

Comparison of Occupational Stress of Experimental and Control Group Before and After Yoga Intervention

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Abstract: This paper focuses on the role of yoga in reducing occupational stress among working women in Cuddalore district, Tamilnadu in order to study the objectives primary data was collected with sample size of 51 which was collected at randomly is used for analysis. The recent studies also supported the yoga Practice is reduces the negative emotions, anxiety and stress. The aim of the study is also to assess the stress in related to job and comparison between before and after practicing a yoga session. t-test was used for analysis from the results the dimensions like work stress ,organizational stress, organizational climate stress are high before yoga intervention and after yoga intervention all are reduced. By way of giving yoga practices the yoga reduces the stress harmones. It may be concluded that yoga practice has a highly positive impact in the management of stress related problems. The strong need is that the various aspects of yoga may suitably be embraced as a part of regular training particularly among the working women.

Definition of Occupational Stress

Occupational stress is a major hazard for many workers. Increased workloads, downsizing, overtime, hostile work environments, and shiftwork are just a few of the many causes of stressful working conditions. This factsheet addresses some of the causes of workplace stress and solutions for change.

The human body has a natural chemical response to a threat or demand, commonly known as the “flight or fight” reaction, which includes the release of adrenalin. Once the threat or demand is over the body can return to its natural state. A STRESSOR is an event or set of conditions that causes a stress response. STRESS is the body’s physiological response to the stressor, and STRAIN is the body’s longer-term reaction to chronic stress. Occupational stress can affect your health when the stressors of the workplace exceed the employee’s ability to have some control over their situation or to cope in other ways. For example:

- Workers are overburdened with workloads that remain high regardless of their efforts: the workload is the STRESSOR
- Employees feel anxious and their heart rate speeds up because they can not control their workloads: that is STRESS
- Increased blood pressure, insomnia, or chronic headaches: that is STRAIN

The Sources of Stress

PEF members have experienced dramatic changes in the workplace. There has been a constant barrage of anti-government, anti-state worker rhetoric from inside and from outside of state service. Delayed state budgets, budget deficits, and prolonged contract negotiations have become the norm. This has led to stressful working conditions for PEF members faced with:

- Downsizing/Privatization
 - Hiring freezes
 - Contingent work (e.g. part-time or temporary)
 - Shift work/Rotating schedules
 - Quality Programs/Worker Participation schemes
- These change faster an environment which gives rise to a number of sources of stress, including:
- Little autonomy or control over one’s job
 - Non-existent career ladders
 - Inadequate resources to do the job
 - High demands, workload, time pressures
 - Lack of job security
 - Understaffing
 - Mandatory overtime
 - Violence/Harassment

Effect of Stress

Acute, or short-term, stress causes an immediate reaction in the body. If the threat or demand passes quickly, the body generally returns to normal. However, with prolonged stress, many health problems can develop. Some of the early symptoms of stress-related problems include:

Physical Symptoms:

- Headaches
- Stomach problems
- Eating disorders
- Sleep disturbances
- Fatigue
- Muscle aches & pains
- Chronic mild illnesses

Psychological & Behavioral:

- Anxiety
- Irritability
- Low morale
- Depression
- Alcohol & drug use
- Feeling powerless
- Isolation from co-workers

If exposure to stressors continues for a longer period of time, chronic health problems can develop, such as:

Physical Conditions:

- High Blood Pressure
- Heart disease
- Stroke
- Spastic colon
- Immune system dysfunction
- Diabetes
- Asthma
- Musculoskeletal disorders

Psychological & Behavioral Problems:

- Serious depression
- Suicidal behavior
- Domestic violence
- Alcohol abuse
- Substance abuse
- Burnout

Many of the popular techniques found to reduce stress derive from yoga:

- Controlled breathing
- Meditation
- Physical movement
- Mental imagery
- Stretching

Introduction

In Sanskrit the term “Yoga” is derived from two roots; one is “*Yujir*” which means to join or combine. Yoga is intended to unify the body, senses, and organs with the mind. The mind then unites with the intelligence, the intelligence with the consciousness; and the consciousness in turn, unites with the soul. The second root is “*Yuj Samadhau*”, meaning that yoga is “Samadhi”: a state of consciousness achieved through meditation. When one reaches a higher level of consciousness, the consciousness transcends its own boundaries, almost reaching the realms of the soul, thereupon establishing parity between the consciousness and the soul. When the disparity vanishes, “*Samadhi*” occurs.

