

## A Study on Impact of yoga way of life on organizational performance on various industries employees in Coimbatore

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### Abstract

This is a pioneering study on the relationship between quality of work life and the employee's perception of their contribution to organizational performance. It unveils the importance of subjective and behavioral components of quality of work life and their influence on the formation of the collaborator's individual desire to contribute to strengthening the organization's productivity. The results obtained indicate that for workers: feeling their supervisors' support through listening to their concerns and by sensing they take them on board; being integrated in a good work environment; and feeling respected both as professionals and as people; positively influence their feeling of contributing to organizational performance. The results are particularly relevant given the increased weight of services in the labor market, together with intensified automation and digitalization of collaborators' functions. The findings also contribute to the ongoing debate about the need for more work on the subjective and behavioral components of so-called smart and learning organizations, rather than focusing exclusively on remuneration as the factor stimulating organizational productivity based on the collaborator's contribution. Employees are following types of yoga, Nana yoga, Bhakti yoga, Karma yoga, Dhyana –yoga, Patanjala yoga, Kundalini yoga, Hatha yoga, Mantra yoga, Laya yoga, Raja yoga, Jain yoga, Bouddha yoga. These yoga are helpful to relief from stress and improve organizational performance.

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Keywords: organizational performance, yoga, employees, etc.,

### INTRODUCTION

The term employee loyalty explains about how happy the employees are with the organisation and also explains the reason for staying in the organisation. In today's competitive Business environment the organisation success is based on the performance of the employees and hence Retaining Knowledge employees or qualified, skilled employees are essential for the sustainability of an organization. Many research studies explained employee loyalty as an important factor which influences the employee's behaviour and mostly explained under the factors such as organizational commitment, Job satisfaction and Employees Trust, Leadership style, Motivation, organisational Justice or support and employee-employer Relationship. Several studies showed that that employee loyalty is positively influenced by these factors also employee loyalty has some link with the concepts such as absenteeism, organisational citizenship and turn over intentions. In organisation behaviour context the terms organizational commitment and Employee Loyalty are studied by many researchers and stated that both talks about the employees behaviour and the reasons to stay in the particular organisation, there is no difference between the two terms. The present research attempt to

investigate and analyze the antecedents of employee loyalty With Reference to job satisfaction in Pump Industries, Coimbatore.

## **IMPACT OF YOGA**

The conceptual background of yoga has its origins in ancient Indian philosophy. There are numerous modern schools or types of yoga (i.e., Iyengar, Viniyoga, Sivananda, etc.), each having its own distinct emphasis regarding the relative content of physical postures and exercises (*asanas*), breathing techniques (*pranayama*), deep relaxation, and meditation practices that cultivate awareness and ultimately more profound states of consciousness. The application of yoga as a therapeutic intervention, which began early in the twentieth century, takes advantage of the various psychophysiological benefits of the component practices. The physical exercises (*asanas*) may increase patient's physical flexibility, coordination, and strength, while the breathing practices and meditation may calm and focus the mind to develop greater awareness and diminish anxiety and thus result in higher quality of life. Other beneficial effects might involve a reduction of distress, blood pressure, and improvements in resilience, mood, and metabolic regulation. Yoga should be considered as a complementary therapy or alternative method for medical therapy in the treatment of stress, anxiety, depression, and other mood disorders as it has been shown to create a greater sense of well-being, increase feelings of relaxation, improve self-confidence and body image, improve.

## **REVIEW OF LITERATURE**

**Mai Khuong et al., 2015** wants to identify the relationship between job satisfaction and organizational loyalty of employees who are working in the banking industry in Ho Chi Minh City (HCMC). The sample size of the study was 201 full time employees who are working in 11 banks in HCMC. The study revealed the factors of employee loyalty are employee job satisfaction, working environment team support and work environment. The study also suggested that the organization and managers should assign priority to these factors because it will lead to higher level of employee loyalty.

