

3. REIVEW OF SCIENTIFIC LITERATURE ON CWB

3.1. INTRODUCTION

Each organization has objectives and assignment to help with setting goals and achieving them. Popular and well worked organizations and associations frequently set objectives for production and sale, advancement and administration as well as to enhance quality, lessening errors, turning out to be more client oriented, and building better partner relations. In any case, managing negative conduct of workers is a major challenge for any workplace setup. The all-encompassing routine of yoga contains physical, mental, emotional and moral disciplines and in addition the realization of self (Burkett, Todd, & Adams, 2006).

The goal behind the present study has three core purposes. To start with, to give a far reaching review of the group of yoga examination, which highlights the qualities of a yoga session in the work setting, for setting up positive environment purposes. Second, to present the effect of yoga mediations on the degenerate conduct diminishment, and its indicators in workers, and to give a reason to examination of yoga as a means for preventing such negative practices. At last, to show the aftereffects of experimental examination concerning the effect of yoga towards decreasing negative deviant practices, and its predictors and to propose financially economic yoga mediation model at the workplace area.

3.2. COUNTERPRODUCTIVE WORK BEHAVIOR (CWB)

CWB or deviant act has been perceived as a wide space of employment practices. CWB is worker conduct that conflicts with real objectives of organizations. CWB is any purposeful inadmissible conduct that can possibly have negative outcomes to an association

and the staff individuals inside that association. It incorporates activities like creation abnormality, damage, thefts, verbal mistreatment, physical attack, withholding of work, lying, and resistance to collaborate for initiatives (Penney and Spector, 2005).

CWB is otherwise called Deviant Behavior, Organizational Misbehavior, Antisocial Behavior, Workplace Deviance, Non-Compliant Behavior, Organizational Retaliation (revenge), Dysfunctional Workplace Behavior, Employee Vice, Workplace Aggression, and Organization Induced Aggression. Industrial and organizational psychology (otherwise called I-O psychology or work psychology) is actively involved in the research area of deviant behaviors. Research related to deviant behavior is monitored by *American Psychological Association* (APA) as dedicated division assigned to it as 14. *Society for Industrial and Organizational Psychology* (SIOP) (web link is www.siop.org) is the earlier name used by the same department. In the UK, industrial and organizational psychologists are introduced as occupational psychologists and this 'secured title' is directed by the *Health and Care Professions Council*. In Australia, *Australian Health Practitioner Regulation Agency* (AHPRA) also deals with the similar kind of negative behaviors.

3.3. TYPOLOGY OF CWB

Robinson and Bennett (1995) presented a typology of behaviors which are deviant in nature including the interpersonal viewpoint. The system comprises of the accompanying two measurements:

(1) Minor vs. Serious

Depicts the seriousness of the deviant behavior

(2) Interpersonal vs. Organizational

Depicts the target of the deviant behavior

By consolidating these two measurements, deviant behaviors can be arranged in four unique sorts of categorizations. The sorts are Production Deviance, Property Deviance, Political Deviance, and Personal Aggression. This typology of CWBs categorization is shown in the figure 3.1 below.