Yoga’s Effects on the Body:

The following is only a partial list of yoga’s benefits:

- Reduced stress
- Sound sleep
- Reduced cortisol levels
- Improvement of many medical conditions
- Allergy and asthma symptom relief
- Lower blood pressure
- Smoking cessation help
- Lower heart rate
- Spiritual growth
- Sense of well-being
- Reduced anxiety and muscle tension
- Increased strength and flexibility
- Slowed aging process

Research methodology

Introduction

This chapter describes methodological produces that will be adopted by the researcher in collective information on the research topic and analysis of the data. Research design, descriptive research is employed with a view to describe the employee opinion, attitude, feelings towards occupation

Area of the study

The research was conducted among women employees in cuddalore district which is a big organization to enable effective research to be done.

Materials and Methods

Fifty one participants of working women in Cuddalore District were taken for the study. The participants included all kind of working women . six week yoga programme was held to teach Asanas, Pranayama, Medication and – Breathing exercise stress Assessment was carried out by using a questionnaire Tealopro and George. It has eighty questions each to measure stress level of employee

• **Statistical tool used**

The collected data were analyzed by using SPSS package version 20.0 by t-test

Mean and standard deviation of occupational stress and dimensions of stress at pretest and posttest for experimental group

	Pretest		Post test		Paired ‘t’ Value	P value
	Mean	SD	Mean	SD		
Work stressors	34.03	8.45	25.80	8.98	4.713	.000
Organization role stressors	40.60	5.48	29.23	10.54	6.750	.000
Organization Personal development	40.39	5.84	32.62	11.97	4.245	.000
Organization Interpersonal relations stressors	41.03	5.97	36.37	13.06	2.549	.014
Organization climate stressors	41.62	5.61	34.98	10.33	4.044	.000
Occupational stress	197.03	16.62	159.98	42.74	5.739	.000

Before intervention with yoga the average work stress was found to be 34.0 with the standard deviation of 8.4.after yoga intervention the average work stress has been reduced to25.8 with the standard deviation 8.9 the significant p value of paired t test infers that after the yoga there is a significant reduction in work stress.

Before intervention with yoga the average organizational role stress was found to be 40.6 with the standard deviation of 5.4.after yoga intervention the average organizational personal stress has been reduced to29.2 with the standard deviation 10.5 the significant p value of paired t test infers that after the yoga there is a significant reduction in organizational role stress

Before intervention with yoga the average organizational personal stress was found to be 40.3 with the standard deviation of 5.8.after yoga intervention the average organizational personal stress has been reduced to32.6 with the standard deviation 11.9 the significant p value of paired t test infers that after the yoga there is a significant reduction in organizational personal stress Before intervention with yoga the average organizational interpersonal stress was found to be 41. 03 with the standard deviation of 5.9.after yoga intervention the average

organizational interpersonal stress has been reduced to 36.3 with the standard deviation 13.0 the significant p value of paired t test infers that after the yoga there is a significant reduction in organizational interpersonal stress

Before intervention with yoga the average organizational climate stress was found to be 41.6 with the standard deviation of 5.6. after yoga intervention the average organizational climate stress has been reduced to 34.9 with the standard deviation 10.3 the significant p value of paired t test infers that after the yoga there is a significant reduction in organizational climate stress

Mean and standard deviation of occupational stress and dimensions of stress at pretest and posttest for control group

