“SMET PROGRAM OFFERS NEW PERSPECTIVES IN STRESS MANAGEMENT”

- NAGENDRA AND NAGARATHNA
SUMMARY & CONCLUSIONS

“Coming together is a beginning. Keeping together is progress. Working together is success”

-Henry Ford

8.1 Summary

Today’s managers know that many stress related problems at work often stem from the personal life rather than just the work situation. The aim of this study was to assess efficacy of SMET program for ME. The subjects for the study were 72 managers, 48.75±3.86 years of mean age referred from ONGC Limited. The data were taken on the first and sixth day of 5 days SMET program. The data analysis on mean score showed 19.31% increase ($P<0.05$) in Delta, 5.04% increase ($P=0.65$) in Theta, 15.4% increase ($P=0.09$) in Alpha, 1.67% decrease ($P=0.54$) in Beta, 18.68% increase ($P=0.07$) in Gamma BWC, 72.02% increase ($P<0.001$) in EQ, 68.25% decrease ($P<0.001$) in Somatic Symptoms, 66.29% decrease ($P<0.001$) in Anxiety and Insomnia, 65.00% decrease ($P<0.001$) in Social Dysfunction, 87.08% decrease ($P<0.001$) in Severe Depression, 71.47% decrease ($P<0.001$) in all medical complaints, 81.95% decrease ($P<0.001$) in Tamas (dull), 80.92% decrease ($P<0.001$) in Rajas (violent) and 139.71% increase ($P<0.001$) in Sattva (balanced) personality trait scores. Taken together, these results suggest that participation in a SMET program was associated with improvement in Delta BWC, EQ, general health and Sattva personality and may have implications for ME. This indicates that SMET program could potentially play a vital role in the management of stress and thus holds a great promise for stress related modern ailments.
8.2 Conclusions

The initial hypothesis that SMET would bring change in BWC, EQ, GHQ and PI of managers was definitely upheld. The magnitude of the observed changes, together with their very high statistical significances, establish the ability of regular practice of the SMET integrated Yoga module to enhance Delta BWC, EQ, GHQ and Sattva PI beyond all reasonable doubt. The results are exceedingly strong. There is nothing unequivocal about them. This shows that the null hypothesis, that no improvement would take place after the SMET intervention on BWC, EQ, GHQ and PI of managers, and that any apparent change was only due to chance variations in the distribution, is definitely not sustained. Taken together, the results from the present study suggest that participation in a SMET program was associated with improvement in Delta BWC, EQ, general health and Sattva personality in managers and may have implications for ME. This indicates that SMET program could potentially play a role in the management of stress related ailments. However, further studies using a randomized controlled design could substantiate these preliminary findings.

8.3 Implications of the study

Previous studies on Yoga programs reported enhanced general health as a result of the practice of Yoga way of life. The results indicate the importance of Yoga as an integral element in improving managerial performance in organizations. Our study is consistent with these findings, indicating that a systematic adoption of the SMET program can result in improvement of Delta BWC, EQ, GHQ and PI among managers for ME, thus paving the way for their better performance as managers. These results suggest
that SMET program can make an appreciable contribution to primary prevention as well as management of lifestyle diseases in managers and thereby they can lead a holistic way of living in health, harmony and happiness.

8.4 Strength of the study

a. This is the first study trying to find the correlation between BWC, EQ, GHQ and PI in managers in a residential set up.

b. This is first study investigating the effect of an SMET program on BWC, EQ, GHQ and PI of managers. The study shows highly encouraging results.

c. This is a simple trial conducted to see whether SMET program can change BWC, EQ, GHQ and PI in managers.

8.5 Challenges of the study

a. Control group would have added strength to study.

b. The selections of subjects from a single company will not be enough evidence for the applications of the findings of this research to the corporate sector in general.

c. Addition of female managers equal to males taking into consideration the natural hormonal changes during menses, etc variables, would have made the study more broad based.

d. Quantitative, physiological, biochemical parameters related to emotional & personality dimensions would have strengthened the study substantially.

e. What happens to them after long term needs follow up for at least one year. That study would have made the findings more acceptable for long-term application.
8.6 Suggestions for the future study

a. Randomized control trial with long term follow up.

b. Study including equal number of males and females to assess gender effect.

c. Further studies should be done to measure links between SMET and EQ, Intelligent Quotient (IQ) and Spiritual Quotient (SQ) as also SMET’s ability to improve general emotional well-being in managers.

d. Long-term studies to assess long term impact of SMET for ME.

e. While this study has pointed to the beneficial effect of SMET, bigger sample size with stratification of bottom, middle and top line male & female managers from different companies can be taken up to throw light on the usefulness of SMET.

f. Physiological, neuro-physiological and fMRI studies on SMET influences on the above categories of managers would be necessary to understand the emotional mechanisms involved in the unique stimulation-relaxation based integrated Yoga module.

g. New questionnaires of BWC, EQ, GHQ & PI for managers based on the Yoga & spiritual understanding have to be developed to bring out the in-depth & holistic perspectives of Indian heritage.

h. To check does different level of BWC, EQ and GHQ have an impact on different personality traits?
8.7 The hope and the future perspective

It may be hoped that the Managing Directors and the General Managers of different organizations may review the available knowledge on stress management program and may incorporate SMET in their work place for organizational success. This may help to encourage, create and enhance healthy atmosphere in work place.

SMET program is useful for health, happiness and harmony in organizational culture.