The present study was conducted to study the retention strategies in the Information Technology Industry. It focuses on the relation of retention strategies to Job Satisfaction and Job Commitment. It also studied the impact of various variables like Working Environment, Performance Appraisal, Stress Management, Foreign Assignment and focus on retention on Job Satisfaction and Job Commitment. The total sample consisted of 250 associates of IT sector from three tiers of the industry (A, B and C) in Delhi NCR, Bangalore and Pune. In the age range of 25 to 35 irrespective of their designation or gender. They were all software engineers. The technique of ‘stratified random sampling’ was adopted. Employee Commitment Questionnaire, Job satisfaction Questionnaire and Retention Strategy Questionnaire were applied to compare the retention strategies of different tiers of companies in the software industry. Multiple Regression Analyses was used to study the impact of Retention Strategies on Employee commitment and Job Satisfaction. Also, Correlation coefficient was used to study the relationship of these variables with Job Satisfaction and Employee Commitment. Surprisingly, the results show that all the variables Performance Appraisal, Stress Management, Working Environment, Foreign Assignment and focus have no relationship with Employee Commitment and Job Satisfaction. It is appears that Information Industry dynamics which are the results of its unique characteristics are the drivers for the high attrition industry is associated with. The reason that more or less IT industry has very good Human Resource policies
compare to other industries has disclosed the facts that for the employees variables taken in the retention questionnaire are not the deciding factors on which they base their Job Satisfaction and Job Commitment and also the decision to stay or leave the company.

There could be some other variables like Pay, Position, Leadership or some other factor. So there is a scope of further research.