

4. AIM AND OBJECTIVES

The research questions of this study inquire about the perceived benefits from yoga practice, and the influence of yoga on sustainable health promotion and health behaviors towards its implementation at work settings for overall reduction of CWB and its predictors.

4.1. AIM OF THE STUDY

The aim of this study is to evaluate the evidence of the effectiveness of yoga on CWB and its predictors.

4.2. OBJECTIVES OF THE STUDY

Study 1: To evaluate the effect of Yoga on NA in the employees involved in CWB

Study 2: To evaluate the effect of Yoga on PA in the employees involved in CWB

Study 3: To evaluate the effect of Yoga on Aggression in the employees involved in CWB

Study 4: To evaluate the effect of Yoga on CWB in the employees

4.3. JUSTIFICATION OF THE STUDY

Similarly as with most different deviant behaviors, control of CWB starts with prevention and planning action. There have been numerous strategies executed so far to lessen CWB, for example, better candidate selection method (MacLane & Walmsley, 2010), routine of enhancement in organizational justice (Chang & Smithikrai, 2010), integrity tests based on personality of individual (Ones, Viswesvaran, & Schmidt, 1993), unstructured interviews (Blackman & Funder, 2002), taking care of administrative triggers of deviant behavior (Litzky, Eddleston, & Kidder, 2006), 360 degree input or incentive on performance (Werbel & Balkin, 2010) and so on. A large portion of the literature into the field of CWB

discusses how CWB is affected by predictors or its relationship with environmental and interpersonal elements, however there are not really enough examination done to outline the exact mechanism of lessening the impact of predictors so that CWB can be decreased. Although a few studies have analyzed the contributors of CWBs and have reported way to reduce it, the present study is among the first to look at the impact of yoga practices as a preventive system to control CWB and its predictors.

Current study has uniqueness as far as utilizing yoga as intervention to combat CWB and its antecedents, especially related to personality traits. While the potential impacts of yoga practice have been noticed, this has not been adequately inspected or attempted to a decent degree at the work place. The theoretical framework utilized as a part of this study rotates around implementing potential advantages of yoga at the work place. This proposed framework gives the ideas using theoretical plus analytical lens that may clarify the utilization of yoga as a complementary and alternative strategy for creating well-being in the work setting to create and strengthen positive work environment situations bringing about better general efficiency and performance.

Form the literature research mentioned in earlier chapters, we have seen that occupation stressors, such as workload, job insecurity, interpersonal conflict, role conflicts, situation constraints, and work or role ambiguity extraordinarily influences productivity and performance of organizations. On the individual level, work strain is result of such stressors and strain could be psychological (e.g., dissatisfaction in job or role), physical (e.g., drained, fatigued), physiological (e.g., hypertension), and behavioral (e.g., aggression, NA, and CWB) as shown in the figure 3.2 (Fox et al.,2001).

