

CHAPTER - 6

6 DATA ANALYSIS & RESULTS

Having discussed all important aspects of *Karma Yoga* on Business Development Professionals in general and in particular Job Satisfaction, Job Involvement and Motivation have been emphasized till now. Now the researcher in this chapter turns to analysis and interpretation.

First part of this chapter consists of respondent's profile across various demographic factors like Age, Educational Qualification, Annual Income and Marital Status, area.

Second part of the analysis is about the impact of *Karma Yoga* on Job satisfaction in Business Development Professionals using Job satisfaction scale.

Third part of the analysis is concerned with impact of *Karma Yoga* on Job involvement in Business Development Professionals using Job involvement scale.

Fourth part of this chapter analyses the impact of *Karma Yoga* on Motivation in Business Development Professionals using Work Motivation Questionnaire.

Fifth part of the chapter contains Hypotheses testing outcome and the other related sub-hypotheses that assess the influence of demographic factors on each of the above mentioned aspects of *Karma Yoga* on Business Development Professionals. To test the hypotheses concerned to the primary data collected; student t-test, Independent samples t-test, F- Test and Exploratory Factor Analysis using rotated component matrix have been used.

For effective analysis and presentation of the analyzed data Frequency distribution, graphs, charts and Bar Charts are used.

6.1 Demographic Profile of Respondents

Table No. 6.1.1 Gender of Respondents

Particulars	Categories	Frequency	%
Gender	Male	262	68
	Female	122	32

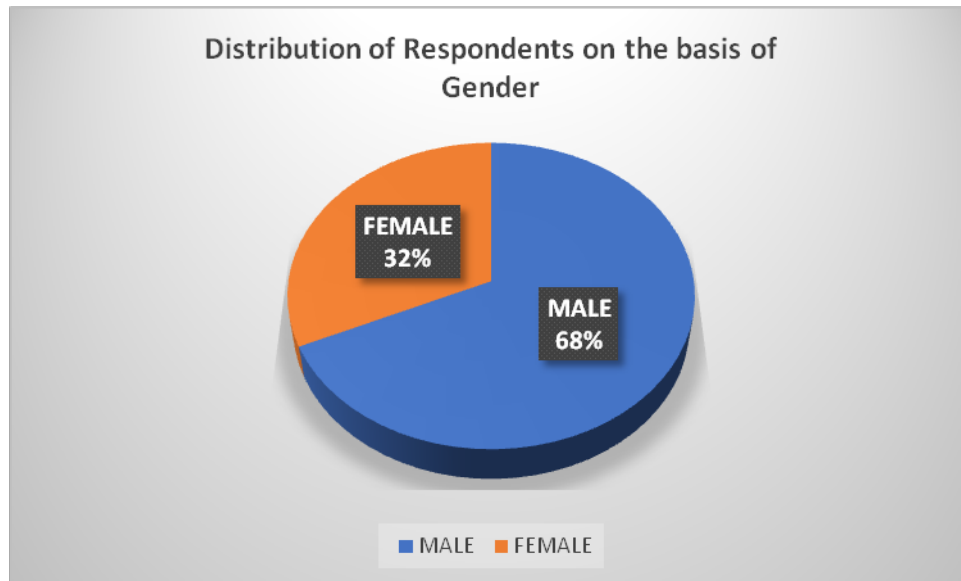


Chart No. 6.1.1 Gender of Respondents

From above table it is evident that 68% respondents belong to male category and 32% respondents are female. It is observed from the above that marketing has been the domain of male professionals and the spurt of globalization since 1990 made inroads for women into the profession.

Table No. 6.1.2 Marital Status of Respondents

Particulars	Categories	Frequency	%
Marital Status	Married	173	45
	Unmarried	211	55

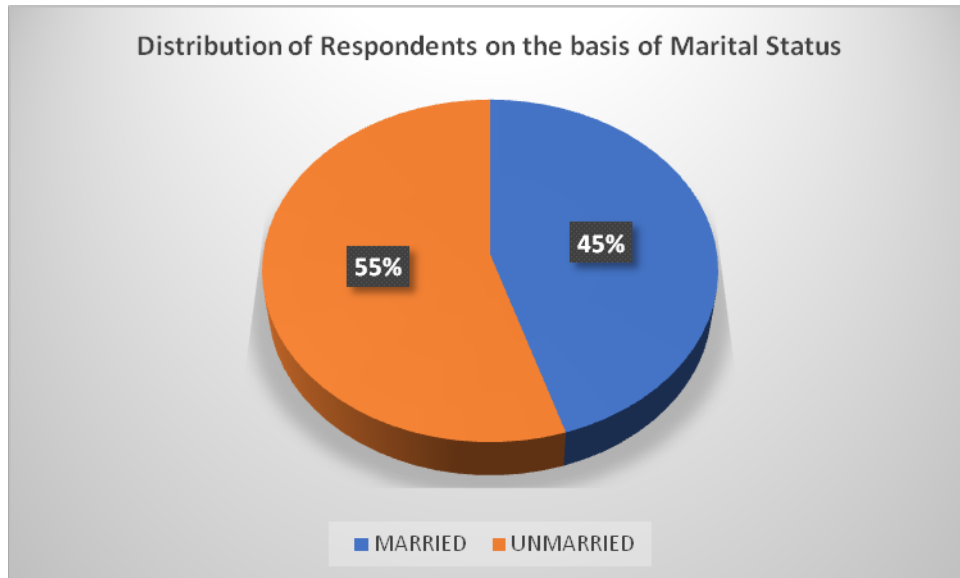


Chart No. 6.1.2 Marital Status of Respondents

From above table it is evident that 55% respondents belong to unmarried category and 45% respondents are married. The business development professional are seems to be a profession for bachelors and young unmarried women. The opening of the service section, the sweeping ways of the globalization, the adoption of new age technology are the important intents in the delaying marriage of business development professionals

Table No. 6.1.3 Location of Respondents

Particulars	Categories	Frequency	%
AREA	RURAL	134	35
	URBAN	250	65

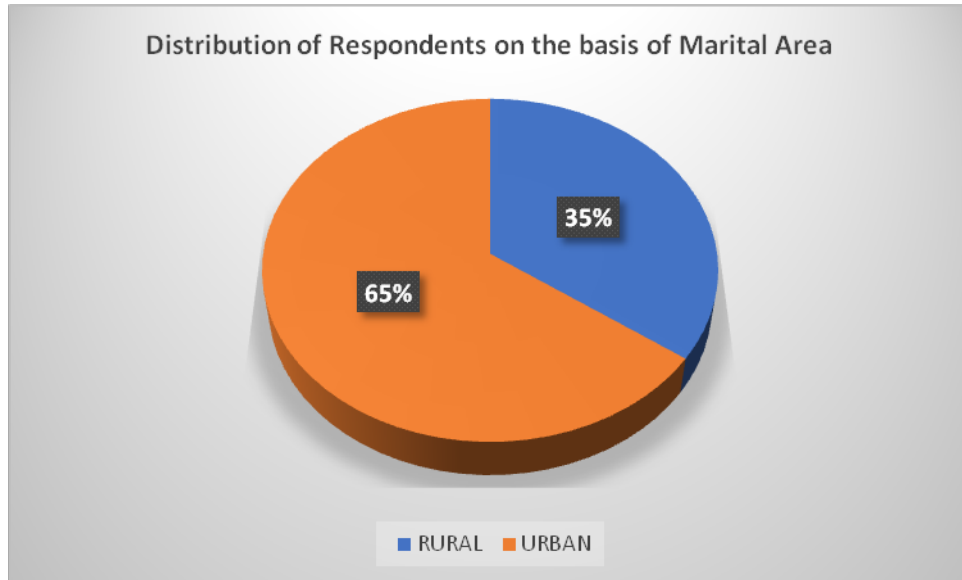


Chart No. 6.1.3 Location of Respondents

From above table it is evident that 65% respondents belong to urban category and 35% respondents are from rural background. The modern civilizations are more urban in nature. Cosmo political, metro political, super cities, smart cities have become the new age room for living because of the facilities available for living. Business development professionals are more urban oriented is evident from the above.

Table No. 6.1.4 Education Qualification of Respondents

Particulars	Categories	Frequency	%
EDUCATION	SSLC	32	8
	PUC	81	21
	DIPLOMA	82	22
	UG	135	35
	PG	54	14

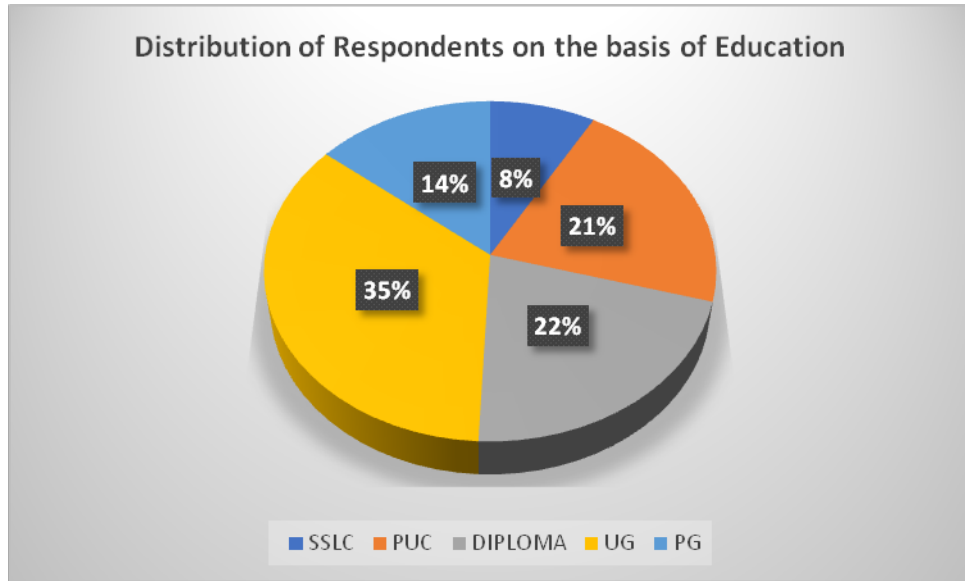


Chart No. 6.1.4 Education Qualification of Respondents

Above table shows that 35% respondents are graduates, 14% have post-graduate degree, 22% respondents have diploma educational qualification and 8% respondents have qualification up to SSLC level. Literacy in India is slowly improving because of urban rural divide. The rural population is slowly migrating to towns and education has become a populous and compulsory policy for government and inevitable to individual for survival. A large number of undergraduates dominating the profession helps to understand the sensitivity of the youth that profession is better than a degree.

Table No. 6.1.5 Income Level of Respondents

Particulars	Categories	Frequency	%
SALARY	Below 10K	6	2
	10K to 15K	52	13
	15K to 20K	144	38
	20K-25K	154	40
	Above 25k	28	7

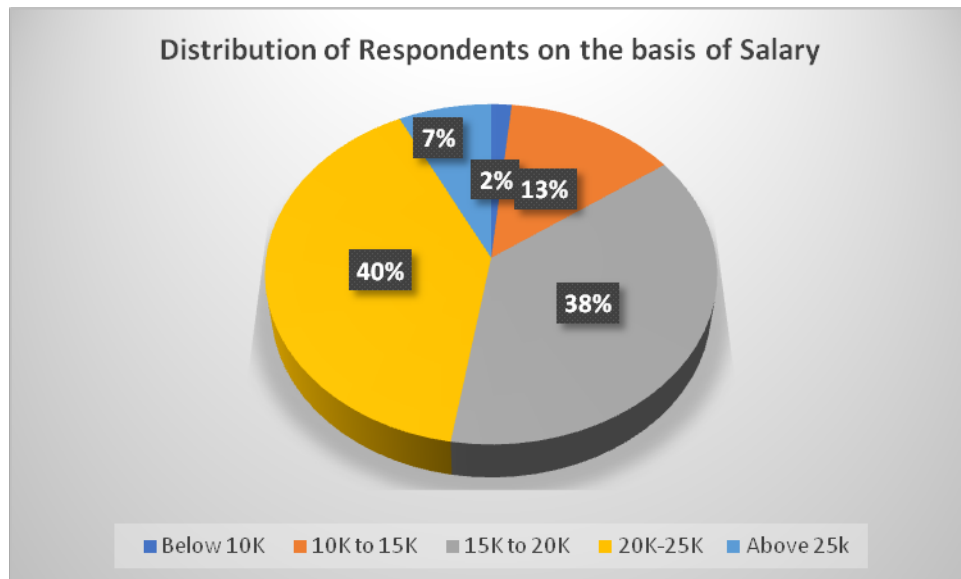


Chart No. 6.1.5 Income Level of Respondents

According to the table above, 40% of respondents have an income of Rs 20,000 to Rs 25,000, 7% have a salary of more than Rs 25,000, 2% have a salary of less than Rs 10,000, and only 13% have an income of Rs 10,000 to Rs 15,000. The mobility among Business Development Professionals is very high and hence the entry of new leading to the modest salary for the Business Development Professionals.

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.1 Pre-Set Frequency and Percentage Analysis

Sl. No.	Statements	Excellent	Good	NA	Fair	Poor
1	My social status in society is a function of my job.	148 (38.5)	141 (36.7)	65 (17)	22 (5.7)	8 (2.1)
2	Regarding financial perks like pay increases, I evaluate my job as	86 (22)	160 (42)	88 (23)	38 (10)	12 (3)
3	Individual factors like intelligence, capacity, and diligence aside, I truly believe I am	99 (26)	149 (39)	99 (26)	32 (8)	5 (1)
4	In terms of post-retirement perks such as pensions and gratuities, I evaluate my employment as	126 (33)	112 (29)	96 (25)	37 (10)	13 (3)
5	On a scale of democratic performance, I give my job as	134 (35)	118 (31)	91 (24)	26 (6)	15 (4)
6	Keeping all other job criteria, such as qualifications and training, equal, I assess my job as follows:	88 (23)	151 (39)	101 (26)	32 (8)	12 (3)
7	Working factors such as comfortable sitting, appropriate temperature, humidity, and a sanitary and healthy office or work environment are all important.	156 (41)	128 (33)	72 (19)	17 (4)	11 (3)
8	In my profession, the communication network (both above and downward) is	148 (38)	111 (29)	96 (25)	25 (6)	4 (1)
9	Promotions and increasing responsibility are opportunities for horizontal and longitudinal mobility in my job.	105 (27)	131 (34)	91 (24)	34 (9)	23 (6)
10	In the eyes of my family, friends, and relatives, I am doing well at my job	155 (40)	92 (24)	102 (27)	27 (7)	8 (2)

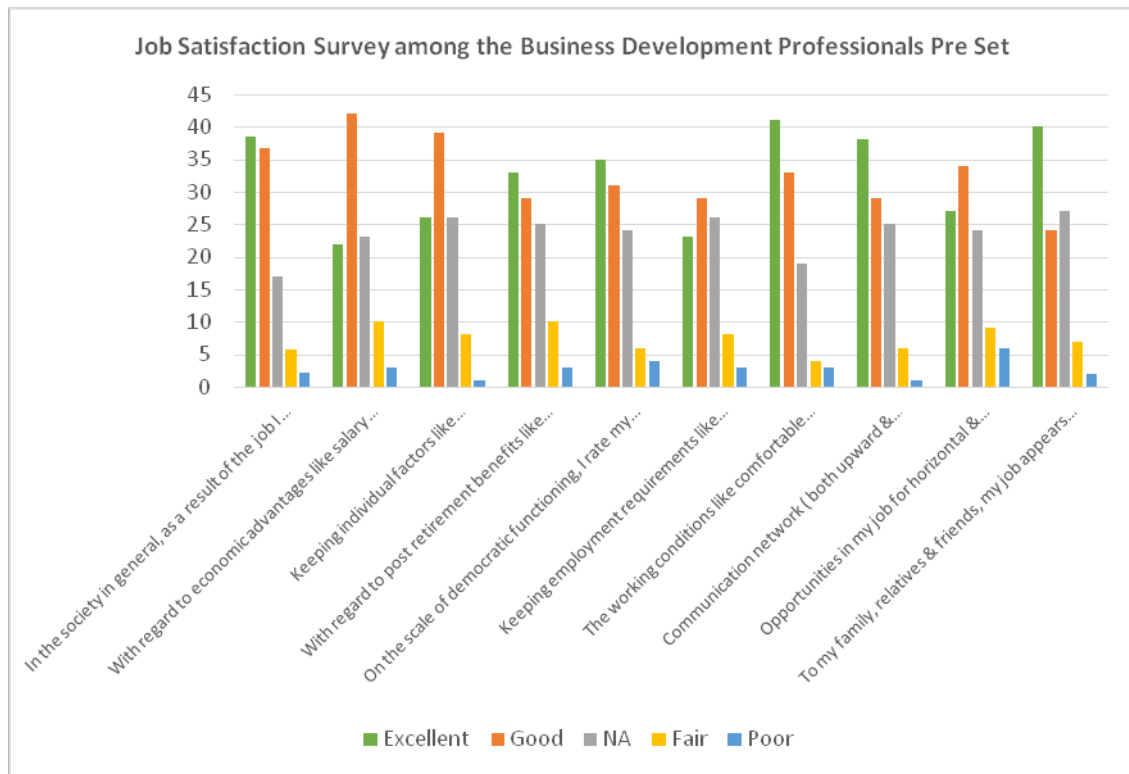


Chart 6.2.1 Pre-Set Frequency and Percentage Analysis

This table shows that the statement “to my family, relatives, and friends, my job appears to be” has the highest response rate to scale category, while the statement “In terms of economic benefits, such as salary allowances, I rate my job as” has the lowest response rate to scale category, with only 22% of respondents rating it excellent.

The statement “With regard to economic advantages such as salary allowances, I rate my job as” received the highest response rate of 42 percent, while the statement “Keeping individual factors such as intelligence, capacity, diligence, and so on in mind, I genuinely feel that I am,” received a response rate of 39 percent, which is the second highest response rate to scale category good.

For the neutral response, the statement “To my family, relatives, and friends, my occupation appears to be” obtained a 27% response rate, while “In society as a whole, my social status is” garnered a 17% response rate.

The statements “I rate my job as” and “I rate my job as” received a 10% response rate on the scale option

category of fair, and the statement “Working conditions such as comfortable seating, adequate temperature, humidity, hygienic & healthy environment” received a 5% response rate on the scale option category of fair.

The statements "I rate my job as fair in terms of economic benefits like salary, allowances, etc." and "I rate my job as fair in terms of post-retirement benefits like pension, gratuity, etc." received 10% responses on the scale option of fair.