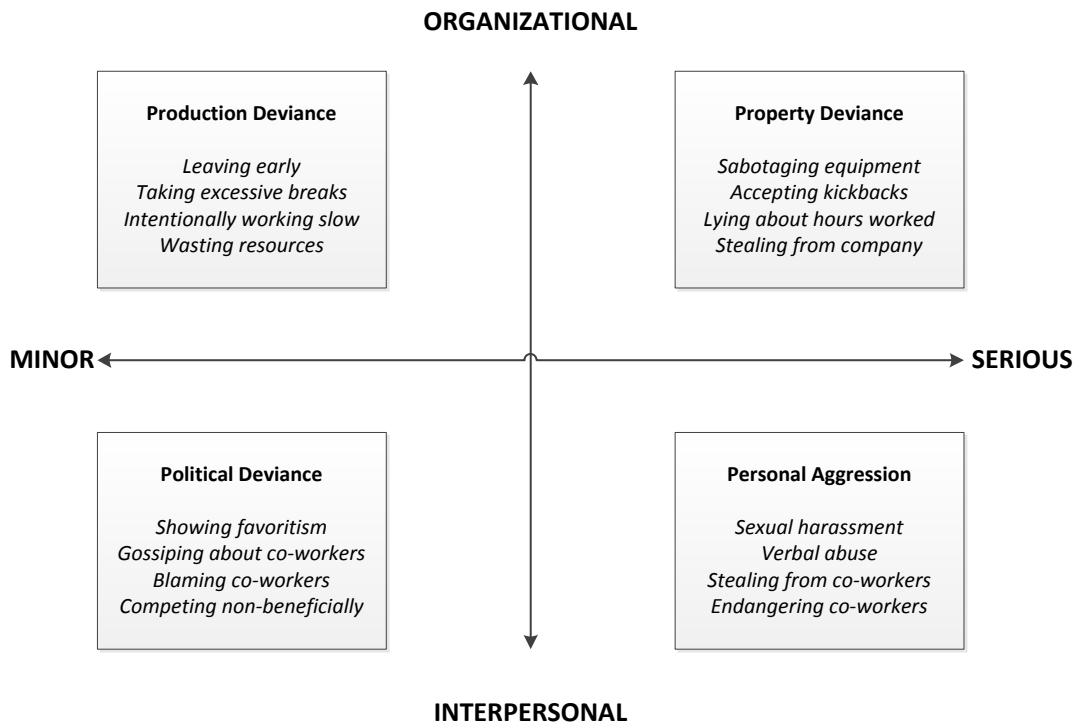


Figure 3.1. Typology of negative deviant work behavior.

3.3.1. Production Deviance

Production deviant falls in the first quadrant of this typology. It incorporates minor demonstrations of violations of the norms of organizations in regards to the amount and nature of work performed. Few examples are: being late in reaching office, taking inordinate breaks, giving little contribution to the work, withholding work and misuse of resources, utilizing drugs and liquor as a part of the working environment, and giving excuse of falling sick and showing sick leaves (Robinson & Bennett, 1995). There are many factors which lead to this situation such as organization does not have sophisticated mechanism in place, environment of work place is poorly designed, and there is exhaustion and extensive work related stress. Spector et al. (2006) found that at the point when a representative regardless of his efficiency, neglects to execute the given undertaking then it leads to production type of deviance. Individuals with low-paying occupations, novice (newly joined) background, profile of part time job have shown more inclination for production deviance (Spector & Domagalski, 2006). This conduct is an aftereffect of workers' negative emotions towards their association in which they are working.

3.3.2. Property Deviance

The second quadrant portrays about property related deviant conduct which incorporates bad conduct where worker take or harm substantial property of organization when he or she does not have any power to do so (Bennett & Robinson, 2000). Property deviance hurts the associations and is entirely serious and compelling practices, for example, harming hardware, misusing private data, volitional mistakes, damaging equipment, wrong usage of expense account, tolerating kickbacks, distort the bills and claim false accounts.

These acts eventually impacts production, since work can't proceed until the hardware is repaired which is damaged by deviant employees. Taking organization property such as food supplies is frequently not perceived as theft by individual who is involved in the act while it is by businesses. Perception of stealing also varies from individual to individual and it might conceivable that stealing may turn out to be so regular movement that it may not be considered as theft but rather the same demonstration can be referred as stealing from scientists' perspective (Greenberg & Barling, 1996).

3.3.3. Political Deviance

Any conduct as engagement in social communication that puts different people at an individual or political burden is referred to as political abnormality, for example, work environment incivility, demonstrating bias, contending non-advantageously, and involving in gossiping are types of political aberrance (Robinson & Bennett, 1995). Individuals required in political deviant behaviors are liable to be discouraged and this can likewise prompt other work environment deviance, such as being absent in the office and deliberately doing work wrongly (Everton, Jolton, & Mastrangelo, 2005).

3.3.4. Personal Aggression

Individual aggressive act is a behavioral examples which is forceful or unfriendly in nature towards different people or partners. Negative conduct of this kind are disrupting, jeopardizing other associates, damaging property of the business (Hollinger & Clark, 1982). Recently another kind of hostility which is sort of indirect way is seen happening at work environment called passive or inactive hostility. Such type of passive hostility has been in the

scanner of clinicians for a long period. It has also shown link with clinical issue and family issues, and therefore it has pulled into consideration of specialists to learn at working environment (Neumann & Baron, 1998). In such practices activities are planned to do hurt in negative way. That is, the implementation of such hostility is actualized by indirect means such as overlooking appointments, being late, not returning calls, or spreading bits of gossip with the expectation of hurting other individual. In light of roundabout nature, these practices have dependably been considered as acts which are just like any other normal act.

According to the study directed by Bowling and Eschleman (2010), CWBs are aftereffects of an insufficient adapting to work stressors and work stress components which are emphatically identified with CWBs and it originates from workplaces stressor contributing factor such as role conflict, constraints at workplace, and interpersonal clash. Work related stressors can result in interpersonal clash, or getting into verbal fight for no reason. Work related stressors have an exhibited association with different sorts of CWB (Chen & Spector, 1992) and word related stressors and anxiety results contrast on people in the light of the gender difference (Davidson & Cooper, 1984).

