

7.5.1c Records with measurable indicators on the impact amongst youth (within & outside the institution) through the interventions of the department

University of Patanjali (UoP) is an expression of the divine visions of two great saints Swami Ramdevji and Acharya Balkrishnaji to institute a centre for an integral education blending all spectrums of Vedic wisdom and scientific knowledge that are essential to empower the youth for nation development. More than every day's routine, Yoga is a skill to live a healthy life. It is not only twisting and turning of bodies but it's a divine knowledge to upgrade the life and Patanjali University has embodied this thought in the community through its diligent students.

The evidence indicating the impact of yoga philosophy and practices on youth is attached below:



**Efficacy of an Integral Yoga Intervention on Affective, Cognitive and Behavioural
Outcomes of Corporate staff**

Thesis submitted for the award of
Doctoral of Philosophy (Yoga Science)
To the University of Patanjali

By

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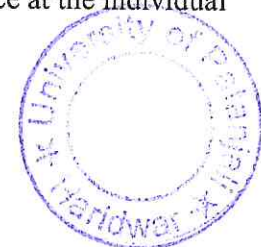
ABSTRACT

BACKGROUND

Over the last several decades, management researchers have developed constructs to identify potential determinants of leadership performance and prioritized workplace wellness as its potential indicator. Professionals have a lot on their plates, and finding time for yoga isn't always an option. However, it is essential to consider the possible benefits to their job and personal lives. In today's workplace, innovative ideas, proper decision-making, attitudes, and organizational behavior are all key considerations for employers, and everything that can be improved for the advantage of both employers and employees is a possible benefit. Those who have all of these elements are more likely to have a happy home life, which leads to improved productivity. Several studies reported that Yoga techniques can improve workplace stress and wellness. However, these observations gave limited information about the effect of yoga on affective and cognitive factors. It is important to understand that Integral Yoga Intervention can improve self-esteem, emotional intelligence, creativity, decision making, health, and habits/behaviors among the participants as the pre-requisite of optimal work performance and sustainable organizational success.

AIMS AND OBJECTIVES

- To assess needs, develop/design and conduct IYI and assess their efficacies on improving employees' health, happiness and performance/productivity, and workplace harmony.
- To discuss and inculcate healthy behaviors and practices in the line of yoga and allied oriental knowledge streams to empower wellness and work performance at the individual and corporate levels.



- To improve four human faculties- rational intelligence, creativity & innovation; emotional intelligence, and spiritual intelligence through yoga and lifestyle practices.

MATERIALS AND METHODS

This study assessed the efficacy of the 45-day Integral Yoga Intervention (IYI) on affective, cognitive and behaviour of 98 (61males and 37 females) with age ranged between (mean \pm standard deviation: 32.39 \pm 6.9 years) corporate staff by employing two-armed randomized controlled trial. The sample size was calculated using G*.

RESULT

The result showed the higher factors of Emotional Intelligence (EI) of 45-day IYI practitioners ($p < 0.001$) as compared to their controls only with a statistically insignificant increase in empathy. Yoga practitioners scored higher on the self-esteem scale than their controls. All the factors of creativity showed significant differences from their baseline. Result showed the higher factors of Decision Making (DM) of 45-day IYI practitioners ($p < 0.001$) as compared to their controls only with statistically insignificant increase in deferring. Study found insignificant difference in Life-style. This implies that workplace yoga may improve EI, Self-esteem, behaviour, creativity and decision making to optimize stress, self-motivation, commitment, team building, interpersonal relationships, and leadership quality. Result showed the significant behavioural outcomes mainly in aggressiveness of 45-day IYI practitioners ($p < 0.001$) as compared to their controls.

CONCLUSION

This implies that workplace yoga may improve affective, cognitive and behavioural outcomes to optimize stress, self-motivation, commitment, team building, interpersonal relationships, and leadership quality.



