iJRASET
International Journal For Research in Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 13 **Issue:** VII **Month of publication:** July 2025

DOI: https://doi.org/10.22214/ijraset.2025.73381

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International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 13 Issue VII July 2025- Available at www.ijraset.com

The Role of Yoga in Enhancing Work-Life Balance: A Holistic Approach

Dr. Neha Modi
Asssociate Professor, Govindram Seksaria Institute of Management and Research

Abstract: ***The word yoga itself means "union" of the individual consciousness or soul with the universal consciousness or spirit. Yoga is a life style, it remove all the misconception of mind. There are various paths of yoga that leads towards the goal. It can be achieved during the work life of an individual without imperturbability(Vairagya) .This paper will reveal the various drivers of yoga via case study method how yoga can lead to a proper work life balance. We have taken cases from business world and view of yoga Gurus. The research is based on secondary data available on internet, journal, news paper etc. The research show that yoga and work life balance have strong correlation if followed religiously. People have shown growth and satisfaction via managing work life through yoga.***
Keywords: Imperturbability (Vairagya)

I. INTRODUCTION

A. Yoga Way of Life

The yoga way of life encompasses the philosophy of *Karma Yoga* (path of detached action),*Jnana Yoga* (knowledge of self), *Bhakti Yoga* (Trust in the supreme order) and *Raja Yoga* (*Asana, Pranayam*, Meditation etc.). Practicing this knowledge may bring about a complete transformation of one's personality, on the physical, mental, emotional, and spiritual levels, which strengthens one's ability and desire to put in one's best. Yoga is one of the six foundations of Indian philosophy and has been used for millennia to study, explain, and experience the complexities of the mind and human existence.*Patanjali*, an ancient yoga sage, defines yoga as a technique used to still the mental fluctuations of the mind to reach the central reality of the true self.*Patanjali's Yoga Sutras* outline a skillful way of conducting life that fosters moderation and harmony.[These guidelines, which include ethical and moral standards of living in addition to postural and breathing exercises, are used to foster spiritual growth and evolve one's consciousness.

Ashtanga Yoga, the eight step path of yoga, encompasses cognitive learning, moral conduct, physiological practices, and psychological therapy. The first two steps of *Yama* and *Niyama* seek and shape external behavior and thought patterns and thus minimize disturbances in the mind and the body. On the behavioral side, abstinence is sought from violence, falsehood, dishonesty, sexual excess, and acquisitive tendencies. On the cognitive moral side, the ideals prescribed are — purity, contentment, austerity, self study, and forbearance. The stages of *Asana* and *Pranayama* are meant for disciplining the body and regulating subtle energy flows. In the fifth stage of *Prayahara*, the secondary input is regulated so the mind is not distracted. The stages of *dharana*, *dhyana*, and *Samadhi* are for uplifting one's spiritual self and for heightening consciousness.

According to **Srinivas** a series of techniques collectively known under the general label 'Yoga' present a rich source for generating indigenous organizational development techniques that may perhaps find better acceptance than imported intervention designs from the west Originally developed for personal spiritual growth, yoga offers a well-formulated approach to planned change.

B. Impact of Yoga on Management

Spirituality in a workplace is a topic of hot discussion today. Wisnieski and Askar and Syed present four interesting advantages in their review of workers who maintain a spiritual mindset. First they claim: 'The stronger the spiritual factor of the personality, the more tolerant the person is of work failure and less susceptible to stress' Second, these authors assert, 'the stronger the spiritual factor of the personality the more the person favors the democratic style of leadership, is more trusting and the higher is his/ her tolerance of human diversity'. Third, it is the opinion of Mohamed *et al*. that, 'The stronger the spiritual factor of the personality the more the person exhibits altruistic and citizenship behavior'. Finally, these authors find that, 'The stronger the spiritual factor of the personality, the more the person's commitment to the organization and work group increases'.

