CHAPTER I

INTRODUCTION

1.1 THE CRISIS OF MODERN LIFE: AN OVER VIEW OF STRESS

The paradoxical rise of tension paralling the rise of technology constitutes, a new point of departure for understanding why man is not fulfilled. Man’s success in transforming his world has led to great changes in all aspects of life. People are bombarded with information and sensation to the point of damaging overstimulation.

Few years ago book had popularised the term “future shock”\textsuperscript{1} to describe the disastrous effect of the accelerating pace of the modern world on human life. The physiological effect of accelerating technological expansion is a primary cause of the lack of “satisfaction” in our society.

The medical term for excessive wear and tear upon the body is stress. When a person is subjected to continuous change, his body must respond to this demanding circumstances. In adapting to circumstances which challenge his faculties, an individual reacts biochemically and physiologically. This adaptation process taxes the body’s essential resources and exhausts its energies. Repeated exposure to excessive stress without sufficient rest to restore depleted bodily resources triggers a process of deterioration which undermines every aspect of a person’s experience. When people begin to suffer from accumulated stress, they become susceptible to disease, particularly to psychosomatic ailments. They also find themselves troubled by inexplicable anxiety, frustration, depression or a general feeling of dissatisfaction and aimlessness. When stress accumulates, a loss of mental clarity and emotional openness damages interpersonal relationships. Because of the total interdependency of bodily, emotional and mental processes, stress affects every phase of one’s life. Medical investigation of the stress syndrome has led to increased understanding of its central role in all illness.

3 Ibid.
The consequences of stress in the workplace are manifold and merit careful consideration. In addition to the repercussions on personal health, there is loss of productivity and damage caused by illegal behaviour due to stress.

The ‘stress’ as an important denominator of modern day living, does have an impact on individuals who do not belong to an organizational camouflage. Professionals are no exemption to this calamity. On a closer scrutiny it won’t be difficult to surmise that the stress of a professional is much more intense, merely because of their self-dependent nature of the work profile. In an organization, organisational umbrella forms the basis of our existence and the support system has an inbuilt safeguards for an individual, where as an independent self-employed professional is unarmed, exposed and hence the intensity in stress is a natural fall out.

Among the Professionals, the position of Advocates, Auditors and Doctors are unenviable. More than any other professionals, they are known and recognised as the professionals globally and more so in Indian context. They are in un-enviable position because they are directly in contact with human beings and their solutions to their clients have to be always spontaneous and pacifying.
1.2 STRESS: THEORETICAL FRAME WORK

‘Stress’ was used popularly in the 17th century to mean ‘hardship, straits, adversity or affliction’. Only during the 18th and 19th centuries did its’ use evolve to denote “force, pressure, strain or strong effort”; with reference to now, also to objects but still primarily to a person or a person’s organs or mental powers.

The idea that ‘stress and strain’ contribute to long-term ill-health, rather than merely short-term discomfort, can be found early in the concept’s development. According to Selye (1956), the body reacts to any stress in three stages which he describes as the “General Adaptation Syndrome” (GAS). The three stages are:

1. Stage of Alarm Reaction: The first stage includes an initial “shock phase” in which the defensive mechanism becomes active. There is confusion, disorientation and distortion of realities and resistance is down.

2. Stage of Resistance: Maximum adaptation occurs in this stage; the signs include fatigue, anxiety, tenseness and irritability. If the stressor

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persists or the defensive reaction proves ineffective, the organism deteriorates to the next stage.

3. **Stage of Exhaustion**: Adaptation energy is exhausted, signs of alarm reactions reappear, and resistance level begins to decline irreversibly. The organism collapses.

Accepting stress as an inevitable part of everyday life, Hinkle (1973) observes “to be alive is to be under stress”, though excessive and persistent stress is harmful, affecting various aspects of human life and behaviour. An optimum amount of arousal is accompanied by increased efforts in more focused direction. Since stress accelerates arousal, a little amount of stress may be of help to the individual for adaptation to the changing environmental demands (Selye, 1956). Stress at the optimum level has a functional value (Frankenhaeuer & Johnson, 1986) and motivational source for the employee (Bernard, 1968).

1.3 **ANTECEDENTS TO STRESS**

The contingency approach to stress has primarily focused on situational correlation of stress. It has been assumed that certain situations are beyond the coping capabilities of the individual facing it and thus stress
inherent. The role-related factors in organisation have been identified as sources of stress. In the professional field which is rapidly developing technologically, economically and socially, career progression is perhaps a stress inducing problem by its' nature (Caplan et al, 1975). Lack of participation and its relationship with stress symptoms is also relevant here. French and Caplan (1970) report that those who reported greater participation in decision making were more satisfied with their jobs, had low job related feeling of threat and had higher self-esteem. Some other antecedent variables identified are: job characteristics (Brief & Aldag, 1976); interpersonal relationship in work situation (Cooper & Marshall, 1978); Social support (House, 1981) and so on.

