

AN EMPIRICAL STUDY:IMPACT OF MEDITATION ON QUALITY OF LIFE OF EMPLOYEES OF DELHI (NCR), INDIA

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Abstract

This is a conceptual and empirical research study with future implications for 'Wellness Programs' for health promotion and mental well-being for the benefit of the company and its employees. The study's focus is on the concept of training on meditation or mindfulness at work; it will also add to the literature on this topic, which is currently lacking. Meditation can be a valuable business resource for increasing employee productivity, emotional stability, employee well-being, and stress reduction.

Young middle-hierarchical engineers (n=30) at PPS International in Greater Noida, Uttar Pradesh, India, were given an eight-week meditation intervention. On the World Health Organization's (WHO) Quality of Life Scale, the experimental group outperformed the control group significantly. The different domains evaluated were perception physical health, psychological health, social relationships, and environment. The WHOQOL-Brief questionnaire responses were summed up in SPSS computational analysis for assessment.

There are 26 items on the 5-point Likert scale that were answered before and after the 8-week meditation intervention. After meditation, there was a statistically significant increase in mean differences for Physical Health ($t=-21.28$, $df29$, $P,0.05$), Environment ($t=-9.29$, $df29$, $P,0.05$), Social Relationship ($t=-6.84$, $df29$, $P,0.05$), and Psychological Health ($t=-16.33$, $df29$, $P,0.05$) and Psychological Health ($t=-16.33$, $df29$, $P,0.05$) and Psychological Health

Keywords: Corporate Employee, Quality of Life, Workplace, Wellness, Meditation

INTRODUCTION

Meditation teaches to accomplish something with such zeal that the future of the universe is at stake, but to laugh at everything as if the repercussions have no bearing on your enjoyment (Yuan, J. P., et al., 2020). While engaged in any activity, forget everything except the work. Meditation is to immerse oneself in the work to the point where the performance becomes a great meditation. Excellence is gained when work is transformed into meditation. This is the key to achieving 'flow in work' The work is fruitful, and it is through this that the Japan have progressed from a mediocre nation to the pinnacle of economic activity about fifty years ago. Work is prayer, and the Indian culture and philosophy should reflect this (Bhavanani A., 2017). The

objective of this research empirical study, is to explore opportunities and to throw light on novel phenomenon of meditation to overcome the challenges posted before organization for well-being of its employees and examine the effectiveness of meditation on different domains of Quality of Life of corporate sector employees. This study was motivated by the growing importance of meditation in stress management in order to improve the health and well-being of corporate sector employees. The study's significance is to investigate the relationship between meditation and business performance and to achieve employee wellness. H_0 It is hypothesized that there is no impact of meditation in perception for quality of life of employees Rejected H_1 It is hypothesized that there is impact of meditation in perception for quality of life of employees Accepted.

(Nidich, S., et al., 2018) studied the effects of Transcendental Meditation on parameters such as emotional intelligence and stress in government personnel for optimal organisational wellbeing. The mind-body technique was used for a four-month intervention on 96 San Francisco Unified School District employees who were chosen at random. The intervention resulted in a significant gain in emotional intelligence, with a total score of (p 0.003), as well as a significant reduction in perceived stress (p 0.02). Participants in the transcendental meditation intervention were compared to those in the control group. Furthermore, the participants' general mood, stress management, flexibility, and intrapersonal awareness all improved significantly. The author conducted a reality test on composite measures for emotional intelligence and found (p 0.05) that there was a significant rise in emotional intelligence, but this gain was not seen in the interpersonal scale. According to the findings, intervention with meditation practice increased by 93 percent, which is highly promising. The research focused on female employees. Employees' emotional intelligence and perceived stress levels improved after they practiced meditation.

(Tran, C. T. H., et al., 2020) have highlighted strategies to reduce employee stress levels at work in their research. The HR manager has a critical role to play in this stress management programme, which is also suggested by the WHO. The authors have proposed five actionable methods for preventing work-related stress in five simple stages. Identify stress symptoms and conduct a risk factor analysis Create an appropriate strategy. Implement the intervention's action plan and analyse the outcome.

