ISSN (Online): 2455-3662
EPRA International Journal of Multidisciplinary Research (IJMR) - Peer Reviewed Journal
Volume: 11| Issue: 5| May 2025|| Journal DOI: 10.36713/epra2013 || SJIF Impact Factor 2025: 8.691 || ISI Value: 1.188

IMPACT OF YOGA AND MEDITATION ON EMPLOYEE'S STRESS LEVEL & PERFORMANCE: WITH SPECIAL REFERENCE TO DELHI NCR REGION

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Article DOI: https://doi.org/10.36713/epra21359
DOI No: 10.36713/epra21359

ABSTRACT

Employee's performance is one of the effective factors for the success of any organization. Employee's performance indicates that how effectively and efficiently he/she is fulfilling his/her responsibilities and how efficiently employee is implementing the planning. Employee's performance can directly and indirectly effect the organization and its success. In Today's scenario, as the competition is increasing, the technology is changing and the environment is changing, which is becoming the reason of stress, depression and anxiety for employees. Stress, depression and anxiety of employees is creating the issues and problems like lack of concentration, poor performance, grievances, conflicts, labour turnover and absenteeism. All these issues and problems are directly and indirectly affecting the performance as well as productivity of organization. There are many ways which can be adopted by organizations to motivate their employees for better performance. This research paper is presenting the study on the impact of Yoga and Meditation on Employee's Performance.

KEYWORDS: *Yoga, Meditation, Stress, Depression, Performance, Organization, Employee*

INTRODUCTION

The success and productive performance of any organization highly depend upon the performance of employees. And the performances of employees depend upon the satisfaction and stress level of employees. If the satisfaction and stress level are not going to manage, it will directly have impact of performance of employees.

A Sudden Biological Change is what stress is. It has emerged as the 21st century's curse and is a silent murderer in the contemporary society. The biggest threat to the information age is stress. The universe's most valuable toxin for human life is stress. Any person's physical, mental, emotional, and behavioral balance might be upset by it. Stress can harm the human body in many ways, including the muscles, tissues, organs, and blood vessels. It can quicken breathing and the heartbeat. Blood pressure and body temperature may increase as a result. Additionally, it can affect the body's digestion, appetite, sleep, sexual function, and even fertility.

Performance suffers while employees are under more stress. Stress at work has numerous causes. There may be a strict employer, obnoxious coworkers, disobedient students, irate clients, dangerous situations, protracted commutes, and an endless task. Your ability to do your job is also impacted by stressors including family tension, money worries, and insomnia brought on by future worries and fears. Whether changing the issue or changing your attitude toward it is easier can determine how you handle the repercussions of stress. Organizations are giving employees the freedom to perform to the best of their abilities in order to increase the return on investment.

A relatively recent development in modern lifestyles is stress at work. Over the past century, there have been significant changes in the nature of employment, and those changes are currently occurring quickly. Nearly all occupations have been impacted, from those of an artist to a surgeon to a commercial pilot to a sales executive. Stress will inevitably develop with change. The danger to one's physical health is job stress. Stress at work has a negative impact on organizations' health since it impacts the lives of organised workers. Job stress is a chronic illness brought on by factors at work that impair an individual's performance and general physical and mental health.

Employees must constantly work on technology. Stress is one of the health issues that can result from someone using technology

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excessively, including cellphones and other devices (Malik, S., & Devi, N. 2018). Low energy, headaches, stomach issues, aches and pains in the muscles, insomnia, and lack of libido are just a few of the signs of stress. It also gives rise to numerous other ailments and renders the victim weak in both physical and mental ways. Obesity, diabetes, melancholy, asthma, heart disease, and other conditions can all be brought on by excessive stress.

Heart conditions, ulcers, high blood pressure, headaches, sleep disturbances, increased illness, exhaustion, depression, moodiness, low commitment, low job performance, more accidents, poor decisions, and aggressive behaviour at work are just a few of the physiological, psychological, and behavioural effects of workplace stress (Deshpande, R. C. 2012). There is a lot of work to be done for employees in the corporate sector in the current globalisation era, where competitiveness and innovation are at their highest points. They have a lot to meet in this highly competitive period. Due to their demanding nature, they frequently worked longer hours than necessary, which increased their stress levels. Their daily activities, such as their productivity, effectiveness, sleep, and many other elements of their individual life, are all impacted by this stress. Numerous health issues have been successfully treated with yoga, and it can also aid in stress reduction. Numerous yoga poses are effective in reducing stress. One becomes mentally steady through yoga. It is an excellent tool for treating medical conditions (Sheetal, 2020). Yoga is beneficial for preserving health, preventing disease, and recovering from illness.. Other Yoga practises like Bandhas, Mudras, and Shat-Karmas (Yogic cleansing procedures) are also highly useful to treat this health issue. Pranayam (Yogic breathing techniques) is particularly effective in managing stress. Stress can be reduced by practising yoga asanas such Sukhasana, Vajrasana, Shavasana, Halasana, Setubandhasana, Shashankasana, Padhastasana, Trikonasana, Marjariasana, Paschimottanasana, Garudasana, Adhomukha-Shavasana, Badha-Konasana, Uttan Yoga cleansing techniques like Jala-Neti, Kapalbhati, and Trataka, as well as pranayama such as Bhramari Pranayam, NadiShodhana Pranayam, Sitkari Pranayam, Sheetali Pranayam, and Ujjayi Pranayam, are also helpful for reducing stress.