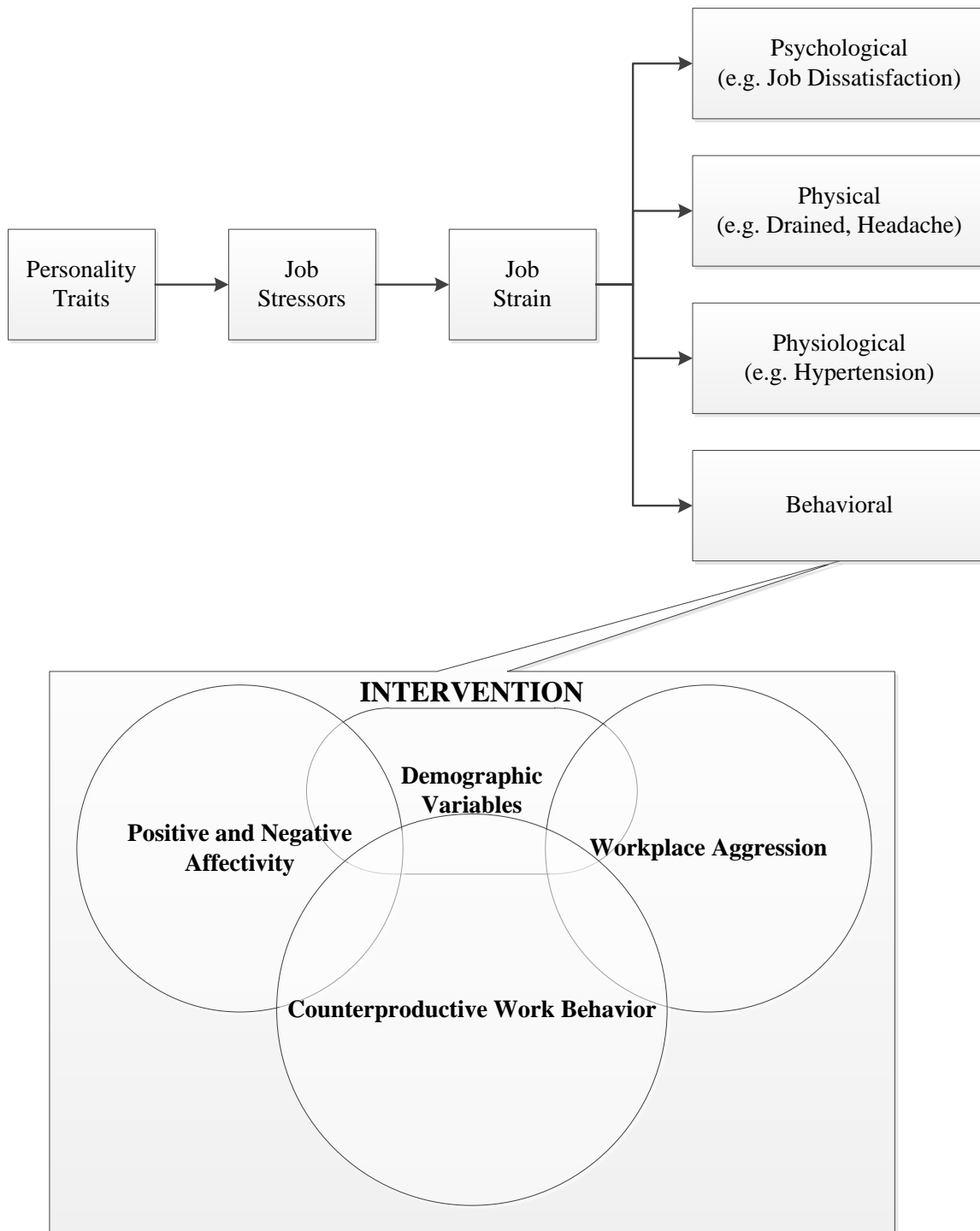


Figure 3.2. Conceptual proposed model of yoga intervention.

Similarly, frustration-aggression model (Fox & Spector, 1999) and stressor-emotion theory (Fox & Spector, 2006) suggested that hostility and negative emotions are specifically

connected to work place stress and CWB. Past studies have exhibited a connection between characteristic aggression and CWB, recommending a positive relationship between the two variables (Fox et al., 2001; Spector & Fox, 2002; Penney & Spector, 2002). Similar positive relationship has been found for NA, with larger amounts connected with elevated CWB (Fox & Spector, 1999; Fox et al., 2001). Therefore, individuals who have more noteworthy inclinations to experience circumstances as annoying (aggression or hostile) and individuals with more tendencies to experience negative feelings (NA) appear to be involved in CWB. This exhibits the significance of personality measures that plays crucial role in individual's tendency to experience certain emotion.

