



STRESS MANAGEMENT IN THE CORPORATE SECTOR THROUGH YOGA

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ABSTRACT

Innovation and change executives at all firms cannot avoid strain, worry, and anxiety in their day-to-day work in today's globalised period of intense competition. Only industrious, disciplined, timely, and mentally attentive CEOs can withstand the stress of the job and maintain a healthy work-life balance. They are subjected to lengthy periods of stress and strain, which can manifest as hypertension, high/low blood pressure, insomnia, depression, backaches, migraines, spondylitis, and other disorders. As a result, the executive's overall efficiency and productivity suffers, and the organization's human capital suffers. Yoga is a great way for working men and women to relieve stress. This all-in-one compound is quickly gaining appeal as a relaxing agent for burnt-out Indian corporate executives. It is a tonic for the mind, body, and spirit. Physical postures (asanas), breath expansion and enhancement (pranayama), relaxation and meditation techniques (dhyaan), and a philosophy of simple and natural lifestyle management are all part of yoga's practises. It boosts a person's vitality and helps them build a cheerful mindset. Many people swear by it as a complete all-in-one holistic stress management approach. As a result, many organisations are seeing the benefits of regular yoga sessions tailored to the needs of their personnel. The researcher attempted to investigate how yoga practises help ITC executives overcome stress, resulting in a positive influence on the firm, in this report.

KEY WORDS: Stress, Yoga, Discipline, Corporate.

INTRODUCTION:

The Oxford Dictionary defines stress as "a state of affairs putting strain on physical or mental energy." A situation or circumstance (not always negative) that can disrupt an individual's normal physiological and psychological functioning. Stress is defined as a disturbance of the body's homeostasis in medical terms. This strain on the mind-body arises as it strives to cope with life's constant changes.

In nature, a stress condition appears to be relative. Extremely stressful situations, according to psychologists, are harmful to human health; nevertheless, stress in moderation is normal and, in many cases, beneficial. Stress, on the other hand, is associated with unfavourable outcomes. With the continuous diversification of human activity, we are now confronted with a plethora of stressors and anxiety and depression symptoms.

A few more definitions of stress can help us better comprehend it. Stress, according to Richard Lazarus, is a situation or sensation that occurs when a person thinks that demands surpass the individual's personal and societal resources. A state of great difficulty, pressure, or strain, according to Robert Samuelson.

OBJECTIVES OF THE STUDY:

- To study the reasons behind stress in corporate sector.
- To analyze how stress affects their health, relationships, works and family.
- To analyze how yoga helps in handling stress and enhancing performance

Stress and Human Body:

There are numerous studies that show what happens when people are confronted with stressful situations, such as a cardiac condition. When we are in danger or under stress, our bodies create substances to assist us in dealing with the situation. Adrenaline is the chemical that we create. When the body has too much adrenaline, it might create other stress symptoms. Poor sleep, irritation, poor focus, restlessness, feeling as if no one cares about you, low mood, racing thoughts, and difficulties remembering things are all examples.

As a result, stress management is essential. Regardless of how hard we try to get past the stress, life continues to find new ways to stress us out and cause anxiety attacks. Furthermore, we tend to disregard the causes of stress and the conditions induced by them, whether it's anxiety, mind-body tiredness, or our erroneous attitudes. We often forget in such disconcerting moments that pressures are, if not escapable, at least manageable and treatable.

Stress, whether acute or chronic, can lead to dangerous body-mind diseases. Dizzy spells, anxiety attacks, stress, sleeplessness, anxiousness, and muscle cramps are all symptoms that might lead to persistent health concerns. They may also have an impact on our immune, cardiovascular, and neural systems, as well as contribute to habitual addictions that are linked to stress.

Some of the body's significant built-in response systems include "stress reactions," "relaxation responses," and stress management approaches. The body attempts to restore equilibrium as a relaxation reaction. During a "fight or flight" situation, several hormones cause the body to replace lost carbohydrates and lipids and restore energy levels. Nerves that are tangled, muscles that are tense, and a tired mind all want to unwind. Unfortunately, we no longer receive relaxing and soothing settings without first asking for them. We must endeavour to create such conditions in order to be comfortable. Stress management is critical for good health. You can get rid of stress by using stress management, reduction, and relief approaches.

