

Effectiveness Of Yoga Education on Stress Management Of Management Professionals- A Comparison Between Manufacturing And Service Industries

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ABSTRACT

Stress is not only a hazardous thing for the organization but also a major cause of bad physical and psychological health of employees and the environment. It always sows the seed of an unhealthy environment within the organization. From ancient times, a lot of researches has taken place to find an effective solution from stress at the workplace. Causes of occupational stress cannot be constrained to a limit because so many factors are responsible for that. Managers in the organization are a basic key to manage and control the employees and coordinate with the higher authorities so the importance of a manager's stress cannot be ignored.

Heartfulness Yoga technique is being most popular to cope with stress at the workplace due to its unique practices and methods because it is based on raj yoga which is known as 'The King of Yoga'.

The aim of this study is to analyze and compare the effectiveness of the Heartfulness Yoga Technique on the stress of management professionals in the manufacturing and service industries. 200 participants have aged 25 to 60 at different levels of the hierarchy were chosen for the study. Data were collected before and after Heartfulness Yoga Session with the help of the Occupational Stress Index prepared by Prof S. K Srivastava and Prof A K Singh, Hindu University, Varanasi. Questionnaire consist 46 questions and response recorded on 5 point Likert Scale.

The result of mean, mean difference and t-test show the highest positive impact of the Heartfulness Yoga technique was found on management professionals who are working in service industries compare to manufacturing industries. However, overall there was a positive impact of the Heartfulness Yoga technique on stress level of management professionals of both type of industries at the workplace.

Finally, it was concluded that the Heartfulness Yoga technique is working more effectively on the stress of managers who work in service industries whereas managers who are working in manufacturing are also feeling less stressed but not equal to managers of service industries.

KEYWORDS: Heartfulness Yoga Technique, Stress Management, Managers (Management Professionals), Manufacturing and Service Industries

INTRODUCTION

Stress and progress of organization are correlated in the inverse proportion that means if stress goes up, organization progress will go down. If the stress level goes down, the organization's progress will move upward. A number of reasons, conditions, situations and different factors (internal or external) are responsible for occupational stress and cannot be confined in a boundary. Hence, Occupational Stress is a reverse action against the factors available in the organization. Stressed managers will perform poor job responsibilities and feel an unhealthy working environment and cannot contribute his sincere efforts in the progress of the organization.

Occupational stress is a biological change that comes suddenly and can be seen as demotivation, lack of confidence, low productivity, poor management and poor job performance, etc. It is a silent killer of organization and other hands, it damages the human body, mind and also spoils the organization's progress. No one is exceptional to stress, it disturbs one's physical, mental, emotional and behavioural balance. Unresolved stress may come out in a different way at the working place and only High and moderate level of stress is harmful whereas a low level of stress prepare the platform for good competition within the managers of industries and between organization also

Hence **stress management** is essential in the organization otherwise it may lead to polluting the whole working environment. People in this world using different types of strategies like music, walking, physical exercise, visit the historical place, watch movies, singing, games, Asanas, pranayama and some other relaxation techniques etc. Out of available these techniques and methods for stress management, the Heartfulness Yoga technique is nowadays very popular and expanding worldwide due to its unique and specific methods of practice. It is a pure branch of Raja yoga known as the king of yoga in the world. It is a sophisticated method of Raja Yoga, it is basically a meditation method.

Yoga provides a deep sense of one's self-consciousness. A person who is under stress cannot handle his duties & responsibilities effectively at the workplace. Hence, it is important to adopt some effective techniques to reduce or control the stress level. Last seven decades, the Heartfulness Yoga technique is being used to reduce stress and improve consciousness among peoples. It is very simple without and much more physical exercise & can exercise in one place. All practical aspects of the Heartfulness Yoga technique can practice with a simple sitting position on the floor or chair or in Sukhasana or any other posture which gives a relax and comfortable position.

