

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

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ABSTRACT

Many employees of India's Corporates are suffering from workplace anxiety, depression and burnout. Yoga Prana Vidya improves physical and mental health of people. This investigation aims to know the effects of a 3 months' intervention on a sample of IT employees, using once-a-week, one-hour session, of physical and breathing exercises, forgiveness sadhana, and peace meditation. Anxiety, depression and burnout levels were measured pre and post intervention. Statistical analysis of quantitative data showed significant reductions in anxiety and depression with regular practice. Qualitative analysis showed that programme success is possible with management initiative and support. The impact felt is more with regular practice.

Keywords: *Corporate Employees, Anxiety, Depression, Burnout, Yoga Prana Vidya Practice, Physical Health, Mental Well-Being, Holistic Health*

A recent World Health Organisation-led study estimates that depression and anxiety disorders cost the global economy US\$ 1 trillion each year in lost productivity (WHO, 2019). Some other reports suggest that rates of mental illnesses, such as depression and anxiety, and their consequences, such as suicide, are on the rise globally (Hasin et al., 2018, Swartz, 2015). The American Psychiatric Association (APA) states that Mental illnesses are health conditions involving changes in emotion, thinking or behavior (or a combination of these) (American Psychiatric Association, 2018). Mental illnesses are associated with distress and/or problems affecting and functioning in social, work or family activities. While individuals with mental illness have received attention in health-related disciplines, the field of Management is lagging behind (Follmer & Jones, 2018). According to Economic Times (2019), one out of every five employees of India's corporates is suffering from workplace depression. Medical experts consider the cause to be lack of support systems at both workplace and in personal circles (Economic Times, 2019). As many as 22% respondents to the 'India Employee Survey' by HR tech startup Hush felt that

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A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

their productivity is low due to overwork and stress, and more than half of the respondents said they suffered from some kind of workplace depression, and this is even harder for female professionals.

As such, little is known about the way such individuals navigate the workplace and what the role of Human Resource (HR) could be in supporting these workers. Due to rapid digital technological developments taking place in the present times most employees in the workplace, specifically in IT field, are grappling with various emotional and mental issues ranging from stress and anxiety to severe psychological disorders such as depression, phobias and addictions. It is also known that chronic stress can lead to burnout. According to Scot (2019), medically unexplained symptoms are due to stress. When under stress, one may experience physical symptoms such as aches, pains, muscle spasms, and headaches, possibly from unconsciously tensing your muscles for extended periods. The nervous system is on edge from the fight-or-flight adrenaline and cortisol responses to stress. This affects blood pressure, heart rate, digestion, and glucose levels, and also can have stomach and bowel symptoms. A study by Madhura, Sbramanya and Balram (2014) found that psychosomatic health symptoms showed a positive correlation with job stress in Indian IT professionals in India.

This investigator had long experience in corporate environment and is personally aware of the work stresses that affect the mental and physical wellbeing of persons working there, at times working longer hours, and in some cases working over the weekends also. Present day corporate employees are under heavy pressures causing severe anxiety, stress leading to burnout while performing their duties, susceptible to ill-health and deterioration in the longer term. Though the companies try to help employees with some occasional training in yoga and other relaxation workshops, they still need a sustainable self-practice of simple energizing and meditative techniques on a daily basis to stay fresh and energetic and keep mentally and emotionally healthy to stay fit and productive at work.

Yoga Prana Vidya (YPV)

YPV system of techniques developed and practiced in recent times is based on ancient practices of Holy Masters, is known to be a holistic revolutionary process in treating physical and psychological ailments, as it presents practical, simple and effective techniques to remove the negative thoughts and emotions from our being, thereby improving and strengthening our mental and physical health (Neravetla & Nanduri, 2019).

It has been observed that Yoga Prana Vidya™, (YPV) ©, which is a no-touch, no-drug, bio-energy healing method, has been used successfully to heal patients having simple to complex and multiple medical conditions. There are many recorded medical cases which show that YPV healing system has been successfully applied in management and control of various medical conditions such as: (1)Diabetes, (2) Blood pressure and heart ailments, (3) ENT and respiratory ailments, (4) Musculoskeletal, (5) First aid and emergency cases, (6) Dental cases, (7) Eye camps, (8). Cancer cases, (9) Digestive disorders, (10) Psychological cases like anxiety, depression, suicidal tendencies, relationship issues, lack of attention and concentration, and (11) Criminal tendencies etc. (Nanduri & Vasavda, 2020).

