CHAPTER VII

SUMMARY OF FINDINGS, SUGGESTIONS
AND CONCLUSION

7.1 INTRODUCTION

Abundance of material comfort achieved through technology has brought a corresponding increase in anxiety and dissatisfaction. This fact constitutes a historical paradox with enormous implications. Although industrial and developing nations are committed to technological expansion, technology has so far failed to enable man to achieve personal fulfillment or social harmony.

A book titled "Future Shock" has described vividly the disastrous effect of the accelerating pace of the modern world on human life. Though "future shock" has significant psychological and behavioural implications, the term primarily refers to the inability of the human body to withstand the accelerating change presently demanded of it. Too much change too fast weakens the physical functioning of the body and causes deterioration of emotional and mental well-being. No amount of material comfort is sufficient to reverse this damage.
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 circumstance. In adapting to circumstance which challenge his faculties, an individual reacts biomechanically 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 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. Excessive stress also leads to the inability to make decisions, plan effectively and work efficiently. 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 illness. The incidence of heart disease,
insomnia and other debilitating diseases world over is a pointer in this regard.

Although stress contribute to the growing tension in people's lives, understanding its psycho-physiological nature suggests insight into mechanics of health and fulfillment. Material comfort and achievement provide some degree of satisfaction but the state of a person's body and mind determines the overall quality of his experience. If stress can colour a person's everyday activity with anxiety and dissatisfaction, the physiological opposite of stress, may be expected to support an overall experience of emotional and physical well-being. Similarly, if excessive stress limits performance and obstructs decision making, freeing the body from stress should unfold reserves of energy and intelligence for improved performance and effective thinking. The critical need to confront the problems of stress and lack of fulfillment in our society has become painfully evident in the breakdown of people's relations to social institutions.

This is the backdrop under which this study has been undertaken.
7.2 OBJECTIVES OF THE STUDY

This study has been undertaken with the following main objectives.

a) The measure the stress reactivity and the stress combating life style of the professionals in Chennai city.

b) To focus the study only on advocates, auditors and doctors among the professionals.

c) To study the stress, based on the conceptual framework of sage Patanjali Yoga Sutra.

d) To design and develop a new questionnaire in measuring the constructs of the sage Patanjali by testing the reliability and validate sage Patanjali’s time tested wisdom.

e) To study the significance between the demographic denominators such as age, experience, income, number of children, sex, marital status and spouse status with reference to the components and total scores of stress reactivity scale and stress combating life style scales.
The accomplishment of these objectives is presented below by way of the findings of this study, preceded by the synoptic view of each chapters.

7.3 SYNOPTIC VIEW OF CHAPTERS

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 emphasis on Yoga Sūtra of Patanjali. While discussing this aspect, conceptual framework 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.
7.4 FINDINGS OF THE STUDY

The findings of this study have been presented in the order, as was analysed and interpreted in the previous chapter.

7.4.1 Findings pertaining to sample distribution

Profession and Age: The sample group under study consists of professionals namely Advocates, Auditors and Doctors. From the total samples taken for study, 54% are below 35 years, 36.6% are between 36-50 years and only 9.3% is constituted by professionals above the age group of 50 years. It indicates that young professionals are more responsive.

Profession and Experience: 42.8% of the professionals have less than 10 years of experience, 40.2% have 10-20 years of experience and only 17% have more than 20 years of experience. Professionwise distribution reveals that professionals with 'less years of experience' is dominated by Advocates, whereas higher experience is dominated by Auditors and Doctors. This is good to the society that their health and wealth is taken care of by professionals who are sufficiently experienced.
Profession and Children: 42.8% contribute to 'no child' status, 25.3% accounting for one child, 26.3% for two child and only 5.7% accounting for more than 2 children. This distribution highlights the "nuclear family" shift in the society. While 'one and two children norm' is almost equally distributed amongst the professionals, 'no child' norm is dominated by advocates contributing to 23.2% of the total sample which coincides with the unmarried percentage of the advocates amounting to 20.1%.