DRAFT THESIS
EFFECT OF YOGA ON ANXIETY, OVERALL AGGRESSION AND SUBJECTIVE WELLBEING
AMONG COLLEGE STUDENTS

Thesis submitted for the award of
Doctor of Philosophy, Yoga Science
To the University of Patanjali

By

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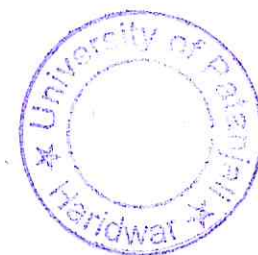


ABSTRACT

This research work aims to analyse 7 no. cognitive variables; i) Physical aggression ii) Verbal aggression iii) Anger aggression, iv) Hostility aggression, v) Anxiety, vi), Positive Affect subjective wellbeing (PA-SWB) and Negative Affect subjective wellbeing (NA-SWB) of the participants. All these 7-variables are abbreviated as PAVANHP. We have made 3 no. hypotheses covering all these variables having both null and alternative statements. Like for example: Null hypothesis (Ho): Anxiety of college students may not be reducing after doing yoga practice.” Alternate hypothesis (Ha): Anxiety of college students will reduce after doing yoga practices.”. Based on these hypotheses, we have formulated 6 no. research problem statements and accordingly 8 no. objectives are defined. In a nut shell these Overall aggression (has 4 components), anxiety and SWB (with PA and NA components) and with a protocol developed for yoga practices for a duration of 8-weeks.

This thesis is divided into 7 chapters. Chapter 1 gives Introduction having 7 sub-components overall aggression- Physical aggression, verbal aggression, anger aggression, hostility aggression, anxiety and PA and NA SWB, in 1.1, we discussed the background details of the project which gives conceptual details of the cognitive variables. There are 8 slokas (Swami Prabhupada, 1986) from Bhagavad Gita and 1 sloka from Patanjali Yoga sutra (Prasad, 1998; Vivekananda, 2014) text books. All these verses give the conceptual background details for Anxiety, SWB and Overall aggression.

In sub-part 1.2, we reviewed the literature on anxiety, test anxiety (Putwain et al., 2014) or exam anxiety, overall aggression having the components of physical aggression, verbal aggression, anger aggression, hostility aggression is a very common problem and do not feel the balance of Positive Affect Negative Affect subjective wellbeing (PANA-SWB) of college student. He and she is feel the academic pressure, workload then got the anxiety, overall



aggressive behaviour and did not feel the self-balance-during exam, job interview etc. Positive Affect Negative Affect subjective wellbeing.

Sub-part 1.3, seven no. research problems have been studies. In sub-part 1.4, we have proposed 3 no. hypotheses. In sub-part 5, eight no. objectives are defined. In sub-part 6, limitations of the study are given. Sub-part 1.7, we discussed the overall thesis organization- background, literature review, methodology, result, discussion conclusion, references etc. Sub-part 1.8, definitions and explanation of terms are given.

2nd Chapter examines the literature review of the research work that is carried out in my 4 years of study. I have covered the 138 research papers, 22 text books and 5 websites for this study.

The 3rd chapter is on methodology of the research work. In this study, we involved the college students as subjects. The methodology process involves the demography, reliable and validated questionnaires are used for collecting the data from the participants, we have selected a total number of 1500 participants from two different institutes – University of Patanjali and Sanjeevani college, Bahraich. Out of a total of 4000+ students, we have randomly selected 1500 students – 1000 from Sanjeevani College, Bahraich, Uttar Pradesh and 500 from University of Patanjali, Haridwar, used the RCT Design for data collection. Analysis is done using the statistical software tools such as RMANOVA, 't' test, Regression analysis using SPSS version 25. The design explains the yoga interventions before and after on anxiety, aggression and subjective well-being among college students.