**Chetna Pandey et.al.,2012** investigated 100 employees from manufacturing and 100 from service industry in Gwalior Region to find out the impact of job satisfaction and organizational Commitment on employee loyalty and also to study the relationship between job satisfaction and organizational commitment. The final result of the study says there is significant difference in loyalty exist between the employees of manufacturing and service industry. Further there is a relationship between job satisfaction and organization commitment. At last the factors of loyalty from this study are commitment, motivation, belongingness and career development.

**Ramanathan and Senthil 2013** conducted the research in South Indian states with 100 samples. The purpose of the research is to explore the different facets of employee loyalty in equipment rental business and also to identify the most essential factors influencing employee loyalty. The findings of the study suggested that equipment rental business should pay more attention to improve employee loyalty in personal benefits, work environment, leadership style.

## STATEMENT OF THE PROBLEM

Despite a growing body of clinical research studies and some systematic reviews on the therapeutic effects of yoga, there is still a lack of solid evidence regarding its clinical relevance for many symptoms and medical conditions. For many specific indications and conditions, there is inconsistent evidence with several studies reporting positive effects of the yoga interventions, but other studies are less conclusive. In some instances, these discrepancies may result from differences between the study populations (e.g., age, gender, and health status), the details of the yoga interventions, and follow-up rates. In this paper, we summarize the current evidence on the clinical effects of yoga interventions on various components of mental and physical health. In general, the respective reviews ([Table 1](#)) and an Agency for Healthcare Research and Quality Report (AHRQ) evidence report on “Meditation Practices for Health,” which cites also studies on yoga [[30](#)], include a heterogeneous set of studies with varying effect sizes, heterogeneous diagnoses and outcome variables, often limited methodological quality, small sample sizes, varying control interventions, different yoga styles, and strongly divergent duration of interventions.

## OBJECTIVES OF THE STUDY

The present research attempts to investigate the present situation of employee in various industries in Coimbatore.

The examine the relationship and influence of employee unfavorable situation and effect of yoga in industries in Coimbatore

To provide necessary suggestions to the improve employee performance industries in Coimbatore.

## Methodology of the study

Research design has been adopted in this study. Primary data as well as secondary data has been collected. Primary data has been collected by way of Interview Schedule Method. A sample size of two hundred respondents has been taken from private sector bank customers of the Coimbatore City, 400 respondents for this study. Respondents from various engineering industries viz., pump industries, these respondents are residents at Coimbatore city. A bi-lingual format was used and Random Sampling Technique followed. Percentage Analysis, ANOVA and factor analysis used in this study. The primary data has collected during the period from December 2023 to February 2024. Respondents from various types of engineering industries pump industries, casting industries, automobile industries, etc.,. Two hundred respondents of this study.

## Profile of Coimbatore city

The result has been a strong economy and a reputation as one of the greatest industrial cities in South India. There are more than 25,000 small, medium, large sale industries and textile mill. Coimbatore is also famous for the manufacture of motor pump sets and varied engineering goods. Coimbatore is the third largest city of the state, One of the most industrialized cities in Tamil Nadu known as the textile capital of South India or the Manchester of the South India, the city is situated on the banks of the river Noyyal, Coimbatore existed even prior to the 2nd or 3rd century AD by Karikalan, Coimbatore District is one of the biggest districts in Tamil nadu with many tourist attraction places such as Planetarium and Science Centre, Parks and Gardens, Theme and Amusement Parks, Museums, Shopping centres as well as Religious places. Multi National Companies, Co-Operates Companies, LTD/PVT LTD/LLP Companies, Micro, Small & Medium Business Houses And Many More.

### LIMITATIONS OF THE STUDY

Limitations are common for all studies based on social survey. The conclusions arrived at this study are not without limitations, even though the study is innovative and extensive in some aspects of service in engineering Industry. The time spent for the customers to collect data was considerable. There may be certain reluctance on the part of customer to respond to some questions in the questionnaire. However, adequate care was taken to collect unbiased data. The cost factor is the other limitations.