METHOD

The authors utilised Vedic Meditation or Transcendental Meditation Technique as an intervention to evaluate Quality of Life in 30 corporate employees aged 25 to 35 years old who worked at PPS International in Greater Noida, Uttar Pradesh, India. Young Engineers work for the company. The research focused on five dimensions of the Quality of Life Scale: perception of quality of life, physical health, psychological health, social relationships, and the environment. The scale consisted of 26 items, each of which had to be answered

on a 5-point Likert scale before and after an 8-week meditation intervention. There are three reverse coded items on the WHOQOL scale as well. For each item, there is only one response. As a consequence of totalling the replies, the value produced shows the best depiction of individual opinion for specific subscales. This is in accordance with WHOQOL recommendations.



Figure 1. Meditation Intervention program conducted by the authors' team in NCR



Figure 2. Meditation Intervention program conducted by the authors' team at PPS International Employees at Greater Noida

The first step was to screen all potential intervention participants. The participants were given a preliminary information form to fill out. WHOQOL-Breif is the permission form that was used (WHO Group,1996) The intervention group consisted of 30 participants who were given Vedic Meditation or Transcendental Meditation Technique for 8 weeks at a time of 30 minutes each day, whereas the control group did not participate in any meditation activity. The participants were chosen using a convenience sampling method (Pl. refer Figure 4 and Figure 5).The results were analyzed in terms of several facets of QOL. The mean and standard deviation of each domain were computed using computational analysis for pre-test and post-test data individually. To determine the effectiveness of the intervention for each domain, the difference in mean was determined using the Paired t-Test.

- (I) Vedic Meditation Technique Intervention for QOL in the Physical Health Domain
- (II) Vedic Meditation Technique Intervention for Psychological Health Domain QOL
- (III) Vedic Meditation Technique Intervention for Social Relationships Domain QOL
- (IV) Vedic Meditation Technique Intervention for QOL in the Environment Domain
- (V) Controlled group did not participate in Meditation activity.

RESULTS AND DISCUSSION

The following is the outcome of statistical study on the variable chosen for corporate employee quality of life:

Table 1 : Paired Sample Statistics shows the mean standard deviation and standard error for different domains of Quality of Life for the intervention and control groups.

Paired Samples Statistics					
Test	Domains	Mean	N	Std. Deviation	Std. Error Mean
Pre-Test	meditation intervention group Physical Health	20.9667	30	2.00832	0.36667
Post-Test	meditation intervention group Physical Health	24.6667	30	2.00574	0.3662
Pre-Test	Controlled Group Physical Health	19.6954	30	4.9567	0.4562
Post-Test	Controlled Group Physical Health	20.12	30	4.8823	0.3225
Pre-Test	meditation intervention group Environment	20.3333	30	1.88155	0.34352
Post-Test	meditation intervention group Environment	22.5333	30	1.81437	0.33126
Pre-Test	Controlled Group Environment	18.2142	30	2.4512	0.4223
Post-Test	Controlled Group Environment	18.3414	30	4.3511	0.3467
Pre-Test	meditation intervention group Social Relationship	10.4333	30	1.77499	0.32407
Post-Test	meditation intervention group Social Relationship	11.7	30	1.39333	0.25439
Pre-Test	Controlled Group Social Relationship	9.6912	30	2.432	0.2457
Post-Test	Controlled Group Social Relationship	9.889	30	2.464	0.4356
Pre-Test	meditation intervention group Psychological Health	23.2	30	2.32527	0.42453
Post-Test	meditation Intervention group Psychological Health	27.5	30	2.38891	0.43615
Pre-Test	Controlled Group Psychological Health	20.67	30	2.642	0.3214
Post-Test	Controlled Group Psychological Health	19.987	30	2.734	0.2132

(As shown in Table 1) Descriptive Statistics for (Paired Sample) Mean, standard deviation, and standard error on various domains of Quality of Life for

intervention and control groups indicate increased mean for all domains, concluding favourable results for quality of life with meditation intervention as compared to control group.

