



THE IMPLICATION OF YOGA ON CORPORATE EMPLOYEE HEALTH WITH SPECIAL REFERENCE DELHI NCR WOMEN

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Abstract

Musculoskeletal discomfort and physical health issues are common among corporate employees due to prolonged sedentary work, repetitive movements, and inadequate physical activity. These problems are particularly prevalent among women who often juggle professional and personal responsibilities. In metropolitan areas like Delhi NCR, long work hours, poor posture, and extended screen time contribute significantly to neck pain, backache, shoulder stiffness, and general physical discomfort. This study examines the effectiveness of corporate yoga programs in reducing musculoskeletal pain and enhancing overall physical health among female employees in large corporate workplaces in Delhi NCR. Using a pre-test–post-test research design, 120 female employees from IT, finance, service, and education sectors participated in an 8-week structured yoga regimen including asanas, pranayama, and relaxation practices. Musculoskeletal pain was assessed using a standardized pain scale, and physical health indicators such as flexibility, posture, and general physical comfort were measured through a structured questionnaire. Post-intervention results showed a statistically significant reduction in self-reported pain in the neck, lower back, and shoulders, along with marked improvements in flexibility and physical well-being. The study underscores the potential of corporate yoga programs as cost-effective workplace wellness strategies that enhance physical health and reduce occupational discomfort among women employees. The findings support integrating yoga into organizational health policies to promote employee well-being.

Keywords: Corporate Yoga; Musculoskeletal Pain; Physical Health; Women Employees; Workplace Wellness; Delhi NCR

Introduction

Work-related musculoskeletal disorders (MSDs) are one of the leading causes of occupational discomfort worldwide. Sedentary jobs involving extensive computer use, constrained posture, and insufficient physical activity contribute heavily to neck pain, shoulder stiffness, and lower back discomfort, particularly among female employees who may also manage household responsibilities. In the fast-paced corporate environment of Delhi NCR, long working hours and stressful workflows exacerbate physical strain, negatively impacting productivity, job satisfaction, and overall quality of life.

Rationale

While medical and ergonomic solutions are available, holistic interventions like yoga offer a preventive, non-pharmacological approach to physical well-being. Although several studies have examined yoga's psychological benefits, fewer have focused on its effects on physical health and musculoskeletal discomfort in workplace settings, especially among women professionals in Indian corporate contexts.

Statement of the Problem

Female corporate employees in Delhi NCR experience significant musculoskeletal pain and physical health challenges due to sedentary workplace demands. There is limited empirical evidence on the effectiveness of structured corporate yoga programs in mitigating such issues. This study aims to address this gap.

Review of Literature**Musculoskeletal Pain in Corporate Workplaces**

Prolonged sitting, improper workstation ergonomics, and repetitive tasks increase the risk of MSDs. Female employees are disproportionately affected due to physiological, lifestyle, and psychosocial factors. Neck, back, and shoulder pain are frequently reported complaints among desk-bound workers.

Yoga and Physical Well-Being

Yoga, an ancient mind-body practice, integrates physical postures (*asanas*), breathing (*pranayama*), and relaxation. Scientific literature indicates yoga improves flexibility, muscular strength, posture alignment, and circulation — foundational elements for reducing musculoskeletal discomfort.

Corporate Wellness Interventions

Studies reveal that structured wellness programs, including yoga, enhance employee physical and mental health. However, region-specific research within India, and particularly among corporate women, remains limited. This study seeks to build evidence in this domain.

Objectives

1. To study the effect of yogic intervention on perceived stress, Anxiety, Depression, Stress and Overall stress among corporate executives.
2. To study the effect of yogic intervention on perceived stress, Anxiety, Depression, Stress and Overall stress among female corporate executives.
3. To study the effect of yogic intervention on perceived stress, Anxiety, Depression, Stress and Overall stress among particular age group of corporate executives.
4. To postulate the mechanism of yoga intervention for stress reduction.

Hypotheses

- There is no significant effect of yogic intervention on Perceived stress, Anxiety, Depression, Stress and Overall stress among corporate executives.
- There is no significant effect of yogic intervention on Perceived stress, Anxiety, Depression, Stress and Overall stress among female corporate executives.
- There is no significant effect of yogic intervention on Perceived stress, Anxiety, Depression, Stress and Overall stress among particular age group of corporate executives.

