

Role of Meditation and Yoga in Coping with Stress In Corporate Sector

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Abstract: In today's current corporate structure there is lot of competition, upgradations in technologies, globalization, changing government and their political plans, gives rise to unavoidable tensions, stress among employees and executives in their regular working structure. The personal and professional lifecycles has been affected by this phenomenon. The continuation of stress may give birth to hypertension, high/low blood pressure, mood swings, insomnia, nervousness, depression, pessimistic perceptions, backaches, migraine, etc. This may results in overall decrease in the executive's efficiency and productivity. Yoga with systematic breathing techniques and guided meditation can help the workers, practionaire in maintaining the balance life with proper physical health and mental serenity. This gradually reflects positive energy among employee coordination, improve attendance records, proper job involvement and less attrition rates. There are many different yoga and meditation techniques, now a day which has been implementing in corporate in a predesigned way under supervision of proper trainer. The Sudarshan Kriya given by Shri Shri Ravishankar, Transcendental meditation system, Dynamic Meditation, Reiki self healing techniques are prominent methods, following in some corporate. In this paper the study have been done on executive, supervisors of Bharat Heavy Electrical Limited, {BHEL}, Bhopal, who are practicing meditation and yoga from longer period.

Key Words: Yoga, Stress, Anxiety, Discipline, Meditation.

Date of Submission: 28-09-2018

Date of acceptance: 01-10-2018

I. INTRODUCTION

Stress in work life has been define as when individual not able to synchronize himself in proper way in working atmosphere, this may cause because of anxiety, feeling extensive work loads, strain within in the person because of his personal life problem, etc.

It is the physical and psychological state of an individual, when the available resources cannot match proper with the requirement and necessity of that situation.

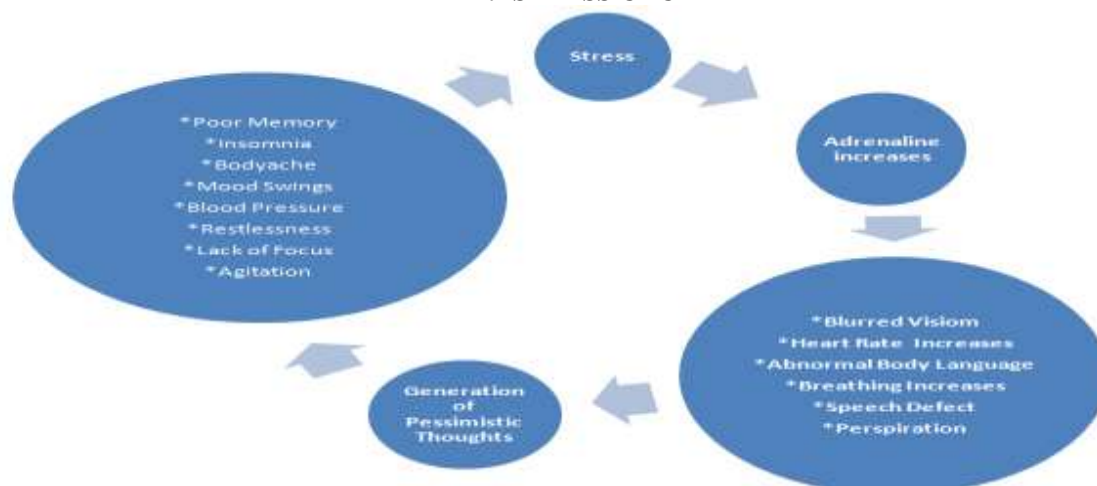
Thus stress can hamper in achieving the organizational goals as well as personal goals.

A few more definitions of stress shall help us to understand it better. According to Richard Lazarus,

“Stress is a condition or feeling experienced when a person perceives that demands exceed the personal and social resources of the individual.”

Robert Samuelson defines it as, “A state of extreme difficulty, pressure, or strain.”

II. STRESS CYCLE



Objectives Of The Study

- (1) To trace out basic reasons of stress in corporate world.
- (2) To analyze, how it effects on employees professional and personal life, what employee feels, how they react on the disturbance.
- 3) How meditation and yoga helps in coping up the stress and give positive outcome in any organization.

How Does Stress Affect The Body?

When people experience stressful events, when we are in danger or under stress our bodies automatically produces chemicals to help us to cope up with the emergency. The chemical that we produce is called Adrenaline. When there is extra adrenaline in the body, it can cause other symptoms of stress. These can include: poor sleep, irritability, poor concentration, restlessness, feeling like nobody is bothered about oneself, loneliness, irritation, mood swings difficulty in memorizing things.

Common effects of stress on your body

- Severe Headache
- Muscle pain
- Chest pain
- Fatigue
- Stomach upset
- Insomnia

Common effects of stress on your mood

- Anxiety
- Restlessness
- Lack of focus.
- Sudden anger.
- Depression or sadness.
- Mood swings.

Common effects of stress on your behavior

- Overeating or under eating.
- Addiction of alcohol, smoking, tobacco etc.
- Less interaction with society.
- Day dreaming less working.

Meditation and yoga plays important part in managing stress somewhere.

