Role of Yoga in Reducing Occupational Stress among Working Women

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Abstract

This paper focuses on the role of yoga in reducing occupational stress among working women in Cuddalore district, Tamilnadu in order to study the objectives primary data was collected with sample size of 35 which was collected at randomly is used for analysis. The recent studies also supported the yoga Practice is reduces the negative emotions, anxiety and stress. The aim of the study is also to assess the stress in related to job and comparison between before and after practicing a yoga session. Anova repeated measures, the simple contrast method was used for analysis from the results the dimensions like work stress, organizational stress, organizational climate stress are high before yoga intervention and after yoga intervention all are reduced. By way of giving yoga practices the yoga reduces the stress hormones. It may be concluded that yoga practice has a highly positive impact in the management of stress related problems. The strong need is that the various aspects of yoga may suitably be embraced as a part of regular training particularly among the working women.

Key words: Occupational stress, demographic variables, working women

Introduction

Occupational stress defined as the harmful physical and emotional response that occur when the requirement of the job do not match the capabilities resources or needs of the worker. From that definition occupational stress is chronic conditions caused by situation in the work place that may negatively effect an individual’s job performance and their overall wellbeing. Work and family are the two most important aspects in people’s lives and contrary to the initial belief that they are distinct parts of life these domains are closely related. Traditionally the major responsibility of women has been perceived to be the maintenance of the family including home and child care, most women do not have responsibility only in are domain any more; they have balance the competing demands of both work and family domains. Men and women are exposed to many of the same stressors. Desmarais and Alksnis suggest two explanations for the greater psychological distress of women. First, the genders differ in their awareness of negative feelings, leading women to express and report strains, whereas men deny and inhibit such feelings. Second, the demands to balance work and family result in more overall stressors for women that leads to increased strain. The effects of job stress on chronic diseases are more difficult to ascertain because chronic diseases develop over relatively long periods of time and are influenced by many factors other than stress. Nonetheless, there is some evidence that stress plays a role in the development of several types of chronic health problems—including cardiovascular disease, musculoskeletal disorders, and psychological disorders.

Factors for women having occupational stress

Combining housework, childcare, shopping and cooking with an outside job and trying to do everything on time is one of the biggest factors of women being more stressed at work, characterized mainly by feelings of guilt and hostility. 60% of women who have children under age six have an outside job and cope with family problems; single or married most of duties at home fall on shoulders of a woman.

Nature of nursing

In many cases someone becomes a nurse because they want to help people but when they are confronted with the reality of the job they soon realize that is not what they thought it would be considering the nature of nursing tasks and the involvement with death and dying people. Healthcare
institutions are different in size and nature, and nurses are confronted with different work tasks and working hours -nightshifts-, working conditions – understaffing and stress related situations – the suffering and death of patients. Another serious stressor is that the health professionals have always paid a heavy price concerning infectious diseases because due to the nature of their work they come into contact with biological dangers people as they use sharp equipment like needles and through skin contact are exposed to the same active infection dangers as the patients by handling patients’ blood and bodily liquids. Except these, the chemical substances in the hospital along with the use of dangerous medication, such as those used in chemotherapy, expose nurses to health dangers.

Nature of Teachers

The teacher must be aware of his clear role to build up the nation. Teachers are over burdened with regular teaching load. Occupational satisfaction is a necessary condition for a healthy growth of teacher’s personality. A teacher at present has a vulnerable position. College teachers protest that they are not paid enough. The importance of pay or a factor in occupational has been greatly over emphasized. In general, occupational stress arises from the working conditions/environment of a system, when we talk of stress among teachers. Many factors cause stress among teachers. School teachers face high amounts of stress during teaching and handling students; Classroom in developing countries remain overcrowded and teacher face intensive verbal communications, prolonged standing, high volume of work load. Teachers are also over burdened with regular teaching work and non-teaching work as election duties, duty in census; populations counting etc. the teachers are often heard of complaining about. Teaching profession occupies important and prestigious place in society. Teachers are considered as the creators of leaders, scientists, philosophers, advocates, politicians and administrators. Teacher is the principle means for implementing all educational programmers of the organizations of educations. With the changing socio-economic scenario and increasing unemployment, the values of teacher and their professional concerns associated with the job have undergone a change, increasing stresses and hassles of teachers.

Occupational stress has been defined as the non-specific response of the body to any demands made upon it (Selye 1976). According to Cooper et al. (1994), it is a negatively perceived quality which stems from inadequate coping with sources of stress and which results in negative consequences in terms of mental as well as physical health. Stress is considered to be an internal state or reaction to anything consciously or unconsciously perceived as a threat, whether real or imagined (Clarke & Watson 1991).

