CHAPTER 9

SUMMARY AND APPRAISAL

9.1 Study design

The study involves the assessment of personality of Yōga intervention group and Control group through self reported questionnaires. The data was collected three times- Before the Intervention, in the middle of Intervention, at the end of the Intervention.

9.2 Assessments

Two questionnaires were used. 1) Big Five Personality Inventory developed by John Oliver 2)Vedic Personality Inventory developed by David Wolf

9.3 Results

Results has shown, among Big Five Personality dimensions, significant increase in Openness to experience, Conscientiousness and Agreeableness, significant decrease in Neuroticism and no significant change in Extraversion. Among Guṇas, there was significant increase is Sattva Guṇa, significant decrease in Tamasika Guṇa and no significant changes in Rajasika Guṇa

9.4 Discussion

Effect of changes in the Big Five personality dimensions and Guṇas on the job performance were discussed based on the earlier studies which studied the relevance of personality
dimensions on job performance. Correlation between Big Five Personality dimensions and Guṇas were discussed

9.5 Conclusions

The main purpose of the study is to evaluate the effect of practice of Integrated Yōga Module on the personality and performance of employees. The survey of literature found that Big Five Personality dimensions were closely related to Job performance. It implies that if practice of IYM results in changes Big Five Personality dimensions, then practice of Integrated Yōga has an impact on performance of employee. In addition the study assessed the impact of IYM on TriGuṇas. Correlation between Big Five Personality dimensions and Guṇas were discussed.

The results were in support of proving the three hypotheses and disproving the null hypotheses. It showed that practice of Integrated Yōga has significant impact on Big Five personality dimensions and on Guṇas. It found a significant correlation between Big Five Personality dimensions and Guṇas.

9.6 Strength of the study

a) This is the first study to assess the effect of practice any Yōga by employees on the Big Five Personality dimensions. Big Five personality has proved relevance on job performance. Therefore it can be implied that this is the first study to evaluate the effect of any Yōga practice on performance of employees

b) The Yōga Intervention is given for a period of four months to assess the personality changes, longer than similar studies earlier. Many such studies(not on
Big Five Personality but on aspects like leadership traits) were done over a period of one week to three months

c) The data is collected three times- before intervention, in the middle of intervention and at the end of intervention, while many similar studies earlier were based on Pre study and Mid study only

d) Yōga intervention is given to participants as daily routine. They continued to work in their jobs. Some earlier studies were conducted on employees in an in-campus serene environment. It may be possible that such serene campus environment prompts a temporary change in participants mindset positively and answer the questionnaires accordingly. The present study is made on employees while they continued with their daily routine jobs

9.7 Limitations of the study

a) The participant employees were working in different companies or industries during the study period. It may be possible that changes in work environment during the study period can affect their responses to questionnaires. This issue can be treated as a limitation as well as strength

b) The control group is not given any Intervention which may affect their interest to respond to study

c) The reported changes in responses may not be sustained due to changes in participants’ discontinuing Yōga practice or due to external environmental dynamics
9.8 Suggestions for future

a) To directly study the effect of Yōga Intervention on task performance of employees.

Though it is difficult for an outside researcher to collect data on task performance of employee, with full support of top management it can be done

b) To give some non Yōga intervention to Control group to ensure their interest in response to the study

c) To do the study on employees from single organization to ensure that changes in work environment does not affect them

d) To do the study for a longer period to ensure that the changes sustain in the long run.

e) To do the study with more number of participants which may ensure better results