OBJECTIVES OF RESEARCH PAPER

- To analyze the effect of yoga and meditation on stress level of employees
- To evaluate the effect on yoga and meditation on performance of employees
- To evaluate satisfaction level of employees

HYPOTHESIS

(1) There would be significant impact of Yoga and meditation on Stress among employees.
(2) There would be significant impact of Yoga and Meditation on Performance of employees.determined by analysis of covariance of the post-treatment score controlling for the baseline score.

Objective
1) To study the effects of Yoga and Meditation in reducing the stress among industrial employees.

Hypotheses
(1) There would be significant impact of Yoga on Stress among industrial employees with regard Pre test and Post test.
(2) There would be significant impact of Meditation on Stress among industrial employees with regard Pre test and Post test.

METHOD AND TOOL

Yoga: The most well-known form of stretching, aerobic exercise, and meditation is yoga. According to Taylor (2003), the meaning of yoga is "to yoke or joint together." Yoga unifies the mind and body by emphasising posture balance, deep breathing, stretching, and relaxation. Hindu, Jaina, and Buddhist religious traditions in India are where yoga originated. Along with boosting one's sense of well-being, enhancing self-confidence, and fostering a sense of relaxation and peace, yoga changes one's stress response and attitude toward stress (Malathi Damodaran, 1999).

Meditation: An age-old method for reviving your weary spirit and assisting you in managing stress, meditation can help you regain a sense of profound peace and inner calmness. Before achieving spiritual joy, meditation—one of the eight limbs of yoga described in Patanjali's Yoga Sutra—must be practised. Yoga's chittavrittinirodhah, which literally translates to "total shutting out of all forms of mental disturbances," is how the great seer described the practise. When this stage is attained, meditation (dyana) is mastered and becomes yoga (union of individual consciousness with the cosmic consciousness). That represents meditation's pinnacle.

Occupational stress is defined as a physical or psychological condition linked to the workplace environment and characterized by symptoms like severe tension, cramps, migraines, or digestive issues.

RESEARCH METHODOLOGY

RESEARCH DESIGN

Because both primary and secondary data have been taken into consideration for this research, we have used a descriptive research approach. Exploratory research design has been used for secondary data. The effectiveness of yoga and meditation was assessed using the objective interviewing method.
110 employees who were interested in yoga and meditation were chosen for this investigation. They all practiced yoga five days a week, with online classes.

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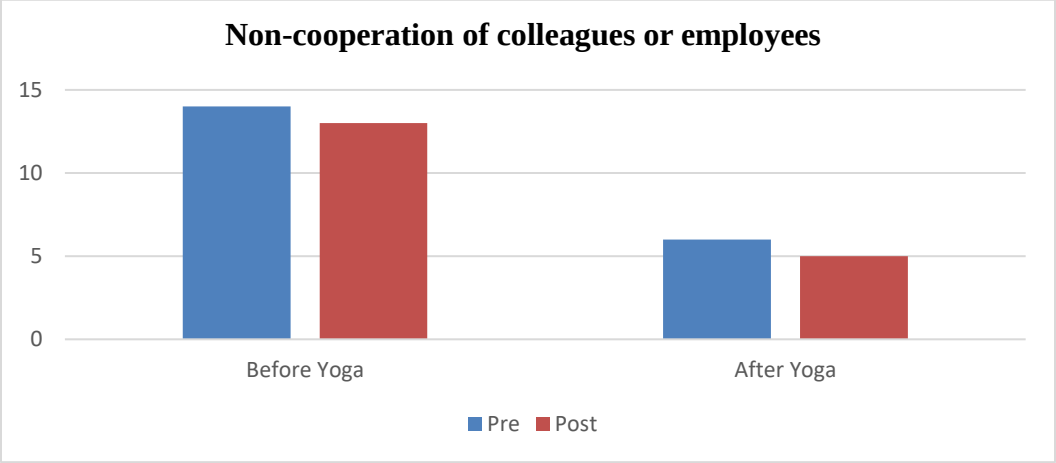
Sample Size

