

Yoga in Managing the Emotions and Stress of Executives

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Abstract

In this hi-tech world, the sin-qua-non of effective executives' leadership behaviour is emotional intelligence. Goleman (1995) defined emotional intelligence as "The ability to motivate oneself to face frustration, to control impulse and delay gratification, to regulate one's moods and keep distress from swamping the ability to think, to empathize and to hope". The emotional responses are more significantly correlated to psychological stresses (Srivastava, 1999). Therefore, the current need in business world is an effective training programme for executives to manage their stress by managing their own emotions. According to literature reviews, authors identified that the practice of yoga acts as two-in-one technique for developing both emotional balance and stress management. Hence this study was focussed to measure the effect of yoga practices towards emotional competence by stress management. With this objective an extensive survey was conducted in a large-scale public sector organisation, Neyveli Lignite Corporation Limited (NLC), Neyveli, Tamil Nadu. Random sampling was done to select a sample of 200 from 639 yoga/meditation practicing executives population in NLC. After the collection of 167 responses, an equivalent size of 167 yoga/meditation non-practicing executives were selected on random basis by considering their designation and overall experience in the organisations as a base for sampling. Data were collected with help of psychological tools such occupational stress index (Srivastava and Singh, 1981) and emotional competence scale (Sharma and Bharadwaj, 1995). With the help of SPSS package, two-way ANOVA test was carried out. The results revealed that there is a significant difference in emotional competence between yoga/meditation practicing and non-practicing executives at different levels of occupational stress.

Key words: Emotional Competence, Emotional Imbalance, Stress Management, Yoga Practices.