

Chapter-6

RESULTS

Table 1: OCB – Yoga – Descriptive Statistics

		Cons_ pre	Cons_ post	Court_ pre	Court_ post	Sport_ pre	Sport_ post	Help_ pre	Help_ post	Civic_ pre	Civic_ post
N	Valid	120	120	120	120	120	120	120	120	120	120
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		9.23	30.09	5.76	19.98	5.78	20.05	5.52	16.41	4.18	13.09
Std. Deviation		1.795	1.896	1.408	1.191	1.298	1.494	1.675	1.073	.778	1.004
Variance		3.222	3.597	1.983	1.420	1.684	2.233	2.806	1.151	.605	1.008
Minimum		5	25	2	17	3	17	2	14	2	11
Maximum		14	35	9	23	9	23	9	19	5	15
Percentiles Median -	25	8.00	29.00	5.00	19.00	5.00	19.00	4.00	16.00	4.00	12.00
	50	9.00	30.00	6.00	20.00	6.00	20.00	5.00	16.00	4.00	13.00
	75	11.00	32.00	7.00	21.00	7.00	21.00	7.00	17.00	5.00	14.00

Abbreviations used for dimensions of OCB:

1) Conscientiousness 2) Courtesy 3) Sportsmanship 4) Helping co-workers 5) Civic Virtue

Table 1 shows the Descriptive Statistics of the OCB of the employees of Yoga group.

In this table we can see that there is a significant change in the mean values of post data compared to pre data of all the variables. This implies that SMET has a positive impact in improving the OCB of the employees.

Table 2: OCB –Control – Descriptive Statistics

		Cons_ pre	Cons_ post	Court_ pre	Court_ post	Sport_ pre	Sport_ post	Help_ pre	Help_ post	Civic_ pre	Civic_ post
N	Valid	120	120	120	120	120	120	120	120	120	120
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		8.56	8.03	5.79	5.84	5.72	5.75	5.50	5.44	3.98	3.89
Std. Deviation		2.180	2.033	1.483	1.561	1.403	1.439	1.833	1.882	.884	.960
Variance		4.753	4.133	2.200	2.437	1.969	2.071	3.361	3.543	.781	.921
Minimum		5	5	2	2	3	3	2	2	2	2
Maximum		14	13	9	9	9	9	9	9	5	5
Percentiles	25	7.00	6.25	5.00	5.00	5.00	5.00	4.00	4.00	3.00	3.00
	50	9.00	8.00	6.00	6.00	6.00	6.00	5.00	5.00	4.00	4.00
	75	10.00	9.00	7.00	7.00	7.00	7.00	7.00	7.00	5.00	5.00

Table 2 shows the Descriptive Statistics of the OCB of the employees of Control group.

In this table, there is not much difference in the mean values of the variables of pre and post data of the employees who have not gone through the SMET Yoga program.

Table 3: OSI – Yoga – Descriptive Statistics

Descriptive Statistics												
	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Percentiles	25	50	75
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic				
Rover_pre	120	5.0	7.0	12.0	9.133	.1207	1.3217	1.747	8.000	9.000	10.000	
Rover_post	120	6.0	24.0	30.0	27.100	.1304	1.4284	2.040	26.000	27.000	28.000	
Rambi_pre	120	5.0	4.0	9.0	5.992	.1055	1.1559	1.336	5.000	6.000	7.000	
Rambi_post	120	5.0	15.0	20.0	18.000	.0976	1.0690	1.143	17.000	18.000	19.000	
Rconf_pre	120	6.0	5.0	11.0	7.708	.1034	1.1331	1.284	7.000	8.000	8.000	
Rconf_post	120	5.0	20.0	25.0	22.542	.1301	1.4254	2.032	21.000	22.500	24.000	
Unrea_pre	120	4.0	4.0	8.0	6.142	.1013	1.1099	1.232	5.000	6.000	7.000	
Unrea_post	120	4.0	16.0	20.0	17.950	.0996	1.0912	1.191	17.000	18.000	19.000	
Resp_pre	120	3.0	3.0	6.0	4.517	.0739	.8094	.655	4.000	5.000	5.000	
Resp_post	120	3.0	12.0	15.0	13.525	.0893	.9784	.957	13.000	14.000	14.000	
Under_pre	120	4.0	4.0	8.0	6.025	.0920	1.0081	1.016	5.000	6.000	7.000	
Under_post	120	4.0	16.0	20.0	17.808	.0999	1.0946	1.198	17.000	18.000	18.750	
Power_pre	120	3.0	3.0	6.0	4.608	.0703	.7702	.593	4.000	5.000	5.000	
Power_post	120	4.0	11.0	15.0	13.500	.0776	.8501	.723	13.000	13.000	14.000	
Poor_pre	120	4.0	4.0	8.0	5.975	.0889	.9741	.949	5.000	6.000	7.000	
Poor_post	120	4.0	16.0	20.0	17.925	.0918	1.0056	1.011	17.000	18.000	19.000	
Intri_pre	120	4.0	4.0	8.0	6.200	.0898	.9839	.968	6.000	6.000	7.000	
Intri_post	120	5.0	15.0	20.0	18.075	.0941	1.0303	1.062	17.000	18.000	19.000	