### ANALYSIS AND INTERPRETERATION

## VARIOUS ATTRIBUTES INFLUENCE THE LEVEL OF AGREEMENT ON THE OVERALL OPINION ABOUT ORGANISATIONAL PERFORMANCE EMPLOYEES

Null Hypothesis ( $H_0$ ) the long working hours scores do not differ based on the strongly agree, agree, neutral, disagree and strongly disagree groups overall opinion about organizational performance of respondents.

**TABLE NO.1 - ANOVA**

### OPINION ABOUT VARIOUS INDUSTRIES IN COIMBATORE

Parameters	Opinion	N	Mean	SD	F.Value	P.Value	SIG
Long Working Hours	SDA	38	2.6842	1.49854	6.164	0.000	S
	DA	42	2.9048	1.15768			

Parameters	Opinion	N	Mean	SD	F.Value	P.Value	SIG
	N	34	2.0000	1.09272			
	A	46	2.6522	1.50044			
	SA	40	3.0500	1.52531			
	Total	200	2.6800	1.41159			
Unconventional Working Hours Impairing Family Life	SDA	38	2.8947	1.17279	456.447	.000	S
	DA	42	3.2381	1.07119			
	N	34	3.0588	1.35913			
	A	46	2.9565	1.34175			
	SA	40	3.2750	1.33098			
	Total	200	3.0850	1.26165			
Responsibilities Affects My Family Life	SDA	38	2.5789	1.31922	4.950	0.001	S
	DA	42	3.0476	1.29786			
	N	34	2.4118	.91807			
	A	46	3.0870	1.06546			
	SA	40	2.7625	1.15006			
	Total	200	2.8025	1.18618			
Extensive Travelling	SDA	38	1.2105	.41039	1144.996	0.000	S
	DA	42	2.3810	.57884			
	N	34	3.9412	.23704			
	A	46	4.3913	.49072			
	SA	40	5.0000	.00000			
	Total	200	3.4100	1.44469			
Health Issues, Like Stress and Related Problems	SDA	38	1.4211	.49701	760.236	0.000	S
	DA	42	2.4286	.49784			
	N	34	3.4706	.50285			
	A	46	3.9565	.36050			
	SA	40	4.9000	.30189			
	Total	200	3.2600	1.27925			
Very Less Chance of Career Advancement	SDA	38	1.0000	.00000	523.001	0.000	S
	DA	42	1.4286	.49784			
	N	34	2.0588	.23704			

Parameters	Opinion	N	Mean	SD	F.Value	P.Value	SIG
	A	46	2.7826	.41473			
	SA	40	3.4500	.50063			
	Total	200	2.1700	.97132			
Quality of Supervision is Moderate	SDA	38	1.2105	.41039	913.323	0.000	S
	DA	42	2.8095	.79874			
	N	34	4.0588	.23704			
	A	46	4.7826	.41473			
	SA	40	5.0000	.00000			
	Total	200	3.6100	1.47762			
High Targets and Work Pressure is Unrealistic	SDA	38	1.3511	.48551	776.597	0.000	S
	DA	42	3.3333	.64627			
	N	34	4.0000	.00000			
	A	46	4.3913	.49072			
	SA	40	4.9000	.00000			
	Total	200	3.6600	1.29173			
Competitors' Activities are Unethical	SDA	38	1.4211	.49701	780.456	0.000	S
	DA	42	3.3333	.64627			
	N	34	4.0000	.00000			
	A	46	4.3913	.49072			
	SA	40	5.0000	.00000			
	Total	200	3.6600	1.29173			
Top management and Ethical In Profession is Very Less	SDA	38	1.0000	.00000	1709.426	0.000	S
	DA	42	1.9048	.29531			
	N	34	3.0000	.34555			
	A	46	3.8261	.48286			
	SA	40	4.9000	.30189			
	Total	200	2.9600	1.41542			
Roles of Generic and Spurious Brands Companies are too Unethical	SDA	38	1.3084	.47459	772.372	0.000	S
	DA	42	3.2381	.68757			
	N	34	4.0000	.00000			
	A	46	4.3478	.47889			