While work occupies about one-third of daily life, to most people it is not the only activity. Most individuals have a non-work life as well. It is not surprising then, that stress generated by non-work life events, persists and is carried to work settings and in the same way the work related stressors continue as hang over outside the workplace. Some “Life Change Events” (Holmes & Rahe, 1967) and “Events of Life” (Lazarus et al., 1985) have been identified as stressors of non-work life situations.
1.4 PERSONALITY CAUSES OF STRESS

Every aspect of human behaviour has some personality components as its important determinants and so is it with stress. Stress is not simply "out there" in the environment, though it may originate there. Stress depends not only on external conditions, but also on the vulnerabilities and the coping styles of individual. Some persons remain at ease in the situation that seems stressful to others. Individual differences in proneness to stress are more reflected in patterns of behaviour.

Nearly everyone experiences some degree of tension and anxiety at one time or the other – this is a basic fact of life in modern society. However individuals differ to a great extent in terms of how they handle such feelings. Some people seem capable of being relieved as they move away from the anxiety generating situations like the workplace or in short as the stressor is removed. In contrast, others carry the heavy load of tension or anxiety, if once aroused, for quite long even after the stressor is gone. Obviously the latter group suffers from harmful effects of stress. Many individuals may suffer from hallucinatory experiences’ worse effects of the stressor event, than what it really is. This personality type is highly prone to psychosomatic disorders.
1.5 STRESS REACTIONS OR SYMPTOMS

The consequences of stress manifest themselves in physiological, psychological and behavioural symptoms. Physiological reactions include increased rate of heart beat, head aches, ulcer, blood pressure and heart attacks. Psychological reactions include withdrawal, apathy, boredom, inattention, forgetfulness, irritability, dissatisfaction and mistrust. Extreme behavioural reactions would be loss of appetite and weight, sudden change in appearance and complexion and increased smoking or drinking. Organizational consequences of stress show in terms of individual lower performance, job involvement and commitment and proneness to accident and a tendency towards absenteeism and turnover.

1.6 COPING STRATEGIES FOR STRESS

Individuals and organisations now engage in a variety of strategies to reduce stress because of the awareness of the serious health implications of stress: Individual strategies include meditation, exercise, relaxation, psychological withdrawal, and developing a social support or network.
Organisational coping strategies include creating a supportive organisational climate where there is considerable decentralisation, open communication and democratic styles and leadership. Organisation can also reduce job stress by the process of job enrichment. This entails increasing responsibility giving recognition for good work and opportunities for achievement and growth (Herzberg et al., 1959). Job enrichment could also be achieved by improving core job characteristics such as skill required, the variety, ensuring task identity and task significance, granting autonomy and giving feedback. All this leads to higher motivation through experienced meaningfulness, responsibility, and a direct knowledge of results. (Hackman and Oldham 1976). Stress can also be reduced at the organisational level by planning and developing career paths and providing counselling so that the incidence of drift, stagnation and job dissatisfaction are considerably reduced if not totally eliminated.

1.7 REVIEW OF LITERATURE

A lot of literature is available on stress and its' management. It is neither desirable nor possible to survey the whole literature. Therefore, only those relevant works have been reviewed, which reveal some general
idea and provide a rationale for the present study. Such review of literatures always helps the researcher in getting an overview of the problem under study. It, moreover, helps to identify areas where in-depth research has not been carried out. Such an identification of fresh areas facilitate the taking up of new and meaningful research work.

The following are some of the review.

Steve M. Jex and David M. Gudanowski (1992) investigated the possible role of self-efficacy in the stress process by examining relations between stressors, strains and efficiency beliefs. It was found that individual efficacy was moderately related to anxiety, weakly related to frustration, but unrelated to stressors.

Carry L. Cooper and Judi Marshall (1978) have found that the job stress cannot be foreseen and felt that much of the job stress is due to the inter-action of a particular individual with a specific job context at a particular point of time.

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Paul E spector, Daniel J. Duoper and Steve M. Jex have investigated the relation between several job stressors and several stress outcomes.

George Stotelmyer Everly, Jr. and Daniel A Girdano have discussed a few relaxation programmes (a) contraction – relaxation (b) stretch – relaxation (c) relaxation recall and (d) freedom posturing for reducing stress.

The study of Pines and Kafry revealed that woman report more stress than men. This difference is attributed to the burden of two full-time jobs: a career and a home.

Jane Cranwell-Ward has suggested some strategies for managing stress viz. ; controlling emotions, maintaining physical well-being and realistic expectation.

Gerard Hargreave has found that, when the stress is managed well, it can work in a positive way to help us to perform better.