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.2 Pre-Set Frequency and Percentage Analysis

Sl. No.	Statements	CA	SA	NA	SD	CD
1	My competence and efficiency as a man have improved as a result of the training orientation and experiences I've gained while on the job.	141 (37)	106 (27)	100 (26)	23 (6)	14 (4)
2	There are built-in activities for recreation and entertainment in my workplace, such as picnics, outings, and variety shows, among other things.	69 (18)	165 (43)	92 (24)	46 (12)	12 (3)
3	My social network has grown as a result of the employment that I have.	131 (34)	113 (29)	95 (25)	34 (9)	11 (3)
4	Do you think your bosses and coworkers are helpful and encouraging you to do better work?	111 (29)	174 (45)	61 (16)	28 (7)	10 (3)
5	My employment provides medical care, housing, rationing, and travel.	160 (42)	97 (25)	78 (20)	29 (8)	20 (5)
6	My employment can help me acquire desirable behaviors and attitudes.	95 (25)	168 (44)	66 (17)	34 (9)	21 (5)
7	My job allows me to spend time with my family.	164 (43)	96 (25)	62 (16)	41 (11)	21 (5)
8	My employment, opportunities to get additional jobs, exofficio, etc.	82 (21)	153 (40)	94 (24)	37 (10)	18 (5)
9	My job postings annoy and inconvenience me and my family.	158 (41)	103 (27)	77 (20)	29 (8)	17 (4)
10	My job is to improve people's lives, to make men better.	98 (25)	138 (36)	113 (29)	29 (7)	6 (4)
11	My profession is so rewarding that even without overtime pay, I am available on Sundays, holidays, and weekends.	138 (36)	123 (32)	83 (22)	23 (6)	17 (4)
12	In an emergency, my job offers my children or relatives career opportunities, ex-gratia grants, etc.	79 (21)	166 (43)	91 (24)	33 (9)	15 (3)
13	My employment allows me to do side jobs.	96 (25)	163 (42)	73 (19)	35 (9)	17 (4)

14	My job has corruption, favoritism, etc.	104 (27)	54 (14)	79 (21)	36 (9)	111 (29)
15	Do you think your job or profession contributes to the nation's economic growth?	96 (25)	182 (47)	73 (19)	25 (6)	8 (2)
16	If given the chance, I would put my kids in my position.	116 (31)	117 (31)	86 (21)	29 (7)	36 (10)
17	"Work is worship," someone once said about the job that you have.	137 (36)	131 (34)	84 (22)	31 (8)	1 (0.3)
18	If given the chance, I would like to change jobs, even if the pay is unchanged.	115 (30)	124 (32)	97 (25)	29 (7)	19 (5)
19	Do you agree that your job's structure stifles flexibility, decision-making, and initiative?	115 (31)	136 (35)	92 (24)	28 (7)	13 (3)
20	Overall, how happy are you with your job?	128 (33)	142 (37)	77 (20)	26 (7)	11 (3)

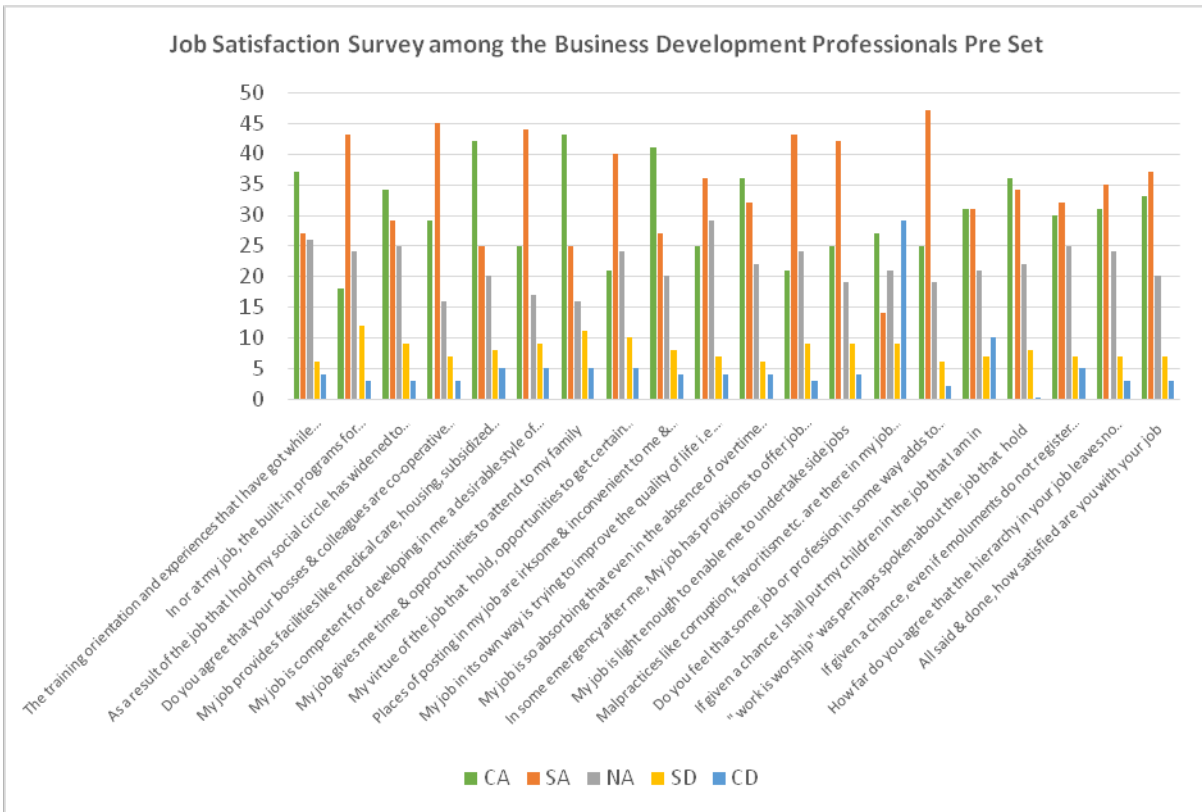


Chart 6.2.2 Pre-Set Frequency and Percentage Analysis

The table above shows that 43% of respondents completely agree with the statement “My job gives me time and opportunities to attend to my family,” which has the highest response rate in the scale category labelled “Number of people who can be accommodated (greatest to least)” and 18% agree with the statement “In or at my job, the built-in programmes for recreation, entertainment, such as picnics outings, variety programmes, and so on,” which has the lowest response rate in the scale category labelled “Number of people who can be accommodated (greatest to least).”

Malpractices like corruption, favouritism, etc. are present in my job as well, and they contribute to the overall economy and development of the nation, with 47% of respondents agreeing.

Agreeing that your bosses and colleagues are cooperative, helpful, and inspiring people for better and sincere work garnered a 16 percent response rate while my job gives me time and opportunities to attend to my family garnered a 29 percent response rate.

On the scale option category of somewhat disagree, the statement "In or at my job, built-in programmes for recreation, entertainment, such as picnics, outings, variety programmes, and so on are there" received a 12 percent response rate, and there are three statements with a response rate of 6 percent, the lowest response rate to scale category.

The statement "Malpractices like corruption, favouritism, etc. are present in my job as well" received a 29 percent completely disagree response rate from the sample respondents, while "work is worship was perhaps spoken about the job that I hold" received the least response rate to scale category (0.3 percent).

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.3 Job Satisfaction among the Business Development Professionals Post Set

Sl. No.	Statements	Excellent	Good	NA	Fair	Poor
1	My social status in society is a function of my job.	189 (49)	154 (40)	32 (8)	6 (2)	3 (1)
2	Regarding financial perks like pay increases, I evaluate my job as	132 (34)	175 (46)	61 (16)	12 (3)	4 (1)
3	Individual factors like intelligence, capacity, and diligence aside, I truly believe I am	148 (38)	168 (44)	58 (15)	7 (2)	3 (1)
4	Regarding post-retirement benefits like pension, gratuity, etc.,	187 (48)	122 (32)	54 (14)	15 (4)	6 (2)
5	What do you think of my job in terms of democratic functioning?	183 (48)	129 (34)	52 (13)	15 (4)	5 (1)
6	Keeping other work criteria like education and training equal, I evaluate my job as	116 (30)	174 (45)	79 (20)	11 (3)	4 (1)
7	It is important to have a comfortable workplace with suitable temperature, humidity, hygienic and healthy circumstances.	197 (51)	131 (34)	35 (9)	10 (3)	11 (3)
8	My profession's communication network (up and down)	200 (52)	115 (30)	50 (13)	12 (3)	7 (2)
9	Promotions and increasing responsibility are examples of horizontal and longitudinal mobility in my career.	146 (38)	160 (42)	48 (12)	16 (4)	14 (4)
10	My employment appears to my family and friends as	204 (53)	101 (26)	58 (15)	16 (4)	5 (1)

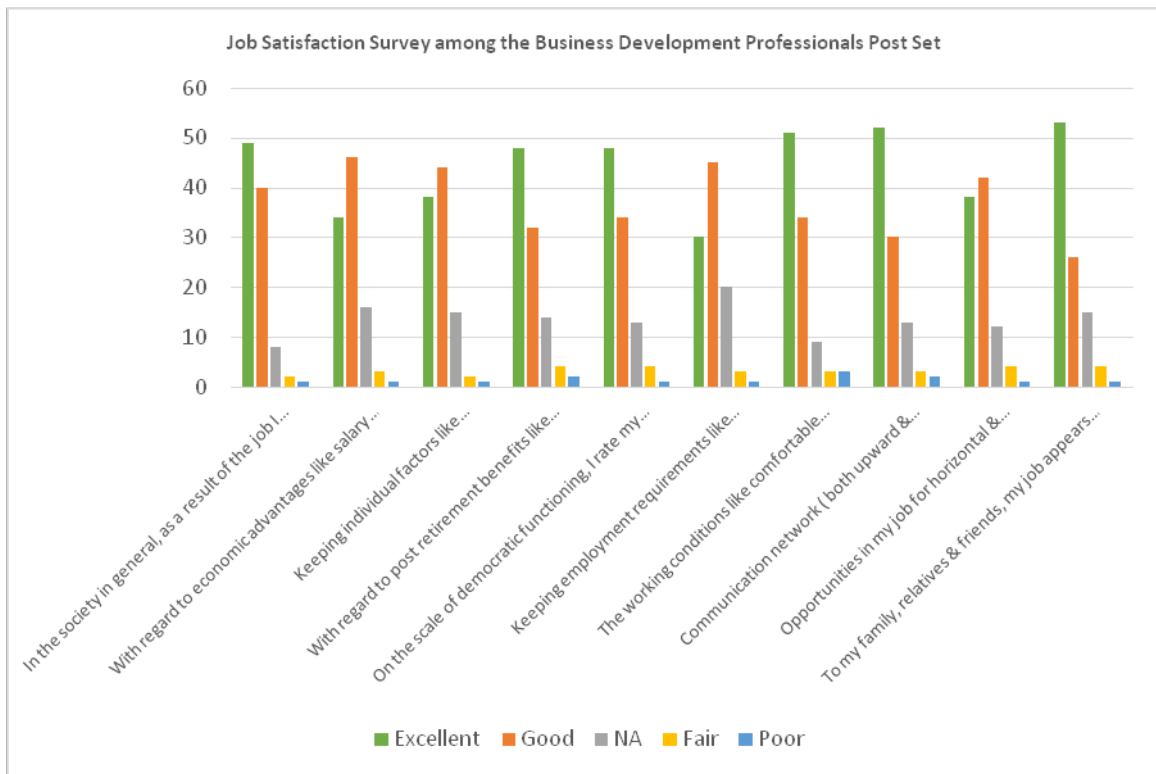


Chart 6.2.3 Job Satisfaction among the Business Development Professionals Post Set

There are 53 percent of respondents who rate their job highly when compared to others in their family and circle of friends. Thirty percent of respondents rate their job highly when compared to others when employment requirements like qualification, training and other factors are equal.

I rate my job on a scale of 1 to 10, with 46 percent of respondents rating it as good. I rate my job on a scale of 1 to 10, with 46 percent of respondents rating it as good, followed by "I rate my job on a scale of 1 to 10, with 46 percent of respondents rating it as good."

I assess my job in relation to others as a 20 percent neutral reaction. In contrast, the statement "In general, because of the job I hold, my social position is" garnered only an 8 percent neutral response.

There are four statements that have observed 4% response rate on the scale option category of fair and there are two statements with a response rate of 2% which is the least response rate to scale category.

The statement "Working circumstances including comfortable seating, suitable temperature, humidity, sanitary & healthy environment of office or work place are" received a 3 percent unsatisfactory response

rate on the scale category from the sample respondents.

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.4 Post-Set Frequency and Percentage Analysis

Sl. No	Statements	CA	SA	NA	SD	CD
1	My competence and efficiency as a man have improved as a result of the training orientation and experiences I've gained while on the job.	206 (54)	111 (29)	55 (14)	8 (2)	4 (1)
2	There are built-in activities for recreation and entertainment in my workplace, such as picnics, outings, and variety shows, among other things.	108 (28)	197 (51)	56 (15)	13 (3)	10 (2)
3	My social network has grown as a result of the employment that I have.	189 (49)	127 (33)	44 (11)	20 (5)	4 (1)
4	Your superiors and coworkers are cooperative, helpful, and inspiring persons to do better and more sincere work, in your opinion, don't you think?	160 (42)	174 (45)	36 (9)	10 (3)	4 (1)
5	Medical care, housing, subsidised meals, and travel are all available through my job.	214 (56)	102 (27)	44 (12)	13 (3)	11 (2)
6	My job is capable of instilling in me a desired way of life, habits, and attitudes.	159 (41)	166 (43)	32 (8)	18 (5)	9 (2)
7	My job allows me to spend time with my family and provides me with possibilities to do so.	208 (54)	107 (28)	37 (10)	15 (4)	17 (5)
8	My job allows me to spend time with my family and provides me with possibilities to do so.	124 (32)	163 (43)	64 (17)	18 (5)	15 (4)
9	My job's posting locations irritate and inconvenience me and my family.	200 (52)	109 (28)	47 (12)	20 (5)	8 (2)
10	In its own way, my job aims to improve people's quality of life, i.e. to help them become better people.	159 (41)	150 (39)	57 (15)	11 (3)	7 (2)
11	Despite the fact that there is no overtime pay, I am willing to work on Sundays and holidays because my job is so interesting.	198 (52)	114 (30)	49 (13)	14 (3)	9 (2)
12	In the event that something happens to me, my job contains provisions for offering jobs to my children or	123 (32)	184 (48)	56 (15)	16 (4)	5 (1)

	family, as well as ex-gratia grants.					
13	My employment is flexible enough that I can work on the side.	138 (36)	189 (49)	34 (9)	17 (4)	6 (2)
14	Corruption, favouritism, and other wrongdoings exist at my workplace as well.	157 (41)	80 (21)	32 (8)	14 (4)	101 (26)
15	Do you believe that some jobs or professions contribute to the nation's economy and development?	134 (35)	184 (48)	51 (13)	9 (2)	6 (1)
16	If given the opportunity, I would put my children in the position that I currently have.	191 (50)	107 (28)	55 (14)	12 (3)	19 (5)
17	"Work is worship," someone once said about the job that you have.	161 (42)	150 (39)	54 (14)	18 (5)	1 (0.3)
18	If given the opportunity, I would like to change jobs, even if my emoluments do not improve.	183 (48)	106 (27)	60 (16)	12 (3)	23 (6)
19	How much do you believe that the hierarchy in your workplace prevents you from having any independence, making decisions, or taking initiative, and instead leads to boredom?	156 (41)	159 (42)	48 (12)	11 (3)	10 (2)
20	After all is said and done, how happy are you with your job?	175 (46)	162 (42)	29 (8)	11 (3)	7 (2)

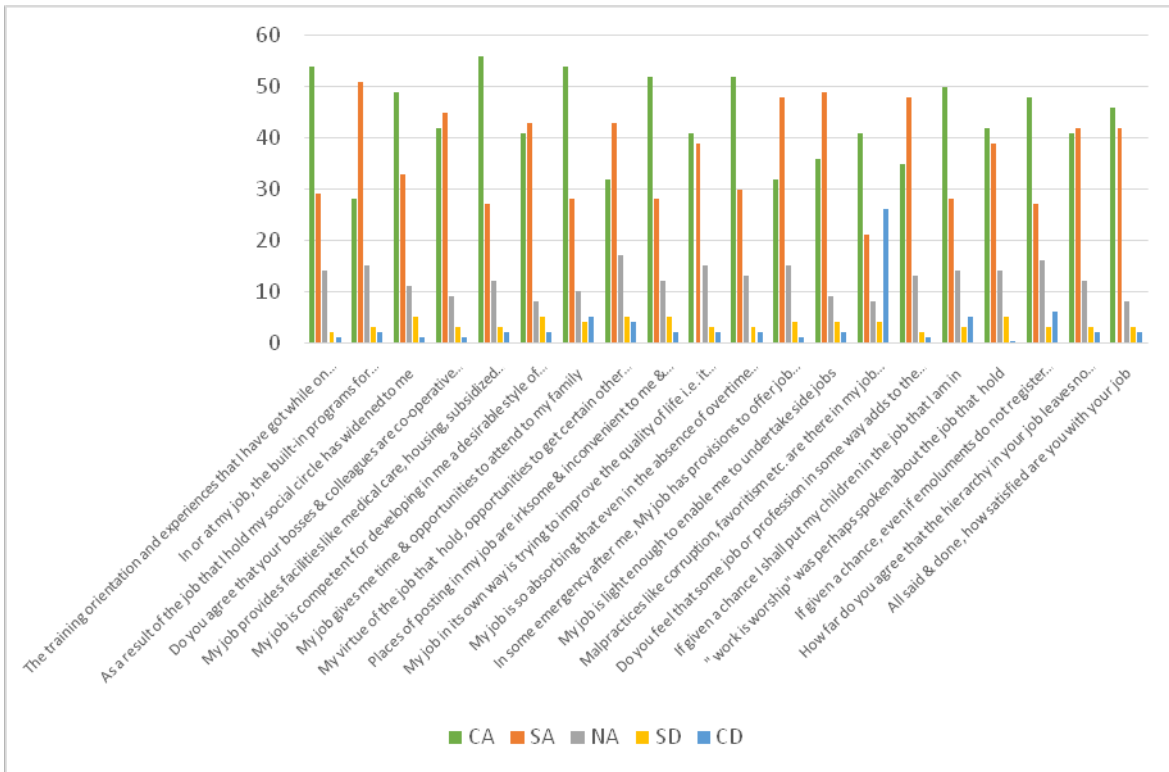


Chart 6.2.4 Post-Set Frequency and Percentage Analysis

This table shows that 56 percent of respondents completely agree with the statement "My job provides facilities such as medical care, housing, subsidised rationing, travelling, and so on," which has the highest response rate to scale category, while the statement "In or at my job, the built-in programmes for recreation, entertainment, such as picnics outing and variety shows," has the lowest response rate to scale category."

50 percent of respondents agreed that there are built-in programmes for recreation and entertainment such as picnics, variety shows and other activities at their jobs, while 21 percent of respondents agreed that there are malpractices such as corruption, favouritism and other activities at their jobs; somewhat agree.

There was a 17 percent response rate for the neutral statement "My virtue of the job I currently have, opportunities to get other employment and ex officio, etc." whereas the other three assertions received an 8 percent response rate.

Essentially, there are two claims being made here: Do you believe that some jobs or professions contribute to the economic & development of the nation? and Do you believe that some jobs or professions contribute to the economy & development of the nation?

The statement "Malpractices like corruption, favoritism, etc. are present in my job as well" received a 26 percent completely disagree response rate from the sample respondents, while "work is worship was perhaps spoken about the job that I hold" received the least response rate to scale category (0.3 percent).

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.5 Descriptive Statistical Analysis for Pre-Set

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	My social position is the highest in society as a result of the work I have.	4.04	0.99	3.94	4.14
2	In terms of financial benefits such as pay allowances and other benefits, I consider my employment to be a	3.70	1.02	3.60	3.81
3	Individual factors like intelligence, capacity, and diligence aside, I truly believe I am	3.79	0.96	3.70	3.89
4	Regarding post-retirement benefits like pension, gratuity, etc.,	3.78	1.11	3.67	3.89
5	What do you think of my job in terms of democratic functioning?	3.86	1.09	3.75	3.97
6	Keeping other work criteria like education and training equal, I evaluate my job as	3.71	1.01	3.60	3.81
7	It is important to have a comfortable workplace with suitable temperature, humidity, hygienic and healthy circumstances.	4.04	1.01	3.94	4.15
8	My profession's communication network (up and down)	3.97	1.00	3.87	4.07
9	Promotions and increasing responsibility are examples of horizontal and longitudinal mobility in my career.	3.68	1.14	3.57	3.79
10	My employment appears to my family and friends as	3.93	1.07	3.83	4.04

The accompanying table shows business development experts' job satisfaction. 'In general, my social position is best because of my job' (mean 4.04) had the highest standard deviation (0.99), showing consensus among respondents. "Comfortable seating, suitable temperature, humidity and a clean and healthy environment of the office or work place" (mean 4.04) with standard deviation (1.01). If you take into account individual factors such as intelligence, capacity, diligence, etc., I honestly believe that I have a lower mean value than most. Opportunities for horizontal and longitudinal movement in my career

received a mean score of 3.70 and a maximum variance of 1.14.