Summary-Demographic Details of Samples

	Yoga Group (n=110)	Control Group (n=97)
Age	Range- 21-60 Average age 35 years	Range 21- 55 years Average age 35 years
Profession	Corporate workers, managers	Corporate workers, managers
Working Hours	Range 8-10 Hours	Range 7-10 Hours
Work from Home	No	No
Common Health Problems	Hypothyroidism, Lower Back pain, Migraine, Diabetes, Knee pain, Asthma, Hip joint pain	Depression and Anxiety, Back Pain, Neck Pain

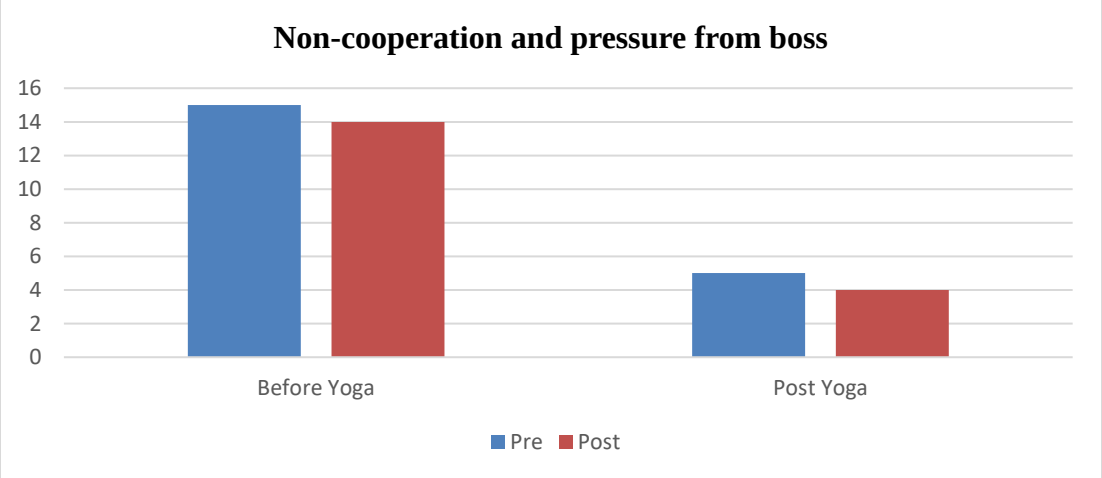
Causes of Stress before and After Yoga Session

Non-cooperation of colleagues or employees



Analysis: Before yoga session, 13 per cent were agreed with cause of stress named Non Co Operation of colleagues or employees whereas 5per cent agreed with the statement after having yoga session.

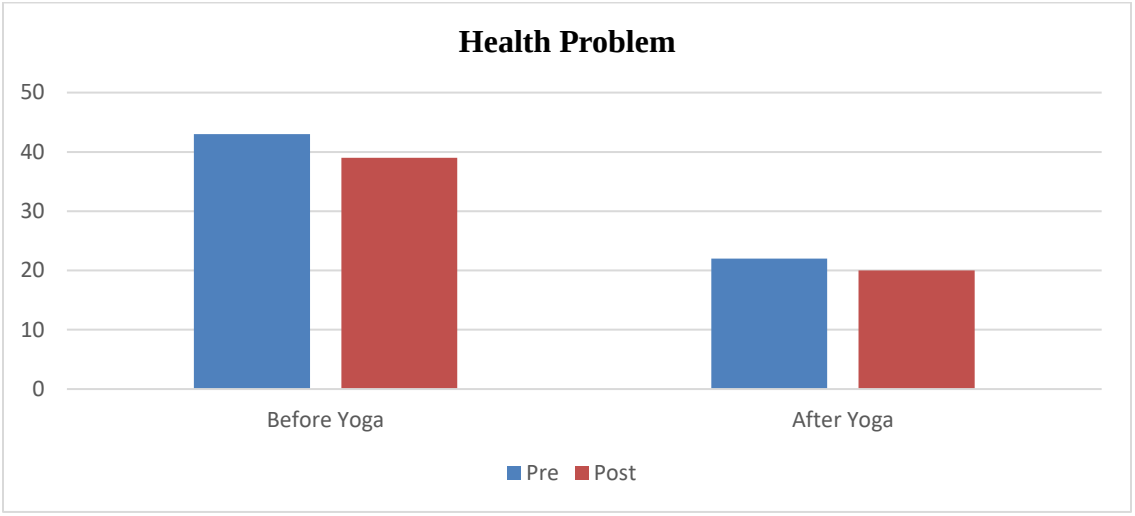
Non-cooperation and pressure from boss



Analysis: Before yoga session, 14 per cent were agreed with cause of stress named Non Co Operation and pressure from boss whereas only 4 per cent agreed with the statement after having yoga session

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Health Problem



Analysis: Before yoga session, 39 per cent said that Health related issues like headaches, High Blood Pressure, Poor Sleep and Backache, are the reasons for stress whereas 20 per cent were still agreed with this statement after having yoga session.