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10 Jane Cranwell-ward: (1990), Thriving on Stress, London: Routledge, pp. 102-106.
Tim Hindle\textsuperscript{12} has said that effects of stress are closely linked to individual personality. The same level of stress affects different people in different ways of coping.

Rizzo group consisting of Rizzo, House and Lirtzman\textsuperscript{13}, in a study about managers, engineers and clerks, found inverse relationship between role stress and job satisfaction.

According to Srilatha\textsuperscript{14}, the high stress groups perceive their job and work situation negatively and the low stress groups perceive their job as interesting.

Ray, Eileen Berlin and Katherine Miller\textsuperscript{15}, discussed homework conflict as a source of stress for women in human service occupations proved that social support from intra-organisaitonal and extra organisational sources would help individuals from such stress.


\textsuperscript{14} Srilatha, 1988 \textit{Organisational stress at the Middle Management level with Reference to certain organisational and personality correlates in select public / pvt Enterprises}, Ph.D. Thesis, Hyderabad: Osmania University.

K. Harigopal\(^{16}\) has discussed the role of conflict and its effect on job performance. He opined that self-confidence and experience on the job are considered as very important factors in reducing role conflict and he focuses on the relevance of employee training in minimising role conflict.

The main findings of Kumar, S.\(^{17}\) study indicate that, unmarried executives, executives married to working women and marketing executives experienced significantly higher total role stress. Role stagnation and personal inadequacy were found to be significantly higher among lower level executives.

Pestonjee studied\(^{18}\) role stresses in relation to Type – A behavioural pattern for three categories of management personnel, namely, top management (TMG), middle management (MMG) and Indian Administrative Service Officers, and found no difference in their behaviour.


The study by Shailendra Singh and Arvind K. Sinha\textsuperscript{19} identified three categories of coping strategies, namely, strategies which act on the source of stress, strategies which act on the symptomatic effects of stress and that which act as an escape from the source and effects of stress.

S.L. Dubey, S.L. and Harmesh Kumar\textsuperscript{20} interviewed 100 male executives to assess factors leading to stress. Stress factors could be grouped according to the nature of the job, the role of the organisations, career development, organisational climate, interpersonal relationships and personal factors.

Mishra, Das, P.K. et al.,\textsuperscript{21} examined the effects of various personal and organisational variables on producing stress among front line and middle level executives. They found that organisational climate, work environment, job satisfaction and perceived organisational support had an effect on their mental status and their coping styles.


Reddy, V. Srikanth et al.,\textsuperscript{22} analysed the influence of age, personality and general ability on stress among two hundred male executives. It was suggested that stress experienced might have been better conceived as an interplay of the factors studied along with other situational and organizational factors.

Reddy, V. Srikanth et al.,\textsuperscript{23} studied job stress of middle aged and elderly executives. Findings of the study were such that those in the middle aged (41-50 years) experienced more stress than those in the age group (51-60 years). The stress experienced were attributed to working conditions, role in the organisation, relationship with subordinates and colleagues.

Taylor, William et al.,\textsuperscript{24} studied the effect of occupational stress on health and illness using the model proposed by R.D. Capon, et al., They concluded that psychological factors can affect job satisfaction, work adjustment, work attitude and over all well being in the work environment.


Gadzilla, Ginther et al.,\textsuperscript{25} investigated differences in stress by sex, stress levels, age and job classification as perceived by professionals. The findings of the study showed that there were significant differences between sexes, age groups and job class identification on their stress levels.

The ten most stressful jobs which have been reported in "HISPANIC TIMES",\textsuperscript{26} magazine are those of School Teacher, Police Officer, Mines, air traffic controller, medical intern, stock broker, journalist, customer service officer, secretary and waiter. And the ten least stressful jobs reported are those of a Forester, book binder, telephone line worker, tool worker tool market, Civil Enginer, Therapist, natural scientist and sales representative.

Having examined the theoretical background of stress in general the significance for the present research work emerges due to the reasons mentioned below.

\textsuperscript{26} "Have a stressful job : you must have an ulcer .. Right?" Hispanic Times Magazine (May / June 1998) Vol.19, issue 3, p.13.
1.8 STATEMENT OF THE PROBLEM

In serving organisation towards their goals, managers adopt a wide range of interpersonal, information and decision models. Because the action of managers affect other people, there is an ethical dimension to their jobs. This is more so because the most important resources of an organisation are its human resources. The people are the one who supply the organisation with their work, talent, creativity and desire.

Human Relationship have existed since the beginning of time, only the art and science of dealing with them at work is relatively new. Robert Owen in 1800 was the first to emphasize human needs of employees. This apart grew and lead to the emergence of people like Elton Mayo who is considered the father of human relations.

Elton Mayo began his piece of research with the introduction of rest period which amounted to ten minute breaks in the morning and in the afternoon. The workers were encouraged to sleep for these periods, which initially made available to only one third of the men in the department. The results were impressive, labour turnover decreased and output went up. It
was further noted that worker had improved and the men were maximum friendly in their attitude.