The Transtheoretical Model (TTM) of Prochaska and DiClemente (1983) is a model built on the process of behavior change based on biopsychosocial changes and it explains how an individual passes through different stages of new behavior adaptation. There are five stages in this model and they are precontemplation (no intention for change), contemplation (getting ready for change to happen), preparation (actively deciding for the change), action (being engaged in new behavior), and maintenance (implemented phase of new behavior). In the current study, yoga intervention may also produce psychological transformation in these stages to bring natural changes in the behavior. For example, initially most of the subjects may be in precontemplation phase before giving consent. As they know about intervention, they enter into contemplation phase when they give consent to take part in the study. In the third stage of preparation, they start practicing and attending yoga sessions. Once they start practicing yoga and start seeing benefits, they enter into the action phase. Finally, they adapt new behavioral changes and then continue to be in that behaviors later as explained by maintenance phase. This change management can easily be accomplished with yoga.

Despite the fact that past studies have supported a link among workplace aggression, NA and CWB, and in addition the systems by which these parameters lead to CWB, individual differences in personality may impact one's orientation to take part in CWB. Since personality traits mirror people groups' attributes and inclinations to act in certain ways, it appears to be conceivable that specific parts of personality may play a part in a person's probability of participating in CWB. Indeed, personality has been over and over appeared to be connected with CWB. A wide range of aspects of personality, including high PA, low NA and aggression have been proposed to have diminishing impacts on the event of CWB. Accordingly if by practice of yoga teaching, PA is enhanced and NA and aggression are lowered then there is a high probability that it might decrease CWB too. Along these lines, since this study concentrated particularly on the personality variables in the work settings, as opposed to other aspects of work place environment, the domain specific parameters such as aggression, NA, PA and CWB were included in the current study. Consequently, this study distinguishes the relationship among aggression, NA, PA CWBs that have not yet been completely explored or studied with regards to the idea of utilizing potential of yoga as method of prevention in the work setting.

The physical holding of the body in yoga practice is intended to master muscular control, however significantly all the more importantly psychological control, because yoga teaching suggests that discomfort and pain are felt because of perceptions than physical realization. As a rule, the probability of enhancement of positive conduct and the probability of lessening of negative conduct is conceivable by higher control over a situation, while lower control has a tendency to have inverse impacts (Spector & Fox, 2002). The character and muscular actions are practically comparative as far as energy function is concerned

(Lowen, 1958). Mindful breathing practices, relaxation and the moderate graceful movements of postures help to dissolve the energy that goes about as a supply of unstable thinking and negative behavioral fluctuations. Despite the greater part of the advances in well-being divisions and employee selection process that have been made and are available, control of CWB has always been test for the higher management of the organizations. The dominant part of these deviances is ascribed to behaviors and therefore they might be preventable through healthy lifestyle behaviors such as regular physical exercise, stress monitoring and control, and nutritional diet.

Interpersonal conflict with someone else may lead a worker to encounter the reactive way of aggression, and the employee may discharge this anger by contributing to deviant acts against the organization or the initiator of the conflict. Subsequently, CWB may serve as a response by which individual expresses the tension created by negative feelings. At the point when an individual encounters an unfavorable psychological event, the body goes in physical stress and muscle contraction, yet yoga can help individual about how to unwind and this can decrease stress (Austin, 1982). Capability of yoga to control negative conduct by regulating psycho-neuro-endocrine and immune mechanism to re-establish balanced mind and the body can be utilized at the work place environment.

Modern applications of yoga can be studied and utilized similar to CBT in the light of the fact that CBT manages cognition and thought patterns brought about by emotional and behavioral disruption. By using yoga as a type of psychological treatment, individual can identify and overcome mental channels which are in charge of the probability of future thought patterns. This study was expected to look at positive conduct results and well-being at work environment in working professionals because yoga practices can possibly be a

standout amongst the best option and sustainable way of life and preventative medicine to produce positive physiological and psychological well-being, ease symptoms of personality issues (which cause various deviances) without any side effects, and to adopt other healthier behaviors.

