

CHAPTER – IV

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FINDINGS II- DATA ANALYSIS

AND INTERPRETATIONS

## CHAPTER - IV

### FINDINGS II: DATA ANALYSIS AND INTERPRETATIONS

Under this chapter, data analysis of various occupational stressors falling under environmental, work and organizational factors have been carried out and based on the results of analysis, findings are developed. In addition, analysis of data collected from the service sector employees from non-aviation sector also has been done under this chapter. The results of these analyses were used for comparative analysis in the succeeding chapter. The analysis of data collected during various levels of the experimental research conducted on a selected experimental group also falls under this chapter.

#### 4.1 WORK ENVIRONMENT AND STRESS

Under this section, various environmental factors at work place and its impact on employees stress is analyzed. The inputs to the 12 questions under Part-E of the questionnaire are the source for the following analysis and findings.

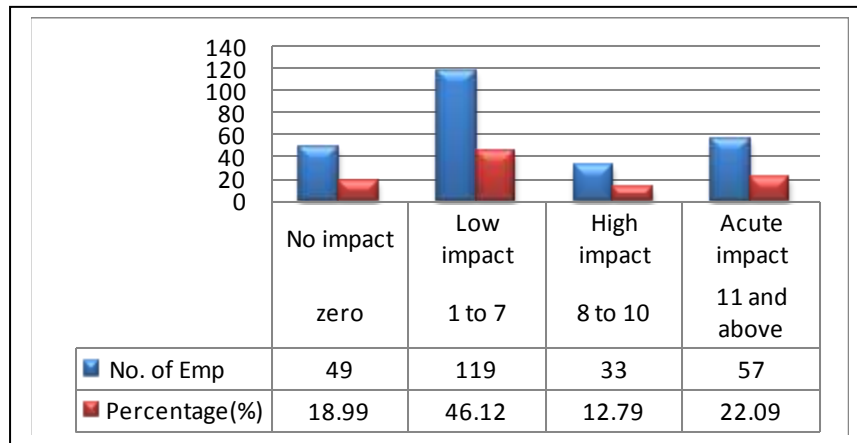
##### 4.1.1 Impact of environmental factors on employee stress

This section deals with analysis of 12 work environmental factors based on the total score of the respondents and categorizations under no impact, low impact, high impact and acute impact have been done. For this purpose, all those factors giving concerns to the employee rarely are ignored. No score is allocated to the responses of 'not at all' and 'rarely' and scores of 1, 2 and 3 are assigned to the responses of 'sometimes', 'often' and 'very often' respectively.

**Table: 4.1 - Employee categorization based on environmental impact**

| Score            | zero      | 1 to 7     | 8 to 10     | 11 and above | Total  |
|------------------|-----------|------------|-------------|--------------|--------|
| Cat              | No impact | Low impact | High impact | Acute impact |        |
| No. of Employees | 49        | 119        | 33          | 57           | 258    |
| Percentage(%)    | 18.99     | 46.12      | 12.79       | 22.09        | 100.00 |

**Fig: 4.1 - Employee categorization based on environmental impact**



It can be seen that 34.88% of the respondents are affected by various environmental factors that can cause occupational stress. Among them, 22.09% have been impacted severely and therefore may need attention.

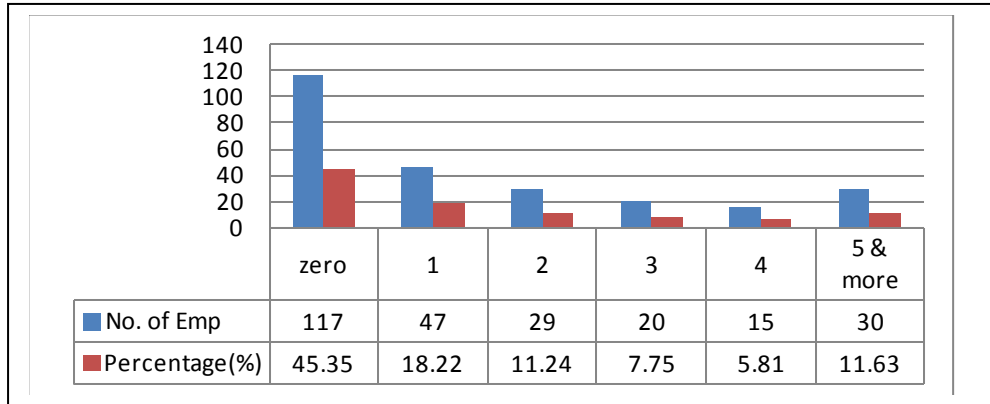
#### 4.1.2 Employees affected with multiple environmental factors

In this section, the number of employees affected with multiple environmental factors are identified through the analysis wherein no score is assigned to the responses of ‘not at all’, ‘rarely’ and ‘sometimes’, and a score of 1 is allocated to the responses of ‘often’ and ‘very often’. The result of the analysis is tabulated below:

**Table: 4.2 – No of employees affected with multiple environmental factors**

| Score          | zero  | 1     | 2     | 3    | 4    | 5 & more |
|----------------|-------|-------|-------|------|------|----------|
| No. of Emp     | 117   | 47    | 29    | 20   | 15   | 30       |
| Percentage (%) | 45.35 | 18.22 | 11.24 | 7.75 | 5.81 | 11.63    |

**Fig: 4.2 – No of employee affected with multiple environmental factors**



Though the majority of employees have not been affected with any of the environmental issues, it is apparent from the above results that 45 (17.44%) employees are affected with four or more factors and therefore susceptible to negative productivity and adverse impacts on their health. 30 employees (11.63%) who are disturbed with 5 or more environmental issues are highly disposed to stress related disorders if enough attention is not given to minimize the intensity of distressing factors.

#### **4.1.3 Environmental impact: significant factors**

Significant work environmental factors affecting employee performance and causing occupational stress are analyzed based on the mean score of the questions as well as its level of impact. Since it is common for the people to experience discomfort with some of these factors once in a while, values of the mean score analysis need not be an accurate indication of the stress impact. Therefore, the responses of ‘rarely’ and ‘sometimes’ have been eliminated from the analysis to identify the number of employees prone to sustainable discomfort to those factors. The results are tabulated below.

