

Article

Effect of Welfare Program (Yoga) on Stress Management of Teachers

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A B S T R A C T

In today's scenario schools have become a very big organization working on and giving education and giving other cocurricular activity to the students. Teachers increases productivity and creativity of the students and while serving to the society they get stressed out and this stress affect the whole organization. Yoga practice becomes the tool for them in managing their stress level.

The main objective of the study is to observe that after yoga the stress level of teachers get reduces. The study started with the 30 teachers of different schools. questionnaire of 22 questions get filled with teachers about their stress level and yoga session get conducted of two weeks then post yoga questionnaire filled by them and comparison is made on two level physical and mental level through anova test, and ratio analysis was done to test the hypothesis. In generalized estimating we found that after the welfare program stress level of teaches get reduced. The intervention was associated with significant improvement in physical and mental level.it is compared that yoga has cured the stress level of teachers.

Keywords: Yoga, Welfare, Organization, Teachers

Introduction

An organization is defined a necessary combination of human efforts, material equipment's brought together in a systematic and effective correlation to accomplish the desired result.

The school as an organization is about the actual organization of the resources, events, personnel of the school.in a school different people teacher who are the veins of this organization they get assigned different duties and made responsible, they are also given due power to discharged their duties effectively.

Teacher provides the education that improves quality of life, therefore bringing so much to both individual and society as a whole. Teachers increase productivity and creativity of the student and there of future workers. though while

serving to the society teachers give time to their personal life as well. While managing these both the task together as a human resource they also get stressed out and this stress also affect the organization.

Stress: Stress is a feeling of emotional or physical tension. it can come from any event or thought that can make you feel frustrated, angry or nervous. Stress is a normal feeling, it is mainly of two types.

- Acute stress
- Chronic stress

Acute Stress: This stress is short term that goes away quickly.it helps you in manage dangerous situation. it occurs when you do something new or exciting. all people have this kind of stress at one or other time.

Chronic stress: Any type of stress that goes on for weeks or months is a chronic stress. you can become so used in chronic stress that you don't realize it as a problem, if you don't find ways to manage this stress it may lead to health problem.

Stress and your body-your body reacts to stress by realizing hormones. These hormones make your brain more alert, cause your muscle to tense and increase your pulse rate. This is body's way to protect itself.

When you have chronic stress, your body stay alert, eventhough there is no danger.it puts your body at the risk of health problem including;

- High blood pressure
- Heart disease
- Diabetes
- Obesity
- Depression
- Skin problem such as acne or eczema
- Mensural problem
- Stress also cause some kind of physical and emotional symptoms
- Diarrhea and constipation
- Forgetfulness
- Frequent aches or pains
- Lack of energy or focus
- Sexual problem
- Tiredness
- Trouble sleeping or sleeping too much
- Upset stomach
- Weight loss or gain
- Yoga

Yoga is a physical and mental practice that originated in India one 2000 years ago. The term yoga is derived from the Sanskrit word 'yuj' which means to join and symbolize the of the body with the unconsciousness in the mind and spirit.

Yoga is a mind body intervention that combine specific physical posture (asanas), breathing techniques (pranayama) relaxation and meditation to encourage union of mind and body.

- Yoga consists of eight limbs:
- Yam (ethical behavior)
- Niyama (personal behavior)
- Asana (physical posture)
- Pranayama (breath regulation)
- Pratyahara (sensory inhabitation)
- Dharna (concentration)
- Dhyana (meditation)
- Samadhi(integration)

The physical yoga (i.e. asanas) is a form of embodiment that relives stress and allow full range of life experiences,

yoga become as a useful tool for self-regulation for clinical and non-clinical issues in mood, stress and locus of control. it is actually a set of movement that coordinates the body and soul and creates flexibility against negative pressure and increase ability to cope up with stress.

