

## **To Study The Effectiveness of Yoga Education (Heartfulness Yoga Technique) on Stress Management of Management Professionals**

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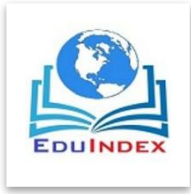
### **ABSTRACT**

Earlier research studies on stress management of working people in industry have focused mainly on case workers / employees in the industries and very less on Management professionals i.e. Managers. Managers are backbone of industries management system. Work stress among the managers and its management through yoga technique is exceptionally less in numbers. Previous research papers show positive effect of yoga on stress alongside mental capacity and physically fit. Dominance of Heartfulness yoga technique are under researched despite its day to day expanding prominence and Heartfulness yoga procedure might be huge to adapt from stress of the managers in the Industries because of its novel techniques for training. This study was intended to research improvement in physical and mental status of management professionals after participation of one month Heartfulness Yoga Session.

One hundred fifty managers matured 18-60 years were chosen from top ten Industries (Manufacturing) in Neemrana, Alwar (Rajasthan) and these organizations were chosen based on net benefit over the most recent three years. Members went to one month Heartfulness yoga session and improvements in feeling of anxiety were estimated with the help of OSI (Occupational Stress Index) prepared by Prof S K Srivastava and Prof A K Singh, Hindu University, Varanasi in 1984.

The outcomes demonstrate that Heartfulness Yoga Technique has positive effect on anxiety and stress of the managers. Henceforth Heartfulness yoga might be utilized for long haul advantage and its effect on mind, body and increasingly solid cognizant degree of human consciousness. It is clear that Heartfulness yoga program significantly have positive impact over stress of the Managers.

**KEYWORDS:** Occupational Stress, Stress Management, Heartfulness Yoga Technique, Management Professional, Manufacturing industries



## INTRODUCTION

Heartfulness is a simple way to groom inner side by meditating on heart with a divine through and practical methods to relax and healing your mind and body. Heartfulness yoga technique is a modified method of Raja Yoga (known as king of yoga). Heartfulness yoga technique has practical aspect by which practitioner, may be able to feel calmness and more confident to cope from stress at work place.

Practical aspect of Heartfulness yoga technique provides four essential methods for practitioner and can be understood as below;

**Heartfulness Relaxation:** 10 to 15 minutes of Heartfulness relaxation in the early morning or at any time of day for relaxation from stress immediately.

**Heartfulness Meditation:** Just 30 to 01 hour meditation after relaxation method on heart with a thought that divine light is in heart and stay on that thought continuously without giving extra attention to other thoughts.

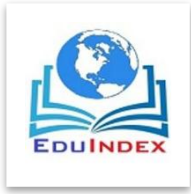
**Heartfulness Cleaning:** 20 to 30 minutes practice of Heartfulness cleaning help to clean your whole day working impression & bad feeling from your mind and body along with peaceful feeling.

**Heartfulness Bedtime Meditation:** 05 to 10 minutes meditation on heart helps to deep sleep & more energetic to next morning.

**Occupational stress** is everywhere in all professions and its direct impact on decision making of management professionals. Hence adoption of stress management technique by management professionals is very important with reference to its utility and long term effect. A lot of techniques are available to cope with stress but their impact is very dull or temporary in nature. Always extreme stress is dangerous for body and mind; however less gravity of stress is necessary to increase one's performance at work place and decision making ability.

Always high occupational stress at work place can be understood by the feeling of one's of negative emotions, unwilling of work, lack of decision making, unpleasant mood, divert mind status, tension, frustration, depression and anger etc. High stress affects the efficiency and decision making capacity of managers because when one is under stress cannot concentrate his mind on work.

Unresolved occupational stress can lead to poor quality of work, poor quality of decision making, less job satisfaction, psychological unrest and lack of motivation. A wide range of stress is available but occupational stress comes due to work overload, extremely long



working hours, HR policies, wages & leave policy, security and working conditions & hazards at work place. All these factors play a vital role for stress at work place.

## **AIM OF THE STUDY**

The aim of present study is to measure the stress level of management professionals in manufacturing industries with the help of Occupational Stress Index prepared by Prof S K Srivastava & Prof A K Singh, Hindu University, Varanasi, Uttar Pradesh.

