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B. CONSENT FORM

This Informed Consent Form has two parts:

- Part I: Information Sheet (to share information about the study with you)**
- Part II: Certificate of Consent (for signatures if you choose to participate)**

You will be given a copy of the full Informed Consent Form

Part I: Information Sheet

Introduction

I am Umesh Dwivedi, currently undertaking Ph. D in yoga at SVYASA, Bangalore. I am doing study on the effect of mind and body activities such as yoga and other moderate exercise on body and mind. I invite you to be part of this study. You do not have to decide today whether or not you will participate in the study. Before you decide, you can talk to anyone you feel comfortable with about the study.

This consent form may contain words that you do not understand. Please ask me to stop as we go through the information and I will take time to explain. If you have questions later, you can ask them of me or of another researcher

Purpose of the research

Negative affectively (NA) is defined as the extent to which individuals experience aversive emotional states. Positive affect (PA) has been related to social interest and sociability, while NA has been associated with psychosomatic symptoms, anxiety, poor role adjustment and worries. Aggressiveness and anger is a high-arousal state that diminishes over time, dissipation of anger may cause a cognitive residual of hostility. Both aggression and NA are linked to counterproductive work behavior (CWB) as well. Purpose of the study is to study the usefulness of mind and body activities such as yoga and moderate exercise on these parameters.

Type of Research Intervention

Participants in this research study will be divided into the yoga group and the control group. Yoga and physical activity practices will be provided free of cost and, it is a randomized controlled trial; every individual has equal chances to be recruited in either of the groups. The control group shall be a wait-list control group.

Participant Selection

You are being invited to take part in this research because we feel that your experience as an employee can contribute much to our understanding and knowledge of different variables mentioned above at workplace setting. You will be asked questions based on the questionnaires which are to be rated on 5 -point scales. To elucidate understanding, we have following examples of questions for your reference:

1) CWB questions example: (How often have you done?)

Rating: Never , Once/ Twice , OnceOrTwice/Month , OnceOrTwice/Week , EveryDay

- Daydreamed rather than did your work

2) Aggression questions Examples: (What extent you feel you are?)

Rating : Extremely uncharacteristic of me , Somewhat uncharacteristic of me , Neither uncharacteristic nor characteristic of me , Somewhat characteristic of me , Extremely characteristic of me

- Distressed
- Excited

3) NA/PA questions Examples: (How characteristic they are of you?)

Rating: Very Slightly or Not at All , A Little , Moderately , Quite a Bit , Extremely

- I have trouble controlling my temper.
- I wonder why sometimes I feel so bitter about things.

Voluntary Participation

Your participation in this research is entirely voluntary. It is your choice whether to participate or not. The choice that you make will have no bearing on your job or on any work-related evaluations or reports. You may change your mind later and stop participating even if you agreed earlier.

Procedures

We are inviting you to take part in this research project. If you accept, you will be asked to participate in the study that has following procedure:

Screening:

Screening will help to figure out if you qualify for this study. First, we will ask you to sign this consent form before we do anything else. Here you will be asked to provide some demographic information like age, gender, tenure, designation, health history etc. We would also be interested in any comments you may wish to share with us. If you do not qualify for this study, you will be informed of this.

Baseline:

You will begin with pre-study evaluation by filling up questionnaires. These questionnaires are to be rated on 5 -point scales.

Practice:

Practice will cover daily practice of yoga / physical activity from Monday to Friday for ten weeks. It will take daily one hour. Groups will be divided into yoga and control groups. Yoga and physical activity practices will be provided free of cost and, it is a randomized controlled trial; every individual has equal chances to be recruited in either of the groups. The control group shall be a wait-list control group.

Post intervention data:

You will do the end-study evaluation by filling up the similar questionnaires. It will be very similar to the pre-study evaluation. You may not respond to the questions that you do not wish to respond to. All questions will be explained in details to you in case of any query.

Duration

It will take you ten weeks to complete this research study. Yoga and other exercise session will be from Monday to Friday, daily one hour.

