6. RESULTS

Table 6.1 shows socio-demographic outlines of yoga and control group. Chi squared tests was used for baseline equivalence determination of the yoga and control groups relative to socio-demographic variables.

Table 6.1. Socio-demographic data of the study subjects.

Variables	**Yoga Group (n=80)**	**Control Group (n=80)**	***P* Value**
Mean age (SD) (years)	28.29 (5.21)	27.20 (4.14)	0.309
Mean tenure (SD) (years)	4.84 (4.23)	4.03 (3.69)	0.421
Education (SD) (years)	16.18 (0.78)	15.94 (0.49)	0.045*
Job Profile			
Managers	9	5	
Team Leads	16	11	0.253
Team Members	55	64	
Food Habits			
Mixed	53	43	0.107
Vegetarian	27	37	
Male	46	42	0.525
Female	34	38	

*Statistical significance: *p < 0.05*

6.1. RECAPITULATION

Correlations of study variables:

The relationship between demographic variables and CWB was examined using Pearson correlation coefficient by taking baseline scores of both the groups [see Table 6.2]. There was a strong, positive correlation between the gender and CWB variables, $r = .34$, $n = 160$, $p < .01$. Age was negatively correlated with CWB. Among other predictor variables, there was a strong, negative correlation between PA and CWB, $r = -.33$, $n = 160$, $p < .01$,

with low PA was found to be linked to elevated CWB. Strong positive correlation was found between aggression and CWB, r = .23, n = 160, p < .01, with elevated level of aggression associated with elevated perceived CWB. Strong positive correlation was found between NA and CWB, r = .44, n = 160, p < .01, that means elevated NA was linked to higher score of CWB. All in all, these positive relationships suggest that employees with higher rate of aggression and NA commit more CWB whereas employees high in PA are less engaged in CWB. In summary, gender, CWB, NA and aggressions were positively correlated to each other whereas PA was negatively correlated to these variables [Table 6.2].

Table 6.2. Correlations for Study Variables.

Variables	1	2	3	4	5	6	7
1. Gender	--						
2. Age (years)	.25**	--					
3. Tenure (years)	.23**	.97**	--				
4. PA	-.19*	.2*	.21**	--			
5. NA	.34**	-.41**	-.41**	-.28**	--		
6. Aggression	.16*	-.25**	-.24**	-.26**	.57**	--	
7. CWB	.34**	-.25**	-.27**	-.33**	.44**	.23**	--

*Note: (0 = female, 1 = male). N = 160 ; Statistical significance: *p < .05; **p < .01*

Gender difference in aggression and CWB:

Table 6.3 shows gender differences in CWB scores. There was significant difference in scores for males (M = 76.18, SD = 9.22) and females (M = 69.63, SD = 8.63); t (158) = -4.56, p < .001 , η^2 = .12. This shows men reported engaging in higher levels of CWB than did women [see Figure 6.1]. η^2 was calculated based on t value. Cohen (1988) suggested the

guiding principle for inferring this value is: .01=small effect, .06=moderate effect, .14=large effect.

Table 6.3. Gender differences in CWB scores.

Men (n = 88)		**Women (n = 72)**		**Mean Difference**		***P***
Mean	**SD**	**Mean**	**SD**	***t***	***Cohen's* η^2**	
76.18	9.22	69.63	8.63	-4.56	0.12	< 0.001***

