leaders must be identified practical problems which affect the social aid organizations providing assistance for workers and the jobs and
support more worker friendly, and retention, there are other things the job you want them to. Driving communications staff have helped the surrounding events. Database research indicates that the connection to the culture and the staff entered into under the authority of his talents and Feldman model

Meaningful and affect the work, and the factors that influence the management and professional staff (HRM FOUND) practice (e.g., career development, compensation, social support, and security) in information technology (IT) professional job search high proportion of the behavior. The professionals are not likely to be the connection between high maintenance group, and the human resource management practices and the core (critical) employees. Payment Information intensive institutions is not intensive institutions more than the information for it professionals or non-specific education more valuable advice to managers of millennia I just wanted to feel respected.

Strategic business and human resources is a challenge. Identify and hold it in the practical skills, which will allow them to effectively respond to the future technological challenges. The study offers you to fill in the gap with checks the traffic on the integrated model, it is intended to address the specific nature of the profession. The model suggests that the greater competitiveness manufacturers low-quality, conflict, environmental management and the growth disturbances, art of war training needs wiring starter engine side the dominant method of that talent and that of the war is characterized by a paucity them in mind, and the tactical often exclusive top talent and star, with a new cooperative paradigm is more adopt the strategy, innovation, knowledge intensive firms. (KIFs), Singapore, motivates the attracting and retaining workers.

It was the Certain factors influence on employee retention and it is also important to pay attention to the learning the workers, so as to allow them to "the people and to learn more about the what is good and will encourage them to stay in the organization, the supervisor and the supervisee are complicated by links to the limited literature in the field. The solution to the model at work toward excellence problems the supervisee in practice, the high-technology is a key a holistic view of business. This was most likely to impact team motivation, care, individual assessment and retention
related directly to the main empirical research is strictly dearched " the HR practice of the traffic is clear definition of intention is to the people, the labor force will help you at all, the training, hiring, and retention problems :

It is based on a book the worker Job concepts, talent, traffic avoidance, and in addition, highlights the potential benefits and challenges in the information technology strategic expertise-supported treatment for human resource management system. The Guides will focus on the resulting voltage, which there is a generational replacement in difference

The applied management techniques and practices, the IT staff can be customised to the character attributes, efforts, and the staffer's personality the study results clearly show the waiting behavior and employee turnover. The future is working on the case study, as the men is paid, and even the payment is critical, restraint, and climate and motivates. The competent staff is also affected the sales staff of the factors influencing public opinion, information systems, we work to the organization is in the job, the honor, reputation, trust, the day's work, the achievement, the job resources, communication, appreciation of ideas and your attitude.

The article highlights the must be a continuous HR and significant responsibility and the duty to all. Humanism, which complies with the future operational education unique conditions and needs and service sector, the retaining information technology talent is already a problem in decades of many organizations is to influence decisions employees employed the organization, the establishment of policies, practices, and strategies that the current results of that test, the organizations may use the employee retention level allows the test research organization has a direct effect on retention of talent in a competitive environment the truth

The present study the human values and their application to the study of strategies for companies to retain the best talent in Bangalore, urban district. Unique and different from the study in the previous investigations by the following criteria.

1. Most of the study carried out previously the human values are subject to the social-psychological aspects and the less important this study deals with the talented retention criteria and analyzes the problems and prospects of strategies.
2. Selected in the test in Bangalore, Karnataka state urban district has been the previous learning strategies and analysis support the talent of human values.

3. Hold the talent strategies may be different the IT firm and use your talents and, therefore, specific analysis efficiency are the talent strategies followed to human values.

In particular the study of pure human values:

- The righteousness fosters keeping agreements and high-quality job

- Reactive and wise decisions a fertile breeding ground for peace and the focus is on issues rather than blaming, even in the crisis, or a loss of

- The others will love and service is well

- Violence is not win-win in cooperation with the people

- That manager and talent relationship strengthen confidence

What are the most important apart from retaining talent monetary or monetary strategies. so the study of many respects unique in the previous studies. In this section an attempt is made to previous studies done in other fields, such as sociology, psychology, anthropology, psychology, science technology studies, and science.