**Table: 4.3 - Environmental impact: analysis of significant factors**

| Sl.No | Symptom   | No. of Employees | %   | Weightage | Rank | Mean score |
|-------|---|------------------|-----|-----------|------|------------|
| 1     | Noise   | 44.0             | 17% | 10.21%    | 2    | 2.29       |
| 2     | Poor/inadequate/excess lighting                       | 15.0             | 6%  | 3.48%     | 12   | 1.69       |
| 3     | Poor temperature control                              | 33.0             | 13% | 7.66%     | 7    | 2.21       |
| 4     | Badly designed/inadequate/poorly maintained furniture | 27.0             | 10% | 6.26%     | 10   | 1.99       |
| 5     | Poor canteen/inadequate rest or changing facilities   | 73.0             | 28% | 16.94%    | 1    | 2.84       |
| 6     | Poor ventilation                                      | 41.0             | 16% | 9.51%     | 3    | 2.13       |
| 7     | Insufficient space/Overcrowded office                 | 37.0             | 14% | 8.58%     | 4    | 2.02       |
| 8     | Poor access to toilets/lack of toilets                | 33.0             | 13% | 7.66%     | 7    | 1.92       |
| 9     | Dust/fumes  | 37.0             | 14% | 8.58%     | 4    | 2.03       |
| 10    | Poor cleanliness                                      | 37.0             | 14% | 8.58%     | 4    | 2.07       |
| 11    | Poor maintenance of equipment/building                | 24.0             | 9%  | 5.57%     | 11   | 1.89       |
| 12    | Inadequate working facilities                         | 30.0             | 12% | 6.96%     | 9    | 2.00       |
|       | Total   | 431              |     | 100%      |      |            |

Poor canteen/inadequate rest rooms/change facilities etc. is top ranked factor with 28% of the respondents are concerned with, followed by noise (17%), poor ventilation (16%), poor cleanliness (14%) and insufficient space/ overcrowded office (14%).

## 4.2 WORK AND STRESS

Under this section, various job factors and its impact on employees stress is analyzed. The response to the 34 questions under Part-F and Part-G of the questionnaire are the source for the findings. Out of the 34 questions, 12 are related to the work itself and remaining related to the

organizational culture. The score of these 12 questions based on work factors are analyzed to make following conclusions.

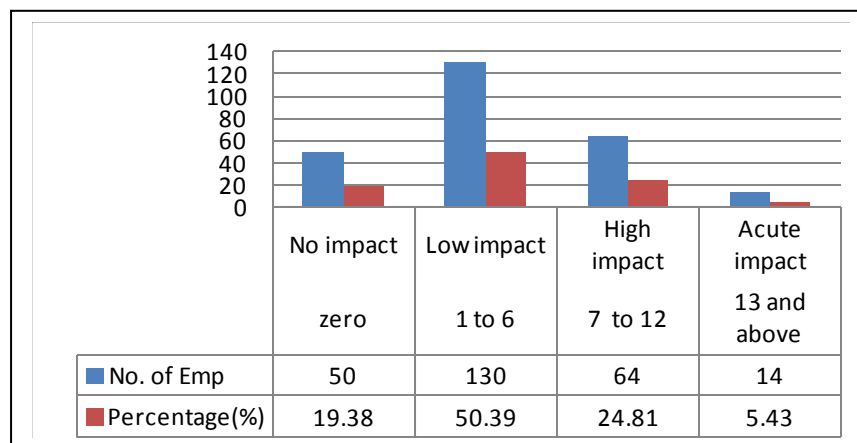
#### 4.2.1 Impact of work factors on employee stress

In this section, 12 work factors are analyzed and based on the total score number of respondents are categorizations under no impact, low impact, high impact and acute impact etc. For this purpose, analysis is done by not allocating score to the responses of ‘not at all’ and ‘rarely’ and scores of 1, 2 and 3 to the responses of ‘sometimes’, ‘often’ and ‘very often’ respectively.

**Table: 4.4 - Employee categorization based on impact of work factors**

| Score            | zero      | 1 to 6     | 7 to 12     | 13 and above |
|------------------|-----------|------------|-------------|--------------|
| Cat              | No impact | Low impact | High impact | Acute impact |
| No. of Employees | 50        | 130        | 64          | 14           |
| Percentage (%)   | 19.38     | 50.39      | 24.81       | 5.43         |

**Fig: 4.3 - Employee categorization based on impact of work factors**



It can be seen that 30.24% of the respondents are affected by various work related factors that causes occupational stress. Among them, 5.43% have been impacted severely and therefore may need attention.

#### 4.2.2 Employees affected with multiple work factors

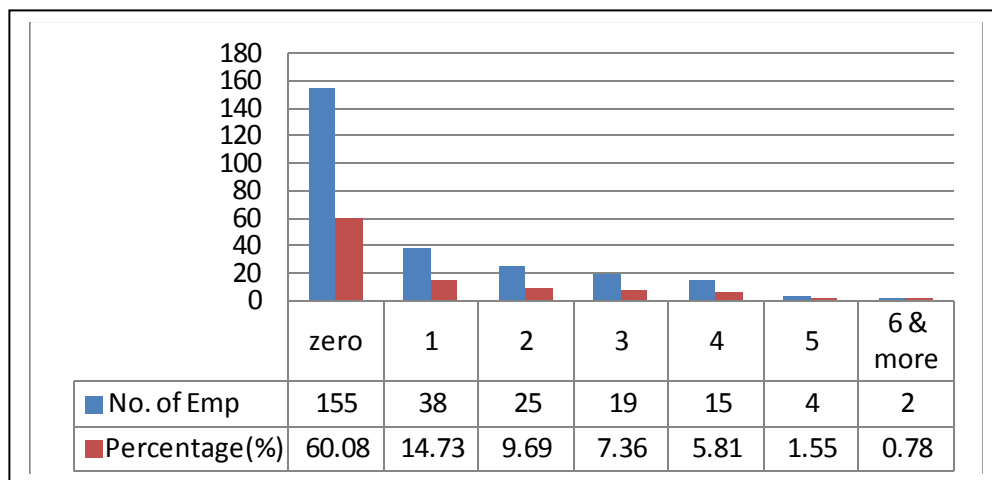
The numbers of employees affected with multiple work related stressors are identified through this analysis wherein no score is assigned to the responses of ‘not at all’, ‘rarely’ and

