

Impact of Meditation, Yoga and General Humor in Handling out the Stress in Corporate Sector

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Abstract: In any organization, the productivity of employees matters a lot. The maximization of profit in any organization, directly depends on the efficiency of his work force. This productivity, efficiency of the employees have many attributes like their learning skills, knowledge, grasping power etc. "psychological well being" is one of the base reason for any employee in giving his best in the company.

We all know that in today's competitive world, stress is the disturbing element, which disturbs employees' mental peace and serenity. The stress produces the psychological changes to prepare us for "fight or flight". That is to have a defensive mechanism to fight for it or to get run away from the entire situations.

Every organization should focus on studying this stress-generating parameters to the employees and methods to prevent it or reduce it.

This research focuses on the impact of meditation, yoga, and normal humor in handling out the stress at work place.

Keywords: meditation, yoga, humor, corporate stress

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I. Introduction

Stress is the kind of negative emotion, which acts as a psychological barrier for any one. The person in stress can't focus properly on his work, which results in lower concentration, irritation and impulsiveness.

Hans Selye (1936) first introduced this word "stress" into corporate life and in life science. Stress is derived from the Latin word "stringere", it means to be drawn tight. Stress gives complexities for the person in dealing with his or her life. He then drags his personal life issues in the office and office problems at home. This disturbs his role towards organization as well deviates him to maintain his personal relationship.

Eminent behavioral scientist Stephen P. Robbins (2006) defines it as:—stress arises from an opportunity, demand, constraint, threat or challenge, when the outcomes of the event are important and uncertain.

Organizations do not have any guidelines or particular format to deal with the stress from the employees. We only know that it is somewhere normal quotes written on the walls of corporate related to "coping" with stress or motivational thoughts related to "dealing" with stress. It means that workplace stress is quite normal, and we ourselves have to deal with it.

This view somewhere is wrong. The negligence towards the stress of employees results in less productivity from the employee side, not meeting the targets, loss in client management relationship, medical bills, unwanted compensations and many more things.

So stress affects negatively on body-mind disorders. Disorders such as dizziness, anxiety, tension, insomnia, nervousness, loss of confidence and muscle cramps can all result in serious health problems. They may also affect our immune, cardiovascular and nervous systems and lead individuals to habitual addictions, which are inter-linked with stress.

Many people get trapped in unwanted addictions like smoking, alcohol intake, drugs etc and the root cause is somewhere stress.

There is also a positive side of stress, called eustress. Eustress is the stress experience in moderation, enough to activate and motivate people so that they can achieve goals, change their environments and succeed in life's challenges. **Eustress** means beneficial stress—either psychological, physical exercise, sports activity, music etc.

The term was initiated by endocrinologist (Hans Selye), consisting of the Greek prefix eu- meaning "good", and stress, literally meaning "good stress".

Hence we can say that stress can affect negative on physical, psychological and behavioral pattern of an individual. Its act as an silent killer on the employee, which disturbs the thinking patterns and health gradually.

And organization must implements stress relieving practices, techniques for the benefit of work force, so that they maintain and enhance their productivity.

This research focuses on meditation, yoga and general humor as an stress controlling methods, design systematically for stress free organization.

II. Review Of Literature

Stress in the workplace had act as an major critical issue for company s and it has reached alarming proportions. According to the National Institute for Occupational Safety and Health, 80 percent of workers experience job stress.

Bhattacharjee, (2009).absence of team efforts and collective efforts among the supervisors and employees and maintaining the productivity ration results in unwanted stress.

(Brill, Margulis, & Konar, 1985; Clements- Croome, 2000; Davis, 1984; Dolden & Ward, 1986; Newsham, Veitch, Charles, Clinton, Marquardt, Bradley, Shaw, & Readon, 2004; Vischer, 1989, 1996)8 . The tasks workers perform in modern office buildings are increasingly complex and depend on sophisticated technology the worker have to be regular trained and have to update there knowledge and skills.

Walter-Cannon(1932)fight or flight.|- to defend ourselves from the threat or flee . e

David Fontana: Stress is a demand made upon the adaptive capacities of the mind & body. The stress response is a complex emotion that produces physiological changes to prepare us for —

Keeley and Harcourt (2001) in their study on —Occupational Stress: A Study of the New Zealand and Reserve Bank| Revealed that stress in unskilled employees are most because they cant adopt the work fast ,also unable to modify ,and they have to keep heavy work demand also.