Various research findings confirm the relationship between stress and lack of motivation, prolonged strikes, anxiety, absenteeism, burnout, high turnover, increased late coming, missing deadlines, making careless mistakes, and so on (Schabracq & Cooper 2000, Murphy 1995, McHugh 1993). Chusmir and Franks (1988) have suggested that the aforementioned consequences of stress have an adverse effect on the overall organizational efficiency and effectiveness. Organizations are now realizing the implications of the negative consequences of occupational stress and feel the need to investigate stress-related problems. This study is an attempt to ascertain the level of stress among the managers of a public sector company and to determine the role of various factors that contribute to occupational stress.

MANAGEMENT STRESS-COPING STRATEGIES

Bhole (1977) in his conceptual paper, explained the different aspects go Yoga. Studies such as those conducted by Singh and Udupa (1977) and Datey (1977) throw light on the positive effects of Yogic practices on experience stress. Health-care specialists recommend changes in life style such as breathing regulation, muscle relaxation, nutrition management and exercise. So, a preventive approach reduces effect of stress. They key is to create a better ‘fit’ between people and the environment. ‘Relaxation Technique’ is an emotion-focused coping strategy. It is an innate, integrated set of psychological changes opposite to that of the flight response. It does not directly change the work environment, but rather helps employees adjust to stress more easily. Sahasis (1989) and Nagendra (1988) opine that some of the Relaxation techniques which have been proved to reduce stress and
Transcendental meditation, Zen and Yoga, Antigenic training, Progressive relaxation, Hypnosis, Sentic Cycle and so on. Hence we can say that stress is a silent killer and prolonged exposure to stress may exert harmful effect on physical, Psychological and behavioral well being of an individual. And organization must implement effective stress management techniques in order to maintain the productivity of the organization with Stress–free employees. This research focuses on use of Yoga, Meditation and as stress management techniques for a stress free organization

So we have to practicing these type of asanas and exercise for six weeks in evening time

First giving Breathing Exercise Pranayama, the breathing exercise, may rejuvenate you, to carry on your work with extra energy.

1. Put your right thumb on your right nostril
2. Deeply inhale air using your left nostril
3. Close your left nostril with your right index finger and hold breath for few seconds
4. Exhale through left nostril
5. Do it similarly with left nostril closing right nostril
6. Now inhale through left nostril, hold breath and exhale through right nostril and do the other way
7. Practice few times Yoga and Life Style Yoga is a traditional and cultural science of India, which teaches ideal life style and maintenance of health. It literally means unity with divine consciousness. Yoga brings about suitable changes in the behavioral pattern and the attitude of a person.

Second we have to practice these Types of Asanas

Meditative Asanas

These asanas provide a comfortable and stable position of the body to make the mind more and more steady for the process of meditation. Padmasana, Siddhasana and Swastikasana are few relaxative asanas.

Benefits Of Siddhasana (Perfect pose)
1. It helps in increasing the concentration power of a person.
2. It relaxes the muscles of the legs and the pelvic area as well.
3. Hips, pelvic muscles and the legs become more flexible.
4. It strengthens the legs and hips.

Benefits Of Svastikasana (Auspicious pose)
1. This pose strengthens the spinal cord as it is kept straight in this asana.
2. It reduces high blood pressure.
3. Even ailments of knees are cured from the practice of Svastikasana.
4. This asana is known to cleanse the ‘Nadis’ (the energy channels of the body).
5. A feeling of calmness enters the mind while sitting in this asana.
6. When practiced regularly this asana helps in maintaining normal body temperature.
7. This asana also tones the muscles of the abdominal area.

Benefits Of Padmasana (Lotus pose)
1. This pose helps in enhancing blood circulation in the body.
2. It is known to improve digestion.
3. As per Hindu Texts padmasana destroys all disease and awakens kundalini. (Kundalini is a dormant energy residing at the base of the spine. With the help of meditation and yoga it can be awakened).
4. This asana stretches the knees and ankles.
5. It keeps the joints and muscles flexible.
6. Helps women in reducing menstrual discomfort.
7. It calms the brain and increases attentiveness.

OBJECTIVES
The main objectives of this study are
To assessing the impact of yoga on occupational stress and its dimensions.

Area of the study
The research was conducted among women employees in cuddalore district which is a big organization to enable effective research to be done.

**Limitation of the study**
Hence we took few samples because due to yoga was given continuously for the period of six weeks in the evening time.