In fact the study of management has moved from invisible hands of Administrators to the golden hands of human relations. Good human relations should have love and firmness. Sometimes people feel more secure to an individual who pat them than at time tell them (people) where they stand and why, which even involve disciplining them.

If the approach is based on taking the feelings, strengthness and weaknesses of other as being part of reality just because all people are human beings and therefore we are interested in them then our toughness will be respected if it is called for and our kindness will be accepted as being sincere. In that context, the relation between the individual and the groups contribute an important phase of human relations.

In the subject of human relation, it has to be borne in mind that workers are human beings with human emotions, impulses and deep feelings which arise out of basic needs and derives, such as the instinct of security and possession and emotions like love, hate, anger, fear, pride, curiosity, etc.,
Oliver Sheldon rightly said Industry is not a machine, it is a complex form of human association. The true understanding of industry is to understand the thoughts of those engaged in it. In a nutshell human relations is an applied art and science.

Under these circumstances, it is crystal clear that human relations is a matter of collective endeavour of individuals. Hence, the development of individuals is more vital. The individual development has always thought to be and restricted to the technical and managerial to motivation, leadership, communication etc., The individuals who constitute an organisation, have come to be recognised as a focal point in recent times and accordingly the individuals’ development (physical, psychological, emotional and spiritual) has been identified with greater intensity. In this context, the stress and the management of the individuals becomes a matter of immediate concern. It is because of the dramatic changes that have taken place in society over the last decade or two that work and life stress have become more immediate focal point of interest. This interest has replaced itself in an ever increasing research orientation into occupational stress, the impact of life events, stress and disease etc.,
Stress has become a major buzzword and legitimate concern of the times. A recent analysis of stress in to-day’s workplace described the following.

“Employees are working longer hours, taking on the work once done by laid-off colleagues, meeting tighter deadlines and cutting back on expenses. Combine this with the double-income family demands of monthly mortgages, child care issues and aging parents and the result for many is anxiety, sleeplessness, irritability, and physical and mental deterioration.”

It is amply evident that stress phenomenon has emerged as a focal theme of research in work organisations due to its far-reaching consequences on organisational health and individual well being.

1.9 IMPORTANCE OF THE STUDY

Nowadays everyone seems to be talking about stress. “Stress” is heard in daily conversations, television, radio, newspapers and ever increasing number of conferences, stress centres and in other academic circles. Yet there does not seem to be an uniformity in the way stress is defined. Stress means different things to different people.

The study of stress becomes important in as much as that the people experiencing stress behave in a dysfunctional manner which is detrimental to the organisation. This can be more easily identified in the service industries than in productive industries, especially in professional services. Once it erupts, it not only affects the concerned individual but also the people with whom they interact, due to strain in interpersonal relations.

It is generally believed by the common man that the professionals like Advocates, Auditors and Doctors may not experience the degree of stress as compared to people working in an organisation. To test the validity of this belief the researcher has taken up a study of stress and the life style behaviour of the professionals like Advocates, Auditors and Doctors.

To sum up, the importance of this study lies in the fact that

In the first place, this study takes on the unexplored area of stress of professionals because the professionals are more exposed, un-armed and more vulnerable to stressors compared to an employee working in an organisation. Due to this handicap, Professionals have to set right their problems by their own ingenuity, where as a person working in an
organisation (employee) has a cushion to fall back in the form of “Organisational Cover”.

Secondly amongst the Professionals, Advocates, Auditors and Doctors can be said as live wire professionals. They are in direct contact with people; their work is time bound and hinges on ensuring definite but favourable results. The burden on them viz-a-viz their client is heavy and capable of causing enormous physical and mental strain. In the event of these professionals buckling under the strain and stress, the impact on their clients could be disastrous. Hence, a study on the professionals with special reference to Advocates, Auditors and Doctors is considered the need of the hour.

Thirdly, no less than a person of Hans Selye’s stature has time and again highlighted an holistic solutions to stress related problem. In fact he even suggests an interdisciplinary approach to manage the stress.

To quote “Throughout history, innumerable great thinkers have approached the problem of health from the points of view of theology, psychology, sociology and particularly medicine. Whatever the approach or technique they favoured, the focus has always been specialised. Only now
are we really beginning to look upon health as an interdisciplinary problem. After all, we are thinking of the health of the most complex species known, and we will never arrive at a satisfactory solution if all of us take different and reductionist points of view... but each of us must avoid looking upon our particular field of expertise as the only, all encompassing solution to human troubles and the only road to happiness. There is no point in understanding and repairing isolated parts of the human machine if the person considered as a total organism is deteriorating for lack of integration. 

The concept of health as a question of body, mind and spirit is receiving wide public recognition and importance. This holistic approach aims at enhancing our total well-being, in part through self-awareness.

