Objectives of the Study

The main objectives of the study are:

1) To trace the evolution and growth of Indian IT industry since inception highlighting major people strategies along the way.

2) To study the extent of SHRM implementation followed by small IT companies and its impact on operation efficiency of these companies.

3) To consolidate a set of SHRM practices for adaptation by small IT companies.

Significance of the Study

At the conceptual level, this study could be useful in formulating a set of practices for use by the small scale IT industry. At the implementation level, this study could guide the management of these companies move towards providing a satisfactory human resource development climate for its employees by suitable policy decisions. As a pioneering study this research will be a very useful one for HR policy formulation for small IT companies.

This research can act as a forerunner to take up similar studies in other service industries.

Limitations of the Study

This study has all the strengths as well as all the limitations of the survey research design. The limitations of time, money as well as the respondents’ inability to communicate effectively might be some of the limitations that prevent the scope of using this study for further elaboration. As any other survey research face the element of bias, some of the respondents response on biased judgment may also affect future utility of the study.
Hypothesis of the Study

**Hypothesis I:** Extent of SHRM in small IT companies is moderate to high in majority of the companies.

**Hypotheses II:** More extensive is the use of SHRM practices, higher will be the operational efficiency of the company.