The patients/clients generally followed the following YPV self-practice protocols for some days or weeks, and experienced improvements,

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

(1) Super-brain Asana and physical exercises, two to three times daily, (2) Rhythmic Yogic breathing, two to three times a day (as guided in YPV Sadhana App), (3) Forgiveness Sadhana, two times daily (as guided in YPV Sadhana App), (4) Planetary peace meditation, once a day and physical exercise before and after meditation) - as guided in YPV Sadhana App., and (5) Salt-free diet.

In addition to the self-practice protocols stated above and depending on the individual's medical conditions, YPV Pranic energy healing is given over a number of sessions of 15 minutes to 20 minutes duration each to treat the patients' illnesses as complementary medicine, for effective recovery as needed. There were also several cases of medical conditions healed effectively by YPV healing as alternative medicine where main stream medicine had no cure (Neravetla & Nanduri, 2019).

Therefore, the aim of this study was to conduct a YPV intervention for employees and executive management of a company, to overcome their anxiety, stress and burnout condition, and evaluate the effectiveness of YPV system for improving their mental and physical wellbeing to successfully handle work and life challenges.

LITERATURE SURVEY

Internationally, Anxiety Depression and Burnout are well researched topics in Psychology, HR, and management areas of study, with psychological and yoga interventions occasionally conducted for employees. A study by Bhui, Dinos, Galant-Miecznikowska, De Jongh and Stansfeld (2016) on participant perceptions on work stress found that the most effective personal interventions as identified by the study participants were related to health behaviours such as exercise, meditation and healthy eating. According to Rajagopal (2010), mental health of employees is a crucial determinant in their overall health and that poor mental health and stressors at the workplace can be a contributory factor to a range of physical illnesses like hypertension, diabetes and cardiovascular conditions, amongst others. In addition, poor mental health can also lead to burn-out amongst employees, seriously affecting their ability to contribute meaningfully in both their personal and professional lives. There is dearth of evidence-based comprehensive mental health intervention models tested in work place, and raising awareness against depression and anxiety (Saju et al, 2019). A study by Srinivas et al (2015) indicates that Yoga based practices help to greatly reduce Job Anxiety and Perceived stress among Indian IT professionals.

The term "burnout" originated in the 1970s, and for the past 50 years, the medical community has argued about how to define it (Moss, 2019). Burn-out is included in the 11th Revision of the International Classification of Diseases (ICD-11) by World Health Organisation (WHO) as an occupational phenomenon, *not* a medical condition. Christina Maslach is one of three people responsible for the gold standard of measuring burnout — the Maslach Burnout Inventory (MBI) (Maslach, Jackson & Leiter, 1996). Burnout strikes employees when they have exhausted their physical or emotional strength. This usually occurs as a result of prolonged stress or frustration. A study (Wigert & Agrawal, 2018) of 7,500 employees found that the top five reasons for burnout are: Unfair treatment at work, Unmanageable workload, Lack of role clarity, Lack of communication and support from their manager, and Unreasonable time pressure. In this scenario an attempt is made in this empirical study to conduct a Yoga Prana Vidya (YPV) intervention as an employees' support intervention for three months focusing on their anxiety, depression and burnout parameters evaluate the parametric outcomes.

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

Some examples of published articles relevant to the theory and practice of Yoga Prana Vidya are: Documenting use, expectations, and perceived benefits of Pranic healing Therapy (Jauregui, Schuster, Clark, & Jones, 2012), Effects of Qi-therapy on blood pressure, pain and psychological symptoms in the elderly: a randomized controlled pilot trial (Lee, Jang JW, Jang HS, et al., 2003), The Effectiveness of Super brain Asana on concentration, memory and confidence in school students (Jois, 2018); Pranic Healing predicts Leadership effectiveness (Singh, Mishra, & Jaiswal, 2015), Amelioration of mild and moderate depression through Pranic Healing as adjuvant therapy: Randomized double-blind controlled trial (Rajagopal, Jois, Majgi, AnilKumar, & Shasshidhar, 2017); Psychological and bioplasmic states of adolescents upon viewing air and ground prana (Jois, D'Souza, Rajini, et al., 2017); Enhancement of quality of life through Pranic healing among working women employees (Jois, D'Souza, Prasad, & Manaasa., 2018); Anuloma-Viloma pranayama and anxiety and depression among the aged (Gupta, Kumar, Kumari et al., 2010); and (12). A study by Madhura, Subramanya and Balaram (2014) found that the yoga group had scored significantly lower in job stress and psychosomatic symptoms score compared with the non-yoga group, implying that yoga is a useful tool for software professionals to cope up with their stress and psychosomatic disorders. In general, most diseases are indeed psychosomatic (Weiss, 2019); they involve a person's body and mind. There is a mental aspect to every physical disease. The way a person reacts to and copes with disease varies widely from person to person.