Kulkarni GK (2006) in an article Burnout published in Indian Journal of Occupational and Environmental Medicine 2006 ,said that fast change of the modern working life and modernization results in updatation of new skills, adoption acc to new style of work, certain pressure of giving result and productivity ,time pressure, results in increasing stress among the work force.

III. Need and scope of the study

The study is very important because , today due to fast changing corporate structures, competitions, personal life issues etc, employees get engulf in this unhealthy state of mind, known as stress. It somewhere affects in negative way on the work force results in deterioration in there efficiency level, as well less production outcome for the company.



Stressor ,can be events or environments that an individual would consider demanding, challenging, and or threaten the individual's safety

Basically there are four types of work related stressors. Interpersonal ,role related task oriented and organizational and physical environment stressors.

Now somewhere it should be incorporate in vision of HRD of the organizations to introduce meditation ,yoga and soothing humor ,to be part in their system in order to make employee stress free and to maintain proper productivity level.

3.1 Research objectives and methodology

The research is conducted to analyse various possibilities of stress in an organization and implementation of techniques like meditation, yoga and general humor in coping up with stress.

This study is explorative in nature and based basically on secondary data .

The useful data has been collected through various articles, magazines, books, newspapers, journals, and through various relevant websites related to yoga, meditation, humor in corporate sector.

3.2 Causes of stress and their effect on workplace.

causes	Effects/results
<p>Work related stressors</p> <ul style="list-style-type: none"> • Organization physical environment stressor{ the ambience, facilities etc} • Role related{job description ,policies etc related}stressor • Task control stressor {skill, time efficiency in performing task acc to fixed time pattern} • Interpersonal stressors {miscommunication, grievances among workforce} 	<p>Physiological</p> <ul style="list-style-type: none"> • Blurred Vision • Heart Rate Increases • Abnormal Body Language • Breathing Increases • Speech Defect • Blood pressure related • Head ache, back ache • Insomnia
<p>social stressors</p> <ul style="list-style-type: none"> • Societal demand • Status maintenance • Family demands 	<p>Psychological</p> <ul style="list-style-type: none"> • Low confidence • Mood swings • Impulsiveness, short temperd attitude • Restlessness • Lack of focus • Memory weakness
<p>daily stress events</p> <ul style="list-style-type: none"> • Traffic ,vehicle issues • Lost keys daily things • The time management 	<p>Behavioral</p> <ul style="list-style-type: none"> • Absenteeism • Low interest in performing job • Bad listening • Chances of accidents

IV. Management of Stress

According to Holt (1990), management of job work stress can be done under two ways.. first, the worker himself trace out origin of stressor and try to understand its consequences..

Secondly the organization analyse on it and develop some strategies and to implement the methods in order to decrease stress.

Any employee can suffer from stress regardless of personality, social backgrounds, psychology, age, status, gender, etc . It is duty of HR department, to understanding the main issues involved in origin of stress and difficulties.

Organisations can design Stress Management Program that focuses on different categories of employee's at all hierarchical level.

So ,It is generally assumed that there are two basic approaches to cope with stress i.e. individual oriented approach and organisational oriented approach.

4.1 Individual oriented strategies for coping with stress:

- a) solo activity {individual efforts} : hobbies like listening music, watching movies, playing music, reading books, running, walking, cooking, pet maintenance, anything that recreates oneself and deviate him from stress related things.
- b) group involvement activities: games and sports,, mingling with besties, spending time with them, Anything in which other people involves which make the person light, while spending time with them.
- c) Yoga and meditation : the positive effect of meditation and yoga techniques. There are many meditations like transcendental meditation, vipassana, mindfulness, modern meditation techniques like reiki healing method, brahmakumaris meditation etc. and yoga like , ramdevs baba yog, suryanamaskar, tratak etc it heals mind and soul energy in positive way, and helps the individual, gradually to come out from stress.

4.2. The organizational oriented strategies for coping with stress :

It's the responsibility of corporate to implement the stress relieving techniques in an organization.in order to develop confidence and morale in his employees they should study the core realities of origin of stresser in the individual employee and group. They should monitored it step by step, and try to make efforts in eliminating it completely from the system.

Many mncs worked on this like in IT companies they have individual segment like gym,for fitness, occasional parties among the employees, badminton court, cricket tournaments,, etc are somewhere the part of maintaining the harmony and mental serenity among the employees.

The present study focused on meditation and yoga techniques, and intervention of sensible descent humor among the work force.