3.4. PREVALENCE OF DEVIANT BEHAVIOR IN INDIA

There are only few studies conducted in India to understand the deviant behavior in Indian context. Sharma and Paluchova (2014) found that people have shown habit of reaching office late, making fun of others, flirting, stealing things, and bullying as most common deviant behavioral patterns observed. On the contrary, in another study, it is found that intrapersonal awareness (own emotions), interpersonal awareness (others emotions), intrapersonal management (own emotions) and emotions of others involved in interpersonal management and total emotional quotient (capabilities of individuals to sense their own, and other people's emotions) are lower in case of people involved in harmful behavior (Sharma, Prakash, Sengar, Chaudhury, & Singh, 2015). Job insecurity, motive to quit, poor performance, and dissatisfaction are related to deviant behavior (Bagchi & Bandyopadhyay, 2016; Malisetty, 2016). In India, modernity is responsible for deviant behaviors (Gurumurthy, 2016) and it has reached to even non-profit organization with different characteristics unlike other organizations (Nair & Bhatnagar, 2011). One study on youth indulgence themselves in various aggressive behaviors revealed that males experienced more verbal aggression, physical aggression and anger than females and more individuals in youthful age experienced more hostility than more matured age group individuals and additionally these practices were related to substance manhandle as well, for example, liquor and tobacco, negative companion impact, state of the mind unsettling influence, negative experience (Sharma & Marimuthu, 2014).

According to 2nd Administrative Reforms Commission (2008) of “Government of India”, regulatory act of India prescribes a mechanism for implementing discipline in

working professional but the enforcement of ethical conduct among them remains weak because of two reasons: 1) reluctance to report deviant behavior because of ignorance, fear of reprisal, respect for profession; and 2) bodies of regulatory act have not been able to develop a proactive attitude. These areas need to be strengthened.

3.5. RESEARCH PROBLEM

Deviant behavior of workers irrespective of any level or designation in organization is extremely upsetting (Sims, 1992). Basically, administration is keen on anticipating degenerate working environment conduct, and researchers are occupied in the study of its patterns, examples and causes. Studies related to CWB have expanded in most recent couple of years on the grounds that each business is presented to the potential harms of CWB. CWB can have huge expenses and financial danger to the businesses, every year.

Prior studies have reported that 75 % of the employees have stolen something from their jobs at least once (McGurn, 1988). Studies related to hostile behavior have evaluated that 33% to 75% of all workers have occupied with unfriendly practices such as theft , damage, fraud, and vandalism (Harper, 1990). There is an immediate expense connected with CWB, few examples of these CWBs are theft and damage. According to the statistical survey in United States, 42% of employees of supermarket, and 62% fast food eatery laborers reported money or property burglary (Slora, 1989). Yearly expenses to associations have been assessed to be as high as \$4.2 billion for violence related to workplace, \$40 to \$120 billion for burglary and \$6 to \$200 billion for an extensive variety of negative organizational conduct (Bennett & Robinson, 2000).

In the article of "Cornell HR Review", Mark (2013) reported the expense related in view of deviant behavior and mentioned that there are around 1.7 million occurrences of work place violence in the United States every year and 500,000 working individuals lost 1,751,000 days of work yearly because of workplace assaults. Similarly employees lost \$55 million every year in wages because of workplace violence. It's not only loss to employees

but it additionally signifies a \$4.2 billion yearly cost for businesses also, just because of violence at work settings.

There are other costs which are not direct in nature and resulting in losses and termed as indirect loss, for example, loss of image in society, loss of insurance cost, loss in public relation, loss in workers compensation, expanded turnover; business repeats loss. There is legal expense cost, for instance, \$4.2 billion were spent in lawful costs (Appelbaum, Deguire, & Lay, 2005). Similarly, other indirect costs are lowered quality, man hour loss, interpersonal relation cost, and association of hostile behavior in terms of verbal abuse and extending it to even threats are involved (Litzky, Eddleston, & Kidder, 2006).

Since such practices are connected with gigantic monetary costs, associations need to get this issue under control. Other than the monetary costs, deviant behaviors are connected with social and mental expenses too. Preventing degenerate practices from future events is the most financially economical approach to manage worker deviance. With a specific end goal to hinder these negative effects on associations and around in society, it is urgent to find out the elements that add to these conducts (Peterson, 2002).