Research Methodology**Research Design**

The research design provides the blueprint of the research study and it is the backbone of the entire research process. It details the procedures necessary for obtaining the information needed to structure or to solve research problems. Research design is a plan that defines the research question/objectives, hypothesis to be examined and the number and type of variables to be studied. It also assesses the relationship between the variables by using well developed principles of scientific enquiry and lays the foundation for conducting the research. The research design of this study is of descriptive as well as explorative in nature. Descriptive research comprises surveys and fact findings enquiries by using the literature survey and study on various constraints of meditation and yoga, latest trends in meditation practices, study from yoga, meditation centres, etc.

The samples have been collected from Delhi NCR from different yoga and meditation practicing organizations and individual meditation and yoga operating centres and then sample has stratified on the basis of age group, gender, marital status, educational qualifications and designation on which the individual is working in an corporate.

The minimum sizes of respondents were of 07 and maximum is of 61 from each yoga and meditation practicing organization / centres are considered as strata. The total of 340 questionnaires has been distributed among the selected respondents and out of which only 240 have been considered for the study. The remaining was discarded due to either incomplete responses or ambiguous answers.

Area of study

The area selected for the research study is NCR, the study has been focused primarily on the selected organization in which meditation and yoga is practicing regularly/weekly. In individual meditation and yoga centers the interaction is done with the people who are working in corporates. The people who came there for learning and not working in any corporate, those groups are not considered for filling the questionnaire.

Pilot study

In order to determine the sample size and to test the questionnaire, a pilot study needs to be done. For this purpose, a sample of 30 respondents were selected to carry out the statistical analysis. The results so obtained indicate certain deficiencies and necessary modifications in the questionnaire. With the help of pilot study, the necessary changes have been done and accordingly questionnaire was drafted and sample size has been defined.

Tools used for data analysis and hypothesis testing

- With the help SPSS {Statistical package for the social sciences}
- For data analysis, frequency analysis and Chi-square test is used for testing the hypothesis.

Limitations of the study

An intensive care has been taken to meet the objectives, but still the research work is constrained with following limitations:

1. There are only few organizations in Delhi NCR which are implementing meditation and yoga in their organization for their employees, so there is limitations in collecting samples
2. The time, cost and locations were the main constraints in completion of research work.
3. In individual centres, which operates meditation and yoga, many practitioners there are not working in corporate, although they run their own business, housewives, students, yoga learning curious people, etc. are irrelevant for study. Although the changes they feel after practicing meditation and yoga has been noted and included in introduction part

Methods of Data Collection

Both primary and secondary data has been collected according to the need of the study. The primary data has been collected from the employees or the people, practicing regular yoga and meditation in the company's,

organizations and from different individual yoga and meditation canters located in NCR. For this purpose, questionnaire of 24 close-end questions have been formulated having options.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

The secondary data has been collected through the published reports, journals, internets, books and magazines.

Sampling Methods and Techniques

The samples have been collected from NCR from different yoga and meditation practicing organizations and individual meditation and Yoga operating centres and then sample has stratified on the basis of age group, gender, marital status, educational qualifications and designation on which the individual is working in a corporate. The sizes of respondents were of 20 from each corporate. The total of 240 questionnaires has been distributed among the selected respondents and out of which only 200 have been considered for the study. The remaining was discarded due to either incomplete responses or ambiguous answers.

Conclusion

- Employees experience tension, anxiety, and other unpleasant feelings as a result of today's corporate systems' intense competition.
- Consistent yoga and meditation practice fosters a feeling of oneness in the objectives of the business as well as those of every employee.
- Comprehensive yoga and meditation practice has been linked to a decreased attrition rate, according to research.
- It creates a peaceful atmosphere where there are less conflicts and ego issues among personnel. They operate with just the perfect amount of enthusiasm and zeal, which promotes interpersonal harmony and a pleasant atmosphere.
- Employees are happier and more happy because they realize that happiness is the ultimate objective in life.
- Their desires grew inward, indicating that they have a propensity for reflection and inner peace in addition to pursuing worldly progress. The concept of self-actualization, which in turn leads to personal growth, is the main emphasis of the objectives. It affects effective engagement in the workplace.

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