The only system that probably fulfills the requirement of holistic system is YOGA - the Yoga Darsana as systemised by the great Indian sage Patanjali.

This study, is a step in that direction to view and understand human predicament in the conceptual framework provided by Yoga Sutra of Patanjali, a classic on the dynamics of mind.

1.10 CONCEPTUAL FRAME WORK OF PATANJALI YOGA SŪTRA – AN OVERVIEW

Yoga Sūtra is one of the most respected texts on Yoga, which is one of the philosophical viewpoint (Darśana) born out of Vedas, the source of Indian Thought. The author of Yoga Sūtra, is Patanjali, about whom little is known. His period dates back to 2nd Century B.C.

All schools of philosophy strive to achieve mainly one goal that is freedom from suffering. Yoga recognizes the existence of the human mind and acknowledges its' role in our day to day functioning.

According to Patanjali, the mind is both the source of and solution to our problems. If the mind is agitated, distracted or conditioned by habit, then perception may be inaccurate, landing us in trouble. However, if the same mind is disciplined, focused and free from habits, perception is more accurate and therefore our actions based on this perception will not cause suffering. This is the essence of Patanjali’s philosophy of yoga.
A careful study of the Yoga Sūtrā will reveal Patanjali’s profound understanding of the human mind. His approach is that each mind is different and hence, different tools are needed to reduce the mental agitation of different people. In his extraordinary treatment, Patanjali respects every individual as a unique being, different not just at the physical level but also in terms of energy and the mental, emotional and spiritual aspects of existence.

Among the various remedial measures for preventing and coping strategies for stress, Yoga offers a system for management of “TOTAL HEALTH” with its multi-pronged effects for gradual transformation of the personality, enabling change and reducing stress.

Fascinated by this aspect of yoga sūtrā, this study has relied on yoga sūtrā for measuring the stress and also the management of the same. Studies by eminent persons like Bhandarkar, Singh and S.K. Chakraborty support this viewpoint.

According to Prof. S.K. Chakraborty, self change through the practice of yoga is a continuous education for transcending play of

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opposites in the mind, which can retain its balance by raising above the play of opposites. He says that there cannot be a more fool proof basis than this, for coping with stress.

Bhandarkar and Singh\textsuperscript{30} have discovered from their research that “greater belief in internal control has been found to be significantly linked with lower stress levels. They also mention about the habits of yoga and meditation – amongst others at the individual level.

1.11 OBJECTIVES OF THE STUDY

Given the theoretical framework analysed above, the study therefore is aimed at:

1) To study the concept of stress and its management based on Patanjali’s yoga sutra.

2) To introduce a new Questionnaire for the measurement of stress Reactivity and Stress combating life style based on Patanjali’s yoga sutra, supported by appropriate reliability test.

3) To study the stress levels of professionals (Advocates, Auditors and Doctors) in Chennai City.

4) The examine the significance of demographic variables in influencing the Stress Reactivity of the Professionals.

5) To examine the pattern of their life style, to assess the stress combating inputs.

6) To make a comparative study among the professionals chosen for the study with regard to stress and their stress coping Life Style.

7) To discuss the implications of the findings for effective management of stress.

1.12 HYPOTHESES

In agreement with the above objective, the following hypotheses have been framed.
I. RELATING TO PATANJALI'S YOGA SUTRA CONCEPTS

This study is unique to the extent that neither the stress reactivity scale nor the stress combating Life Style scale, were ever conceived and formulated to study on the basis of Patanjali's Yoga Sutra concepts.

Patanjali recognises four important symptoms as the manifestation of stress. They are,

\[ \text{दुःख - दीर्घनत्य - अक्षमेजयत्व -} \\
\text{व्यासप्रशासन - विशेपसहामुः } \]

Dukha – Daurnanasya –Añgamejeyatva -Svasaprasvasah
Viksepa sâha bhuvah! Yoga Sûtra 1.31

"Mental discomfort, negative thinking,

inability to remain at ease in anybody posture

and difficulty in regulating the breath"

Patanjali also considers certain aspects in the life style of an individual, if followed, is capable of pacifying the stress. They are Eight in number and is popularly known as "Astanga".
The eight elements are:

यम - नियम - आसन - प्राणायाम - पत्याहार -
भारणा - ध्यान - समाधय: - अष्टी - अज्ञानि

yama – niyama – Āsana – prānāyāma – pratyāhāra
Dhāranā – Dhyāna – Samadhahayā – Astau – Aūgāni

Yoga Sūtra II.29

"Social concern, self discipline, Body and Breathing practices, Sense control, Focused Attitude, Un-interrupted focus and integration with the object"

The investigator has chosen to rely upon these concepts since Patanjali's statements bear the stamp of time tested, ancient wisdom. They are also precise and comprehensive, encompassing all aspects of one's existence. Patanjali also indicates the percolative effect of each component with the other and its' mutually sustained impact.

