ABSTRACT

An important contribution to the phenomenal growth of India in the field of software is provided by the software company in Bangalore. Despite all the structures and strategies of effective conservation, the average stay of a software consultant of any IT company has since dropped to a year. Therefore, retaining talent rests on the shoulders of management for enterprise development. An important contribution to the phenomenal growth of India in the field of software is provided by the software company in Bangalore. Despite all the structures and strategies of effective conservation, the average stay of a software consultant of any IT company has since dropped to a year. Therefore, retaining talent rests on the shoulders of the development director of the company. If the relationship with the principal/immediate supervisor is fractured, no amount of dog walking or daycare company sponsored convince them to stay and play and there are always ways to know what you want talent to your requirement, property rights, values, nature, problems, pressure. Basically most of these strategies is necessary to know the Talent organization that conservation strategies reflected directly or indirectly in order to remain in the organization.

In this thesis an attempt to study human values is studied and evaluated how they were affected best talent retention strategies and explained the impact of human values in retaining talent computer companies with the help of questionnaires and Feats derived demand, his desire to stay/go and how effective conservation strategies have already been implemented in them. The descriptive method of SPSS with Chi-square analysis was done to achieve the desired results.

The results were, Talents were not satisfied with the strategies and were negative about the company they worked for, there was a significant difference between the age groups 22-30 and 30-38, so there was no significant difference between the experience talents 0-6 months and 6-12 months experience and the study shows that there is little impact of human values of love, honesty, non-violence, justice, peace and talents for managers/supervisors. So their relationship with their immediate managers play an important role to stay or leave the organization recommends that human values training seminars should be imposed directly or indirectly by imparting human values.
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