

Title: A Study On Recruitment Policy And Employee Retention Strategies In Linux Life Sciences Private Limited

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Abstract- This study examines the recruitment policies and employee retention strategies followed by Linux Life Sciences Private Limited, Puducherry. The research analyzes factors such as work environment, management support, compensation, career growth, employee engagement, and training programs that influence employee retention and job satisfaction. Primary data were collected from 100 employees through a structured questionnaire, and the data were analyzed using percentage analysis and Karl Pearson's correlation coefficient. The findings reveal that a supportive work environment, effective HR practices, recognition, rewards, and career development opportunities significantly improve employee retention and organizational performance. A strong positive correlation ($r = 0.946$) was found between work environment and job satisfaction. The study concludes that strategic recruitment and retention practices play a vital role in improving employee loyalty, productivity, and overall organizational effectiveness.

Keywords: Recruitment Policy, Employee Retention, Job Satisfaction, HR Practices, Work Environment, Pharmaceutical Industry

I. INTRODUCTION

Employee retention has become a major challenge for organizations in today's competitive business environment. Rapid technological changes, increasing employment opportunities, and evolving employee expectations have made it difficult for organizations to retain skilled employees. Recruitment policy and retention strategies are closely connected because the retention process begins from the initial stages of hiring and employee onboarding.

Linux Life Sciences Private Limited, a pharmaceutical and nutraceutical manufacturing company, relies on skilled employees for maintaining product quality, innovation, and operational efficiency. Therefore, understanding the factors that influence employee retention is essential for the organization's long-term success.

II. OBJECTIVES OF THE STUDY

1. To study the recruitment policy and employee awareness regarding retention strategies in Linux Life Sciences Private Limited.
2. To assess the effectiveness of environmental strategies in retaining employees.
3. To identify the impact of compensation strategies on employee retention.
4. To understand the role of support strategies in employee retention.
5. To provide suitable suggestions for improving employee retention.

III. NEED FOR THE STUDY

1. Employee retention is essential for organizational growth and success.
2. Effective recruitment and retention strategies help attract and retain talented employees.
3. High employee turnover increases organizational costs and reduces productivity.
4. A positive work environment encourages employees to stay with the organization.
5. The study helps identify factors influencing employee retention.
6. The findings will support the improvement of recruitment and retention practices at Linux Life Sciences Private Limited.

IV. SCOPE OF THE STUDY

1. This study helps the organization to find the effectiveness of retention strategies in Linux Life Sciences Private Limited.
2. This study helps to make decision regarding the improvement in the retention strategies.
3. This study focus on understanding the employee awareness and knowledge about the employee strategies.

- The findings help the organization improve its retention strategies and enhance employee satisfaction and organizational performance.

V. REVIEW OF LITERATURE

Previous studies have highlighted the importance of HR practices in employee retention. Ghosh and Sen Gupta (2025) found that recruitment, compensation, and employee engagement significantly influence retention. Houck et al. (2025) emphasized supportive work environments and leadership support as key retention factors. Abeysekera (2018) reported that compensation, career growth, and work-life balance reduce employee turnover intentions. These studies collectively indicate that effective recruitment and retention strategies improve employee satisfaction and organizational commitment. Azeez (2017) examined the relationship between Human Resource Management practices and employee retention. The study found that employee satisfaction, training, career development, and compensation significantly contribute to retaining employees and improving organizational performance. Nirmal Raj and Rao (2017) conducted a systematic review on employee retention strategies and reported that effective retention programs improve employee productivity, job performance, and organizational commitment while reducing employee turnover.

VI. RESEARCH METHODOLOGY

Research methodology refers to the systematic process adopted to collect, analyze, and interpret data for achieving the objectives of the study. The present study focuses on examining the recruitment policy and employee retention strategies followed by Linux Life Sciences Private Limited, Puducherry.

Research Design:

The study adopted a descriptive research design. Descriptive research is used to describe the characteristics, opinions, attitudes, and behavior of employees regarding recruitment policies and retention strategies. This design helps in obtaining accurate and systematic information about the factors influencing employee retention within the organization.