The term "Yoga" is derived from two Sanskrit roots, one of which is "Yujir," which meaning "to join, to unite." As a result, yoga is designed to bring the body, senses, and action organs together with the mind, and the mind with the intelligence, intelligence with the awareness, and consciousness with the soul. "Yuj Samadhai" is the second root, which meaning "yoga is Samadhi." When you achieve a higher degree of consciousness, your awareness expands beyond its own limitations, approaching the realm of the soul. Between the consciousness and the soul, there is still parity. "Samadhi" occurs when the disparity disappears.

Yoga is a school of thinking that embodies India's timeless wisdom. Food, dress styles, postures, activities, habits, and attitudes are all influenced by the Yogic culture of India. It can be found in all types of art, including music, dance, and sculpture. It has remained one of the most essential aspects of Indian culture over the years, maintaining dynamic and adaptable to changing times at all times. It became associated with the growth of Hinduism and its philosophy as it grew in popularity in India. Despite this, it has always been free of religious beliefs or dogmas, and it has never compelled endorsement of any particular belief system. It has always been a path to the realisation of truth that is open to all individuals of different beliefs, religions, and races. It is, in essence, a path of spiritual inquiry, prompted by a sincere desire to get a better knowledge of life and the phenomena that surround it.

Yoga literally translates to "integration" in Sanskrit. Yoga, in this view, is a method for learning how to live in the most integrated way possible. As a result, it entails identifying and then eliminating everything that could lead to disintegration. It teaches how to integrate one's body, mind, and soul. It goes on to educate how to integrate personal goals and ambitions with social and corporate objectives. It's also a manner of life that brings the phenomenal and transcendental together, the individual soul and the Divine. When viewed in this light, it becomes a never-ending process that necessitates ongoing awareness and encompasses all facets of life.

In his study, Maia (2004) summarised the results of in-depth interviews with 79 people who have started or led organisations that incorporate contemplative practises. Contemplative practises were integrated into the workplace not only as supplementary stress-reduction measures for individuals, but also as a basic part of the organization's structure, according to several interviewees. A number of traits emerged as interviewees described how their firms operate, pointing to

"the contemplative organisation" as an emerging model of an organisation that incorporates a contemplative approach into the workplace. Improved communication and a deeper sense of team and community were also highlighted by interviewees as benefits of contemplative practise in the workplace.

Managerial stress is anticipated to be on the rise, according to Rees (1997). The growing focus on managerial stress, such as stress measurement and relaxation strategies. Rees (1997) describes "role set analysis" as a tool for stress reduction through "load management." Individual management abilities must also be evaluated, as a lack of them might contribute to or exacerbate managerial "overload."

Dennis (2005) characterises pure spirituality, applied spirituality, and spiritual development as constructs. We investigated the research approaches used to investigate spirituality in organisations in this study. We look at five indicators of spirituality: health, happiness, wisdom, success, and fulfilment, and identify study instruments for each based on previous studies of Maharishi Mahesh Yogi's Transcendental Meditation programme. The value of research in determining the practical applications of spirituality for the individual, organisation, and society is widely recognised (Vojko, 2005).

The goal of this study is to present: (1) the problem of stress that employees may face; (2) the individual propensity to stress; (3) the individual approaches for stress reduction; and (4) the authors' model of stress avoidance training.

This concept might be tailored to meet the demands of small, medium, and big businesses. Individuals' ability to cope with stress appears to be highly variable. Stress management abilities appear to be influenced by self-perception, locus of control, type A or B behavioural patterns, and flexibility or rigidity.

Managers can be taught to recognise the signs of mental stress in their employees, according to Sonja (2004). This is according to the ACIRRT of Sydney University's "Managing Stress" report.

According to the survey, mental stress is the leading cause of lost productivity in the workplace. It tells managers that if they don't want to face workers' compensation claims, they must address stress issues. Six case studies are included in the paper to demonstrate managerial intervention in stress concerns.

Stress, according to Chitra (2007), is the most common occupational hazard in today's workplaces. According to a recent study by Alka et al. 2007 of the New Delhi-based research group, Indian Council for Research on International Economic Relations (ICRIER), the losses from occupational stress-induced diseases could total \$200 billion (approximately Rs 7,800 trillion) in the next ten years if corrective action is not taken quickly. The ICRIER study specifically mentions India's outsourcing business, which has the highest rate of work-related stress.