In the article of **Sangster**, he re-emphasizes an often presented clarification when the topic of spirituality in the workplace is mentioned, he places religion out of the scope, stressing that 'it is possible to lead a spiritual way of life without following any particular religious path'

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In Sangster's opinion, spiritual workers are those who think cooperatively and/ or altruistically; have a balanced, objective view of the world; listen as much as (or more than) they speak; apply a three-dimensional or bigger picture when thinking; believe in some higher driving force and purpose beyond humankind; find the time to think things through objectively; think laterally in order to promote realistic solutions; encourage and empower others selflessly; work open-mindedly with a wide range of people; consistently display integrity and trust; and expect the best from people without having a soft touch.

Jurkiewicz and Giacalone stress yet another major advantage of nurturing the spiritual mindset within each worker in the organization: ethicality. These authors assert that the 'Fundamental aspects of workplace spirituality, such as meaningful work that provides a feeling of purpose, a sense of connection and positive social relations with their coworkers, and the ability to live an integrated life in which the work role does not conflict with the essential nature of the person as a human being, may interact to create different perceptions of ethicality within the organization' (. Most of the work available on the subject of the impact of yoga on work life/ management centers around the impact of Transcendental Meditation on various aspects of management.

For the past several years, yoga and meditation have been on the rise in corporate America. In fact, corporate wellness programs as a whole have increased, with companies doing everything from subsidizing gym memberships to offering in-house fitness classes to providing healthy cooking lessons to employees.

We fully stand behind any and all ways in which a company chooses to support employee health, but it probably goes without saying that we're particularly big proponents of yoga and meditation.

Studies have shown that yoga has a positive effect on both mental and physical health, which is good for everyone -- employees *and* employers. Here's how:

For companies, it leads to:

- Reduced medical and disability costs
- Heightened employee productivity
- Increased employee morale
- Reduced turnover
- Reduced absenteeism
- A competitive edge in hiring

For employees, it leads to:

- Reduced stress from modern-day business challenges
- Increased energy levels
- Improved body image
- Greater happiness and a more positive attitude
- Increased concentration
- Improved morale
- Decreased anxiety and tension
- Reduced muscle tension & pain from sitting at a desk

II. REVIEW OF LITERATURE

Stress in the workplace had emerged as a major issue for businesses and it has reached alarming proportions. According to the National Institute for Occupational Safety and Health, 80 percent of workers experience job stress. According to David Fontana: Stress is a demand made upon the adaptive capacities of the mind & body. The stress response is a complex emotion that produces physiological changes to prepare us for ―fight or flight.‖– to defend ourselves from the threat or flee from it was quoted by Walter-Cannon(1932). Keeley and Harcourt (2001) in their study on ―Occupational Stress: A Study of the New Zealand and Reserve Bank‖ Revealed that stress is caused by heavy work demands in the job itself, which the unskilled employee with little control over how the work is done, cannot adapt to or modify. Kulkarni GK (2006) in an article Burnout published in Indian Journal of Occupational and Environmental Medicine 2006 said that rapid change of the modern working life is associated with increasing demands of learning new skills, need to adopt to new types of work, pressure of higher productivity and quality of work, time pressure and hectic jobs are increasing stress among the workforce. Further he added that privatization and globalization has ignited mergers, acquisitions, and precarious employment has critically affected the domestic industry.‖Stress that an employee encounters affects the productivity of organization (Bhattacharjee, 2009).Team morale and company productivity is also adversely affected.

Thus, stress is both a friend and a foe. (Batliwala, 1990). Studies of stress in the work environment tend to focus on psychosocial influences in the environment. This paper asserts that another important influence on work performance results from physical features of the work environment. Evidence is accumulating that the physical environment in which people work affects both job performance and job satisfaction (Brill, Margulis, & Konar, 1985; Clements- Croome, 2000; Davis, 1984; Dolden & Ward, 1986; Newsham, Veitch, Charles, Clinton, Marquardt, Bradley, Shaw, & Readon, 2004; Vischer, 1989, 1996) . The tasks workers perform in modern office buildings are increasingly complex and depend on

III. AIM OF THE STUDY

The Aim of the study is to find how yoga is Related in work life management

A. Insights from Business world

1) Apple: It should come as no surprise to those who know a bit about the life of Steve Jobs that meditation has long been promoted at Apple. Jobs often took part in meditation retreats, was married in a Zen ceremony, and maintained lifelong friendships with many monks. Some speculate that the mental control he gained from meditation was what helped him become so successful in creating new, innovative products for Apple. Whatever it was, Jobs wanted to pass on his love of meditation to others in the workplace, allowing employees of the tech giant to take 30 minutes each day to meditate at work, providing classes on meditation and yoga on-site, and offering the use of a meditation room.