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.6 Descriptive Statistical Analysis for Pre-Set

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Lower
1	The job-related training and experiences have increased my competence and efficiency as a guy.	3.88	1.09	3.77	3.99
2	There are built-in activities for amusement and enjoyment like picnics and variety shows in my employment.	3.61	1.01	3.51	3.71
3	My social network has widened due to my profession.	3.83	1.08	3.72	3.94
4	Do you think your managers and coworkers are helpful and inspiring you to do better work?	3.91	0.98	3.81	4.00
5	My employment provides medical care, housing, rationing, and travel.	3.91	1.18	3.79	4.02
6	My employment can help me acquire desirable behaviours and attitudes.	3.73	1.09	3.62	3.84
7	My job allows me to spend time with my family.	3.89	1.22	3.77	4.01
8	My employment, opportunities to get additional jobs, exofficio, etc.	3.64	1.07	3.53	3.74
9	My job postings annoy and inconvenience me and my family.	3.93	1.14	3.81	4.04
10	The purpose of my work is to improve the quality of life, to make a better man, in other words.	3.76	0.97	3.67	3.86
11	My job is so rewarding that I am willing to work on Sundays, holidays, and late nights, even if I don't get paid for it.	3.89	1.10	3.78	4.00
12	In an emergency, my job offers my children or relatives career opportunities, ex-gratia grants, etc.	3.68	1.02	3.58	3.78
13	My employment allows me to do side jobs.	3.74	1.07	3.64	3.85
14	My job has corruption, favouritism, etc.	3.01	1.57	2.85	3.17
15	Do you think your job or profession contributes to the nation's economic growth?	3.87	0.93	3.77	3.96

16	If given the chance, I would put my kids in my position.	3.65	1.25	3.52	3.77
17	It's possible that the job that hold "work is worship"	3.97	0.96	3.87	4.07
18	If given the chance, I would like to change jobs, even if the pay is unchanged.	3.75	1.11	3.64	3.86
19	Do you agree that your job's structure stifles flexibility, decision-making, and initiative?	3.81	1.05	3.71	3.92
20	Overall, how happy are you with your job?	3.91	1.03	3.81	4.01

The table above shows how satisfied business development professionals are with their jobs. "'Work is worship" was perhaps expressed about the job that hold' (mean 3.97) had the greatest mean value, with standard deviation (0.96) showing consistency in the respondents' opinions. Then there's this: 'Places of posting in my employment are annoying & difficult for me & my family' (mean 3.93), with a standard deviation of 3.93. (1.14). With a mean score of 3.01 and a maximum SD of 1.57, the respondents indicated a lower mean value for 'Malpractices like corruption, favoritism, etc. are present in my job as well.'

From the lower and upper values of the 95 percent confidence interval (CI), it is clear that the outcome for the entire study population will be the same as shown in the table above. The opinions of 95 percent of the respondents in the study population are likely to be the same as the opinions of the complete sample of respondents on all of the assertions stated.

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.7 Descriptive Statistical Analysis for Post-Set

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	My social position is the highest in society as a result of the work I have.	4.35	0.76	4.28	4.43
2	In terms of financial benefits such as pay allowances and other benefits, I consider my employment to be a	4.09	0.85	4.01	4.18
3	Individual factors like intelligence, capacity, and diligence aside, I truly believe I am	4.17	0.81	4.09	4.26
4	Regarding post-retirement benefits like pension, gratuity, etc.,	4.22	0.94	4.13	4.32
5	On the scale of democratic functioning, I rate my job as	4.22	0.92	4.13	4.32
6	Keeping other work criteria like education and training equal, I evaluate my job as	4.01	0.85	3.92	4.09
7	It is important to have a comfortable workplace with suitable temperature, humidity, hygienic and healthy circumstances.	4.28	0.94	4.19	4.38
8	My profession's communication network (up and down)	4.27	0.93	4.18	4.37
9	Promotions and increasing responsibility are examples of horizontal and longitudinal mobility in my career.	4.06	1.00	3.96	4.16
10	My employment appears to my family and friends as	4.26	0.95	4.16	4.35

The table above shows how satisfied business development professionals are with their jobs. 'In general, as a result of the work I have, my social position is best' (mean 4.35) had the greatest mean value, with standard deviation (0.76) showing consistency in the respondents' opinions. After that, it reads: "Working conditions, such as comfortable sitting, proper temperature and humidity, and sanitary and healthful

atmosphere of the workplace or work site are." (4.28 as the standard deviation) (mean 0.94). ' Because my job obtained a lower mean value from respondents, I evaluate my work in comparison to others, keeping employment norms such as qualifications, training, and other aspects equal. There is a mean score of 4.01 and a standard deviation (SD) of 1.00 for 'Opportunities in my job for horizontal and longitudinal mobility'

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.2 Impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

Table 6.2.8 Descriptive Statistical Analysis for Post-Set

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Lower
1	The job-related training and experiences have increased my competence and efficiency as a guy.	4.32	0.87	4.23	4.41
2	There are built-in activities for amusement and enjoyment like picnics and variety shows in my employment.	3.99	0.89	3.90	4.08
3	My social network has widened due to my profession.	4.24	0.92	4.15	4.33
4	Do you think your managers and coworkers are helpful and inspiring you to do better work?	4.24	0.81	4.16	4.32
5	My employment provides medical care, housing, rationing, and travel.	4.29	0.99	4.19	4.39
6	My employment can help me acquire desirable behaviours and attitudes.	4.17	0.93	4.07	4.26
7	My job allows me to spend time with my family.	4.23	1.07	4.13	4.34
8	My employment, opportunities to get additional jobs, exofficio, etc.	3.95	1.01	3.84	4.05
9	My job postings annoy and inconvenience me and my family.	4.23	0.99	4.13	4.33
10	My job is to improve people's quality of life, i.e. to make them better men through education and experience.	4.15	0.91	4.06	4.24
11	My job is so rewarding that I am willing to work on Sundays, holidays, and late nights, even if I don't get paid for it.	4.24	0.97	4.15	4.34
12	In an emergency, my job offers my children or relatives career opportunities, ex-gratia grants, etc.	4.05	0.87	3.97	4.14
13	My employment allows me to do side jobs.	4.14	0.87	4.05	4.22
14	My job has corruption, favouritism, etc.	3.46	1.65	3.30	3.63
15	Do you think your job or profession contributes to the nation's economic growth?	4.12	0.84	4.04	4.21

16	If given the chance, I would put my kids in my position.	4.14	1.09	4.03	4.25
17	It's possible that the job that hold "work is worship"	4.18	0.86	4.09	4.26
18	If given the chance, I would like to change jobs, even if the pay is unchanged.	4.08	1.14	3.96	4.19
19	Do you agree that your job's structure stifles flexibility, decision-making, and initiative?	4.15	0.93	4.05	4.24
20	Overall, how happy are you with your job?	4.27	0.86	4.18	4.35

As you can see from the table above, business development professionals are generally satisfied with their careers. Training orientation and experiences obtained on the job have increased my competence and efficiency as a man' (mean 4.33), had the highest mean value, with a standard deviation of 0.87, suggesting consistency in respondents' views. 'My job provides services such as medical care, housing, subsidised rationing, and travel, among other things.' (mean 4.29) with standard deviation (mean 0.99). With a mean score of 3.46 and a standard deviation of 1.65, the respondents reported a lower mean value for 'Malpractices like corruption, favoritism, etc. are present in my employment as well.'

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.3 Impact of *Karma Yoga* on Job Involvement in Business Development Professionals

Table No. 6.3.1 Pre-Set of Job Involvement among Business Development Professionals

Sl. No.	Statements	SA	A	NA	DA	SDA
1	I find my job motivating	225 (59)	116 (30)	28 (7)	14 (4)	1 (0.3)
2	My job is important to me	166 (43)	160 (42)	43 (11)	12 (3)	3 (0.8)
3	I identify with my present job	178 (46)	121 (32)	64 (17)	12 (3)	9 (2)
4	I find my job interesting	146 (38)	170 (44)	37 (10)	20 (5)	11 (3)
5	My job gives me satisfaction	183 (48)	123 (32)	52 (14)	15 (4)	11 (3)
6	I like my job	148 (39)	168 (44)	46 (12)	18 (5)	4 (1)
7	I care for my job	205 (53)	119 (31)	44 (11)	13 (3)	3 (1)
8	My work is not burden for me	155 (40)	148 (39)	50 (13)	30 (8)	1 (0.3)
9	I enjoy my work	211 (55)	105 (27)	46 (12)	17 (4)	5 (1)
10	Whenever I complete some work, I feel happy	182 (47)	145 (38)	37 (10)	11 (3)	9 (2)

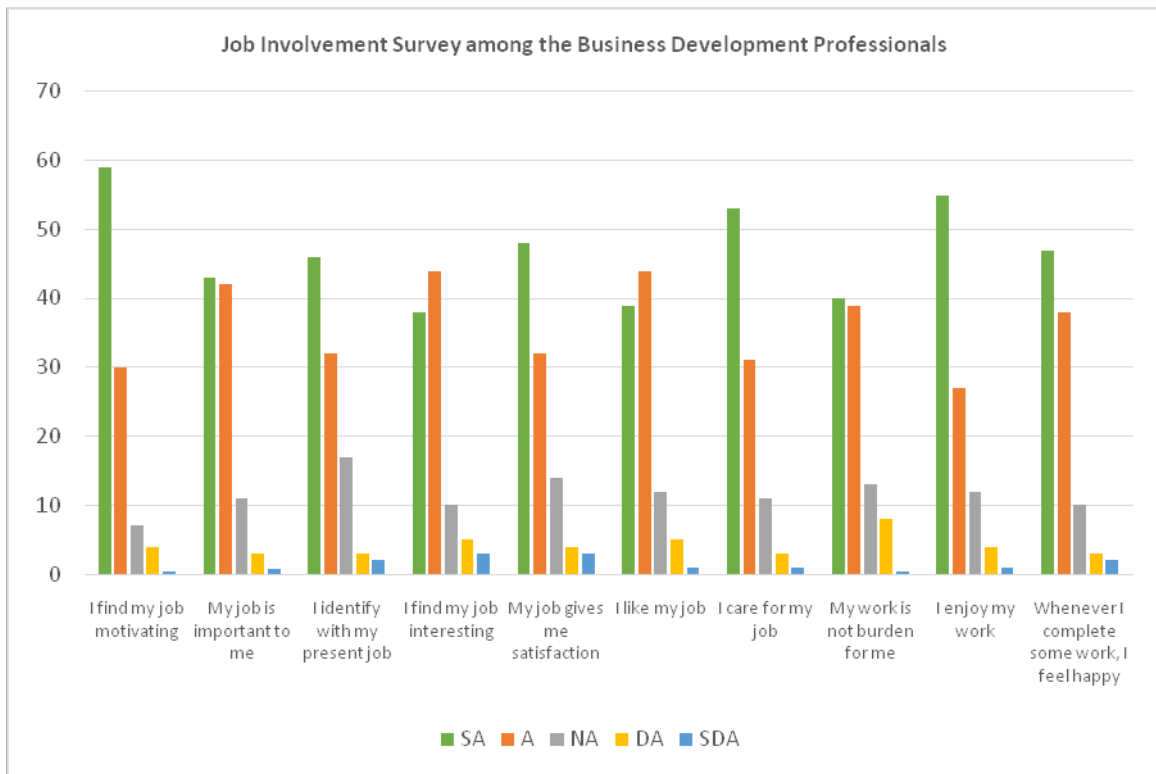


Chart No. 6.3.1 Pre-Set of Job Involvement among Business Development Professionals

From the above table it is realized that; 59% of the respondents are strongly satisfied with the statement “I find my job motivating”, which is the highest response rate to scale category whereas the statement “I find my job interesting” has register 38% respondents which is the least response rate to scale category.

6.3 Impact of *Karma Yoga* on Job Involvement in Business Development Professionals

Table No. 6.3.2 Post-Set of Job Involvement among Business Development Professionals

Sl. No	Statements	SA	A	NA	DA	SDA
1	I find my job motivating	263 (68)	87 (23)	26 (7)	5 (1)	3 (1)
2	My job is important to me	187 (49)	155 (40)	30 (8)	8 (2)	4 (1)
3	I identify with my present job	222 (58)	109 (28)	35 (9)	6 (2)	12 (3)
4	I find my job interesting	162 (42)	172 (45)	37 (10)	9 (2)	4 (1)
5	My job gives me satisfaction	229 (60)	115 (30)	31 (8)	5 (1)	4 (1)
6	I like my job	182 (47)	166 (43)	26 (7)	6 (2)	4 (1)
7	I care for my job	235 (61)	101 (26)	31 (8)	11 (3)	6 (2)
8	My work is not burden for me	170 (44)	159 (41)	37 (10)	9 (2)	9 (2)
9	I enjoy my work	246 (64)	93 (24)	32 (8)	10 (3)	3 (1)
10	Whenever I complete some work, I feel happy	210 (55)	140 (36)	26 (7)	3 (1)	5 (1)

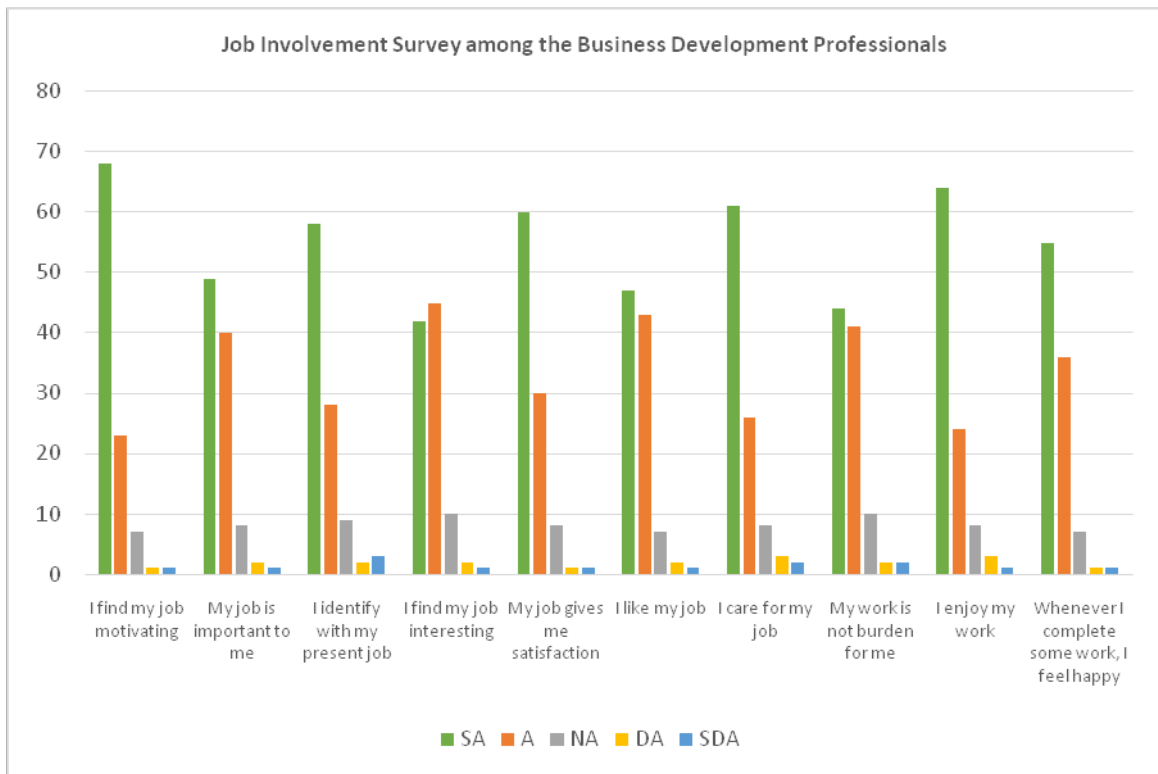


Chart No. 6.3.2 Pre-Set of Job Involvement among Business Development Professionals

From the above table it is realized that; 68% of the respondents are strongly satisfied with the statement “I find my job motivating”, which is the highest response rate to scale category whereas the statement “I find my job interesting” has register 42% respondents which is the least response rate to scale category.

6.3 Impact of *Karma Yoga* on Job Involvement in Business Development Professionals

Table No. 6.3.3 Pre-Set of Job Involvement among Business Development Professionals

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	I find my job motivating	4.43	0.80	4.35	4.51
2	My job is important to me	4.23	0.83	4.15	4.32
3	I identify with my present job	4.16	0.97	4.07	4.26
4	I find my job interesting	4.09	0.97	4.00	4.19
5	My job gives me satisfaction	4.18	1.00	4.08	4.28
6	I like my job	4.14	0.88	4.05	4.23
7	I care for my job	4.33	0.87	4.24	4.41
8	My work is not burden for me	4.11	0.93	4.02	4.20
9	I enjoy my work	4.30	0.94	4.21	4.40
10	Whenever I complete some work, I feel happy	4.25	0.91	4.16	4.34

The above table highlights the job involvement among the Business development professionals. The highest mean value was recorded for, ‘I find my job motivating’ (mean 4.43) with standard deviation (0.80) indicating consistency in the opinion of the respondents. This is followed by; ‘I care for my job’ (mean 4.33) with standard deviation (0.87). The respondents have indicated less mean value for ‘I find my job interesting’ with a mean score of 4.09 with maximum variation for ‘My job gives me satisfaction’ with a SD of 1.

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.3 Impact of *Karma Yoga* on Job Involvement in Business Development Professionals

Table No. 6.3.4 Post-Set of Job Involvement among Business Development Professionals

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	I find my job motivating	4.57	0.74	4.49	4.64
2	My job is important to me	4.34	0.79	4.26	4.42
3	I identify with my present job	4.36	0.94	4.27	4.46
4	I find my job interesting	4.25	0.80	4.17	4.33
5	My job gives me satisfaction	4.46	0.78	4.38	4.54
6	I like my job	4.34	0.76	4.27	4.42
7	I care for my job	4.43	0.88	4.34	4.51
8	My work is not burden for me	4.23	0.89	4.14	4.32
9	I enjoy my work	4.48	0.82	4.40	4.56
10	Whenever I complete some work, I feel happy	4.42	0.76	4.35	4.50

The above table highlights the job involvement among the Business development professionals. The highest mean value was recorded for, ‘I find my job motivating’ (mean 4.57) with standard deviation (0.74) indicating consistency in the opinion of the respondents. This is followed by; ‘I enjoy my work’ (mean 4.48) with standard deviation (0.82). The respondents have indicated less mean value for ‘My work is not burden for me’ with a mean score of 4.23 with maximum variation for ‘I identify with my present job’ with a SD of 0.94.

