Objectives of the study-
Training and Development is essential for IT industries to survive in the long term. Training and Human Resource Development has assumed a special significance. On this backdrop the researcher has studied the training activities of Selected IT Industries on the following broad parameters –

1. To study the Training and Development practices of IT Industries.
To measure the impact of training and development programmes on the enhancement of employees skills and knowledge
To study the impact of Training and Development on Performance Appraisal and ratings.
To measure the effect of enhanced competencies of the employees in the IT sector.
To give suggestions to improve the existing training and development practices.

Hypothesis-

H-1: “Training and development always leads to development of current competencies of the employees in Software Industries in Pune.”

H-2: “The enhanced competency improves the productivity of the trained employees in Software Industries in Pune.”