According to Sonja (2004) managers can be trained to identify the beginnings of mental stress among their workers. This is according to the "Managing stress" reported by Sydney University's ACIRRT.

The report says that mental stress is the number one workplace injury and disease in terms of lost production. It warns managers that stress issues must be addressed if they do not want to face worker's compensation claims. The report includes six case studies, which illustrate managerial intervention in stress problems.

Chitra (2007) explains the biggest occupational hazard at most workplaces today is stress. After surveying 81 companies, a recent study by Alka et al. (2007) of the New Delhi-based research group, Indian Council for Research on International Economic Relations (ICRIER), says that if corrective action is not taken quickly, the losses from occupational stress-induced diseases could total a staggering \$200 billion (approx. Rs 7,800 trillion) in the next 10 years.

The ICRIER study especially points to India's outsourcing industry, where maximum incidents of work-related stress are being reported.

Bahru's (2003) says that the workplace holds a plethora of anxiety-producers. Many are from unpredictable sources such as relocations, sudden job losses, having multiple bosses frequently or losing co-workers. The article states that to reduce stress brought by such changes, employees need to assess their skills periodically, upgrade or learn new skills, do attend seminars and regular workshops, participate, mingle with trade associations and stay current on industrial trends. Stress cannot be eliminated completely but it can be manage properly.

Marmot (2004) concluded in his research that conflict between home and work place results in ill mental health. Single fathers and single mothers faced lot of mental issues, because they have to maintain their house too, at the same time they have to manage their work place also.

The aim of Mijoc's (2009) study was to identify the symptoms of stress in the studied sample, and to establish gender differences in stress symptoms. First, Mijoc's tried to find out if there are gender differences in the stress level at work, {female may feel stress in particular situation, in which male not and vice-versa} Secondly, if there are gender differences in terms of stress symptoms frequency, and finally, if there are gender differences in terms of the intensity of experiencing stress symptoms.

In this study, 85 managers from Slovene companies of random choice participated. The results of the study have shown that there are gender differences respected to all the above mentioned factors, statistically higher level of stress in women. In terms of stress symptoms occurrence, there are gender differences in some stress symptoms as well as in the intensity of experiencing stress symptoms is variable.

III. YOGA AND MEDITATION

In Sanskrit the term "Yoga" is derived from the two roots one is "Yujir" which means to join or to combine. So yoga is union of mind and body in conscious way to get united with soul and nature.

Ramdev Baba's yoga technique starts with **Anulom Vilom, Bhastrika, Kapalbhati**, which basically are breathing exercises, extended with various other asanas as per as prescription given by Yoga-Trainer.

Transcendental Meditation, its regular chanting of soul-mantras given by trainer .the mantras somehow relates with sound analysis therapy which directly effects in purifying the mind of employees.

Reiki healing therapy is based on certain symbols which evokes all the 7 Chakras in human body, and slowly heals the person in positive way.

Sudarshan kriya given by Shri Shri Ravishankar, somewhere based in breathing techniques.

Research Design

An exploratory research design was used which emphasized on the discovery of new ideas or developing new insights.

IV. DATA COLLECTION TECHNIQUES

Primary data

It was collected through questionnaire (personally administered) by field survey. The questionnaire consisted of 8 closed ended questions.

Sampling technique

Sampling is the process of obtaining information about an entire population.

Sampling: BHEL, Bhopal

Sampling Unit: Employees (Executives and Managers) Sample size: 57 Employees.

Universe size: 85 Employees.

Sampling method

In the aforementioned study random sampling was used in which each and every member of the population is given an equal chance of being selected.

(Table 1) shows that maximum percentage {54+28=82} of employees, agrees and just {7%} disagreed by the fact that yog and meditation somewhere excel there quality of living, by forming them positive mind set up and self satisfaction in their goals and Now they are in position to celebrate every event of their life with zeal, that add on their quality of life by keeping their work life and personal life in positive manner.

Table 1. Yoga and Meditation Gives Quality Of Life

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	31	16	6	4	0
Percentage	54	28	10	7	0

(Table 2)

33% strongly agrees that Yoga is the answer for healing stress among working men and women. Stress at work place can be lower down by regular practicing of meditation and yoga. It helps in broaden the thinking horizon of an individual, which eventually results in lowering down negative thinking and stress at work place.

Table 2. Stress At Work Place Can Be Lower Down By Yog And Meditation

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	19	18	14	3	2
Percentage	33	31	24	5	3

(Table 3) shows that maximum percentage of employees 36% agree that Yoga and meditation helps in broaden the thinking horizon, which results in realizing the hidden potential among individual. 15% denies the fact. Although on regularly practicing the yoga, the person becomes mentally, physically fit, he may think on the mental level, which was hidden earlier, this new vision reflects perfectly on his way of working style.

Table 3. Yoga And Meditation Helps In Broaden The Thinking Horizon, Which Results In Realizing The Hidden Potential Among Individual

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	13	21	9	10	9
Percentage	22	36	15	17	15

(Table 4) shows that maximum percentage of employees 38% agree that yoga helps in personality development. Meditation opens new insight in the outlook which gradually enhance overall personality development.