Low_pre	120	4.0	3.0	7.0	4.558	.0783	.8579	.736	4.000	5.000	5.000
Low_post	120	4.0	11.0	15.0	13.458	.0924	1.0117	1.023	13.000	13.000	14.000
Stren_pre	120	4.0	4.0	8.0	5.975	.0920	1.0081	1.016	5.000	6.000	7.000
Stren_post	120	4.0	16.0	20.0	18.058	.0985	1.0792	1.165	17.000	18.000	19.000
Unpro_pre	120	2.0	2.0	4.0	3.033	.0669	.7326	.537	2.250	3.000	4.00
Unpro_post	120	2.0	8.0	10.0	9.058	.0673	.7367	.543	9.000	9.000	10.000

Abbreviations used for dimensions of OSI:

- 1) Role over-load 2) Role ambiguity 3) Role conflict 4) Unreasonable grp. and pol. pressures 5) Responsibility for persons 6) Under-participation 7) Powerlessness 8) Poor peer relations 9) Intrinsic impoverishment 10) Low status 11) Strenuous working condition 12) Unprofitability

Table 3 shows the Descriptive Statistics of the OSI of the employees of Yoga group.

In this table we can see that there is a noticeable change in the mean values of post data compared to pre data of all the variables. This shows that SMET has a positive impact in reducing the OS of the employees to a large extent.

Table 4: OSI – Control – Descriptive Statistics

Descriptive Statistics										
	N	Range	Minimum	Maximum	Mean	Std. Deviation	Variance	Percentiles 25	50	75
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic			
Rover_pre	120	5.0	7.0	12.0	8.892	1.3584	1.845	8.000	9.000	10.000
Rover_post	120	11.0	1.0	12.0	8.408	1.4231	2.025	7.000	8.000	9.000
Rambi_pre	120	5.0	4.0	9.0	5.775	1.2466	1.554	5.000	6.000	7.000
Rambi_post	120	4.0	4.0	8.0	5.883	1.3974	1.953	5.000	6.000	7.000

Rconf_pre	120	6.0	5.0	11.0	7.517	1.2635	1.596	7.000	7.000	8.000
Rconf_post	120	6.0	5.0	11.0	7.100	1.5632	2.444	6.000	7.000	8.000
Unrea_pre	120	4.0	4.0	8.0	5.983	1.2091	1.462	5.000	6.000	7.000
Unrea_post	120	4.0	4.0	8.0	5.983	1.4022	1.966	5.000	6.000	7.000
Resp_pre	120	3.0	3.0	6.0	4.425	.8566	.734	4.000	4.000	5.000
Resp_post	120	3.0	3.0	6.0	4.650	1.0424	1.087	4.000	5.000	6.000
Under_pre	120	4.0	4.0	8.0	5.750	1.0391	1.080	5.000	6.000	6.000
Under_post	120	4.0	4.0	8.0	5.442	1.1508	1.324	4.000	5.000	6.000
Power_pre	120	3.0	3.0	6.0	4.542	.8291	.687	4.000	5.000	5.000
Power_post	120	3.0	3.0	6.0	4.542	1.1515	1.326	3.250	5.000	6.000
Poor_pre	120	4.0	4.0	8.0	5.667	1.0479	1.098	5.000	6.000	6.000
Poor_post	120	4.0	4.0	8.0	5.575	1.1277	1.272	5.000	6.000	7.000
Intri_pre	120	4.0	4.0	8.0	5.825	1.1715	1.372	5.000	6.000	7.000
Intri_post	120	4.0	4.0	8.0	5.583	1.1271	1.270	5.000	6.000	7.000
Low_pre	120	4.0	3.0	7.0	4.633	.9252	.856	4.000	5.000	5.000
Low_post	120	4.0	3.0	7.0	4.567	1.1648	1.357	4.000	4.500	6.000
Stren_pre	120	4.0	4.0	8.0	5.942	1.0714	1.148	5.000	6.000	7.000
Stren_post	120	4.0	4.0	8.0	5.533	1.2018	1.444	4.250	5.000	6.000
npro_pre	120	2.0	2.0	4.0	3.042	.7928	.629	2.000	3.000	4.000
Unpro_post	120	2.0	2.0	4.0	3.050	.7870	.619	2.000	3.000	4.000

Table 4 shows the Descriptive Statistics of the OSI of the employees of Control group.

In this table, there is not much difference in the mean values of the variables of pre and post data of the employees who have not gone through the SMET Yoga program.

Table 5: PANAS – Yoga – Descriptive Statistics

Descriptive Statistics								
	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance
Posit_pre	120	10	11	21	15.54	0.162	1.777	3.158
Posit_post	120	9	40	49	44.79	0.168	1.842	3.393
Negat_pre	120	9	40	49	44.60	0.162	1.770	3.133
Negat_post	120	9	11	20	15.28	0.152	1.670	2.789
Valid N (listwise)	120							

* Posit_pre – Positive Affect pre data values, * Posit_post - Positive Affect post data values

* Negat_pre – Negative Affect pre data values, * Negat_post - Negative Affect post data values

Table 5 shows the Descriptive Statistics of the PANAS of the employees of Yoga group.