## **REVIEW OF LITERATURE**

**Gura S. T (2002)** examined that Hatha Yoga is play an important role physically and psychologically on human at work place & increase working efficiency with reduction in stress and injury prevention at work place. **Dr. (Lt. Col) Mohan Kotwal (2003)** established usefulness of meditation on self-consciousness and self-management. Further strongly recommended in this study that self-consciousness of managers increased after practicing mediation and found improvement in their self-management. **Chitra (2007)** examined that stress is a biggest hazard at workplace after surveying 81 companies and meditation is one of the effective method to reduce and control over the mind to handle the unwanted situations and conditions which is responsible for stress. **Hansmukh (2011)** strongly recommended that adoption of yoga way life is more effective on emotional intelligence of an employee and good management of stress during working hours, however employee & manager should aware about practical & theoretical aspect of yoga for effective & efficient results. **Sukhsohale (2012)** Concluded in the study that Raj Yoga meditation has positive effect in cardio-respiratory functions by tilting of automatic balance from sympathies in favour of parasympathetic. **Alegbeye (2014)** It is significantly found that employee welfare and stress management of employees is directly linked with organization overall stress management of employees. **Ashish Sahu & Dr Satya Prakash (2015)** concluded that mediation gives stable result on mind and body and overall positive impact on health of human such as heart attack, unrest of mind, nervous system, psychologically. Blood pressure, angina episode, Raja yoga meditation has longer & stable effect on cognitive functions, anxiety and depression and stress of human body. **Sharma E & Saini V (2016)** observed that (1) yoga is widely using by working women as one of the most effective tool to control the stress. (2) Yoga practices improve working efficiency and decision making power at work place by working women. **Ms. Kaur RP and Mrs. Sharma P G (2016)** It was examined in this study that a number of methods are available but out of these methods yoga is more effective and gives long-term and early results to manage the stress of managers at work place and daily life. **Gupta Net.al., (2016)** conducted the study on the effect of yoga education and its impact on human lifestyle intervention on anxiety and adjustment and it found considerable results for the place of mind body medicine to remove anxiety disorders.



**METHODS**

150 management professionals (Manager at all levels) were selected and recruited from the Manufacturing Industries in Japanese Zone, Industrial area (RIICO), Neemrana (Alwar) Rajasthan (India). They were guided about Heartfulness Yoga Technique before starting yoga session. They were referred to a physician for fitness clearance as they reported pre- existing conditions that may affect their participation in yoga practice for one month.

Out of 150 management professionals only 100 management professionals completed one month yoga training (Male-85 and Female-15). Participants aged 18-60 years attended yoga session, senior managers were more interested compare to young managers. Random and convenience sampling was used for data collection from the management professionals with strict confidentiality of their responses. The study included management professionals of different level of hierarchy, age groups, and qualification levels. The main reason of management professionals dropped out was time commitments & implementation of guidelines of yoga practices.

**TABLE: 01**

**DETAIL OF PARTICIPANTS BEFORE AND AFTER YOGA SESSION**

Participants	Pre- Heartfulness Yoga Technique	Post- Heartfulness Yoga Technique
Number of management Professionals	100	100

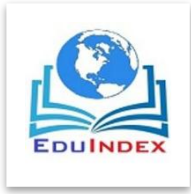
**TABLE: 02**

**PERCENTAGE OF PARTICIPANTS WHO FEEL STRESSED AT WORK PLACE**

S.N	Level of Management Professionals	% of Participants
1	Top Level Managers	20
2	Middle level managers	30
3	Low Level Managers	50

**MEASURES**

Participants completed their consent form along with stress index questionnaire and yoga experience to evaluate Pre and Post intervention levels of Stress Management. The twelve occupational stress variables were used to measure effectiveness of Heartfulness Yoga Technique on stress. All twelve variables are Role overload, role ambiguity, Role conflict, Group/Political pressures, Persons’ responsibility, under participation, Powerlessness, Poor



peer relations, intrinsic impoverishment, Status, Strenuous working conditions and Unprofitability.

The questionnaire consisted 46 items (28 positive and 18 negative) with responses recoded on 5 Point Likert Scale and overall score measured along with subscales on both conditions i.e. before and after the Heartfulness Yoga Session.

## RESEARCH TOOL

To measure the occupational stress among managers, occupational stress Index ‘The Manual of Occupational stress index’, Manovaigyanic Parikshan Sansthan, prepared by Prof. A. K. Srivastava and Prof. A. P. Singh in 1984 was administered on reliability scale 0.93 and validity scale 0.79. Occupational stress index divided in to three major categories namely High Stress Score, Moderate Stress Score and Low Stress Score as per below mentioned table

**TABLE: 03**

**STRESS SCORE TABLE**

S. No.	High Stress Score	156-230
1	Moderate Stress Score	123-155
2	Low Stress Score	46-122

*Source: Occupation Stress Index prepared by Prof S K Srivastava and Prof A K Singh*

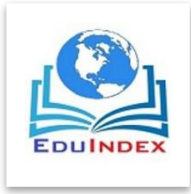
## DATA ANALYSIS

Data analysis was completed using statistical software (SPSS-25.0 Version), means, average, standard deviation, correlation, t-test and regression analysis were used to measure relationship and difference in the variables.