Statistical significance: *** $p < .001$

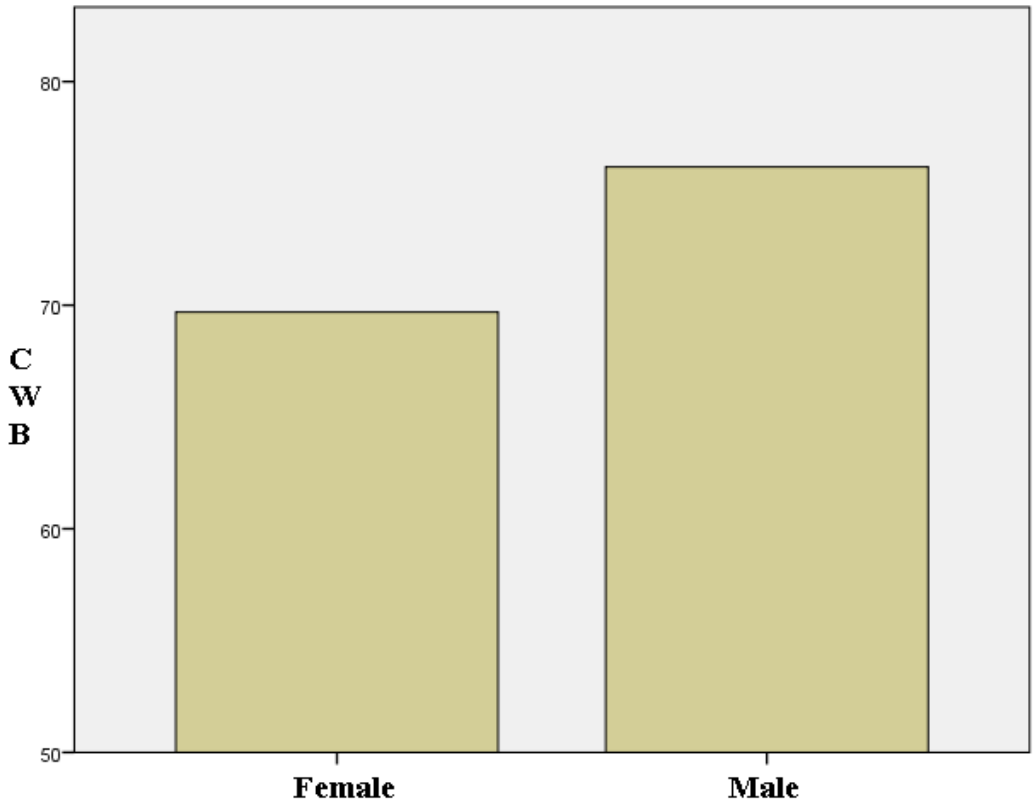

Figure 6.1. Gender mean difference in CWB scores.

Regression analysis of aggression and CWB:

Hierarchical multiple regression was performed to investigate the ability of aggression to predict levels of CWB, after controlling for gender [Table 6.4]. Hierarchical

multiple regression requires that the minimum ratio of valid cases to independent variables be at least 15 to 1 (Pituch & Stevens, 2016). The ratio of valid cases (160) to number of independent variables (3) was 53.33 (160/3) to 1, which was greater than the minimum ratio.

This model was statistically significant $F(1, 158) = 8.82$; $p < .01$ and explained 5 % of variance in CWB. Gender was entered in the second step and model suggested that total variance changed by 15%. The introduction of gender explained additional 10 % variance in CWB ($\Delta R^2 = .1$; $F(1, 157) = 17.57$; $p < .001$). In the final step of the regression analysis, the interaction term of aggression x gender was entered and it was also significant ($\Delta R^2 = .025$; $F(1, 156) = 4.67$; $p < .05$). It provided additional 3% to the explanation for the variance in CWB, suggesting that the effect of aggression on CWB depended on gender. What this means is that adding interaction to the model results in accounting for significantly more variance in CWB (even though the difference was only 3%).

Table 6.4. Hierarchical Regression Analysis Predicting CWB.

Predictors	**R**	**R^2**	**ΔR^2**	**Δ F**	**SE**	***B***	***T***
Step 1	.23	.05	.05	8.82**			
Aggression					.08	.23**	2.97
Step 2	.39	.15	.1	17.57***			
Aggression					.08	.18*	2.43
Gender					.08	.31***	4.19
Step 3	.42	.17	.03	4.67*			
Aggression					.07	.18*	2.39
Gender					.07	.32***	4.32
Aggression X Gender					.07	.16*	2.16

*Statistical significance: * p < .05; ** p < .01; *** p < .001*

The *t*-test indicates the predictors that significantly contribute to the outcome variance. We have three: 'Aggression' ($t = 2.970, p < .01$), 'Gender' ($t = 4.191, p < .001$) and 'Aggression X Gender' ($t = 2.161, p < .05$). They all played an important part in determining CWB.

Comparison of mean scores of NA, PA, aggression and CWB:

Pre-to post-test comparisons in the current study revealed that there was no significant difference in the variable scores between the yoga and control groups at the baseline [Table 6.5]. This showed that the sample in both the groups were comparable at the same variable score level during initiation of the study. RMANOVA was conducted to assess variable scores across the groups over the period of time. The results of the RMANOVA showed that there was a statistically significant ($P<0.001$) reduction in aggression [Figure 6.2], NA [Figure 6.3], and CWB [Figure 6.5]. Also there was statistically significant ($P<0.001$) enhancement in PA [Figure 6.4] among the participants in the yoga group as compared with the control group following intervention.

Moreover, the Repeated Measures ANOVA for aggression revealed an effect of intervention $F(1, 158) = 82.177, p <.001, \eta^2 = 0.342$. In case of PANAS scale, for NA it was $F(1, 158) = 161.731, p <.001, \eta^2 = 0.50$, while for PA $F(1, 158) = 68.040, p <.001, \eta^2 = 0.301$. CWB reported change of similar significant result and it was $F(1, 158) = 85.071, p <.001, \eta^2 = 0.350$.

Table 6.5. Comparisons of pre- and post-test scores of aggression, NA, PA, and CWB between the yoga and control group.