2) Prentice Hall Publishing The publishing world can be a tough place to make a living, but this publishing company is trying to give workers a chance to shake off their stress and refocus while at work through meditation. Prentice Hall has created a meditation space in their corporate headquarters, which they call the “Quiet Room.” Employees can take a break and slip into the space for meditation, prayer, or just a moment of quiet reflection when they’re feeling particularly stressed out.

3) GoogleEven when you’re working at a company that offers unbelievable benefits like Google, things can get a bit stressful on the job. One of Google’s original software engineers and now head of personal growth (how cool is that job?), Chade-Meng Tan, has been working hard to bring meditation into the workplace. Tan spearheaded a program at Google in 2007 called “Search Inside Yourself” which helped more than 500 employees learn how to breathe mindfully, listen to their coworkers, and even improve their emotional intelligence. On a regular basis, the company also offers meditation space and meditation courses, believing that meditation can help improve not only employee mental health and well-being but the company’s bottom line as well.

4) NikeNike’s motto “just do it” applies to meditation as well, it seems. The company is one of many big businesses incorporating meditation practice into their workplace. Employees of the athletic apparel giant have access to relaxation rooms, which they can use to take a nap, pray, or of course meditate. In addition to these quiet rooms, employees can also take part in meditation and yoga classes without ever having to leave the office.

5) AOL Time Warner In 2000, AOL Time Warner reduced its sales and marketing staff from 850 to just 500 people, leaving employees to shoulder a lot more work with a lot less help. In order to help employees deal with the stress of their new longer and busier days, the corporation added meditation classes into the work day. Workers could slip away from what, at the time, were 12 hour days into a class or a quiet room to help refocus, relax, and refresh themselves before getting back to their long days.

6) McKinsey & Co.Management and consulting firm McKinsey & Co. founded in Illinoismight be a strange place to find meditation happening, but the company is embracing meditation as part of a new HR strategy aimed at keeping employees happy and healthy. McKinsey partner and meditation aficionado Michael Rennie says, “What’s good for the spirit is good for the bottom line,” and the company is taking that to heart, developing meditation and self-analysis programs not only for their own employees but for other multi-million dollar corporations as well. In one case, a meditation program developed by McKinsey for an Australian client saved the business more than $20 million.

7) Yahoo! Yahoo! is another tech company that is doing what it can to reduce employee stress while at work. Employees of Yahoo! can take advantage of meditation rooms or engage with others who share their interests in a more mindful work day by taking free classes offered on-site.

8) Deutsche Bank A global banking and financial services company, Deutsche Bank has undoubtedly had a few rough years due to the global economic crisis, but employees may be getting a bit of stress relief just by walking through the doors of their workplace. Deutsche Bank is yet another multinational business getting behind the meditation-in-the-workplace trend. Despite the fact that the company may seem too traditional to embrace such a progressive policy, they’ve been offering meditation