Risks

The study has a minimal risk. All the physical activities are mild ones and sufficient relaxation time will be provided. The primary risk associated is that you will be asked anonymously to rate the likelihood of counterproductive behaviors, negative affectivity and aggression related questions.

Benefit

There may be no direct benefit to you for your participation in this study. It is possible that the yoga and physical treatment may eliminate or reduce physical and mental stress. Lastly, your participation is likely to help us find out more about how mind-body activities help on the parameters we discussed above.

Reimbursements

You will not be provided any incentive to take part in the research.

Confidentiality

The study being done in the organization may draw attention and if you participate you may be asked questions by other people in the organization. We will not be sharing information about you to anyone outside of the study team. The information that we collect from this study project will be kept private. Any information about you will have a number on it instead of your name. Only the researchers will know what your number is and we will lock that information up with a lock and key. It will not be shared with or given to anyone except. In the database identity will be represented as a number, and no attachment will be associated with name. Your name will not be used in the reporting of information in publications or presentations. Only the researcher will review and analyze the data collected. Individual information will not be shared outside the research team and results will be reported in aggregate (group level) form only. We ensure that all information obtained in this study will be kept strictly confidential.

We will ask you and others in the group not to talk to people outside the group about what was said in the group. We will, in other words, ask each of you to keep what was said in the group confidential. You should know, however, that we cannot stop or prevent participants who were in the group from sharing things that should be confidential.

Sharing the Results

Nothing that you tell us today will be shared with anybody outside the study team, and nothing will be attributed to you by name. The knowledge that we get from this research will be shared with you and your organization before it is made widely available to the public. Each participant will receive a summary of the results. Later, we will publish the results so that other interested people may learn from the study.

Right to Refuse or Withdraw

You do not have to take part in this study if you do not wish to do so, and choosing to participate will not affect your job or job-related evaluations in any way. You may stop participating in the discussion/interview at any time that you wish without your job being affected. I will give you an opportunity at the end of the interview/discussion to review your remarks, and you can ask to modify or remove portions of those, if you do not agree with my notes.

Part II: Certificate of Consent

I have read the foregoing information, or it has been read to me. I have had the opportunity to ask questions about it and any questions I have been asked have been answered to my satisfaction. I consent voluntarily to be a participant in this study

Print Name of Participant_____

Signature of Participant _____

Date _____

Day/month/year

I confirm that the participant was given an opportunity to ask questions about the study, and all the questions asked by the participant have been answered correctly and to the best of my ability. I confirm that the individual has not been coerced into giving consent, and the consent has been given freely and voluntarily. A copy of this ICF has been provided to the participant.


Print Name of Researcher/person taking the consent_____

Signature of Researcher /person taking the consent_____

Date _____

Day/month/yea

C. INSTITUTIONAL ETHICS COMMITTEE APPROVAL



स्वामी विवेकानन्द योग अनुसंधान संस्थान

Swami Vivekananda Yoga Anusandhāna Samsthāna

(Declared as Deemed-to-be University under Section 3 of the UGC Act, 1956)
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RES/IEC-SVYASA/35/2014 October 09, 2014


To,
Dr. Sony Kumari
Assistant Professor,
S-VYASA, Yoga University,
Bangalore

Reference:
"Effect of Yoga On counterproductive Work Behavior." - Committee Approval of the above mentioned study.

Dear Dr. Sony Kumari,
We have received from you the following study related documents vide your letter dated June 17, 2014

1	Project Proposal
2	Informed consent form

Ethics committee meeting was held on July 20, 2014 at 10 am to 1:00 pm at Eknath Bhavan, Bangalore. Above documents were examined and discussed in the meeting. After due consideration, the committee has decided to approve conducting the aforementioned study.