Decades of practice experience has shown that YPV is an integrated and holistic approach in treating physical and mental ailments as complementary and alternative medicine, and is effective in successful outcomes for many people. This is the first empirical study conducted using YPV intervention at a workplace. Therefore, the research questions this study is designed to address is: What are the effects of Yoga Prana Vidya System (YPV) Intervention for corporate employees and executive Managers to alleviate Anxiety, Depression and Burnout.

METHODOLOGY

This is an interventional study with mixed methods design (both quantitative and qualitative) for (1) quantitative assessment of the outcomes of changes in the selected parameters as a result of YPV intervention, and (2) to qualitatively find out the feelings and experiences of the participants on the intervention.

Ethics clearance from IEC (Institutional Ethics committee) had been obtained to commence fieldwork. Strict confidentiality and anonymity of participants is maintained by the researchers on the data collected such as medical parameters, questionnaires, psychometric scales and recorded interviews. There are no conflicts of interest throughout the process of this research.

YPV intervention for this study

This intervention consisted of Super Brain Asana, Physical exercises, Rhythmic Yogic breathing, Forgiveness Sadhana and Planetary peace meditation. The intervention started on 24 September 2019, with once-a-week YPV session of about 45 minutes on Tuesdays between 4 to 5 pm in the company's premises. The YPV techniques were taught and demonstrated to the group by a qualified YPV practitioner, and each session was guided and

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

supervised. During these sessions the participants were also helped with clarifications on any doubts or personal questions relevant to these techniques.

Population & Sample selection

For this purpose a medium size IT Company employing 300 people based in Indore, India was selected. A memorandum of understanding was entered into by the YPV researchers with the company management. A group of 47 participants meeting the inclusion & exclusion criteria were identified and they were enrolled in this study after signing letters of consent. An introductory session was conducted on 5th September, 2019 explaining the purpose of this research and the proposed pre and post assessments of psychological and physical parameters. At the same time intake assessments were taken.

Quantitative Data collection

The following tests have been conducted for collection of data before and after completion of this 3 months intervention in the study:

Psychological Parameters

Tests using valid and reliable Psychometric scales have been conducted to measure anxiety, depression and burnout conditions at the beginning, and after 3 months of the Intervention (7 January 2020).

The Psychometric self-report Scales used in this proposal are:

Anxiety Scale: Beck's anxiety scale (BAI) for measuring anxiety levels (Beck & Steer, 1993). The Beck Anxiety Inventory is a well-accepted self-report measure of anxiety in adults and adolescents for use in both clinical and research settings. It is a 21-item multiple-choice self-report inventory that measures the severity of an anxiety in adults and adolescents. Because the items in the BAI describe the emotional, physiological, and cognitive symptoms of anxiety but not depression, it can discriminate anxiety from depression.

Depression scale: Beck's Depression Inventory (BDI) This scale is available in APA.org (2020). The BDI takes approximately 10 minutes to complete, although clients require a fifth – sixth grade reading level to adequately understand the questions (Groth-Marnat, 2003). Internal consistency for the BDI ranges from .73 to .92 with a mean of .86. (Beck, Steer, & Garbin, 1988). Similar reliabilities have been found for the 13-item short form (Groth-Marnat, 2003). The BDI demonstrates high internal consistency, with alpha coefficients of .86 and .81 for psychiatric and non-psychiatric populations respectively (Beck, Steer & Garbin, 1988).

Burnout Scale: Maslach Burnout Inventory (MBI): The MBI is designed to assess the three components of the burnout syndrome: emotional exhaustion, depersonalization, and reduced personal accomplishment. There are 22 items, which are divided into three subscales.

Physical and Medical parameters

In addition to the above mentioned psychological parameters, BMI (Body mass Index), BP (blood pressure), fasting blood sugar of the participants were measured by a team of healthcare personnel hired by the management as matter of routine checks before and after

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

the 3 months intervention with a view to see any noticeable impact of YPV on these parameters. These parameters are not the focus of this study, but included here for any supplementary data that may be helpful.