3.6. PURPOSE OF THE STUDY:

The motivation behind this study was to produce a hypothetical model grounded in the information that may clarify or light up the impacts of yoga on lessening CWB and its predictors, for example, hostility and negative emotion and to see how elevating positive emotions helps further in improvement.

3.7. ANTECEDENTS OF CWB

Both environmental and individual components add to the event and sort of CWB and along these lines CWB is a result of the collaboration between the workplace and the individual personality patterns and traits. Organizational factors, for example, organizational justice and policies, perceived ethical values and codes of morals affects people's thinking. Individuals take part in subjective evaluation and condemn to the circumstance. In response to the event they in return react to it and most likely commit some kind of CWB (e.g., theft or volitionally making mistakes). Individual components, likewise assumes significant part in the way individuals see the situation and how they respond. In this manner, the mix of certain environmental or situational conditions and certain individual qualities decide the probability of CWB.

Basic forerunners of CWB are abusive supervision (Tepper, 2007), emotions (Miles, Borman, Spector, & Fox, 2002), personality (Mount, Ilies, & Johnson, 2006), leadership style (Hepworth & Towler, 2004), work stressors (Chen & Spector, 1992), job attitudes (Hershcovis et al., 2007), job attitudes and organizational justice (Dalal, 2005), co-worker influence (Robinson & O'Leary-Kelly, 1998), demographic variables (Berry, Ones, & Sackett, 2007), and workplace incivility (Penney & Spector, 2005) have additionally been appeared to be identified with the event of CWB. Subsequently, there are different indicators of CWB and these are among the most generally concentrated on indicator variables within the CWB literature.

In spite of the fact that deviant behavior are outcome of workplace environmental or individual variables, it is likewise observed that deviant conduct can be best anticipated by

considering a blend of both individual qualities and environmental components (Appelbaum, Deguire. & Lay, 2005).

3.7.1. Environmental

The working environment comprises of both the physical environment and the social or organizational environment. Workplace constraints are circumstances that may influence the capability of the people in terms of performance, regardless of their capacity and hard work (Spector & Jex, 1998). These constraints could emerge because of the inherent issues in the organizations such as inaccessibility, low quality, or shortage of resources (Keashly, Hunter, & Harvey, 1997). At the point when such inherent issues are available then responses from individuals can take the shape of negative emotions. (Fox, Spector, & Miles, 2001) or hostility (Chen & Spector, 1991). Responses can likewise reflect as self-depression, disappointment, work disappointment, and planning to leave the organization (Spector, Dwyer, & Jex 1988). On the other side, if work load is high then also response is again into some type of negative affect (Miles et al., 2002) and dissatisfaction (Spector & O'Connell, 1994).

Another well-known antecedent of CWB is perceived unfairness. It is the view of the individual about how he or she sees reward or reprimand and it is about how organizational policies are placed within departments or about how workers are being treated at their workplace. It is observed in the study that perceived unfairness can also result into negative conduct, particularly hostility (Fox et al., 2001). Perceptions of inequity by a man who encounters disparity may carry on keeping in the mind the end goal to re-establish value

(Spector & Fox, 2002). Fox et al. (2001) demonstrated that individual view of injustice can be taken as perceived job stress, that in the long run, lead to CWB.

3.7.2. Personal

Notwithstanding the situational forerunners discussed above, numerous individual level variables have been inspected as predecessors to CWB and its indicators. Interpersonal stressors include any circumstances that creates stressful situation for one or more individuals at the work environment. Interpersonal clashes or conflicts is connected with CWB and it has appeared to be a predictor for CWB-I (CWB-Interpersonal) and CWB-O (CWB-Organizational) both (Fox et al., 2001). The study has also reported that negative affect is directly and positively linked to deviant behaviors. Bruk-Lee and Spector (2006) showed that individuals who have strife with their supervisors will probably coordinate their CWB at the organization in the light of the fact that the manager is basically seen as representative of the management of the organization.

Incivility of working environment is known as gentle types of negative and rude conduct which results in serious and hostile outcomes (Andersson & Pearson, 1999). People with elevated amounts of attribute annoyance will probably more involve in workplace deviant practices than those with low levels of aggressive behaviors (Douglas & Martinko, 2001). Moderate constructive connections between trait anger and trait anxiety is found and similar association is observed between interpersonal and organizational level hostile conduct as reported by Hershcovis et al. (2007). Individual component which is benefactor of CWB, for example, short-term negative feelings, which are less steady than dispositions have

been found to intervene the relationship between organizational constraints and behavioral reactions of CWB (Fox & Spector, 1999; Fox et al., 2001).