Profession and Marital Status: Overall picture of excessive response points to married professionals. 60.3% for married and 39.7% for unmarried professionals. Married professionals are almost equally distributed amongst the professionals, whereas the unmarried auditors are less, compared to advocates and doctors. Profession-wise un-married account for 52.6% for Advocates, 19.6% for Auditors and 40.3% for Doctors.

Profession and Gender: In terms of present day social context we can feel happy in the narrowing space in gender discrimination. The figures showing 57.7% for male and 42.3% for females only strengthens this viewpoint. At the same time, this scenario cannot be considered uniformly for all the three professions under study. Only in Doctor's category this balance
is maintained with 16% male and 18.6% females, of the total respondents. Infact the female dominate in the sample distribution of doctors by exceeding the percentage of male doctors. The percentage of female as auditors are just 9.8% within that profession and just above 2% in relation to overall sample.

Profession and Spouse Status: The sample is almost equally distributed at 47.9% for employed and 52.1% for un-employed status of the spouse. Here again Auditors show a significant difference between the employed and un-employed status of the spouse, with 21.6% in employed spouse status and a whopping 78.4% in un-employed spouse status.

Profession and Income: 40.2% of the professionals belong to ‘less than 1 lakh income’ group and the major chunk in this segment is contributed by Advocates amounting to 61.5%.

7.4.2 Findings pertaining to reliability of questionnaire

As elaborated in the previous chapters, there was a need for testing the reliability of this questionnaire, since Patanjali’s concepts have been brought into the questionnaire format of this kind for the first time. Thus
there is a need to test the reliability of the questionnaire itself by developing relevant hypothesis.

Before testing the hypothesis, an analysis of the questionnaire itself was undertaken by ranking the statements of the questionnaire developed based on the Patanjali's conceptual frame work. This is done by ranking the strength of their weighted average score.

As a vindication of the investigator's conviction that the sage Patanjali's denominators are time tested, the weighed averages for almost all the denominators amounting a total of 68 show a significant score. The individual weighted average score and the ranks have not been presented here, since it has been dealt in the previous chapter.

7.4.2(i) Testing of Reliability Hypothesis

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.
The present study reveal that the alpha score for total stress reactivity at 0.9251 and individual component also scoring a high alpha, making the questionnaire very highly reliable, for stress reactivity scale.

2) Alternative
Hypothesis \( (H_b) \): 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.

The total life style score, showing an alpha at 0.8472 indicates an high significance. The components also show similar high scoring, making the questionnaire highly reliable with regard to this component also.

The reliability and the high alpha scores of both reactivity scale, as well as the life style score with regards to Patanjali’s conceptual inputs exhibits an amazing but extraordinary relevance of age old wisdom of Indian yogic darsana propounded by Patanjali, even to the modern times.
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.

Testing of this hypothesis has revealed highly significant relationship between each component. This hypothesis which was developed specifically for the purpose of knowing the percolative effect of each component, that is the interplay of each component with the other component proved to be positive, thereby validating the sentiments of the hypothesis.

4) Alternative Hypothesis ($H_a$): 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.

This hypothesis also shows a very high relationship with all the components, but for the insignificance between the social concern and body/breath practice components. This result also validates the assumption that the life style behaviour has to be an integral one and one component
penetrating and supporting each other. This should also be ascribed to the uniqueness of Patanjali’s concepts extending beyond time and space.

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.

The hypothesis has been developed to know whether there exists any significant relationship between the stress reactivity denominators such as physical reactivity, breath reactivity, psychological reactivity and emotional reactivity on the one side and the life style denominators such as social concern, self-discipline, body/breath practices and mindful living. The results of the test, reveal that there exists a significant relationship between physical and breath reactivity components of stress reactivity scale with body/breath and mindful components of stress combating life style. Even though, other denominators do not indicate such a relationship, we can comfortably infer the significance in relationship between the stress reactivity and stress combating life style.
In nutshell, it can be safely surmised that Patanjali’s constructs were valid in his times, are proving to be valid in to-day’s context and in the same breath can add that it would be valid and relevant in future too.