4.3 Some effective common meditation techniques which may help in coping up the stress:

The study discussed in knowing some of the traditional and modern meditation techniques in brief, which definitely helps the employees to maximum extent. The meditation is individual activity but can be perform in group under proper guidance. The meditation seminars or continue programs have to be organized in regular intervals.

A} Transcendental Meditation: In this the person have to recite particular “guru mantra” regularly without breaks for 20-30 minutes. The guru mantra is designed with the sound vibration method, and it creates amazing impacts on the mind of doer in positive way.

Maharishi Mahesh Yogi introduced the TM technique and TM movement in India in the mid-1950s.

Stress negatively affects everything we do when we are caught up, mentally, physically and emotionally, in constant activity. It is now widely recognised that stress aggravates every disease and disorder. Therefore a technique which provides deep physiological rest, the complete antidote to the stress response, will affect every aspect of life in a positive way, allowing access to a deep inner peace and happiness.

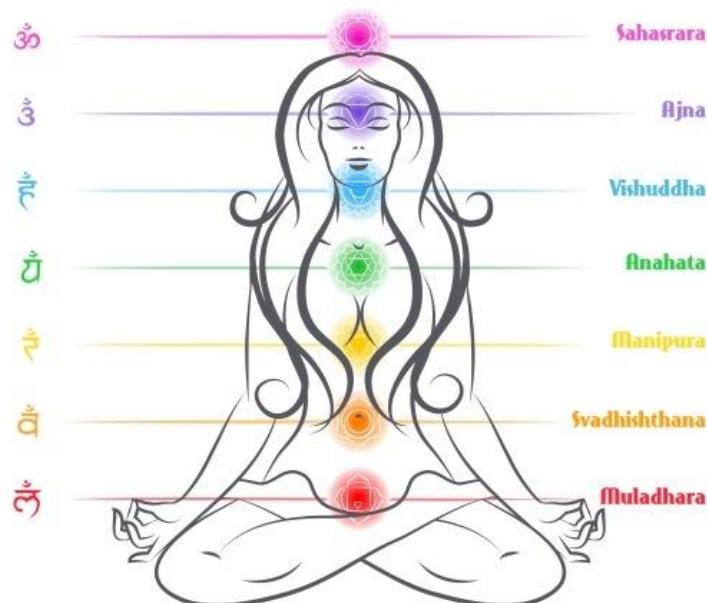
B} Reiki the healing meditation:-In this healing is done by the meditator himself with the help of his palms, after attunement process. { in attunement process the reiki master impart universal positive energy in the practionnaire with there meditation process }

The employee have to heal all there 7 chakras in this meditation., which somewhere heals them and develop positive out frame in there working style.

Reiki is founded in 1922 by Mikao Usui. Since originating in Japan.

In contains 4 degree programs and various attach things like , golden ball method, past life regression therepy etc

The 7 chakras, that to be heal during this process



Sudarshan Kriya

Sudarshana Kriya Meditation is developed by Sri Sri Ravishankar, founder of Art of Living foundation. This dhyana consists of special postures of body and respiratory order to attain (tention free) life and meditator feel easy to live in the I("Present time"). It involves performing of Ujjayi Pranayama followed by Bhastrika Pranayama. After Pranayama, one has to chant OM for three times and feel the vibrations. Finally, chanting of Soham mantra leads to silence and deep relaxation.

‘Su’ means proper, and ‘darshan’ means vision. ‘Kriya’ in yogic science means to purify the body. As a whole, Sudarshan Kriya means ‘proper vision by purifying action.’ Sudarshan Kriya meditation is very helpful in getting rid of stress permanently if practiced regularly

Sahaja Yoga Meditation

In this dhyana meditator attains that stage when there is no thinking process in the mind and spiritual power which is stored in the form of potential energy at the lower back, spiritually known as mooladhar chakara in form of like a serpent in sleeping pose (Kundalini). In this dhyana meditator follows a easy way that is natural not guided. Mata "Nirmala Devi" founded this technique. In this meditation one realizes peace of mind and gets all chakaras (spiritual energy points) refreshed