In summary, personal factors can be grouped under personality characteristic (such as gender, age, tenure, education), locus of control, machiavellianism and so on. Situational factors may include peer or group influence, policies, working environment, work pressure etc. Therefore CWBs are not only result of individual or organizational factors but they can only be conceptualized in best possible way by considering both the factors together.

3.8. AFFECT AND CWB

Affect is very common concept that highlights sentiments, which incorporates feelings, inclinations, and attitudes (Barsade & Gibson, 2007). The essential dispositional qualities predominant at working environment can be ordered as positive affectivity (PA) and negative affectivity (NA) (Scott & Judge, 2013).

PA uncovers the degree, to which an individual feels vivacious, energetic, agile, dynamic, and alive (Watson, Clark, & Tellegen, 1988). Watson et al. (1988) found that high PA individuals are by and large more contented and report the event of joyful occasions more often. People who are more social, fiery, and dynamic essentially participate in social exercises and show high PA (Lyubomirsky, King, & Diener, 2005). PA has a positive connection with social assistance and encouragement (Green, DeCourville, & Sadava, 2012). That is to say, people high in PA for the most part have a more inspirational point of view toward the world and they exhibit constructive feelings. Such people for the most part draw in all the more habitually in authoritative citizenship practices rather than CWBs (Miles, Borman, Spector, & Fox, 2002). People with high in PA use more successful adapting techniques (Judge, Thoresen, Pucik, & Welbourne, 1999) and they have better and enhanced perception for their peers to help and bolster them when required (Rosenhan, Salovey, & Hargis, 1981). Representatives connected with constructive practices (e.g., conscious treatment, self-improvement) demonstrate positive behavioral patterns such as being loyal to the organization by work engagement, which produce positive result (e.g., maintenance, engagement) which, eventually, delivers effectiveness at the their work area (e.g., generating more profits and production) (Lyubomirsky et al., 2005). Fox and Spector (2006) have

proposed a theory of stressor and emotion of CWB and as indicated by this concept, emotion assume an essential part in the process by which stressors result in CWB.

NA is characterized as the level to which people experience aversive passionate states (Watson & Clark, 1984). NA is likewise associated to CWB regarding work evasion, work damage, harsh conduct, dangers, and clear acts (Fox et al., 2001). NA was observed to be identified with both authoritative and interpersonal types of deviances (Aquino, Lewis, & Bradfield, 1999). People with high NA are more receptive and more delicate to pessimistic occasions and are identified with their aggressive nature at working environment (Douglas & Martinko, 2001) and they see and experience the occupation with negative approach, even if the reality of the circumstances and situations are normal (Watson, Pennebaker, & Folger, 1986). NA is found to direct the relationship between interpersonal clash and CWB (Penney & Spector, 2005) and between constraints present in the organizations and CWB (Fox et al., 2001). Representatives high on NA will probably have an unfriendly attribution style, and that inclination to make hostile acts may end up in interpersonal clash, outrage, and hatred (Homant & Kennedy, 2003). High NA can incorporate sentiments of outrage, disrespect, blame, anxiety, apprehension and negative feelings with higher inclination to disengagement of moral qualities and they have been found to have involved more in CWB (Samnani, Salamon, & Singh, 2013).

3.9. AGGRESSION AND CWB

Aggression at work setting is characterized as negative acts started by one individual of an organization, that are experienced by another member or stakeholder who is the victim of these deviant acts (Raver, 2013). Researchers have characterized organizational hostility

from numerous points of view; one of the significant qualifications is the categorization of verbal aggression versus the physical hostile act (Buss, 1961). The most widely recognized sort of aggression in the organizational environment is identified with verbal aggression but in case of physical aggression, organizations are inherent not to tolerate them (Popescu & Maria, 2014) .

Personality traits such as trait anger and trait anxiety are measure of an individual's probability of encountering certain emotion; for example, trait anger indicates inclination to experience circumstances as irritating and trait anxiety, otherwise called NA, indicates to the susceptibility to experience negative feelings over various circumstances (Rotundo & Spector, 2010). Workers who are poor in capacity to control and express their emotions have very high probability of getting involved in various types of deviant acts (Popescu & Maria, 2014).

Numerous aggression and hostility models are related to the intra-psycho procedures that happen between an event of stimulus and a particular reaction to it in aggressive or non-aggressive manner (Glomb, 2010). Interpersonal hostility has been connected with psychological outcome, for example, tension, depression, dissatisfaction, and anxiety (Ashforth, 1994). In the event that these practices are not controlled, they can have prompt effect on social , physical, mental, and work place related harms. Hostility is additionally identified with physical issues and overall weakness in health (Duffy, Ganster, & Pagon, 2002; Cortina, Magley, Williams, & Langhout, 2001).