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.4 Impact of *Karma Yoga* on Work Motivation in Business Development Professionals

Table No. 6.4.1 Pre-Set Work Motivation in Business Development Professionals

Sl. No.	Statements	VS	SS	NA	DS	VDS
1	All in all how satisfied are you with your job?	205 (53)	84 (22)	55 (14)	33 (9)	7 (2)
2	How happy are you with your compensation given your talents and efforts?	148 (38)	134 (35)	57 (16)	40 (10)	5 (1)
3	How do you feel about your office's tea, lunch, and work hours?	188 (49)	100 (26)	52 (14)	32 (8)	12 (3)
4	How confident are you in your chances of advancement at your company?	147 (38)	133 (35)	61 (16)	33 (9)	10 (2)
5	Do you think your company's employee perks are better than those offered by other companies?	184 (48)	100 (26)	55 (14)	30 (9)	15 (4)
6	How do you like the kind of work you do in your organization?	108 (28)	140 (37)	88 (23)	37 (10)	11 (3)
7	How do people work here in your organization?	171 (44)	104 (27)	64 (17)	32 (8)	13 (3)
8	Is there anything (policy or conditions) that makes you want to work here?	145 (38)	135 (35)	49 (13)	39 (19)	16 (4)
9	How much does your employment allow you to use your finest abilities?	187 (49)	79 (21)	73 (19)	31 (8)	14 (4)
10	You work here, but how much does it help you learn more about your job?	120 (31)	160 (42)	61 (16)	30 (8)	13 (3)
11	Would you stay if you could do similar work for less money elsewhere?	167 (43)	97 (25)	82 (21)	33 (9)	5 (1)
12	How well do decision-makers know about difficulties at lower levels of the organisation?	133 (35)	117 (31)	73 (19)	46 (12)	15 (4)
13	Do you think your company's job assignments are well planned?	163 (42)	111 (29)	59 (15)	29 (8)	22 (6)
14	How much do your coworkers help you improve your performance?	130 (34)	141 (37)	64 (17)	37 (10)	12 (3)

15	How often does your immediate superior praise and encourage you?	148 (39)	109 (28)	84 (22)	34 (9)	9 (2)
16	How often does your immediate boss give you advice and direction?	126 (33)	141 (37)	61 (16)	37 (10)	19 (5)
17	How often does your immediate superior criticise and refuse to help you?	164 (43)	80 (21)	75 (19)	47 (12)	18 (5)
18	How often does your immediate superior harass you, asking for explanations?	100 (26)	145 (38)	94 (24)	29 (7)	16 (4)
19	How much do you trust your coworkers?	158 (41)	103 (27)	78 (20)	29 (7)	16 (4)
20	Permission to discuss personal issues with your immediate superior?	123 (32)	128 (33)	80 (21)	31 (8)	22 (6)
21	Assume you were having problems at work. How far do you think your immediate supervisor would go to aid you if you asked?	175 (46)	91 (24)	68 (18)	29 (8)	21 (5)
22	How much do your coworkers try to avoid causing problems or disruption?	112 (29)	145 (38)	75 (19)	40 (10)	12 (3)
23	How satisfied are you with the praise you receive?	168 (44)	108 (28)	61 (16)	34 (9)	13 (3)
24	How much do you feel you own your work?	158 (41)	121 (31)	61 (16)	31 (8)	13 (3)
25	How much freedom do you have to plan your work?	186 (48)	80 (21)	66 (17)	43 (11)	9 (2)
26	How much do you believe you are contributing here?	147 (38)	128 (33)	66 (17)	31 (8)	12 (3)

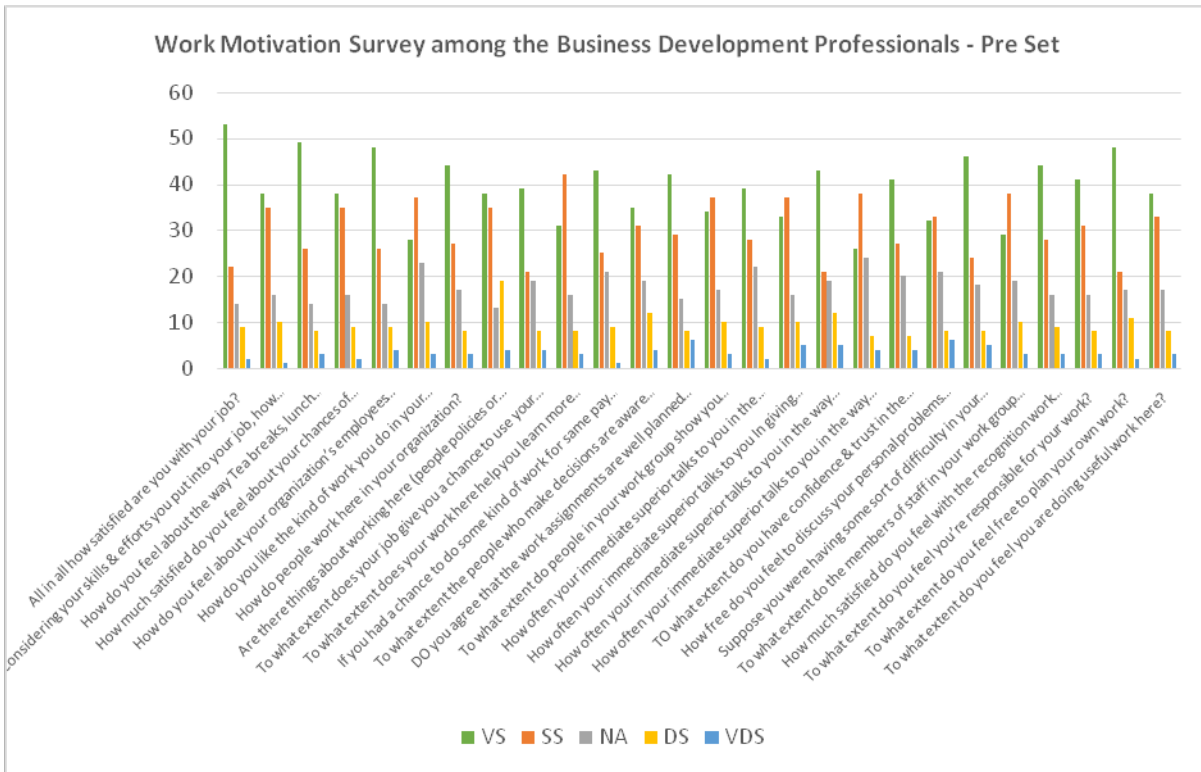


Chart No. 6.4.1 Pre-Set Work Motivation in Business Development Professionals

From the above table it is realized that; 53% of the respondents are very satisfied with the statement. There is a high response rate to the statement "how satisfied are you with your employment", yet there is a low response rate to the statement "how often your immediate supervisor harasses you or demands for an explanation." “

Most people are satisfied with the statement "to what extent does your work assist you learn more about your trade or occupation" (42%), while only three statements have a 21% response rate.

"How often does your immediate boss hassle you or ask for an explanation?" and "Are there characteristics of working here (people policies or environment) that encourage you to work here?" received a total response rate of 24 percent. In the sample, just 13% of the units responded.

In response to the question "Is there anything about working here (people policies or conditions) that inspires you to work here? ", 19 percent of respondents were unsatisfied, while 7 percent of respondents agreed.

When asked "Do you think job assignments are well organised in your organisation?" and "How free do you feel to voice your personal problems with your immediate superior?" the sample respondents responded with a 6 percent severely dissatisfactory answer rate. "How pleased are you with your remuneration, given your abilities and efforts put into your job?" "Would you stay here if you could do something else for the same compensation in another organisation?" and "Would you stay here if you could do something else for the same salary in another organisation?" The lowest response rate to scale category is assertions with a response rate of 1%.

6.4 Impact of *Karma Yoga* on Work Motivation in Business Development Professionals

Table No. 6.4.2 Post-Set Work Motivation in Business Development Professionals

Sl. No.	Statements	VS	SS	NA	DS	VDS
1	All in all how satisfied are you with your job?	231 (62)	97 (25)	34 (9)	18 (5)	4 (1)
2	How happy are you with your compensation given your talents and efforts?	185 (48)	138 (36)	42 (11)	16 (4)	3 (1)
3	How do you feel about your office's tea, lunch, and work hours?	237 (62)	90 (23)	38 (10)	13 (3)	6 (2)
4	How confident are you in your chances of advancement at your company?	190 (50)	127 (33)	43 (11)	15 (4)	9 (2)
5	How do you feel about your company's employee benefits in contrast to similar organisations?	242 (63)	85 (22)	37 (10)	12 (3)	8 (2)
6	How do you like the kind of work you do in your organization?	154 (40)	162 (42)	44 (11)	20 (5)	4 (1)
7	How do people work here in your organization?	206 (54)	99 (26)	48 (12)	19 (5)	12 (3)
8	Is there anything (policy or conditions) that makes you want to work here?	191 (50)	126 (33)	38 (10)	17 (4)	12 (3)
9	How much does your employment allow you to use your finest abilities?	240 (63)	92 (24)	35 (9)	15 (4)	2 (0.5)
10	Is your work here helping you learn more about your job in any way?	174 (45)	148 (39)	39 (10)	18 (5)	5 (1)
11	Would you stay if you could do similar work for less money elsewhere?	223 (58)	94 (25)	49 (13)	14 (4)	4 (1)
12	How well do decision-makers know about difficulties at lower levels of the organisation?	187 (49)	118 (31)	46 (12)	19 (5)	14 (4)
13	Do you think your company's job assignments are well planned?	224 (58)	99 (26)	40 (10)	11 (3)	10 (3)

14	How much do your coworkers help you improve your performance?	175 (46)	141 (37)	45 (12)	17 (4)	6 (2)
15	How often does your immediate superior praise and encourage you?	212 (55)	95 (25)	54 (14)	16 (4)	7 (2)
16	How often does your immediate boss give you advice and direction?	181 (47)	121 (31)	50 (13)	24 (6)	8 (2)
17	How often does your immediate superior criticise and refuse to help you?	202 (53)	90 (23)	51 (13)	22 (6)	19 (5)
18	How often does your immediate superior harass you, asking for explanations?	147 (38)	151 (39)	55 (14)	13 (3)	18 (5)
19	How much do you trust your coworkers?	206 (57)	102 (27)	46 (12)	16 (4)	14 (4)
20	Permission to discuss personal issues with your immediate superior?	160 (42)	130 (34)	58 (15)	20 (5)	16 (4)
21	Assume you were having problems at work. How far do you think your immediate supervisor would go to aid you if you asked?	238 (62)	86 (22)	38 (10)	12 (3)	10 (3)
22	How much do your coworkers try to avoid causing problems or disruption?	170 (44)	143 (37)	41 (11)	15 (4)	15 (4)
23	How satisfied are you with the praise you receive?	217 (56)	101 (26)	37 (10)	21 (5)	8 (2)
24	How much do you feel you own your work?	210 (55)	119 (31)	37 (10)	13 (3)	5 (1)
25	How much freedom do you have to plan your work?	235 (61)	80 (21)	43 (11)	25 (6)	1 (0.3)
26	How much do you believe you are contributing here?	204 (53)	104 (27)	47 (12)	17 (4)	12 (3)

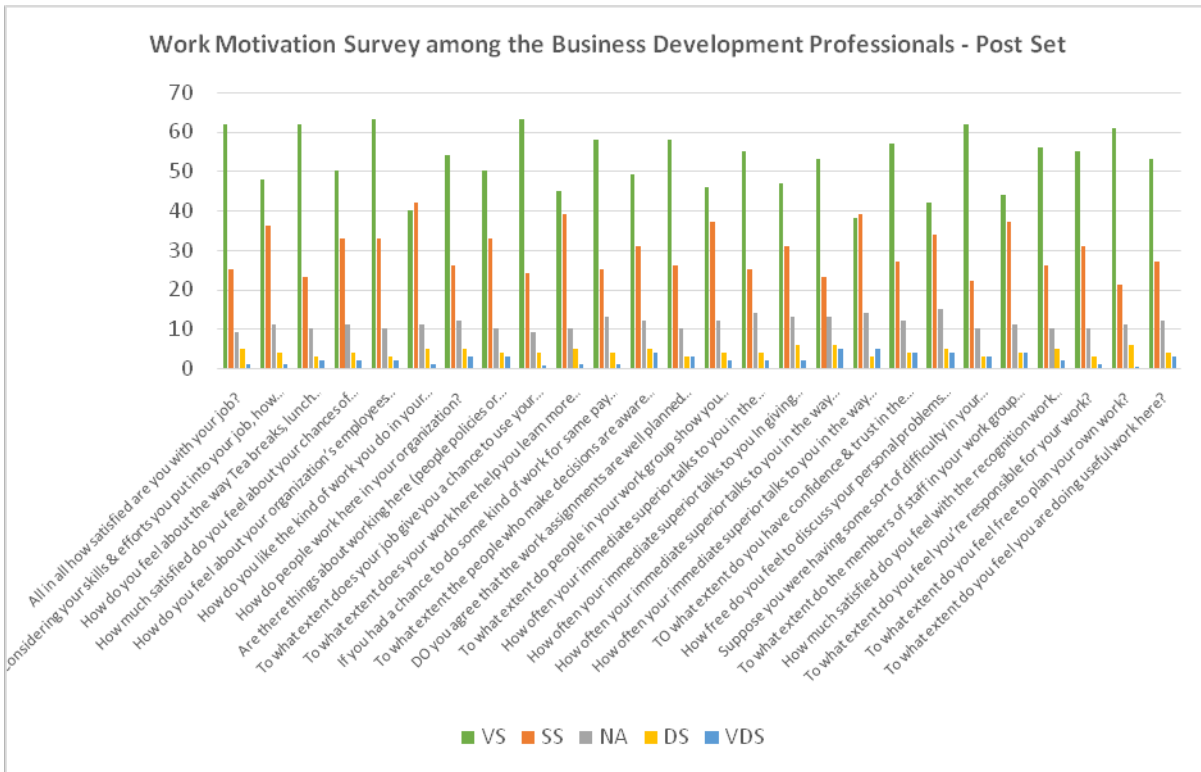


Chart No. 6.4.2 Post-Set Work Motivation in Business Development Professionals

For example, "how do you feel about your organization's benefit packages as compared to those of other similar organisations?" and "to what extent does your job give you a chance to use your best abilities in doing things that you're best at?" have the highest response rate to scale category, while s has the lowest response rate.

For the scale category; somewhat satisfied, the statement “how do you like the kind of work you do in your organization” has recorded the highest response rate of 42% whereas the statement “to what extent do you feel free to plan your own work” with a response rate of 21% which is the least response rate to scale category.

Statements such as "how comfortable do you feel discussing your personal difficulties with a superior" had a 15 percent response rate, while two statements received a 9 percent response rate.

There are three statement that have observed 6% response rate on the scale option category of dissatisfied and six statements with a response rate of 3% which is the least response rate to scale category.

Two statements: "how often your immediate superior criticises and refuses to help" and "how often your immediate superior harasses and requests for explanation." The sample respondents gave a 5 percent very dissatisfactory response rate. With a response rate of 0.3 percent, the statement "to what degree do you feel free to plan your own job" has the lowest response rate to scale category.

6.4 Impact of *Karma Yoga* on Work Motivation in Business Development Professionals

Table No. 6.4.3 Pre-Set Work Motivation in Business Development Professionals

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	All in all how satisfied are you with your job?	4.16	1.08	4.06	4.27
2	How happy are you with your compensation given your talents and efforts?	3.99	1.03	3.89	4.09
3	How do you feel about your office's tea, lunch, and work hours?	4.09	1.11	3.98	4.21
4	How confident are you in your chances of advancement at your company?	3.97	1.06	3.87	4.08
5	How do you feel about your company's employee benefits in contrast to similar organisations?	4.06	1.13	3.95	4.18
6	How do you like the kind of work you do in your organization?	3.77	1.05	3.67	3.88
7	How do people work here in your organization?	4.01	1.12	3.90	4.12
8	Is there anything (policy or conditions) that makes you want to work here?	3.92	1.13	3.81	4.04
9	How much does your employment allow you to use your finest abilities?	4.03	1.15	3.91	4.14
10	Is your work here helping you learn more about your job in any way?	3.90	1.04	3.79	4.00
11	Would you stay if you could do similar work for less money elsewhere?	4.01	1.05	3.90	4.12
12	How well do decision-makers know about difficulties at lower levels of the organisation?	3.80	1.15	3.68	3.92
13	Do you think your company's job assignments are well planned?	3.95	1.18	3.83	4.07
14	How much do your coworkers help you improve your performance?	3.89	1.08	3.78	3.99

15	How often does your immediate superior praise and encourage you?	3.92	1.08	3.81	4.03
16	How often does your immediate boss give you advice and direction?	3.83	1.14	3.71	3.94
17	How often does your immediate superior criticise and refuse to help you?	3.85	1.23	3.72	3.97
18	How often does your immediate superior harass you, asking for explanations?	3.74	1.06	3.63	3.85
19	How much do you trust your coworkers?	3.93	1.14	3.82	4.05
20	Permission to discuss personal issues with your immediate superior?	3.78	1.15	3.66	3.89
21	Assume you were having problems at work. How far do you think your immediate supervisor would go to aid you if you asked?	3.96	1.20	3.84	4.08
22	How much do your coworkers try to avoid causing problems or disruption?	3.79	1.07	3.69	3.90
23	How satisfied are you with the praise you receive?	4.00	1.12	3.89	4.11
24	How much do you feel you own your work?	3.99	1.10	3.88	4.10
25	How much freedom do you have to plan your work?	4.02	1.15	3.90	4.13
26	How much do you believe you are contributing here?	3.96	1.08	3.85	4.06

The above table highlights the work motivation among the Business development professionals. The highest mean value was recorded for, 'All in all how satisfied are you with your job?' (Mean 4.16) with standard deviation (1.08) indicating consistency in the opinion of the respondents. This is followed by; 'How do you feel about your company's employee benefits in comparison to those offered by competing companies?' with a standard deviation of (Mean 4.06) (1.13). With a mean score of 3.74 and maximum variance for three statements with an SD of 1.15, the respondents showed a lower mean value for 'How often your immediate supervisor harasses, requests for explanation?'

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.4 Impact of *Karma Yoga* on Work Motivation in Business Development Professionals

Table No. 6.4.4 Post-Set Work Motivation in Business Development Professionals

Sl. No.	Statements	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	All in all how satisfied are you with your job?	4.39	0.91	4.30	4.48
2	How happy are you with your compensation given your talents and efforts?	4.27	0.87	4.18	4.35
3	How do you feel about your office's tea, lunch, and work hours?	4.40	0.91	4.31	4.50
4	How confident are you in your chances of advancement at your company?	4.23	0.96	4.14	4.33
5	Do you think your company's employee perks are better than those offered by other companies?	4.41	0.93	4.32	4.50
6	How do you like the kind of work you do in your organization?	4.15	0.89	4.06	4.24
7	How do people work here in your organization?	4.22	1.05	4.11	4.32
8	Is there anything (policy or conditions) that makes you want to work here?	4.22	1.01	4.12	4.32
9	How much does your employment allow you to use your finest abilities?	4.44	0.85	4.35	4.53
10	You work here, but how much does it help you learn more about your job?	4.22	0.90	4.13	4.31
11	Would you stay if you could do similar work for less money elsewhere?	4.35	0.91	4.26	4.44
12	How well do decision-makers know about difficulties at lower levels of the organisation?	4.16	1.05	4.05	4.26
13	Do you think your company's job assignments are well planned?	4.34	0.96	4.25	4.44
14	How much do your coworkers help you improve your performance?	4.20	0.92	4.11	4.30

15	How often does your immediate superior praise and encourage you?	4.27	0.98	4.18	4.37
16	How often does your immediate boss give you advice and direction?	4.15	1.01	4.05	4.25
17	How often does your immediate superior criticise and refuse to help you?	4.13	1.15	4.01	4.25
18	How often does your immediate superior harass you, asking for explanations?	4.03	1.04	3.93	4.14
19	How much do you trust your coworkers?	4.22	1.05	4.12	4.33
20	Permission to discuss personal issues with your immediate superior?	4.04	1.07	3.93	4.14
21	Assume you were having problems at work. How far do you think your immediate supervisor would go to aid you if you asked?	4.38	0.97	4.28	4.48
22	How much do your coworkers try to avoid causing problems or disruption?	4.14	1.02	4.04	4.24
23	How satisfied are you with the praise you receive?	4.30	0.99	4.20	4.40
24	How much do you feel you own your work?	4.34	0.88	4.26	4.43
25	How much freedom do you have to plan your work?	4.36	0.94	4.27	4.46
26	How much do you believe you are contributing here?	4.23	1.03	4.12	4.33

The above table highlights the work motivation among the Business development professionals. The highest mean value was recorded for, 'All in all how satisfied are you with your job?' (Mean 4.39) with standard deviation (0.91) indicating consistency in the opinion of the respondents. Then it goes on to say, 'Imagine you were experiencing some trouble at work.' How likely is it that your immediate boss would go out of their way to help you if you asked? ' (Mean 4.38) and 3.38 standard deviation (0.97). "It asks, "How comfortable do you feel sharing personal difficulties with your immediate superior?" The respondents' median value was lower. Averages 4.04 and 1.15 for how often your immediate supervisor criticises and refuses to aid you.