‘sometimes’, and a score of 1 each is allocated to the responses of ‘often’ and ‘very often’. The result of the analysis is tabulated below:

**Table: 4.5 – No of employees affected with multiple job factors**

| Score            | zero  | 1     | 2    | 3    | 4    | 5    | 6 & more |
|------------------|-------|-------|------|------|------|------|----------|
| No. of Employees | 155   | 38    | 25   | 19   | 15   | 4    | 2        |
| Percentage (%)   | 60.08 | 14.73 | 9.69 | 7.36 | 5.81 | 1.55 | 0.78     |

**Fig: 4.4 – No of employee affected with multiple job factors**



Though the majority of employees have not been affected with any of the work related stressors, it is apparent from the above results that 40 (15.5 %) employees are affected with three or more factors and therefore susceptible to negative productivity due to occupational stress. Among them, 6 employees (2.33%) are disturbed with 5 or more job related issues and are therefore highly disposed to high levels of occupational stress.

#### **4.2.3 Job impact: significant factors**

Significant work factors which cause occupational stress and affecting employee performance are analyzed based on the mean score of the questions as well as its impact level. Since it is common for the people to experience discomfort with some of these factors once in a while, values of the mean score analysis need not be an accurate indication of the stress impact. Therefore, the responses of ‘rarely’ and ‘sometimes’ have been eliminated from the analysis to

identify the number of employees prone to sustainable discomfort to those factors. The results are tabulated below.

**Table: 4.6 – Job factor impact: analysis of significant factors**

| Sl.No | Symptom  | No. of Employees | %      | Weightage | Rank | Mean score |
|-------|--|------------------|--------|-----------|------|------------|
| F1    | Exposure to violent/ aggressive or traumatic incidents | 14.0             | 5.43%  | 5.83%     | 7    | 1.91       |
| F3    | Less interesting work                                  | 24.0             | 9.30%  | 10.00%    | 4    | 2.03       |
| F7    | Boring or repetitive work                              | 36.0             | 13.95% | 15.00%    | 2    | 2.19       |
| F8    | Too much work  | 19.0             | 7.36%  | 7.92%     | 6    | 1.91       |
| F9    | The pace of work                                       | 14.0             | 5.43%  | 5.83%     | 7    | 1.89       |
| F12   | Job isolation  | 13.0             | 5.04%  | 5.42%     | 10   | 1.79       |
| F13   | Frequent change in work/ policy                        | 20.0             | 7.75%  | 8.33%     | 5    | 1.96       |
| F14   | Shift work   | 40.0             | 15.50% | 16.67%    | 1    | 2.09       |
| F15   | Unfair work distribution                               | 28.0             | 10.85% | 11.67%    | 3    | 2.03       |
| G5    | Excessive workload                                     | 14.0             | 5.43%  | 5.83%     | 7    | 1.88       |
| G15   | Public handling  | 8.0              | 3.10%  | 3.33%     | 12   | 1.54       |
| G16   | Customer complaints/ dissatisfaction                   | 10.0             | 3.88%  | 4.17%     | 11   | 1.62       |
|       |  | 240              |        | 100%      |      |            |

Shift work is the top ranked stressor with 40% of the respondents is concerned with, followed by boring/repetitive work (36%), unfair work distribution (28%), less interesting work (24%) and frequent change in work/policy (20%).

#### **4.3 ORGANIZATIONAL CULTURE AND STRESS**

Under this section, various organizational factors and its impact on employees' occupational stress are analyzed. The response to the 34 questions under Part-F and Part-G of the



questionnaire are the source for the findings. Out of the 34 questions, 22 are related to the organizational factors and the remaining related to work. The score of these 22 questions based on organizational factors are analyzed as follows.

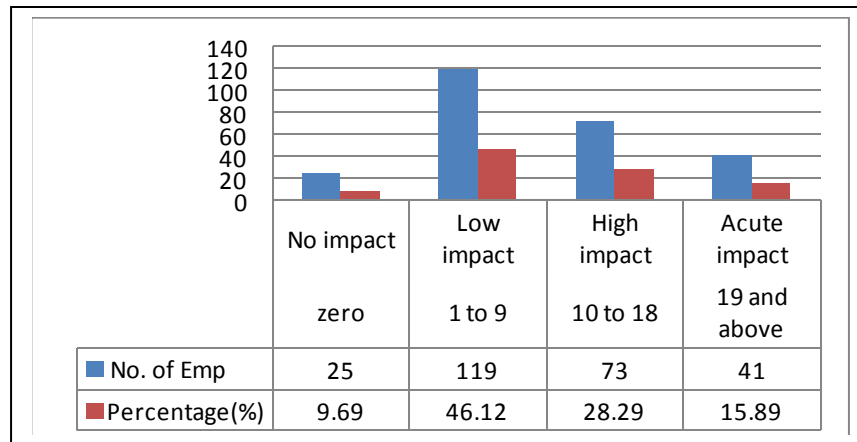
#### 4.3.1 Impact of organizational factors on employee stress

In this part, 22 organizational factors are analyzed and based on the total score of the respondents, categorizations such as no impact, low impact, high impact and acute impact have been done.

**Table: 4.7 - Employee categorization based on impact of OC**

| Score            | zero      | 1 to 9     | 10 to 18    | 19 and above |
|------------------|-----------|------------|-------------|--------------|
| Cat              | No impact | Low impact | High impact | Acute impact |
| No. of Employees | 25        | 119        | 73          | 41           |
| Percentage (%)   | 9.69      | 46.12      | 28.29       | 15.89        |

**Fig: 4.5 - Employee categorization based on impact of OC**



For this purpose, factors disturbing the employee rarely are ignored. No score is allocated to the responses of ‘not at all’ and ‘rarely’ and scores of 1, 2 and 3 are assigned to the responses of ‘sometimes’, ‘often’ and ‘very often’ respectively.

It can be seen from the tables and chart above that 44.18% of the respondents are concerned with various organizational factors that cause occupational stress. Among them, 15.89% have been impacted severely and therefore need attention.