Heartfulness Yoga Technique has its four basic practical aspects to the practitioner which are as below:

S.N	Practical Aspect of Heartfulness Yoga	Method& Procedure
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	Technique	
1	Heartfulness Relaxation	Relaxation technique practice for 15 to 20 minutes through audio, video or by a guide. This technique relaxes the whole body from stress and anxiety in the workplace.
2	Heartfulness Meditation	In this method, one practitioner meditates with a thought that divine light present in his heart and remains to continue for maximum one hour. It helps to develop inner consciousness in the workplace and calm state.
3	Heartfulness Cleaning	Cleaning is a process by which one's can remove or clean a daily bad impression from the body and mind. It helps to give freedom from evil or bad thought of working life with a better sense.
4	Heartfulness Bed Time Meditation	Heartfulness Bed Time Meditation Practice of 5 to 10 minutes of bedtime meditation gives deep and thoughtless sleep in the night. It fulfills energy in the body for the next morning.

REVIEW OF LITERATURE

Balaji Deekshitulu P.V (2012) Examined the utility of Yoga on stress and categories into three major stages namely Alarm stage, resistance stage and exhaustion stage. Exhaust or high stage is dangerous for human health. Further defined that Ashtanga Yoga introduced by Patanjali is more effective on stress reduction because of its eight practical dimensions which are complete solutions of stress at the workplace. **D S Veerabhadra Swamy, Dr. Sathesh Rao, Dr. Alphonsa Ancheril and Mrs. Jacintha Veigas (2014)** Conducted a study on professional students. The study has a p-value < 0.001 which shows that there was a significant reduction in depressive symptoms of professional students. Finally, it was concluded in this study that Yoga has a positive impact on depressive symptoms among professional students. **Hari Singh & Dr. Lara Sharma (2014)** Examined the effectiveness of Yogic Practice on Occupational stress among male employees of Birla Public School, Pilani (Jhunjhunu) and observed that Omkar mantra, asanas and pranayama jointly have a significant impact on stress of education institution employees. If regular practice of yogic exercise will remain to continue, the results will be very fast and effective on stress management. **Ms. Nutan Beniwal & Mr. Vineet Sharma (2016)** Observed that Anulom – Vilom pranayama has a strong effect to improve vital capacity among peoples. This study was conducted on the experimental and control groups with an equal number of participants to find the effect of Anulom-Vilom on the Vital capacity of an adolescent. Finally, it was hypothesized proved that Anulom –Vilom create a significant impact on vital capacity. **Shahid Bashir (2016)** Examined in his study that is there any impact of yogic and physical exercise on personality and anxiety level of college-level students? It was finally concluded that Yoga and physical exercise reduce the anxiety level, Emotional intelligence and aggressive behaviour. The result of t-value and p-value statistically shows the significant change in anxiety, emotional and aggressive behaviour of college students. **Nehal Patel, Dipika Baria & Varsha Joshi (2016)** Research study was organized at the Yoga Institute of Gujarat on working and non-working women to find the effect of Yoga on stress level. A comparative study concluded that the regular practice of Yoga helps to reduce the stress on

working and non-working women .however, the continuous practice of Yoga recovers good mental states very fast. **Ms. Rachana Bhaskarrao Dumbhare & Dr. Ajit A Shringarpure (2016)** examined the effectiveness of pranayama on the occupational stress of Bank Employee and found that pranayama has significant improvement in the stress level of a bank employee. Further, it is also recommended that continuous pranayama practice will generate strong and stable results on the stress of bank employees. **Govindaraja Setty AG (2017)** Concluded in this study that Yoga is much better than physical exercises. There was a good difference between physical exercise and Yoga on stress, Yoga nourishes the whole body inside and outer whereas physical exercise works on muscular parts of the body. Yoga is also important to reduce stress and anxiety.

RESEARCH GAP

Previous researchers tried to find the effect and utility of Yoga on different aspect of human behaviour including stress but there is no integrated study to compare effectiveness of HeartfulnessYoga Techniqueon stress level of managers of manufacturing and service industries and its impact on stress management of management professionals in Japanese Zone Industrial Area, Neemrana (Alwar), Rajasthan.

