

## Managing Occupational Stress among Employees of Information Technology through Raja Yoga Meditation

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### Abstract

This study investigated effect of Raja Yoga meditation on managing occupational stress among employees of Information Technology sector. Professionals working in IT sector were considered the target population. A sample of 60 IT professionals was selected by using purposive sampling technique. Occupational Stress Inventory Revised Edition (OSI-R) Questionnaire is constructed and standardized by Samuel H. Osipow (1998) was used as tool of research. Descriptive statistics such as Mean, Standard Deviation and Inferential statistics such as paired t were applied and results were compared with controlled group. It is found that the intervention of Raja Yoga meditation has reduced the occupational stress like role overload and role insufficiency among the IT professionals.

### INTRODUCTION :

This is an age of competition and speed of life. Human lifestyles suddenly change because of competition and speed. This type of lifestyle has produced various effects on human body. Human being has acquired highest progress in science and technology and surrenders himself for materialistic aspect. They achieved all the dimensions of progress thought he is inviting silent killer as enemy which is known as stress. Stress is a result of new lifestyle as by hurry and worry. These both factors are creating stress and human being suffers from the ailment known as stress. Stress is related to mental, physical and social health.

According to **Richard S. Lazarus**, "Stress is a feeling experienced when a person thinks that the demands exceed the personal and social resources, the individual is able to mobilize." Stress is not always necessarily harmful. **Hans Selye**, "stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative successful work is beneficial, while that of failure, humiliation or infection is detrimental." Stress can be therefore negative, positive or neutral. Passing in an examination can be just stressful as failing.

The Information Technology Association of America (ITAA) defines Information Technology as "The study, design, development, implementation, support or management of computer-based information systems, particularly software applications and computer hardware." IT deals with the use of electronic computers and computer software to convert, store, protect process, transmit and securely retrieve information.

Raja Yoga is powerful tools for holistic healing. Raja Yoga practice has positive influence on the whole existence of human being. It harmonizes the physiological system as a whole and as well transforms all spheres of human existence – that is physical, mental, emotional, intellectual, occupational social and spiritual. The world yoga is Sanskrit word derived from another Sanskrit word "Yuj" which literally means link, communication or connection. The mental connection between the soul and supreme soul or the human remembrances of the supreme soul by the soul is called Raj Yoga Meditation.

Occupational stress is a composite concept which consists the factors like Role overload, Role Insufficiency, Role Ambiguity, Role Boundary, Responsibility, Physical Environment etc. But in this work only role overload and role insufficiency are taken into consideration. The present work is carried out to find out the effect of Raja yoga meditation on it. For this purpose, the analysis of all factors is done according to paired analysis t.

**OBJECTIVE OF THE STUDY**

- To study the occupational stress among employees of IT field.
- To compare experimental group and control group of IT employees in terms of their occupational stress after intervention of Raja Yoga meditation.

**METHODOLOGY**

**Sample**

In the initial phase, 200 IT employees were contacted and requested to fill up the occupational stress questionnaires. After analysis, it is decided that the 60 wishful employees (those who suffers from mild and high level stress) were selected for the experimental purpose. These samples were divided into two groups randomly. First 30 employees group called as an “Experimental Group”. Second 30 employees group called as a “Controlled Group”.

**Instrument**

Occupational Stress Inventory Revised Edition (OSI-R) Questionnaire is constructed and standardized by Samuel H. Osipow (1998).

**Procedure**

The samples were divided into two groups randomly. First 30 employees group called as an “Experimental Group”. Second 30 employees group called as a “Controlled Group”. The intervention means Raja Yoga meditation technique was provided to experimental group only. Every day one hour Raja yoga meditation practice was performed by experimental group. After the Raja Yoga mediation, certain half hour speeches related to Raja Yoga topics were delivered by the experts. For example, the meaning of Raja yoga, the process of Raja yoga, conflict management, work life balanced, overcoming phobias, the science of silence, the art of awareness, stress free life, the power of emotional energy, colouring life with values, managing and mastering emotions etc. The training period was three months.

**Data Analysis**

For analysis purpose, researcher has used descriptive statistics such as Mean, Standard Deviation and Inferential statistics such as paired t.

**RESULTS AND DISCUSSION**

**1: Role Overload:**

Measures the extent to which job demands exceed resources (personal and workplace) and the extent to which the individual is able to accomplish workloads.

**Table 1:** Positive Change in pre-test and post-test of experimental group for their role overload.

**a) Paired Samples Descriptive Statistics**

Group	Variable	Mean	N	Std. Deviation	Std. Error Mean
Experimental Group	Role Overload -Pre	34.93	30	2.69	.49

	Role Overload - Post	25.10	30	1.63	.29
Control Group	Role Overload -Pre	35.27	30	2.49	.45
	Role Overload - Post	35.77	30	2.14	.39

The above table gives the descriptive statistics for each of the two groups (as defined by the pair of variables.)

