

## **3.0: REVIEW OF SCIENTIFIC LITERATURE**

The review provides background information on the topic of spiritual well-being, mindfulness, emotion regulation, stress, and happiness among professionals. It also mentions the efficacy of yoga-based interventions among professionals. The aim of the research is to review existing research on these topics in order to gain a better understanding of how professionals' spiritual well-being, mindfulness, emotion regulation, stress, and happiness are related and how yoga-based interventions may affect these factors.

### **3.1 AIMS**

- To identify and critically review existing research on spiritual well-being, mindfulness, emotion regulation, stress, and happiness among professionals
- To evaluate the effectiveness of yoga-based interventions in improving spiritual well-being, mindfulness, emotion regulation, stress, and happiness among professionals.

### **3.2 RESULTS**

#### **3.2.1 Emotion Regulation**

Emotion Regulation(ER) refers to a complex process involving the flexible regulation of emotional arousal and emotional expressions in response to context demands (Gross, 1998). Reappraisal and suppression commonly used two strategies for down-regulating emotion (Gross, 2002). The first, reappraisal, consists of altering the way a situation is perceived so as to decrease its emotional impact. The second, suppression, consists of inhibition of outward manifestations of inner feelings. Emotion regulation is commonly understood in professional settings as how employees manage their emotions in order to adapt to work demands and stressful situations. Emotion regulation strategies such as refocusing on planning and positive reappraisal have been

linked to lower emotional exhaustion as well as higher personal accomplishment (Potard & Landais, 2021). Emotion regulation is a significant psychological factor linked to burnout (Jackson-Koku & Grime, 2019). In addition, the inability to effectively regulate one's emotions has been linked to a lower level of job satisfaction as well as unfavorable health consequences among professionals, such as stress and burnout. Additionally, research indicates that professionals' self-reported emotional intelligence has a significant impact on their level of job satisfaction (Srivastava et al., 2021). Furthermore, the ability to self-regulate emotions has been linked to professional well-being (Weilenmann et al., 2018).

Emotion regulation training is essential for professionals, and research shows that incorporating emotional regulation training programmes can improve professionals' psychological well-being and professional quality of life (Kharatzadeh et al., 2020). Additionally, using self-regulatory or taught emotion regulation skills, as well as interventions such as mindfulness, was linked to a drop in burnout (Jackson-Koku & Grime, 2019). In addition, an 8-week mind-body exercise intervention that combined aerobic jogging and mindfulness-based yoga was found to improve implicit emotion regulation ability (Zhang et al., 2019). Yoga-based training provides effectiveness in the management of emotion regulation. Yoga-based training improved emotional regulation among professionals compared to the control group. In addition, the results confirmed the positive association between emotional regulation, perceived stress, and anxiety (Barattucci et al., 2019). The results of a review on yoga and emotion regulation suggest that yoga improves emotional functioning in healthy individuals and those with certain physical illnesses. Mechanisms like reappraisal, attention regulation, self-monitoring, self-awareness, and autonomic regulation may contribute to in how yoga helps people learn to regulate their emotions (Menezes et al., 2015).

### **3.2.2 Mindfulness**

Mindfulness(MF) is experiencing the present moment with awareness, openness, purpose, and nonjudgmental acceptance (Brown et al., 2007; Chmielewski et al., 2021). Literature on dispositional mindfulness, state mindfulness, and mindfulness-based training has a beneficial impact on professionals' mental health and wellbeing. Meta-analysis of 270 independent trait mindfulness studies suggests personal and professional benefits(Mesmer-Magnus et al., 2017). The trait of mindfulness was found to have a positive correlation with personal benefits such as self-confidence, positive mental health, the ability to regulate emotions, and life satisfaction. Furthermore, dispositional mindfulness was associated with lower levels of perceived life stress, negative emotions, anxiety, and depression. In terms of one's professional life, the findings point to the possibility that trait mindfulness may improve job satisfaction, performance, and interpersonal relations, in addition to lowering burnout and preventing work withdrawal (Mesmer-Magnus et al., 2017). Working professionals frequently face emotionally taxing situations. Further, research has shown positive relationship between mindfulness and emotional intelligence, especially emotion regulation (Jiménez-Picón et al., 2021). Furthermore, mindfulness is associated with emotional exhaustion.