Data organisation

Initially 47 participants were enrolled in the study intervention. However due to various challenges and limitations, only 23 participants could complete full set of questionnaires. The remaining participants were unable to give sufficient time to this activity because of tight work schedules.

Of these 23 cases, 16 participants could ensure some YPV practices at home, in addition to the once-a-week 45 minutes session in the office. These 16 are labelled “Category A” and the remaining 7 are labelled as “Category B” for purposes of comparative analysis. The researchers made an assumption that there will be more impact of YPV practice on the Category A group than Category B group. Tables 1 and 2 below show the data collected from Category A and Category B respectively.

Table 1: Data from 16 Participants (Category A)

S. No. & code name	Office Sessions attended out of 14	Home practice: number of instances	Anxiety (BAI) Pre-test	Anxiety (BAI) Post-test	Depression (BDI) Pre-test	Depression (BDI) Post-test	Burnout MBI pre-test	Burnout MBI post-test
1. AKS	9	5	17	9	18	17	25.03	22.63
2. DB	13	20	28	21	15	8	26.03	27.55
3. HK	7	42	20	13	9	10	N.A	N.A
4. GA	10	11	32	10	13	11	9.22	10.38
5. KG	12	107	22	17	10	8	20.23	21.76
6. NP	6	32	21	11	22	7	39.94	9.27
7. RS	11	30	21	17	16	7	17.5	8.5
8. SSM	11	62	17	23	19	2	32.94	20.13
9. SG	10	14	24	15	22	11	46.57	18
10. SS	13	409	19	24	14	4	23.86	13.33
11. YD	9	46	11	7	10	10	6.17	10.44
12. PG	9	51	32	10	19	12	19.25	12.08
13. RS	10	66	45	9	12	13	14.5	16.63
14. SM	8	56	31	22	17	17	15.94	19.13
15. VG	7	84	13	9	19	9	31.56	35.86
16. VK	10	82	11	8	13	4	35.22	8.56
Mean >	9.6875	69.8125	22.75	14.06	15.5	9.37	24.26	16.95

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

Table 2: Data from 7 participants (Category B)

S.No & code name	Office sessions attended out of 14	home practice: number of instances	Anxiety (BAI) pre-test	Anxiety (BAI) post test	Depres- sion (BDI) pre-test	Depress-ion (BDI) post-test	Burnout (MBI) pre-test	Burnout (MBI) post-test
1. NC	9	NIL	9	12	6	8	27.38	22.86
2. SS	8	Nil	6	4	8	2	18.09	7.13
3. AS	8	Nil	4	0	7	1	17.22	12.78
4. AT	7	Nil	35	24	13	18	15.27	37.17
5. NM	6	Nil	28	13	14	7	39.5	7.63
6. NV	7	Nil	21	16	17	8	36.94	46.7
7.PK	9	Nil	23	12	11	9	2.44	5.44
Mean Value	7.7	Nil	18	11.57143	10.85714	7.571429	22.40571	19.95857

Data analysis

Data from the three psychometric scales (BAI, BDI, and MBI) were analysed statistically comparing pre and post test scores using paired t-test analysis to test the Hypothesis. The software used is SPSS (Statistical Package for Social Sciences, IBM), into which paired data of the participants was entered. Statistical testing of Hypotheses is as given below: The 'null hypothesis' H₀: There is no difference in mean pre- and post-YPV intervention scores.

'Alternative hypothesis' H₁: There is a difference in mean pre- and post-intervention scores
SPSS output of BAI (Anxiety) scores.

Category A

		Paired Samples Test								
		Paired Differences				t	df	Sig. (2-tailed)		
		Mean	Std. Deviation	Std. Error Mean	Interval of the					
Pair 1	VAR00001 - VAR00003	8.68750	10.40332	2.60083	3.14396	14.23104	3.340	15	0.004	

Fig 1

Category B

		Paired Samples Test								
		Paired Differences				t	df	Sig. (2-tailed)		
		Mean	Std. Deviation	Std. Error Mean	Interval of the					
Pair 1	VAR00001 - VAR00002	6.42857	6.21442	2.34883	0.68119	12.17595	2.737	6	0.034	

Fig 2

In both categories, null hypothesis H₀ is rejected. There is a statistically significant reduction in the anxiety level (with 95% confidence interval)

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

SPSS output of (BDI) Depression scores

Category A

		Paired Samples Test					t	df	Sig. (2-tailed)
		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	Interval of the				
					Lower	Upper			
Pair 1	VAR00004 - VAR00005	6.12500	5.80661	1.45165	3.03088	9.21912	4.219	15	0.001

Fig 3

The null hypothesis H_0 is rejected. There is a statistically significant reduction in depression scores of this category.