Aggression remains a key part of most researches in CWB and it is likewise connected with personality attributes. CWB is adversely connected with conscientiousness, agreeableness, and emotional stability, while constructive relationship is witnessed for

organizational constraints and interpersonal clash (Spector & Zhou, 2013). Judge, Scott and Ilies (2006) examined states of the mind at work, dynamic nature of feelings and its connection with working environment deviances and they found that the main drivers for half of the aggregate change in working environment abnormality are derived from people themselves.

In this manner, there is a developing inclination for CWB research by researchers to recognize approaches to control indicators of counterproductive conduct at both interpersonal and organizational grounds.

3.10. ROLE OF GENDER IN CWB

Numerous prior studies have been guessed that gender difference assumes vital part as far as foreseeing CWB. Men have frequently been linked more to aggression. In one meta-analysis, it is found that young men are more involved in verbal and physical hostile behavior than women; however women were in an indirect way observed in the act of hostility (Archer, 2004). There is a critical connection found in gender difference and individual personality traits in predicting CWB. Personality traits, for example, agreeableness and charming personality negatively (adversely) predicted CWB-I among males, however not in females. Among females, emotional stability showed significantly (negatively) prediction of CWB-I and not in males (Gonzalez-Mulé, DeGeest, Kiersch, & Mount, 2013). Spector and Zhou (2013) led the study to investigate gender mean differences, and the directing impact of gender on the relationship of personality (conscientiousness, agreeableness, trait anger, stability in emotion and hostile attribution predisposition) and stressors (organizational constraints and interpersonal clashes), with respect to three types of

CWBs (coordinated toward self, coordinated toward organizations, and social hostility acts which harm friendly relation with stakeholders). It was observed that men reported more CWB with correlations going from 0.12 to 0.18 and moderated the relationship of occupation stressors and personality traits with CWB. Additionally, the inclination for men to involve more in CWB was more noteworthy at high instead of low levels of interpersonal conflict, organizational constraints, and trait anger and at low rather than elevated amounts of agreeableness, conscientiousness, and emotional stability (Spector & Zhou, 2013).

Work aggression hostility meta-analysis by Hershcovis et al. (2007) found that gender difference turned out to be a solid indicator of aggression induced on the interpersonal level than aggression on the organizational level. Spector and Zhou (2013) additionally inspected gender difference as a moderator of CWB and its other predictors. In another meta-analysis by Cross, Copping, and Campbell (2011) indicated that impulsivity difference has direct link with gender difference. The study was directed to discover temptation and its resistance and it is illustrated that general females indicated more resistance than males for such temptations (Silverman, 2003). Bouhnik and Mor (2014) studied gender differences with respect to unethical conduct and found that young men were included frequently than young ladies in deviant practices such as digital plagiarism, cyber bullying, identification fraud, and downloading movies or music unlawfully from the web.

3.11. MAIN ROLE OF YOGA ON AGGRESSION, NA AND PA

Yoga is a unique art of wellbeing advancement, involving asana as physical movement, breathing activities and meditation practices to create and enhance care and attention to the body and the mind both. Practicing yoga has been connected with various advantages. Yoga is a type of psyche and body action that includes muscular activity and an inside coordinated care of the self, the breath, and vitality (Collins, 1998). There are studies investigated on yoga to look at its impact on mental and physical wellbeing. This paper concentrates on beneficial outcome of yoga on those variables which specifically or in indirect way add to CWB. Because of yoga's mixing of physical action and meditation, it is interesting to study its consequences for the human body and the mind, particularly in the working professional of the organizations.

Stress:

Perceived stress is a measure of the extent to which circumstances throughout one's life are evaluated as unpleasant events. Ramadoss and Bose (2010), and Hartfiel et al. (2012) observed that yoga based sessions can be powerful in lessening perceived stress and physiological stress, for example, there are cases that employees, because of severe backache are not going to work and in such scenario yoga may be a useful solution to avoid absenteeism. SMET that is "Self-Management of Excessive Tension" created by SVYASA shows that SMET sessions may have lot of advantages on psychological and emotion levels, such as improved emotional competence, and emotional quotient (Kumari, Hankey, & Nagendra, 2010).

