**Abstract**

Human resources play not only significant but also a crucial role in building and developing an organization. Development of human resources is needed for any organization also plays an important component for the success of organisation. This study has assessed the current state of Human Resource Development practice in IT sector. It has been carried out with secondary and primary data. The Primary data were collected with the help of structured questionnaire from the respondent at managerial level. The questionnaire helped us to understand the different aspect of HRD such as recruitment & selection, training & development, performance appraisal, career planning, team spirit and employee participation. A number of HRD techniques have been developed in recent years to perform the above task based on certain principles. This will provide an understanding of the concept of HRD system, related mechanisms and the changing boundaries of HRD. The industries must realize that enlightened members, competent office bearers and employees are their own need and no one from outside may be expected to support activities to build such human resources for them. The goal of the study was to study the nature and extend of HRD practices in software industries and study the perception of employees about these HRD practices.