According to Marek (2003), the introduction of technology advancement has shown to be beneficial to the corporate sector. However, it has resulted in stress-related issues in the job. Today's working-class folks are dealing with a lot of stress. As a result, stress-relieving programmes and techniques have gained popularity. Many people are turning to de-stressing programmes in order to find that much-needed relief. The article sheds light on the de-stressing techniques used by businesses to combat stress.

According to Bahru's (2003) research, the workplace contains a multitude of anxiety-producers. Many come from unexpected sources, such as job losses, relocations, coworker downsizing, or having many supervisors in a short period of time. Employees should evaluate their abilities on a regular basis, learn new ones, join in professional or trade organisations, and keep current on industry developments, according to the article. Although stress cannot be eliminated, it can be managed.

Marmot (2004) found that the effect of multiple responsibilities on mental health is explained by friction between home and work. Single fathers in all three cohorts, as well as single moms in the Helsinki cohort, had poor mental health, which could be explained in part by their higher levels of family-work conflict. Men and women's mental health are affected differently by both sorts of conflict. Women in Japan had the most conflict and the worst mental health, whereas women in Helsinki had the least conflict and the best mental health.

The goal of Mijoc's (2009) research was to identify stress symptoms in the participants and determine gender variations in stress symptoms. First, Mijoc (2009) sought to determine whether there are gender differences in job stress levels, second, whether there are gender differences in the frequency of stress symptoms, and third, whether there are gender differences in the intensity of stress symptoms. A total of 85 managers from Slovene enterprises of random pick took part in this study. The study's findings revealed that there are gender variations in all of the aforementioned categories, with women experiencing a statistically higher degree of stress. There are gender disparities in the occurrence of stress symptoms as well as the intensity with which stress symptoms are experienced.

According to Chesler (2010), there is strong evidence that people in their workplaces experience unfavourable interactions, a poor organisational atmosphere, and pushy managers, among other things. However, there are a variety of ways to deal with it, including self-help books, relaxation exercises, yoga, men-

tal health therapy, and psychiatric counselling. Nonetheless, through a phenomenological research, this paper focuses on prayer and its effects. The findings show that the sample members pray every day and/or multiple times throughout the day. According to the statistics, the average amount of time spent praying varies.

Prayer is also perceived as a means of communicating with a heavenly force, and it is seen to be helpful in dealing with duties, coworker relationships, unpleasant emotions, and spiritual vibrations in the workplace, among other things.

Research Design:

The study employed an exploratory research strategy that prioritised the discovery of new ideas or the development of fresh insights.

Data Collection Techniques:

Primary data:

It was gathered by a field survey using a questionnaire (personally administered). There were ten closed-ended questions and two open-ended questions in the survey. Closed-ended questions were used to limit subjectivity and variability, as well as to make tabulation and interpretation easier.

Sampling technique:

Sampling: ITC Ltd

Sampling Unit: Employees (Executives and Managers)

Sample size: 27 Employees.

DATA ANALYSIS:

Particular	Strongly agree	Agree	Can't say	Disagree	Strongly disagree
Yoga helped the employees of the corporate sector to deal with stress	12	12	1	1	1
Yoga helps in solving the basic problems at work place	1	8	4	13	1
Yoga helps in unraveling the hidden dimensions of human potential	13	12	1	1	0
Yoga helps in personality development	11	12	2	1	1
Yoga therapy helps for ailments	15	9	2	1	0
Yoga must be a part of every corporate sector to overcome stress	16	11	0	0	0
Yoga helps in determining the weakness of people working in corporate sector	3	8	9	6	1
Yoga is beneficial for performance enhancement in corporate sector	8	15	2	2	0
Yoga act as motivator and helps in improving the work efficiency of people working in corporate sector	9	13	2	2	1
Yoga can affect the human relationship, work and family	13	10	2	2	0

Question 1 reveals that the majority of employees (44%) strongly agree that yoga helps the business sector cope with stress. Yoga is a great way for working men and women to relieve stress.