Yogic lifestyle can be preventive, which can give changes in numerous mental and physical wellbeing conditions and personal satisfaction. It can also encourage healthy working conditions particularly if contributing factors of CWB are controlled by mindfulness and self-control of individual worker. It is observed that perceived stress and yoga practices are directly associated with each other (Cowen & Adams, 2005) and yoga can be a buster instrument for yoga among these professionals (Milligan, 2006). The impact of yoga on psychosocial variables reported that self-efficacy of individual can be enhanced by presenting physical action or yoga at work environment (Bryan, Pinto, & Parasher, 2012). Lavey et al. (2005) directed an exploration to gauge impact of yoga on "Profile of Mood States" (POMS) and found that yoga members have indicated noteworthy change in stress, depression, outrage, hostility, tension, fatigue, and disorder. A hefty portion of these states of the mind practices are known as indicators for CWB, so any reducing change in these variables may be an indicator of reduction of CWB as well. In addition, Stress and hostile behaviors are associated with elevated sympathetic nervous system activity (Miller & Ditto, 1991). Most extreme changes in autonomic variables and the breath rate happened amid the phase of meditation and such changes have cut sympathetic action down (Telles et al., 2013). Guided meditation is known for its impact on enhancing tidal volume of the breath and reduced sympathetic action; moreover this effect can help reduction of aggressive and hostile behavior (Vempati & Telles, 2002).

Cognitive behavior:

Cognitive Behavioral Therapy (CBT) comprises of mental procedure of an individual and his or her physical connection with the world and it covers psycho-training model to help individual to learn and procure new aptitudes, adapting methodologies, and thought designs

(Corey, 2005). Corey (2005) also proposed that unsettling influence in the cognitive processes are the main driver of mental trouble and approach of showing new insight and productive practices in psycho-instructive way can lessen mental distress. McCall (2007) recommended that through yoga practice, we can examine the thought process and its subtle patterns. Yoga can be used to distinguish and conquer these mental depressions which are in charge of the future thought designs. Yoga mediation and CBT both have demonstrated factual noteworthy change in mental and physiological parameters of stress (Granath, Ingvarsson, Von Thiele, & Lundberg, 2006). Yoga practice helps individual to comprehend the truth as it is as opposed to comprehension it in the light of the wrong psychological examples and along these lines yoga helps in beating the requirement for defense mechanisms to react to the situation (Kolsawalla, 1978).

Self-Control:

In one study, the yoga group has indicated stronger resilient to stress and protection against loss of self-control because of underlying root causes of stress, in comparison to the participants of the control group (Ramadoss & Bose, 2010). People who are higher in self-control are observed to have the capacity to keep calm instead of reacting to the situation because they are able to override, manipulate, and change hostility related feelings. By method for poise and self-administration individual figures out how to stay unaffected by environment related adverse events and therefor is consistently in control of self-conduct (Kanfer, 1977). Behavioral treatments and yoga teachings suggests that we can roll out improvements in the responses created in the presence of any stimuli by changing our views towards those events (Balodhi & Mishra, 1983). Rosenbaum (1980) proposed yoga practices

are known to develop self-control, which can help improve mental well-being and overall functioning.

Moral:

Study found that yoga helps creating strong moral and healthy values and in addition the capacity to express their sentiments and consider the sentiments of others (Monk-Turner & Turner, 2010). People with high moral values are less likely to be engaged in any sort of degenerate practices. Mulla and Krishnan (2013) proposed a model of good improvement and found that *Karma-Yoga* is identified with moral sensitivity (deciphering the circumstance and recognizing an ethical issue), moral motivation (making sense of what one should do and planning an arrangement of activity that applies the important good standard or perfect), and moral character (executing and actualizing the ethical plan of action) and by method for yoga implementation, we can see positive advancement in moral development, because *Karma-Yoga* is inclined towards performing duties, unconcern to reward, and composure. With the inclination of selfless commitment towards others, a person can automatically become oriented to the requirements and sentiments of others. Detachment to rewards helps person execute this duty selflessly. With no desire of outward or natural prizes and lastly equanimity, may empower individual to adhere to the predefined moral plan of action without being diverted by inconveniences and enticements in the way of obligation and in this manner it constitutes moral character (Mulla & Krishnan, 2013). In the other comparative study led by Agarwalla, Seshadri, and Krishnan (2015), it is found that *sattvik guṇa* improves transformational qualities in contrast with *rajasik guṇa* and *Karma-Yoga* upgrades transformational qualities when the seeker is *sattvik*, yet does not upgrade

transformational initiative when the person is *rajasik*. This showed that yoga can help develop good moral qualities in any individual.