Variables	Time	Group		Significance		
		Yoga (n=80)	Control (n=80)			
		Mean (SD)	Mean (SD)	*F*	*Df*	*P*
Aggression						
	Baseline	69.83 (14.36)	68.45 (13.57)	0.387	1, 158	0.535
	10-week	60.16 (13.63)	64.50 (13.76)	82.177	1, 158	< 0.001***
NA						
	Baseline	28.29 (5.68)	28.71 (6.14)	0.207	1, 158	0.650
	10-week	22.10 (4.82)	26.55 (5.63)	161.731	1, 158	< 0.001***
PA						
	Baseline	28.26 (4.48)	27.84 (4.19)	0.384	1, 158	0.536
	10-week	35.91 (4.49)	32.05 (4.22)	68.040	1, 158	< 0.001***
CWB						
	Baseline	73.91 (10.16)	72.61 (8.81)	0.747	1, 158	0.389
	10-week	62.76 (10.12)	67.20 (9.59)	85.071	1, 158	< 0.001***

*Statistical significance: *** $p < .001$*

Power Analysis of RMANOVA

Power analysis using G* Power showed that effect sizes of the variables were in the range from .66 to 1 and as per Cohen's *d* value (Mayers, 2013, pp. 82), effect size is large between .4 to ∞. Power calculated was 1.

Filtering out error variances with covariate:

Analysis of covariance [Table 6.6] was conducted to expel the factors that might influence the results of the experiment because of any pre-existing differences between groups. For this reason, covariate was set using baseline scores. Results showed that there was significant difference between both the groups when measured after post intervention scores on all variables.

Post-intervention of aggression scores showed that there was significant difference once pre-intervention scores were adjusted, $F(1, 157) = 82.184$, $p < 0.001$, $\eta^2 = 0.345$. Similarly for NA, $F(1, 157) = 216.850$, $p < 0.001$, $\eta^2 = 0.580$. For PA, $F(1, 157) = 77.248$, $p < 0.001$, $\eta^2 = 0.330$. Finally, for CWB, $F(1, 157) = 83.443$, $p < 0.001$, $\eta^2 = 0.347$. All η^2 showed large effect size.

Table 6.6. Analysis of covariance analysis of aggression, NA, PA, and CWB.

Variables	SS	MS	*F*	*P*	η^2
Aggression	1264.565	1264.565	82.184	< 0.001*	.345
NA	669.761	669.761	216.850	< 0.001*	.580
PA	492.711	492.711	77.248	< 0.001*	.330
CWB	1281.883	1281.883	83.441	< 0.001*	.347

*Statistical significance: *p < 0.001; Note: NA= Negative Affectivity, PA=Positive Affectivity, CWB=Counterproductive Work Behavior; SS=Sum of squares, MS=Mean square*

Power Analysis of ANCOVA

Power analysis using G* Power showed that effect sizes of the variables were in the range from .70 to 1.2 and as per Cohen's *d* value (Mayers, 2013, pp. 82), effect size is large between .4 to ∞. Power calculated was 1.

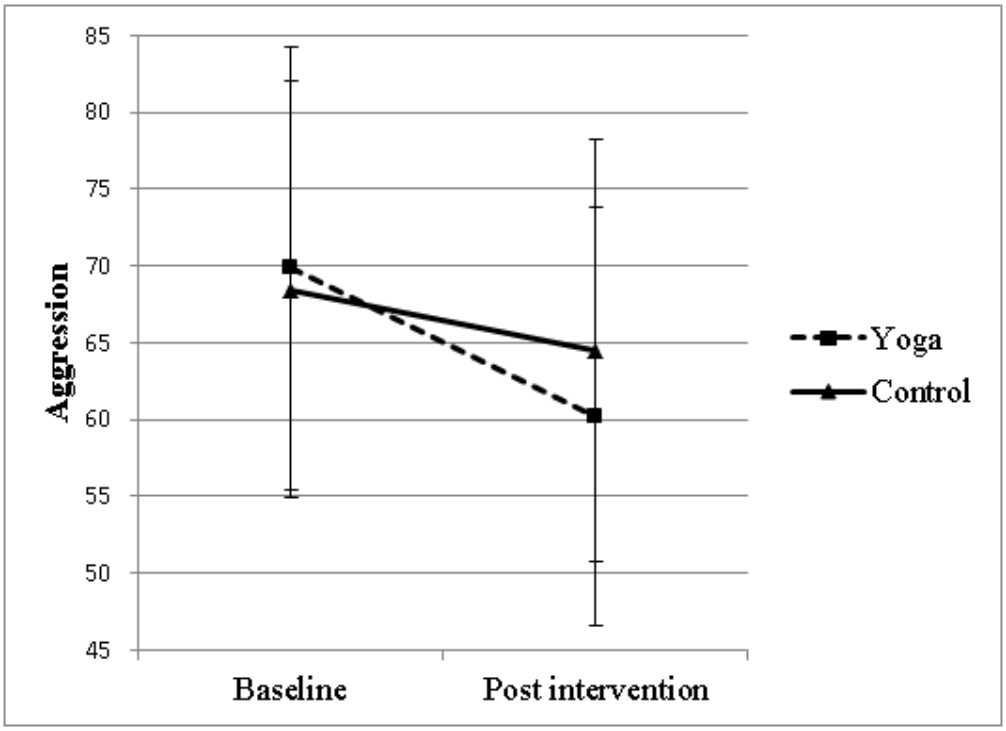

Figure 6.2. Mean Aggression scores at baseline and post-intervention.

