



Relationship between HRD climate and Organizational Commitment: An Empirical Study

Vangapandu Rama Devi, Vallabhaneni Pujitha

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Human resources are significant strategic forces and sources of sustained competitive advantage.

Organizational Commitment is of paramount importance for an organization as it can contribute to the successful performance of an organization. This is because a highly committed employee identifies himself with the goals and values of the organization and displays greater organizational citizenship behavior. If human resources are said to be an organization's greatest assets, then committed human resources should be considered as the main source of organization's competitive advantage. The major challenge faced by the IT industry is technological obsolescence and high attrition rate. The challenge of an IT organization is to develop the employees with the latest technical skills & knowledge and to retain them. By providing a congenial climate and a good developmental environment an organization can have sustainable development through committed work force. The book explores the relationship between the HRD climate and organizational commitment in an IT organization and it will be useful to the academicians, researchers and the organizations.

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