Category B

		Paired Samples Test					t	df	Sig. (2-tailed)
		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	Interval of the				
					Lower	Upper			
Pair 1	VAR00003 - VAR00004	3.28571	5.15475	1.94831	-1.48163	8.05306	1.686	6	0.143

Fig 4

Here, H_0 is accepted and there is no statistically significant reduction in depression scores of this category with 95% confidence interval. (Sig 0.143 is >0.05), together with the smaller t value.

SPSS output of (MBI) Burnout scores

Category A

		Paired Samples Test					t	df	Sig. (2-tailed)
		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	Interval of the				
					Lower	Upper			
Pair 1	VAR00007 - VAR00008	6.52875	12.33909	3.08477	-0.04629	13.10379	2.116	15	0.051

Fig 5

Here, sig is $>.05$ together with smaller t value, indicating that in this category, there is no statistically significant reduction in burnout score. However, the result has some practical importance.

Category B

		Paired Samples Test					t	df	Sig. (2-tailed)
		Paired Differences							
		Mean	Std. Deviation	Std. Error Mean	Interval of the				
					Lower	Upper			
Pair 1	VAR00005 - VAR00006	2.44714	16.92095	6.39552	-13.20212	18.09641	0.383	6	0.715

Fig 6

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

Here in this case, sig 0.715 is much higher than p value (sig. should be < .05), and together with very low value of t, shows that there is no statistically significant reduction in MBI score in this category.

Effects on the physical and medical parameters.

Table 3: Physical and medical parameters, Category-A

S.No	BMI pretest	BMI posttest	BP pretest	BP posttest	Blood Sugar pretest	Blood Sugar posttest
1	N.A	29.5	N.A	127/80	N.A	135
2	23.8	22.8	99/75	103/78	107	120
3	25.3	24.5	110/70	130/111	103	114
4	28	28	116/87	124/88	112	91
5	22.4	21.7	147/95	137/	103	114
6	22.3	22.4	108/73	106/69	119	114
7	23.7	24.3	136/88	129/87	94	99
8	26.5	25.5	141/95	118/75	102	120
9	25.6	24.8	113/81	125/85	93	90
10	25.5	25.3	137/96	135/89	101	193
11	30.4	30.3	135/83	123/83	92	95
12	24	24.3	88/74	117/76	129	113
13	34.1	33.2	114/71	109/79	104	134
14	27	25.9	125/78	104/69	97	104
15	21.8	21.4	N.A	123/91	N.A	109
16	26.9	26.1	130/79	124/75	101	116
Mean	25.82	25.625				

Table 4: Physical and medical parameters, Category-B

S.No	BMI Pre	BMI post	BP pre	BP Post	Sugar pre	Sugar post
1	24.4	24.8	98/63	103/74	125	105
2	25	25.1	109/79	103/81	129	143
3	Not available					
4	24.1	24.2	164/112	158/108	278	192
5	19.1	18.9	N.A	131/88	N.A	109
6	26.3	25.6	157/105	166/106	78	160
7	17.2	17.6	124/89	141/101	119	109
mean	22.68	22.7				

Quantitative Results Summary: Psychological parameters

From the foregoing analysis, it follows that,

YPV sessions as planned and executed in the three-month intervention for the category-A (who participated in both office and home practice) of 17 participants has caused statistically significant reduction in anxiety and depression levels; and practically encouraging trend of reduction in burnout levels.

In respect of the sample of 7 participants in category-B (who participated only in office practice, and did not do any home practice), there was statistically significant reduction in anxiety scores. However, there was no significant reduction in the depression and burnout scores.

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

The mean number of sessions attended by the 17 participants of the Category-A was 9.7 (out of 14), against 7.7 of the 7 participants of Category-B. Thus, the impact of the intervention is observed to be less with category –B. This has emerged as an important factor in this intervention.

The table given below (Table 5) shows percentage reductions (as a percentage of the mean values) in the three parameters measured, in respect of both Category-A and Category-B. From this table, the relative impact is evident.

Table 5: Percentage reductions

	Anxiety	Depression	Burnout
Category-A	38.15 %	39.48 %	28.70 %
Category-B	35.67 %	30.20 %	10.94 %

Results of Physical and medical parameters

The data in tables 3 and 4 indicates that,

In the matter of BMI, the group average for both category-A and category-B shows that there was no significant impact.