Table 4. Yoga And Meditation Helps In Overall Development Of Personality Of An Individual

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	22	14	11	6	4
Percentage	38	24	19	10	7

(Table 5) shows that the maximum percentage of employees, 50% strongly agree that yoga must be a part of every corporate sector because it helps in making person overall balance emotionally and physically fit, also it reduces stress.

Table 5. Yog And Meditation Must Be Practice Regular In Every Corporate.

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	29	21	0	6	1
Percentage	50	36	0	10	1.7

(Table 6) shows that maximum percentage of employees 29% strongly agree that Yoga and meditation directly creates impact on work efficiency and enhance working stamina and performance. Sometimes extreme working pressure gives rise to sleep disorders, digestive, eyesight and spinal problems. Thus, yoga keep physical and mental fitness and gives high energy level to deal with work load and stress..whereas {0 % } denies this fact.

Table 6. Performance, Work Efficiency Drastically Increase By Regular Practicing Yoga And Meditation

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	17	29	8	3	0
Percentage	29	50	14	5	0

(Table 7)

Maximum employees agrees by the fact that meditation somewhere creates bonding and mutual harmony among the coworkers, that build team work and collective efforts results in target accomplishments easily and timely.

Table 7. Yoga And Meditation Helps In Maintaining The Team Work, Collective Efforts Among The Employees

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	30	16	5	3	2
Percentage	52	28	8	5	3

(Table 8) shows that maximum percentage of employees 57% strongly agree that yoga can affect human relationships, and help to cope up with striking balance between work and family life in quality way. Only 3% disagreed.

Table 8. Yoga And Meditation Helps In Maintaining Balance Between Personal And Professional Life

Scale	Strongly Agree	Agree	Can't Say	Disagree	Strongly Disagree
Frequency	32	14	8	2	0
Percentage	57	24	14	3	0

V. THE MAJOR FINDINGS

The major findings after the data analysis are as follows:

- (1) In BHEL maximum number of employees agrees that yoga and meditation helps in balancing the mind and controlling the stress in positive manner, and its somewhere helps in corporate functioning. They generally apply mix techniques of Patanjali Yoga sutra and Sudarshan Kriya given by Shri Shri Ravishankar, mainly focusing on technique of breathing with positive out frame of mind setup.
- (2) Employees agrees that yoga maintain their physical health as well, so working little long, now not creates them physical pain, backaches ,headaches etc. after working longer also they feels freshness most of the time, this things helps in their performance improvement towards particular task..
- (3) In BHEL the supervisors and workers believes that after some time of practicing regular yoga sessions, mutual bonding between the coworkers increased drastically. Most of time people smiles while working task, they help each other, a kind of unseen bond has been developed, this somewhere increased team spirit and collective efforts among the employee force who practices yoga regularly.
- (4) Employees can make proper balance in between their personal and professional life; this happens only after practicing meditation and yoga in systematic way.
- (5) Employees also agree that yoga must be a part of every corporate sector to overcome stress.
- (6) It increased their satisfaction and quality of life, almost all employees believe on this...

VI. CONCLUSION

Thus, after the analysis it was concluded that yoga and meditation is a very important therapy in coping or reducing stress. Actually meditation and yoga works in drastic way in transforming mind setup in positive way. After practicing yoga and meditation regularly, gradually the employees start focusing on their positive skills and also they explore themselves in their own way to dealing with problems which they earlier felt stress, but now that neither seems stress to them..

BHEL thus focus on development of their employee force in conventional way by adopting yoga and meditation techniques systematically in fixed durations. This results in generating happy and peaceful atmosphere among the coworkers, which increased their productivity by total job involvement with less fatigue and mental stress.

The holistic approach of meditation works wonderful on there thinking pattern in a constructive way, which reflects on their positive body language and overall development in interpersonal skills. The employee becomes soft-spoken and helpful towards each other.

Even 30 min session can yield good results, there is no need to dedicated separate session, Yoga can be done while sitting on the chair or standing in the desk space area.

RECOMMENDATIONS

The recommendations to enhance performance in spite of the stress of the employees are as follows:

- (1) Conduct seminars: The major problem is that the employees are not aware of the benefits of yoga and meditation. with regular seminars, employee may gets induce towards in practicing meditation and yoga. Seminars and presentations can generate curiosity among the employee force, which motivate them in knowing benefits of yoga. So seminars and presentations should be conducted to generate awareness among the employees.
- (2) Qualified Yoga and meditation instructor: the instructor should be properly qualified in his respected field in which he going to teach yoga or meditation. Now a days there are many centers which trained yoga trainer also there are many individual trainer who explore themselves in particular methodology related to meditation and yoga are best suited as an instructor.
- (3) Proper interaction: there should be proper interaction between yoga guide and employees, so employee can share his experiences directly with the yoga instructor.
- (4) Feedback system: The organization should look forward to have a yoga session which includes the feedback of employer and employees to make it effective.

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Heemanshu Vishwakarma "Role of Meditation and Yoga in Coping with Stress In Corporate Sector "International Journal of Business and Management Invention (IJBMI) , vol. 07, no. 09, 2018, pp 47-52