7.4.3 Findings pertaining to stress reactivity scale

The stress reactivity scale is to measure the stress reactivity with response to the demographic denominators such as profession, age, experience, number of children, income, sex, marital status and spouse status. The purpose is to see whether these demographic denominators have any impact on the reactivity to stress.

The descriptive analysis of this segment is not taken for a detailed discussion here, since they have been dealt at length in the previous chapter and also it finds its’ reflections in the discussion on the hypotheses.

7.4.3 (i) Testing of hypotheses for Stress Reactivity Scale.

In all, a total of eight null hypotheses for the eight demographic predictors have been developed to find out its significance in relation to the component and the total score of stress reactivity scale.
The hypotheses, the result and the findings are given below one by one.

I. Null hypothesis ($H_0$): There is no significant difference amongst the professionals with reference to the component and the total stress reactivity.

The findings reveal a highly significant difference between the profession and the physical and breath reactivity component of stress reactivity, significance for emotional and overall reactivity. Only the psychological reactivity does not indicate any significance. This is indicative of the fact that only there exists a difference in reactivity amongst the professionals only with reference to psychological component. The significance in difference was contributed essentially by advocates.

II. Null hypothesis ($H_0$): There is no significant difference between age group with reference to the component and total scores of the stress reactivity.
The test shows that there does not exist any significance. This implies that stress reactivity is not influenced significantly by the age factor of the professional.

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.

Here again, the findings reveal no significant difference between the experience and the stress reactivity components. This means that experience in the profession does not alter the stress reactivity scale. However, it would be pertinent to point that professionals with less than 10 years of experience exhibit high average in their reactivity in components and also in total. This implies the reactivity to stress is high among the professionals who have less than 10 years of experience.

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.
Once again findings continues to show insignificant difference. This time it is between number of children of the professionals and the stress reactivity scale. Acceptance of this null hypothesis, indicates that the stress reactivity is not influenced in a significant way by “number of children” factor. However, it is to be noted that average score of the reactivity is high for professionals ‘with one child’ and least for those who have ‘more than two child’.

V. Null hypothesis (H₀): 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.

The findings reveal significant difference in each component and also in the total reactivity except for emotional reactivity. This indicates in general way, that income makes all the difference in the reactivity to stress amongst the professionals. This significance in reference is due to the difference in income between “below 1 lakh” with other income groups. One more observation in this regard is that “income below 1 lakh” reveal a high average in 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.

The findings reveal significant difference in psychological component and total reactivity. This means that the sex difference do influence the psychological component of the stress reactivity, thereby influencing the total reactivity. The mean score also reveals high reactivity score of females, compared to male.

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.

The findings reveal that there is no significant difference, which mean that marital status does not significantly influence the stress reactivity scale. It further reveals that the stress reactivity of un-married professionals is high compared to married professionals.
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.

The findings reveal that there is no significant difference between
the spouse status of the professionals and the stress reactivity. This mean
the spouse status does not influence one's reactivity to stress. However, it
is noticed that employed spouse status scoring high average in reactivity
compared to un-employed spouse status.

7.4.4 Findings pertaining to stress combating Life Style

The stress combating life style scale has been developed to measure
the component and the total score of the life style score, with reference to
the demographic predictors such as profession, age, experience, number of
children, income, sex, marital status and spouse status. The purpose is to
see whether any of these demographic predictors have any impact on the
stress combating life style.
The descriptive analysis of this segment is not taken for a detailed discussion here, since they have been dealt at length in the previous chapter and also finds its' reflections in the discussion on the hypotheses in this section.