The 4th chapter, we discussed about the results of 7 no. cognitive variables. Table 4.1, shows the Base line Socio-Demographic data of the participants. Fig. 4.1, shows the bar diagram showing the maximum and minimum age levels of the students. Fig.4.2, shows the group sampling. Table 4.2, gives the anxiety descriptive statistics and the mean and standard deviation. The above Table 4.3, shows the pre-post design results of anxiety. Table 4.4, in the independent 't' test, the p value is found to be greater than 1 i.e. $p > 1$ which implies that there



is no significant difference between the two mean values of control and pre data experimental values. Table 4.5, give the anxiety result Multivariate test for anxiety and showing the result Pillai's Trace, Wilk's Lambda, value, F, df, $p < 0.0001$, partial eta squared, observed power. Fig 4.3, shows the anxiety difference between control and experiment group. The Tables 4.6, gives the overall aggression descriptive statistics and showing the mean and standard deviation. The Table 4.8, in the independent 't' test, the p value is found to be less than < 0.0001 which implies that there is significant difference between the two mean values of control and pre data experimental values. Table 4.9, gives the overall aggression results using Multivariate test for overall aggression and showing the result Pillai's Trace, Wilk's Lambda, value, F, Error df, p value is 0.142, partial eta squared, observed power. Fig 4.4, shows the overall aggression difference between control and experiment group. Table 4.10, give the PA result descriptive statistics and showing the mean and standard deviation. The above Table 4.11, shows the pre-post design results. It may be seen from the table, that the p value is found to be p 0.19 which is not significant, indicating the positive affect of the pre-post design remains same and thus null hypothesis proved to be correct and rejected the alternative hypothesis. Fig 4.5, shows the PA difference between control and experiment group. Table 4.12, in the independent 't' test, the p value is found to be 0.04 which implies that there is little significant difference. Table 4.13, gives the PA Multivariate test, Pillai's Trace, Wilk's Lambda, value, F, df, $p < 0.0001$, partial eta squared, observed power. Table 4.14, give the NA result descriptive statistics and showing the mean and standard deviation. The above Table 4.15, shows the pre-post design results. It may be seen from the table, that the p value is found to be 0.19. From Table 4.16, in the independent 't' test, the p value is found to be p value is 0.04 which implies that there is little significant difference. Table 4.17, gives the NA Multivariate test showing the result Pillai's Trace, Wilk's Lambda, value, F, Error df, $p < 0.0001$, partial eta squared, observed power. Fig 4.6, shows the PA difference between control and experiment group.



In chapter 5, we discussed about the results with the latest research work done by contemporary social scientists on evidence based student academic studies. Yoga intervention studies makes a great deal in higher reduction of anxiety and aggression levels while results of Putwain et al, 2020, STPES (Strategies to Tackle Exam Pressure and Stress) intervention has lower reduction and not sustainable which is based on 6 sessions of STEPS intervention studies on test anxiety wellbeing. The reason for this difference between two studies may be due to Yoga practices.

Chapter 6, gives the conclusions of this study. We tried to justify three number hypotheses and 8 no. objectives in this research work. The yoga interventions show the balance between Positive Affect and Negative subjective wellbeing.

The 7th chapter shows all 187 references, 138 research papers, 22 books and 5 websites in APA style.



**“YOGA SCIENCE BASED ACTION-OUTCOME OUTLINE FOR
WORKMEN’S PROSPERITY”**

PhD Thesis

Submitted By -

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JUNE, 2022



**“YOGA SCIENCE BASED ACTION-OUTCOME OUTLINE FOR
WORKMEN’S PROSPERITY”**

A Ph.D. THESIS

**Submitted in partial fulfilment of the
Requirements for the award of the degree**

of

DOCTOR OF PHILOSOPHY (YOG SCIENCE)