Physical yoga has a therapeutic effect e.g.it enhances muscular strength and body flexibility, promotes and improves cardio pulmonary function, reduces stress anxiety depression and chronic pain. Improves sleep pattern and enhances overall well-being and health related quality life.

Breathing technique (i.e., pranayama) controls the energy supply to all the parts of the body with the voluntary regulation of breathing.it balances and produces psychophysiological relaxation b minimizing the tension, leading to stress free condition, long term practice of pranayama improves breathing efficiency, coordination between CNS and ANS, concentration, will power also get improved.

Meditation it increases the inner awareness. it develops a proper witnessing attitude by which one learns to accept the reality. it improves the mind body coordination. The regular practice experiences the calmness, freshness and a feeling of well-being throughout a day.

Wellness

Wellness is a state of optimal well-being that is oriented toward maximizing an individual's potential. This is a life-long process of moving towards enhancing ones physical, intellectual, emotional, social, spiritual, and environmental wellness.

Dimensions of Wellness Model

Physical: The most commonly known and associated type of wellness; encompasses exercise, nutrition, and medical well-being.

Emotional: The ability to feel and express emotions such as happiness, sadness, and anger, encompasses optimism, self-esteem, self-acceptance, and the ability to share feelings.

Intellectual: The ability to make thoughtful decisions and think critically; the ongoing pursuit of knowledge and skills enhancement.

Social: The ability to create a support group and network of family and friends, encompasses communication skills and intimacy with others.

Spiritual: This involves a belief in a sense of meaning in one's life, encompasses feelings of faith, hope, and commitment to one's beliefs and values.

Occupational Wellness: It is achieved when there is a proper "fit" between the individual and the job.

Environmental wellness is the one dimension that is

not directly identified in most wellness models, but is encompassed in many models as a subset of other dimensions (Hattie et al., 2004). Environmental wellness is related to one's surroundings and the fit between the environment and the individual (Allison, 1997; Zwetsloot & Pot, 2004; Abdel-Moty 2010).

Workplace Wellness

Workplace wellness is any workplace health promotion activity or organizational policy designed to support healthy behavior in the workplace and to improve health outcomes. Generally, health promotion is defined as "the process of enabling people to increase control over, and to improve, their health," and health promotion can be carried out in the workplace as well as many other settings. It consists of a variety of activities such as health fairs, health education, medical screenings, healthy office snack delivery services, health coaching, weight management programs, wellness newsletters, on-site fitness programs or facilities and educational programs.

Organizationally supported programs that focus on the Employees total Physical and Mental Condition. The Organizations typically provide workshops to help people Quit Smoking, control Alcohol use, lose weight, eat better, and develop a Regular Exercise Program.

Literature Review

Review of literature relating to the wellness program organized for the school teachers of one of the schools in Bhopal and measures its impact on the stress performance of teacher. The study will start by examining the - Physical and mental stress level of teachers.

Employee Wellness is a broad term which includes various services, benefits and facilities which are provided by employers to its staffs. Such schemes are the benefits which makes life worth living for employees. Wellness is the facility that is provided in order to comfort and improve employee willingness to work and is provided over and above the wages. This helps in raising the intention and motivation so as to retain the employees for longer period and reduce employee turnover. Wellness is motivational factor for every staffs. The main goal of implementing an employee wellness program is to encourage employees down the path to a healthier lifestyle. With this as the ultimate purpose for wellness programs, an accompanying bonus is that healthier employees are more likely to have a higher level of energy and increased concentration.

Employee commitment can be termed as the psychological and emotional bonding to an organization that eventually results being loyal for that organization. The commitment level relates to various aspects such as satisfaction, income, cognitive resonance within different hierarchies and job rely on employee's performance and organization must know

psychological and emotional need performance.

Objective of The Study

- To analyze the physical and mental stress of the teachers.
- To analyze the reduction in stress level of teachers after the wellness program.
- To analyze the comparison of the stress reduction in both the factors.

Research Methodology

The Study

The study is correlational in nature and is done to determine the stress level changes found among the school teachers.

