



## NEW HUMAN RESOURCE MANAGEMENT PRACTICES IN INFORMATION TECHNOLOGY ORGANIZATIONS TO ACHIEVE EXCELLENCE

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### ABSTRACT

*Today is knowledge economy and survival of the organization depends upon the quality of workforce employed in the organization. This is a universally accepted fact which hold truth for economy in general and IT organization to be more specific. IT organizations are facing a lot of problems like attrition, not getting the skilled workforce, no fit between the employee and the job. The solution to all these problems lies in making the organization a preferred place to work so that the best of the talent is available at the discretion of the organization. This status can be achieved only by harping on innovative HR practices.*

*This paper is an effort to find out the challenges of IT organizations and what all new HR practices are adopted as a remedial action and in turn contributes for organizational excellence.*

**KEYWORDS:** *Knowledge Economy, Lack of skilled workforce, Preferred, Innovative, HR Practices, Remedial actions.*