

Chapter-7

DISCUSSIONS

Recapitulating the findings, significant improvements in OCB and Positive Affectivity were observed. However, overall findings including Occupational stress and Negative Affectivity were found satisfactory, following the SMET intervention module. Although significant improvements in many domains were noticed in the previous studies, in the current study, individualized influence (attributed) was found to be very significant. An improvement in the five components of the OCB, twelve components of OS and two components of PANAS are very noticeable. This indicates improvement in overall physical, mental and spiritual aspects of the person. The objective of the present study was to see the effect of intensive intervention module on employees' various development aspects and the above mentioned findings satisfy the objectives to a greater extent. Yoga has already been considered an effective intervention found to reduce stress according to previous studies and it has also been well documented through previous researches carried out in our research laboratories that Cyclic-meditation, which is a key component of SMET could produce positive impact on employees or any person for that matter.

In general the participating employees reported improvement in efficiency at work. In addition they have also experienced other health benefits, clarity in thinking and relaxed feeling in action.

This study in total has proved that SMET helps in improving the Organisational Citizenship Behaviour and to enhance the positive state of mind of employees to a noticeable extent. It has also showed that the SMET has also helped the employees to reduce their Occupational Stress as well as their negativities tremendously to a minimum level. Hence SMET has an overall Positive impact on the employees who have undergone this program.