From lower and upper value of 95% confidence interval (CI); it is realized that the outcome will be same as observed in the above table for the whole study population. The agreement of 95% of the respondents in the study population is likely to possess opinion as that of entire respondents in the sample regarding all listed statements.

6.5 TESTING OF HYPOTHESES ON JOB SATISFACTION

H₀₁: There is no impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

H_{a1}: There is an impact of *Karma Yoga* on Job satisfaction in Business Development Professionals

The above mentioned hypothesis has been explored with reliability test & inferential statistical data analysis and results are discussed as follows;

Table No. 6.5.1 Result of Reliability and Validity Analysis for pre data set

Overall Cronbach's Alpha for 30 statements			0.952
Sl. No.	Statements	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	My social status in society is lowered as a result of the work I have.	.622	.950
2	In terms of economic benefits, such as pay allowances, etc., I grade my employment as a	.652	.950
3	As a result of my training and work experience, I have become a more competent and efficient individual.	.734	.949
4	While considering factors such as intelligence, capacity, diligence, etc.	.586	.951
5	For post-retirement benefits like pensions and gratuities I would evaluate my employment as a	.686	.950
6	At work or at home, there are built-in recreation and entertainment activities such picnics trips, variety events, etc.	.626	.950
7	As a result of my job, my social circle has grown considerably.	.731	.949
8	Accept that your supervisors and colleagues are helpful and inspiring you to do better work?	.610	.950
9	Merely because of my job's benefits, I am able to take advantage of things like subsidised health care coverage, housing, and vacation.	.692	.950
10	In my employment, I am able to cultivate a desirable way of living as well as habits and attitudes.	.670	.950
11	My job allows me to spend time with my family.	.633	.950

12	That job's virtues, opportunities to gain other jobs and exofficio are mine.	.632	.950
13	My job's postings are annoying and inconvenient for me and my family.	.630	.950
14	By striving to improve the quality of life, I am trying to make a better man, which is what my work is all about.	.671	.950
15	What do you think of my job in terms of democratic functioning?	.642	.950
16	Comparing my job to others, I evaluate it as follows:	.638	.950
17	In spite of the lack of extra pay, I am willing to work on Sundays & other holidays as well as at night & on weekends.	.555	.951
18	To help my children or family in the event of an emergency, my job provides provisions for ex-gratia grants and the like.	.579	.951
19	Conditions such as comfortable sitting, a reasonable temperature and humidity, as well as a hygienic and healthy environment in the office or work place, are essential.	.679	.950
20	My employment is light enough for me to take on side jobs to supplement my income.	.624	.950
21	Corrupt practices such as favoritism, bribery, etc. also exist in my workplace.	.283	.955
22	Think some jobs or professions contribute to the economic & development of a country?	.539	.951
23	It is my intention to place my children in the same position as myself if given the opportunity.	.661	.950
24	" Somebody may have said that "work is worship" in reference to the employment that you have.	.520	.951
25	For example, my profession has an upstream and downward communication network.	.655	.950
26	Vertical and Horizontal Mobility Opportunities such as promotions and more responsibilities are available in my current position.	.622	.950
27	In the event that I am given the opportunity, even if my emoluments do not improve, I would prefer to change	.630	.950

	careers.		
28	Which of the following statements best describes your opinion of your workplace's hierarchical structure?	.616	.950
29	What I do appears to be mundane to my family and friends.	.667	.950
30	All said & done, how satisfied are you with your job	.603	.950

Significance of *Karma Yoga* on Job satisfaction in Business Development Professionals with the help of thirty statements and respondents were requested to provide their opinion on the listed avenues. In order to assess the reliability and validity of the respondents; Item-Total Correlation and Cronbach's Alpha values were analyzed and it was observed that total Cronbach's Alpha was scored at 0.952 that is statistically excellent.

Further, scale item elimination procedure was carried out to achieve greater level of consistency but the results revealed that removal of one statement might not improve overall reliability. Therefore the researcher decided to use all the statements for hypothesis testing purpose in the following section.

The validity analysis was done using Item-Total Correlation & all statements have indicated medium to strong correlation as seen in the above table in which all statements have recorded correlation value greater than 0.30 except for one statement which is a standard for validation. The lowest correlation is recorded at 0.28 for Malpractices like corruption, favoritism etc. are there in my job also statement.

Table No. 6.5.2 Result of Reliability and Validity Analysis for Post Set

Overall Cronbach's Alpha for 30 statements			0.939
Sl. No.	Statements	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	My social status is lowered in society as a result of my job.	.492	.938
2	In terms of financial benefits such as pay allowances and other benefits, I consider my employment to be as	.621	.937
3	My competence and efficiency as a man have improved as a result of the training orientation and experiences I've gained while on the job.	.664	.936
4	Taking into account individual characteristics such as intelligence, capacity, and diligence, I honestly believe that I am.	.498	.938
5	In terms of post-retirement benefits like pensions and gratuities, I consider my job to be a	.705	.936
6	There are built-in activities for recreation and entertainment in my workplace, such as picnics, outings, and variety shows, among other things.	.582	.937
7	My social network has grown as a result of the employment that I have.	.629	.936
8	Do you think your managers and coworkers are cooperative, helpful, and inspiring individuals to do better and more sincere work?	.482	.938
9	Medical care, housing, subsidised meals, and travel are all available through my job.	.680	.936
10	My job is capable of instilling in me a desired way of life, habits, and attitudes.	.590	.937
11	My job allows me to spend time with my family and provides me with possibilities to do so.	.534	.938
12	My job, opportunities to get other jobs, exofficio, etc. are all benefits of my current position.	.621	.936

13	My job's posting locations irritate and inconvenience me and my family.	.634	.936
14	Individuals's quality of life is the goal of my employment, which is to make them better people in its own way	.621	.937
15	On a scale of democratic performance, I give my job a	.671	.936
16	Keeping all other job criteria, such as qualifications and training, equal, I assess my job as follows:	.635	.936
17	My job is so engrossing that I am willing to work on Sundays, holidays, and late hours even if there is no overtime pay.	.491	.938
18	In the event that something happens to me, my job contains provisions for offering jobs to my children or family, as well as ex-gratia grants.	.564	.937
19	Working factors such as comfortable sitting, appropriate temperature, humidity, and a hygenic and healthy office or work environment are all important.	.614	.937
20	My employment is flexible enough that I can work on the side.	.512	.938
21	Corruption, favouritism, and other wrongdoings exist at my workplace as well.	.283	.944
22	Do you believe that some jobs or professions contribute to the nation's economy and development?	.429	.938
23	If given the opportunity, I would put my children in the position that I currently have.	.675	.936
24	"Work is worship," someone once said about the job that you have.	.504	.938
25	In my profession, the communication network (both above and downward) is	.593	.937
26	Promotions and increasing responsibility are opportunities for horizontal and longitudinal mobility in my job.	.578	.937
27	If given the opportunity, I would like to change jobs, even if my emoluments do not improve.	.593	.937
28	How much do you believe that the hierarchy in your	.540	.937

	workplace prevents you from having any independence, making decisions, or taking initiative, and instead leads to boredom?		
29	My job appears to be a success to my family, relatives, and friends.	.695	.936
30	After all is said and done, how happy are you with your job?	.587	.937

Significance of *Karma Yoga* on Job satisfaction in Business Development Professionals with the help of thirty statements and respondents were requested to provide their opinion on the listed statements. In order to assess the reliability and validity of the respondents; Item-Total Correlation and Cronbach's Alpha values were analyzed and it was observed that total Cronbach's Alpha was scored at 0.939 that is statistically excellent.

Further, scale item elimination procedure was carried out to achieve greater level of consistency but the results revealed that removal of one statement might not improve overall reliability. Therefore the researcher decided to use all the statements for hypothesis testing purpose in the following section.

The validity analysis was done using Item-Total Correlation & all investment avenues have indicated medium to strong correlation as seen in the above table in which all statements have recorded correlation value greater than 0.30 except for one statement which is a standard for validation. The lowest correlation is recorded at 0.28 for Malpractices like corruption, favoritism etc. are there in my job also statement.

Table No. 6.5.3 FACTOR ANALYSIS ON POST DATA SET

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.929
Bartlett's Test of Sphericity	Approx. Chi-Square	5830.66
	df	435
	p-value	0.001*

(Source: SPSS Version 23/KMO and Barlett's Test)

In order to determine whether data may be factored, the KMO Test must be performed. In this test, each model variable, as well as the entire model, is assessed for sampling appropriateness. If the variances are not the same across all samples, Bartlett's homogeneity test is used. It checks that the assumption of equal variances is correct before performing any statistical tests."

The "KMO measure of sample adequacy is 0.929, and Barlett's test of sphericity with an approximate chi-square value of 5830.66, respectively. These results are statistically significant at 5% level. Hence all the 30 statements are distributed normally and are suitable for data reduction”

Table No. 6.5.4 Principal Component Analysis

Total Variance Explained						
Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.520	38.384	38.384	5.425	18.082	18.082
2	2.219	7.398	45.798	3.836	12.788	30.871
3	1.391	4.638	50.437	3.419	11.398	42.269
4	1.097	3.656	54.093	3.117	10.392	52.660
5	1.041	3.469	57.562	1.470	4.902	57.562
6	.996	3.319	60.881			

7	.887	2.956	63.837			
8	.845	2.816	66.653			
9	.794	2.647	69.300			
10	.758	2.526	71.826			
11	.722	2.407	74.233			
12	.678	2.260	76.493			
13	.618	2.061	78.553			
14	.572	1.908	80.462			
15	.533	1.777	82.238			
16	.528	1.760	83.998			
17	.475	1.582	85.580			
18	.456	1.521	87.101			
19	.438	1.459	88.560			
20	.426	1.421	89.982			
21	.398	1.327	91.309			
22	.387	1.290	92.599			
23	.368	1.227	93.826			
24	.357	1.190	95.016			
25	.316	1.055	96.071			
26	.289	.964	97.035			
27	.258	.860	97.895			
28	.244	.812	98.707			
29	.204	.678	99.386			
30	.184	.614	100.000			

It is discovered that four components match the cut-off requirement using "initial Eigen values" (extraction method). Four of them had Eigen values greater than one, as seen in the table above. For each summary component, it is indicated via the "percentage of variance" column how much of the overall variability (across all variables) it can account for. Among the 30 components, Component 1 accounts for 38.4% of the total variability, making it the most variable. The five components indicate cumulative % of 57.562% which is adequate for the overall variance explained which is assumed to be a satisfactory standard"

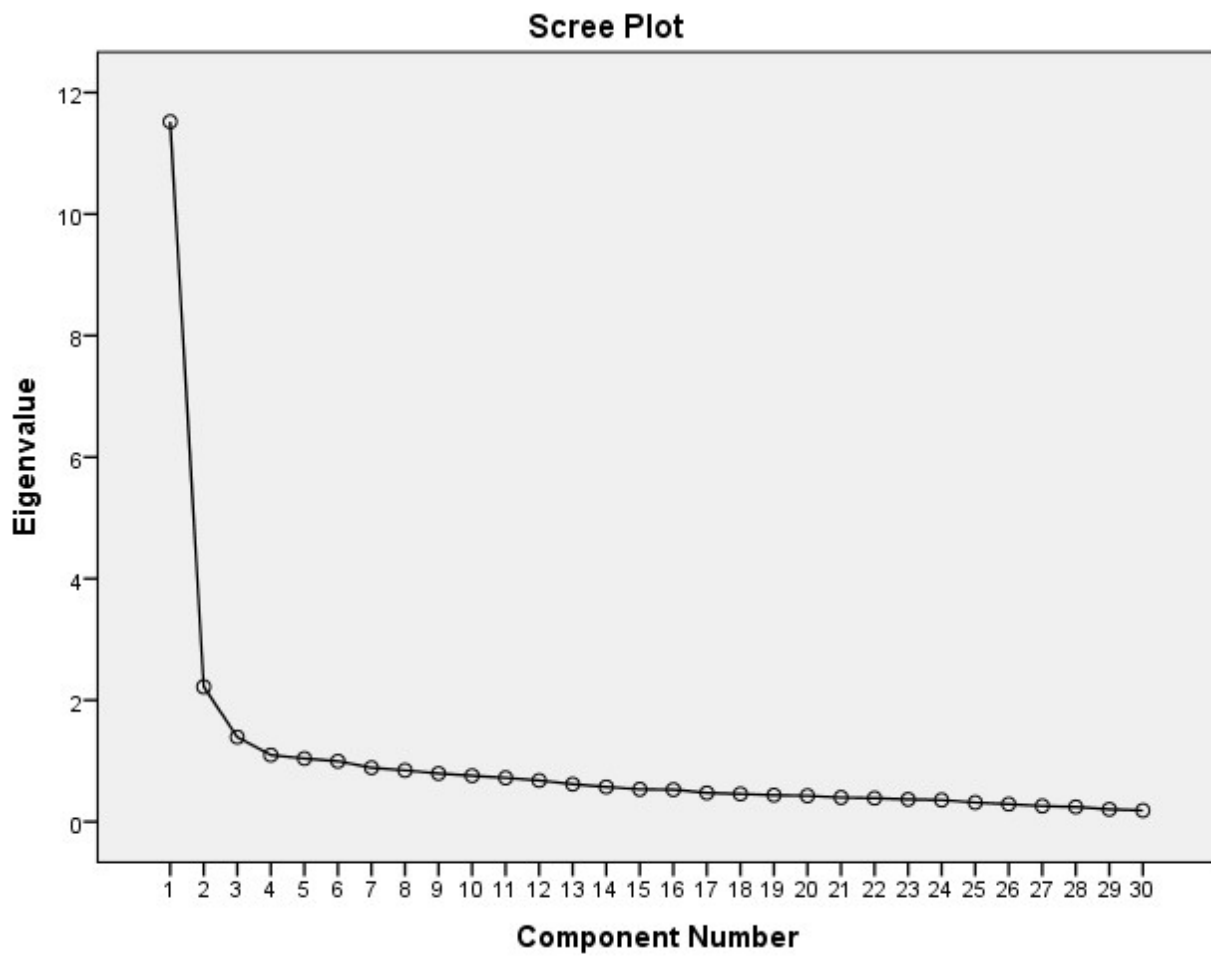


Chart No. 6.5.1 Principle Component Analysis Initial Eigen values

The scree plot shows significance of five factors with Eigen value greater than 1 as seen the above graph

Table No. 6.5.5 Rotated Component Matrix

Sl. No.	Statements	Component				
		1	2	3	4	5
1	As a result of my job, I have a high social standing in society.	.706				
3	As a result of my training and work experience, I have become a more competent and efficient individual.	.703				
5	For post-retirement benefits including pensions and gratuities I would evaluate my employment as a	.674				
7	As a result of my job, my social circle has grown considerably.	.637				
15	What do you think of my job in terms of democratic functioning?	.583				
19	Conditions such as comfortable sitting, a reasonable temperature and humidity, as well as a hygienic and healthy environment in the office or work place, are essential.	.559				
17	In spite of the lack of extra pay, I am willing to work on Sundays & other holidays as well as at night & on weekends.	.556				
25	For example, my profession has an upstream and downward communication network.	.533				
29	What I do appears to be mundane to my family and friends.	.526				
24	it's possible that the quote "work is worship" was referenced to the job in which people do their labour		.702			
22	Is your career in some way helping to improve the nation's economy and development?		.678			
30	You've considered all that has been said and done, how satisfied are you with your job?		.647			
28	In your current position, are you saying there is no room for freedom, independent thought, or decision-making?		.598			
2	For employment-related considerations like bonuses and benefits, I rank my job as		.565			
10	My work encourages me to form the kind of lifestyle, personal habits, and attitudes that make me content with life.		.517			

4	looking at each and every individual factor (such as intelligence, capacity, diligence, etc.) before making this judgement.		.504			
18	My position will include ex-gratia grants and arrangements to support my family if I cannot return to work.			.755		
20	My employment is light enough for me to supplement my income with other jobs.			.736		
14	My job is, in its own way, making a better man.			.555		
12	The reason why I have the opportunity to gain other employment, things of the job (ex officio, etc.)			.528		
16	Comparing myself to others, I would grade my job as above average.			.518		
23	Even if given the opportunity, I would place my children in the career that I'm in.				.583	
26	There are several opportunities for both horizontal and longitudinal mobility within my profession, such as a promotion, a significant rise in responsibility.				.688	
27	If given the opportunity, even if it is clear that emoluments have no impact on the quality of my work, I want to find another position.				.738	
11	My job allows me to spend time with my family.					.578
13	The places in my job where I put postings are irritating and bothersome to me and my family.					.545
Factor Name		F1	F2	F3	F4	F5

Finally, the “rotated component matrix shows the factor loadings for each attribute and highlights the factor that each attribute loaded most strongly on respective component as observed in the above table with values greater than 0.50 which was set standard”

Thus Exploratory Factor Analysis by Principal Component Analysis method derived five factors related to *Karma Yoga* which influence Job satisfaction in Business Development Professionals viz.,

F1: Job Orientation

F2: Job Rewards

F3: Job Flexibility

F4: Job Prospect

F5: Job Balance

Table No. 6.5.6 Paired Samples Statistics

Particular		Mean	SD
Pair 1	Job Orientation PRE	3.9149	0.77578
	Job Orientation POST	4.2691	0.66015
Pair 2	Job Rewards PRE	3.8274	0.71713
	Job Rewards POST	4.1637	0.60723
Pair 3	Job Flexibility PRE	3.7057	0.78549
	Job Flexibility POST	4.0589	0.68629
Pair 4	Job Prospect PRE	3.6910	0.93879
	Job Prospect POST	4.0946	0.88962
Pair 5	Job Balance PRE	3.9076	1.02255
	Job Balance POST	4.2331	0.92102

The SD is less than 1, it “indicates that there is consistency in the respondent’s opinion towards the listed Select statements influence Job satisfaction in Business Development Professionals as the aggregate mean value in post statements is more than 4 which falls on the positive side of the scale and also falls within the upper and lower confidence intervals”

Table No. 6.5.7 Paired Samples Test

Particular		Paired Differences					t-value	df	p-value
		Mean	SD	Std. Error Mean	95% Confidence Interval of the Difference				
					Upper	Lower			
Pair 1	F1PRE - F1POST	0.354	0.73393	.03745	.42781	.28053	9.456	383	0.001*
Pair 2	F2PRE - F2POST	0.336	0.73353	.03743	.40991	.26271	8.984	383	0.001*
Pair 3	F3PRE - F3POST	0.353	0.77419	.03951	.43080	.27545	8.938	383	0.001*
Pair 4	F4PRE - F4POST	0.403	0.88009	.04491	.49195	.31534	8.987	383	0.001*
Pair 5	F5PRE - F5POST	0.325	0.95910	.04894	.42175	.22929	6.651	383	0.001*
*significant at 5% level									
All values in the absolute form, ignored negative sign for inference purpose									

The mean value indicated changes in post statement opinion and higher values are recorded in post survey which is a desired condition.

