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Research Paper Commerce

'Meditation At Workplace--- A Key Driving Performance Towards Organizational Change': An Experimental Survey Approach

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ABSTRACT

The purpose of our study is to detect whether the impact of meditation really makes a change in driving better performance among employees. In this study, we have conducted a laboratory experiment among the sample of thirty employees from different companies. Employee's experiences "before" and "after" meditating were recorded, which indeed helped in proving the alternative hypothesis to be correct. Meditation is a practice in which an individual trains the mind; induces a mode of consciousness. In today's world where stress catches on faster than the eye can see or the mind can perceive, meditation is no more a luxury. It is a necessity. When the mind becomes free from agitation, is calm and serene and at peace, meditation happens. The benefits of meditation are manifold. It is an essential practice for mental hygiene. A calm mind, good concentration, clarity of perception, improvement in communication, blossoming of skills and talents, an unshakeable inner strength, healing, the ability to connect to an inner source of energy, relaxation, rejuvenation, creativity and good luck are all natural results of meditating regularly. Recent investigations of meditation have linked it to increased intelligence through physical growth of the brain. Self-discipline, a trait linked to the practice of meditation has also been linked to the increase in IQ scores. This is infact needed to make the employees focused on their goals, adapt change and perform much better.

KEYWORDS : Meditation, IQ, Self- discipline, Creativity, Performance, Change

INTRODUCTION:

Meditation is a practice in which an individual trains the mind or induces a mode of consciousness, either to realize some benefit or as an end in itself. The word *meditation* carries different meanings in different contexts. Meditation has been practiced since antiquity as a component of numerous religious traditions and beliefs. The term *meditation* refers to a broad variety of practices (much like the term *sports*) that includes techniques designed to promote relaxation, build internal energy or life force (*qi*, *ki*, *prana*, etc.) and develop compassion, love, patience, generosity and forgiveness. A particularly ambitious form of meditation aims at effortlessly sustained single-pointed concentration, single-pointed analysis, meant to enable its practitioner to enjoy an indestructible sense of well-being while engaging in any life activity. It is an essential practice for mental hygiene. A calm mind, good concentration, clarity of perception, improvement in communication, blossoming of skills and talents, an unshakeable inner strength, healing, the ability to connect to an inner source of energy, relaxation, rejuvenation, and good luck are all natural results of meditating regularly. This is also considered to be a MANTRA for better performance management, driven by adaptability to change. According to Burnes (2004) change is an ever-present feature of organisational life, both at an operational and strategic level. And the Mantra to win our mind, as a meditator is to believe that----

- ❖ You are Nothing
- ❖ You do Nothing
- ❖ You want Nothing

Observing oneself could be the best mantra in aspiring for an effective spirituality management.

Types of Meditation:

1. PANCH KOSHA Meditation:

Pancha Kosha comprises of five sheaths:

- Food sheath (Annamaya Kosha)
- Breath sheath (Pranamaya Kosha)
- Mind Sheath (Manomaya Kosha)
- Intellect sheath (Vijnyanamaya Kosha)
- Bliss Sheath (Anandamaya Kosha)

This meditation takes you on this journey by gently taking your attention to the five sheaths.

2. FULL MOON Meditation:

The moon has always been an integral part of our lives. Whether it is celebrating a festival or starting an auspicious task, or meditating, we consider the movements of the moon. cool rays of the moon.

3. SUN Meditation:

Life exists on planet earth because of the sun. Worshipping the sun has been a daily practice in many cultures. Surya Namaskar (Sun Salutations), Sandhya Vandanam (worshipping the sun at sunrise and sunset) is very auspicious and good for the body and the mind.

4. HARI OM Meditation:

Our whole being functions because of the subtle life force called prana. Prana flows in our system through subtle energy channels (nadis) and energy centres (chakras). Tremendous amount of energy lies in each human being. This latent energy stored at the base of the spine is known as Kundalini. Hari Om meditation helps us in activating these chakras. 'Hari' means 'the remover'. When one remembers His name and then repeats it, sins, karmas and bad astrological effects are steadily erased. Pain and suffering are removed.