**Interpretation of Employment Organization Sources of Stressors scale**
The E OSS scale had been categorized into five components depending upon the nature of the stressors. The statements 1 to 16 represented work stressors, statements 17 to 32 represented role stressors, statements 33 to 48 represented personal development stressors, statements 49 to 64 represented interpersonal relations stressors and statements 65 to 80 represented organizational climate stressors. But among the statements somestatements were positive and some were negative. Each statement had five alternatives and the subject had to choose one alternative for each item based on their assessment. Scores 4 through to 0 were assigned to the responses “always”, “frequently”, “sometimes”, “rarely” and “never”, respectively to the statements which reflected the sources of stressors. The scoring pattern was reversed in case of negative statements, which reflected no sources of stressors. The scores were interpreted such that higher the score, the greater was the perception of stressors from each source as well as in the overall organization.

**Category Range**
Very low stress 0-80
Low stress 81-160
Moderate stress 161-240
High stress 241-320

**RESULTS AND DISCUSSIONS**
The table shows the average organizational stress was found to be 40.9 with the standard deviation of 5.6 before yoga intervention. It indicates the women are having high org stress before yoga intervention. At post test 1 (at 15th day) after yoga intervention the average level it has reduces 36.6 with the S.D of 6.0. At post test 2 (at 30th day ) the average org stress level has reduced to 26.9 with the S.D of 7.1.

At post test 3 (at 45th day) the average org stress level has reduces to 28.8 with the S.D of 11.4 the high S.D reflects more variation in the data one way anova repeated measures has been applied to compare whether the reduction is statistically significant. The significant p values infers that the significant reduction in the avg org stress level from pretest to post test.

To find out when the significant reduction starts simple contrast method has been applied. The result indicates has 15th day itself. there in significant reduction in the organizational stress level compare to the in test and further simple contrast results infers that significant reduction in 30th day and 45th day respectively. This clearer shows that yoga is effective in reducing in organizational stress.

From the table shows the average of work stress was found to be 33.3 with the standard deviation of 9.0. before yoga intervention it indicates the women are having high work stress before yoga intervention. At post test 1 (at 15th day) after yoga intervention the average level it has reduces to 32.2 with the standard deviation of 5.1. At post test 2 (at 30th day ) the average work stress level has reduced to 28.8 with the standard deviation of 7.0.

At post test 3 ( at 45th day ) the average work stress level has reduced to 25.6 with the standard deviation of 9.4 the high standard deviation reflects more variation in the data. One way anova repeated measures has been applied to compare whether the reduction is statistically significant. The significant p values inter that the significant reduction in the avg org stress level from pre test to post test 3.

To find out when the significant reduction starts simple contrast method has been applied. The result indicates has 15th day itself. there in significant reduction in the organizational stress level.
compare to the in test and further simple contrast results in fers that significant reduction in 30th day and 45th day respectively. This clearer shows that yoga is effective in reducing in work stress.

The table shows the average organizational personal stress was found to be 40.39 with the standard deviation of 5.8 before yoga intervention. It indicates the women are having high org stress before yoga intervention. At post test 1 (at 15th day) after yoga intervention the average level it has reduces 39.3 with the S.D of 6.6. At post test 2 (at 30th day ) the average org stress level has reduced to 31.4 with the S.D of 8.80.

At post test 3 (at 45th day) the average organizational personal stress level has reduces to 32.6 with the S.D of 11.97 the high S.D reflects mo variation in the data one way anova repeated measures has been applied to compare whether the reduction is statiscally significant. The significant p values in ters that the significant reduction in the avg org stress level from pretest to post test.

To find out when the significant reduction starts simple contrast method has been applied. The result indicates has 15th day itself. there in significant reduction in the organizational personal stress level compare to the in test and further simple contrast results in fers that significant reduction in 30th day and 45th day respectively. This clearer shows that yoga is effective in reducing in organizational personal stress.

The table shows the average organizational interpersonal stress was found to be 41.02 with the standard deviation of 6.2 before yoga intervention. It indicates the women are having high org stress before yoga intervention. At post test 1 (at 15th day) after yoga intervention the average level it has reduces 40.6 with the S.D of 7.1. At post test 2 (at 30th day ) the average org stress level has reduced to 29.11 with the S.D of 7.35.

At post test 3 (at 45th day) the average organizational stress level has reduces to 36.3 with the S.D of 13.06 the high S.D reflects more variation in the data one way anova repeated measures has been applied to compare whether the reduction is statiscally significant. The significant p values in ters that the significant reduction in the avg org stress level from pretest to post test.