In this table we can see that there is a significant change in the mean values of post data compared to pre data of all the variables. This implies that SMET has a positive impact in improving the positive characters and reducing the negative characters of the employees.

Table 6: PANAS – Yoga –Statistics

Statistics					
		Posit_pre	Posit_post	Negat_pre	Negat_post
N	Valid	120	120	120	120
	Missing	0	0	0	0
Std. Error of Mean		0.162	0.168	0.162	0.152
Median		16.00	45.00	44.50	15.00
Mode		16	45	43	16
Percentiles	25	14.00	43.00	43.00	14.00
	50	16.00	44.50	44.50	15.00
	75	17.00	46.00	46.00	16.00

Table 6 shows median, mode and percentile values for yoga group of employees.

Table 7: PANAS –Control – Descriptive Statistics

Descriptive Statistics								
	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance
Posit_pre	120	10	11	21	15.38	0.166	1.820	3.312
Posit_post	120	10	11	21	15.41	0.175	1.916	3.672
Negat_pre	120	9	40	49	44.55	0.162	1.777	3.157
Negat_post	120	9	40	49	44.67	0.163	1.789	3.199
Valid N (listwise)	120							

Table 7 shows the Descriptive Statistics of the PANAS of the employees of Control group.

In this table, there is not much difference in the mean values of the variables of pre and post data of the employees who have not participated in the SMET Yoga program.

Table 8: PANAS –Control –Statistics

Statistics					
		Posit_pre	Posit_post	Negat_pre	Negat_post
N	Valid	120	120	120	120
	Missing	0	0	0	0
Std. Error of Mean		0.166	0.175	0.162	0.163
Median		15.00	15.00	44.00	45.00
Mode		16	15	43	43 ^a
Percentiles	25	14.00	14.00	43.00	43.00
	50	15.00	15.00	44.00	45.00
	75	16.00	17.00	46.00	46.00

Table 8 shows median, mode and percentile values for Control group of employees.

Non Parametric Tests

Experimental Group

Table 9: OCB – Yoga group - Friedman’s Two way Analysis of Variance by Ranks

Variable	N	Mean rank	Sum of Ranks	Variable	N	Mean rank	Sum of Ranks
Cons_pre	120	4.73	567.6	Cons_post	120	10	1200
Court_pre	120	2.88	345.6	Court_post	120	8.48	1017.6
Sport_pre	120	2.98	357.6	Sport_post	120	8.46	1015.2
Help_pre	120	2.79	334.8	Help_post	120	7.05	846
Civic_pre	120	1.65	198	Civic_post	120	5.98	717.6

Table 9a: OCB – Yoga group - Pre-Post analysis - Wilcoxon Signed Ranks Test

Ranks				Test Statistics	
Total - 120		N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
Conscientiousness	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Courtesy	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Sportsmanship	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Helping Co-worker	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Civic Virtue	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	

Table 9 and 9a shows the Mean Ranks and the sum of Ranks for OCB of the Yoga group - employees.

In this table we can see that there is a tremendous change in the mean Ranks and sum of Ranks of post data compared to pre data of all the variables. This proves the positive effect of SMET in improving the OCB of the employees.

Table 10: OSI – Yoga group – Friedman’s Two way Analysis of Variance by Ranks

Variable	N	Mean rank	Sum of Ranks	Variable	N	Mean rank	Sum of Ranks
Rover_pre	120	11.62	1394.4	Rover_post	120	22.0	2640
Rambi_pre	120	7.12	854.4	Rambi_post	120	18.58	2229.6
Rconf_pre	120	10.23	1227.6	Rconf_post	120	22.02	2642.4
Unrea_pre	120	7.38	885.6	Unrea_post	120	18.41	2209.2
Resp_pre	120	3.32	398.4	Resp_post	120	11.05	1326
Under_pre	120	6.10	732	Under_post	120	14.32	1718.4
Power_pre	120	3.51	421.2	Power_post	120	11.01	1321.2
Poor_pre	120	5.92	710.4	Poor_post	120	14.51	1741.2
Intri_pre	120	6.37	764.4	Intri_post	120	14.56	1747.2
Low_pre	120	3.45	414	Low_post	120	10.94	1312.8
Stren_pre	120	5.98	717.6	Stren_post	120	14.61	1753.2
Unpro_pre	120	1.38	165.6	Unpro_post	120	8.97	1076.4

Table 10a: OSI - Yoga group - Pre-Post analysis - Wilcoxon Signed Ranks Test

Ranks					Test Statistics
Total - 120		N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
Role overload	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Role ambiguity	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Role conflict	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Unreasonable group and political pressure	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Responsibility for persons	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Under participation	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Powerlessness	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Poor peer relations	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Intrinsic impoverishment	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	

Low status	Negative Ranks	0 ^b	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Strenuous working condition	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Unprofitability	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	

Table 10 and 10a shows the Mean Ranks and the sum of Ranks for OSI of the Yoga group - employees.

In this table we can see that there is a maximum change in the mean Ranks and sum of Ranks of post data compared to pre data of all the variables. This signifies the positive effect of SMET in reducing the OS of the employees invariably.