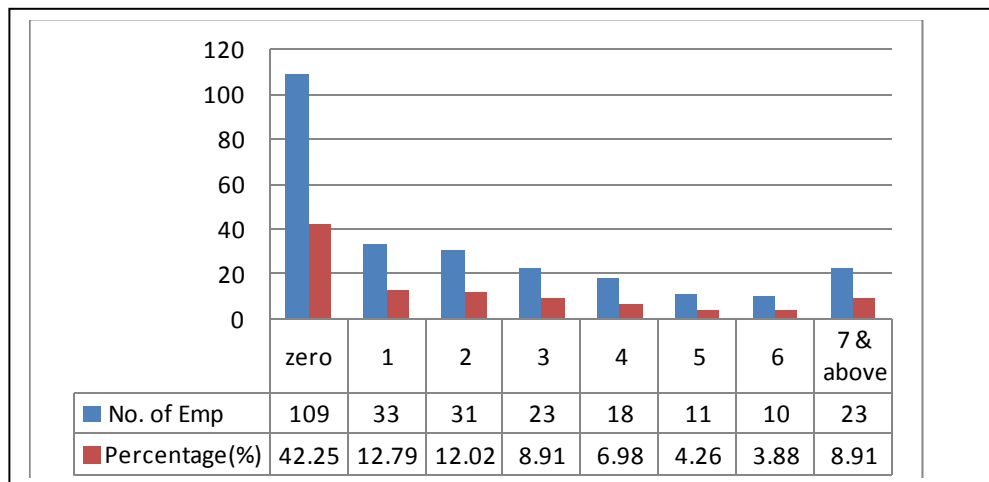
#### 4.3.2 Employees affected with multiple organizational factors

The numbers of employees affected with multiple organizational factors are identified through the analysis wherein no score is assigned to the responses of ‘not at all’, ‘rarely’ and ‘sometimes’, and a score of 1 each is allocated to the responses of ‘often’ and ‘very often’. The result of the analysis is tabulated below:

**Table: 4.8 – No of employees affected with multiple organizational factors**

| Score            | zero  | 1     | 2     | 3    | 4    | 5    | 6    | 7 & above |
|------------------|-------|-------|-------|------|------|------|------|-----------|
| No. of Employees | 109   | 33    | 31    | 23   | 18   | 11   | 10   | 23        |
| Percentage (%)   | 42.25 | 12.79 | 12.02 | 8.91 | 6.98 | 4.26 | 3.88 | 8.91      |

**Fig: 4.6 – No of employee affected with multiple organizational factors**



Though majority of employees have not seriously affected with any of the organizational culture issues, it is apparent from the above results that 44 (17.05%) employees are affected with five or more factors and therefore susceptible to negative productivity and adverse impacts of occupational stress. Among them, 10 employees (3.88%) are disturbed with 6 organizational issues and 23 (8.91%) are troubled with 7 or more issues and therefore are highly disposed to

stress related disorders if enough attention is not provided to minimize the intensity of distressing factors.

#### **4.3.3 Organizational stressors: significant factors**

Significant organizational factors affecting employee performance and causing occupational stress are analyzed based on the mean score of the questions as well as its impact level. As it is common for the people to experience discomfort with some of these factors once in a while, values of the mean score analysis need not be an accurate indication of the stress impact. Therefore, the responses of 'rarely' and 'sometimes' have been eliminated from the analysis to identify the number of employees prone to sustainable discomfort to those factors. The results are tabulated below.

**Table: 4.9 – Organizational Culture: analysis of significant factors**

| Sl.No | Symptom  | No. of Employees | %      | Weightage | Rank | Mean score |
|-------|--|------------------|--------|-----------|------|------------|
| F2    | The under-utilization of skills                    | 58               | 22.48% | 10.53%    | 2    | 2.62       |
| F4    | Pressure to perform                                | 11               | 4.26%  | 2.00%     | 16   | 1.97       |
| F5    | Lack of decision-making                            | 23               | 8.91%  | 4.17%     | 10   | 2.01       |
| F6    | Too much or too little supervision                 | 23               | 8.91%  | 4.17%     | 10   | 1.97       |
| F10   | Lack of feedback /inadequate communication         | 40               | 15.50% | 7.26%     | 5    | 2.32       |
| F11   | Lack of control                                    | 22               | 8.53%  | 3.99%     | 12   | 1.96       |
| F16   | Lack of recognition / appreciation                 | 65               | 25.19% | 11.80%    | 1    | 2.60       |
| F17   | Argumentative superiors/ Co-workers / subordinates | 25               | 9.69%  | 4.54%     | 8    | 2.13       |
| G.1   | Job insecurity                                     | 38               | 14.73% | 6.90%     | 6    | 2.17       |
| G.2   | Insufficient breaks/ meal/leisure time at work     | 22               | 8.53%  | 3.99%     | 12   | 2.00       |
| G.3   | Inadequate pay                                     | 55               | 21.32% | 9.98%     | 3    | 2.49       |
| G.4   | Excessive hours                                    | 12               | 4.65%  | 2.18%     | 15   | 1.80       |
| G.6   | Insufficient holiday                               | 25               | 9.69%  | 4.54%     | 17   | 1.97       |
| G.7   | Staff shortages                                    | 41               | 15.89% | 7.44%     | 4    | 2.29       |
| G.8   | Harassment/ discrimination/bullying                | 16               | 6.20%  | 2.90%     | 14   | 1.75       |
| G.9   | Sexual exploitation                                | 8                | 3.10%  | 1.45%     | 14   | 1.29       |
| G.10  | Communalism / Regionalism                          | 5                | 1.94%  | 0.91%     | 22   | 1.45       |
| G.11  | Bad relations with superiors                       | 8                | 3.10%  | 1.45%     | 17   | 1.52       |
| G.12  | Bad relations with work colleagues                 | 7                | 2.71%  | 1.27%     | 20   | 1.52       |
| G.13  | Bad relations with subordinates                    | 6                | 2.33%  | 1.09%     | 21   | 1.48       |
| G.14  | Impersonal treatment at work                       | 8                | 3.10%  | 1.45%     | 17   | 1.54       |
| G.17  | Lack of communication from management              | 33               | 12.79% | 5.99%     | 7    | 2.21       |
|       | Total  | 551              |        | 100.00%   |      |            |

Lack of recognition/appreciation is the top ranked factor with 65% of the respondents are concerned with, followed by under-utilization of skills (58%), inadequate pay (55%), shortage of staff (41%), lack of feedback/ inadequate communication (40%) and job insecurity (38%). At the same time it can be seen that the factors such as religion/communalism, bad relations with colleagues/subordinates/superiors, impersonal treatment, insufficient holidays etc. do not make any impacts on the employees performance.

