

A Study on the Effect of Yoga On Social Adjustment of Corporate personals

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ABSTRACT

Yoga which is derived from the Sanskrit word 'yuj' is a powerful technique in which you learn to relax consciously in many ways. Yoga is a systematic method of inducing complete physical, mental and emotional relaxation. That's why we are going to use this ancient scientific tool as a therapy for day to day life of human being whom are related to corporate world, as we are well known that now a day's corporate sectors have some major challenges to fulfill his goals/target, so they are facing lots of challenges/ issues in social wellness/ lives.

Objective: -The purpose of this study was to determine the Effect of yogic practices on Social Adjustment of urban corporate workers.

Methods and procedures: - Sixty urban corporate workers, with age ranging between 22 to 30 years were randomly selected as subjects for the study. The Experimental Group – A participated in practice of yoga and the control group Group-B did not participate in practice of yogic practices. The training was conducted for a period of four weeks, five days in a week and 45 min per day. Significant improvement would find in social adjustment as a result of the experimental treatments in experimental groups. To determine or assess the effectiveness of the yogic practices the experimental group was compared with the control group.

Result: -There were statistically significant differences between the 2 groups in the level of social adjustment.

Conclusion: -The research work indicates the effectiveness of the yogic practices in improving social adjustment among the urban corporate workers.

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Introduction

There were few major challenges in corporate sector, here we are listing the top biggest challenges faced by the wide range of people worked directly or in-directly in corporate sector.

1. Staying engaged and being motivated
2. Project management and organization
3. Staff attitude and hierarchy/bureaucracy
4. Dealing with change
5. Countering negativity- morale
6. Ability to be creative
7. Problem solving
8. New skills and professional development
9. Job satisfaction 1

Now, here we are listing some common workplace issues that employees face in corporate world:

1. Interpersonal conflicts
2. Communication problems
3. Gossips
4. Bullying
5. Harassment
6. Discrimination
7. Low motivation and job satisfaction
8. Performance issue 2

People spend nearly one-third of their adult lives at work, which causes workplace issues to become common source of stress for many. It is impossible to have a workplace where everyone's roles, expectations, and personalities work perfectly together, without conflict. As such, certain workplace issues may cause negative psychological symptoms. Research shows that perceived stress in the workplace, for example, is associated with a higher prevalence of mental health issues such as depression and anxiety. Workers may find that discussing their workplace stress or challenges with a trained mental health professional is some-how helpful to them both professionally and personally.

“The workplace is typically an environment in which people with different personalities, communication styles, and worldviews interact. These differences are one potential source of workplace issues and can ultimately lead to stress and tension for those involved. Although all employees have the right to be treated fairly and to feel safe in the workplace, some employees face bullying, harassment, and/or discrimination. Additionally, some employees may experience dissatisfaction with their work, struggle with their performance on the job, or have difficulty finding a job that fits their abilities and interests”.³

Workplace issues can lead to decreased performance/productivity, loss of job/termination, decreased satisfaction/happiness, stress, and a wide variety of mental health issue. Harassment in the workplace can also lead to legal troubles. The American Psychological Association notes that job insecurity and lack of support at work can exacerbate workplace issues.

How psychotherapy can help with workplace issues:

“There are various ways in which psychotherapy may be useful to help resolve workplace issues. Therapy can effectively treat depression, anxiety, and other mental health symptoms that result from workplace issues. Therapists can also teach healthy coping skills that employees can use to manage work-related stress and other issues”.⁴ For example, cognitive behavioral therapy helps people to identify and change unhealthy thoughts, which often results in improved mood and overall well-being. Mindfulness, meditation, and other stress management techniques can be taught in psychotherapy. Therapy can also be useful for improving an individual’s assertive communication skills, as well as other conflict resolution skills. These skills can then be

applied in the workplace to improve one's experience at work.

“Vocational counseling is a specific type of counseling that can be useful for workplace issues such as job fit, performance, and satisfaction. Vocational counselors help employees identify their specific skills and abilities in order to help them develop career goals and find jobs for which they are well suited. Industrial and organizational psychology is also particularly relevant to workplace issues, as it focuses on human behavior in the workplace.”⁴ Organizational psychologists are sometimes brought into a workplace to identify areas of concern within an organization, as well as to help workers create a more collaborative, healthy work environment.