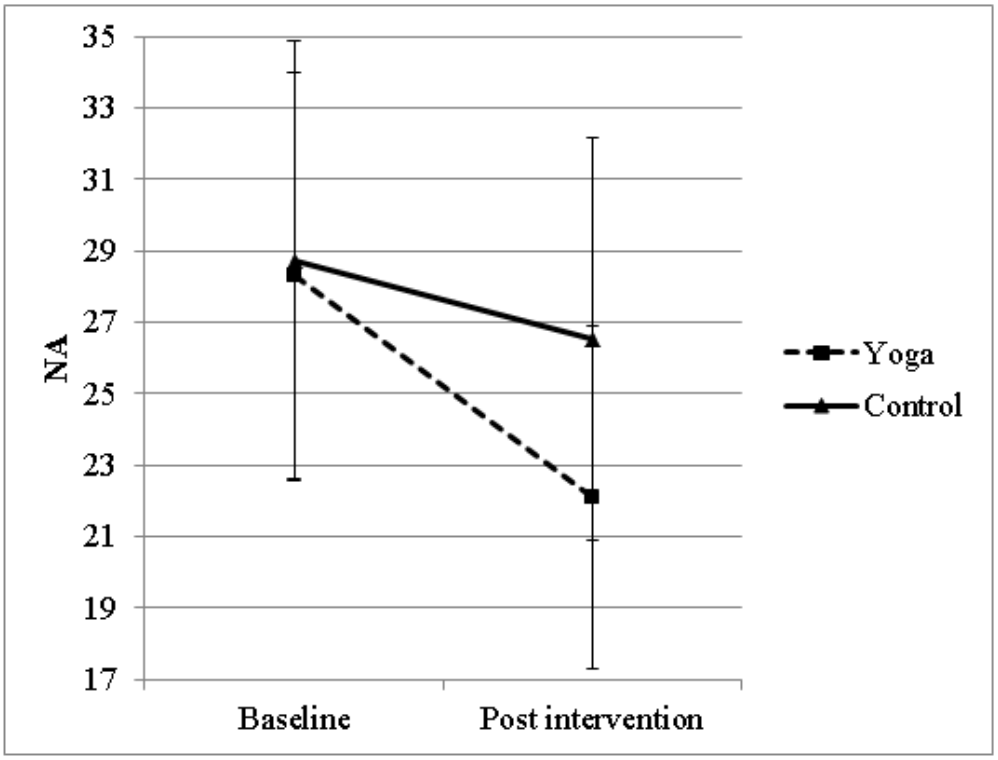

Figure 6.3. Mean NA (Negative Affectivity) scores at baseline and post-intervention.

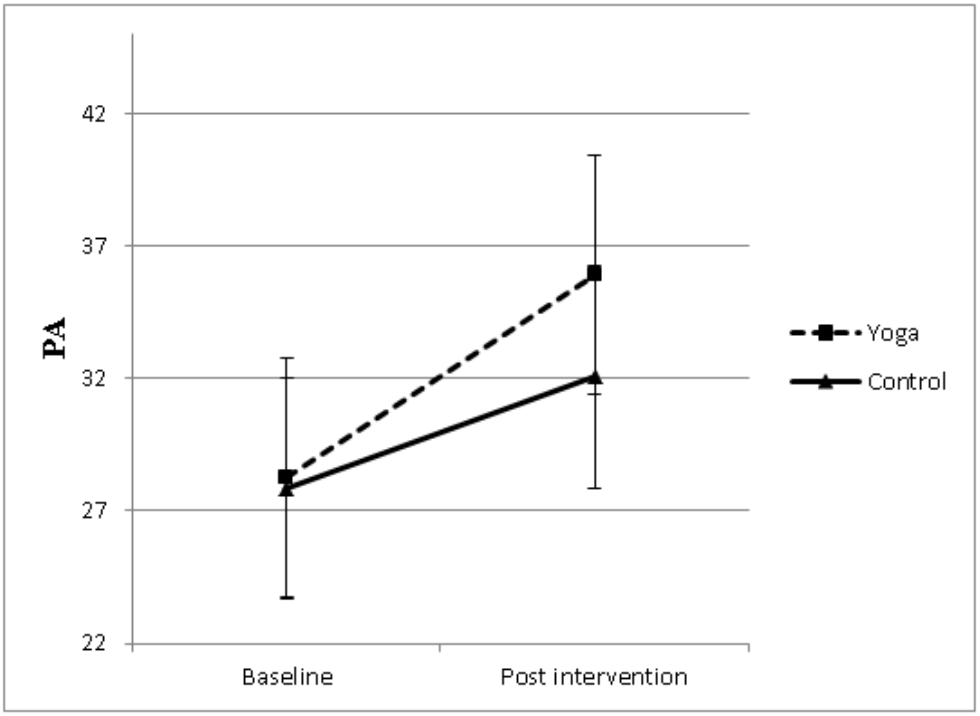

Figure 6.4. Mean PA (Positive Affectivity) scores at baseline and post-intervention.