#### 4.4 STRESS ASSESSMENT OF OTHER SERVICE SECTOR EMPLOYEES

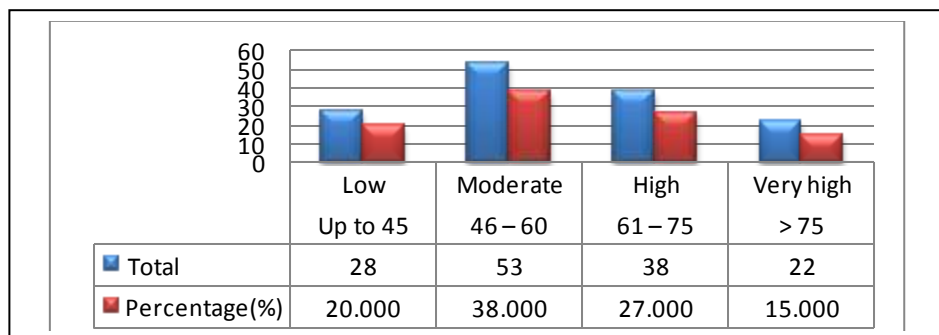
This section deals with the analysis of data collected from 141 non-airport service sector employees for the comparative study. The stress level of these employees are analyzed based on the score of Part-A of the questionnaire, as how it is done for airport employees. The result of the analysis is as follows.

##### 4.4.1 Overall stress level of non-airport employees

**Table: 4.10 - Overall stress level of non-airport employees**

| Score          | Up to 45 | 46 – 60  | 61 – 75 | > 75      |
|----------------|----------|----------|---------|-----------|
| Stress level   | Low      | Moderate | High    | Very high |
| Total          | 28       | 53       | 38      | 22        |
| Percentage (%) | 20.000   | 38.000   | 27.000  | 15.000    |

**Fig: 4.7 – Categorization of employees based on their stress level**



The results indicate that 15% of the employees have very high stress levels while another 27% of the employees undergo high stress levels. Altogether 42% of the employees can be categorized as stressed.

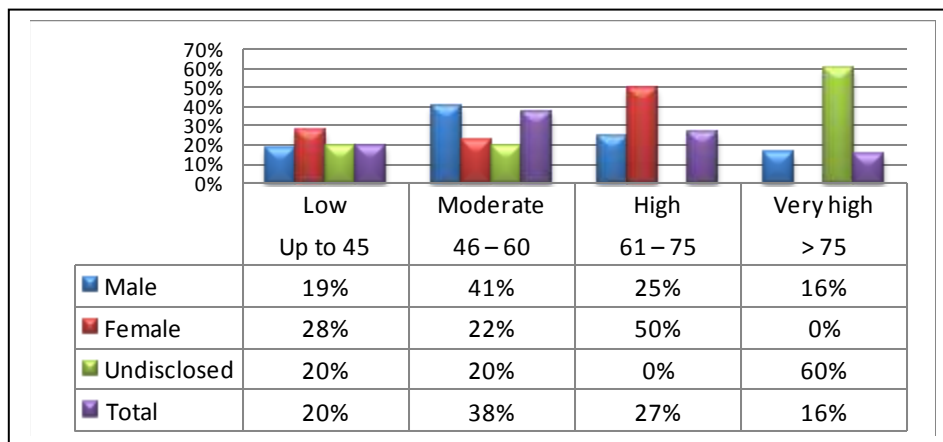
#### 4.4.2 Stress level categorization based on gender

The following chart and figure gives the details of categorization of male and female employees under various stress level groups.

**Table: 4.11 - Stress level categorization and gender**

| Score        | Up to 45 | 46 – 60  | 61 – 75 | > 75      | Total |
|--------------|----------|----------|---------|-----------|-------|
| Stress level | Low      | Moderate | High    | Very high |       |
| Male         | 22       | 48       | 29      | 19        | 118   |
| Female       | 5        | 4        | 9       | 0         | 18    |
| Undisclosed  | 1        | 1        | 0       | 3         | 5     |
| Total        | 28       | 53       | 38      | 22        | 141   |

**Fig: 4.8 - Stress level categorization and gender**



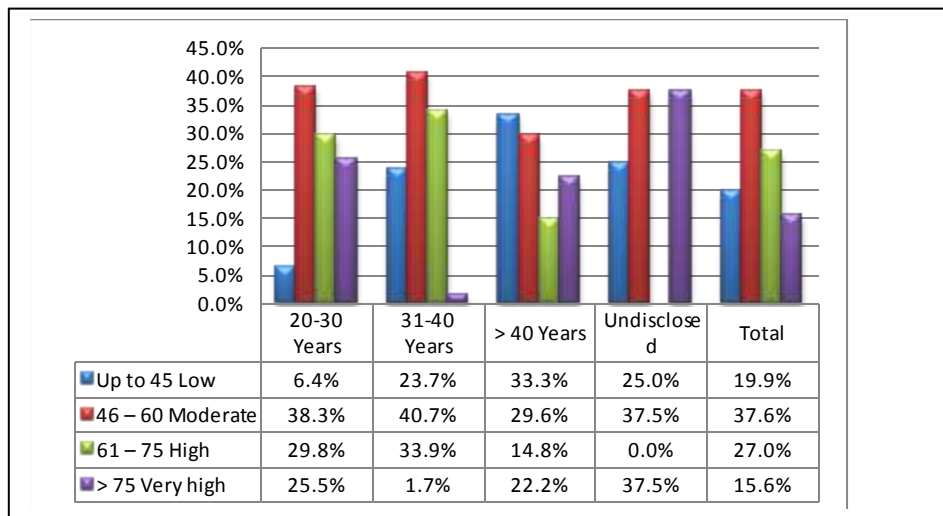
#### 4.4.3 Stress level of different age groups

The categorization based on age group of respondents is as follows:

**Table: 4.12 - Stress level of employees under different age groups**

| Score        | Up to 45 | 46 – 60  | 61 – 75 | > 75      | Total |
|--------------|----------|----------|---------|-----------|-------|
| Stress level | Low      | Moderate | High    | Very high |       |
| 20-30 Years  | 3        | 18       | 14      | 12        | 47    |
| 31-40 Years  | 14       | 24       | 20      | 1         | 59    |
| > 40 Years   | 9        | 8        | 4       | 6         | 27    |
| Undisclosed  | 2        | 3        | 0       | 3         | 8     |
| Total        | 28       | 53       | 38      | 22        | 141   |

**Fig: 4.9 - Stress level of employees under different age groups**



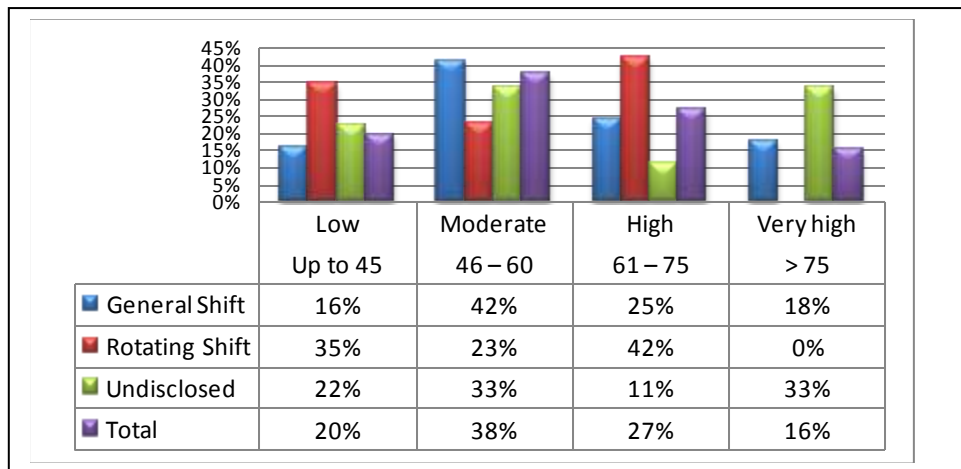
#### 4.4.4 Stress level categorization based on working time

Stress level of employees working under general shift and rotational shift is analyzed as follows:

**Table: 4.13 - Stress level categorization based on working time**

| Score          | Up to 45 | 46 – 60  | 61 – 75 | > 75      | Total |
|----------------|----------|----------|---------|-----------|-------|
| Stress level   | Low      | Moderate | High    | Very high |       |
| General Shift  | 17       | 44       | 26      | 19        | 106   |
| Rotating Shift | 9        | 6        | 11      | 0         | 26    |
| Undisclosed    | 2        | 3        | 1       | 3         | 9     |
| Total          | 28       | 53       | 38      | 22        | 141   |

**Fig: 4.10 - Stress level categorization based on working time**



## 4.5 SIGNIFICANT FACTORS ANALYSIS FOR NON-AIRPORT EMPLOYEES

### 4.5.1 Ranking of stress contributing factors based on the mean score factor analysis

In this section, the most prominent factors contributing to the stress of non-airport employees is analyzed. All the 25 factors from the Part-A of the questionnaire is allocated a rank based on the mean value of the score of all the 258 respondents. The highest scored factor gets rank -01 followed by the remaining factors in descending order. The results of the analysis is tabulated below.



**Table: 4.14 - Ranking of stress contributing factors based on the mean score analysis**

| <b>Q.No</b> | <b>Short Description</b>                                 | <b>Mean Score</b> |
|-------------|--|-------------------|
| 14          | No time for many of the interests / hobbies              | 3.09              |
| 11          | Doing important jobs by self                             | 3.03              |
| 18          | Thinking about problems or issues                        | 3.02              |
| 4           | Time is inadequate for work and family                   | 2.87              |
| 2           | Change in your typical eating habits                     | 2.65              |
| 1           | Change in your usual sleeping habits                     | 2.62              |
| 10          | Too many deadlines in work                               | 2.61              |
| 12          | Getting guilt when on leave, relax or do nothing.        | 2.55              |
| 3           | An increase in bodily symptoms                           | 2.53              |
| 6           | Frustrated due to the behaviour of others.               | 2.50              |
| 19          | Getting ruled by emotions                                | 2.48              |
| 25          | Not able to fulfil the responsibilities                  | 2.34              |
| 16          | Mood swings, difficulty in making decisions.             | 2.33              |
| 8           | Difficulty in meeting all of financial responsibilities. | 2.29              |
| 17          | Less motivated to do many activities                     | 2.29              |
| 21          | Avoid social contacts and events.                        | 2.23              |
| 7           | Time spend with spouse been less enjoyable               | 2.17              |
| 15          | Judgment is getting more clouded.                        | 2.17              |
| 20          | Bringing work home                                       | 2.15              |
| 13          | Unable to perform tasks as fine                          | 2.06              |
| 22          | Feel out of control.                                     | 2.04              |
| 23          | misunderstood by your colleagues, friends or family      | 2.00              |
| 9           | Concerned with the behaviour of child                    | 1.78              |
| 24          | Long time to recover from minor illnesses                | 1.67              |
| 5           | Changes in the consumption pattern of alcohol            | 1.40              |

From the above ranking, it is evident that the three most significant factors based on the highest mean score of responses are lack of time for interests/hobbies, getting prone to do important jobs by self than leaving it to others (lack of faith in others) and thinking about problems/issues even when relaxing (pressure of work).

#### **4.6 ANALYSIS OF EFFECTIVENESS OF EXPERIMENT**

The designed experiment involved two phases. In the first phase, the experimental group underwent a stress management workshop based on conditioning techniques for four full days at the rate of one day per week over four weeks span. The second phase involved training in yoga, meditation, breathing techniques and introduction to self-healing for the group. The workshop

was conducted for 90 minutes in a day per week for 10 weeks. The participants have been followed up to ensure that they practice the techniques on daily basis at home.

Though 30 employees have been chosen for designing the experiment at two levels over a span of 4 months, only 21 could complete the sessions. Hence the data of only those 21 who have completed the entire process are considered for analysis.

