

ABSTRACT

BACKGROUND: Organizational Citizenship Behaviour (OCB) is a newly emerging concept in the stream of organizational behavior. In today's global competitive world, any and every organization wants to have excellent employees those who do not only work hard but also display discretionary behaviours, positive traits, good interpersonal relationship, supportive team work, self-motivation to collectively achieve organizational goals and success. Despite an increasing number of studies on OCB, not many unifying works are focused on the improvement of the same. Here we also study about two most important personality traits namely Positive affectivity and Negative affectivity of employees in an organisation.

AIMS and OBJECTIVES: This study seeks to investigate the impact of Self-Management of Excessive Tension yoga program on Organisational Citizenship Behaviour, Positive and Negative affectivity and Occupational stress (OS) of the employees.

METHODS:

Participants: A sample of 240 employees consisting of both male and female, working for a BPO office in Bengaluru, India belonging to an age group of 20-45 years participated in the study.

Design: It is a randomised two group (yoga and control group), intervention study with pre and post assessments.

Assessment: Organisational Citizenship Behaviour scale, Positive and Negative Affectivity Schedule (PANAS) scale and Occupational Stress Index (OSI) scale were used to administer the study parameters. Data was analysed by using SPSS software version 25.0.

Intervention: Self-Management of Excessive Tension module practice is given to employees as Intervention.

Results: A considerable increase in mean values (difference in pre and post data) were observed after SMET intervention for various dimensions of OCB, PANAS and OS. The results were found to be significant with $p < 0.05$.

Conclusions: Study showed that SMET helped to improve OCB and to reduce the occupational stress of the employees. Study also proved that SMET helped to increase Positive affectivity and to reduce the Negative affectivity of the employees.

Key words: Cyclic Meditation, Negative Affectivity, Occupational Stress, Organisational Citizenship Behaviour, Personality Traits, Positive Affectivity, SMET, Yoga