by

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ABSTRACT

To prepare current thesis, the researcher went through more than 600 research articles of the national & international repute regarding (Action-Outcomes, Prakruti, & Yoga-Management, Unified Field, Work & Organization Psychology, HRD, Workplace Spirituality etc.), & the texts like (Bhagavad-Gita as It Is, Gita Manava Dharm Shastra, Shrimad Bhagvad Gita, Dnyaneshwari, etc., etc.). One works to be prosperous, & live happy, peaceful, & elevated life. The Yogic Science is a practical knowledge to satisfy these requirements. Work is the most essential part of waking human activity. Workmen must be aware about the ill effects of material level actions & benefits of the superior yoga level actions. Yoga level action brings us not only material prosperity but also fosters our transcendental development. The mundane work can become workmen's means for the definitive prosperity, peace, & conscious elevation. The researches connecting the workmen's action levels to corresponding outcome levels & that leading to prosperity in the Yoga-Management field are rare. In real work life, after feeding all the human inputs, the final outcomes are counted. On individual level this research precisely portrays action-outcomes in an infographic. Aim of this research work is to represent 'the Yoga Science based practical action-outcome level implications for the workmen's prosperity in an infographic that can surpass western work sciences'.

Through Yoga Science, these outcomes do satisfy all the life ideals of traditional Indian thought namely Dharma (conscious elevation), Artha (prosperity & plenty), Kama (fulfilment of desires), & Moksha (Liberation). Human existence is of multiple levels. Therefore, the human actions the quality of these actions & their corresponding outcomes also emerge from multiple levels. The fundamental natural forces like material force, superior soul force, & the ultimate Unified Field force can be operationalized to attain variety of outcomes on these levels. This is one of the fundamental & great differentiating factors between Indian vis-a-vis western work sciences. It is but useful for the workmen to know these



action-outcome realities & their implications. This can make them more careful about their choice of action levels & to be aware to wisely act accordingly towards their prosperity. For this corporate audience the study simplified essential yet complex yoga science wisdom in a simple infographics.

The scriptures i.e. Srimad Bhagavad-Gita/B.G. i.e. (B.G.2.48); Sri Sukta, Markandeya Purana, Ramayana, Shrimad Bhagvatam, Patanjali Yoga Sutra, etc. described in-depth internal level of action to achieve external outcomes as (prosperity, peace, elevation etc.). These scriptures & specifically B.G. are rich in the theoretical nitty-gritties of the subject under study as well as focuses critically on the applicable aspects of these theoretical foundations for the workmen. It is possible to practice the Yoga level action in the employee's repetitive nature of work. This fact creates research need to explore action-outcomes infographics in the Yogic Science. The related researches in the modern context are conducted by top global establishments like ILO. Yet, there are deficiencies in the multilevel & pragmatic action-outcome related research in the fields of Work Psychology, HRM, & also by the ILO researchers in terms of input action & the outcomes & productivities of the work. They may bank upon on the key takeaways from the Yoga Science as indicated by this research. The key objectives are -

1. To establish Yoga Science as the practical wisdom for workmen vis-a-vis western work sciences like Work Psychology, Management etc.
2. To dissect Action-Outcome related Yoga Science literature (B.G.).
3. To focus the vital natural forces (Matter, Soul, & Unified Field Force) ruling matter & that influence outcomes.
4. To uncover three levels (Matter, Yog, & Unified Field) Action-Outcome Outline.

In this context the moot research questions are –



1. How the Yoga Science is 'the practical wisdom' for 'the employees/workmen' that surpasses the western work sciences?
2. How Action-Outcome levels described in the literature (B.G.) of Yoga Science?
3. How natural (Material, Soul & Unified Field) forces corresponding to the action levels imply progressive outcome levels? & how the yoga level action is superior to material level action?
4. How the Yoga Science based, three levels (Matter, Yoga, & Unified Field) Action-Outcome Outlined?