Table 11: PANAS – Yoga group – Friedman’s Two Way Analysis of Variance by Ranks

Variable	N	Mean rank	Sum of Ranks	Variable	N	Mean rank	Sum of Ranks
Posit_pre	120	1.53	183.6	Posit_post	120	3.55	426
Negat_pre	120	3.45	414	Negat_post	120	1.47	176.4

Table 11a: PANAS - Yoga group - Pre-Post analysis - Wilcoxon Signed Ranks Test

Ranks					Test Statistics
Total - 120		N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
Positive affect	Negative Ranks	0	.00	.00	.001
	Positive Ranks	120	60.50	7260.00	
Negative affect	Negative Ranks	120	60.50	7260.00	.001
	Positive Ranks	0	.00	.00	

Table 11 and 11a shows the Mean Ranks and the sum of Ranks for PANAS of the Yoga group - employees.

In this table we can see that there is a tremendous change in the mean Ranks and sum of Ranks of post data compared to pre data of all the variables.

This proves the positive effect of SMET in improving the positive characters and reducing the negative characters of the employees.

Control Group

Table 12: OCB – Control group - Friedman’s Two way Analysis of Variance by Ranks

Variable	N	Mean rank	Sum of Ranks	Variable	N	Mean rank	Sum of Ranks
Cons_pre	120	8.54	1024.8	Cons_post	120	8.28	993.6
Court_pre	120	5.74	688.8	Court_post	120	5.68	681.6
Sport_pre	120	5.48	657.6	Sport_post	120	5.59	670.8
Help_pre	120	5.26	631.2	Help_post	120	5.06	607.2
Civic_pre	120	2.74	328.8	Civic_post	120	2.64	316.8

Table 12a: OCB - Control group - Pre-Post analysis - Wilcoxon Signed Ranks Test

Ranks				Test Statistics	
Total - 120		N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
Conscientiousness	Negative Ranks	59	56.76	3349.00	.069
	Positive Ranks	46	48.17	2216.00	
Courtesy	Negative Ranks	51	46.77	2385.50	.886
	Positive Ranks	47	52.46	2465.50	
Sportsmanship	Negative Ranks	47	50.55	2376.00	.999
	Positive Ranks	50	47.54	2377.00	
Helping Co-worker	Negative Ranks	54	52.02	2809.00	.932
	Positive Ranks	51	54.04	2756.00	
Civic Virtue	Negative Ranks	48	47.00	2256.00	.505
	Positive Ranks	43	44.88	1930.00	

Table 12 and 12a shows the Mean Ranks and the sum of Ranks for OCB of the Control group - employees.

In this table, there is not much difference in the mean Ranks and sum of Ranks of the variables of pre and post data of the employees who have not gone through the SMET Yoga program.

Table 13: OSI – Control group – Friedman’s Two way Analysis of Variance by Ranks

Variable	N	Mean rank	Sum of Ranks	Variable	N	Mean rank	Sum of Ranks
Rover_pre	120	22.65	2718	Rover_post	120	22.01	2641.2
Rambi_pre	120	13.51	1621.2	Rambi_post	120	13.96	1675.2
Rconf_pre	120	19.92	2390.4	Rconf_post	120	18.24	2188.8
Unrea_pre	120	14.4	1728	Unrea_post	120	14.41	1729.2
Resp_pre	120	7.55	906	Resp_post	120	8.75	1050
Under_pre	120	13.78	1653.6	Under_post	120	12.29	1474.8
Power_pre	120	8.09	970.8	Power_post	120	8.28	993.6
Poor_pre	120	13.22	1586.4	Poor_post	120	12.92	1550.4
Intri_pre	120	13.97	1676.4	Intri_post	120	12.88	1545.6
Low_pre	120	8.48	1017.6	Low_post	120	8.32	998.4
Stren_pre	120	14.49	1738.8	Stren_post	120	12.46	1495.2
Unpro_pre	120	2.68	321.6	Unpro_post	120	2.74	328.8

Table 13a: OSI – Control group - Pre-Post analysis - Wilcoxon Signed Ranks Test

Ranks					Test Statistics
Total - 120		N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
Role overload	Negative Ranks	65	50.42	3277.00	.009
	Positive Ranks	35	50.66	1773.00	
Role ambiguity	Negative Ranks	43	51.97	2234.50	.604
	Positive Ranks	54	46.64	2518.50	
Role conflict	Negative Ranks	56	54.63	3059.50	.039
	Positive Ranks	43	43.97	1890.50	
Unreasonable group and political pressure	Negative Ranks	44	50.05	2202.00	.949
	Positive Ranks	49	44.27	2169.00	
Responsibility for persons	Negative Ranks	33	42.23	1393.50	.072
	Positive Ranks	51	42.68	2176.50	
Under participation	Negative Ranks	56	46.54	2606.50	.064
	Positive Ranks	36	46.43	1671.50	
Powerlessness	Negative Ranks	45	43.82	1972.00	.952
	Positive Ranks	43	45.21	1944.00	

Poor peer relations	Negative Ranks	47	50.73	2384.50	.556
	Positive Ranks	47	44.27	2080.50	
Intrinsic impoverishment	Negative Ranks	51	49.94	2547.00	.104
	Positive Ranks	41	42.22	1731.00	
Low status	Negative Ranks	46	48.99	2253.50	.648
	Positive Ranks	46	44.01	2024.50	
Strenuous working condition	Negative Ranks	60	48.56	2913.50	.004
	Positive Ranks	33	44.17	1457.50	
Unprofitability	Negative Ranks	44	42.86	1886.00	.901
	Positive Ranks	43	45.16	1942.00	

Table 13 and 13a shows the Mean Ranks and the sum of Ranks for OSI of the Control group - employees.

