Aims

This master thesis aims to gather challenges and their solutions in Human Resource Management and will look into ways by which we can magnify the light on areas which worsens the whole well being of HRM in project oriented software development firms (Software Product and Software Serivces/IT firm).

Objectives

1. Identify Challenges in Literature

2. Identify Mitigation strategies in Literature

3. Exploring the guidelines that are being implemented by Industrial practitioners in the realm of HRM in Software Industries.

**Expected outcomes**

In this thesis

• We identify the problems/challenges in State of Art(Literature).

• We then present the mitigation strategies/solutions to the identified problems/challenges observed in State of Art.

• We also present guidelines that were proposed by the Industrial practitioners for effectively implementing practice of HRM in project success in IT industry.

**Research Methodology**

1. Systematic Literature Review

2. Survey based on a questionnaire

First we will gather challenges, solutions and ways to measure efficiency using a Systematic literature review. We will then make a questionnaire to validate our findings from industry and also to discover the guidelines that are being practiced by industrial practitioners to implement HRM in their organizations.