The sample

For the purpose of conducting the study, the sample size of 30 teachers were taken. it was more in numbers but many of them were not able to join the wellness program due to their class room work.

Tools for Data Collection

The study is based on primary data. The data is collected through questionnaire, prior and post program got designed, it was for about 22 questions which was based on two stress related factors. The physical factor and the mental factor, 11 questions are designed in both the factors.

The question was framed in 5 level scale forms never to always.

Tools of Data Analysis

The collected data was tabulated in excel sheet and analyzed by using SPSS (statistical package for social science) and analysis of variance (Anova). item of total correlation was applied before factor analysis to check the significance of item in the questionnaire.

Data Analysis

Item to total correlation was applied to check the significance items in the questionnaire. there were 22 items (statements) in the primary data collection instrument (questionnaire). by applying the formula, correlational value for each item of the questionnaire was observed to be higher than the critical value of the Pearson correlation coefficient .195 at 5 level significance. Therefore, all the statement analysis was applied by using iteration and sorting was done by size. Factor analysis identified two factors that physical factor and mental factor.

Factor I Physical Factor

The factor constituted with the physical body, this factor is about how much improvement has been seen before and after the wellness program (yoga) enjoyment toward the work factor load (0.549), easily completing other work

with job (factor load 0.453), enjoying more time with students of the class (factor load 0.313), enjoying back to back classes (factor load 0.344), feel more comfortable in completing whole day task (factor load 0.469), at the time of burden I easily have my proper diet (factor load 0.563), my body supports me without any pain like headache, bodyache, muscular pain (factor load 0.438) feel more focused and energetic at the end of the day (factor load 0.448), feel some stomach related problem like constipation indigestion (factor load 0.344) any weight loss or gain in body (factor load 0.125), my hormones get balanced (factor load 0.281).

Factor 2 Mental Factor

The factor constituted with the mental body, this factor is about how much improvement has been seen in before and after the wellness program. I am enjoying more time with my family and children (factor load 0.563), I am comfortably handling the syllabus provided to me (factor load 0.375), I comfortably handling the student who are not attentive in the class (factor load 0.438), I feel comfortable in conversation with parents of students (factor load 0.469), I feel more comfortable with my colleagues good work and performance (factor load 0.466), I feel comfortable about my job security (factor load 0.456), fear of salary reduction (factor load 0.344), I comfortably without losing my confidence learn new technologies, teach new subjects. (0.406), I am having sound sleep (factor load 0.500), my habit of forgetting things (factor load 0.500) easily control my heartbeat when get burdened (factor load 0.409).

Anova Test

Further, Anova test was used to analyze the variance to which a response is subject into its various components corresponding to the various source of variation. For testing the null hypotheses and drawing the result about whether the sample have been drawn from the population having the same mean. ANOVA was applied representative statements from the questionnaire were selected in group for analysis of variance between the physical and mental factor.

The Anova table showed calculated value of $F=5.728$ which was higher than the table value of 5.14 at 5% level with degree of freedom being $v_1=2$ and $v_2=6$.

The mental factor get more affected as compare to physical after the wellness program this get identified through this test.

Result

The result got found that after one week wellness program many of the changes has been found in both the factors among the teachers and they were positive which also give them behavioral change.

Thus, it got proved that this kind of wellness program is good for the teachers as it improves their physical and mental stress and also bring behavioral change in them.

Conclusion

Research shows that the stress status of employees directly impacts their work behavior, attendance and on-the-job performance ultimately reducing the Organizational performance.

Therefore, improving employee well-being will result in a more productive workforce. That is why most of the companies now measure employee health status as a key part of their overall risk management strategy, and many pursue active wellness programs. However, for wellness initiatives to succeed, they must be an intrinsic part of an organization culture. This study will show the impact of various factors on Organizational Performance using a conceptual framework and suggesting what measures to take to improve the health and Promote more of the Wellness programs.

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