

TABLE OF CONTENTS

NO.	DETAILS	PAGE
i	CERTIFICATE	i
ii	DECLARATION	ii
iii	ACKNOWLEDGEMENTS	iii
iv	TRANSLITERATION CODE	iv
v	ABSTRACT	v
vi	LIST OF TABLES	xvii
vii	LIST OF FIGURES	xviii
1.	INTRODUCTION	1
2.	LITERARY RESEARCH ON CWB	7
2.1.	INTRODUCTION	7
2.2.	AIMS AND OBJECTIVES	10
2.3.	MATERIALS AND METHODS	10
2.4.	YOGA AND ITS VARIOUS PATHS	12
2.4.1.	Karma-Yoga	12
2.4.2.	Bhakti-Yoga	14
2.4.3.	Jñāna-Yoga	15
2.4.4.	Rāja-Yoga	16
2.5.	ANCIENT TEXTS	17
2.5.1.	Patañjali Yoga Sūtra	17
2.5.2.	Haṭha Yoga Pradīpikā	31
2.5.3.	Bhagavad-Gītā	42
2.5.4.	Nārada Bhakti Sūtra	51
2.5.5.	Upaniṣad	53
2.6.	LINKING OF YOGA TEXTS AND CURRENT STUDY	58
2.7.	SUMMARY	61
3.	REVIEW OF SCIENTIFIC LITERATURE ON CWB	62
3.1.	INTRODUCTION	62
3.2.	COUNTERPRODUCTIVE WORK BEHAVIOR (CWB)	62
3.3.	TYPOLOGY OF CWB	64
3.3.1.	Production Deviance	65
3.3.2.	Property Deviance	65
3.3.3.	Political Deviance	66
3.3.4.	Personal Aggression	66
3.4.	PREVALENCE OF DEVIANT BEHAVIOR IN INDIA	68
3.5.	RESEARCH PROBLEM	70
3.6.	PURPOSE OF THE STUDY	71
3.7.	ANTECEDENTS OF CWB	72
3.7.1.	Environmental	73
3.7.2.	Personal	74

3.8.	AFFECT AND CWB	76
3.9.	AGGRESSION AND CWB	77
3.10.	ROLE OF GENDER IN CWB	79
3.11.	MAIN ROLE OF YOGA ON AGGRESSION, NA AND PA	81
4.	AIM AND OBJECTIVES	88
4.1.	AIM OF THE STUDY	88
4.2.	OBJECTIVES OF THE STUDY	88
4.3.	JUSTIFICATION OF THE STUDY	88
4.4.	HYPOTHESIS	97
4.5.	NULL-HYPOTHESIS	97
5.	METHODS	98
5.1.	PARTICIPANTS	98
5.1.1.	Sample size	99
5.1.2.	Selection and source of participants	103
5.1.3.	Inclusion criteria	104
5.1.4.	Exclusion criteria	104
5.1.5.	Ethical considerations	104
5.2.	DESIGN OF THE STUDY	105
5.2.1.	STRUCTURE OF INTERVENTION	105
5.2.2.	RANDOMIZATION	105
5.3.	VARIABLES STUDIED (MEASURES)	106
5.3.1.	Buss and Perry Aggression Questionnaire (BPAQ)	107
5.3.2.	Positive and Negative Affect Schedule (PANAS)	107
5.3.3.	Counterproductive Work Behavior Checklist (CWB-C)	107
5.4.	INTERVENTIONS	109
5.4.1.	Rationale behind intervention protocol	109
5.4.2.	Grouping and schedule	112
5.5.	DATA EXTRACTION	113
5.5.1.	Scoring details of PANAS scale	114
5.5.2.	Scoring details of BPAQ scale	116
5.5.3.	Scoring details of CWB-C scale	117
5.6.	DATA ANALYSIS	119
5.6.1.	Parametric tests	120
5.6.2.	Assumptions of parametric tests	123
6.	RESULTS	128
6.1.	RECAPITULATION	128
7.	DISCUSSIONS	137
7.1.	COMPARISON WITH EARLIER STUDIES	138
7.2.	MECHANISMS (Probable mode of action)	140
8.	APPRAISAL	143
8.1.	SUMMARY OF FINDINGS	143
8.2.	CONCLUSIONS	145
8.3.	IMPLICATIONS OF THE STUDY	147
8.4.	APPLICATIONS OF THE STUDY	149
8.5.	STRENGTH OF THE STUDY	151

8.6.	LIMITATIONS OF THE STUDY	151
8.7.	SUGGESTIONS FOR THE FUTURE STUDY	152
9.	REFERENCES	153
	APPENDICES	
A.	DEMOGRAPHIC INFORMATION	176
B.	CONSENT FORM	177
C.	INSTITUTIONAL ETHICAL COMMITTEE APPROVAL	182
D.	INTERVENTION PROTOCOL	183
E.	COUNTERPRODUCTIVE WORK BEHAVIOR CHECKLIST (CWBC)	184
F.	BUSS-PERRY AGGRESSION QUESTIONNAIRE (BPAQ)	188
G.	POSITIVE AND NEGATIVE AFFECT SCHEDULE (PANAS)	190
H.	LIST OF PUBLICATIONS FROM THIS DOCTORAL THESIS	192

LIST OF TABLES

TABLE NO.	TITLE	PAGE
	5.0 METHODS	
Table 5.1.	Baseline characteristics of study participants	99
	6.0 RESULTS	
Table 6.1.	Socio-demographic data of the study subjects.	128
Table 6.2.	Correlations for Study Variables.	129
Table 6.3.	Gender differences in CWB scores.	130
Table 6.4.	Hierarchical Regression Analysis Predicting CWB.	131
Table 6.5.	Comparisons of pre- and post-test scores of aggression, NA, PA, and CWB between the yoga and control group.	133
Table 6.6.	Analysis of covariance analysis of aggression, NA, PA, and CWB.	134

LIST OF FIGURES

FIGURE NO.	TITLE	PAGE
	3.0 REIVEW OF SCIENTIFIC LITERATURE ON CWB	
Figure 3.1.	Typology of negative deviant work behavior.	64
Figure 3.2.	Conceptual proposed model of yoga intervention.	90
	5.0 METHODS	
Figure 5.1.	Study flow diagram of selection of subjects.	98
Figure 5.2.	Yoga Intervention research design.	105
Figure 5.3.	Diagrammatic representation of assessment methods.	106
Figure 5.4.	Diagrammatic representation of data collection methods.	114
Figure 5.5.	Diagrammatic representation of analytical methods.	119
Figure 5.6.	Diagrammatic representation of correlation.	120
Figure 5.7.	Stages of hierarchical multiple regression.	122
	6.0 RESULTS	
Figure 6.1.	Gender mean difference in CWB scores.	130
Figure 6.2.	Mean Aggression scores at baseline and post-intervention.	135
Figure 6.3.	Mean NA (Negative Affectivity) scores at baseline and post-intervention.	135
Figure 6.4.	Mean PA (Positive Affectivity) scores at baseline and post-intervention.	136
Figure 6.5.	Mean CWB scores at baseline and post-intervention.	136