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Unlike the other industries where HR is considered as a functional need, there is a need to view HR as a partner or a business enabler in the IT industry. One of the constant challenges faced in this area is to align HR to business. The five R's therefore assume utmost significance in HR strategy. The HR team needs to get in right from the stage of defining the business strategy to resourcing, recruiting the right talent, retaining the talent, retraining & reconstructing.

IT has become such a dynamic field due to the constant development & upgradation in the area of technology & changing customer requirements, that flexibility appears to be key for success & survival in the arena. Topping all these reasons is also the trend of globalisation, which tries the HR test of endurance. The ability & the willingness to modify job structure, job classification, & organisational structure as often & as quickly as necessary are important elements in a successful recruitment & retention strategy for IT professionals. This challenge of managing expectations & change puts constant pressure on the professionals.