HYPOTHESIS TESTING

Hypothesis 1:

Null Hypothesis (H0): There is impact of Yoga and meditation on Stress among employees.

Alternate Hypothesis (H1): There is significant impact of Yoga and meditation on Stress among employees.

Hypothesis Testing of First Statement "Yoga and Meditation help in Stress Management"

Step 1: Null Hypothesis (H0): There is an independent relation between two attributes of the research. In this hypothesis the attributes are yoga and stress management.

Step 2: Calculation of Chi-Square Test Value

Worksheet of Chi square test regarding yoga, meditation and stress management

S.No.	fo (Observed Frequency)	fe (Expected Frequency)	(fo-fe)	$(fo-fe)^2$	$(fo-fe)^2/fe$
1	32	22	10	100	4.54
2	45	22	23	529	24.04
3	17	22	-5	25	1.14
4	9	22	-13	169	7.68
5	3	22	-19	361	16.41
Total	**110**				χ^2 =53.81

Expected Frequency (fe) = Total of Observed Frequency/ Numbers

Expected Frequency (fe) = 110/5=22

$$\chi^2 = \frac{\sum(fo - fe)2}{fe}$$

$$\chi^2 = 53.81$$

Step 3: Calculation of Degree of Freedom

d.f. = (N-1)

= (5-1) =4

Step 4: Level of Significance

Corresponding to a chosen level of significance, the critical value of χ^2 corresponding to the given number of degrees of freedom is found from the table. Table Value at 5 per cent level of significance for 4 degree of freedom is 9.488

Step 5: Result

As the observed value of χ^2 test is 53.81 which is more than table value; 9.488, so the null hypothesis is rejected and the alternate hypothesis is accepted. Hence, yoga has positive relationship with stress management.

Hypothesis 2

Null Hypothesis (H0): There is no relationship between Yoga and Performance Enhancement.

Alternate Hypothesis (H1): There is significant impact of Yoga and Meditation on Performance of employees.

Hypothesis Testing of First Statement "Yoga and meditation help in Performance Enhancement"

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Step 1: Null Hypothesis (H0): There is an independent relation between two attributes of the research. In this hypothesis the attributes are yoga and performance enhancement.

Step 2: Calculation of Chi-Square Test Value

Worksheet of Chi square test regarding yoga, meditation and performance enhancement

S.No.	fo (Observed Frequency)	fe (Expected Frequency)	(fo-fe)	$(fo-fe)^2$	$(fo-fe)^2/fe$
1	32	22	10	100	4.54
2	39	22	17	289	13.14
3	18	22	-4	16	0.73
4	12	22	-10	100	4.54
5	9	22	-13	169	7.68
Total	**110**				$\chi^2 = 30.63$

Expected Frequency (fe) = Total of Observed Frequency/ Numbers
Expected Frequency (fe) = 110/5=22

$$\chi^2 = \frac{\sum(\text{fo} - \text{fe})2}{\text{fe}}$$

$$\chi^2 = 30.63$$

Step 3: Calculation of Degree of Freedom

d.f. = (N-1)
= (5-1) =4

Step 4: Level of Significance

Corresponding to a chosen level of significance, the critical value of χ^2 corresponding to the given number of degrees of freedom is found from the table. Table Value at 5 per cent level of significance for 4 degree of freedom is 9.488

Step 5: Result

As the observed value of χ^2 test is 30.63 which is more than table value; 9.488, so the null hypothesis is rejected and the alternate hypothesis is accepted. Hence, yoga has positive relationship with performance enhancement.

CONCLUSION

It has been observed that working professionals does suffer from stress. Most of the causes were domestic in origin and were increased by pressure at the workplace. When this increasing stress was not managed properly, it caused a number of negative feelings such as rejection, depression, stress which in turn lead to health problems. Stress had a lot of negative effects, but when handled properly, it could be managed. Stress in working professionals was the leading cause of disability in professionals and it also increased the risk of health hazards.