OBJECTIVES OF STUDY

The objectives of the present study are:

- a) To examine the effectiveness of Heartfulness Yoga Technique on stress level among management professionals in manufacturing industries & service industries.
- b) To compare the effectiveness of Heartfulness Yoga Technique on the stress of managers of Yoga Groups of manufacturing industries & service industries.

HYPOTHESIS

- a) There is no significant difference in stress levels among management professionals in manufacturing industries & service industries. (Ho-1)
- b) There is no significant difference between the stress level of management processionals of Yoga groups of manufacturing and service industries. (Ho-2)

RESEARCH METHODOLOGY

SELECTION OF DATA

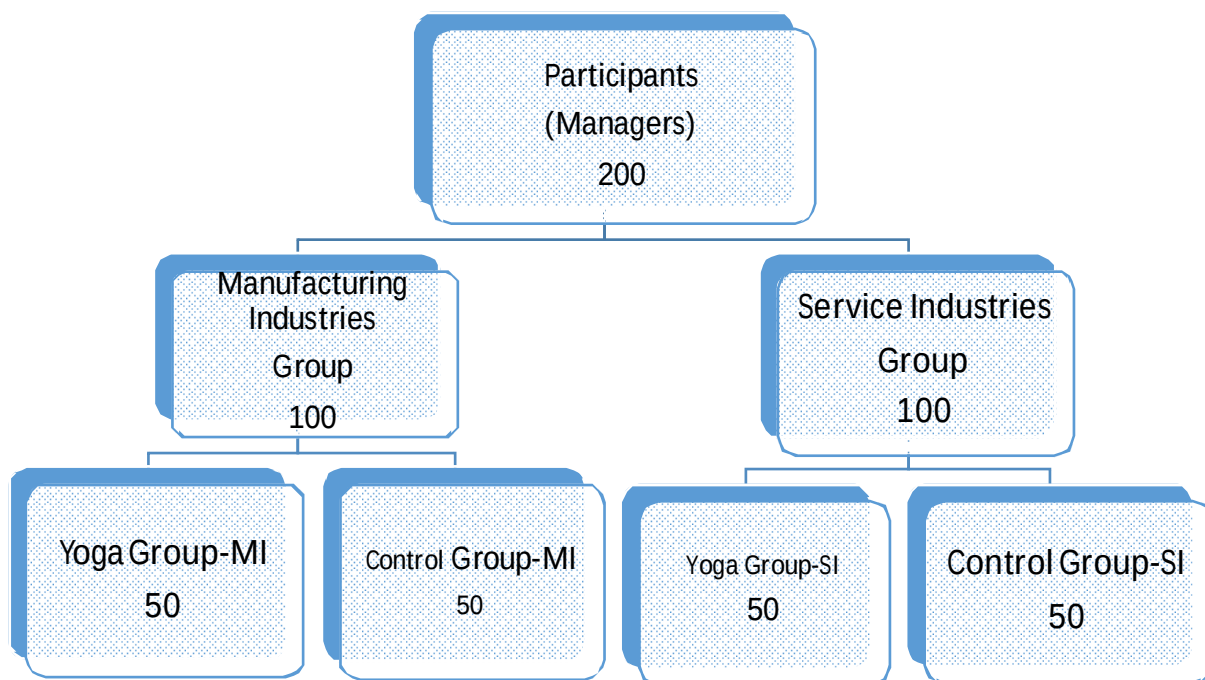
Management professional aged 25 to 60 participated in Yoga Session from manufacturing and service industries in Japanese Zone, Industrial region (RIICO), Neemrana (Alwar) Rajasthan (India). Management professionals went for one month of Yoga practice. Managers at top, middle and low level of hierarchy were involved in this study.

COLLECTION OF DATA

Primary data was collected through questionnaire & personal interview. The questionnaire (consists of 46 questions) was distributed among managers to measure the stress level in the manufacturing and service industries. The top ten manufacturing and service industries were selected based on their net profit from the last three years. However, the service sector involves five banks, three hospitals and two higher education institutions established in Neemrana for this study. Books, National and International Journals, Websites, Newspaper and other relevant sources were used to collect secondary data for the study. Yoga Group means, participants who are practicing Heartfulness yoga technique for stress management and control group means participants who are not practicing Heartfulness yoga technique but free to use general & daily methods.