In this table, there is not much difference in the mean Ranks and sum of Ranks of the variables of pre and post data of the employees who have not gone through the SMET Yoga program.

Table 14: PANAS – Control group – Friedman’s Two way Analysis of Variance by Ranks

Variable	N	Mean rank	Sum of Ranks	Variable	N	Mean rank	Sum of Ranks
Posit_pre	120	1.48	177.6	Posit_post	120	1.52	182.4
Negat_pre	120	3.49	418.8	Negat_post	120	3.51	421.2

Table 14a: PANAS - Control group - Pre-Post analysis - Wilcoxon Signed Ranks Test

Ranks				Test Statistics	
Total - 120		N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
Positive affect	Negative Ranks	51	56.41	2877.00	.713
	Positive Ranks	58	53.76	3118.00	
Negative affect	Negative Ranks	51	53.32	2719.50	.839
	Positive Ranks	54	52.69	2845.50	

Table 14 and 14a shows the Mean Ranks and the sum of Ranks for PANAS of the Control group - employees.

In this table, there is not much difference in the mean Ranks and sum of Ranks of the variables of pre and post data of the employees who have not participated in the SMET Yoga program.

Mann-Whitney U Test - Independent samples

Null Hypothesis – The distribution is same across the categories of Gender

Table 15: Hypothesis Test statistics summary Table

OCB, OSI and PANAS	Significance level	Decision taken
Pre Gender difference – Experimental group	>0.05	Retain the Null Hypothesis
Post Gender difference - Experimental group	>0.05	Retain the Null Hypothesis
Pre-Post Experimental group - Male	<0.05	Reject the Null Hypothesis
Pre-Post Experimental group - Female	<0.05	Reject the Null Hypothesis
Pre Experimental Vs Control group	>0.05	Retain the Null Hypothesis
Pre Experimental Vs Control group - Male	>0.05	Retain the Null Hypothesis
Pre Experimental Vs Control group - Female	>0.05	Retain the Null Hypothesis
Pre-Post Control group - Male	>0.05	Retain the Null Hypothesis
Pre-Post Control group - Female	>0.05	Retain the Null Hypothesis
Post Experimental Vs Control group	<0.05	Reject the Null Hypothesis
Post Experimental Vs Control group - Male	<0.05	Reject the Null Hypothesis
Post Experimental Vs Control group – Female	<0.05	Reject the Null Hypothesis

Table 15 shows the actual significance values of the test for OCB, OSI and PANAS of employees of Yoga group as well as Control group. This table clearly shows the significance of data of each dimension of OCB, OSI and PANAS of Yoga group. Since the P value is < 0.05 in each case, it means to say that, Reject Null Hypothesis and Accept Research Hypothesis.

Pre data of Experimental Vs Control group is not significant ($P > 0.05$) whereas Post data of Experimental Vs Control group is significant ($P < 0.05$). The post data of different variables of Control group were not found to be significant for OCB, OS and PANAS (P not less than 0.05) as per our observation.

Table 16: Hypothesis Test statistics summary – Detailed Table

Group	Significance Level	Decision
Experimental Group OCB Pre Gender Difference	0.139 – 0.834	Retain Null Hypothesis
Experimental Group OCB Post Gender Difference	0.377 – 0.865	Retain Null Hypothesis
Experimental Group OSI Pre Gender Difference	0.092 – 0.944	Retain Null Hypothesis
Experimental Group OSI Post Gender Difference	0.015 – 0.928	Retain Null Hypothesis
Experimental Group PANAS Pre Gender Difference	0.694 – 0.899	Retain Null Hypothesis
Experimental Group PANAS Post Gender Difference	0.036 – 0.971	Retain Null Hypothesis
OCB Pre Gender Difference Experimental Vs Control Group	0.018 – 0.853	Retain Null Hypothesis
OCB Pre Gender1 – Male Experimental Vs Control Group	0.085 – 0.781	Retain Null Hypothesis
OCB Pre Gender2 – Female Experimental Vs Control Group	0.094 – 0.758	Retain Null Hypothesis
OCB Post Gender Difference Experimental Vs Control Group	0.001	Reject Null Hypothesis
OCB Post Gender1 – Male Experimental Vs Control Group	0.001	Reject Null Hypothesis
OCB Post Gender2 – Female Experimental Vs Control Group	0.001	Reject Null Hypothesis
OSI Pre Gender Difference Experimental Vs Control Group	0.013 – 0.913	Retain Null Hypothesis
OSI Pre Gender1 – Male Experimental Vs Control Group	0.002 – 0.864	Retain Null Hypothesis
OSI Pre Gender2 – Female Experimental Vs Control Group	0.212 – 0.900	Retain Null Hypothesis
OSI Post Gender Difference Experimental Vs Control Group	0.001	Reject Null Hypothesis
OSI Post Gender1 – Male Experimental Vs Control Group	0.001	Reject Null Hypothesis

