Chapter-VI

Summary & Conclusions
SUMMARY AND CONCLUSIONS

This is an era of stress, frustration, tension, depression and psychometric diseases that have become regular features of life. The fast changing world, comforts in the work field, application of advanced and technical skills and several other factors, demanding higher levels of adaptability from the individuals, which is causing stress to them.

Arising both at work and home, these conditions have a detrimental effect on the behaviour of people that ultimately results in organizational inefficiency and sickness. Today, effective management involves, the ability to manage personal stress within productive bonds and requires new, highly personalized strategies for dealing with the complex demands of information - rich work place. Stress management skills, mental clarity, intuition, empathy and communication, leadership skills considered by many, as the most critical skills for effective management, which are quickly lost under conditions of excessive stress.

Hence, ever-increasing demands of highly competitive work environment, require stress management, updating of knowledge and skills of managers and executives to function effectively. Similarly, industry will get the required highly skilled, component
human capital for their growth and survival, in the highly competitive world of business environment.

Most approaches proposed for these purposes involve, regular physical exercise, dietary discretion, attitudinal and behavioural modifications, psychological exercise and ultimately the development of relaxation. But these are not sufficient for regaining these skills.

According Richard S. Scotti "Yoga / meditation, however, can be used to evoke relaxation and access to inner personal resources and abilities.

Yoga / meditation helps a person to better handle his stress, to negotiate the difficulties of the personal and professional arenas more effectively and helps in re-connecting with a deeper qualities and inner resources.

Yoga can be an antidote to stress. It harmonizes body and mind. Unlike its chemical counter parts, it enables individual to go deep within himself to the source of disturbances; to identify them, become more aware of them, acquire and exercise more control over them. Consequently, he becomes more at ease and comfortable with himself and others.

According Bill Boyle, Employee Health and Fitness Director, HBO, New York "The deep breathing and relaxation in yoga, help the employees to be more focused and less anxious."
When they go back to work, they are in a position to make better decision”.

Yoga / meditation thus, helps to integrate and strengthen one’s personality and to become serene and competent. This will contribute largely to success, in overall development of the personality and getting the best of them. By rejuvenating themselves at physical, mental and spiritual levels simultaneously, people can enrich their individual lives and also bring about lasting change in their attitudes, whether at work or in the family. This brings about an overall well-being in human life and goes a long way in fulfillment of ones ambition.

Therefore, it is essential to study the stress and its management and other skills involved in managerial practices, systematically and scientifically, in developing countries like India, since the services of managers and executives to the economy of the business and country is crucial.

This fact implies the need for the present study of various skills, involved in managerial practices; and helping the managers and executives to manage their stress effectively and improve their skills by using the technique of yoga (SAVPY).

Thus, the present study is taken up with the objective to study The Impact of Yoga Practicing on Various Skills (Motivating, Decision- making, Leadership, Managing stress, Interpersonal
relationship skill and Communication) Involved in Managerial Practices. On the basis of the foregoing discussion, the following conclusions have emerged.

1) The SAVPY has a significant positive impact on the overall efficacy of motivating skill, decision-making skill and leadership skill of the managers.

2) The practice of SAVPY significantly reduced the total occupational stress of managers.

3) SAVPY helps to cope with stressors or stress consequences more effectively in the managers and thus, helps them to manage their stress effectively.

4) The practice of SAVPY brought significant improvement in the overall efficacy of interpersonal relationship skill.

5) The technique of SAVPY brought significant positive changes in the effective communication.

6) No significant difference is found in the total occupational stress experienced by the male and female managers.

7) There is no significant difference between male and female managers on overall managerial skills.

8) There is no significant difference in the total occupational stress experienced by younger managers (in the age
group of 28-40 years) and elder managers (in the age group of 41-53 years).

9) No significant difference is noticed between younger managers (in the age group of 28-40 years) and elder managers (in the age group of 41-53 years) on overall managerial skills.

10) Significant positive correlation is found between the dimensions (Stressors) of OSI and the total occupational stress.

11) There exists significant positive correlation between the dimensions of MSIQ and the overall managerial skills.