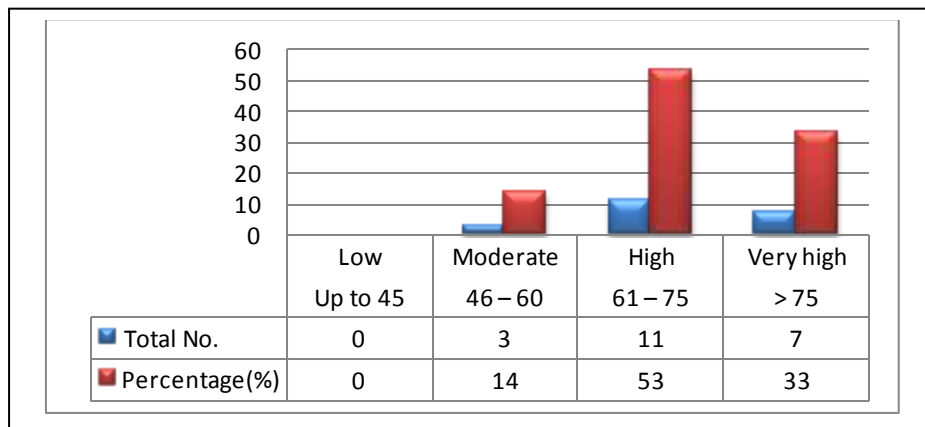
#### 4.6.1 Stress level of experiment group before experiment:

Total score of the response to stress questionnaire administered to the experimental group is considered the basis for comparison and to test the change in stress level if any after each stage of experiment. The stress level categorization of 21 experimental group members is tabulated as follows.

**Table 4.15 Stress level of experiment group before experiment:**

| Score          | Up to 45 | 46 – 60  | 61 – 75 | > 75      | Total |
|----------------|----------|----------|---------|-----------|-------|
| Stress level   | Low      | Moderate | High    | Very high |       |
| Total No.      | 0        | 3        | 11      | 7         | 21    |
| Percentage (%) | 0        | 14       | 53      | 33        | 100   |

**Table 4.11 Stress level of experiment group before experiment:**



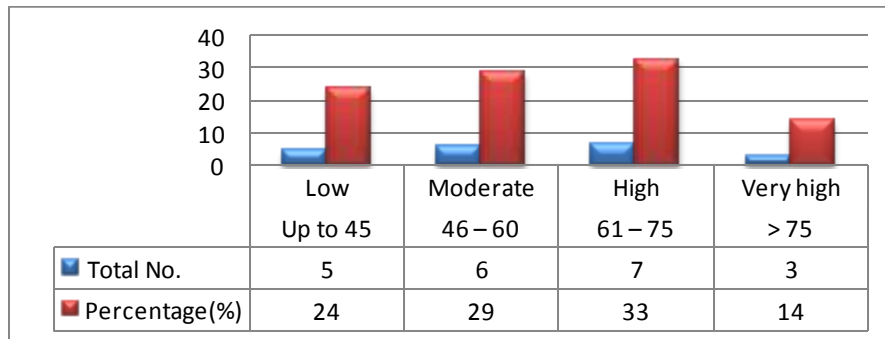
#### 4.6.2 Stress level of experiment group after stress management workshop:

Stress level of participants was measured after completion of stress management workshop of 4 weeks and the results are given below.

**Table 4.16 Stress level of experiment group after stress management workshop**

| Score          | Up to 45 | 46 – 60  | 61 – 75 | > 75      | Total |
|----------------|----------|----------|---------|-----------|-------|
| Stress level   | Low      | Moderate | High    | Very high |       |
| Total No.      | 5        | 6        | 7       | 3         | 21    |
| Percentage (%) | 24       | 29       | 33      | 14        | 100   |

**Fig 4.12 Stress level of experiment group after stress management workshop:**



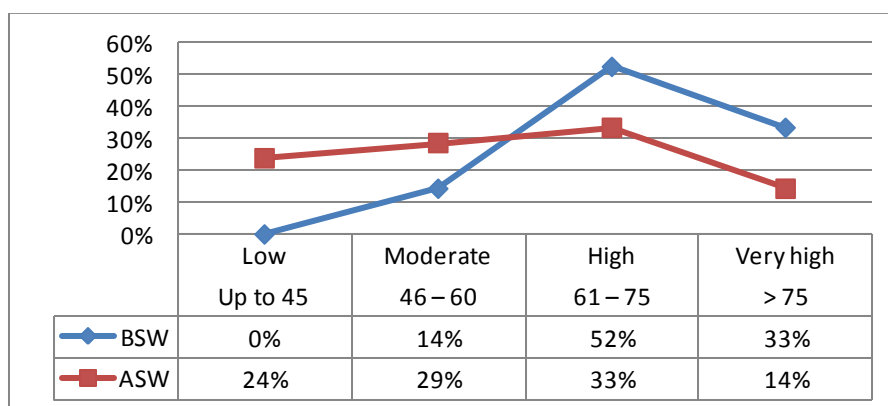
#### 4.6.3 Comparison of stress level - before and after workshop

A comparative analysis of stress distribution among the participants before and after the phase -1 experiment as per the design is provided below.

**Table 4.17 Comparison of stress level - before and after workshop**

| Score           | Up to 45 | 46 – 60  | 61 – 75  | > 75      | Mean  |
|-----------------|----------|----------|----------|-----------|-------|
| Stress level    | Low      | Moderate | High     | Very high |       |
| Before workshop | 0 (0%)   | 3 (14%)  | 11 (52%) | 7 (33%)   | 71.09 |
| After workshop  | 5 (24%)  | 6 (29%)  | 7 (33%)  | 3 (14%)   | 58.85 |

**Fig 4.13 Comparison of stress level - before and after workshop**



It can be seen from the above data that the stress level of the participants have fallen drastically after completing the first level experiment of stress management based on conditioning.