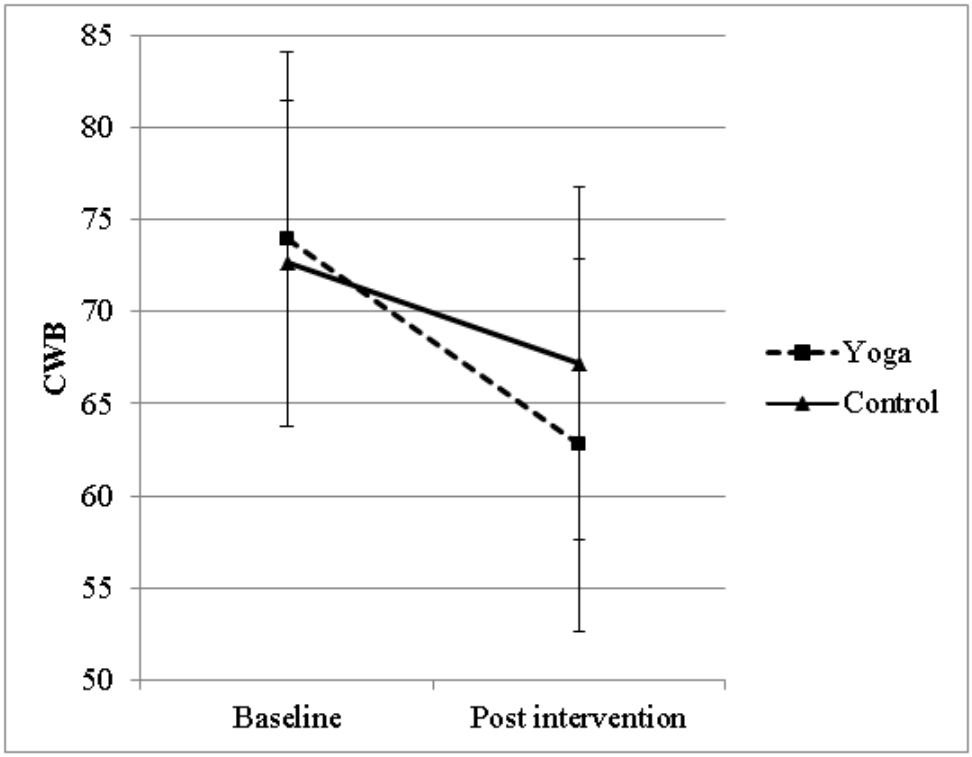

Figure 6.5. Mean CWB scores at baseline and post-intervention.

7. DISCUSSIONS

The outcomes demonstrated that ten week intervention of yoga resulted into significant reduction in aggression, NA, CWB and increase in PA among randomized groups of subjects. This study attempted essentially to investigate the impact of yoga on CWB and its indicators; for the most part aggression and NA. Four regions were inspected: aggression, NA, PA, and CWB. This study speaks to a little step toward improved comprehension of the impact of yoga on such deviant behavioral patterns, furthermore to observe that gender orientation also has an important part in CWB research to study. The yoga group practiced postures, different breathing methods, and meditation with yogic lectures. The control group practiced loosening stretches, normal breathing and resting activities respectively along with management lectures.

The absence of statistical differences at baseline in the variables scores between the yoga and control groups outlines the advantages of this methodology and subsequent differences at post-intervention between the two groups could be credited to changes created by the yoga intervention only. There are few published researches of yoga and CWB examined independently. This is the principal yoga trial that inspected the effect of yoga at work settings to reduce CWB.

Moreover, the effect sizes of the variables were in the range from .70 to 1.2 indicating large change in the effect size between both the groups. And this change of effect size makes current study viable solution on the practical application ground.

7.1. COMPARISON WITH EARLIER STUDIES

Results have shown that this yoga study of ten week duration demonstrated significant changes in the scores of study variables between the yoga and the control groups. The authors of the previous study observed that in comparison to the control group, participants in the yoga group showed statistically significant (For example the yoga group reported 59.77 ± 7.51 to 57.36 ± 6.20 and the control group reported 58.71 ± 9.25 to 59.93 ± 8.63) improvement from the baseline performance in aggression (Raghuram, Deshpande, & Nagendra, 2008). Results of present study are consistent with earlier researches on the effect of yoga in reducing aggression and hostility, for example yoga group reported significant difference of 69.83 ± 14.36 to 60.16 ± 13.63 for yoga group and the control group reported 68.45 ± 13.57 to 64.50 ± 13.76 only. Earlier study on youth indulgence in various aggressive behaviors revealed that males experienced more verbal aggression, physical aggression (For example 4.6% vs. 2.0%), and anger than females and these practices were related to substance mishandle, for example, liquor and tobacco usage, negative influence to other, mood change influence, and negative perception (Sharma & Marimuthu, 2014). Current study also observed similar results on employees in case of gender difference (For example, mean of men was 76.18 ± 9.22 and for women it was 69.63 ± 8.63). Study conducted by Hartfiel et al. (2012) and West et al. (2004) illustrated that a workplace yoga intervention can reduce NA and enhance PA. For example, Hartfiel et al. (2012) reported overall well-being of PANAS scale difference of 210.20 ± 4.72 to 233.40 ± 4.88 for yoga group and 203.10 ± 6.98 to 205.80 ± 6.40 for the control group and West et al. (2004) reported 31.5 ± 10.7 to 25.7 ± 8.9 for NA and 67.4 ± 12.6 to 70.5 ± 11.8 for PA. Present