Yoga bestowed working professionals with relaxation, as an immediate goal that was so essential in this stress-age. Yoga is a cure for many psychological and physical problems and illness. It is a practice that brought great personal benefit to working professionals in the form of better awareness, understanding, energy, health and general well-being. It empowered their self-confidence and helped them to make sense of their lives. Yoga also involved quieting the mind. It is that state where the mind becomes calm, quiet and serene, and the nervous system becomes relaxed.

Yoga helped to find meaning in suffering and it is not only a technique of escaping from disturbed health states. It helped in dealing with the challenges of life positively. It provided a common ground for healthy living when suffering persisted despite professional's efforts to lessen it. Practice of Yoga assisted working professionals in solving problems of life satisfactorily and promoted mental health enormously. Practice of Yoga gave women compassionate understanding, optimism, mental and physical strength and above all assured them of their own inner strength and their capacities.

Yoga is a technique to strengthen and relax body muscles, purified the energy channels, slowed down the breath and calmed down the mind. Yoga helped to console working women and encouraged them to face the difficulties and harsh realities of life.

This work is an initiative in providing useful tips to all working women to minimize stress and strain in their daily life. The investigator would like to involve all working professionals, from different disciplines and professions irrespective of caste, creed, nation, religion and other divisions, in a holistic movement : through the practice of Yoga, for relieving their stress and to acquire greater creatively and energy in their actions.

The best way to incorporate Yoga into one's life is to practice it regularly. Daily practice of Yoga relaxation techniques help to calm the mind and experience a sense of inner peace and tranquility. Gradually women will learn to handle all types of stresses in every phase of life. Daily practice of Yoga will remove all their tensions and fatigue and keep their body and mind rejuvenated.

Implications

Today professionals all over the world is facing tremendous, anxiety, tension, fear and stress, which resulted from their family and institution related problems. Hence they work very hard to

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transform their stressful life into a stress free one and to give more meaning and value to life

The need of the hour is to inquire deep into the roots of stress prevalent among working professionals and help them to acquire knowledge of stress management, to cope with stress in their day to day life. The investigator felt the need to understand the position of professionals with their dual-role and varied responsibilities, and causes of their stress, and help working professionals to cope with stress so that they can achieve liberation to be free from the bondage of stress related to their family and professional life. Thus, it will be very beneficial for the whole working community to acquire skills to cope with family and institution related stress. Professionals can explore pathways to happiness through the practice of Yoga, and promote a culture of health and harmony.

Recommendations of this study are as below:

1. Yoga Education should be made mandatory for working professionals to cope with stress.
2. Yoga instructors should be recruited by the respective organization for better stress management and proper monitoring.
3. The effect of yoga education comes into existence; it depends on regular practice for a long period of time.
4. Training & awareness programmes should be organized after a gap of interval so that management professionals may able to reaccelerate their efforts and clear their doubts.
5. There is a great need to explore the benefit of yoga education on other human problems like personality development, leadership, decision making skills etc. among working professionals.

Intervention

1 hour Yoga class, 5 days in a week, continued for 1 month or 4 weeks.

The module is defined below:

3 rounds of deep breathing and Opening Prayer		**2 min**
Loosening practices		**9 min**
1. Neck		
Up Down	5 rounds	1 min
Right Left	5 rounds	1 min
2. Shoulder rotation		
Clock-wise	5 rounds	1 min
Anti- clockwise	5 rounds	1 min
3. Wrist movement		
Up Down	5 rounds	1 min
Rotation- clock and anti-clock wise	10 rounds	
4. Waist movement	10 rounds	1 min
5. Hip rotation	5 rounds	1 min
6. Ankle		
Up Down	5 rounds	1 min
Rotation- clock and anti-clock wise	10 rounds	
7. Twisting	5 rounds	1 min
Breathing Practices		**18 min**
Standing		
1. Hands in and out	5 rounds	2 min
2. Ankle Strech	5 rounds	2 min
3. Ardhakatichakrasana	5 rounds	2 min
Sitting		
4. Sasankasana	5 rounds	2 min
5. Tiger	5 rounds	2 min
Prone		
6. Bhujangasana	5 rounds	2 min

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Supine		
7. Single Leg raising practices	5 rounds	2 min
8. Cycling	5 rounds	2 min
9. Lumber stretch with folded leg	5 rounds	2 min
Quick Relaxation Technique (QRT)		**4 min**
Pranayama		15 min
1. Nadisudhhi	9 rounds	5 min
2. Bhramari	9 rounds	5 min
Meditation		**5 min**
Nadanusandhana, AUM Chanting	3 rounds each	5 min
Deep Relaxation Technique (DRT)		**8 min**
Closing Prayer		

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