5. MANTRA Meditation:

Sahaj Samadhi meditation – a gift of wisdom from Sri Sri Ravi Shankar, is a mantra-based meditation. Its chanting allows the conscious mind to settle deeply into itself.

OBJECTIVES OF THE STUDY

- To know the Art of Meditation and experience its benefits at workplace.
- To understand the effects of meditation on performance, morale and productivity of employees.
- To identify the connection between music and meditation that eases in healing the stress of employees.
- To identify the changing HR roles and accept CHANGE, both inside and outside the organization.

RESEARCH METHODOLOGY

The research design employed for the present study includes a sample of thirty employees from different companies. Employee's experiences "before" and "after" meditating were recorded, which indeed helped in proving the alternative hypothesis to be correct. Findings are made even from the opinion survey undertaken among the employees. The locks to self-awareness are opened using the management tool: "Johari Window". For the study to be understood, various measurement indices are coined; namely— Uncertainty Avoidance Index (UAI), Self Awareness Index (SAI).

FORMULATION OF HYPOTHESIS

H1: There has been a significant difference among their performances both 'before' and 'after' the practice of meditation.

DATA ANALYSIS AND INTERPRETATION

a) HURRY-WORRY INDEX

BEFORE MEDITATION

No. Of Employees facing		
Criteria	High Worries & Hurries	Low Worries & Hurries
Last Hour rush	5	4
Deadlines met	4	3
Situational Factors	3	2
Thoughts and Feelings	2	1
Additional Work (projects if any)	4	2

(for n=30)

AFTER MEDITATION

No. Of Employees facing		
Criteria	High Worries & Hurries	Low Worries & Hurries
Last Hour rush	2	7
Deadlines met	1	6
Situational Factors	---	4
Thoughts and Feelings	1	3
Additional Work (projects if any)	2	4

(for n=30)

Table 1: Hurries and Worries Measurement among the employees Before and After the exercise

Figure 1.1: Hurries and Worries Measurement among the employees Before the exercise

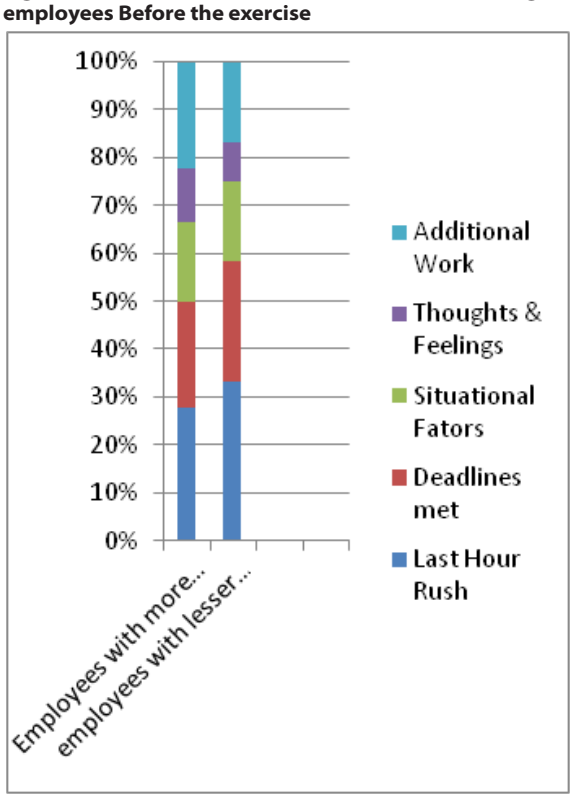
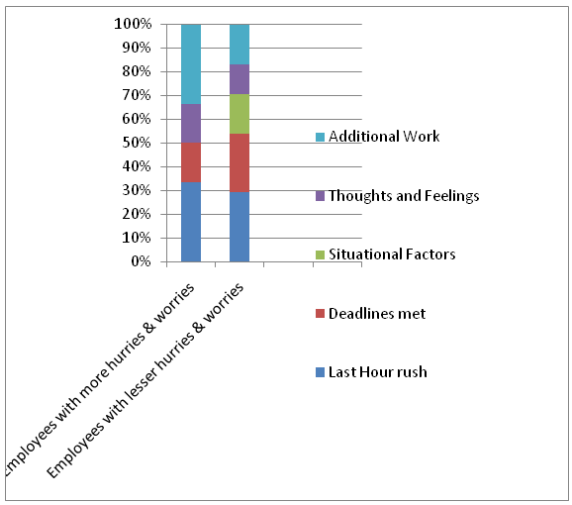