The BP and blood sugar measurements also show some random occurrences, and the impact of intervention is not felt. There is no pattern observed.

Qualitative study

Sample selection

Out of the total 23 participants mentioned in the above stated quantitative analysis, 8 participants were purposively selected for qualitative analysis (See Table 6) and individually interviewed in full confidentiality, three months after the beginning of the intervention, using semi-structured open ended questions, and the audio recordings were transcribed.

Table 6: Sample taken for qualitative analysis

S.No.	Participant pseudonym	Gender	Age
1	Koham	M	37
2	Shan	M	31
3	Anush	M	32
4	Jayitha	F	29
5	Bharati	F	27
6	Arjun	M	31
7	Jeeva	M	35
8	Saumya	F	29

The interview questions centred on to knowing how the participant experienced this intervention, what worked for him/her, what did not work and why? What he/she intends to do with YPV practice going forward. The transcriptions were read and re-read a number of times and analysis is done using IPA (interpretative Phenomenological Analysis) (Pietkiewicz & Smith, 2014) (Smith, 2011). The emergent themes from this analysis and relevant verbatim quotes are as stated below.

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

1. Motivated by Senior Management support to join YPV sessions with curiosity and enthusiasm

Participants recognised that the management wholeheartedly supported this intervention, without which this outcome would not have been possible. Management liberally encouraged and motivated them to voluntarily join the sessions, and provided a conference room to accommodate the group. Verbatim quotes are as given below.

Koham - *“Professionally I’m satisfied with my work and whatever I’m doing right now with the campaign. And I’m also happy with the environment because I felt after a longer duration, I got such company, they respect humans and that’s the Most Important thing.”*

Shan – *“one time we have joined with Sir in the first stage of the yoga. He guided us”*

Anush - *“Actually, before that I heard many things about Yoga. I want to join but there is no time. We don’t know from where we can get these things. When this opportunity comes here, then I say Yes, I have to join. To understand what is Yoga and meditation will help us in many things.”*

Jayitha – *“this is my first job and all is well for me in office. It is sir’s initiative for Yoga sessions here. With his initiative I completed YPV levels 1 & 2.”*

Bharati – *“I didn’t know anything about yoga and sir said it will do good for me.”*

Jeeva – *“That time I felt like to do suicide and I discuss it with sir as well. They suggest me to do meditation for it. Did some healing for me and now I am comfortable. Now, the case is much better and I don’t feel like that now.”*

Saumya – *“This way your emotional side will be better, Sir said. This session is good opportunity for you.”*

The participants joined the sessions enthusiastically. It was curiosity for some to know what YPV is and how it works. For others who had some idea about Yoga they wanted to experience this programme. The following quotes are examples of their participation with enthusiasm and curiosity to experience it.

Arjun said – *“Actually everyone is doing the yoga and their telling their benefits about the meditations so I was just feel about what they can get from the yoga and meditations that’s why”.*

Shan was facing problems of gastric troubles and less sleep because of long commuting daily from home to work and back. *“I was curious to see how these sessions could help me to improve this condition.”*

Bharati- *“I was thinking how it will happen, if I make mistake what will happen, negative vibes should not come. There should not be any negative impact. It was easy going as I started. It was okay. Fear was not there. I feel fresh, calm. Little bit energetic, excited on Tuesday. My seniors also told me that you feel excited.”” I was on leave. Otherwise not even the single session I would miss.”*

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

Jeeva: *"I think 2-3 sessions I missed due to some personal reasons. Apart from it, mostly I am doing the same at home as well. This is the first time I have experienced. It is awesome. Ya it is conducted very good."*

2. Experiencing improvements in psychosomatic health issues

Shan- *"I was just facing the problem of gastro because we have no proper sleep every day and I have only 5-6hr sleep and then it doesn't not proper digest because reach my home 10.45 pm and after that I have dinner and then go to sleep."* *"Practice has helped in body stretching, then mentally, I used to face some issues bending down due to tummy that problem is reduced, the fat gained is reducing a bit now. Things are getting managed and then company has a time table kind of set about the diet and how to maintain self, so as per that I have got some benefits."*

Bharati- *"Exercise also very good. Stretching and moving body faster. In fact I lost some weight around 4-5 kg."*

Arjun: *"I am feeling that pain is not in my heart it is around the chest. With regular breathing exercises pain reduced."*

Jeeva: *"A small voice continuously coming into the ear. It is whistle sound. This one I have checked with the doctor already and done the MRI but there is nothing and which is good but this is the problem which many people are facing now and there is no cure for this. After 4 or 5 sessions this sound reduced and I am feeling better now."*

Saumya: *"So that we do some good exercise before meditation. Because all the time we are sitting and working, so it is good."*

3. Improving psychological and emotional health

Participants stated about how exercises, breathing, forgiveness and meditation enabled overcoming stress, anger, frustration, sleeplessness and other emotional and mental issues in their day to day life.