Eventhough the concepts and beliefs of sages like Patanjali have stood the test of time, in view of the compulsions of present day research mechanism and in view of the first time use of Patanjali's concepts in a questionnaire the investigator has chosen to validate the reliability of the
statements of Patanjali's Yoga Sutra, by framing and testing by developing following hypotheses.

Alternate Hypothesis ($H_a$)

1) Alternative Hypothesis ($H_a$): Each stress reactivity statement of Patanjali will significantly correlate with each component and as well with total score of stress reactivity scale, thereby contributing to high reliability of stress reactivity scale.

2) Alternative Hypothesis ($H_a$): Each stress combating life style behaviour statements of Patanjali will significantly correlate with each component and as well with the total score of stress combating life style score, thereby contributing to high reliability of stress combating life style scale.

3) Alternative Hypothesis ($H_a$): There will be significant relationship between the various components like physical reactivity, breath reactivity, psychological activity and emotional reactivity of stress reactivity scale.
4) Alternative
Hypothesis (Hₐ): There will be significant relationship between the various components like social concern, self-discipline, body/breath practice and mindful living components of stress combating life style score.

5. Alternative
Hypothesis (Hₐ): There will be significant relationship between the components and total of stress reactivity scale and the components and total of stress combating life style scale.

II. RELATING TO STRESS REACTIVITY SCALE

I. Null
Hypothesis (H₀): There is no significant difference amongst the professionals with reference to the component and the total stress reactivity scale.

II. Null
Hypothesis (H₀): There is no significant difference between age group with reference to the component and total scores of the stress reactivity scale.
III. Null hypothesis ($H_0$): There is no significant difference between the experience of the professionals with reference to the component and the total scores of stress reactivity scale.

IV. Null hypothesis ($H_0$): There is no significant difference between the number of children of the respondent with reference to the component and total scores of the stress reactivity scale.

V. Null hypothesis ($H_0$): There is no significant difference between the income level of the professionals with reference to the component and total scores of the stress reactivity scale.

VI. Null hypothesis ($H_0$): There is no significant difference between the Gender of the Professionals with reference to the component and total scores of the stress reactivity scale.
VII. Null hypothesis ($H_0$): There is no significant difference between the Marital Status with reference to the components and total scores of the stress reactivity scale.

VIII. Null hypothesis ($H_0$): There is no significant difference between the Spouse Status with reference to the components and total scores of the stress reactivity scale.

III. RELATING TO OVERALL STRESS COMBATING LIFE STYLE SCALE

I. Null Hypothesis ($H_0$): There is no significant difference amongst the professionals with reference to the component and the total score of stress combating life style scale.

II. Null Hypothesis ($H_0$): There is no significant difference between age group with reference to the component and total scores of stress combating life style scale.
III. Null hypothesis ($H_0$)  There is no significant difference between the experience of the professionals with reference to the component and the total scores of stress combating life style scale.

IV. Null hypothesis ($H_0$)  There is no significant difference between the number of children of the respondent with reference to the component and total scores of the stress combating life style scale.

V. Null hypothesis ($H_0$)  There is no significant difference between the income level of the professionals with reference to the component and total scores of the stress combating life style scale.

VI. Null hypothesis ($H_0$)  There is no significant difference between the Gender of the Professionals with with reference to the component and total scores of the stress combating life style scale.
VII. Null hypothesis (H₀) : There is no significant difference between the Marital Status with reference to the components and total scores of the stress combating life style scale.

VIII. Null hypothesis (H₀) : There is no significant difference between the Spouse Status with reference to the components and total scores of the stress combating life style scale.

1.13 RESEARCH METHODOLOGY

This is an empirical study on the Professional. Professionals selected for the study are: i) Advocates ii) Auditors and iii) Doctors

A detailed Research Methodology is presented.

1.13.1 Research Design

The present study is based on a combination of descriptive and analytical type of research design. In this study the basic information has to be elicited mainly through Questionnaire. These informations are centred
on the attitudes and behaviour of the groups taken for the study. Hence, descriptive research is adopted. The study is also analytical because the variables such as age, experience, in the profession, gender, marital status, number of children, status of the spouse and the annual income of the family have to be studied. These two methods are simultaneously used to combine features for the sake of effective research design.

1.13.2 Sources of Data

Following are the different sources of informations used.

a) Primary Data

Informations needed were collected from the respondents by way of a detailed questionnaire. It has provided informations such as the personal profile, stress reactivity scale and stress coping life styles scale.

b) Secondary Data

A good amount of secondary data was also collected from various relevant published works including books, periodicals, journals, newspapers, research papers and seminar / conference papers. The researcher also had quite a number of personal discussion with the respondents to have a better understanding of their emotions and inner
feelings, since the present study takes into account the psychological factors also.