Studies have shown that people who participate in mindfulness training report higher levels of happiness and lower levels of stress (Chmielewski et al., 2021). Further, exploratory study sought to comprehend the benefits of mindfulness training; the findings indicate an increase in the use of intrapersonal mindfulness practises and a reduction in stress (Akhavan et al., 2021). Furthermore, mindfulness interventions were shown in quantitative studies to contribute to: enhanced capacities for mindfulness; tends to decrease in anxiety; developments in academic ability and quality of life; and enhanced physiological measures and emotional regulation

(Kinsella et al., 2020; Lomas et al., 2018). Additionally, interventions based on mindfulness have been shown to be effective at alleviating symptoms of depression, reducing feelings of burnout and improving well-being and empathy in professional settings. These interventions also help to maintain existing levels of mindfulness and self-compassion (Chmielewski et al., 2021; Conversano et al., 2020). Moreover, mindfulness-based training interventions have been shown to be beneficial in fostering emotional equilibrium, emotion regulation, emotional acceptance, emotion recognition, expressive suppression, and a reduction in emotional exhaustion (Jiménez-Picón et al., 2021). Also, findings suggest mindfulness-based interventions enhance professionals' self-compassion (Wasson et al., 2020).

### **3.2.3 Stress**

Stress(SS) can be described as any form of change that leads to physical, emotional or psychological distress. There is widespread consensus that stress is a risk factor that can negatively impact the mental health and safety of workers in the workplace. There is a mountain of evidence that stress among professionals is the root cause of rising rates of depression, falling levels of job satisfaction, and increased levels of psychological distress (Vidotti et al., 2019). In addition, professionals who are subjected to stresses related to their work are at a significantly increased risk of experiencing burnout. Burnout syndrome is linked to excessive stress levels and a negative perception of quality of life among professionals (Vidotti et al., 2019). Meta-analysis investigated the relationship between occupational stress and burnout. The findings showed that job-related stress is an important predictor of burnout in all types of organisations and professions (Collins, 2000). Furthermore, work-related stress was significantly linked to sleep disorders in professionals (Hämmig, 2020).

Based on the analysis of interventions for improving the mental health of professionals, it appears that cognitive-behavioral therapy, yoga, relaxation techniques, and mindfulness practises are beneficial. This randomised controlled pilot result recommends an eight weeks MBSR intervention reduces stress and increase quality of life in professionals (Shapiro et al., 2005). Further, the effects of an integrated yoga (IY) intervention demonstrated the potential for stress, anxiety, and depression reduction among professionals. In addition, the study indicates that IY enhances sleep quality in professionals (Chhugani et al., 2018). Furthermore, the results of a study that looked at the effects of 12 weeks of supervised, structured yoga on stress showed that it was effective in lowering stress levels among professionals (Mandal et al., 2021). In another study, 12 weeks of yoga helped professionals reduce work-related stress and balance autonomic nerve activity (Lin et al., 2015). Moreover, systematic review and meta-analysis examines the evidence on the efficacy of mindfulness-based interventions (MBIs) for reducing stress in professionals. MBIs have demonstrated the potential to significantly reduce stress among professionals (Burton et al., 2017).

### **3.2.4 Spirituality**

There is a lot of potential in the study of spirituality(SP) in the fields of human resource management and organisational behavioral science. Spirituality can be defined as an interconnection of individual's personal values, communal, environmental and transcendental domain at spiritual perspective. The individuals' spiritual perspectives and values not only have an effect on their work performance and the way they interact with others, but they also serve as a manifestation of the individuals' personal development (Wei et al., 2020). Workplace spirituality is a popular research topic that is gaining popularity and importance among professionals. In times of stress, spirituality is a major source of coping mechanisms.

Professionals' work stress and behavioral/emotional outcomes may be mediated by their spiritual coping strategies (Perera et al., 2018). In addition, the findings demonstrated a positive correlation between professional values, spirituality, and self-efficacy in people working in professional settings. Additionally, the association between professional values and self-efficacy in professionals was mediated by spirituality (Jun & Lee, 2016). Moreover, results show that workplace spirituality and employee engagement enhance professional performance (Margaretha et al., 2021).

Spirituality in the workplace increases organisational commitment and professional ethics, according to research. The findings showed that spirituality in the workplace and organisational justice were significant and positive predictors of employee engagement, which in turn was found to have a substantial positive effect on employees' psychological well-being (Kalantari & Khalili, 2018). The study found that spirituality boosts employee performance. Positive relationships exist between organisational citizenship behaviour, workplace spirituality, and employee performance (Jena, 2021). Emerging professionals participated in a study to investigate the connections that exist between spirituality and individual well-being. Evidence suggests that spirituality may serve as a buffer against burnout in the workplace (Estupiñan & Kibble, 2018).