Parameters	Opinion	N	Mean	SD	F.Value	P.Value	SIG
	SA	40	4.8000	.42461			
	Total	200	3.6200	1.31145			
Meeting the top management are too Difficult	SDA	38	1.0000	.00000	646.111	0.000	S
	DA	42	1.8571	.35203			
	N	34	2.4706	.61013			
	A	46	3.6522	.63652			
	SA	40	4.4000	.49299			
	Total	200	2.7200	1.31374			
Working Preference of Location is Very Minimal	SDA	38	1.1579	.36707	916.026	0.000	S
	DA	42	2.5714	.58671			
	N	34	3.5882	.49581			
	A	46	4.0435	.20505			
	SA	40	4.8500	.35932			
	Total	200	3.2700	1.33475			
Job is of a More Stereotype	SDA	38	1.3384	.48546	1123.455	0.000	S
	DA	42	2.8571	.35203			
	N	34	3.8824	.32459			
	A	46	4.3478	.47889			
	SA	40	5.0000	.00000			
	Total	200	3.5200	1.31679			
No Vacation or Time off in this Profession	SDA	38	1.3444	.46546	1231	0.000	S
	DA	42	2.8571	.35203			
	N	34	3.8824	.32459			
	A	46	4.3478	.47889			
	SA	40	4.9000	.00000			
	Total	200	3.5200	1.31679			
Lack of Recognition	SDA	38	1.2984	.46448	1062.664	0.000	S
	DA	42	2.3810	.48854			
	N	34	3.8824	.32459			
	A	46	4.3478	.47889			
	SA	40	5.0000	.00000			

Parameters	Opinion	N	Mean	SD	F.Value	P.Value	SIG
	Total	200	3.4200	1.38868			
Higher Education is One of the Factors that One Quit this Job	SDA	38	1.3984	.48560	772.372	0.000	S
	DA	42	3.2381	.68757			
	N	34	4.0000	.00000			
	A	46	4.3478	.47889			
	SA	40	5.0000	.00000			
	Total	200	3.6200	1.31145			
If I Get a Better Job and Better Salary I will Quit this Job	SDA	38	1.3166	.48633	1062.664	0.000	S
	DA	42	2.3810	.48854			
	N	34	3.8824	.32459			
	A	46	4.3478	.47889			
	SA	40	5.0000	.00000			
	Total	200	3.4200	1.38868			
Frequent Changes in Management Strategies	SDA	38	1.3084	.46668	878	0.000	S
	DA	42	2.3810	.48854			
	N	34	3.8824	.32459			
	A	46	4.3478	.47889			
	SA	40	4.8000	.00000			
	Total	200	3.4200	1.38868			
Lack of Cooperation in the Team	SDA	38	1.3464	.48664	772	0.000	S
	DA	42	3.2381	.68757			
	N	34	4.0000	.00000			
	A	46	4.3478	.47889			
	SA	40	5.0000	.00000			
	Total	200	3.6200	1.31145			
No Proper Communication from the Management	SDA	38	1.4284	.48888	553.782	0.000	S
	DA	42	3.9524	.90387			
	N	34	4.0000	.00000			
	A	46	4.3478	.47889			
	SA	40	4.9000	.00000			
	Total	200	3.7700	1.32722			



Parameters	Opinion	N	Mean	SD	F.Value	P.Value	SIG
Management Style is Autocratic	SDA	38	1.3884	.48568	752.844	0.000	S
	DA	42	3.23s81	.68757			
	N	34	4.0000	.00000			
	A	46	4.0435	.20505			
	SA	40	4.8500	.35932			
	Total	200	3.5200	1.23832			

Source: Primary Data.

