

Effect of Yoga and Meditation on Organizational Commitment of Managers in Banking Private Sector

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Abstract

Organizational commitment is the bond employees experience with their organization. Employees who are committed to the organization generally feel a connection with their organization, feel that they fit in their working styles by experiencing Yoga and meditation and they are committed to understand the goals of the organization.

The present study examined that yoga and meditation have a positive effect on organizational commitment in the life of bank managers. For the study sample 50 male managers were selected from private banking sector in Kanpur city. A self reported questionnaire were used for assessment of yoga and meditation in managers and the level of organizational commitment was assessed with the help of organizational commitment scale developed by Mayor and Allen (1984). To find out significant difference between the groups t-test was applied. The findings of this study indicated that yoga and meditation group of bank managers have a significant positive effect on organizational commitment in comparison to non-yoga and meditation group of managers in private banking sector.

Keywords : Organisational commitment, Meditation, Transcendental meditation Consciousness, Introspective, Altruistic, Turbulent.

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Introduction

"Yoga is a light which once lit will never dim. The better your practice, the brighter your flame." B.K.S Iyengar.

Yoga, meditation and breathing exercises are a great way to effectively silence the noise and free the mind of clutter that is hindering productivity and commitment for organization. Robbins (1993) has pointed and directed or committed employees serve as 'pivotal variables without which the inanimate assets are worthless'. Several research and consulting organizations also suggest that a committed work place is the 'hallmark' of a successful organization. Committed or dedicated employees are expected to be more productive and work with focus on quality, to increase customer's satisfaction and profitability of their organization. In a study of skilled workers of a private manufacturing unit pole, found that a human and fair management style is significantly related to organizational commitment. It is found that yoga is generally perceived to be a way of keeping oneself healthy and happy. However, if one truly understands the concepts of yoga as a complete way of life one can clearly see its benefits for changing the paradigms of its employees. Such a change in the psycho-motivation of people is useful at the organizational commitment level also. Mohammad et al (2004) that "the stranger the spiritual facts of the personality the more the person exhibits altruistic and citizenship behavior. Finally, these authors find that the stranger the spiritual factor of the personality, the more the person's commitment to the organizations and work group increases.

Jurkiewicz and Giacalone (2003) stress yet another major advantage of nurturing the spiritual mind set within each worker in the organization. Ethically these authors assert that the fundamental aspect of workplace spirituality, such a meaningful work that provides a feeling of purpose, a sense of connection and positive social relations with their co-workers and the ability to live an integrated life in which the work role does not conflict with the essential nature of the person as a human being, many interact to create different perceptions of ethicality within the organization. Most of the work available on the subject of the impact of yoga on work life/ Management centers around the impact of Transcendental Meditation on various aspects of management. Universities in 33 countries revealed that Transcendental Meditation helps expand consciousness, decrease oxygen intake and stress level, increase oxygen intake and stress level, increase based skin resistance and coherence in EEG, and virtually suspends breathing up to one minute.

According to Sharma (2006) Indian management ideas such as yoga in management, Vedanta in management, and the Kosha model in management offer new approaches to the concept of management, wherein competitive advantage, collective advantage, and Karma advantage are balanced.

According to Rama Swami et al, (1976) yoga psychology integrates behavioral and introspective approaches to growth of organization.

Wisnieske and Askar and Syed (2004) present four interesting advantages in their review of workers who maintain a spiritual mindset.

First they claim; The stranger the spiritual factor of the personality, the more tolerant the person is of work failure and less susceptible to stress second, these authors arrest the stranger the spiritual factor of the personality the more the person favors the democratic style of leadership, is more trusting and the higher is his/her tolerance of human diversity.

Third, it is the opinion of Mohammed et al (2004). That the stronger the spiritual factors of the personality the more the person exhibits altruistic and citizenship behavior. Finally, these authors find that, the stranger the spiritual factor of the personality, the more the person's commitment to the organization and work group increases'.