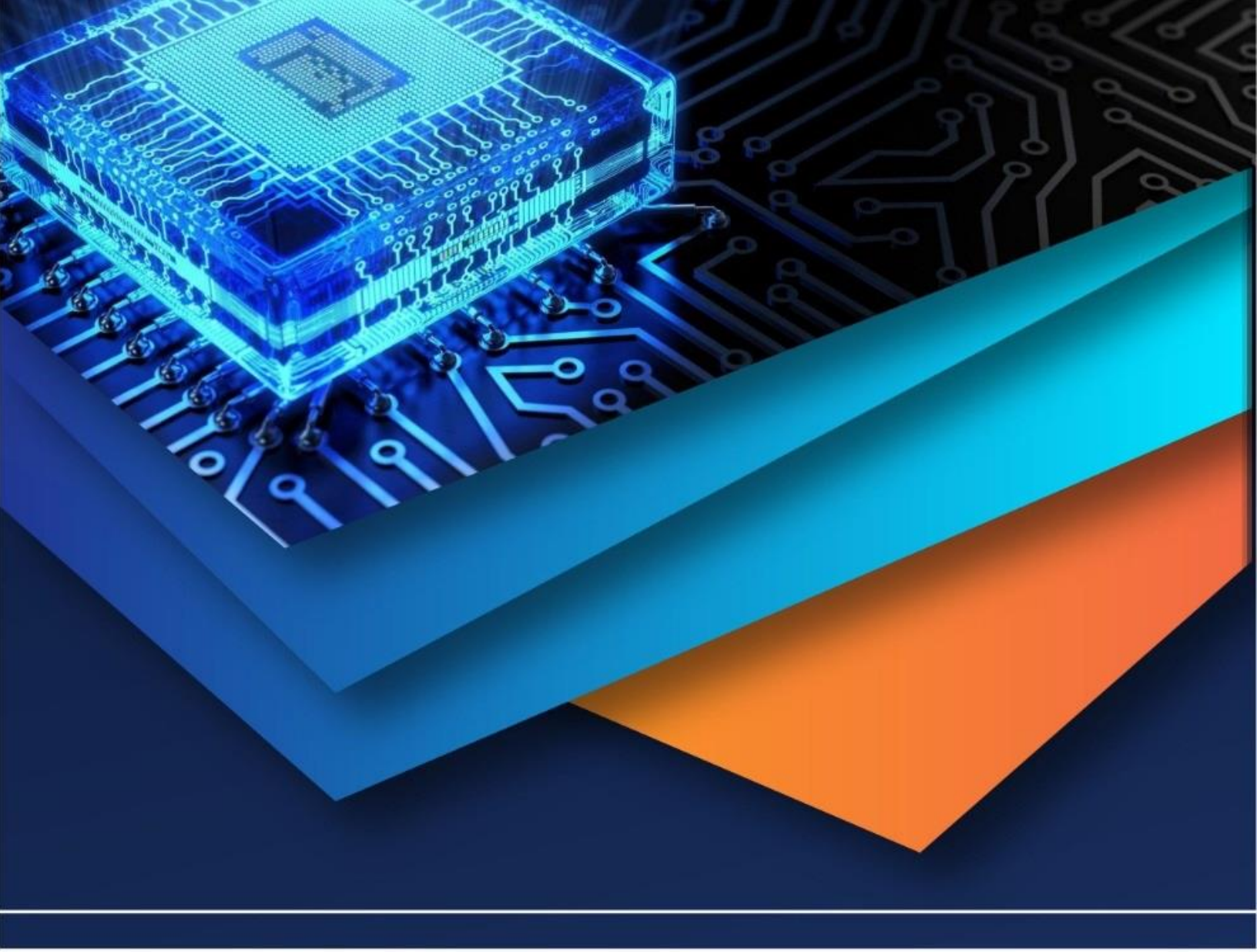
classes and quiet spaces on site for several years, hoping that it will help to reduce worker stress and lead to more level-headed thinking.

9) Procter & Gamble P&G's CEO A.G. Lafley is dedicated to his own meditation practice and thinks it has a lot to offer employees as well. He has said, "You can not out-work a problem, you have to out-meditation it." The company offers a wealth of health and fitness programs that include meditation classes and spaces in their major corporate buildings.

10) HBO While the programs HBO produces might turn viewers into couch potatoes, it doesn't promote the same attitude in its employees. Instead, it offers a wealth of resources to help them stay healthy both mentally and physically, with gyms, free yoga classes, and meditation classes offered in the workplace. Perhaps the promotion of forms of mindful exercise and meditation helped inspire their new hit show *Enlightened.*

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