Based on the results of the paired sample t test on the five factors it is evidenced that post survey respondents have indicated significance of *Karma Yoga* on the Job satisfaction level.

Table No. 6.5.8 Paired Samples Statistics

		Mean	Std. Deviation	Std. Error Mean
Pair 1	JSSPRE	3.8093	.73283	.03740
	JSSPOST	4.1639	.61217	.03124

The mean value indicated changes in post statement opinion and higher values are recorded in post survey which is a desired condition.

Table No. 6.5.9 Paired Samples Test

		Paired Differences					t	df	p-value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	JSSPRE - JSSPOST	.354	.639	.032	.41872	.29038	10.864	383	0.001*

*significant at 5% level

All values in the absolute form, ignored negative sign for inference purpose

Based on the results of the test, the null hypothesis H_0 : “There is no impact of *KARMA YOGA* on Job satisfaction in Business Development Professionals” was rejected and the alternate hypothesis H_a : “There is an impact of *KARMA YOGA* on Job satisfaction in Business Development Professionals” was accepted, since test has revealed a significant statistical reliable difference between the pre & post treatment values with p-value is less than the 5% significance level (i.e. $0.001 < 0.05$) in our study and therefore it justifies the acceptance of alternate hypothesis based on the paired sample test procedure.

Result

“Null hypothesis is rejected and alternate hypothesis is accepted, then it can be concluded that select *KARMA YOGA* statements do influence Job satisfaction in Business Development Professionals”

TESTING OF SUB-HYPOTHESIS BASED ON THE DEMOGRAPHIC DATA

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job satisfaction with respect to Gender, the hypothesis is tested.

Ho: There is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of gender

Ha: There is an impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of gender

Table No. 6.5.10 Group Statistics

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
JSSPOST	MALE	262	4.1494	.61095	.03774
	FEMALE	122	4.1950	.61615	.05578

The table “reveals the mean value and SD scores with respect to male and female Business Development Professional on Job satisfaction post *Karma Yoga* intervention”

The “mean scores and SD for Male Business Development Professional are 4.149 and 0.61 respectively whereas for Female Business Development Professional are the mean and the standard deviation are 4.19 and 0.616 respectively. This indicates that female Business Development Professional are relatively have positive opinion are more consistent with their opinion

Table No. 6.5.11 Independent Samples Test

		Levene's Test for		t-test for Equality of Means						
		Equality of Variances		t	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
		F	p-value						Lower	Upper
JSSPOST	Equal variances assumed	.004	.952	.679	382	.498	-.04559	.06714	-.17761	.08642
	Equal variances not assumed			.677	234	.499	-.04559	.06735	-.17829	.08710

F value and p-value 0.004 and 0.952 correspondingly. When the Levene test for equality of variance has a value greater than 0.05, then the t-test value, which has an observed p-value of 0.679, is interpreted as “equal variances assumed, the p-value is 0.498, with an observed t-value of 0.679. It may be assumed that there is no significant difference in the Job satisfaction following *Karma Yoga* intervention for Business Development Professionals based on gender because the observed p-value is greater than the conventional p-value of 0.05.

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of gender”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job satisfaction with respect to Marital Status, the hypothesis is tested.

Ho: There is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of Marital Status

Ha: There is an impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of Marital Status

Table No. 6.5.12 Group Statistics

	MARITAL STATUS	N	Mean	Std. Deviation	Std. Error Mean
JSSPOST	MARRIED	173	4.1900	.51736	.03933
	UNMARRIED	211	4.1424	.68060	.04685

The table “reveals the mean value and SD scores with respect to married and unmarried Business Development Professional on Job satisfaction post *Karma Yoga* intervention”

The “mean scores and SD for married Business Development Professional are 4.19 and 0.51 respectively whereas for unmarried Business Development Professional are the mean and the standard deviation are 4.14 and 0.68 respectively. This indicates that married Business Development Professional are relatively more positive opinion are more consistent with their opinion

Table No. 6.5.13 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	t	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
JSSPOST	Equal variances assumed	16.290	.001	.757	382	.449	.04758	.06282	.07594	.17110
	Equal variances not assumed			.778	379	.437	.04758	.06118	.07270	.16787

F value and p-value 16.290 and 0.001 correspondingly. As “Levene’s test for equality of variance is less than 0.05, “equal variances not assumed, the t-test value is 0.778, with an observed p-value of 0.437 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the Job satisfaction post *Karma Yoga* intervention

in Business Development Professionals on the basis of marital status”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of marital status”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job satisfaction with respect to Geographical Area, the hypothesis is tested.

Ho: There is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area

Ha: There is an impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area

Table No. 6.5.14 Group Statistics

	AREA	N	Mean	Std. Deviation	Std. Error Mean
JSSPOST	RURAL	134	4.1594	.61968	.05353
	URBAN	250	4.1663	.60934	.03854

The table “reveals the mean value and SD scores with respect to rural and urban Business Development Professional on Job satisfaction post *Karma Yoga* intervention”

The “mean scores and SD for rural Business Development Professional are 4.15 and 0.61 respectively whereas for urban Business Development Professional are the mean and the standard deviation are 4.16 and 0.60 respectively. This indicates that urban Business Development Professional are relatively more positive opinion and are more consistent with their opinion

Table No. 6.5.15 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	t	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
JSSPOST	Equal variances assumed	.108	.743	.105	382	.917	-.00688	.06563	.13591	.12216
	Equal variances not assumed			.104	268	.917	-.00688	.06596	.13675	.12299

The F value and p-value of 0.108 and 0.743 are respectively the same as. In the instance where “equal variances are assumed, and the t-test value is 0.105, “understood to be due to equal variances” the observed p-value of 0.917 is regarded valid for understanding the results. The p-value observed is greater than the conventional p-value of 0.05, meaning that there is no significant difference in the level of job satisfaction in Business Development Professionals as a result of the post *Karma Yoga* intervention, irrespective of geographical area.

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job satisfaction with respect to education, the hypothesis is tested.

Ho: There is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of education

Ha: There is an impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of education

Table No. 6.5.16 ANOVA

	Sum of Squares	df	Mean Square	F	p-value
Between Groups	.340	4	.085	0.225	.924
Within Groups	143.189	379	.378		
Total	143.529	383			

F value is 0.225, p-value is 0.924; the test outcome is insignificant. The results indicate that “there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of education”

Table No. 6.5.17 Tukey HSD Multiple Comparisons

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SSLC	PUC	.02587	.12834	1.000	-.3259	.3776
	DIPLOMA	.05496	.12812	.993	-.2962	.4061
	UG	-.00834	.12085	1.000	-.3396	.3229
	PG	-.03415	.13712	.999	-.4100	.3417
PUC	SSLC	-.02587	.12834	1.000	-.3776	.3259
	DIPLOMA	.02909	.09629	.998	-.2348	.2930
	UG	-.03421	.08639	.995	-.2710	.2026
	PG	-.06002	.10798	.981	-.3560	.2360
DIPLOMA	SSLC	-.05496	.12812	.993	-.4061	.2962
	PUC	-.02909	.09629	.998	-.2930	.2348
	UG	-.06330	.08606	.948	-.2992	.1726
	PG	-.08911	.10772	.922	-.3844	.2061
UG	SSLC	.00834	.12085	1.000	-.3229	.3396
	PUC	.03421	.08639	.995	-.2026	.2710
	DIPLOMA	.06330	.08606	.948	-.1726	.2992
	PG	-.02581	.09897	.999	-.2971	.2455
PG	SSLC	.03415	.13712	.999	-.3417	.4100
	PUC	.06002	.10798	.981	-.2360	.3560
	DIPLOMA	.08911	.10772	.922	-.2061	.3844
	UG	.02581	.09897	.999	-.2455	.2971

The Tukey HSD Multiple Comparisons test results indicate that there is no significant difference in the Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of education in all combination of education groups as the observed p value is greater than 0.05

Result

“Null hypothesis is accepted and alternate hypothesis is rejected, then it can be concluded that there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of education”

To witness whether the Business Development Professionals differ in their opinion towards significance of

Karma Yoga on Job satisfaction with respect to salary, the hypothesis is tested.

Ho: There is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of salary

Ha: There is an impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of salary

Table No. 6.5.18 ANOVA

	Sum of Squares	df	Mean Square	F	p-value
Between Groups	1.717	4	.429	1.148	.334
Within Groups	141.811	379	.374		
Total	143.529	383			

F value is 1.148, p-value is 0.334; the test outcome is insignificant. The results indicate that “there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of salary”

Table No. 6.5.19 Tukey HSD Multiple Comparisons

(I) SALARY	(J) SALARY	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Below 10K	10K to 15K	.02842	.26374	1.000	-.6945	.7513
	15K to 20K	-.15813	.25487	.972	-.8567	.5405
	20K-25K	-.04516	.25454	1.000	-.7429	.6525
	Above 25k	-.08833	.27518	.998	-.8426	.6659
10K to 15K	Below 10K	-.02842	.26374	1.000	-.7513	.6945
	15K to 20K	-.18655	.09896	.327	-.4578	.0847
	20K-25K	-.07358	.09811	.944	-.3425	.1953
	Above 25k	-.11674	.14338	.926	-.5098	.2763
15K to 20K	Below 10K	.15813	.25487	.972	-.5405	.8567
	10K to 15K	.18655	.09896	.327	-.0847	.4578
	20K-25K	.11297	.07091	.503	-.0814	.3073
	Above 25k	.06980	.12634	.982	-.2765	.4161
20K-25K	Below 10K	.04516	.25454	1.000	-.6525	.7429
	10K to 15K	.07358	.09811	.944	-.1953	.3425
	15K to 20K	-.11297	.07091	.503	-.3073	.0814
	Above 25k	-.04316	.12567	.997	-.3876	.3013
Above 25k	Below 10K	.08833	.27518	.998	-.6659	.8426
	10K to 15K	.11674	.14338	.926	-.2763	.5098
	15K to 20K	-.06980	.12634	.982	-.4161	.2765
	20K-25K	.04316	.12567	.997	-.3013	.3876

The Tukey HSD Multiple Comparisons test results indicate that there is no significant difference in the Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of salary in all combination of income groups as the observed p value is greater than 0.05

Result

“Null hypothesis is accepted and alternate hypothesis is rejected, then it can be concluded that there is no impact on Job satisfaction post *Karma Yoga* intervention in Business Development Professionals on the basis of salary”

“Hypotheses test summary of Job Satisfaction Survey among the Business Development Professionals [ANOVA, Post Hoc and t – test at 5% level of significance”]

Table No. 6.5.20 Hypotheses test summary of Job Satisfaction

Sl. No.	Null Hypothesis	Significance Value	Results
1	There is no impact of <i>Karma Yoga</i> on Job Satisfaction in Business Development Professionals	0.001*	Rejected
Significance of Demographic Factors on work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals			
1.1	There is no impact on Job Satisfaction post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Gender	0.498	Accepted
1.2	There is no impact on Job Satisfaction post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Marital Status	0.437	Accepted
1.3	There is no impact on Job Satisfaction post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Geographical Area	0.917	Accepted
1.4	There is no impact on Job Satisfaction post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Education	0.924	Accepted
1.5	There is no impact on Job Satisfaction post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Salary	0.334	Accepted

6.6 TESTING OF HYPOTHESES ON JOB INVOLVEMENT

H₀₂: There is no impact of *Karma Yoga* on Job involvement in Business Development Professionals

H_{a2}: There is an impact of *Karma Yoga* on Job involvement in Business Development Professionals

The above mentioned hypothesis has been explored with reliability test & inferential statistical data analysis and results are discussed as follows;

Table No. 6.6.1 Result of Reliability and Validity Analysis for pre data set

Overall Cronbach's Alpha for 10 statements			0.883
Sl. No.	Statements	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	I find my job motivating	.621	.872
2	My job is important to me	.559	.876
3	I identify with my present job	.571	.875
4	I find my job interesting	.676	.867
5	My job gives me satisfaction	.600	.873
6	I like my job	.632	.871
7	I care for my job	.609	.872
8	My work is not burden for me	.641	.870
9	I enjoy my work	.664	.868
10	Whenever I complete some work, I feel happy	.572	.875

Significance of *Karma Yoga* on Job involvement in Business Development Professionals with the help of ten statements and respondents were requested to provide their opinion on the listed statements. In order to assess the reliability and validity of the respondents; Item-Total Correlation and Cronbach's Alpha values were analyzed and it was observed that total Cronbach's Alpha was scored at 0.883 that is statistically very good.

Further, scale item elimination procedure was carried out to achieve greater level of consistency but the results revealed that removal of statement might not improve overall reliability. Therefore the researcher decided to use all the statements for hypothesis testing purpose in the following section.

The validity analysis was done using Item-Total Correlation & all investment avenues have indicated medium to strong correlation as seen in the above table in which all statements have recorded correlation value greater than 0.30 which is a standard for validation. The lowest correlation is recorded at 0.571 for I identify with my present job.

Table No. 6.6.2 Result of Reliability and Validity Analysis for post data set

Overall Cronbach's Alpha for 10 statements			0.893
Sl. No.	Statements	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	I find my job motivating	.631	.883
2	My job is important to me	.567	.887
3	I identify with my present job	.562	.889
4	I find my job interesting	.662	.881
5	My job gives me satisfaction	.656	.882
6	I like my job	.640	.883
7	I care for my job	.668	.881
8	My work is not burden for me	.645	.882
9	I enjoy my work	.717	.877
10	Whenever I complete some work, I feel happy	.628	.884

Significance of *Karma Yoga* on Job involvement in Business Development Professionals with the help of ten statements and respondents were requested to provide their opinion on the listed statements. In order to assess the reliability and validity of the respondents; Item-Total Correlation and Cronbach's Alpha values were analyzed and it was observed that total Cronbach's Alpha was scored at 0.893 that is statistically very good.

Further, scale item elimination procedure was carried out to achieve greater level of consistency but the results revealed that removal of statement might not improve overall reliability. Therefore the researcher decided to use all the statements for hypothesis testing purpose in the following section.

The validity analysis was done using Item-Total Correlation & all investment avenues have indicated medium to strong correlation as seen in the above table in which all statements have recorded correlation value greater than 0.30 which is a standard for validation. The lowest correlation is recorded at 0.562 for I identify with my present job.

Table No. 6.6.3 FACTOR ANALYSIS ON POST DATA SET

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.895
Bartlett's Test of Sphericity	Approx. Chi-Square	1875.082
	df	45
	p-value	0.001*

(Source: SPSS Version 23/KMO and Barlett's Test)

The F value and p-value of 0.108 and 0.743 are respectively the same as. In the instance where “equal variances are assumed, and the t-test value is 0.105, “understood to be due to equal variances” the observed p-value of 0.917 is regarded valid for understanding the results. The p-value observed is greater than the conventional p-value of 0.05, meaning that there is no significant difference in the level of job satisfaction in Business Development Professionals as a result of the post *Karma Yoga* intervention, irrespective of geographical area.

KMO's “adequacy for survey sampling” measures 0.895, while Barlett's “Sphericity with estimated chi-square value” test has an approximate value of 1875.082. These results are statistically significant at 5% level. Hence all the 10 statements are distributed normally and are suitable for data reduction”

Table No. 6.6.4 Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.152	51.520	51.520	3.257	32.570	32.570
2	1.251	12.513	64.033	3.146	31.463	64.033
3	.770	7.700	71.734			
4	.582	5.819	77.552			
5	.480	4.802	82.354			
6	.455	4.555	86.909			
7	.372	3.719	90.627			
8	.346	3.457	94.084			
9	.311	3.110	97.194			
10	.281	2.806	100.000			

Using “initial Eigenvalues”, four factors meet the cut-off requirement (extraction method). Two components have Eigenvalues larger than 1 in the table above. The “% of variance” column shows how much each of these summary components contributes to the total variability (of all variables). Component 1 has the largest variability (51.220%) of the 10 components. The two components add up to 64.033 percent, which is acceptable for the overall variance explained.

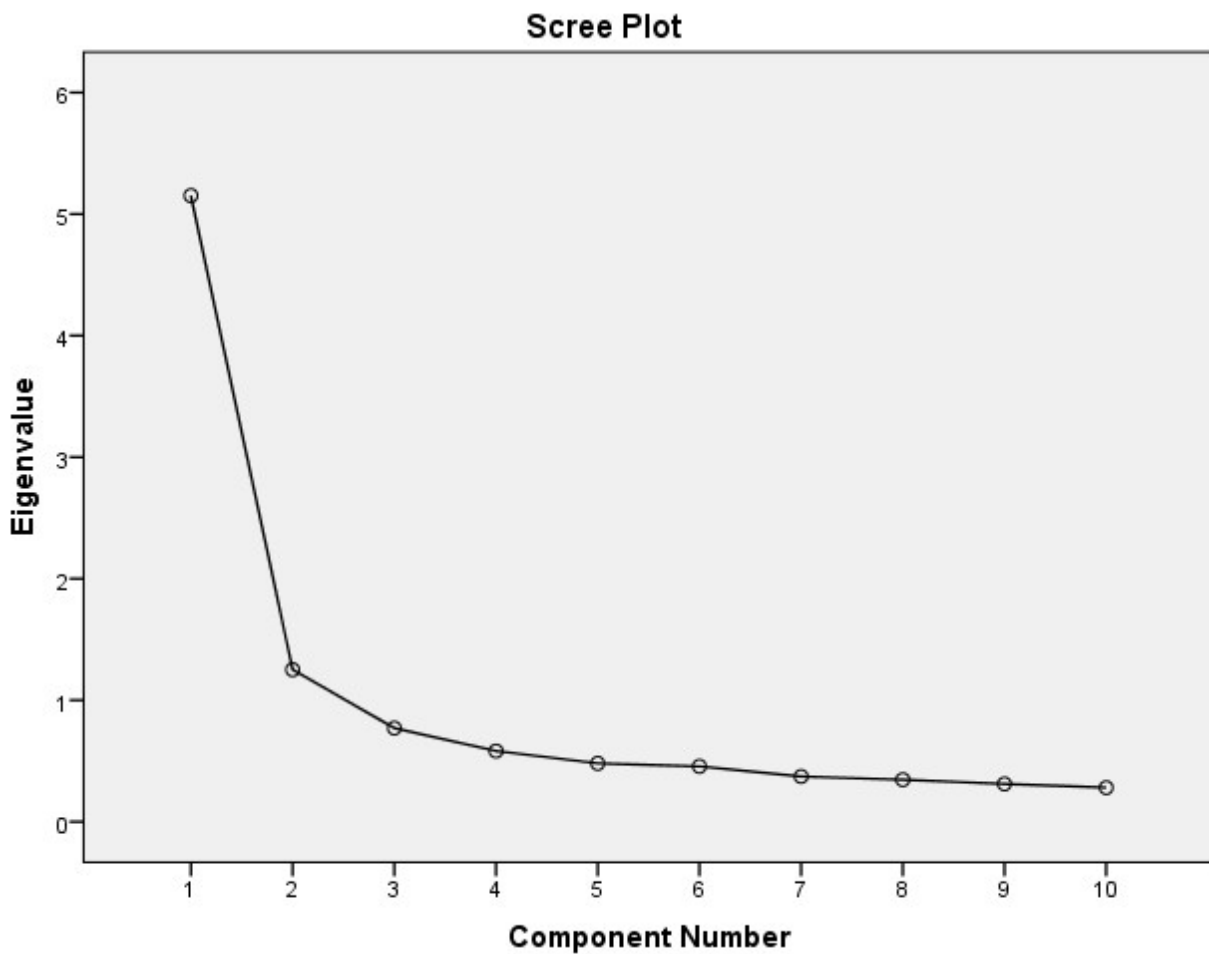


Chart No. 6.6.1 Total Variance Explained with Initial Eigen values

The scree plot shows significance of two factors with Eigen value greater than 1 as seen the above graph

Table No. 6.6.5 Rotated Component Matrix

Sl. No.	Statements	Component	
		1	2
10	I am glad when I finish work.	.788	
6	I like my job	.787	
4	I find my job interesting	.762	
8	My work is not burden for me	.719	
2	My job is important to me	.696	
1	I find my job motivating		.789
3	I identify with my present job		.786
5	My job gives me satisfaction		.778
9	I enjoy my work		.710
7	I care for my job		.696
Factor Name		F1	F2

Finally, the “rotated component matrix shows the factor loadings for each attribute and highlights the factor that each attribute loaded most strongly on respective component as observed in the above table with values greater than 0.50 which was set standard”

Thus Exploratory Factor Analysis by Principal Component Analysis method derived two factors related to *Karma Yoga* which influence Job involvement in Business Development Professionals viz.,

F1: Job Immersion

F2: Job Inspiration

Table No. 6.6.6 Paired Samples Statistics

Particular		Mean	SD
Pair 1	Job Immersion PRE	4.16	0.69
	Job Immersion POST	4.31	0.63
Pair 2	Job Inspiration PRE	4.28	0.69
	Job Inspiration POST	4.45	0.66

The SD is less than 1, it “indicates that there is consistency in the respondent’s opinion towards the listed Select statements influence Job involvement in Business Development Professionals as the aggregate mean

value in post statements is more than 4 which falls on the positive side of the scale and also falls within the upper and lower confidence intervals”

Table No. 6.6.7 Paired Samples Test

		Paired Differences					t	df	p-value
		Mean	SD	Std. Error Mean	95% Confidence Interval of the Difference				
					Upper	Lower			
Pair 1	F1PRE - F1POST	.15052	.73193	.03735	.22396	.07708	4.030	383	0.001*
Pair 2	F2PRE - F2POST	.17865	.72556	.03703	.25145	.10585	4.825	383	0.001*

*significant at 5% level
All values in the absolute form. Ignored negative sign for interpretation purpose

The mean value indicated changes in post statement opinion and higher values are recorded in post survey which is a desired condition.