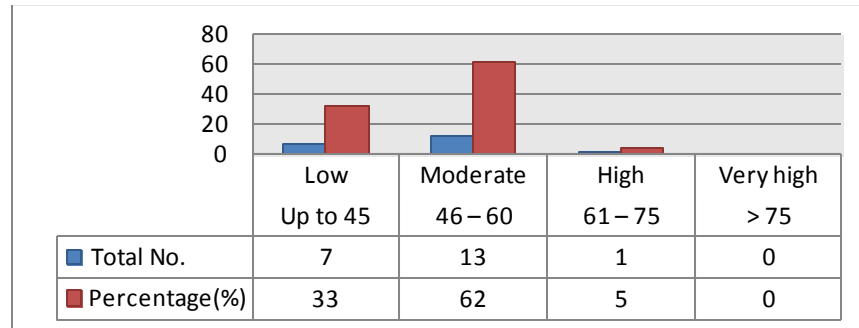
#### 4.6.4 Stress level after Yoga workshop

Stress level of all the participants was measured after successful completion of 10 week’s yoga workshop and the categorization is done as follows:

**Table 4.18 Stress level after Yoga workshop**

| Score          | Up to 45 | 46 – 60  | 61 – 75 | > 75      | Remarks |
|----------------|----------|----------|---------|-----------|---------|
| Stress level   | Low      | Moderate | High    | Very high |         |
| Total No.      | 7        | 13       | 1       | 0         | 21      |
| Percentage (%) | 33       | 62       | 5       | 0         |         |

**Fig 4.14 Stress level after Yoga workshop**



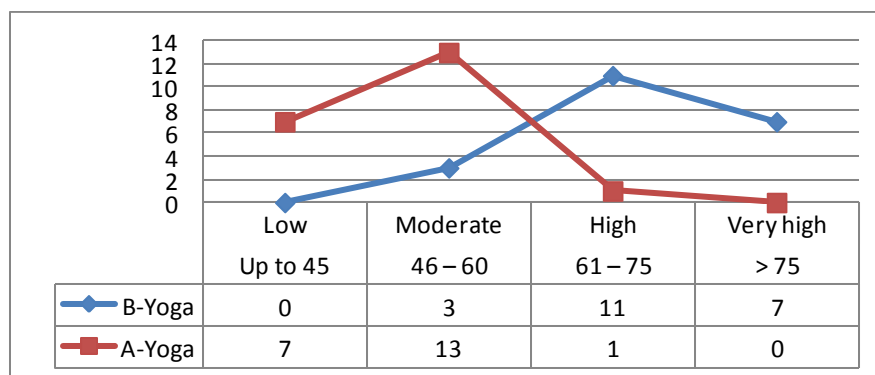
#### 4.6.5 Comparison of stress level- before & after Yoga workshop

The following chart and figure illustrate the change in stress level distribution among the participants before and after the second phase of experiment.

**Table 4.19 Comparison of stress level- before & after Yoga workshop**

| Score        | Up to 45 | 46 – 60  | 61 – 75  | > 75      | Remarks |
|--------------|----------|----------|----------|-----------|---------|
| Stress level | Low      | Moderate | High     | Very high |         |
| Before Yoga  | 0 (0%)   | 3 (14%)  | 11 (52%) | 7 (33%)   | 21      |
| After Yoga   | 7 (33%)  | 13(62%)  | 1(5%)    | 0         | 21      |

**Fig 4.15 Comparison of stress level- before & after Yoga workshop**



The change in distribution of stress level before and after the participants undergoing the workshop in yoga, meditation, yogic breathing techniques, self-healing practices etc. is evident from the above figure.

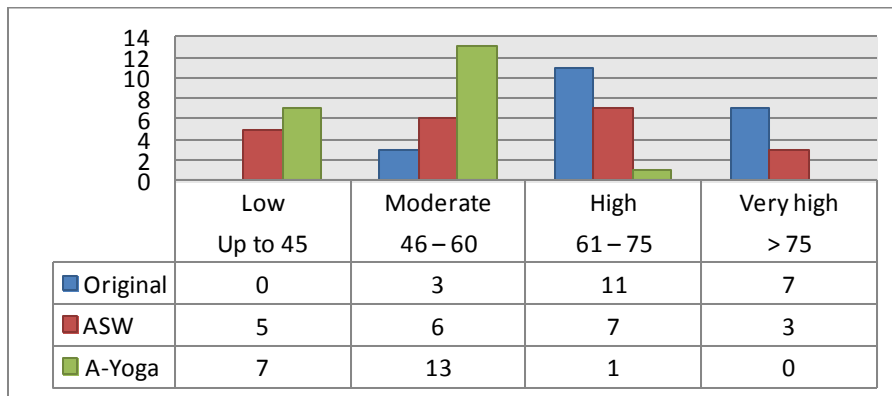
#### 4.6.6 Comparison of stress level- before & after the experiment

The change in distribution of stress level among the experiment group before subjecting them to the experiments and after completion of the experiment period is illustrated below.

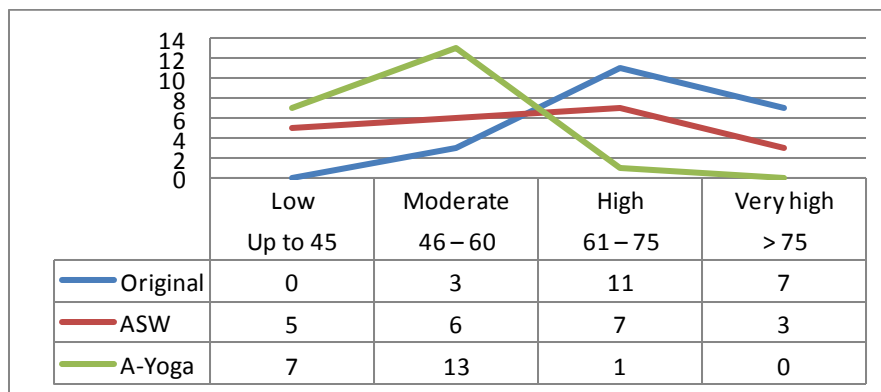
**Table 4.20 Comparison of stress level- before & after Yoga workshop**

| Score               | Up to 45 | 46 – 60  | 61 – 75  | > 75      | Total |
|---------------------|----------|----------|----------|-----------|-------|
| Stress level        | Low      | Moderate | High     | Very high |       |
| Before experiment   | 0 (0%)   | 3 (14%)  | 11 (52%) | 7 (33%)   | 21    |
| After SM workshop   | 5 (24%)  | 6 (29%)  | 7 (33%)  | 3 (14%)   | 21    |
| After Yoga workshop | 7 (33%)  | 13 (62%) | 1 (5%)   | 0 (0%)    | 21    |

**Fig 4.16 Comparison of stress level- before & after Yoga workshop**



**Fig 4.17 Comparison of stress level- before & after yoga workshop**



It is evident from the above illustrations that the stress level among the experiment group dropped considerably after completion of two phases of workshops as per the experimental design.