To keep up emotionally healthy conditions in the work settings, emotional intelligence is required to control own and additionally those of other stakeholders since components of emotional intelligence, appraisal of others' emotion, practise of emotion, and appraisal of self-emotion significantly impacted CWB (Jung & Yoon, 2012). Yoga can be a helpful component for development of emotional intelligence in the employees (Adhia, Nagendra, & Mahadevan, 2010). Hence, it can be assumed that the emotional intelligence of workers can also lessen the negative impacts of CWB among employees. While a lot of evidence supports the gainful impacts of yoga on psychological well-being and mood, yoga may have one of its kind potential that can be used on working professionals.

Specifically, it is clear from the research that yoga has the potential to positively impact psychological and behavioral health. Yoga benefits include: reduced stress (Bower, Woolery, Sternlieb, & Garet, 2005); reduced anxiety (Miller, Fletcher, Kabat-Zinn, 1995); reduced depression (Lavey et al., 2005); improved sleep quality and insomnia (Khalsa, 2004); reduced substance abuse (Benson, 1974); improved body awareness (Rani & Rao, 1994), increased self-esteem (Roth & Creaser, 1997); increased PA, decreased NA, and improved life satisfaction (Impett, Daubenmier, & Hirschman, 2006); regulated emotions (Arch & Craske, 2006); improved emotional resilience and mood regulation (Rubia, 2009), and improved well-being (Hartfiel et al., 2012). Evidence from studies mentioned above alone show that yoga has the potential to teach new cognitions in terms of new way of

judging, perceiving, assessing new environment that helps an individual to achieve psychological balance in the present moment that leads to health and overall well-being at the work place.

Yoga practices are effortlessly achievable in light of the fact that regarding logistic, yoga practice require just space and all things considered no equipment and it can still cater for generally any number of people in a group. Space required for the practice by an individual is additionally less. Usage of yoga practices can be given in a cost-effective way and once an individual is familiar with the subtleties of the practice and achieves a sensible level, he or she can practice alone at home. Since yoga has numerous variations as far as frequency and intensity of practice required, it can be adjusted and performed by individuals of all ages and wellness levels to enhance healthy environment at work settings. Besides, even learners with limited and brief yoga preparing can profit by simple and yet powerful mechanism of yoga. This builds the practicability specified above, and upon completion of a course an employee would be able to continue his or her practice independently without assistance or taking any kind of help as well.

As mentioned earlier, yoga philosophy and practice can possibly be a standout amongst the best options of alternative sustainable way of life that can be performed by individuals of all ages and fitness levels to prevent physiological and mental issues. These practices can be executed keeping in the mind the end goal to oversee reactions and responses. These adjusted reactions and responses encourage enhanced positive results. Results said above may give deeper insight of real benefits of yoga practice at the work environment and the philosophies that might be taught to be executed into corporates for most ideal preventive measures of deviant and negative practices. These results of the present

study might be helpful for individual, corporates, general wellbeing, and society at large. Also, potential advantages of yoga are because of its combined effect on the body and psyche that outcome on account of postures and meditation techniques.

Practical contributions of this study to scientific exploration include the potential to provide data points from the individuals who see advantages of yoga and its positive effect for diminishing CWB and its contributing parameters at working environment.

4.4. HYPOTHESIS

Hypothesis 1: There may be a positive effect of Yoga on NA in the employees involved in CWB

Hypothesis 2: There may be a positive effect of Yoga on PA in the employees involved in CWB

Hypothesis 3: There may be a positive effect of Yoga on aggression in the employees involved in CWB

Hypothesis 4: There may be a positive effect of Yoga on CWB in the employees

4.5. NULL-HYPOTHESIS

Null Hypothesis 1: There may not be a positive effect of Yoga on NA in the employees involved in CWB

Null Hypothesis 2: There may not be a positive effect of Yoga on PA in the employees involved in CWB

Null Hypothesis 3: There may not be a positive effect of Yoga on Aggression in the employees involved in CWB

Null Hypothesis 4: There may not be a positive effect of Yoga on CWB in the employees