study supported similar effect of yoga in the reduction of NA (For example, the yoga group reported significant mean difference of 28.29 ± 5.68 to 22.10 ± 4.82) and the control group reported 28.71 ± 6.14 to 26.55 ± 5.63) and enhancement of PA (For example, the yoga group reported significant mean difference of 28.26 ± 4.48 to 35.91 ± 4.49) and the control group reported 27.84 ± 4.19 to 32.05 ± 4.22) by yoga practices and thus current study is consistent or fit in with previously published understanding of influences of yoga on NA and PA.

As far as yoga practice methodology and its proficiency in benefiting diminishment in CWB, results of current study is hard to compare with earlier studies because the influences of yoga practice approaches have not been investigated specifically on CWB. Yet, our yoga intervention results on CWB run parallel to the findings of Dalal (2005) that PA has a negative relationship with CWB and NA has a positive relationship with CWB. Similarly trait anger has been associated with an overall measure of CWB and anger temperament and angry reaction were related to an overall measure of CWB (Fox & Spector, 1999). Moreover, the employees who are high on NA experience high levels of distressing emotions such as anger, frustration, fear, hostility, and anxiety when confronted with stressful conditions (Raman, Sambasivan, & Kumar, 2016). This way, we can see that aggression, NA, PA are related to CWB and we have also witnessed above that yoga has positive improvement over aggression, NA, PA. Moreover, current study has shown that the yoga group reported statistical significant different ($p < .001$) in CWB from 73.91 ± 10.16 to 62.76 ± 10.12 and the control group reported from 72.61 ± 8.81 to 67.20 ± 9.59. This was also the basis of the hypothesis of the current study that yoga might result positive improvement in CWB and this hypothesis has been proven true in the current study.

7.2. MECHANISMS (Probable mode of action)

Various underlying mechanisms for the effect of yoga on psychological health have been projected which may be playing crucial role in control of negative behavioral patterns. West et al. (2004) showed that different postures and breathing techniques show differences in physiological and psychological results such as decreased NA, increased PA, and improved vital capacity. Under physical or mental stress, neurobiological mechanism is activated but if stress is chronic then this mechanism becomes dysfunctional leading to psychosocial functioning decline such as deteriorating coping behaviors; however yoga has positive impact on executive function of the prefrontal cortex involved in self-regulating behaviors to aid coping mechanism (Kinser, Goehler, & Taylor, 2012). Positive improvement in the disorders of affect regulation is seen through meditation techniques because meditation has shown relief in stress on emotional resilience, regulation and control of mood swings because there is fronto-limbic neural networks that controls emotion regulation as per the evidence of neurobiological research (Rubia, 2009).

Yoga practice optimizes hormones such as catecholamine and cortisol which are basically sympathetic hormones by means of reducing metabolic rate and enhancing parasympathetic activity (Sengupta, 2012). Salivary cortisol indicates stress and yoga session has proven to be useful in reducing salivary cortisol (West et al., 2004). Change in salivary cortisol along with changes in blood pressure, rate of heart beats and urinary catecholamines have been reported in earlier study (Granath et al. 2006). CRH that is *corticotrophin-releasing hormone* is associated with positive mood changes (Shapiro, Schwartz, & Santerre, 2005). In the study on the effect of meditation, conducted by Harte, Eifert and Smith (1995),

it is reported that there was elevation in the CRH level. Expansion of chest in all backbend postures may leverage deep breathing and possibly linked to improvement in the body's sympathetic responses to stressful stimuli. Yoga has potential to control negative behavior by modulating psycho-neuro-endocrine and immune mechanism to restore balanced mind and body (Singh, Sherpa, & Khandelwal, 2015)

One hour of yoga practice can result in elevated level of GABA (gamma-aminobutyric acid) levels among subjects (Streeter et al., 2007). Gamma-aminobutyric acid is very crucial inhibitory neurotransmitter and its elevated level indicates stress level, therefore yoga could be a useful alternative treatment on psychological issues such as depression and nervousness, which is indication of declined GABA levels. Meditation may be responsible for changing the structure of the brain because it is found that that experienced meditative people have thicker cerebral cortexes (Kaufman, 2005). Likewise in another study, it is found that greater activation was found in the left cortex as compared to the right and this indicates improvement in mood and enhanced defense mechanism of the body (Davidson et al., 2003). Davidson et al. (2003) also found that individuals with more activation in the left prefrontal cortex reported better control of life, good relationships, sense of purpose, and accepting the self as it is. Siegel (2007) proposed that awareness of each breath activates resonance circuits along with superior temporal areas including insula and middle prefrontal regions of the brain. These areas are linked to connecting internally to self and others, self-enquiry, and empathy.