OSI Post Gender2 – Female Experimental Vs Control Group	0.001	Reject Null Hypothesis
PANAS Pre Gender Difference Experimental Vs Control Group	0.423 – 0.830	Retain Null Hypothesis
PANAS Pre Gender1 – Male Experimental Vs Control Group	0.637 – 0.953	Retain Null Hypothesis
PANAS Pre Gender2 – Female Experimental Vs Control Group	0.487 – 0.599	Retain Null Hypothesis
PANAS Post Gender Difference Experimental Vs Control Group	0.001	Reject Null Hypothesis
PANAS Post Gender1 – Male Experimental Vs Control Group	0.001	Reject Null Hypothesis
PANAS Post Gender2 – Female Experimental Vs Control Group	0.001	Reject Null Hypothesis

In Table 16, Gender-wise statistical analysis were also performed separately for male and female.

On the whole, the impact of SMET yoga Module was slightly more on male for different variables compared to female.

The results were found to be significant in both male and female.

Table 17: Gender-wise comparison

Variable	Gender	N	Mean Rank	Sum of Ranks	Asymp. Sig. (2-tailed)
OCB	Male	75	38.00	2850.00	.001
OCB	Female	45	23.00	1035.00	.001
OSI	Male	75	38.00	2850.00	.001
OSI	Female	45	23.00	1035.00	.001
PANAS	Male	75	38.00	2850.00	.001
PANAS	Female	45	23.00	1035.00	.001

Correlations were computed using Pearson correlation co-efficient analysis for the combinations as follows:

- 1) Sub-scales of OCB with sub-scales of OSI
- 2) Sub-scales of OCB with sub-scales of PANAS
- 3) Sub-scales of OSI with sub-scales of PANAS

Experimental group:

Table 18: Correlation between OSI and OCB

		Con Pre	Con Post	Court Pre	Court Post	Sports Pre	Sports Post	Help Pre	Help Post	Civic Pre	Civic Post
RoverPre	Pearson Correlation	-0.031	-0.122	-0.068	-0.025	-0.052	-0.097	0.037	0.109	-0.098	0.041
	Sig. (2-tailed)	0.737	0.183	0.458	0.790	0.576	0.292	0.689	0.234	0.289	0.654
RoverPost	Pearson Correlation	-0.153	-0.034	0.054	0.041	.180*	-0.128	0.017	0.088	-0.130	0.052
	Sig. (2-tailed)	0.094	0.709	0.559	0.657	0.050	0.162	0.855	0.338	0.157	0.572
RambiPre	Pearson Correlation	-0.084	-0.046	.205*	-0.079	-0.068	0.005	- 0.106	-0.038	-0.045	0.124
	Sig. (2-tailed)	0.361	0.621	0.025	0.388	0.458	0.956	0.248	0.681	0.625	0.178
RambiPost	Pearson Correlation	-.241**	-0.091	0.045	0.079	0.151	-0.116	0.047	0.176	-0.071	0.008
	Sig. (2-tailed)	0.008	0.322	0.628	0.390	0.099	0.208	0.611	0.055	0.443	0.932
RcofPre	Pearson Correlation	-0.136	0.169	0.156	0.044	0.117	0.083	0.023	-0.005	-0.072	-0.080
	Sig. (2-tailed)	0.140	0.065	0.090	0.631	0.204	0.367	0.807	0.958	0.432	0.387

RcofPost	Pearson Correlation	-0.079	0.022	0.032	-0.071	-0.050	-.198*	0.114	0.074	-0.060	0.077
	Sig. (2-tailed)	0.389	0.812	0.726	0.440	0.591	0.030	0.215	0.422	0.515	0.406
	N	120	120	120	120	120	120	120	120	120	120
UnrealPre	Pearson Correlation	0.063	0.157	-0.128	0.003	-0.072	-0.009	-	-0.028	0.038	-0.049
	Sig. (2-tailed)	0.491	0.086	0.162	0.977	0.435	0.919	0.017	0.853	0.763	0.682
UnrealPost	Pearson Correlation	-0.097	0.006	0.162	-0.014	0.105	-0.148	-	0.053	-0.019	0.150
	Sig. (2-tailed)	0.292	0.946	0.078	0.880	0.254	0.107	0.160	0.080	0.562	0.838
RespPre	Pearson Correlation	-0.055	-0.009	-0.059	0.083	-0.013	0.027	0.087	0.036	0.035	-0.007
	Sig. (2-tailed)	0.553	0.920	0.521	0.366	0.892	0.769	0.347	0.699	0.703	0.939
RespPost	Pearson Correlation	-0.046	-0.017	0.014	-0.082	0.011	-0.093	0.074	0.034	-0.050	0.002
	Sig. (2-tailed)	0.615	0.853	0.883	0.371	0.906	0.313	0.421	0.711	0.586	0.983
UnderPre	Pearson Correlation	0.001	-0.054	-0.037	0.036	-0.176	0.027	0.037	0.037	0.123	-0.060
	Sig. (2-tailed)	0.988	0.558	0.687	0.700	0.055	0.769	0.688	0.687	0.182	0.512