Social adjustment:

“Social adjustment is not a simple term like adaptation or accommodation. It is actually a condition or state of mind and behavior in which one feels that one's need have been or will be gratified. In everyday life frequent use is made of the word adjustment. Some use it merely as ability for adaption and some take it as happiness and freedom from personal problems. To other it may mean an unhappy conformity to group demands and actions. Besides the demands of one's basic needs, society also demands a particular mode of behavior from its members”.⁵

“When one thinks only of fulfilling one's needs by setting aside the norms, ethics and cultural traditions of one's society, someone is not going to be adjusted in other's environment. When adjustment does not only cater to one's own needs but also to the demands of the society, this is called Social Adjustment”.⁶

“According to C.V. Good, Dictionary of Education, Oxford University Press, “Social Adjustment is the process whereby the individual attempts to maintain further his security, comfort status or creative inclination

of his social environment through meaningful efforts. The Dictionary of Education defines adjustment as “the process of finding and adopting modes of behavior suitable to the environment”.⁷

“Webster's New Collegiate Dictionary defines adjustment as the establishment of a satisfactory relationship as representing harmony, conformity, adaptation or the like. Thus, adjustment is a condition or state in which one feels that one's need have been (or will be) fulfilled and one's behavior conforms the requirements of the society, he belongs to.”⁸

Social adjustment is the true adaptation of an individual to a social environment in the process of performing a role with a view to maximizing gains or minimizing losses. According to Warren (1962) “the changes in habitual conduct of behavior which an individual must make in order to fit the community in which he lives.” So, the term Social Adjustment indicates the process by which an individual or a group reaches at state of social equilibrium.⁹

Today yogic practices have become popular throughout the world. But there are many misconceptions about these practices which are generally looked in exercise physiology. The physiology of yogic practices differs greatly from that of exercise physiologically.

The scientific nature of the yogic practices was first revealed when Late Swami Kuvalyanandaji started his scientific research in the field of yoga in 1942. The research findings could remove several misconceptions about yoga and removed the mystical sheath over it. He showed that a logical and scientific explanation could be possible for traditionally described technique of various practices.

Today yoga is popular not so much as a system of philosophy but as a system of Health management. The applications of yogic techniques are considered for the benefit of

health and cure of certain diseases, like stress management or for improving adjustment of individual in different fields as well as physiological problems.

Objective: -

In this study we are going to examine the Effect of yogic practices on Social Adjustment of urban corporate workers.

Methods and procedures: -

Sample: -

The total sample of 60 urban corporate workers ranging in age from 22 to 30 years was selected from the people of Delhi, NCR (India). This sample consisted of 30 urban corporate workers in experimental group and 30 in control group. A purposive sample was selected. Both the group were matched in terms of age (22-30), education and socio economic status. Only male participants were considered and minimum education was at least post graduate.

Criteria for selection of sample: -

In order to study the effect of yogic practices on Social Adjustment urban corporate workers, only those corporate workers were considered, who are willing to participate in yoga practices and also being physically fit and not taking any kind of medication.

Intervention Schedules: -

The session started with the mantra chanting like “(Sahnava vatusahnaubhunattu) or Gayatri mantra (Om bhurbhuvahswah tat saviturvarenyam)” etc. The intervention program of yogic practices was given to the experimental group while control group was not given any such treatment. Participants assigned to the experimental group underwent the selected yogic intervention and each day they performed yoga practices early in the morning for forty-five (45) minutes for 30 days except Sundays and holidays. The intervention schedules are as shown in given table.

S. No.	Yogic interventions	Round/day	Duration
1.	session start with mantra chanting		03 min.
2.	Gayatri mantra chanting	24 round / day	15 min
3.	Pragya yogvyayam	5 round/ day	15 min
4.	Pranakarshan pranayam	5 round/ day	08 min
5.	Relaxation/yognidra	1 round / day	5 min
Total			45 min/ day

Design: -

Static group research design was used in the present study in this design; two groups are used, but only of them are given the experimental treatment. At the end of the treatment, both groups are observed or measured to see if there is a difference between them as a result of the treatment or intervention.

Tools: -

Social adjustment level was measured by Social adjustment inventory developed by Dr.R.C. Deva (pub. By National psychological Agra).