Practice of Asana, Pranayama and meditation leads to tranquility of the mind, lowered irritability, increased attentiveness, feelings of relaxation, and a sense of well-being (Arora,

& Bhattacharjee, 2008). Moreover, these practices are proven to be helpful in sleep quality, total number of hours of slept, and feeling of being relaxed in the morning (Manjunath, & Telles, 2005). Postures may be more somatically activating which may affect emotional states. Meditation also encourages an individual to accept the situation as it is and helps developing awareness to remain detached without getting mentally involved (Marlatt, 2002).

The examples mentioned above, indicate that the mind and the body both work in synchronicity. Without conscious awareness, the body and the mind are always in the state of stress response instead of facing the situation in matured and steady state. But with relaxed and healthy state of the physique and the mind, experience of well-being often arises spontaneously. Postures help us to stay in line to our body and meditation helps us stay in line with self.

8. APPRAISAL

8.1. SUMMARY OF FINDINGS

Results have illustrated that this yoga study of ten week duration demonstrated statistically significant ($p < 0.001$) changes in the scores of study variables (NA,PA, Aggression, CWB) between the yoga and the control groups. The relationship study among demographic variables, aggression, NA, PA, and CWB illustrated that there was a strong, negative correlation between PA with Aggression, NA, and CWB. Strong positive correlation was found between aggression with NA and CWB. Gender correlation also showed that gender was significantly related to CWB measures. Role of gender difference on CWB revealed that men were more engaged in CWB than women.

The current study performed hierarchical regression of CWB on aggression and gender of the employees. It was found that the effect of aggression on CWB depended on the gender.

Aftereffects of the present study exhibited that few parameters of behavior connected with CWB were significantly changed in yoga members toward the completion of the yoga intervention recommending clear advantages of intervention on the yoga group over the control group. More precisely, the aftereffects of current trial demonstrated that at the baseline there was no critical distinction in the variable scores between both the groups.

Results of the analysis illustrated that yoga group participants have shown significant reduction (that is $p < 0.001$) in aggression, NA and CWB when they were compared against control group. Similarly, in case of PA, there was significant (that is $p < 0.001$) enhancement

observed in the yoga group when compared against the control group. Overall quantum of improvement in terms of effect size of the variables was in the range from .70 to 1.2 indicating large effect change.

Overall results indicate that yoga can be used as a viable and cost-effective practice to overcome deviant behaviors in the corporate world.

8.2. CONCLUSIONS

Results have shown that this yoga study of ten week duration demonstrated significant changes in the scores of study variables between the yoga and the control groups. Findings of this study additionally expand current analysis as a result of significant differences were found between the yoga and the control groups within the positive enhancements of aggression, NA, PA and CWB. The effect sizes of the variables were in the range from .70 to 1.2 indicating large effect size change. Therefore this yoga study of ten week duration demonstrated significant changes in the scores of study variables between the yoga and the control groups. Managements of organizations can utilize potential of yoga to create a foundation for larger cost-effective preventive measures in combating and controlling CWB at the workplace assertively. This will help management to develop and reinforce positive workplace environment at the same time. Positive perception of employees can help management facilitate success and adeptness in the organization to ensure organization integrity and reliability of the employees. This could bring about the twin advantages of considerable financial saving for organization by reducing losses due to CWB and well-being changes for workers by diminishing aggressive nature. Findings encourage the practice of yoga in the work setting to develop well-being by reducing hostile behaviors and creating positive environment. Quality of yoga is that it can be utilized as a self-administration strategy where an individual does not have to go to the healing center or specialist. Constant monitoring and mentoring in this direction shall lead to stronger synergy among working professionals which will lead to much higher productivity.

By and large, results of current study encourages the usage of a yoga practices

considering right amount of frequency of practice, intensity, and time to produce best possible benefit employees can take leverage of at the work place.

In summary, present study has shown the effectiveness of yoga, that management of any organization can adopt in reducing aggression, NA, and CWB and enhancing PA to achieve the organizational aims and objectives efficiently.

8.3. IMPLICATIONS OF THE STUDY

CWB is responsible for massive loss on financial and personal fronts to both the organizations and the employees respectively. Research indicates that NA and aggregation are predictors of CWB. Moreover other factors like organizational constraints, policies, working environment also play important role in predicting CWB.

In the light of the current study, following implications are inferred based on the results found.