UnderPost	Pearson Correlation	-0.037	-0.016	-0.128	-0.087	0.030	-0.045	0.105	0.110	-0.087	0.169
	Sig. (2-tailed)	0.689	0.864	0.162	0.342	0.748	0.622	0.254	0.231	0.346	0.065
PowerPre	Pearson Correlation	0.097	-0.050	-0.011	0.090	0.015	-0.027	- 0.135	0.114	0.037	0.025
	Sig. (2-tailed)	0.292	0.588	0.909	0.328	0.868	0.773	0.142	0.216	0.691	0.786
PowerPost	Pearson Correlation	0.088	0.133	-0.018	-0.054	-0.046	0.026	- 0.089	0.023	-0.025	0.015
	Sig. (2-tailed)	0.339	0.148	0.849	0.559	0.620	0.774	0.336	0.803	0.783	0.873
PoorPre	Pearson Correlation	0.061	0.097	0.026	0.028	0.002	0.093	0.096	-0.014	0.028	-0.092
	Sig. (2-tailed)	0.508	0.293	0.776	0.758	0.980	0.311	0.299	0.877	0.759	0.317
PoorPost	Pearson Correlation	0.066	0.030	-0.066	-0.065	-0.064	0.042	0.003	0.138	0.050	0.148
	Sig. (2-tailed)	0.476	0.744	0.472	0.483	0.487	0.651	0.972	0.134	0.588	0.106
IntriPre	Pearson Correlation	-0.003	0.076	0.108	0.026	-0.065	0.027	- 0.058	0.010	.193*	-0.104
	Sig. (2-tailed)	0.975	0.411	0.241	0.780	0.484	0.766	0.528	0.918	0.034	0.259

IntriPost	Pearson Correlation	0.022	0.001	0.059	-0.156	0.037	0.085	-0.013	-0.066	0.046	0.075
	Sig. (2-tailed)	0.809	0.993	0.523	0.089	0.685	0.357	0.889	0.474	0.621	0.419
LowPre	Pearson Correlation	-.227*	-0.104	0.036	-0.142	0.110	-0.120	0.166	-0.131	-0.054	0.155
	Sig. (2-tailed)	0.013	0.258	0.695	0.121	0.233	0.191	0.070	0.154	0.558	0.092
LowPost	Pearson Correlation	-0.161	-0.167	-0.051	-0.095	0.076	-0.021	0.067	0.136	-0.108	0.091
	Sig. (2-tailed)	0.079	0.069	0.577	0.302	0.408	0.821	0.465	0.139	0.242	0.325
StrenPre	Pearson Correlation	0.017	0.120	-0.135	0.034	-0.017	-0.038	0.052	-0.029	-0.005	-0.039
	Sig. (2-tailed)	0.852	0.192	0.143	0.709	0.854	0.679	0.569	0.750	0.958	0.671
StrenPost	Pearson Correlation	-.202*	-0.167	0.098	-0.097	0.039	-0.153	0.072	0.103	-0.123	0.057
	Sig. (2-tailed)	0.027	0.069	0.288	0.292	0.672	0.095	0.438	0.265	0.181	0.536
UnproPre	Pearson Correlation	0.045	0.179	-0.139	0.078	-0.063	0.160	0.095	-0.050	0.033	-0.130
	Sig. (2-tailed)	0.624	0.050	0.131	0.397	0.494	0.082	0.300	0.591	0.717	0.158

UnproPost	Pearson Correlation	0.104	0.080	0.070	-0.104	-0.039	-0.010	-	-0.084	-0.019	0.152
	Sig. (2-tailed)	0.258	0.383	0.445	0.260	0.669	0.911	0.433	0.364	0.838	0.098

** Correlation is significant at the 0.05 level (2-tailed).

* Correlation is significant at the 0.01 level (2-tailed).

Table 19: Correlation between OCB and PANAS

		Posit Pre	Posit Post	Negat Pre	Negat Post
ConPre	Pearson Correlation	0.102	0.076	0.109	0.124
	Sig. (2-tailed)	0.266	0.411	0.236	0.177
ConPost	Pearson Correlation	0.015	0.010	-0.044	0.109
	Sig. (2-tailed)	0.870	0.911	0.633	0.237
Courtpre	Pearson Correlation	0.026	-0.042	-0.167	0.114
	Sig. (2-tailed)	0.779	0.647	0.068	0.214
CourtPost	Pearson Correlation	-0.109	0.036	-0.061	-0.013
	Sig. (2-tailed)	0.238	0.697	0.511	0.884
SportsPre	Pearson Correlation	-0.058	0.062	-0.038	-0.158
	Sig. (2-tailed)	0.529	0.502	0.680	0.084

SportsPost	Pearson Correlation	0.002	0.062	-0.050	0.075
	Sig. (2-tailed)	0.979	0.502	0.591	0.414
HelpPre	Pearson Correlation	-0.010	-0.036	0.147	-0.135
	Sig. (2-tailed)	0.913	0.699	0.110	0.141
HelpPost	Pearson Correlation	-0.113	0.018	-0.086	-0.016
	Sig. (2-tailed)	0.221	0.846	0.351	0.860
CivicPre	Pearson Correlation	.232*	0.056	0.017	.233*
	Sig. (2-tailed)	0.011	0.542	0.853	0.011
CivicPost	Pearson Correlation	0.156	-0.167	0.101	-0.030
	Sig. (2-tailed)	0.090	0.069	0.272	0.743

** Correlation is significant at the 0.05 level (2-tailed).

* Correlation is significant at the 0.01 level (2-tailed).