1.13.3 Questionnaire

A detailed questionnaire was prepared with lot of care. The questionnaire contains three distinct parts.

Part-I contains Personal Data Sheet of the respondents, which would prove useful during the analysis of the data.

This data sheet includes items such as (1) Physical Profession (2) Age (3) Experience (4) Gender (5) Marital Status (6) Number of Children (7) Status of Spouse and (8) Annual Income of the family.

Part - II Contains Stress Re-Activity Scale which is normally confined to seeking responses for physical and psychological factors. Patanjali through his yoga sutra, has indicated the stress reactivity beyond these two aspects. He includes, Breath and Emotion as part of Stress Reaction. This is a new dimension and not explored hither to.

In order to bring this dimension into the ambit of questionnaire, the researcher felt the need for developing a new Reactivity scale
accommodating Patanjali's view point. This had to be done since the Stress Reactivity Scale developed earlier by Dr. Shripathi Associate Professor in Clinical Psychology, Department of Psychiatry, School of Medical Sciences, University of Malaysia, Penarg. Upadhyay and is in use, found to be wanting in aspects projected by Patanjali.

Part III Contains Life Style Scale Life style scale and is normally used to assess the behaviour pattern, that can help in combating the stress. The data for this purpose is usually based on the Questionnaire for Daily Hassels and uplifts scale.

The researcher found that this scale developed by Allen D. Kanner, James C. Coyne, Catherine Schafer and Richard S. Lazarus (1981) not comprehensive and not confined to any logical sequence or compartmentalisation for better understanding. It was also found wanting in accommodating Patanjali's categorisation. In contrast Patanjali's categorisation and arrangement is total, all encompassing and holistic. Patanjali views, the stress combating strategies in terms eight different components.
They are

(i) Social Concern

(ii) Self-discipline

(iii) Body practices

(iv) Breath regulation

(v) Sense control

(vi) Focussed attitude

(vii) Un-interrupted focus and

(viii) Complete integration with the object

These eight aspects for the sake of compact and meaningful categorisation have been made into four components namely (1) social concern (2) self-discipline (3) Body and Breathing practices and (4) Mindful living.

In typical coping preference measurement developed by psychologists, yoga itself becomes one single coping style in coping preference questionnaire (Annie Jalowiec, Marjorie powers, 1986). However, present investigator felt that yoga as a coping life style pattern is much broader in its’ conceptualisation.
The need for developing a new questionnaire

1. The theoretical orientation of the study is based on Patanjali’s Yoga Sūtra, which is quite different compared to the existing western viewpoint.

2. The available questionnaire for Stress reactivity scale and Stress coping life style behaviour scale, are not comprehensive enough to accommodate Patanjali’s viewpoint.

3. The questionnaire has to be redesigned to provide for details capable of matching the statistical tools employed in this study.

1.13.4 Pilot Study and Pre-Testing

A pilot study was conducted in the year 2003. For this purpose 45 questionnaire were distributed, equally among the sample groups taken for the study and 32 questionnaire were collected back as completed questionnaires. On the basis of clarifications sought by the respondents the questionnaire was re-drafted in its present form.

During the process of Pilot study, it was found that Auditors were more inquisitive and pondered a while before answering any question. On
the other hand, it was interesting to notice many Advocates eagerly countersigning the questionnaire. In some cases, they had even provided their residential address too. At the same time, Doctors responded to the questionnaire in a "routine way". There is every reason to believe that the nature of their profession has reflected in their behaviour. Another redeeming feature that was observed during this process was that the respondents took just 15 to 20 minutes to respond. This could be possibly due to two reasons.

(i) The quality and calibre of the samples are high and are known as "Inteligencia".

(ii) Lot of care has been taken to simplify the questionnaire with limited yet comprehensive, straight questions, using un-complicated simple language and thus it was not strenuous for respondents to endorse their responses.

1.13.5 Sample and Selection Criteria

People suffering from stress in an organisation are countless. This phenomenon is noticeable irrespective of the nature of the organisation.
Same holds good even for professionals. Studies reveal that stress and stress related problems of professionals are not enquired adequately.

To make the sample slightly more broad based for a fair representation of the population to be researched, a total number 300 samples have been distributed for the purpose of the study. Only 198 filled in questionnaires were received back. After eliminating 4 incompletely filled responses, 194 responses were considered for further investigation.

The study is confined to professionals in Chennai City restricted to Advocates, Auditors and Doctors. The total number of samples are collected in such way, all the three professional groups taken for the study are fairly distributive.

Samples have been selected using simple random method.

1.13.6 Analytical Tools used in the study

Analysing of Primary data involved the following steps.

a) The whole data was fed into the computer, to develop master score, using spread sheet.
b) Using relational data base technique, informations were classified and grouped. Appropriate coding was given for the purpose of quantitative analysis.

c) The classified data was analysed and converted into two ways and three ways tables.

d) Then the suitable satisfied tools were chosen.