7.4.5 Testing of hypotheses for stress combating life style scale

In all, a total of eight null hypotheses for the eight demographic predictors have been developed to find out its' significance in relation to the components and the total score of stress combating life style scale.

The hypotheses, the result and the findings are given below one by one.

1. Null hypothesis \((H_0)\): There is no significant difference amongst the professionals with reference to the component and the total scores of the stress combating life style scale.

The findings show significance in difference only with regard to social concern component. This means that the other components such as self-discipline, body/breath practices and mindful living is not influenced
by the nature of the profession, be he an advocate or an auditor or a doctor. The findings also reveal that the auditors as a group score very high average in stress combating life style in all the components except social concern. It is paradoxical to see doctors scoring less in self-discipline compared to other two professionals and advocates scoring less average in social concern. Paradoxical because doctors are supposed to be more aware of cleanliness and discipline in body/breath maintenance and advocates always project themselves as crusaders of social issues.

2. Null hypothesis \((H_0)\): There is no significant difference between the age group with reference to the component and total score of the stress combating life style.

The findings are that the social concern component indicates a highly significant difference with reference to the age group of the professionals. This means that the social concern component is influenced by the age of the professionals.

The average score indicates that professionals who are above 50 years maintain a better life style that combats stress and at the same time
professionals who are less than 35 years of age do not seem to be aware of such an exigency.

The difference in the significance has been traced to the variance between doctors and advocates.

III. Null hypothesis \( (H_0) \): There is no significant difference between experience with regard to the components and the total scores of the stress combating life style.

The findings are that there exists a significant difference between the experience and the social concern and self-discipline components of life style score. This means that these two components namely social concern and self-discipline are influenced by experience. Significance in difference is due to the variation between "below 10 years" group and "above 20 years" group.

Professionals with more than 20 years of experience also score a very high average indicating they have a better life style as compared to professionals with less than 10 years who score "Low average".
IV. Null hypothesis \((H_0)\): There is no significant difference between number of children with reference to the component and the total scores of the stress combating life style scale.

The social concern component shows a significant difference with reference to number of children. That is number of children influence the social concern component of the life style behaviour. This significance is due to the difference between ‘no child group’ and more than ‘two children’ group. It is also interesting to note that professionals with more than 2 children show a very high average indicating that better life style capable of combating the stress.

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

The findings are that social concern component shows a significant difference, which means the income level influences the social concern component of the professional. This difference in significance is caused by the variation between below 1 lakh and above 3 lakh income groups. The
study also reveals that professionals with above 3 lakhs score a high average, indicative of adherence to better stress combating life style.

VI. Null hypothesis (H₀): There is no significant difference between the Gender with reference to the component and the total scores of the stress combating life style.

The findings reveal that there is no significant difference between the Gender with reference to the scores of the stress combating life style. This means differences in sex do not influence any component or the total scores of the stress combating life style. The data reveal a high average for the females, indicative of their better life style compared to male.

VII. Null hypothesis (H₀): There is no significant difference between marital status with reference to the component and the total score of stress combating life style.

The findings reveal that there is a significant difference between social concern, self-discipline and overall life style score with reference to marital status of the professionals. This implies that the Marital Status influences the social concern and self-discipline components. In other
words, the marital status influences considerably the social concern and self discipline component of the stress combating life style. The data available reveals high average score for married professionals, which means that professionals who are married maintain a better life style.

VIII. Null hypothesis ($H_0$): There is no significant difference between spouse status with reference to the component and the total scores of stress combating life style scale.

The findings are that only social concern component shows a significant difference where as all the other components show an insignificant difference. This implies that the spouse status influences the social concern component of the stress combating life style. The data further reveals higher average score for employed spouse. This indicates that the professionals whose spouse is employed has a better life style that can combat the stress.