Shan spoke at length explaining his case- *"Due to gastric problem and there is some tension for other situation then I use Om and then I feel cooled down. When I feel the low energy, whole day working, some frustration, being relaxed and put the Bluetooth headphone and just sit relax and do breathing. It will automatically generate the energy and I can feel that warm. Body gets warm and feels peace and all the mind disturbances get shut down for some time. It will feel relax and good sleep in the night. Used to get headaches due to work stress. Now it is gone due to breathing practice."*

Jayitha – *"My first thought was like I can't focus while doing meditation but after joining it completely changed. I feel very focused, Sadhana in Forgiveness of Om, helps me to focus. I have started Super Brain Yoga at home in garden where natural air helps me while breathing. It looks fresh. In office we used to perform Forgiveness Sadhana and breathing exercise. It helps to increase the energy level."* *"I have overcome my weaknesses of crying and shouting with anger."*

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

Bharati – *“No. I have one issue of headache. When I don't get sleep very well. Sometimes. Actually, some circumstances like official things. Sometimes. Personally, if I am not completing 8 hrs. sleep, headache issue is there. For me forgiveness sadhana is very impactful session. I started crying while doing sadhana. It was Tuesday and on Sunday I come up with incident, mistakenly I hurt my mother. I used to imagine all those people but at that time my mother was there. Emotionally attachment was there and now it has increased. My connection with family members has been very close now.” “Meditation increased Calmness. Things affect a lot. But it is less. Sort out is there. Aggression has reduced. Controlling is there. Tolerating has increased.”*

Arjun – *“whenever I will go for the meditation I feel that relaxed, I feel on the relaxed mode and I feel relaxing. It will improve my concentration power.”*

Jeeva: *“I was facing this ear problem, mental stress and all. Like some work stress, family issues. Mostly ear problem and it was new for me. The main Asana I consider is Kshama Sadhana, Forgiveness. This is more impactful and sometimes I feel that I am not happy with somebody or somebody is not happy with me and I do Kshama Sadhana and I feel more inner peace. I can feel relations with people are finer right now, specially with my mother. Most of the times I have hurt her. (Meditation helping) To keep inner peace. Sometimes I get angry but now I think whether I should get angry or not? It increases some peace in my heart. Yes angry is also an emotion.”*

Saumya: *“I get angry. If something wrong is done I surely shout. There used to be a lot of work pressure on my team. Haan jese, umm 1-2 baar hua hai, me matlab office me kuch kaam ya kuch ya fir personal usko leke mood normal thik nahi tha. toh fir uss time me fir aur matlab ussi din tha meditation session toh uske baad me mein toh positive feel hua matlab jesa ab aisa hota hai na har din toh mood ek jesa nhi hota hai toh uss din aisa tha ki haan negative feel ho rha tha. haan thora low feel ho rha tha fir who kiya, then afterwards everything normal. I will start observing more about what I experience in meditation.”*

4. Intending to continue regular practice and recommend to friends and relatives

Those who practiced regularly experienced benefits to their physical, mental and emotional states. They are self-motivated and are also keen to spread the YPV practice to relatives and friends.

Shan – *“So for the family members who have troubles, I tell them about this.” I have taught her few like if there is a small kid and people sometimes have bad sight for them so I tell her what to do so that kids don't suffer. So she realizes it and does it.” That's why I love these sessions also. I also do practice and I am trying it more at my home. In fact it is slow process actually. You can't force anyone. As soon as I prepare to do then others can also do the same.” I am trying to do it regularly. I want to do. It will help me for some time. I want to practice it regularly so that more energy, positivity I have.”*

Arjun: *“Yeah we are attending, we are going forward. What will happen is happen, forget what happened. No this will not continue what we can what we can attend surely”. Meditation is still going on for every Tuesday. Okay, I will.”*

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

Jeeva: *"Yeah. I get the time on Saturday, Sunday. So, I do the Yoga on every Saturday and Sunday. I just do main meditation. I just do breathing, forgiveness and exercise. I want to involve my wife and mother in it. Yes definitely. They will see my experience and change in my behaviour. I don't need to force them. They have already joined me."*

Saumya: *"Exercise and breathing -I will start it on Saturday and Sunday." I thought of discontinuing the weekly sessions because of no time, but now I intend to make time."*

5. Facing and overcoming few dilemmas and challenges in the intervention

Jayitha and Jeeva had this to say about meditation and focus.