In this example, in the experimental group, there are 30 IT employees who responded to the role overload, one aspect of occupational stress, and they have, on average, 34.93 pre-test of role overload, with a standard deviation of 2.69. These same 30 people also responded to the post-test of role overload, and they have, on average, 25.10, with a standard deviation of 1.63. The last column gives the standard error of the mean for each of the two variables.

As well as, in the control group, there are 30 IT employees who responded to the role overload, one aspect of occupational stress, and they have, on average, 35.37 pretest of role overload, with a standard deviation of 2.49. These same 30 people also responded to the posttest of role overload, and they have, on average, 35.77, with a standard deviation of 2.14. The last column gives the standard error of the mean for each of the two variables.

**b) Paired Samples Correlations and paired t**

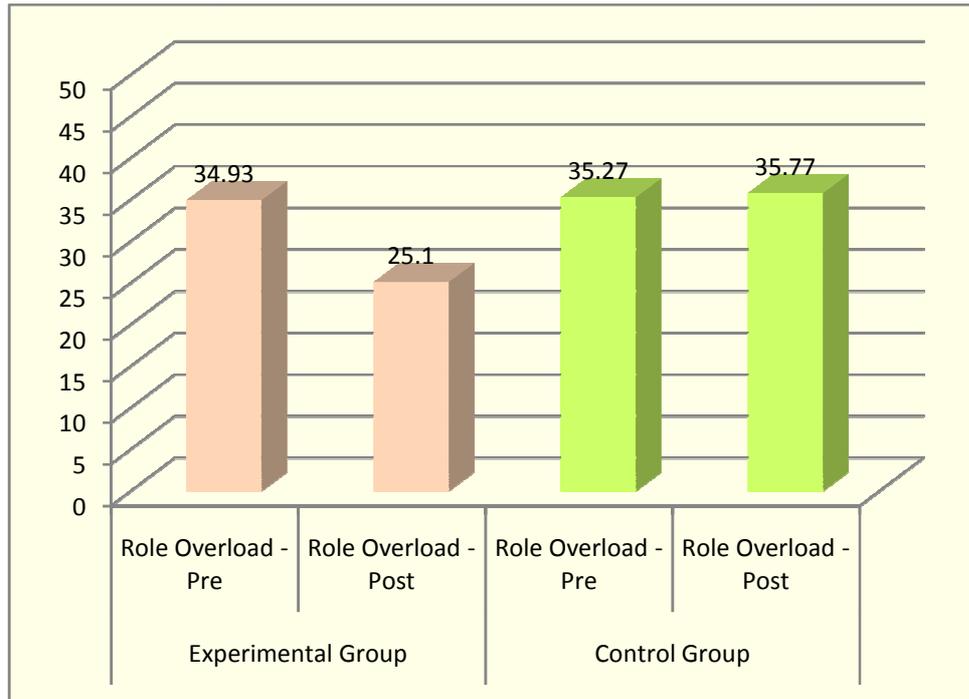
Group	Pre and Posttest	Correlation	Sig.	t	Sig.	df
Experimental Group	Role Overload -Pre & Role Overload - Post	-.125	.512	15.99	0.01	29
Control Group	Role Overload -Pre & Role Overload - Post	.096	.614	0.876	NS	29

In the experimental group, there is a statistically significant decrease in role overload from pre-test to post-test, obtained correlation value is -.125 and interprets that there is a strong negative correlation. Employee who experience role overload on the pre-test also reduced their stress on the post-test. But, in the control group the mean value of role overload is near-about constant.

Obtained calculated paired t value for experimental group is (29) = 15.99 P<.001. and for control group it is not significant. This interprets that, paired samples t test reveal a statistically reliable difference between the mean numbers of experimental group and failed to reveal a statistically reliable difference between the mean numbers of control group.

In the occupational stress, in terms of the role overload aspect, high scorers describes employees' work load as increasing, unreasonable and unsupported by needed resources. They may describe themselves as not feeling well trained or competent for the job at hand, needing more help, and/or working under tight deadlines. After using the intervention programme of Raja Yoga meditation, these negative experiences were reduced.

**Graph 1:** Significance reduction in the role overload scores in experimental group.



**2: Role insufficiency:**

Measures the extent to which the individuals training, education, skills, and experience are appropriate to job requirements.

**Table 2:** positive change in pre-test and post-test of experimental group for their role insufficiency.

**a) Paired Samples Descriptive Statistics**

Group	Variable	Mean	N	Std. Deviation	Std. Error Mean
Experimental Group	Role Insufficiency-Pre	35.57	30	1.67	.305
	Role Insufficiency - Post	22.37	30	1.712	.312
Control Group	Role Insufficiency-Pre	35.37	30	1.77	.323
	Role Insufficiency - Post	35.53	30	1.68	.306

The above table gives the descriptive statistics for each of the two groups (as defined by the pair of variables.)