Based on the results of the paired sample t test on the two factors it is evidenced that post survey respondents have indicated significance of *Karma Yoga* on the Job involvement level.

Table No. 6.6.8 Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	JISPRE	4.22	384	0.63	.03246
	JISPOST	4.38	384	0.58	.02990

The mean value indicated changes in post statement opinion and higher values are recorded in post survey which is a desired condition.

Table No. 6.6.9 Paired Samples Test

		Paired Differences					t	df	p-value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Upper	Lower			
Pair 1	JISPRE – JISPOST	.16458	.65221	.03328	.23002	.09914	4.945	383	0.001*

*significant at 5% level
All values in the absolute form. Ignored negative sign for interpretation purpose

In light of the test results, the null hypothesis H₀: “There is no impact of *Karma Yoga* on Job involvement in Business Development Professionals” was rejected, while the alternate hypothesis H_a: “There is an impact of *Karma Yoga* on Job involvement in Business Development Professionals” was accepted.

Result

“Null hypothesis is rejected and alternate hypothesis is accepted, then it can be concluded that select *KARMA YOGA* statements do impact Job involvement in Business Development Professionals”

TESTING OF SUB-HYPOTHESIS BASED ON THE DEMOGRAPHIC DATA

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job involvement with respect to Gender, the hypothesis is tested.

H₀: There is no impact in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of gender

H_a: There is an impact in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of gender

Table No. 6.6.10 Group Statistics

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
JISPOST	MALE	262	4.3481	.62390	.03854
	FEMALE	122	4.4730	.48618	.04402

The table “reveals the mean value and SD scores with respect to male and female Business Development Professional on Job involvement post *Karma Yoga* intervention”

The “mean scores and SD for Male Business Development Professional are 4.34 and 0.62 respectively whereas for Female Business Development Professional are the mean and the standard deviation are 4.47 and 0.48 respectively. This indicates that female Business Development Professional are relatively have positive opinion are more consistent with their opinion

Table No. 6.6.11 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	t	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
JISPOST	Equal variances assumed	2.635	.105	1.951	382	.052	-.12486	.06399	-.25067	.00095
	Equal variances not assumed			2.134	296	.034	-.12486	.05851	-.23840	-.00972

F value and p-value 2.635 and 0.105 correspondingly. As “Levene’s test for equality of variance is more than 0.05, “equal variances assumed, the t-test value is 1.951, with an observed p-value of 0.052 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of gender”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no impact on Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of gender”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job involvement with respect to Marital Status, the hypothesis is tested.

Ho: There is no difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of Marital Status

Ha: There is a difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of Marital Status

Table No. 6.6.12 Group Statistics

	MARITAL_STATUS	N	Mean	Std. Deviation	Std. Error Mean
JISPOST	MARRIED	173	4.4098	.51700	.03931
	UNMARRIED	211	4.3697	.63758	.04389

The table “reveals the mean value and SD scores with respect to married and unmarried Business Development Professional on Job involvement post *Karma Yoga* intervention”

The “mean scores and SD for married Business Development Professional are 4.40 and 0.51 respectively whereas for unmarried Business Development Professional are the mean and the standard deviation are 4.36 and 0.63 respectively. This indicates that married Business Development Professional are relatively more positive opinion are more consistent with their opinion

Table No. 6.6.13 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	T	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
JISPOST	Equal variances assumed	2.972	.086	.668	382	.505	.04016	.06014	-.07809	.15841
	Equal variances not assumed			.682	381.958	.496	.04016	.05892	-.07569	.15601

F value and p-value 2.972 and 0.086 correspondingly. As “Levene’s test for equality of variance is more than 0.05, “equal variances assumed, the t-test value is 0.668, with an observed p-value of 0.505 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of marital status”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no impact on the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of marital status”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job involvement with respect to Geographical Area, the hypothesis is tested.

Ho: There is no difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area

Ha: There is a difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area

Table No. 6.6.14 Group Statistics

	AREA	N	Mean	Std. Deviation	Std. Error Mean
JISPOST	RURAL	134	4.3082	.69726	.06023
	URBAN	250	4.4304	.51300	.03244

The table “reveals the mean value and SD scores with respect to rural and urban Business Development Professional on Job involvement post *Karma Yoga* intervention”

The “mean scores and SD for rural Business Development Professional are 4.30 and 0.69 respectively whereas for urban Business Development Professional are the mean and the standard deviation are 4.43 and 0.51 respectively. This indicates that urban Business Development Professional are relatively more positive opinion and are more consistent with their opinion

Table No. 6.6.15 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	T	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
JISPOST	Equal variances assumed	8.014	.005	1.955	382	.051	.12219	.06250	-.24508	.00070
	Equal variances not assumed			1.786	211	.076	-.12219	.06842	-.25706	.01267

F value and p-value 8.014 and 0.005 correspondingly. As “Levene’s test for equality of variance is less than 0.05, “equal variances not assumed”, the t-test value is 1.955, with an observed p-value of 0.051 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no impact on the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job involvement with respect to education, the hypothesis is tested.

Ho: There is no difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of education

Ha: There is a difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of education

Table No. 6.6.16 ANOVA

	Sum of Squares	df	Mean Square	F	p-value
Between Groups	.712	4	.178	.516	.724
Within Groups	130.780	379	.345		
Total	131.492	383			

F value is 0.516, p-value is 0.724; the test outcome is insignificant. The results indicate that “there is no difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of education”

Table No. 6.6.17 Tukey HSD Multiple Comparisons

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SSLC	PUC	.02724	.12265	.999	-.3089	.3634
	DIPLOMA	.09040	.12244	.947	-.2452	.4260
	UG	-.02634	.11550	.999	-.3429	.2902
	PG	.01921	.13105	1.000	-.3384	.3784
PUC	SSLC	-.02724	.12265	.999	-.3634	.3089
	DIPLOMA	.06316	.09202	.959	-.1891	.3154
	UG	-.05358	.08256	.967	-.2799	.1727
	PG	-.00802	.10320	1.000	-.2909	.2748
DIPLOMA	SSLC	-.09040	.12244	.947	-.4260	.2452
	PUC	-.06316	.09202	.959	-.3154	.1891
	UG	-.11674	.08224	.616	-.3422	.1087
	PG	-.07118	.10295	.958	-.3534	.2110
UG	SSLC	.02634	.11550	.999	-.2902	.3429
	PUC	.05358	.08256	.967	-.1727	.2799
	DIPLOMA	.11674	.08224	.616	-.1087	.3422
	PG	.04556	.09458	.989	-.2137	.3048
PG	SSLC	-.01921	.13105	1.000	-.3784	.3384
	PUC	.00802	.10320	1.000	-.2748	.2909
	DIPLOMA	.07118	.10295	.958	-.2110	.3534
	UG	-.04556	.09458	.989	-.3048	.2137

The Tukey HSD Multiple Comparisons test results indicate that there is no significant difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of education in all combination of education groups as the observed p value is greater than 0.05

Result

“Null hypothesis is accepted and alternate hypothesis is rejected, then it can be concluded that there is no impact on the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of education”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on Job involvement with respect to salary, the hypothesis is tested.

Ho: There is no impact on the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of salary

Ha: There is an impact on the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of salary

Table No. 6.6.18 ANOVA

	Sum of Squares	df	Mean Square	F	p-value
Between Groups	.787	4	.197	.571	.684
Within Groups	130.705	379	.345		
Total	131.492	383			

F value is 0.571, p-value is 0.684; the test outcome is insignificant. The results indicate that “there is no difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of salary”

Table No. 6.6.19 Tukey HSD Multiple Comparisons

(I) SALARY	(J) SALARY	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Below 10K	10K to 15K	-.12756	.25320	.987	-.8216	.5664
	15K to 20K	-.12361	.24469	.987	-.7943	.5471
	20K-25K	-.14762	.24437	.974	-.8174	.5222
	Above 25k	.02381	.26419	1.000	-.7003	.7479
10K to 15K	Below 10K	.12756	.25320	.987	-.5664	.8216
	15K to 20K	.00395	.09501	1.000	-.2565	.2644
	20K-25K	-.02005	.09419	1.000	-.2782	.2381
	Above 25k	.15137	.13765	.807	-.2259	.5287
15K to 20K	Below 10K	.12361	.24469	.987	-.5471	.7943
	10K to 15K	-.00395	.09501	1.000	-.2644	.2565
	20K-25K	-.02401	.06808	.997	-.2106	.1626
	Above 25k	.14742	.12129	.742	-.1850	.4799
20K-25K	Below 10K	.14762	.24437	.974	-.5222	.8174
	10K to 15K	.02005	.09419	1.000	-.2381	.2782
	15K to 20K	.02401	.06808	.997	-.1626	.2106
	Above 25k	.17143	.12065	.615	-.1593	.5021
Above 25k	Below 10K	-.02381	.26419	1.000	-.7479	.7003
	10K to 15K	-.15137	.13765	.807	-.5287	.2259
	15K to 20K	-.14742	.12129	.742	-.4799	.1850
	20K-25K	-.17143	.12065	.615	-.5021	.1593

The Tukey HSD Multiple Comparisons test results indicate that there is no significant difference in the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of salary in all combination of income groups as the observed p value is greater than 0.05

Result

“Null hypothesis is accepted and alternate hypothesis is rejected, then it can be concluded that there is no impact on the Job involvement post *Karma Yoga* intervention in Business Development Professionals on the basis of salary”

“Hypotheses test summary of Job Involvement Survey among the Business Development Professionals [ANOVA, Post Hoc and t – test at 5% level of significance”]

Table No. 6.6.20 Hypotheses test summary of Job Involvement

Sl. No.	Null Hypothesis	Significance Value	Results
2	There is no impact of <i>Karma Yoga</i> on Job involvement on Business Development Professionals	0.001*	Rejected
Significance of Demographic Factors on work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals			
2.1	There is no impact on the Job involvement post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Gender	0.052	Accepted
2.2	There is no impact on the Job involvement post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Marital Status	0.505	Accepted
2.3	There is no impact on the Job involvement post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Geographical Area	0.051	Accepted
2.4	There is no impact on the Job involvement post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Education	0.724	Accepted
2.5	There is no impact on the Job involvement post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Salary	0.684	Accepted

6.7 TESTING OF HYPOTHESES ON WORK MOTIVATION

H₀₃: There is no impact of *Karma Yoga* on Work Motivation in Business Development Professionals

H_{a3}: There is an impact of *Karma Yoga* on Work Motivation in Business Development Professionals

The above mentioned hypothesis has been explored with reliability test & inferential statistical data analysis and results are discussed as follows;

Table No. 6.7.1 Result of Reliability and Validity Analysis for pre data set

Overall Cronbach's Alpha for 26 statements			0.948
Sl. No.	Statements	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	All in all how satisfied are you with your job?	.632	.946
2	How happy are you with your compensation given your talents and efforts?	.628	.946
3	How do you feel about your office's tea, lunch, and work hours?	.660	.945
4	How confident are you in your chances of advancement at your company?	.638	.946
5	Do you think your company's employee perks are better than those offered by other companies?	.661	.945
6	How do you like the kind of work you do in your organization?	.666	.945
7	How do people work here in your organization?	.603	.946
8	Is there anything (policy or conditions) that makes you want to work here?	.580	.946
9	How much does your employment allow you to use your finest abilities?	.687	.945
10	You work here, but how much does it help you learn more about your job?	.645	.945
11	Would you stay if you could do similar work for less money elsewhere?	.598	.946
12	How well do decision-makers know about difficulties at lower levels of the organisation?	.638	.946

13	Do you think your company's job assignments are well planned?	.648	.945
14	How much do your coworkers help you improve your performance?	.608	.946
15	How often does your immediate superior praise and encourage you?	.621	.946
16	How often does your immediate boss give you advice and direction?	.596	.946
17	How often does your immediate superior criticise and refuse to help you?	.560	.947
18	How often does your immediate superior harass you, asking for explanations?	.514	.947
19	How much do you trust your coworkers?	.623	.946
20	Permission to discuss personal issues with your immediate superior?	.622	.946
21	Assume you were having problems at work. How far do you think your immediate supervisor would go to aid you if you asked?	.697	.945
22	How much do your coworkers try to avoid causing problems or disruption?	.666	.945
23	How satisfied are you with the praise you receive?	.667	.945
24	How much do you feel you own your work?	.593	.946
25	How much freedom do you have to plan your work?	.596	.946
26	How much do you believe you are contributing here?	.567	.946

Significance of *Karma Yoga* on Work motivation in Business Development Professionals with the help of 26 statements and respondents were requested to provide their opinion on the listed statements. In order to assess the reliability and validity of the respondents; Item-Total Correlation and Cronbach's Alpha values were analyzed and it was observed that total Cronbach's Alpha was scored at 0.948 that is statistically very good.

Further, scale item elimination procedure was carried out to achieve greater level of consistency but the results revealed that removal of statement might not improve overall reliability. Therefore the researcher

decided to use all the statements for hypothesis testing purpose in the following section.

The validity analysis was done using Item-Total Correlation & all investment avenues have indicated medium to strong correlation as seen in the above table in which all statements have recorded correlation value greater than 0.30 which is a standard for validation. For how often your direct boss harasses you or asks for an explanation, the correlation is the lowest at 0.514.

Table No. 6.7.2 Result of Reliability and Validity Analysis for post data set

Overall Cronbach's Alpha for 26 statements			0.942
Sl. No.	Statements	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	All in all how satisfied are you with your job?	.563	.941
2	Considering your skills & efforts you put into your job, how satisfied are you with your pay	.648	.940
3	How do you feel about the way Tea breaks, lunch breaks, hours of work & the like are handled in your office	.672	.940
4	How much satisfied do you feel about your chances of promotion in your organization?	.678	.939
5	How do you feel about your organization's employees benefits as compared with those in other similar organizations?	.610	.940
6	How do you like the kind of work you do in your organization?	.649	.940
7	How do people work here in your organization?	.547	.941
8	Are there things about working here (people policies or conditions) that encourage you to work here?	.626	.940
9	To what extent does your job give you a chance to use your best abilities to do things your best at?	.603	.940
10	To what extent does your work here help you learn more about your profession or occupation?	.661	.940
11	If you had a chance to do some kind of work for same pay in another organization, would you stay here	.547	.941
12	To what extent the people who make decisions are aware of problems at lower levels in the organization?	.581	.941
13	DO you agree that the work assignments are well planned in your organization?	.535	.941
14	To what extent do people in your work group show you how to improve your performance?	.558	.941
15	How often your immediate superior talks to you in the appreciating encouraging way	.583	.941

16	How often your immediate superior talks to you In giving direction & suggestion?	.571	.941
17	How often your immediate superior talks to you in the way of criticizes & refuses to help?	.482	.942
18	How often your immediate superior talks to you in the way of harasses, asks for explanation?	.541	.941
19	TO what extent do you have confidence & trust in the people in your work group	.636	.940
20	How free do you feel to discuss your personal problems with your immediate superior?	.641	.940
21	Suppose you were having some sort of difficulty in your job. To what extent do you feel your immediate superior would be willing to go out of way help you if you ask for it?	.652	.940
22	To what extent do the members of staff in your work group make an effort to avoid creating problems or interference?	.631	.940
23	How much satisfied do you feel with the recognition work gets	.705	.939
24	To what extent do you feel you're responsible for your work?	.645	.940
25	To what extent do you feel free to plan your own work?	.588	.940
26	To what extent do you feel you are doing useful work here?	.606	.940

Significance of *Karma Yoga* on Work motivation in Business Development Professionals with the help of 26 statements and respondents were requested to provide their opinion on the listed statements. In order to assess the reliability and validity of the respondents; Item-Total Correlation and Cronbach's Alpha values were analyzed and it was observed that total Cronbach's Alpha was scored at 0.942 that is statistically very good.

Further, scale item elimination procedure was carried out to achieve greater level of consistency but the results revealed that removal of statement might not improve overall reliability. Therefore the researcher decided to use all the statements for hypothesis testing purpose in the following section.

The validity analysis was done using Item-Total Correlation & all investment avenues have indicated medium to strong correlation as seen in the above table in which all statements have recorded correlation value greater than 0.30 which is a standard for validation. The lowest correlation is recorded at 0.535 for do you agree that the work assignments are well planned in your organization

Table No. 6.7.3 FACTOR ANALYSIS ON POST DATA SET

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.948
Bartlett's Test of Sphericity	Approx. Chi-Square	4858.713
	df	325
	p-value	0.001*

“In order to determine whether data may be factored, the KMO Test must be performed. In this test, each model variable, as well as the entire model, is assessed for sampling appropriateness. If the variances are not the same across all samples, Bartlett's homogeneity test is used. It checks that the assumption of equal variances is correct before performing any statistical tests.”