Jayitha – *"Initially I used to do meditation but I can't concentrate. I can't focus. I was used to fight with myself internally. I was trying to focus but negative thoughts come to your mind. One more fear in my mind is about a phobia."*

Jeeva: *"I just feel sometimes the last one, peace meditation. I think it takes too much time actually sometimes. I think this is. So, anything else can I short this time and do something else?"*

Both agreed that gradually they improved power of concentration and the length of meditation was not a concern.

Bharati and Arjun talked about their initial difficulties in doing breathing cycles rightly, needing more guidance to properly practice Rhythmic Yogic Breathing

Bharati – *"I have done that very less. I feel some difficulty in it. I cannot hold it more. Sometimes counting is there." I have done that very less. I feel some difficulty in it. I cannot hold it more. Sometimes counting is there."* Arjun said *"I had problems to keep breathing to match the bleeps set in the YPV App. But after few sessions I learnt it."*

Arjun faced difficulties in making time to attend the sessions.

Arjun- *"the life is very very busy so I am not getting the enough time to do those things so even I attended 2 or 3 meditations classes only but after the weekend we got another crucial projects and I keep working on their projects regularly so" I wanted to attend but the things are like that." from the last one year I am not doing the breathing also."*

Generally all participants felt that more guidance and motivation is needed to make time to attend sessions and practice properly. Shan and Bharti stated how they felt while practicing Forgiveness sadhana.

Shan – *"In first 2-3 sessions I have headache but afterwards no. I am practicing breathing and all and it will get over. No problem at all. Same is with tears. I don't get tears. It's about forgiveness ends and meditation started. I don't understand. When I was sitting and doing everything then automatically tears came. One by one. Means 4-5 tears."*

Bharati- *"Sometimes I used to share favorites part that is Forgiveness Sadhana. I can see animals. Dogs. In my childhood I used to have fear with dogs almost 25 years back. They used to come very close to home and I have hurted them maybe, they came in front of me while doing this. At meditation time incidents are there. Yeah. Not bad, it may be good incident as well. No. Not exactly the blankness. Sometimes I feel dark purple colour. Golden is there."*

A Study on the Effects of Yoga Prana Vidya System (YPV) Intervention at workplace for Corporate Employees and Executives to alleviate Anxiety, Depression and Burnout; and participants' perceptions and experiences of the YPV Intervention

It is commonly experienced by people doing meditation for the first time that such incidences happen, but gradually fade away over a period of time with continued practice,. All participants in YPV practice sessions generally say that after regular practice, they develop calmness, overcoming the initial dilemmas and challenges.

DISCUSSION

Summarised results of the quantitative analysis show that there is evidence of positive effects of Yoga Prana Vidya System (YPV) intervention for the stated sample of corporate employees and executive management to alleviate anxiety, depression situations, with significant outcomes for regular practice of YPV. Also, this study confirms that more practice of YPV produces deeper impact. Compared to anxiety disorders, depression and burnout happen at much deeper levels needing more practice of YPV techniques to normalise. The BMI, BP and blood sugar levels of the participants were not appreciably affected for most participants in this 3 month intervention because these parameters were not in the focus of the study.

Qualitative analysis of the interview transcripts of the 8 selected participants shows that 5 themes emerged from their experiences and perceptions. The strongest theme emerged from this study is, senior management initiative and full support from the company is primary requirement for success of programmes of this nature to improve psychological well-being of employees.

CONCLUSION

This study shows significant evidence that weekly one-hour YPV practice sessions at work cause positive impact on corporate employees to decrease their anxiety and depression levels. However intensive and greater practice is needed by them to overcome burnout condition. Qualitative assessment of the experience of this YPV intervention by the participants shows that senior management initiative and Company's full support, in terms of providing time and space, is needed to successfully conduct such programmes. The participants generally felt that it will be in their interest and of their employer as well, if YPV can be integrated into their lifestyle for continued well-being.

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