Procedures: -

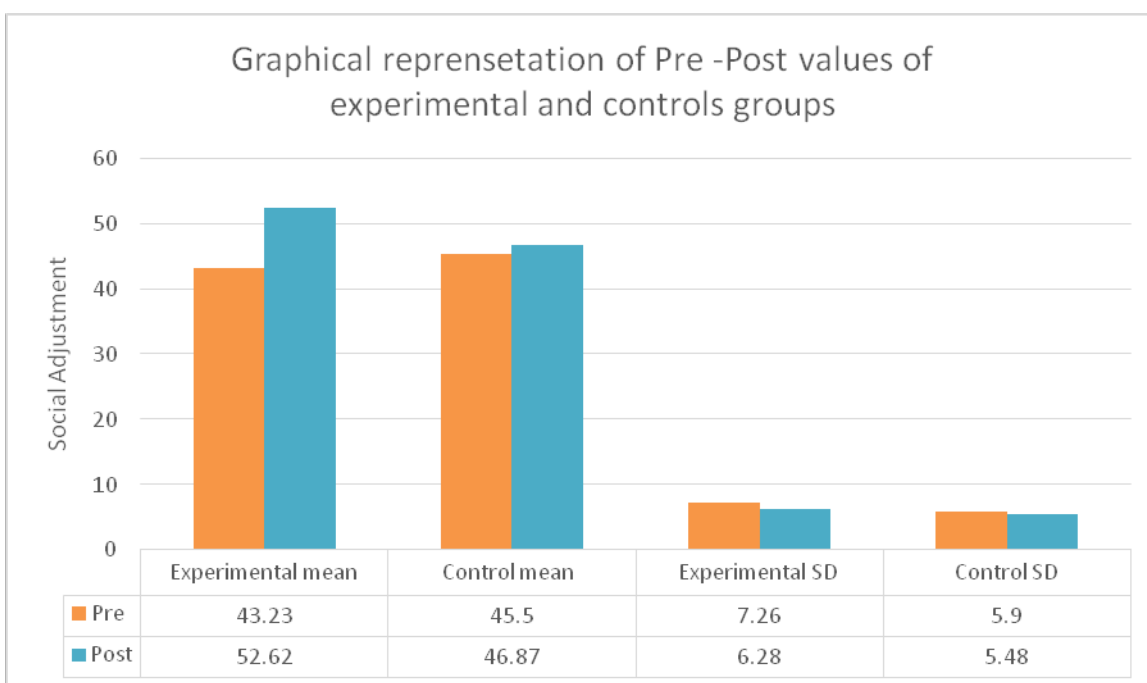
This study was conducted at many different stages in three groups due to unavailability of sixty persons at the same time and place as well. So, the study team were decided to conduct the study in three divided places which is being in Delhi, Noida, and Ghaziabad. Sixty urban corporate workers were selected through purposive sampling and the sample was divided into experimental group (n= 30) and control group (n=30) and their age range was 22 to 30 years of age. All members of experimental group followed their prescribed yogic practices during the course of study and also instructed not to exert his body. The Yogic

intervention was given to the experimental group while the control Group was not given any such intervention. The outcome measures were assessed in both groups before and after the study.

Statistical analysis: -

Obtained data were tabulated and analyzed. The initial values on 0th day of each parameter were compared with the final values obtained on 30th day's measurement. Paired t-test was used for the statistical analysis.

<u>Group</u>	<u>test</u>	<u>N</u>	<u>M</u>	<u>SD</u>	<u>r</u>	<u>SE_D</u>	<u>df</u>	<u>t-value</u>	<u>Level of significance</u>
<u>Experimental</u>	<i>pre</i>	30	43.23	7.26	.48	1.41	29	4.91	<0.01 significant
	<i>Post</i>	30	52.62	6.28					
<u>Control</u>	<i>Pre</i>	30	45.50	5.90	-.06	1.15	29	1.25	>0.01 Not significant
	<i>post</i>	30	46.87	5.48					



Results: -

The mean & standard error of mean (M±SD) of pretest and posttest on level of social adjustment of the **control group** were consecutively found to be 45.50±5.9 and 46.87± 5.48. The correlation (r) -.06 and SE_d is 1.55 and obtained t-value is 1.25 which is statistically not significant at 0.05 significance level of confidence.

The mean & standard error of mean (M±SD) of pretest and posttest on level of social adjustment of the **experimental group** were consecutively found to be 43.23±7.26 and 52.62± 6.28. The correlation (r) .48 and SE_d is 1.41 and obtained t-value is 4.91 which is statistically significant at 0.01 significance level of confidence.

As we see the obtained results of each group, it can be concluded that yogic intervention is **significantly improves the level of social adjustment** of experimental group.

Conclusion: -

The results of the present study reveal that the regular practice of yogic practices improves the Social Adjustment of urban corporate workers. All these aspects affect the interpersonal and social behavior of an individual. Healthy citizen makes mentally healthy and healthy society then this will lead to the society to the development.

“The Practice of yoga is calming down the mind and body as well as enhancing social adjustment. In today’s haphazard life, stress has become an evitable part of life.”¹⁰ Yogic practices not only reduce the stress among individuals but also strengthen the positive aspects of human personality, enhance the hidden quality of human being and also help in developing the country.

According to the traditional medical practitioners “pranayama has proved to be the best for removal of stress and tension, deep breathing has proved to be the best for removal of frustration. the statement of this researcher influences that pranayama act as a tranquilizer and can reduce stress phenomena of the mentally stressed adults”.¹²

However, this study resulted in important findings have to be considered in light of several limitations, like representation of only male participants while “females are also working for corporate world, it must be one third (approx. 33%) of total has been handled by the females in corporates”.¹³ Size does not allow for generalization of the findings to the realistic population. Therefore, it is unclear what effect the yoga practices had in influencing the participants performance and psychological states, thus the long-term study of the intervention remains to be studied on a huge population which needed more budget and people as well.

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