Figure 1.2: Hurries and Worries Measurement among the employees After the exercise



Interpretation:

- Before meditation, there were more last hour rushes made to accomplish any task. The reasons could be traced to lack of planning, fear, postponing behaviour, lethargic activity and so on.. This has indeed made them witness more worries. Hurrying things in the last hour could make oneself more worries and stressful. This demarcates in deteriorating one's own performance and productivity.
- After meditation, there were wider changes traced. Hurries and worries were kept minimum due to self-control. Performance was noticed to be much better from the latter after the practice of meditation.

b) UNCERTAINITY AVOIDANCE INDEX (UAI)

BEFORE MEDITATION

No. Of Employees showing different attitudes towards uncertainties at work place				
Criteria	Agree	Strongly Agree	Disagree	Strongly Disagree
Working during unforeseen events	1	1	2	3
Immediate surprises	1	-----	2	2
Organising things in advance	1	-----	1	2
Accept change	1	1	2	2
Reacting to situations angrily	2	1	1	----
Perform actions based on change	1	-----	1	2

AFTER MEDITATION

No. Of Employees showing different attitudes towards uncertainties at work place				
Criteria	Agree	Strongly Agree	Disagree	Strongly Disagree
Working during unforeseen events	2	3	1	1
Immediate surprises	1	2	1	1
Organising things in advance	1	1	1	-----

Accept change	2	2	1	1
Reacting to situations angrily	-----	-----	2	3
Perform actions based on change	1	2	1	-----

Table2: Changes in attitudes of employees towards accepting change before and after the meditation.

Figure 2.1: Changes in attitudes of employees towards accepting change before the meditation.

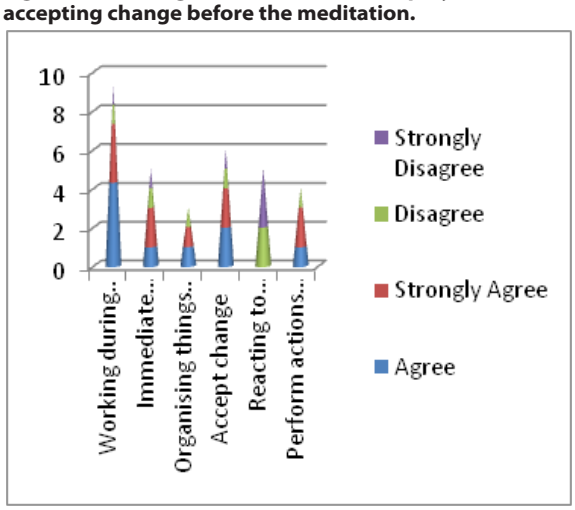
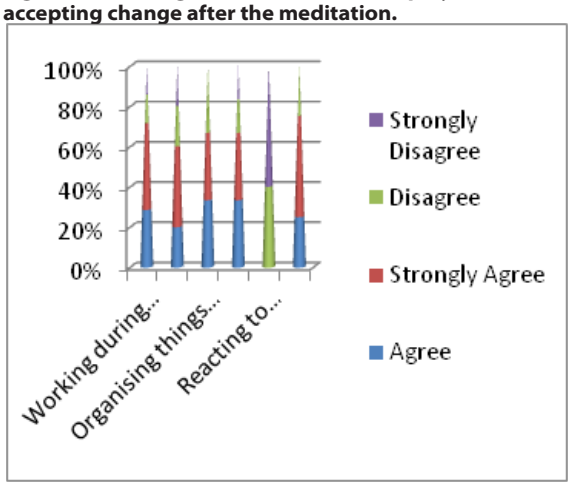