TABLE: 01

DISTRIBUTION OF PARTICIPANTS BETWEEN MANUFACTURING AND SERVICE INDUSTRIES (YOGA GROUP& CONTROL GROUP)



- *Yoga Group-MI means: Heartfulness Yoga Technique Group of Manufacturing Industries*
- *Control Group-MI means: Control Group of Manufacturing Industries*
- *Yoga Group-SI means: Heartfulness Yoga Technique Group of Service Industries*
- *Control Group-SI means : Control Group of Service Industries*

METHODS

200 managers were selected for the study. 50 participants out of 100 participants (Managers) from both sectors have gone through the Heartfulness Yoga session for one month and rest 100 managers participated in control group. Further, the Sample size divided into four groups which are Yoga Group-MI, Control Group-MI, YOGA Group-SI and Control Group-SI with an equal number of participants. After a general medical checkup, all participants aged 25-60 measured the stress level on twelve dimensions of O.S.I before and after the Yoga session. Yoga sessions organized in their respective organization premises. The convenience sampling method was used to collect the data and their response recoded with strict confidentiality.

RESEARCH TOOL

The following research tools were used for this study

- a) Occupational stress Index (O.S.I) prepared by Prof. A. K. Srivastava and Prof. A. P. Singh in 1984 was used to measure the stress level of managers. OSI reliability scale and validity scale are 0.93 and 0.79 respectively.

MEASURES

The stress level of managers was measured before and after the Heartfulness Yoga session with the help of OSI and 5 points Likert scale. Responses were measured keeping in view all subscales measurement separately to find the difference between pre and post-Heartfulness Yoga Session in all four groups.

ANALYSIS OF DATA

Statistical calculation was done through SPSS version-25 and Microsoft excel. Means, average, Standard deviation and t-test used to find the difference between variables.

RESULTS

TABLE: 01
STRESS LEVEL OF YOGA AND CONTROL GROUP OF
MANUFACTURING AND SERVICE INDUSTRIES

S.N	Industries	Group	Mean	MD	t-value	Significance level
1	Manufacturing Industries	Control Group-MI	127.00	7.13	20.03	0.01*
		Yoga Group-MI	119.87			
2	Service Industries	Control Group-SI	138.00	22.67	16.030	0.0019*
		Yoga Group-SI	115.33			