1.13.7 Details of Analyses

Since the parent population is quite significant and there is difficulty in making some assumptions of the population, the researcher decided to do a few parametric tests and also non-parametric tests. In this regard statistical tools namely average, weighted mean standard deviation, Pearson’s product moment correlation (Bivariate), Cronbach Alpha correlation, one way Anova and ‘t’-test wherever applicable, were employed.

Percentage, Average and weighted mean were used to rank the variables. Standard Deviation was used to know the Dispersion or variation on different variables.

Pearson’s Product Moment Correlation Technique was used to study the relationship between stress factors and coping styles.
Cronbach Alpha Coefficient was done to test the reliability of the questionnaire, since the terms and constructs of Sage Patanjali has been used for the first time ever in any questionnaire.

- **One way Anova** test has been used to compare the three professional groups on their reactivity and life style with reference to demographic predicts.

**Independent Group t-test**: Based on the results of one way Anova and if significant, ‘t’ test was conducted to see the difference between occupational groups in relation to stress and coping styles and also to see the Gender differences in stress and coping styles.

1.14 **LIMITATIONS OF THE STUDY**

Limitations of this study are detailed below:

a) **The study area** is a major limitation of this research work because if covers Chennai City only.

b) **Eventhough** the study is about the Professionals, it is restricted only to three professionals, namely Advocates, Auditors and Doctors.
c) The time frame for the respondents' behaviour pattern has been confined to only one month. Since there is a possibility of shift in the responses if it is observed over a period of time.

d) "Job Stressors" have not been considered since the purview of the present research work is limited to the study of Stress Reactivity and Stress Coping Life Style.

e) The questionnaire responses were obtained on a random basis and hence the gender equality in sample distribution could not be monitored.

f) Since the responses are "Purely subjective", the same respondents may express differently at different points of time, as human behaviour changes with changing times. However, this limitation is inherent in all behavioural studies.

g) Reliance on the conceptual framework of Patanjali's yoga sūtra has been restricted only in highlighting the other "view point" of ancient Indians and also to formulate the questionnaire with statements using yoga sutra terms and constructs.
1.15 CHAPTERISATION

Chapter Scheme

The study has been presented in the following manner. The relevant topics are grouped and classified in a proper order for easy reading and reference purposes. It is divided into seven chapters and each chapter is named. The list of chapters and its’ contents are given below.

The first chapter: An overview of theoretical frame work of stress, detailing some of the definitions, antecedents, personality factors, stress symptoms, etc., has been presented. While reviewing the Literature on stress, the investigator has restricted the discussion to the extent relevant for this study. The statement of the problem, importance of the study, objectives of the study, alongwith a brief introduction on the conceptual frame work of Patanjali Yoga sutra have been presented. The end portion of the chapter details the hypotheses and the research methodology describing the design, source of data, sample selection, criteria, tools used and ultimately the limitations of this study.

The second chapter: titled as “Human Factor in Management” highlights the importance and the role of “human factor” in modern management. In this, an attempt has been made to present in brief the
development of the management thoughts and the gradual shift from the early management model to the more recent behavioural model. During the narration, a case for the relevance of Human Resource Development and also a discussion on basic Human Resource Development (HRD) concepts and the emergence of Human Resource Management (HRM) are also attempted. In conclusion, the reasons and the need for the inclusion of Stress Management as an essential and priority component of Human Resource Development is also stressed.

The Third Chapter: highlights the stress concepts and its development purely from the view point of western thinkers. While doing so, the meaning and definition of stress, the implications of stress on performance, potential sources of stress, individual stressors the consequences of stressors on individuals and organizations etc., have been discussed. During the discourse in stress, it was observed that the ramifications of stress is so intense and deep, than what it is normally assumed to be.

The fourth chapter: dwells specifically on the Indian attitude for stress with particular emphasize on Yoga Sūtra of Patanjali. While discussing this aspect, conceptual frame work of Patanjali (the basis on
which this work is undertaken), the causes for distortion of mind, the way to overcome stress according to Patanjali have also been dealt with. In addition, a brief on Patanjali and his classic Yoga Sūtra has also been presented.

The fifth chapter: deals with the approaches to Managing Stress. While talking on Stress Management strategies, the discussion has been restricted to non-medical approaches only in view of the scope of this study. As an extension to the non-medical approaches, the possibilities opened up by Patanjali vide his Yoga Sūtra has been presented elaborately, since the investigator is convinced that yoga is “the holistic mediator in combating stress”.

The sixth chapter, evaluates the results obtained by the application of statistical tools. The hypothesis, the reason behind choosing the scales, tools that have been employed etc., are also detailed.

The seventh concluding chapter presents the summary and findings of the study, suggestions and the potential for future studies in this area."