Figure 2.2: Changes in attitudes of employees towards accepting change after the meditation.



Interpretation:

- Before Meditation, many were seen reluctant to accept change or admit immediate surprises. Results even showed that anger out of pre-conceived notions could pacify one's own performance.
- After meditation, every employee started accepting change. Every challenge turned into opportunities that really paved their way towards success.

c) SELF-AWARENESS INDEX (SAI)

Criteria	No. Of employees having awareness about one's own self (in %)	
	BEFORE	AFTER
Openness to experiences	6	8
Self Appreciation	5	6
Emotional Intelligence	2	4
Creativity Intelligence	8	9
Self Control	14	15
Lender of thoughts & Render of actions	11	12
SMART	10	13
Acceptance of responsibility	11	13
Self Esteem	10	13
Avoiding unpleasant actions	4	7
Face new moments and learn from mistakes	12	14
Patience	2	5
Intuition & Inquisitiveness	5	6
TOTAL	100	125

Table 3: Self-Awareness Index showing the employee's awareness both before and after the practice of meditation.

Interpretation:

- Employee's Self-Inquiry is assessed basically on six major parameters. As per the table 3.1, only '100' is taken as a base 'before' doing meditation. On the contrary, '125' is taken as the base 'after' meditation. This differentiation is made to acknowledge the twenty-five percent increase of spiritual power enhancing the employees to know them.

FINDINGS

There has been a significant difference among the performance of employees, comparing both before and after the conduct of meditation. Despite this, qualitatively this exercise enhanced more productivity from the latter periods.

a) To Know our own potentialities, one must know himself/herself. This could happen only through meditation.
b) Mantra to meditate is--- "You are Nothing, You do Nothing, You want Nothing". This should be constantly practiced which could retrieve one's own actions focused on the basis of his/her thoughts.
c) Meditating with music could involve us in forgetting on who we are. It relaxes our mind, reduces the stress. Just get along the rhythms of music and start swaying like flowers as the breeze welcomes. This could make the difference.
d) Silence while meditation could noteworthy mention on what we give more importance in our life. Study has shown that ninety five percent of what is spoken from the normal communication is accounted to be "unwanted" and the rest is only precious. So, this could enlighten our minds on how much time we spent unnecessarily for unwanted things in our daily life.
e) Ninety percent of problems originate at workplace due to greedy, jealousy, hatred, anger, lust or obsessions and other entanglements.

SUGGESTIONS

1. Choose a convenient time
2. Choose a quiet place
3. Keep a relatively empty stomach
4. Start with a few warm-ups
5. Keep a gentle smile on your face
6. Turn on a guided meditation
7. Open your eyes slowly and gently
8. Experience the freshness and enjoy your day

IMPLICATIONS OF THE STUDY

The benefits of meditation are manifold. It is an essential practice for

mental hygiene. A calm mind, good concentration, clarity of perception, improvement in communication, blossoming of skills and talents, an unshakeable inner strength, healing, the ability to connect to an inner source of energy, relaxation, rejuvenation, and good luck are all natural results of meditating regularly. In today's world where stress catches on faster than the eye can see or the mind can perceive, meditation is no more a luxury. It is a necessity. To be unconditionally happy and to have peace of mind, we need to tap into the power of meditation.

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