

## Chapter-4

### AIMS AND OBJECTIVES

#### 4.1 AIMS OF THE STUDY:

- To study the impact of SMET yoga module on OCB of employees.
- To study the impact of SMET yoga module on OS of employees.
- To study the impact of SMET yoga module on Positive characteristics of employees.
- To study the impact of SMET yoga module on Negative characteristics of employees
- To study Gender-wise (Male and Female) impact of SMET yoga module.
- To study the impact of SMET yoga module on co-relations between different parameters and also between Genders (Male and Female)

#### 4.2 OBJECTIVES OF THE STUDY:

- To evaluate the impact of SMET yoga module on OCB of employees.
- To evaluate the impact of SMET yoga module on Occupational stress of employees.
- To evaluate the impact of SMET yoga module on Positive affectivity of employees.
- To evaluate the impact of SMET yoga module on Negative affectivity of employees.
- To evaluate Gender-wise (Male and Female) impact of SMET yoga module.
- To evaluate the impact of SMET yoga module on co-relations between different parameters and also between Genders (Male and Female)

#### 4.3 JUSTIFICATION OF THE STUDY:

##### 4.3.1 NEED FOR THE STUDY:

Improved Organizational Citizenship Behaviour of employees and reduction of Occupational stress are considered to be very important factors which are necessary for the growth and success of an organization and in achieving its goals.

Have not come across any studies which have reported examining the impact of SMET Yoga Program on Organisational Citizenship Behaviour. Hence the need for this study to see if the SMET program helps to improve the OCB of employees and at the same time reduces their occupational stress.

Physically healthy and mentally sound employees are the assets for an organisation. Improved Positive affectivity and reduced Negative affectivity of employees are considered to be very important factors which are necessary for the growth and success of an organization in achieving its goals.

Have not come across any studies which have reported examining the impact of SMET Yoga Program on Positive and Negative affectivity. Hence the need.

#### **4.3.2 STUDY RATIONALE:**

Stress is found to be the major reason for all sorts of physical, mental and emotional imbalances of a person. Hence the Occupational stress causes hindrances for an employee to work to his maximum potential or to exhibit positive characters like Organisational Citizenship Behaviour.

So by reducing the occupational stress, one can maximize his potential and work with a healthy and positive state of mind. Keeping this aspect as a rationale, efforts have been made to increase the OCB level of an employee by reducing the prevailing Occupational stress levels of an employee.

Previous research studies have proved that yoga techniques can bring down the stress levels enormously. Self-Management of Excessive Tension is one such holistic yoga-based stress management program developed by Swami Vivekananda Yoga Anusandhana Samsthana (S-VYASA) University, Bengaluru, which has been used in our study as an intervention.

There are many reasons for all sorts of physical, mental and emotional imbalances of a person. Hence these imbalances cause hindrances for an employee to work to his maximum potential or to exhibit positive characters.

So by reducing the imbalance, one can maximize his potential and work with a healthy and positive state of mind. Keeping this aspect as a rationale, efforts have been made to improve the positive characters of employees and to minimise their negative characters.

Previous research studies have proved that yoga techniques can bring down the Negative affectivity and improve positivity enormously. Self-Management of Excessive Tension (SMET) is one such holistic yoga-based stress management program developed by Swami Vivekananda Yoga Anusandhana Samsthana (S-VYASA) University, Bengaluru, which has been used as an intervention in our study.

#### **4.4 HYPOTHESIS:**

##### **4.4.1 NULL HYPOTHESIS:**

- SMET Yoga Module will not improve OCB of the employees.
- SMET Yoga Module will not reduce OS of the employees.
- SMET Yoga Module will not improve Positive affectivity of the employees.
- SMET Yoga Module will not reduce Negative affectivity of the employees.
- SMET Yoga Module will have different impact across Genders (Male and Female)
- SMET Yoga Module will not show any co-relation between parameters and Genders of the study.

##### **4.4.2 RESEARCH HYPOTHESIS:**

- SMET Yoga Module will improve OCB of the employees.
- SMET Yoga Module will reduce OS of the employees.
- SMET Yoga Module will improve Positive affectivity of the employees.
- SMET Yoga Module will reduce Negative affectivity of the employees.
- SMET Yoga Module will have same impact across Genders (Male and Female).
- SMET Yoga Module will show some co-relations between different parameters and across Genders of the study.