## PROCEDURES

All potential management participants attended on introduction session meeting to learn & practice the Heartfulness yoga technique. Participants were informed about basic & essential tips & as well as precautions to start the yoga session. On first day of Yoga session the intervention session took place at their respective industries premises where daily attendance was recorded by researcher online.

Pre-Heartfulness yoga technique form was filled and distributed among management professionals to judge the current level of stress of practitioner. Participants started one



month Heartfulness program regularly as per instruction for one month. Management professionals as participants were encouraged to participate in the yoga session. However 90% attendance will be considered as regular participants to include for the study.

Post Heartfulness yoga observation took place after completion of the one month yoga session.

**RESULTS**

Scores of stress were measured at all three level of management hierarchy separately and systematic and stepwise procedure has been followed for taking pure results from the study.

**TABLE: 04**

**HIERARCHY WISE STRESS LEVEL BEFORE AND AFTER YOGA SESSION**

Hierarchy of Management Professionals	Variables	Mean of Stress Level of Managers		Stress Level Score	Parameter as per Occupational Stress Index
		Pre-HYT*	Post-HYT*		High Stress Score (156-230), Moderate Stress Score (123-155) Low Stress Score 46-122
Top Level	Occupational Stress Index	142	131	Moderate Level of Stress	
Middle Level		196	187	High Level of Stress	
Low Level		106	100	Low Level Of Stress	

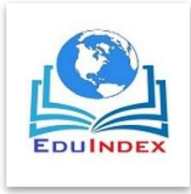
\*Pre-HYT means Before Heartfulness Yoga Technique\* Post- HYT means after Heartfulness Yoga Technique

The results of table-04 shows that mean values of occupational stress level of management professionals after Heartfulness Yoga Technique at all three levels of hierarchy is going down, hence it is proved that Heartfulness yoga technique has positive impact on stress management of mangers. It is further concluded by table-4 that top level of management professionals are facing moderate level of stress whereas middle level of management professionals facing high level of stress. Further it is also concluded that low level of management professional are facing low level of stress at work place in manufacturing industries.

**TABLE: 05**

**OVERALL STRESS SCORE THROUGH MEANS AND T TEST**

S.N	Group	Mean	SD	SED	df	t-value	Significance level
1	Pre-HYT	148.00	4.20	0.38	99	21.65	0.01*
2	Post-HYT	139.33	2.39				



**P<0.05** \*statistically significant

As per table -05, it can be understood that overall means of occupational stress score of management professional is going down after practicing Heartfulness yoga technique and t value (t=21.65) which are significant at 0.01 level which indicates positive effect of Heartfulness Yoga Technique on stress of management professionals. Hence there is no doubt that Yoga education is working effectively on stress management of management professional those who are working in manufacturing industries.

## DISCUSSIONS

It is clearly observed that table: 4 and table: 5 shows significant decrease level of stress among managers of all levels in manufacturing industries. This demonstrates the positive effect and benefit of Heartfulness Yoga technique (yoga Education) on stress management of management professionals and also established significant impact on stress level of different level of managers in hierarchy.

This study was organized to find the effectiveness of Heartfulness yoga Technique on stress of management professionals and finally the study observations shows that stress level after Heartfulness Yoga session significantly decreased. It shows positive indication that Heartfulness Yoga Technique is useful to remove or control or decrease the stress level of managers at work place

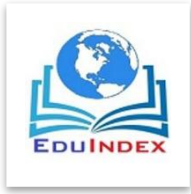
## CONCLUSION

This study concludes that regular Heartfulness yoga technique control and decrease stress level at work place of management professional in manufacturing industries with inner consciousness, feeling of wellbeing and happiness. The present study provides sufficient evidence regarding significantly difference and improvement in stress level of managers. This finding also encourages the scope for future study on Yoga education and its impact on other causes of stress and its removal through Yoga Education.

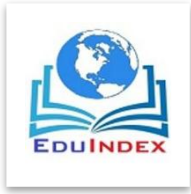
Further this study also opens the door for researcher to investigate the more depth about the effectiveness of Heartfulness yoga Technique on other factors and causes of stress of human being at work place.

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