To find out when the significant reduction starts simple contrast method has been applied. The result indicates has 15th day itself. there in significant reduction in the organizational personal stress level compare to the in test and further simple contrast results in fers that significant reduction in 30th day and 45th day respectively. . This clearer shows that yoga is effective in reducing in organizational interpersonal stress.

The table shows the average organizational climate stress was found to be 41.60 with the standard deviation of 5.6 before yoga intervention. It indicates the women are having high organizational climate stress before yoga intervention. At post test 1 (at 15th day) after yoga intervention the average level it has reduces 41.4 with the S.D of 8.2. At post test 2 (at 30th day ) the average org climate stress level has reduced to 29.4 with the S.D of 8.4.

At post test 3 (at 45th day) the average organizational climate stress level has reduces to 34.8 with the S.D of 11.4 the high S.D reflects more variation in the data one way anova repeated measures has been applied to compare whether the reduction is statiscally significant. The significant p values in ters that the significant reduction in the avg org climate stress level from pretest to post test.

To find out when the significant reduction starts simple contrast method has been applied. The result indicates has 15th day itself. there in significant reduction in the organizational climate stress level compare to the in test and further simple contrast results in fers that significant reduction in 30th day and 45th day respectively. This clearer shows that yoga is effective in reducing in organizational climate stress.

The table shows the average occupational stress was found to be 196.4 with the standard deviation of 18.2 before yoga intervention. It indicates the women are having moderate org stress before yoga intervention. At post test 1 (at 15th day) after yoga intervention the average level it has reduces 188.1 with the S.D of 22.2. At post test 2 (at 30th day ) the average occupational stress level has reduced to 145.7 with the S.D of 34.13.

At post test 3 (at 45th day) the average occupational stress level has reduces to 150.5 with the S.D of 49.15 the high S.D reflects more variation in the data one way anova repeated measures has
been applied to compare whether the reduction is statistically significant. The significant p values infer that the significant reduction in the avg org stress level from pretest to post test.

To find out when the significant reduction starts simple contrast method has been applied. The result indicates has 15th day itself. There is significant reduction in the occupational stress level compare to the in test and further simple contrast results infers that significant reduction in 30th day and 45th day respectively. This clearer shows that yoga is effective in reducing in occupational stress.

**FINDINGS**

The following findings were arrived from the research survey. They were:

1. The organizational stress, work stress, organizational personal stress, organizational climate and occupational stress are high before yoga intervention.
2. After practicing yoga the organizational stress, work stress, organizational climate and occupational stress all are reduced.

**Discussion**

When you encounter stress, your nerves send a signal to your brain, “stress”; these impulses are transferred within the brain to the pituitary gland, part of the brain that controls your endocrine (hormone) glands. Through nerve signals and secretion of hormones your pituitary gland sparks the adrenal gland. The adrenals make cortisol which affects your blood vessels, blood sugar, and other facets of metabolism. When a person is under stress, their breathing pattern changes. In addition to “turning on” the adrenals via the pituitary gland, the brain also sends nerve signals via the sympathetic nervous system to increase your heart rate, breathing, and blood pressure. By way of giving Yoga the benefits are:

- Decreases epinephrine and norepinephrine levels (adrenaline and noradrenaline, the major stress hormones produced by the adrenal glands),
- Decreases cortisol (produced by the adrenals; regulates blood sugar in response to stress),
- Decreases cardiovascular reactivity to stress (i.e. you get less elevation in heart rate and blood pressure in response to stress if you do yoga 3x/wk),
- Increases heart rate variability (a measure of how well the heart responds to stress),
- Decreases 6 AM cortisol levels, thereby decreasing cortisol throughout the day, and decreasing blood sugar throughout the day,

Physical and emotional stress set off a cascade of events mediated through nerve impulses as well as secretion of hormones in the blood and brain.

This research is done in the area of Yoga and Meditation and with an intention to find their positive effect on the employees who were suffering from workplace stress. The strong evidences of the positive effect of Yoga, gives this research a clearer approach to these interventions which result in a major reduction of workplace stress. From the study it can be suggested that organization can implement even some new innovative practices for Stress Reduction activities like Fun Friday, Team Building, Team Outing, Yoga & Meditation, Social Dance, and Healing through Music, Themed Events, Annual Days Festival Celebration Award Ceremonies, Important Corporate Events, Annual Days, or any occasion that requires a professional touch to ensure things go just the way you planned.

**CONCLUSION**

It may be concluded that yoga practice has a highly positive impact in the management of stress related problems. The strong need is that the various aspects of yoga may suitably be embraced as a part of regular training particularly among the working women. This finding also encourages the scope to carry out the various research studies in this very regard.

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