The BG. doctrine of work & prosperity principally forms the key backbone of the current study. Some of its elements can be illustrated as –

- a) "योगस्थःकुरु कर्माणि (B.G.2.28) 'Yogastha Kuru Karmani' root in yoga & perform the actions.
- b) "यत्र योगेश्वरःकृष्णो यत्र पार्थो धनुर्धरः। तत्र श्रीविजयो भूतिध्रुवा नीतिर्मतिर्मग" (BG.18.78) Yatra yogeshwaro Krushno....., tatra Shri, Vijayo, Bhutir Dhruva...', Wherever the Master of total Yog Shri Krushna (Supreme force) is, & where there Arjun (workman) the topmost archer is, there will be definitely the everlasting wealth, victory, prosperity, & uprightness.
- c) "योगःकर्मसु कौशलम्" (B.G. 2.50) Yogah karmasu kaushalam', Yoga is the skill in action.
- d) "प्रकृतेः क्रियमाणानि गुणैः कर्माणि सर्वशः। अहङ्कारविमूढात्मा कर्ताहमिति मन्यते"(B.G. 3.27) Prakruteh kriyamanani...karta Aham iti manyate'. All the actions are done by the force of Prakruti. if one ignorantly identifies self with Prakruti, then such a confused fool perceives oneself as 'The Doer'.
- e) "त्रैगुण्यविषया वेदा निस्त्रैगुण्यो भवार्जुन" (B.G.2.45). Naisraigunyo bhav Arjun', you become liberated from materialism, liberated from the sets of duality, always-poised in the purity, devoid of the (desire for) acquisition and fortification, and be settled in the true self.



f) “तस्मात्त्वगुतिष्ठ यशो लभस्व जित्वा शत्रून्गुड्क्व राज्यं समृद्धम् । मयैवैते निहताःपूर्वमेव निमित्तमात्रं भव सव्यसाचिन्”(11.33).

Nimitta matram bhav Savyasachi’ this is the overarching principle. One should become conductive to the Supreme life force & thereby that Supreme will perform astonishing feats in one’s life. The work & successes coming by these means utilized towards the advantage of humanity & life in its entirety. These are some of the mystical secrets & the cornerstone of the Yog Science in relation to work, & its technology. It not only indicates but also alerts oneself to do daily work above the force of mundane nature & to unleash & to utilize the Supreme force & thereby accomplish the life goals.

This study used integral research approach as authenticated by Sri Aurobindo & as propagated by his disciple Haridas Chaudhari. There is a growing understanding among the research scholars & funding bodies about the integration of research from multiple related fields to make it meaningful. This method is allied to consciousness hence comes close to the yoga science. The novel & creative insights in subjects can possibly be gained by the integration of the related fields of research. The integral research method is flexible & preferred here over the more common method of hermeneutics.

As depicted in an integrally informed infographics workmen’s actions rooted in Yoga level brings greater prosperity, peace, & conscious elevation compared to the matter level actions. The Yoga Science is wide ranging, & deeper than the contemporary managerial-work sciences. The Yoga Science here reinstated as a practical science for the actions from stillness. The scripture of Shrimad Bhagvad Gita is central to the integral, & the practical completion of this undertaking. This study has extracted Yogic Science’s knowledge in a nutshell & linked the Action-Outcome on three levels (Matter, Yoga, & Unified Field/Supreme Self). It has highlighted the utilization of the fundamental forces of nature (Material Force, Soul Force, and Unified Field Force) in the modern context. The target corporate audience can be trained on this yogic knowledge via this infographic & they may find its recall, usability & utility. The yoga level action is the core of wholesome prosperity for the employees & it



can be accomplished in the routine activity. Therefore acting while continuously rooted in Yoga is recommended. For the work, & workmen related issues, the Yoga science is superior in terms of its depth & offered practical solutions. The study can be contribution to the interrelated fields of the Yoga Science & Management.

The interpretation of the Yoga science is subjective & the concept's experiential testing is impractical in the current study. The narrow range of research methods that can also be seamlessly cohesive with the modern science & that also work in transcendental realms remains the vital limitation. The research is also limited by the scanty time & resources of PhD, & the rules, & regulations governing PhD. This simplified multi-level Action-Outcome infographic may be further explored for its implications on the group levels & the western work sciences can be reviewed in he context of the individual workman's actions relating to elevation, peace, & prosperity.

Keywords: yoga science, action, outcome, workman, prosperity, integral research

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