Aggression and Substance Abuse:

Oxford University conducted a ten week yoga sessions with prisoners and found that yoga can enhance mental well-being and disposition in positive manner among prisoners and results indicated beneficial outcome on anxiety, and their reactive negative behaviors (Bilderbec, Farias, Brazil, Jakobowitz, & Wikholm, 2013). Auty, Cope, and Liebling (2015) performed systematic review of researches and meta-analysis and proposed that yoga and meditation programs in jail settings have some positive advantages for members' mental health and behavioral working. Yoga has indicated noteworthy results in the substance misuse treatment program and empowering of patients to regain steadiness, vitality, positive changes, and feeling of delight (Brown & Gerbarg, 2005; Calajoe, 1986). Benson (1974) reported that meditation practice triggers overall hypothalamic reaction by bringing down thoughtful sensory system movement and it additionally diminishes drug misuse and alcoholic consumption reaction. Yoga practices, such as, postures, breathing procedures, meditation, and diet may help a person for restoration of health which is extremely financially economic approach (Lohman, 1999). It is verifiable truth that rate of mental issues reported by prisoners are basically high in contrast with the issues reported by typical individuals and such abnormal state of behavioral examples are distinguished as the indication of animosity, pain, reserved conduct, liquor and drug misuse among prisoners.

Affect:

PN and NA are the parameters connected with emotional well-being of a person. In the study directed by Meissner, Cantell, Steiner, and Sanchez (2016), it is found that people

with lower PA and higher NA easily see positive results by even short terms yoga sessions. Moreover earlier studies have demonstrated that yoga is valuable in increasing level of PA and diminishing level of NA (West, Otte, Geher, Johnson, & Mohr, 2004). Yoga practice is connected with intense changes in affect in a youthful grown-up school sample and it was recorded that PA scores enhanced significantly ($p < 0.05$) for 14 of the 16 yoga sessions (mean increment = 23.2%) and NA diminished altogether from pre-to post yoga ($p < 0.05$) for 15 of the 16 sessions (mean lessening = 22%) (Gasking et al., 2014). Impacts of yoga system on personal satisfaction has demonstrated that PA can contribute essential part in managing role function, social interaction and overall improvement in the life in terms of quality (Vadiraja et al., 2009). In the study conducted by Amabile, Barsade, Mueller, and Staw (2005) in the area of temporal dynamics of the creativity and affect relationship, it is found that PA is straightforwardly corresponding to the creativity of an individual. That implies that enhancing PA may make individual act more inventive and such representatives may abstain from taking part in CWBs as a reaction to the work stressors. These people may search out different procedures to adapt to work stressors. Less workplace stress in the long run may help well-being and reduction in the occurrences of CWB.

Mindfulness:

Mindfulness is a nature of consciousness that makes individual aware, attentive with purpose, and mindful of the present time. As indicated by yoga texts, what makes yoga unique in relation to whatever other sort of physical activities is presence of mindfulness, even though when physical activities may be similar to those of yoga movement (Lasater, 2000). Mindfulness helps managing everyday occasions with a state of the mind of openness, acknowledgment, and non-judgment. Acknowledgment and action interventions can bring

about expanded guiding self-adequacy, encouraged self-empathy, and diminished proficient self-question (Stafford-Brown & Pakenham, 2012). Mindful way to deal with work may bring about high state of awareness at work and acknowledgment of work circumstance without complaint. It might facilitate to have expanded capacity to adapt to and in the meantime try to avoid panicking in troublesome work circumstances which can come about into increased adaptability, and more positive connections at work. The yoga group showed essentially more prominent enhancements than control group in different areas of resting quality and moods, and altogether more prominent decreases in a sleeping disorder issues, tension, anxiety, hyper tension and perceived stress (Innes & Selfe, 2012). That means these practices may help reduce CWB because CWB has link with sleep disorders. Events of liquor use among worker and possibly mishandle is thought to be negative sort of behaviors (Matano, Futa, Wanat, Mussman, & Leung, 2000). Marlatt and Chawla (2007) found that the mindfulness earned through meditation practice was useful to those overcoming addictions, including liquor abuse. From this study, it is fair to accept that deviant practices can be controlled by method for yoga sessions.

In summary, practicing yoga is connected with various advantages on mental and physical wellbeing. There is a lot of assurance in the yoga studies conducted so far that can help individuals and organizations to reduce CWB by taking control of mental, physical and emotional subject matters. Hypotheses (covered in detail in chapter 4) of the current study are based on these findings and are hypothesized with the objective of evaluating the effect of yoga on aggression, NA, PA, and CWB.