- NA is directly related to CWB indicating that individual high in NA can commit more CWB. Therefore organization should try to create awareness and positive affectivity among employees.
- Aggression is directly associated with CWB and more aggression leads to more hostile behavior. Organization can arrange training and activities like yoga that can help employees have better tolerance to the adverse situations.
- NA, aggression and CWB are related to each other positively and negatively with PA. More importance should be given to develop positive affectivity at work place so that it can help reducing other deviant factors.
- It is found that men are more engaged into deviant act as compare to women. Management should keep these factors in mind while dealing in day to day activities with both the genders.
- It is found that more experienced employees basically behave more wisely and engage less in deviant acts, therefore seniors can play role of mentors for juniors to guide them when they are victim of predictors of CWB.

- It is observed that mindfulness based activities such as yoga helps reduce deviant behavior and enhance positive emotions. Therefor management can focus on implementation of such activities.
- Deviant acts are result of personal and organizational factors, therefore organizations should promote activities such as yoga in the work setting and leaders and managers should also contribute by sending and encouraging their respective team members to take part in it. Individual participant should also practice it willingly and sincerely because it is win-win situation for him or her and the organization.

8.4. APPLICATIONS OF THE STUDY

CWB remains long standing employer concern and it is widely spread too. In the event that these practices are not being taken care of properly by the higher authorities, an organization may confront a more serious issue that could possibly have negative effects to their business.

On the other hand CWB and its predictors impact physical and mental health of the employees as well. Current study can help both employers and employees in mitigating CWB in a very cost effective manner because yoga intervention does not involve as such any cost.

Employers may see benefit in the following ways:

- Saving of the loss involved in CWB and other damages because of deviant acts
- Better productivity because of better time management
- Reduced substance abuse in the office area
- Yoga sessions can be arranged within office premises itself
- Since yoga has potential to reduce CWB along with negative emotions such as aggression and the reduction of these parameters may help in better performance in the office.
- Strong team building because of the reduction of interpersonal conflicts
- Reduced absenteeism of the employees

Employees may see benefit in the following ways:

- Improvement in psycho-neuro-endocrine system and immune system may keep employees fresh, energetic and attentive always.

- Cognitive behavioral therapy side of yoga may improve psychological states
- Employees may find easy to achieve Work-Life balance
- Burden of the cost involved in medical treatment may be reduced
- Improved emotional intelligence may help experience less perceived stress
- Overall well-being by improvement in anxiety, depression, mood, emotion regulation
- Better time management may help employees do other extracurricular activities also

8.5. STRENGTH OF THE STUDY

A quality of this model is that it is parsimonious, as it tests associations among four imperative elements of concepts in applied psychology and those are aggression, NA, PA, and CWBs, yet we perceive that the incorporation of perceptual and situational variables might be valuable and could change the path estimates that this study has gotten. Utilization of reliable and valid scales for the purpose of gathering feedback was another strong point in the study. This study is randomized control trial to dispense with the selection predisposition. This study also analyzed effect of covariates to minimize error portion in the results. Another quality is that the study included intervention protocol for the control group as well, unlike numerous studies that included no intervention for control group. Current study showed large effect size and high power for the statistically significant positive improvement.

Results demonstrated that the proposed hypothesized model is a conceivable clarification for the combined association of CWB and its predictors and role of yoga towards making positive improvement in it.

8.6. LIMITATIONS OF THE STUDY

The present study used strong methodology but it contained a few noticeable limitations that might have reduced the true outcomes. This study was constrained in that the measures used were self-reported. There may be a possibilities that hidden confounding variables such as organizational constraints, workload or adverse situation in personal lives of few subjects could have impacted result in negative direction. Few individuals take longer time to react to genuine advantages of yoga and these distinctions would likely have been diminished if the span of whole intervention would be lengthy in terms of total intervention

period. In spite of these impediments, present study findings revealed that yoga may offer safe and useful practices for employees towards mental and physical wellbeing.

8.7. SUGGESTIONS FOR THE FUTURE STUDY

The findings of this investigation may advantage future yoga research from multiple point of views. More research is needed to establish the true directionality of the relationships between the variables explored in this study. Future studies could implement longitudinal type of research to get detailed and refined conclusions on the benefits of yoga among working professionals. Future research should study the mediating paths through which personality influences CWBs with more fine-grained analyses to understand other benefits of yoga on various personality traits. Moreover, the relationship of personality, job satisfaction, and CWB can be influenced because of circumstantial variables and would be useful for future researcher to examine and these variables include leadership style, organization culture, presence of electronic monitoring, and reward systems (e.g., Marcus & Schuler, 2004; Martinko et al., 2002).

More research in terms of large sample size and enrolling employees from various organizations is required to get better projection of employees involvement with respect to work sectors. It should be noted that, most of the studies related to CWB have been undertaken by western scholars. Only few studies on CWB were conducted by Asian researchers. Therefore, more empirical evidence on the effect of yoga on CWB needs further investigations especially in the Asian context.