Table 2 : Paired Sample T.Test

TEST PAIRS=Q1 WITH Q2 (PAIRED)/CRITERIA=CI(.9500) /MISSING=ANALYSIS.									
Paired Samples Test									
Paired Differences 95% Confidence Interval of the Difference									
	Domain	Mean	Std. Deviation	Std. Error Mean	Lower	Upper	T	df	Sig. (2-tailed)
Pair 1	Physical Health Pre-test & Post test	-3.7	0.95231	0.17387	-4.0556	-3.3444	-21.281	29	0
Pair 1	Environment Pre-test & Post test	-2.2	1.29721	0.23684	-2.68439	-1.71561	-9.289	29	0
Pair 1	Social Relationship Pre-test & Post test	-1.26667	1.01483	0.18528	-1.64561	-0.88772	-6.836	29	0
Pair 1	Psychological Health Pre-test & Post test	-4.3	1.44198	0.26327	-4.83844	-3.76156	-16.333	29	0

(See Table 2.) Using the paired t test in SPSS, the above correlation is obtained in various domains. (As shown in Table 2) The mean physical health difference was significantly increased by the statistics ($t=-21.28$, $df=29$, $P<0.05$), environment ($t=-9.29$, $df=29$, $P<0.05$), social relation ($t=-6.84$, $df=29$, $p<0.05$); psychological health ($t=-16.33$, $df=29$, $P<0.05$).

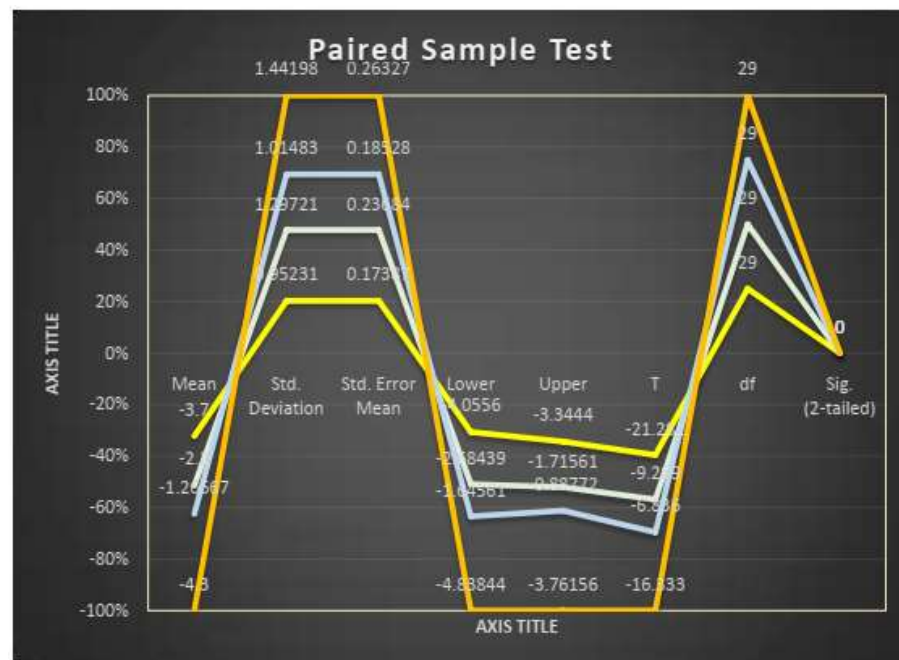


Figure 1 : Graphical Representation of Paired T-test

(As per Figure 5) Statistical significant increase in mean difference for Physical health ($t=-21.28$, $df29$, $P<0.05$) , Environment ($t=-9.29$, $df29$, $P<0.05$), for social relationship ($t=-6.84$, $df29$, $P<0.05$), for Psychological Health ($t=-16.33$, $df29$, $P<0.05$) after intervention hence rejecting null hypothesis for each domain.

CONCLUSION (

There may be informal instances where Meditation causes a difference of opinion on an individual's overall quality of life, but as a goal, it promotes a positive outlook (Brower K.J., 2017). With the participation of all industry stakeholders, the impact of meditation may be able to eliminate various negative ideas and differences of opinion. A holistic and integrated approach to various meditation techniques would entice senior executives and CEOs to embrace the authors' point of view on the subject. Meditation techniques should be used to live a better and more serene existence (Bhandari, R., et al., 2010)

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