This all-in-one mix is not only calming the burnt-out Indian corporation, but it is also rapidly gaining appeal. Physical postures (asanas), breath expansion and augmentation (pranayama), relaxation techniques, meditation, lifestyle management, and philosophies to live a positive life are all part of yoga's practises. The majority of employees (48%) disagree that yoga aids in the resolution of basic difficulties at work because the basic problem may be related to their personal lives and hence cannot be resolved through yoga (Question 2).

Yoga is a total mind, body, and soul regeneration. Question 3 reveals that the majority of employees (44%) believe that yoga assists in unlocking the hidden depths of human potential. When a person practises yoga on a regular basis, he or she becomes intellectually, physically, and cognitively fit and alert. His thought

process is engaged, and as a result, he or she becomes innovative and works with a good attitude.

Question 4 reveals that the majority of employees (44%) believe yoga aids in personality development. Yoga gradually eliminates mental, physical, and spiritual flaws. It teaches him discipline and instills in him a positive outlook on life. It keeps people healthy and helps them to manage their bad thoughts. As a result, doing yoga on a regular basis can assist to improve one's personality. Yoga is gaining popularity as a stress-reduction method, which might signal the start of a health revolution and lead to personality development.

Question 5 reveals that the majority of employees (56%) strongly agree that Yoga therapy aids in the treatment of a variety of problems connected to posture and psycho-somatic disorders. Physical postures (asanas), breath expansion and enhancement (pranayama), relaxation techniques, and meditation techniques are all part of yoga treatment. This improves a person's mental fortitude.

Question 6 reveals that the majority of employees, 59 percent, strongly agree that yoga should be incorporated into every corporate sector to help employees deal with stress because, unlike other exercise routines, yoga is low impact, improves strength and flexibility, improves concentration, and reduces mental and physical stress and tension. Question 7 reveals that the majority of employees (33%) do not believe that yoga aids in identifying the weaknesses of people working in the corporate sector, despite the fact that yoga is known to alleviate fatigue and generate energy, all of which lead to increased productivity and morale - perfect for the corporate environment but not for identifying the weaknesses of people working in the corporate sector.

Question 8 reveals that the majority of employees (63%) strongly think that Yoga is useful for improving corporate performance since excessive levels of stress caused by intense pressure cause sleep difficulties, digestive problems, vision problems, and spinal problems. As a result, yoga provides flexible solutions that will energise employees, boost their efficiency, and assist them in overcoming stress and weariness (Question 9).

Yoga functions as a motivator and increases the work effectiveness of persons working in the business sector, according to the majority of employees (48 percent). It consists of simple asana (poses) and breathing techniques that, when properly practised, can produce wonderful and quick results. It will energise the staff, increase their efficiency, and assist them in overcoming stress. It can also prove beneficial for performance enhancement, which may help them concentrate better.

Question 10 reveals that the majority of employees (48%) strongly agree that yoga can improve human relationships and assist in finding a work-life balance, because relaxation techniques such as yoga stimulate a state of restfulness that is the polar opposite of the stress response.

CONCLUSION:

As a result of the analysis, it was determined that yoga is an important therapy for stress management. Yoga is a great way to relieve tension in both men and women who work. The popularity of this all-in-one concoction, which is working as a calming agent for the burned-out Indian corporation, is only expanding.

Because yoga involves diverse areas that affect an individual's life, it means different things to different people. Yoga practises include physical postures (asanas), breath expansion and augmentation (pranayama), relaxation techniques, meditation, lifestyle management, and philosophies for living a positive life, all of which, when correctly performed, can offer excellent and quick benefits.

ITC should expect significant returns on investment if it spends time and resources in a company-wide wellness culture that focuses on "maintenance" rather than "repair." Employees that are upbeat and energetic contribute to a healthy, relaxed environment with lower absenteeism. Employees that are distressed, healthy, happy, focused, and alert are more productive than those who are anxious, fatigued, and in pain. The yoga practise does not have to be long; it can be tailored to the needs of the participants. Yoga may be done while sitting in a chair or standing in the desk space area, and even a 15 minute quick session can provide decent effects. There is no need to schedule a separate session; yoga can be done while sitting in a chair or standing in the desk space area. As a result, we can claim that as industrial tasks become more tough and demanding, stress is becoming a major issue in every company.

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