Among the respondents the group belonging to high overall opinion on various engineering industries employee constitutes the strongly agree mean of 3.05 and the neutral group of overall opinion on various engineering industries have scored lowest mean of 2.00 on **“long working hours”**. This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards “long working hours “also.

From the study it have been found from the respondents the group belonging to high overall opinion with the “strongly agree mean of 3.27” and the group with overall opinion strongly disagree have scored lowest mean of 2.89 on **“unconventional working hours impairing family life”**. This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards “unconventional working hours impairing family life “also.

Among the respondents the group belonging to high overall opinion on various industries employee employee constitutes the agree mean of 3.08, and the neutral group of overall opinion on profession have scored lowest mean of 2.41 on **“Responsibilities Affects My Family Life”**. This shows that respondents with agree overall opinion on various engineering industries employees scores have higher attitude towards “Responsibilities Affects My Family Life” also.

Among the respondents the group belonging to high overall opinion on various engineering industries employee constitutes the strongly agree mean of 5.0, and the strongly disagree with overall opinion on profession have scored lowest mean of 1.21 on **“Extensive travelling”**. This shows that respondents with agree overall opinion on various engineering industries employees scores have higher attitude towards “Extensive travelling”.

It has been observed that the respondents the group belonging to high overall opinion on various engineering industries employee constitutes the “strongly agree mean of 4.9”, and the strongly disagree with overall opinion on profession have scored lowest mean of 1.42 on **“Health Issues, Like Stress and Related Problems”**. This shows that respondents with agree overall opinion on various engineering industries employees scores have higher attitude towards “Health Issues, Like Stress and Related Problems”.

The study clearly indicates that among the respondents the group belonging to high overall opinion on various engineering industries employee constitutes the “strongly agree mean of 3.45”, and the overall opinion with “strongly Disagree of have scored lowest mean of 1.00” on **“Very Less Chance of Career Advancement”**. This shows that respondents with strongly agree with overall opinion on various engineering industries employees scores have higher attitude towards “Very Less Chance of Career Advancement” in the management.

Among the respondents the group belonging to high overall opinion various engineering industries employee constitutes the “Strongly agree mean of 5.0”, and the overall opinion of “strongly Disagree have scored lowest mean of 1.21” on **“Quality of Supervision Is Moderate”**. This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards “Quality of Supervision Is Moderate”.

From the study it is very clear that the respondents from the group belonging to high overall opinion that constitutes the “strongly agree mean of 4.9” and the opinion that “strongly Disagree” have scored lowest mean of 1.35 on **“High Targets and Work Pressure Is Unrealistic”** by the company. This shows that respondents with strongly agree overall opinion on various engineering industries employee scores have higher attitude towards “High Targets and Work Pressure Is Unrealistic” by the company.

It clearly states that the respondents from the group belonging to high overall opinion on constitutes the “strongly agree mean of 5.0”, and the opinion with “strongly disagree” have scored lowest mean of 1.42 on **“Competitors' Activities are Unethical”**. This shows that respondents with strongly agree as overall opinion on various engineering industries employees scores have higher attitude towards “Competitors' Activities are Unethical”.

It has been observed that the respondents from the group belonging to high overall opinion that constitutes the “strongly agree mean of 4.9”, and the opinion as “strongly disagree” have scored lowest mean of 1.0 on **“top management Response, and Ethical in Profession**

**Is Very Less**". This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards "Doctors Response, and Ethical in Profession Is Very Less".

It is clear from the study that the respondents from the group belonging to high overall opinion that constitutes the "strongly agree mean of 4.8", and the "strongly disagree" of overall opinion have scored lowest mean of 1.30 on "**Roles of Generic and Spurious Brands Companies are too Unethical**". This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards "Roles of Generic and Spurious Brands Companies are too Unethical".