Table 20: Correlation between OSI and PANAS

		PositPre	PositPost	NegatPre	NegatPost
RoverPre	Pearson Correlation	-.235**	0.018	0.009	-0.036
	Sig. (2-tailed)	0.010	0.842	0.926	0.698

RoverPost	Pearson Correlation	0.041	0.072	0.149	-.223*
	Sig. (2-tailed)	0.654	0.435	0.105	0.014
RambiPre	Pearson Correlation	-.182*	-0.147	0.031	0.136
	Sig. (2-tailed)	0.047	0.109	0.735	0.138
	N	120	120	120	120
RambiPost	Pearson Correlation	-0.062	-0.081	-0.022	-.202*
	Sig. (2-tailed)	0.502	0.379	0.810	0.027
RcofPre	Pearson Correlation	0.042	.232*	0.025	.229*
	Sig. (2-tailed)	0.652	0.011	0.785	0.012
RcofPost	Pearson Correlation	-0.004	0.095	0.150	-.254**
	Sig. (2-tailed)	0.965	0.304	0.102	0.005
UnrealPre	Pearson Correlation	0.093	.200*	-0.091	0.051
	Sig. (2-tailed)	0.313	0.029	0.325	0.578
UnrealPost	Pearson Correlation	0.040	0.087	0.064	-.301**
	Sig. (2-tailed)	0.664	0.346	0.491	0.001
RespPre	Pearson Correlation	0.014	0.000	0.057	-0.075
	Sig. (2-tailed)	0.878	0.996	0.533	0.416

RespPost	Pearson Correlation	-0.054	0.154	0.088	-.310**
	Sig. (2-tailed)	0.560	0.092	0.337	0.001
UnderPre	Pearson Correlation	-0.017	-0.092	-0.145	.300**
	Sig. (2-tailed)	0.854	0.317	0.114	0.001
UnderPost	Pearson Correlation	-0.102	-0.003	0.021	-0.169
	Sig. (2-tailed)	0.269	0.971	0.821	0.066
PowerPre	Pearson Correlation	-0.034	-.218*	-0.017	0.000
	Sig. (2-tailed)	0.712	0.017	0.852	0.996
PowerPost	Pearson Correlation	0.058	0.078	0.112	-0.109
	Sig. (2-tailed)	0.526	0.398	0.225	0.234
PoorPre	Pearson Correlation	0.027	.208*	-0.064	-0.151
	Sig. (2-tailed)	0.767	0.023	0.485	0.100
	N	120	120	120	120
PoorPost	Pearson Correlation	0.089	-0.104	0.101	0.057
	Sig. (2-tailed)	0.335	0.259	0.272	0.533
IntriPre	Pearson Correlation	0.062	0.060	-.180*	0.084
	Sig. (2-tailed)	0.498	0.513	0.049	0.362

IntriPost	Pearson Correlation	0.088	-0.032	0.053	-0.168
	Sig. (2-tailed)	0.340	0.732	0.562	0.066
LowPre	Pearson Correlation	0.120	-0.043	0.087	-0.167
	Sig. (2-tailed)	0.193	0.643	0.342	0.069
LowPost	Pearson Correlation	-0.032	-0.043	0.014	-0.075
	Sig. (2-tailed)	0.731	0.641	0.879	0.414
StrenPre	Pearson Correlation	-0.002	-0.148	-0.062	0.129
	Sig. (2-tailed)	0.985	0.108	0.500	0.161
StrenPost	Pearson Correlation	0.045	0.002	0.162	-0.167
	Sig. (2-tailed)	0.628	0.983	0.077	0.067
UnproPre	Pearson Correlation	-0.059	0.080	-0.139	.308**
	Sig. (2-tailed)	0.521	0.386	0.131	0.001
UnproPost	Pearson Correlation	.187*	-0.127	0.166	0.164
	Sig. (2-tailed)	0.040	0.166	0.070	0.073

** Correlation is significant at the 0.05 level (2-tailed).

* Correlation is significant at the 0.01 level (2-tailed).

N = 240; Complete observations with pairwise non-missing values for experimental and control groups.

Some of the sub-scales of the variables OCB, OSI and PANAS have strong linear positive co-relations with each other.

Also some of the sub-scales of the variables OCB, OSI and PANAS have strong linear negative co-relations with each other.

Similarly, some of the sub-scales of the variables OCB, OSI and PANAS have weak linear positive co-relations with each other.

Also some of the sub-scales of the variables OCB, OSI and PANAS are have weak linear negative co-relations with each other.

Significance also varies from highly significant value to very less significant value for different combinations of co-relations.

Gender-wise correlation computation was also conducted separately for the above mentioned combinations of sub-scales of variables.

N = 75; Complete observations with pairwise non-missing values for– male gender.

N = 45; Complete observations with pairwise non-missing values for– female gender.