APPROVED

INSTITUTIONAL ETHICS COMMITTEE SVYASA, BANGALORE

D. INTERVENTION PROTOCOL

Yoga Group:

- d) Theory and postures (35 minutes): Yogic theory on *Rāja-Yoga*, *Bhakti-Yoga*, *Karma-Yoga*, *Jñāna-Yoga*, and *Sattvik* diet. *Asana* covered were *Sūrya Namaskāra* (Sun Salutations), *Trikoṇāsana* (Triangle Pose), *Vīrabhadrāsana* (Warrior Pose), *Pārśvakoṇāsana* (Sides Angle Pose), *Vṛkṣāsana* (Tree Pose), *Ardhamatsyendrāsana* (Half Twist Pose), and *Bhujangāsana* (also known as Cobra Pose).
- e) Breathing (15 minutes): *Bhastrikā* (Bellows breathing), *Kapālabhāti* (Skull shining breathing), *Anuloma-Viloma* (nostril breathing- alternate), *Bhrāmari* (Bee breathing)
- f) Meditation (10 minutes): *Dhyāna*, *Yoganidrā*

Control Group:

- d) Physical activity and theory (35 minutes): Theory on project management. Physical activities covered were *Spot Jogging*, *Loosening exercises*, *Strengthening exercise*, *Wrist movement and rotation*, *Neck movement and rotation*, *Head movements and rotations*.
- e) Breathing (15 minutes): *Normal slow breathing*
- f) Rest (10 minutes): *Resting*

E. COUNTERPRODUCTIVE WORK BEHAVIOR CHECKLIST (CWB-C)

How often have you done each of the following things on your present job?	Never	Once or Twice	Once or Twice per month	Once or twice per week	Every day
1. Purposely wasted your employer's materials/supplies	1	2	3	4	5
2. Daydreamed rather than did your work	1	2	3	4	5
3. Complained about insignificant things at work	1	2	3	4	5
4. Told people outside the job what a lousy place you work for	1	2	3	4	5
5. Purposely did your work incorrectly	1	2	3	4	5
6. Came to work late without permission	1	2	3	4	5
7. Stayed home from work and said you were sick when you weren't	1	2	3	4	5
8. Purposely damaged a piece of equipment or property	1	2	3	4	5
9. Purposely dirtied or littered your place of work	1	2	3	4	5
10. Stolen something belonging to your employer	1	2	3	4	5
11. Started or continued a damaging or harmful rumor at work	1	2	3	4	5

12. Been nasty or rude to a client or customer	1	2	3	4	5
13. Purposely worked slowly when things needed to get done	1	2	3	4	5
14. Refused to take on an assignment when asked	1	2	3	4	5
15. Purposely came late to an appointment or meeting	1	2	3	4	5
16. Failed to report a problem so it would get worse	1	2	3	4	5
17. Taken a longer break than you were allowed to take	1	2	3	4	5
18. Purposely failed to follow instructions	1	2	3	4	5
19. Left work earlier than you were allowed to	1	2	3	4	5
20. Insulted someone about their job performance	1	2	3	4	5
21. Made fun of someone's personal life	1	2	3	4	5
22. Took supplies or tools home without permission	1	2	3	4	5
23. Tried to look busy while doing nothing	1	2	3	4	5
24. Put in to be paid for more hours than you worked	1	2	3	4	5
25. Took money from your employer without permission	1	2	3	4	5
26. Ignored someone at work	1	2	3	4	5
27. Refused to help someone at work	1	2	3	4	5

28. Withheld needed information from someone at work	1	2	3	4	5
29. Purposely interfered with someone at work doing his/her job	1	2	3	4	5
30. Blamed someone at work for error you made	1	2	3	4	5
31. Started an argument with someone at work	1	2	3	4	5
32. Stole something belonging to someone at work	1	2	3	4	5
33. Verbally abused someone at work	1	2	3	4	5
34. Made an obscene gesture (the finger) to someone at work	1	2	3	4	5
35. Threatened someone at work with violence	1	2	3	4	5
36. Threatened someone at work, but not physically	1	2	3	4	5
37. Said something obscene to someone at work to make them feel bad	1	2	3	4	5
38. Hid something so someone at work couldn't find it	1	2	3	4	5
39. Did something to make someone at work look bad	1	2	3	4	5
40. Played a mean prank to embarrass someone at work	1	2	3	4	5
41. Destroyed property belonging to someone at work	1	2	3	4	5
42. Looked at someone at work's private mail/property without permission	1	2	3	4	5

43. Hit or pushed someone at work	1	2	3	4	5
44. Insulted or made fun of someone at work	1	2	3	4	5
45. Avoided returning a phone call to someone you should at work	1	2	3	4	5

CWB-C 45-Item Scoring

To score the CWB-C, sum responses to items shown below for each subscale (organizational versus person), or all the items for the total score.