In order to have a quick grasp of the entire investigation with regard to stress reactivity and stress combating life style, the results based on the analysis have been presented in the form of a table.
Table 7.4.1  Showing the influence of demographic predictors with regard to the component of stress reactivity and life style

<table>
<thead>
<tr>
<th>Predictor</th>
<th>Incidence of Impact on the Component</th>
<th>Life Style</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Reactivity</td>
<td></td>
</tr>
<tr>
<td></td>
<td>PHR</td>
<td>BR</td>
</tr>
<tr>
<td>Profession</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Age</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Experience</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>No. of Children</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Income</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Sex</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Marital Status</td>
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<td>Spouse Status</td>
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</table>

From the above table, it is evident that only profession and income have a great impact on the stress reactivity, affecting almost three components namely physical, breath and psychological reactivity. The only other predictor which has shown this tendency for reactivity is sex. The rest of the predictors, as per this study do not have any impact on the stress reactivity components.

In the same way, it evident that the social concern component which shows a strong relationship with most of the predictors. Excepting Sex difference all the other predictors have an influence on the social concern component. The other predictors namely experience and marital status show some significance in self-discipline component. It is interesting
to see that body/breath practice and mindful living components are not at all influenced by any of the predictors.

Apart from the above referred specific observations which is based on facts and figures, the researcher considers it relevant in presenting the following general perceptions with regard to the respondents.

(i) The auditors by far presented more composed, thoughtful and reflective demeanor. They did not want to respond to any single statement in the questionnaire before reflecting or not taking sufficient time to ponder.

(ii) Overall, the investigator felt that there is a tendency for most of the respondents to tick high frequency value for things which are quite positive about themselves and tick a low frequency value for things which are not positive. This attitude is evident to some extent in this study also.

7.5 SUGGESTIONS FOR FUTURE STUDY

Stress is a fertile land for researchers to work on. The twenty first century is waiting to receive the monstrous growth of stress related
diseases. Man in his quest to conquer, always falls in defeat. As the yoga
sutra points out, the remedy lies in “foreseeing the obstacles and preventing
it”.

There are innumerable possibilities to foresee. The researcher
leaves it to the creative spaces of the coming researchers in exploring the
untapped, unknown area in the field of stress research.

However, it is bounden on the part of the investigator to present
some of the suggestions pertinent to this study in particular and stress
research in general.

a) The present study is confined to Chennai city. There is a possibility
   of enlarging the area or can choose a new area.

b) The professionals included in the study are advocates, auditors and
doctors. There are other professionals like engineers, performing
artists and even professionals in sports arena.

c) Even among the professionals chosen for this study there is a
   possibility of further specialisation for example in medical
profession, a comparative study is possible between a surgeon and a
physician or between a neuro or ortho or between a dental and ENT etc.,

d) Uniqueness of this study happens be the linking of stress with Patanjali Yoga Sutra. Further study is possible in yoga sutra itself and also in various other texts of Indian Philosophical traditions.

e) This study has focused on the individuals’ stress reactivity and stress combating life style. There is also the possibility of probing further into the causes of the stress that can also be analysed purely from the point of view of Indian tradition.

7.4 CONCLUSION

Stress research will never end. As long as human beings exist, misery would exists; as long as misery exists, stress exists; as long as the stress exists, the man’s quest for freedom and his struggle for liberation continues. After all the life is the existential phenomena, a voyage between struggle and freedom.
The researcher finds it apt to conclude with a quotation from Maharishi International University Catalogue, 1974-75 (MIU Press, Germany, 1974).

"The solutions to the pressing problems that concern our world can be found quickly and easily when every man is living the full potential of life. The knowledge is available to unfold the complete glory of humanity. The validation of the effectiveness of that knowledge has been sufficiently established for everyone to see its truly unlimited capacity to universally raise the quality of this life on this planet. All that remains is for every responsible and interested citizen to lead to follow in this challenge to bring lasting fulfilment to the highest aspirations of civilization in our generation."