Among the respondents from the group belonging to high overall opinion that constitutes the "strongly agree mean of 4.4" and the "strongly disagree of overall opinion" have scored lowest mean of 1.0 on "**Meeting the doctors are too difficult**". This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards "Meeting the doctors are too difficult".

The study clearly indicates that the respondents the group belonging to high overall opinion on various engineering industries employee constitutes the "strongly agree mean of 4.85" and the "strongly disagree of overall opinion on profession have scored lowest mean of 1.15" on "**Working preference of location is very minimal**". This shows that respondents with strongly agree overall opinion on various engineering industries employees scores have higher attitude towards "Working preference of location is very minimal".

The study it clearly indicates respondents the group belonging to high overall opinion on various engineering industries employee constitutes the "strongly agree mean of 5.0", and the "strongly disagree of overall opinion on various industries employee have scored lowest mean of 1.33" on "**job is of a more stereotype**". This shows that respondents having "strongly agree overall opinion on various engineering industries employees scores have higher attitude towards "Job is of a more stereotype".

Among the respondents from the group belonging to high overall opinion on various industries employee constitutes the "strongly agree mean of 4.9", and the "strongly disagree as overall opinion on profession have scored lowest mean of 1.34" on "**no vacation or time off in this profession**". This shows that respondents with "strongly agree" as overall opinion on various engineering industries employees scores have higher attitude towards "No Vacation or time off in this profession".

The study clearly indicates that the respondents from the group belonging to high overall opinion on various industries employee constitutes the “strongly agree mean of 5.0”, and the “strongly disagree as overall opinion on profession have scored lowest mean of 1.29” on “Lack of recognition”. This shows that respondents with “strongly agree” as overall opinion on various engineering industries employees scores have higher attitude towards “Lack of recognition”.

Among the respondents from the group belonging to high overall opinion various engineering industries employee constitutes the “strongly agree mean of 5.0” and the “strongly disagree as overall opinion on various engineering industries employee have scored lowest mean of 1.39”, on “**Higher education is one factor that one quit this job**”. This shows that respondents with “strongly agree” as overall opinion on various engineering industries employees scores have higher attitude towards “Higher education is one factor that one quit this job”.

The study infers that the respondents from the group belonging to high overall opinion on various engineering industries employee constitutes the “Strongly agree mean of 5.0”, and the “strongly Disagree of overall opinion on profession have scored lowest mean of 1.31” on “**If i get a better job and better salary i will quit this job**”. This shows that respondents with “strongly agree” as overall opinion on various engineering industries employees scores have higher attitude towards “If I get a better job and better salary I will quit this job”.

Among the respondents from the group belonging to high overall opinion various industries employee constitutes the “strongly agree mean of 4.8”, and the “strongly disagree of overall opinion on profession have scored lowest mean of 1.30”, on “**Frequent changes in management strategies**”. This shows that respondents with “strongly agree” as overall opinion on various industries employees scores have higher attitude towards “Frequent changes in management strategies”.

From the study it is clear states that the respondents from the group belonging to high overall opinion on various engineering industries employee constitutes the “strongly agree mean of 5.0” and the “strongly disagree of overall opinion on various engineering industries employee have scored lowest mean of 1.34” on “**Lack of cooperation in the team**”. This shows that respondents with “strongly agree” as overall opinion on various engineering industries employees scores have higher attitude towards “Lack of cooperation in the team”.

From the study it is clear the fact that the respondents from the group belonging to high overall opinion on various engineering industries employee constitutes the “strongly agree mean of 4.9”, and the “strongly Disagree of overall opinion on profession have scored lowest mean of 1.42” on “**No proper communication from the management**”. This shows that respondents with “strongly agree” as overall opinion on various industries employees scores have higher attitude towards “No proper communication from the management”.

Among the respondents from the group belonging to high overall opinion on various industries employee constitutes the “strongly agree mean of 4.85” and the “strongly disagree of overall opinion on profession have scored lowest mean of 1.38” on “**Management style is autocratic**”. This shows that respondents with “strongly agree” as overall opinion on various engineering industries employees scores have higher attitude towards “Management Style Is Autocratic” also.