Sources of Data:

There are two major approaches to gathering data are categorized as;

1. Primary data

Primary data were collected directly from employees of Linux Life Sciences Private Limited through a structured questionnaire. The questionnaire consisted of multiple-choice and Likert-scale questions designed to gather information regarding employee satisfaction, work environment, compensation, career growth opportunities, management support, and retention practices.

2. Secondary data

Secondary data were collected from company records, books, journals, research articles, websites, and other published sources related to recruitment and employee retention. These sources provided theoretical and background information relevant to the study.

Sample Size:

A sample of 100 employees from various departments of the organization was selected for the study. Convenience sampling technique was used to collect the responses.

The collected data were classified, tabulated, and analyzed using statistical tools such as Percentage Analysis and Karl Pearson's Correlation Analysis.

Tools Used for Analysis:

Percentage Analysis

Percentage analysis was used to analyze the demographic profile of respondents and their opinions regarding various employee retention factors. The results were presented through tables and charts for easy interpretation.

Karl Pearson's Correlation Analysis

Karl Pearson's Correlation Analysis was used to examine the relationship between working environment and job satisfaction. This statistical technique helped to determine the strength and direction of the relationship between the selected variables.

VII. DATA ANALYSIS AND INTERPRETATION

Percentage Analysis Highlights

- 64% of the respondents belong to the age group of 26–35 years.
- 64% of the respondents are male employees.

- 48% of the respondents have completed post-graduation.
- 47% of the respondents are working as executives.
- 46% of the respondents are satisfied with the company's policies and procedures.
- 47% of the respondents are highly satisfied with the working environment.
- 46% of the respondents strongly agree that the organization supports work-life balance.
- 41% of the respondents strongly agree that management supports them during critical situations.
- 98% of the respondents believe that the organization provides career growth opportunities.
- 44% of the respondents are satisfied with the safety measures adopted by the company.
- 45% of the respondents agree that the company pays attention to incentives and perks.
- 47% of the respondents strongly agree that they are rewarded periodically for their performance.
- 38% of the respondents stated that salary is the major factor influencing employee retention.
- 44% of the respondents strongly agree that they have opportunities to share their ideas and suggestions.
- 48% of the respondents strongly agree that recognition, reward, and respect improve employee retention.
- 43% of the respondents are highly satisfied with their current job.
- 42% of the respondents are highly satisfied with the responsibility and authority given to them.
- 98% of the respondents would recommend the organization to their friends and relatives.
- 45% of the respondents strongly agree that HR and support functions are approachable and helpful.
- 51% of the respondents strongly agree that training programs are linked to career development.
- 46% of the respondents strongly agree that employee retention contributes to organizational development.

Karl Pearson’s Correlation Analysis

Particulars	Value
N	5
ΣX	100
ΣY	100

Particulars	Value
ΣX^2	4284
ΣY^2	3476
ΣXY	3737

Calculated Correlation Coefficient: $r = 0.946$

Interpretation: The value of r indicates a very strong positive relationship between working environment and job satisfaction. Employees who experience a better working environment tend to have higher job satisfaction.

Hypothesis Result: The null hypothesis is rejected, and the alternative hypothesis is accepted. There is a significant positive relationship between working environment and job satisfaction.

VIII. FINDINGS

- Most employees are satisfied with company policies, work environment, and HR support.
- Career growth opportunities and training programs positively influence retention.
- Recognition, rewards, and supportive management are major contributors to employee satisfaction.
- Salary and work environment are the strongest retention factors.
- A strong positive relationship exists between work environment and job satisfaction.

IX. SUGGESTIONS

1. Improve the work environment to enhance employee satisfaction.
2. Provide competitive salary packages and incentives.
3. Strengthen training and development programs for career growth.
4. Encourage open communication and management support.
5. Increase employee engagement activities and recognition programs.
6. Conduct regular feedback and satisfaction surveys.
7. Adopt modern HR practices to improve recruitment and retention.

X. CONCLUSION

The study concludes that effective recruitment policies and employee retention strategies significantly influence employee satisfaction and organizational performance in Linux Life Sciences Private Limited. A supportive work environment, fair compensation, career development opportunities, and employee engagement practices are essential for retaining talented employees. By strengthening these areas, the organization can improve employee loyalty, productivity, and long-term business success.

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