	Pretest		Post test		Paired 't' Value	P value
	Mean	SD	Mean	SD		
Work stressors	36.96	7.35	36.07	7.08	.584	.562
Organization role stressors	39.03	6.91	37.65	7.41	1.355	.181
Organization Personal development	39.29	8.22	39.94	5.80	-.546	.588
Organization Interpersonal relations stressors	38.29	5.94	39.56	7.05	-1.468	.148
Organization climate stressors	39.66	4.77	41.49	5.71	-2.127	.038
Occupational stress	192.52	18.35	193.25	18.21	-.258	.797

In control group on first day the average work stress was found to be 36.9 with the standard deviation of 7.3. after 45th day the average work stress has been 36.0 with the standard deviation 7.0 the non significant p value of paired t test infers that after the 45th there is a non significant reduction in work stress.

The average organizational role stress was found to be 39.0 with the standard deviation of 6.9 on first day. after 45th the average organizational personal stress has been reduced to 37.6 with the standard deviation 7.4 the non significant p value of paired t test infers that after the 45th there is a non significant reduction in organizational role stress.

In control group on first day the average organizational personal stress was found to be 39.2 with the standard deviation of 8.2. after yoga intervention the average organizational personal stress has been 39.9 with the standard deviation 5.8 the non significant p value of paired t test infers that after the 45th there is a non significant reduction in organizational personal stress

The average organizational interpersonal stress was found to be 38.2 with the standard deviation of 5.9 on first day. After 45th the average organizational interpersonal stress has been reduced to 39.5 with the standard deviation 7.0 the non significant p value of paired t test infers that after the yoga there is a non significant reduction in organizational interpersonal stress

On first day the average organizational climate stress was found to be 39.6 with the standard deviation of 4.7. after 45th the average organizational climate stress has been increased to 41.49 with the standard deviation 5.7 the non significant p value of paired t test infers that after the yoga there is a non significant reduction in organizational climate stress.

Suggestions

Other than yoga these styles also we have followed in organization. The research for stress at work place are many, and the coping strategies also. In spite of stress related issues at workplace, each person has his/her own ways of coping, which supports or may be of less use to face the stress related issues. Few tentative suggestions are put forth:

- More focus should be given on rational coping style and accordingly trainings should be provided based on coping styles.
- Social Gathering
- Every six to eight months, few of the activities like get together has to be arranged where the employees can participate with their family members, which brings a kind of freshness in them and will be a good technique for reducing stress.
- Restructure on working hours
- The major problems are with the Work overload. They reforms should be made on the working hours of the employees, and it should be followed properly.
- Restructure working conditions
- Another major cause for high stress is Strenuous working conditions. The reason again here is the tense circumstances in their work, it might be because of long working hours, work overload, or any communal conflicts in sensitive areas.
- Motivate for adopting change

- The employees found it's difficult to adopt new technologies in the department. This is mainly because of the lack of education. Now, the person who is of age 56 or above will not feel comfortable to work with computer which is very new to him. While selection process the technical aspects should also be considered in the applicants. If any new techniques are implemented a proper training should be provided, for the existing employees.
- Restructure Salary Package
- As the work is more in the department, the salary of the employees has to be raised as per their work. The employees feel that their salary is very less compared to other sectors like education, transport, and postal, where these people will be working maximum for 8 hrs with all the facilities like weekend holidays, festival offs.

Managerial implications of Yoga for Employees:

- Reduced Stress and anxiety..
- More joy and enthusiasm.
- Improved efficiency and productivity (at work and at home).
- Greater self-esteem.
- Enhanced health and sence of well-being.
- Improved interpersonal skills.
- Clearer perception and decision-making.
- Anti-aging and rejuvenating effects.
- Increased energy and decreased fatigue.
- Improved memory, focus and concentration.
- Stronger muscles & control obesity.
- Increased flexibility & Strength.
- Improved overall health and reduced risk for diseases, including cancer.
- Decreased negative outlook / depression/hypertension.

Conclusion

Yoga & meditation are the strongest weapon for stress reduction. Presently the Stress Management Training programmes are conducted in the every organization. The stress management training should be conducted often in every organization for all level of employees especially women.

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