4.4 Yoga and its relevance to stress management

Yoga is one of the six foundations of Indian philosophy and has been used for millennia to study, explain, and experience the complexities of the mind and human existence (Feuerstein, 1998). Patanjali's Yoga sutras outline a skillful way of conducting life that fosters moderation and harmony (Becker, 2000). Bhole (1997) in his conceptual paper, explained different aspect of Yoga. The Yoga way of life encompasses the philosophy of Karma Yoga (path of detached action), Jnana Yoga (knowledge of self), Bhakti Yoga (trust in the supreme order) and Raja Yoga (asana, pranayama, meditation, etc). According to Bhole (1997), hatha-yoga practices like asanas (i.e. posture), pranayama (i.e. breathing practices intended to influence vital forces), kriyas (i.e., cleaning process), mudras (i.e., certain internal attitudes) and bandhas (i.e., neuro –muscular locks) are mostly taught as physical practices. Many researchers have noted the benefits of exercise in diminishing the stress response, and a host of studies points to these benefits. Yoga, too, has been recommended and studied in relationship to stress, although the studies are less scientifically replicable. Nonetheless, several researchers claim highly beneficial results from Yoga practice in alleviating stress and its effects. Nagendra and Nagarathna (1988) have dealt with stress management in their book entitled, *New Perspectives in Stress Management*. According to authors, the ancient Indian science of Yoga holds the key for combating this modern menace. Coping styles or strategies may either be oriented towards avoiding stress or towards dealing with stress. (Pestonjee, 1999)15. This way Yoga helps one deal with stress in better way.

4.5 Role of normal {soothing} humor in corporate:

"A sense of humor is part of the art of leadership, of getting along with people, of getting things done." - Dwight D. Eisenhower

The life become easy if its full of enjoyment and fun and so the case in working area., the todays corporate world is full of competition and at every moment the employe have to prove themselves. In such case humor among themselves creates healthy atmosphere in the group. The healthy and soothing humor make everyone ,zeal ful and happy for an moment.

There is strong evidence that humor reduces dysfunctional stress (Yovetich et al. 1990). When making a joke about a stressful situation, one develops a sense of dominance and control over it (Henman 2001), which is incompatible with stress and anxiety (Smith et al. 1971). In other words, joking about a stressful event (e.g., downsizing) makes it less threatening. For example, humor reduces stress in the military by mocking the risk of death in marching songs and jokes.

Humor promotes openness to new ideas by relaxing people and making them less likely to criticize mistakes or new ideas. This leads to risk taking, which is the basis of creative thinking (Morreall 1991).

So humor acts as an stress buster among the employees. The following are benefits, outcomes of creating a healthy humor in an workplace are:

A} humor and thinking:

- Humor increases the acceptance of new ideas.
- Humor enhances ones ability to solve problems.
- Humor improves decision-making.
- Humor boosts overall brainpower.

B} humor and communication

- Humor gets people to listen. {people takes interest in talks they listen you }
- It improves memory retention.
- Humor assists in learning
- Humor increases likability {usually people like those, who make the atmosphere easy }

C) humor and connections

- Humor connects us with others.
- Humor builds trust
- Humor encourages collaboration
- Humor diffuses conflict.
- Humor builds credibility
- Humor enhances perceived leadership skills

D) humor and health

- Humor increases happiness.
- Humor burns calories, as its increase laugh.
- It makes the mood refresh which eventually decreases the stress level
- Humor improves productivity

V. Conclusions

- This study was done in order to assess the importance of yoga, meditation and normal humor at work place, in decreasing the stress level among the employees .
- We conclude on the part that yoga and meditation creates great positive impact in the mind of employees ,who practice it regular, and consistent ,it results in overall development of personality.
- Meditation ,yoga and normal humor is beneficial from the health point of view. It gives peace of mind, relaxation and serenity
- less absenteeism is seen ,when people practice meditation daily.
- Physical yoga, makes fit to the body. As we all know “ healthy mind lives in healthy body” fit employee force, undoubtedly are more productive
- Job satisfaction and proper job involvement. Meditation and yoga gives proper job involvement and job satisfaction to the employee, results in less attrition rate of the company.
- Soothing humor assists in enjoyable atmosphere among team mates.

5.2 Limitations and scope of further Research:

The study concluded that the Yoga, Meditation and Soothing humor acted as a best stress management technique to reduce workplace stress. The different research papers and various articles and important data were studied where these tools were used and they resulted in a high productivity and reduction of workplace stress and stress free employees with harmonious environment in the organization. So somewhere it's the generalize information regarding yoga and meditation .

There are many meditation techniques and yoga postures, which are not all explored, the scope of research on those models can be done in future. The various recreational activities can also be research on more wider way. Like there are now a days people practice and form “hasya-club” in which all people open their arms and laugh louder. So such kind of humor can be studied on more broaden way regarding including them as an hasya-yog in corporate culture.

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