The rapidity with which developments are taking place in the field of information Technology (IT) leaves one awestruck. IT has played a significant role in managing business organizations in the globalize business environment. The functional area of Human Resource Management (HRM) has also gained prominence in recent organizations. In order to flourish, it also requires significant input from the HRM area. Consequently a symbiotic relationship has started developing between the IT and HRM.

Due to globalization, the business organizations world over are experiencing immense competitive pressure. As a result they are striving to achieve operational efficiency, productivity improvement, cost reduction, increased connectivity, organizational restructuring and reengineering business processes. For achieving this, the business organizations are continuously innovating to apply emerging techniques and tools of information technology such as decision support systems (DSS) Expert Systems (ES) and Artificial Intelligence (AI) models. The symbiotic relationship between IT and HRM is expected to grow further and will significantly contribute towards the success of an organization.

The human resource function has been transformed from its relative obscurity to a prominent management function in the organization. It has resulted due to the growing size of business organizations; globalize environment and increased emphasis on managing human resource. On the other hand unprecedented developments have taken place in the field of information technology. The world has witnessed large scale changes taking place in the way the business organizations do business, due to the increased application of IT tools and techniques (Saxena and Bhadu 1998).

IT encompasses a wide range of tools including Hardware (from main frame to micro computers), software (from word processing programmes to expert systems), Network and workstations (Scott Morton, 1991). The symbiotic
relationship, which exists between information technology and human resource management, has flourished in recent times. The impact of IT on the human resource function has been both pervasive and profound (Snellet, al., 1992).

Modern HR management is radically different from personnel management of decades ago. Since the turn of the century, the management philosophy has defined that the personnel function has undergone significant changes. In the last ninety years the scientific management approach have appeared and declined, today what has popularly become known as human resource approach has emerged.

The emerging trend in Human Resource management is clearly towards the adoption of the human resource approach, through which organizations benefit in two significant ways: an increase in organizational effectiveness and the satisfaction of each employee's needs, rather than addressing organizational goals, human needs are compatible; one set need not to be gained at the expense of the other.

The present study concerns areas of HRM practices in software industry. The research study attempt to explore the issues of long term significance to HR practices of software industry in India in general and the same in particular for certain selected organizations of Gujarat and Maharashtra. The research study has been organized in seven chapters.

Chapter 1 throws light on introduction of Information Technology, its benefits to organizations, brief history of Information Technology(1940-1997).

Chapter 2 relates to Indian IT industry, IT software and service export, domestic IT market, Opportunities for Indian IT services, structure of Indian software export industry, characteristics of Indian IT industry. At the end of the chapter some relevant facts and figures of Indian IT industry have been depicted with the help of relevant graphs and tables.
Chapter 3 illustrates the relationship between HRM and IT and how IT has made impact on Human Resource Management in today's scenario. Some sections discusses role of HR functions on the success of the organization, how IT facilitates in HR processes & interventions have been explained in details.

In chapter 4 relevant literature has been reviewed. Sections on current manpower requirement in IT sector of India, recruitment and selection, training and development, various HRM aspects have been described. Literature which consists empirical studies on these areas have been reviewed.

Chapter 5 concerns with research methodology. Rationale of the study has been given first, followed by statement of problem, benefits of study and objective of study. A section on research design, procedure of sampling and data collection have been explained. The developments of an instrument to measure the HR practices, brief description of questionnaire, analysis scheme and limitations of the study have been dealt with.

In chapter 6 appropriate statistical tools have been applied to systematically analyze the collected data in connection with the empirical study on HR issues of software industries in selected organizations. Various statistical tools like mean, median, percentage, chi-square test etc. are used for analysis. The chapter also includes the analysis and interpretation of relevant details.

Chapter 7 deals with the framework of issues which are resultant of the research. Detailed suggestions have been provided on the aspect of effective Human Resource Management in software sector.

In appendix the questionnaire, relevant attachment and bibliography have been included.
This study is hence most contemporary and meets the demand of the changing business environment. It is hoped that the conclusions drawn in this research would become vital inputs for the software organizations on which they can base their HRM policies. It is further wished that this study despite its many flaws, inherent in a research of this magnitude, would leads to further detailed studies, thus enhancing the field of knowledge.