This study demonstrated that having a spiritual practise at work can increase employees' positive behaviours, which has a significant effect on their performance and mental health (Wei et al., 2020). Employee creativity and psychological empowerment are positively correlated with workplace spirituality (Bantha & Nayak, 2021). In addition, spirituality plays a significant role as a resource for coping when confronted with stressful circumstances. Researchers have found that spiritual coping may be a moderating or mediating factor between occupational stress and

behavioural and emotional outcomes in the working population (Perera et al., 2018). The study found a link between workplace spirituality and self-esteem and mental health professionals' well-being. It was found that self-esteem and spirituality in the workplace were predictors of psychological well-being (Awan & Sitwat, 2014).

The practise of mindfulness meditation, mindfulness-based stress reduction, and yoga in particular have contributed significantly to the surge in popularity of workplace spirituality in recent years, making it one of the most prominent trends in this area. The research investigated the brief effects of an eight-week meditation-based stress reduction intervention on emerging professionals and found a significant upsurge in spiritual experiences measured at the end of the intervention (Shapiro et al., 1998). Yoga followers appear to be motivated by both physical and spiritual concerns. Even though, physical intentions are more common than spiritual ones. The practise of yoga has the potential to have a positive association with several facets of spirituality (Csala et al., 2021). Yoga affects a wide variety of psychological mechanisms, and its effects can be optimised by focusing on particular mechanisms, such as mindfulness or spirituality (Park et al., 2020). This study looks at whether home meditation is linked to mental health. It was found that this link was mediated by spiritual enlightenment experience (Wang et al., 2021). Another study that focused on yoga practitioners has shown that there is a significant relationship between spirituality and mental health conditions such as depression, anxiety, and stress (Wani et al., 2016)

### **3.2.5 Happiness**

In the 20th century, psychology focused on disorders and their treatment. At the moment, research is being done on brand new and fascinating topics, and Positive Psychology is helping to spread awareness of them. This new frontier opens up a fresh method for addressing issues

with mental health and achieving optimal life quality by focusing on happiness. Happiness (HP) is a psychological state marked by positive emotions, a sense of fulfillment, and the absence of negative emotions. This internal state is essential for mental development and the ability to deal with psychological pressures. Therefore, individuals who experience happiness, optimism, and self-realization are more competitive and motivated for the effective performance( Hernández & Esteban, 2017). Further, the findings indicate a beneficial and significant relationship between happiness, emotional intelligence, and mental health (Sasanpour et al., 2012). Furthermore, the research conducted among retired professionals revealed that subjective happiness is an important factor and has a positive relationship with wisdom (Rani et al., 2017).

Additionally, the study, discovered a positive, significant relationship between professional autonomy and happiness in professionals (Mousavi et al., 2019). Moreover, materialistic Value was negatively correlated with happiness (Chakraborty & Chatterjee, 2015). Furthermore emotional intelligence was positively correlated with happiness among professionals (Gupta, 2011). The researchers also looked at the dimensions of organisational role stress in happy and unhappy professionals, and they discovered significant variations (Mukherjee et al., 2014). A controlled trial was carried out to evaluate the efficiency of a three-week intervention yoga-based training, which revealed substantial improvements in levels of Mindfulness, Work Engagement, Happiness, and Job Performance (Coo & Salanova, 2018).

### **3.3 CONCLUSION**

In conclusion, this research review has shown that spiritual well-being, mindfulness, emotion regulation, stress, and happiness are closely related and can be affected by various factors such as work-life balance, work demands and personal factors. Yoga-based interventions have been found to be effective in improving these factors among professionals. However, there is a need

for more rigorous research in this area to fully understand the mechanisms and the long-term effects of such interventions. Moreover, the research suggests that interventions that focus on holistic well-being, including spiritual well-being, mindfulness, emotion regulation, stress and happiness, may be more effective in promoting overall well-being among professionals. Furthermore, future research should also consider the cultural context and the different populations of professionals to provide more tailored interventions. In general, the research highlights the importance of addressing the spiritual well-being and holistic well-being of professionals in order to improve their overall well-being and to enhance their ability to cope with the demands of their profession.