The “KMO measure of sampling adequacy is 0.948 and Bartlett’s test of Sphericity with approximate chi-square value is 4858.713. These results are statistically significant at 5% level. Hence all the 10 statements are distributed normally and are suitable for data reduction”

Table No. 6.7.4 Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.829	41.649	41.649	5.029	19.341	19.341
2	1.506	5.790	47.439	3.815	14.674	34.015
3	1.161	4.464	51.903	3.449	13.266	47.281
4	1.045	4.019	55.921	2.246	8.640	55.921
5	.933	3.587	59.509			
6	.922	3.546	63.055			
7	.815	3.133	66.188			
8	.782	3.009	69.197			
9	.745	2.864	72.060			
10	.640	2.463	74.523			
11	.627	2.410	76.934			
12	.585	2.250	79.184			
13	.526	2.023	81.206			
14	.519	1.996	83.202			
15	.486	1.871	85.073			
16	.453	1.741	86.814			
17	.441	1.697	88.511			
18	.415	1.597	90.107			
19	.389	1.494	91.602			
20	.361	1.387	92.988			
21	.341	1.310	94.299			
22	.326	1.255	95.554			
23	.314	1.209	96.763			
24	.297	1.142	97.905			
25	.286	1.101	99.006			
26	.258	.994	100.000			

Four factors fulfil the cut-off condition based on initial Eigen values (extraction method). Eigen values

larger than 1 were found in two of the factors in the table. According to this column, each summary component can account for a certain percentage of the overall variability (in all of the variables together). Component one is the most variable of the 26 components, with a variance of 41.649 percent. As a result of these four factors, the cumulative percent is 55.92 percent, which is sufficient for the total variance explained, which is deemed to be a suitable standard

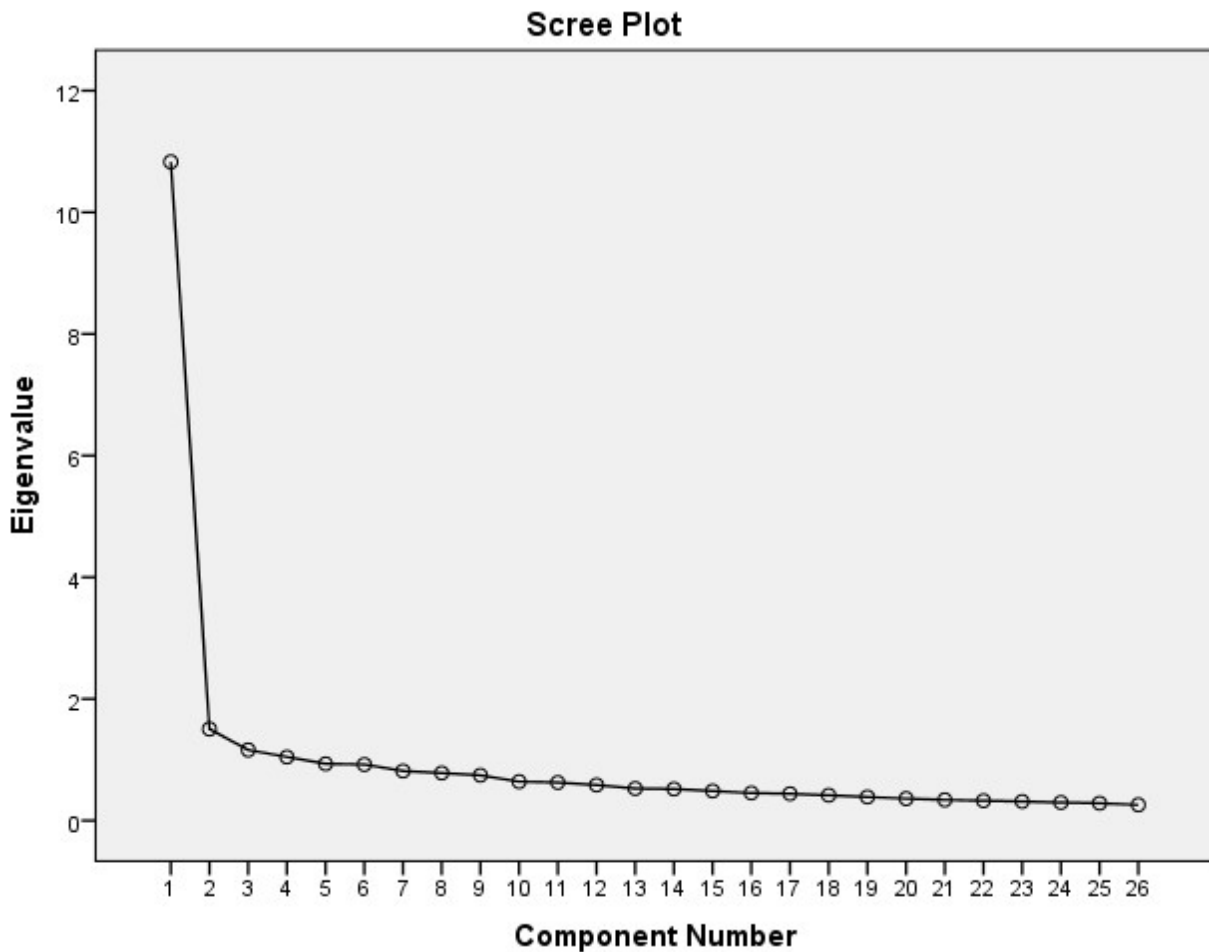


Chart No. 6.7.1 Total Variance Explained with Initial Eigen values

The scree plot shows significance of four factors with Eigen value greater than 1 as seen the above graph

Table No. 6.7.5 Rotated Component Matrix

Sl. No.	Statements	Component			
		1	2	3	4
4	How much satisfied do you feel about your chances of promotion in your organization?	.760			
3	How do you feel about the way Tea breaks, lunch breaks, hours of work & the like are handled in your office	.629			
23	How much satisfied do you feel with the recognition work gets	.659			
24	To what extent do you feel you're responsible for your work?	.655			
2	Considering your skills & efforts you put into your job, how satisfied are you with your pay	.609			
7	How do people work here in your organization?	.581			
20	How free do you feel to discuss your personal problems with your immediate superior?	.559			
8	Are there things about working here (people policies or conditions) that encourage you to work here?	.545			
6	How do you like the kind of work you do in your organization?	.537			
26	To what extent do you feel you are doing useful work here?	.523			
5	How do you feel about your organization's employees benefits as compared with those in other similar organizations?		.709		
21	Suppose you were having some sort of difficulty in your job. To what extent do you feel your immediate superior would be willing to go out of way help you if you ask for it?		.645		
25	To what extent do you feel free to plan your own work?		.642		
13	Do you agree that the work assignments are well planned in your organization?		.640		
1	All in all how satisfied are you with your job?		.602		
9	To what extent does your job give you a chance to use your best abilities to do things your best at?		.551		
15	How often your immediate superior talks to you in the appreciating encouraging way			.700	
16	How often your immediate superior talks to you In giving direction & suggestion?			.688	

14	To what extent do people in your work group show you how to improve your performance?			.686	
10	To what extent does your work here help you learn more about your profession or occupation?			.545	
12	To what extent the people who make decisions are aware of problems at lower levels in the organization?			.531	
18	How often your immediate superior talks to you in the way of harasses, asks for explanation?				.685
17	How often your immediate superior talks to you in the way of criticizes & refuses to help?				.677
19	To what extent do you have confidence & trust in the people in your work group				.579
Factor Name		F1	F2	F3	F4

Finally, the “rotated component matrix shows the factor loadings for each attribute and highlights the factor that each attribute loaded most strongly on respective component as observed in the above table with values greater than 0.50 which was set standard”

Thus Exploratory Factor Analysis by Principal Component Analysis method derived four factors related to *Karma Yoga* which influence work motivation in Business Development Professionals viz.,

F1: Work Contentment

F2: Work Association

F3: Work Culture

F4: Work Communication

Table No. 6.7.6 Paired Samples Statistics

	Particular	Mean	Std. Deviation
Pair 1	Work Contentment PRE	3.94	0.76
	Work Contentment POST	4.23	0.69
Pair 2	Work Association PRE	4.03	0.89
	Work Association POST	4.38	0.68
Pair 3	Work Culture PRE	3.86	0.83
	Work Culture POST	4.20	0.73
Pair 4	Work Communication PRE	3.83	0.87
	Work Communication POST	4.12	0.84

The SD is less than 1, it “indicates that there is consistency in the respondent’s opinion towards the listed statements related to work motivation among the Business Development Professionals as the aggregate mean value in post statements is more than 4 which falls on the positive side of the scale and also falls within the upper and lower confidence intervals”

Table No.6.7.7 Paired Samples Test

		Paired Differences					t	df	p-value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Upper	Lower			
Pair 1	F1PRE - F1POST	.29062	.69087	.03526	.35994	.22131	8.243	383	0.001*
Pair 2	F2PRE - F2POST	.35677	.72455	.03697	.42947	.28407	9.649	383	0.001*
Pair 3	F3PRE - F3POST	.33594	.77423	.03951	.41362	.25825	8.503	383	0.001*
Pair 4	F4PRE - F4POST	.28906	.87717	.04476	.37707	.20105	6.458	383	0.001*

*significant at 5% level
All values in the absolute form. Ignored negative sign for interpretation purpose

The mean value indicated changes in post statement opinion and higher values are recorded in post survey which is a desired condition.

Based on the results of the paired sample t test on the four factors it is evidenced that post survey respondents have indicated significance of *Karma Yoga* on the work motivation level.

Table No. 6.7.8 Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	WMPRE	3.92	384	0.73	.03760
	WMPOST	4.23	384	0.63	.03217

The mean value indicated changes in post statement opinion and higher values are recorded in post survey which is a desired condition.

Table No. 6.7.9 Paired Samples Test

		Paired Differences					t	df	p-value
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Upper	Lower			
Pair 1	WMPRE - WMPOST	.31810	.63011	.03216	.38132	.25488	-9.893	383	0.001*

*significant at 5% level
All values in the absolute form. Ignored negative sign for interpretation purpose

Based on the results of the test, the null hypothesis H_0 : “There is no significance of *Karma Yoga* on work motivation in Business Development Professionals” was rejected and the alternate hypothesis H_a : “There is a significance of *Karma Yoga* on work motivation in Business Development Professionals” was accepted, since test has revealed a significant statistical reliable difference between the pre & post treatment values with p-value is less than the 5% significance level (i.e. $0.001 < 0.05$) in our study and therefore it justifies the acceptance of alternate hypothesis based on the paired sample test procedure.

Result

“Null hypothesis is rejected and alternate hypothesis is accepted, then it can be concluded that select *Karma Yoga* statements do bring in work motivation in Business Development Professionals”

TESTING OF SUB-HYPOTHESIS BASED ON THE DEMOGRAPHIC DATA

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on work motivation with respect to Gender, the hypothesis is tested.

Ho: There is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of gender

Ha: There is a difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of gender

Table No. 6.7.10 Group Statistics

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
WMPOST	MALE	262	4.2248	.63264	.03908
	FEMALE	122	4.2698	.62698	.05676

The table “reveals the mean value and SD scores with respect to male and female Business Development Professional on work motivation post *Karma Yoga* intervention”

The “mean scores and SD for Male Business Development Professional are 4.22 and 0.63 respectively whereas for Female Business Development Professional are the mean and the standard deviation are 4.26 and 0.42 respectively. This indicates that female Business Development Professional are relatively more positive in opinion and are more consistent with their opinion

Table No. 6.7.11 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	t	Df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Upper	Lower
WMPOST	Equal variances assumed	0.423	0.516	0.650	382	0.516	0.044	0.069	0.180	0.090
	Equal variances not assumed			0.652	238	0.515	0.044	0.068	0.180	0.090

F value and p-value 0.423 and 0.516 correspondingly. As “Levene’s test for equality of variance is more than 0.05, “equal variances assumed, the t-test value is 0.650, with an observed p-value of 0.516 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of gender”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of gender”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on work motivation with respect to Marital Status, the hypothesis is tested.

Ho: There is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of Marital Status

Ha: There is a difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of Marital Status

Table No. 6.7.12 Group Statistics

	MARITAL STATUS	N	Mean	Std. Deviation	Std. Error Mean
WMPOST	MARRIED	173	4.2307	.61643	.04687
	UNMARRIED	211	4.2460	.64297	.04426

The table “reveals the mean value and SD scores with respect to married and unmarried Business Development Professional on work motivation post *Karma Yoga* intervention”

The “mean scores and SD for married Business Development Professional are 4.23 and 0.61 respectively whereas for unmarried Business Development Professional are the mean and the standard deviation are 4.24 and 0.64 respectively. This indicates that married Business Development Professional are relatively more positive in opinion are more consistent with their opinion

Table No. 6.7.13 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	t	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Upper	Lower
WMPOST	Equal variances assumed	.331	.565	.236	382	.814	.01528	.06473	.14256	.11200
	Equal variances not assumed			.237	372.773	.813	.01528	.06446	.14204	.11148

F value and p-value 0.331 and 0.565 correspondingly. As “Levene’s test for equality of variance is more than 0.05, “equal variances assumed, the t-test value is 0.236, with an observed p-value of 0.814 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of marital status”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of marital status”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on work motivation with respect to Geographical Area, the hypothesis is tested.

Ho: There is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area

Ha: There is a difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area

Table No. 6.7.14 Group Statistics

	AREA	N	Mean	Std. Deviation	Std. Error Mean
WMPOST	RURAL	134	4.2059	.63251	.05464
	URBAN	250	4.2569	.62978	.03983

The table “reveals the mean value and SD scores with respect to rural and urban Business Development Professional on work motivation post *Karma Yoga* intervention”

The “mean scores and SD for rural Business Development Professional are 4.20 and 0.63 respectively whereas for urban Business Development Professional are the mean and the standard deviation are 4.25 and 0.62 respectively. This indicates that urban Business Development Professional are relatively more positive opinion and are more consistent with their opinion

Table No. 6.7.15 Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	p-value	t	df	p-value	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Upper	Lower
WMPOST	Equal variances assumed	.057	.811	.756	382	.450	.05103	.06753	.18380	.08175
	Equal variances not assumed			.755	271.028	.451	.05103	.06762	.18415	.08210

F value and p-value 0.057 and 0.0811 correspondingly. As “Levene’s test for equality of variance is more than 0.05, “equal variances assumed”, the t-test value is 0.756, with an observed p-value of 0.450 is considered for understanding the results. Since observed p-value is more than standard p-value of 0.05, it can be inferred that there is no significant difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area”

Result

“Null hypothesis is accepted and alternate hypothesis is rejected then it can be concluded that there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of Geographical Area”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on work motivation with respect to education, the hypothesis is tested.

Ho: There is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of education

Ha: There is a difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of education

Table No. 6.7.16 ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.785	4	.196	.491	.742
Within Groups	151.411	379	.384		
Total	152.196	383			

F value is 0.491, p-value is 0.742; the test outcome is insignificant. The results indicate that “there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of education”

Table No. 6.7.17 Tukey HSD Multiple Comparisons

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SSLC	PUC	-.13836	.13197	.833	-.5001	.2234
	DIPLOMA	-.01465	.13174	1.000	-.3758	.3464
	UG	-.07243	.12427	.978	-.4131	.2682
	PG	-.06552	.14101	.990	-.4520	.3210
PUC	SSLC	.13836	.13197	.833	-.2234	.5001
	DIPLOMA	.12371	.09902	.722	-.1477	.3951
	UG	.06593	.08883	.946	-.1776	.3094
	PG	.07284	.11104	.965	-.2315	.3772
DIPLOMA	SSLC	.01465	.13174	1.000	-.3464	.3758
	PUC	-.12371	.09902	.722	-.3951	.1477
	UG	-.05778	.08849	.966	-.3003	.1848
	PG	-.05087	.11077	.991	-.3545	.2528
UG	SSLC	.07243	.12427	.978	-.2682	.4131
	PUC	-.06593	.08883	.946	-.3094	.1776
	DIPLOMA	.05778	.08849	.966	-.1848	.3003
	PG	.00691	.10177	1.000	-.2720	.2859
PG	SSLC	.06552	.14101	.990	-.3210	.4520
	PUC	-.07284	.11104	.965	-.3772	.2315
	DIPLOMA	.05087	.11077	.991	-.2528	.3545
	UG	-.00691	.10177	1.000	-.2859	.2720

The Tukey HSD Multiple Comparisons test results indicate that there is no significant difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of education in all combination of education groups as the observed p value is greater than 0.05

Result

“Null hypothesis is accepted and alternate hypothesis is rejected, then it can be concluded that there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of education”

To witness whether the Business Development Professionals differ in their opinion towards significance of *Karma Yoga* on work motivation with respect to salary, the hypothesis is tested.

Ho: There is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of salary

Ha: There is a difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of salary

Table No. 6.7.18 ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.574	4	.644	1.630	.166
Within Groups	149.621	379	.395		
Total	152.196	383			

F value is 1.630, p-value is 0.166; the test outcome is insignificant. The results indicate that “there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of salary”

Table No. 6.7.19 Tukey HSD Multiple Comparisons

(I) SALARY	(J) SALARY	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Below 10K	10K to 15K	-.15561	.27090	.979	-.8981	.5869
	15K to 20K	-.33073	.26180	.714	-1.0483	.3868
	20K-25K	-.22911	.26146	.906	-.9458	.4875
	Above 25k	-.08661	.28266	.998	-.8614	.6881
10K to 15K	Below 10K	.15561	.27090	.979	-.5869	.8981
	15K to 20K	-.17512	.10165	.421	-.4537	.1035
	20K-25K	-.07350	.10077	.950	-.3497	.2027
	Above 25k	.06900	.14728	.990	-.3347	.4727
15K to 20K	Below 10K	.33073	.26180	.714	-.3868	1.0483
	10K to 15K	.17512	.10165	.421	-.1035	.4537
	20K-25K	.10162	.07284	.631	-.0980	.3013
	Above 25k	.24412	.12977	.329	-.1116	.5998
20K-25K	Below 10K	.22911	.26146	.906	-.4875	.9458
	10K to 15K	.07350	.10077	.950	-.2027	.3497
	15K to 20K	-.10162	.07284	.631	-.3013	.0980
	Above 25k	.14251	.12908	.804	-.2113	.4963
Above 25k	Below 10K	.08661	.28266	.998	-.6881	.8614
	10K to 15K	-.06900	.14728	.990	-.4727	.3347

	15K to 20K	-.24412	.12977	.329	-.5998	.1116
	20K-25K	-.14251	.12908	.804	-.4963	.2113

The Tukey HSD Multiple Comparisons test results indicate that there is no significant difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of salary in all combination of income groups as the observed p value is greater than 0.05

Result

“Null hypothesis is accepted and alternate hypothesis is rejected, then it can be concluded that there is no difference in the work motivation post *Karma Yoga* intervention in Business Development Professionals on the basis of salary”

“Hypotheses test summary of Work Motivation Survey among the Business Development Professionals [ANOVA, Post Hoc and t – test at 5% level of significance”]

Table No. 6.7.20 Hypotheses test summary of Work Motivation

Sl. No.	Null Hypothesis	Significance Value	Results
3	There is no impact of <i>Karma Yoga</i> on Work Motivation in Business Development Professionals	0.001*	Rejected
Significance of Demographic Factors on work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals			
3.1	There is no impact on the work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Gender	0.516	Accepted
3.2	There is no impact on the work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Marital Status	0.814	Accepted
3.3	There is no impact on the work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Geographical Area	0.450	Accepted
3.4	There is no impact on the work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Education	0.742	Accepted

3.5	There is no impact on the work motivation post <i>Karma Yoga</i> intervention in Business Development Professionals on the basis of Salary	0.166	Accepted
-----	--	-------	----------