ABSTRACT

This study evaluates the effect of changes in Big Five personality dimensions and Guṇas among the participants during the study period. Literature survey indicates well established relationship between Big Five personality dimensions and performance of employee. Therefore, efforts are made in this study to evaluate the effects of Integrated Yōga Module (IYM) on performance of employees through the implication of changes in Big Five personality dimensions.

Background

Improving the performance of employee is always a major issue for employee, employer and society at large. The present knowledge based industrial era is over emphasising on increasing the performance of employee, but many employees are finding it difficult to cope up with this pressure and it is causing many personal, organizational and socio economic problems. Ancient scriptures and some of the modern studies indicates that practice of Yōga can bring positive changes in the personality dimensions. Swami Vivekananda stated that each soul is potentially divine and it can be brought through practice of Yōga is the inspiration to make this study. Thus this study is designed as an experimental study of Yōga on personality and performance of employees. Instead of bluntly pressurizing the employees to improve their performance, improving the performance oriented personality dimensions can ensure a good match between personality dimensions and role of work. This improves the job satisfaction, goal orientation etc., of employees besides reducing stress.

Integrated Yoga Module (IYM) integrates RājaYōga, Bhakti Yōga, Jñāna Yōga and Karma Yōga. It includes set of Āsanas, Prānayāmas, Bhajans, lectures, meditation.
No previous study has been made to study effect of any Yōga practice on Big Five personality dimensions, though a few studies were made to study the effect of IYM on Guṇas.

**Aim and objectives of the study:**

**Aim:** Aim of the study is to evaluate the impact of Integrated Yōga Module practices on Big Five Personality dimensions and Guṇa Traya dimensions of employees.

**Objectives:** The objectives of this study are as follows

1. To evaluate the impact of Integrated Yōga Module practices on Big Five Personality dimensions of employees assessed through Big Five Inventory
2. To evaluate the impact of Integrated Yōga Module practices on Guṇa Traya dimensions of employees assessed through Vedic Personality Inventory
3. To study the relationship between Big Five Personality dimensions and Guṇa Traya dimensions

**Composition of study groups**

The study is conducted on two groups of participants viz., Yōga Group and Control Group. Yōga group consists of 51 participants and Control group consists of 51 participants.

**Methods**

**Inclusion and Exclusion Criteria:** Employees-men and women, with normal health as declared by the participant, between 21 to 60 years of age are included in the study. Those who have any previous experience of any Yōga program, presently following any other type of Yōga
program, taking any medication for psycho somatic problems, self occupied people or retired people are excluded from the study.

**Informed Consent**

Written informed consent was taken from all the subjects in the beginning of study.

**Approval by Ethics Committee**

Permission of the Ethics Committee of SVYASA was taken for the study.

**Data collection**

The study was conducted for a period of four months. The data from participants was collected through 1) Big Five Personality Inventory and 2) Vedic Personality Inventory.

The data was collected three times viz., Before the study, in the middle of the study and at the end of the study.

**Data extraction and analysis**

The scoring instructions prescribed for the questionnaires were followed. SPSS version 20 was used to extract the data. RMANOVA test was used to study the changes in Big Five personality dimensions and Guṇas. Karl Pearson correlation test was used to study the relationship between Big Five Personality Inventory and Vedic Personality Inventory.
Results and discussion

In Big Five personality dimensions, significant changes (p<.01 to p<.05) are found in Openness to experience, Conscientiousness, Agreeableness and Neuroticism but not in Extraversion. Similar changes are found in Sattva and Tamas among Guṇas, but not in Rājas.

Significant correlation is found between Sattva Guṇa – with Openness to experience, Conscientiousness and Agreeableness, between Rājasika Guṇa and Extraversion, between Tamasika Guṇa and Neuroticism.

Conclusion

The study concludes that practice of IYM by employees can improve their personality dimensions. Since personality dimensions are relevant to job performance, it implies that performance of the employees can be improved through practice of IYM. Based on survey of literature, principles for Yōga way of work life are proposed, which can have positive implications for employee and organizational performance.