Petchsawang and Duchan (2012) examine the relationships among mindfulness meditation, workplace spirituality, and work engagement in an eastern Thai. They compared workplace spirituality and work engagement in organizations that provide mindfulness meditation courses to employees and those that do not. The samples came from four organizations that offered meditation courses (248 from 300) and four organizations that did not (315 from 400) in Thailand. The level of workplace spirituality and work engagement were found to be higher in organizations that offer meditation courses than in those that do not. Additionally mindfulness meditation has a statistically significant relationship with workplace spirituality and work engagement, and workplace spirituality fully mediates the relationship between meditation and work engagement.

- Objective of the Study**
1. To measure the effect of yoga and meditation on the organizational commitment of male managers in the private banking sector.
 2. To evaluate the difference between two groups of male managers, who practice yoga and meditation regularly and other group who do not practice regularly

Sampling In the present study total sample comprised 50 male managers in the private banking sector of Kanpur city. The age of managers ranged from 40-50 Years

- Tools Used** To study the variables in the present investigation the following psychometric devices were utilized .
1. Self-reported questionnaire for assessment of yoga and meditation.
 2. The level of organizational commitment was assessed with the help of the Organizational Commitment Scale developed by Meyer and Allen (1984). The scale consists of 16 items with 7 alternative responses, namely, strongly disagree, very disagree, uncertain/undecided agree, very agree, strongly agree. The 16 items comprised the two scales, affective commitment scale and continuance commitment scale.

Statistics Used in the Study **Table I - Mean and S.D. of yoga and meditation group and non yoga and meditation group.**

	N	Mean	S.D
Yoga and Meditation group	25	55.53	10.3
Non yoga and Meditation group	25	37.93	11.02

Table II – Showing significant difference between yoga and meditation group and non yoga and meditation group.

	N	Mean	S.D.	t value
Yoga and Meditation group	25	55.53	10.3	4.93*

Result and Discussion

Yoga and meditation has been around for thousands of years and has survived all this time because it works clarity, improves communication, decreases absenteeism, increases productivity and increases organizational commitment.

The results of the table-I reveals that both groups of bank managers i. e. yoga and meditation group and non yoga and meditation group have different level of mean and S.D. (M= 55.53, SD= 10.3), (M= 37.93, SD = 11.02) respectively. It was found that bank managers who practiced yoga and meditation daily become more committed towards their organization (M= 55.53).

(David cited in Mishra 2010) found that meditators show increased job satisfaction, a decreased desire to change jobs, better performance, increased self – esteem, and higher levels of self actualization and development, associated with more effective managerial performance. Previous case studies suggest that proportions of organization members practicing the transcendental meditation techniques have contributed to improvements in organizational commitment. It is found in research that a company that offers meditation as part of an employee's wellness program shows they care about its employee and will gain the loyalty of workers at every level, which will result in less personal turnovers and increased employee retention. Loyal employees will be less likely to test the job marker and will generally remain with a company for a longer period of time.

The results from the t-test of the study revealed that the yoga and meditation group of public sector bank managers were more committed towards the organization in comparison to non yoga and meditation group (t-test 4.93*).

Jackson and Rothmann (2006) conducted a study on organizational commitment. The findings of the study revealed that although organizational commitment had a major effect on physical and psychological illness. It only moderated the effect of one occupational stressor, namely job insecurity on physical and psychological health of educators.

Chakraborty (1987) provides experimental evidence that practicing yoga, meditating, controlling, breathing and stilling the turbulent mind can enable workers and managers to purify their chitta and make it spiritual, expand their self to include others around them and help them grow and transform themselves, without expecting anything in return.

Sreejesh and Tavleen (2011) stated that "affective organizational commitment is developed when the employees become involved in and/or derive their identity from association with the organization.

Conclusion

Thus it can be concluded from the above mentioned discussion that private bank managers who practiced yoga and meditation daily were more committed towards their organization than those bank managers who were not practice yoga and meditation daily.

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