P<0.05 *statistically significant

The result is significant at $p < 0.05$

Fig: 01
BAR CHART OF MEAN VALUES OF YOGA AND CONTROL GROUP OF MANUFACTURING AND SERVICE INDUSTRIES

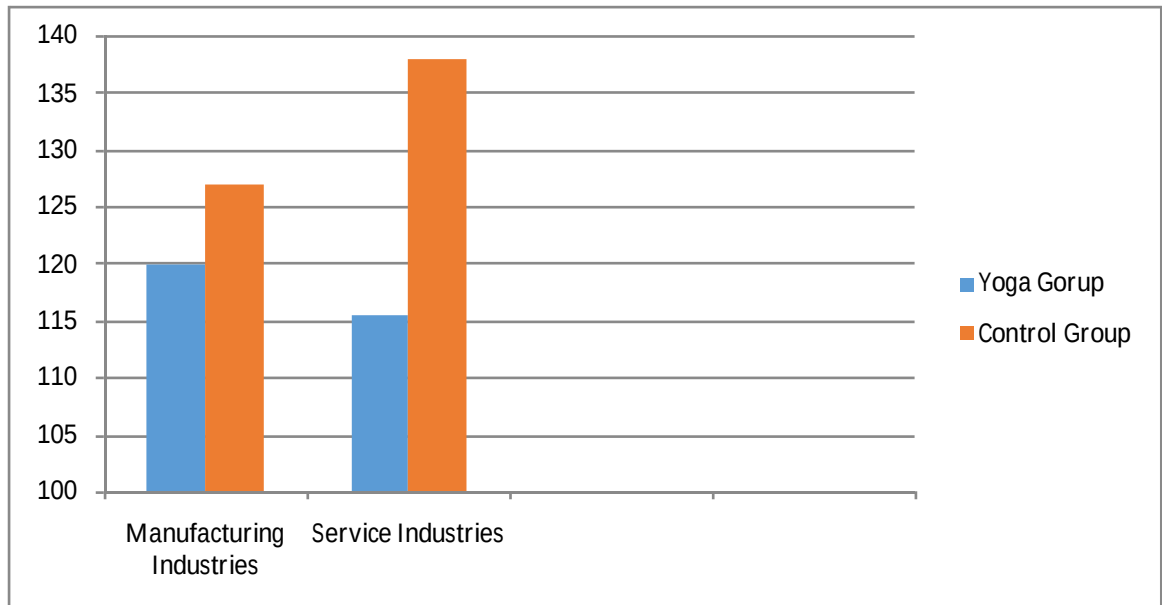


Table 01 and Fig01 clearly show high mean difference values which are statistically significant positive and moves to establish that the Heartfulness Yoga Technique has a positive impact on the stress level of managers of both industries. Overall, Managers in both types of industries have a positive impact on stress as here t-values are 20.03 & 16.030 at significant level 0.05. Hence null hypothesis (H_0-1) has rejected.

TABLE: 02
COMPARISON BETWEEN YOGA GROUPS OF MANUFACTURING AND SERVICE INDUSTRIES

S.N	Industries	YOGA Groups	Mean Value (Within Industries) (Yoga and Control Group)	MD	t-value	Significance Level
1	Service Industries	Yoga Group-SI	22.67	15.54	10.988	0.00409*
2	Manufacturing Industries	Yoga Group-MI	07.13			

P<0.05 *statistically significant
The result is significant at $p < 0.05$

According to the table - 02, t-value and MD of yoga groups of manufacturing and Service industries are 10.988 and 15.54 respectively which indicate that managers in service industries are more benefited to cope with stress at the workplace through Heartfulness Yoga technique. Here in this study finally it was concluded that managers of service industries are looking more satisfied compared to the manufacturing industries. Hence null hypothesis (Ho-2) has rejected.

DISCUSSIONS

It is observed that table.01, table.02 and Fig.01 jointly indicate that the Heartfulness Yoga Technique is useful on stress management of managers of manufacturing and service industries. MD and t- values clearly indicate that Heartfulness Yoga Technique is effectively working on the stress level of managers of both type of industries whereas managers of service industries were more benefited by this technique.

It is found that the reduction in the stress levels of the Yoga group is statistically significant. In this way, various researches show that the impact of yoga education is being used to administer to manage different psychological disorders. Due to the high percentage of stress in the workplace, employees are unable to work effectively.

CONCLUSION

Heartfulness Yoga Technique has a significant positive impact on stress management of managers of manufacturing and service industries and highly recommended that the Heartfulness Yoga technique is one of the effective techniques for stable & better results on stress.

Hence this study significantly solved its purpose that Heartfulness Yoga technique has a positive impact on stress management of managers in both types of industries and comparative study between both Heartfulness Yoga groups of organizations is also significantly established that managers of Service Industries are feeling less stressed compared to manufacturing Industries at the workplace.

LIMITATION

- a) Only Managers of manufacturing and service industries were involved in this study.
- b) Only Heartfulness Yoga Technique was judged in this study i.e. effectiveness of the Heartfulness Yoga Method was tested on Stress Management.
- c) The population was taken from manufacturing and service industries situated in the Japanese Zone, Neemrana (Alwar) only.

SCOPE FOR FURTHER RESEARCH

As this study was conducted to find the effectiveness of the Heartfulness Yoga Technique on stress management of management professionals but future researchers can extend to find the effectiveness of the Heartfulness Yoga Technique on other aspects of human behaviour which is a wide and open area for research.

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