In this example, in the experimental group, there are 30 IT employees who responded to the role insufficiency, one aspect of occupational stress, and they have, on average, 35.57 pre-test of role insufficiency, with a standard deviation of 1.67. These same 30 people also responded to the post-test of role insufficiency, and they have, on average, 22.37, with a standard deviation of 1.71. The last column gives the standard error of the mean for each of the two variables.

As well as, in the control group, there are 30 IT employees who responded to the role insufficiency, one aspect of occupational stress, and they have, on average, 35.37 pretest of role insufficiency, with a standard deviation of 1.77. These same 30 people also responded to the posttest of role insufficiency, and they have, on average, 35.53, with a standard deviation of 1.68. The last column gives the standard error of the mean for each of the two variables.

**b) Paired Samples Correlations and paired t**

Group	Pre and Posttest	Correlation	Sig.	t	Sig.	df
Experimental Group	Role Insufficiency-Pre & Role Insufficiency - Post	.166	.382	33.048	0.01	29
Control Group	Role Insufficiency-Pre & Role Insufficiency - Post	.211	.264	-.421	NS	29

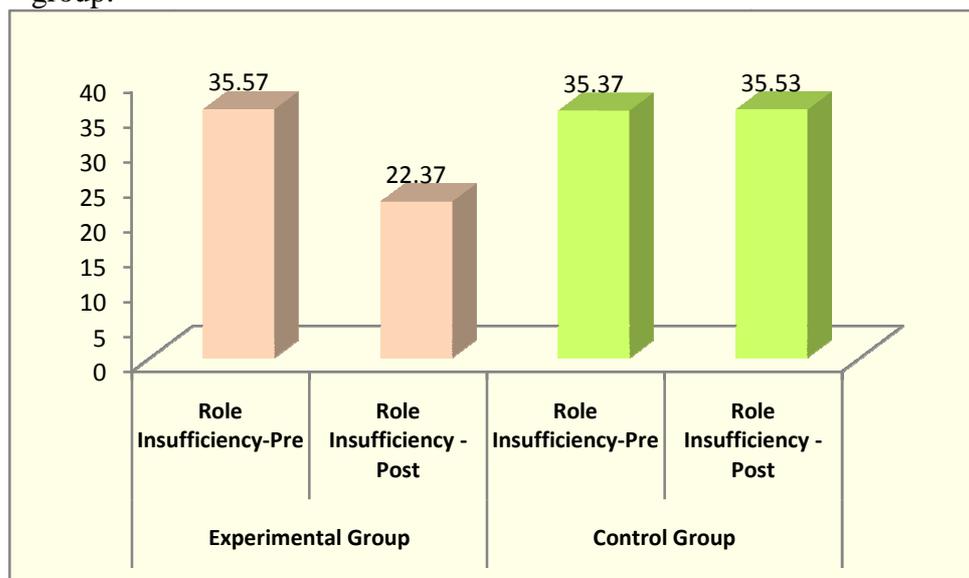
In the experimental group, there is a statistically significant decrease in role insufficiency from pre-test to post test, obtained correlation value is .16 and interprets that there is a strong positive correlation. Employee who experience role insufficiency on the pre-test also reduced their stress on the post-test. But, in the control group the mean value of role insufficiency is near about constant in both conditions.

Obtained calculated paired t value for experimental group is (29) = 33.048  $P < .001$ . and for control group it is not significant. This interprets that, paired samples t test reveal a statistically reliable difference between the mean numbers of experimental group and failed to reveal a statistically reliable difference between the mean numbers of control group in terms of role insufficiency.

In the occupational stress, in terms of the role insufficiency aspect, high scorers may report a poor fit between their skills and the job they are performing. They may also report that their career is not progressing and has little future. Needs for recognition and success may not be met. They may report boredom and/or underutilization. After using the intervention programme of Raja Yoga meditation, these negative experiences were reduced.

Here the eta squared value is .9; we can conclude that there is a large effect, with a substantial difference in the role insufficiency scores obtained before and after the intervention (Raja a Yoga Meditation).

**Graph 2:** Significance reduction in the role insufficiency scores in experimental group.



**CONCLUSION :**

Information technology employee’s suffer from the problem of occupational stress related to role overload and role insufficiency at in their work place setting.

Raja yoga meditation proves itself as stress management technique and it is found that there is a positive change in stress of information technology employees' pre-test and post-test of experimental group for their occupational stress with factors. With the use of Raja yoga meditation, we can overcome psychological tensions and worries.

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