It is clear that, One- way ANOVA was applied to find whether significant difference exists between strongly agree, agree, neutral, disagree and strongly disagree and high groups of overall opinion on engineering industries scores with respect to attributes influencing the various industries employees. All the F-test value is greater than the table value at 1% level of significance. Since the calculated F-test value is greater than the table value, it inferred that there is significant difference among the strongly agree, agree, neutral, disagree and strongly disagree groups of overall opinion on various industries employees with respect to work engagement. Hence the null hypothesis is rejected and alternative hypothesis is accepted.

#### **DIMENSIONIOLITY OF THE MULTI-SCALE ITEMS (FACTOR ANALYSIS) -TABLE-2**

##### **KMO AND BARTLETT’S TEST - FACTORS RELATED TO IMPACT OF YOGA WAY OF LIFE ON ORGANIZATIONAL PERFORMANCE OF VARIOUS INDUSTRIES IN COIMBATORE**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	0.831
Bartlett’s Test of Sphericity: Approx. Chi-Square	2638.878
Df	105
p-value	0.000

In Table 2, two tests, namely, Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) and Bartlett’s Test of Sphericity have been applied to test whether the relationship among the variables has been significant or not. The Kaiser-Meyer-Olkin Measure of sampling adequacy shows the value of test statistics as 0.831, which means the factor analysis for the selected variable is found to be appropriate or good to the data. Bartlett’s test of sphericity is used to test whether the data are

statistically significant or not with the value of test statistics and the associated significance level. It shows that there exists a high relationship among variables.

**TABLE-3**

**EIGEN VALUES AND PROPORTION OF TOTAL VARIANCE OF EACH  
UNDERLYING FACTORS RELATED TO IMPACT OF YOGA WAY OF LIFE ON  
ORGANIZATIONAL PERFORMANCE OF VARIOUS INDUSTRIES IN  
COIMBATORE**

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.421	29.473	29.473	4.421	29.473	29.473	3.109	20.723	20.723
2	1.311	8.741	38.214	1.311	8.741	38.214	1.712	11.417	32.140
3	1.181	7.872	46.086	1.181	7.872	46.086	1.470	9.797	41.937
4	1.061	7.073	53.159	1.061	7.073	53.159	1.386	9.238	51.175
5	1.025	6.835	59.994	1.025	6.835	59.994	1.323	8.819	59.994

**Extraction Method: Principal Component Analysis**

The results of the factor analysis presented in Table 3 regarding level of attitude for the strategies to cope with stress, have revealed that there are ten factors that had Eigen value exceeding "one". Among those ten factors, the first factor accounted for 29.47 per cent of the variance, the second 8.74 per cent, the third factor 7.87 per cent, the fourth factor 7.073 per cent and the fifth factor accounted for 6.84 per cent of the variance in the data set. The first five factors are the final factors solution and they altogether represent 59.99 per cent of the total variance in the scale items measuring level of attitude for the strategies to cope with stress. Hence, from the above results, it is certain that there are five underlying dimensions of level of attitude for the strategies to cope with stress.

TABLE-4

**FACTOR LOADING OF FACTORS RELATED TO IMPACT OF YOGA WAY OF LIFE ON ORGANIZATIONAL PERFORMANCE OF VARIOUS INDUSTRIES IN COIMBATORE**