CWB organization: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14, 15, 16, 17, 18, 19, 22, 23, 24, 25.

CWB person: 11, 20, 21, 26-44.

F. BUSS-PERRY AGGRESSION QUESTIONNAIRE (BPAQ)

Please rate each of the following items in terms of how characteristic they are of you. Use the following scale for answering these items.

Response	Score
Extremely uncharacteristic of me	1
Somewhat uncharacteristic of me	2
Neither uncharacteristic nor characteristic of me	3
Somewhat characteristic of me	4
Somewhat characteristic of me	5

- 1) Once in a while I can't control the urge to strike another person.
- 2) Given enough provocation, I may hit another person.
- 3) If somebody hits me, I hit back.
- 4) I get into fights a little more than the average person.
- 5) If I have to resort to violence to protect my rights, I will.
- 6) There are people who pushed me so far that we came to blows.
- 7) I can think of no good reason for ever hitting a person.
- 8) I have threatened people I know.
- 9) I have become so mad that I have broken things.
- 10) I tell my friends openly when I disagree with them.
- 11) I often find myself disagreeing with people.
- 12) When people annoy me, I may tell them what I think of them.
- 13) I can't help getting into arguments when people disagree with me.
- 14) My friends say that I'm somewhat argumentative.

- 15) I flare up quickly but get over it quickly.
- 16) When frustrated, I let my irritation show.
- 17) I sometimes feel like a powder keg ready to explode.
- 18) I am an even-tempered person.
- 19) Some of my friends think I'm a hothead.
- 20) Sometimes I fly off the handle for no good reason.
- 21) I have trouble controlling my temper.
- 22) I am sometimes eaten up with jealousy.
- 23) At times I feel I have gotten a raw deal out of life.
- 24) Other people always seem to get the breaks.
- 25) I wonder why sometimes I feel so bitter about things.
- 26) I know that "friends" talk about me behind my back.
- 27) I am suspicious of overly friendly strangers.
- 28) I sometimes feel that people are laughing at me behind me back.
- 29) When people are especially nice, I wonder what they want.

1-9 Physical Aggression; 10-14 Verbal Aggression; 15-21 Anger; 22-29 Hostility

G. POSITIVE AND NEGATIVE AFFECT SCHEDULE (PANAS)

This scale consists of a number of words that describe different feelings and emotions. Read each item and then list the number from the scale below next to each word. Indicate to what extent you feel this way right now, that is, at the present moment OR indicate the extent you have felt this way over the past week (circle the instructions you followed when taking this measure)

Response	Score
Very Slightly or Not at All	1
A Little	2
Moderately	3
Quite a Bit	4
Extremely	5

_____ 1. Interested

_____ 11. Irritable

_____ 2. Distressed

_____ 12. Alert

_____ 3. Excited

_____ 13. Ashamed

_____ 4. Upset

_____ 14. Inspired

_____ 5. Strong

_____ 15. Nervous

_____ 6. Guilty

_____ 16. Determined

_____ 7. Scared

_____ 17. Attentive

_____ 8. Hostile

_____ 18. Jittery

_____ 9. Enthusiastic

_____ 19. Active

_____ 10. Proud

_____ 20. Afraid

Positive Affect Score: Add the scores on items 1, 3, 5, 9, 10, 12, 14, 16, 17, and 19. Scores can range from 10 – 50, with higher scores representing higher levels of positive affect.

Negative Affect Score: Add the scores on items 2, 4, 6, 7, 8, 11, 13, 15, 18, and 20. Scores can range from 10 – 50, with lower scores representing lower levels of negative affect.