Variables	Factor I	Factor II	Factor III	Factor IV	Factor V
Nana-Yoga	<b>0.830</b>	0.296	0.019	-0.059	-0.017
Bhakti -yoga	<b>0.733</b>	-0.065	0.329	0.106	-0.005
Karma-Yoga	<b>0.702</b>	0.137	0.309	0.104	0.030
Dhyana-yoga	0.117	<b>0.700</b>	0.070	0.163	0.147
Patanja yoga	0.125	<b>0.698</b>	0.033	0.230	0.110
Kundalini Yoga	0.141	0.315	<b>0.690</b>	-0.336	0.120
Hatha -yoga	0.162	0.301	<b>0.685</b>	-0.161	-0.059
Mantra -Yoga	0.151	0.312	0.018	<b>0.680</b>	0.121
Raja yoga	0.457	0.147	-0.102	<b>0.671</b>	-0.016
Jain yoga	0.149	0.036	0.019	0.012	<b>0.652</b>
Bouddha-yoga	0.200	0.391	0.329	0.191	<b>0.650</b>

**Extraction Method: Principal Component Analysis**

The above table represents the Rotated Component Matrix, which is an important output of principal component analysis. The coefficients are the factor loadings which represent the correlation between the factors and the twelve variables ( $X_1$  to  $X_{11}$ ). From the above factor matrix it is found that coefficients for factor-I have high absolute correlations with variable Nana-yoga, Bhakti Yoga and Karma yoga that is, **.830, .733 and .702** respectively. Similarly factor-II has high absolute correlation with variable Dhyana-yoga and patanja yoga .700 that is, **.700, and .698** respectively. Next, factor III has high absolute correlation with variable Kundalini yoga and Hatha yoga that is, **.690 and .685** respectively. Factor-IV has high absolute correlation with variable Mantra yoga and Raja yoga that is, **.680 and .671** respectively. Factor-V has high absolute correlation with variable Jain yoga and Bouddha yoga that is, **.652 and .650** respectively For example in this study, factor I is at least somewhat correlated with twelve variable out of the twelve variables with absolute value of factor loading greater than or equal to 0.5. In such a complex matrix it is difficult to interpret the factor. So proceed to compute the rotated factor matrix

## CONCLUSION

Thus, the fifteen variables in the data were reduced to five factor model and each factor may be identified with the corresponding variables as follows (Table 5.).

**TABLE-5**

***SHOWING THE FACTORS RELATED TO IMPACT OF YOGA WAY OF LIFE ON ORGANIZATIONAL PERFORMANCE OF VARIOUS INDUSTRIES IN COIMBATORE***

Variables No.	Variables	%	Factor
1	Nana-Yoga	68.89	Factor I
2	Bhakti -yoga	53.73	
3	Karma-Yoga	49.28	
4	Dhyana-yoga	49.00	Factor II
5	Patanja yoga	48.72	
6	Kundalini Yoga	47.61	Factor III
7	Hatha -yoga	46.92	
8	Mantra -Yoga	46.24	Factor IV
9	Raja yoga	45.02	
10	Jain yoga	42.51	Factor V
11	Bouddha-yoga	42.25	

## SUGGESTIONS AND CONCLUSION OF THE STUDY

Present study found positive effect of yoga on occupational performance and job satisfaction among various industries in Coimbatore City. Yoga practices reduce stress level and increase job satisfaction among various industries in Coimbatore. The occupational stress is a dynamic character. This research study aimed at studying the impact of occupational stress on the employee performance at the workplace. The mean value is within the range of 2.40 - 3.60 which shows that medium level stress exists in the workplace of industries employees. The result further indicates that coping strategies are one of the methods to fight the stress. The employees who received social support were able to cope with the stress better than the teachers with no social support. As the occupational stress is a dynamic factor, the industries management needs to address this by using coping mechanisms, redesigning the work, and changing the school environment in having flexibility in implementing



school ethics and policies. The health effects can be managed by ergonomics and some physical exercise, wearing flat, comfortable shoes with excellent support, taking a few minutes to rest with the feet elevated above the heart which at the end of the day can help alleviate any pressure and any pooling of blood that has occurred during the day. If possible when working moving around the employees rather than standing in one position, eating healthy food, adjusting work-life balance, controlling thoughts, emotions, and modifying lifestyle changes can be helpful to mitigate the effects of occupational stress. Yoga and meditation are the best way to address the effects of organisational performance.

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