



ORIGINAL RESEARCH PAPER

Yoga

RESTORING VALUES IN CORPORATE SECTOR THROUGH MEDITATION

KEY WORDS: Meditation
Corporate Sector
Restoring Values.

Siddappa Naragatti

Yoga Therapist, Central Council for Research in Yoga And Naturopathy, New Delhi, India.

ABSTRACT

This research paper intends to study the importance of Meditation in Restoring Values in Corporate Sector. Different level of employees from different companies in Delhi. The response was collected from 50 respondents in the shape of the questionnaire. A self-constructed questionnaire was used as a tool in this study and the survey method was used as a technique. In modern technological period, the man faced various complex situations like stresses, irritation, anxiety, depression, loneliness, ego problem etc. In these situations, meditation practice is very useful to every person. By practising Meditation in every day social values are developed which change human behaviour and empowers their strength in their field of work and the organization.

INTRODUCTION:

Why do we need to Restore the Values of our Corporate Sector?

Widespread concerns have been expressed about the decline of values and standards in our Corporate Sector. Too many scams and corrupt practices give the impression of the sharp fall of the conduct of people who have the mandate to run the affairs of our country. In 1996, an issue of the journal of Social Science Research brought out by the UNESCO was especially devoted to the theme of values. Most of the articles of that journal focused attention on the way the values were getting eroded in almost all the countries of the world.

Moral Universe is Shrinking:

The alleged corruption involving the recently concluded Commonwealth Games and allotment of the 2G spectrum has stirred people and agitated them. Only a few days back, the Prime Minister of our country expressed their worry and anxiety at how the morals and principles are lost sight of in Corporate Sector & our day to day life. Shrimati Sonia Gandhi went to the extent of saying that our moral universe is shrinking very fast. She referred to the moral purpose and dimension of our freedom struggle under the leadership of Mahatma Gandhi and sadly noted how people are departing from that remarkable legacy.

If we survey some of the editorials of select newspapers of the 1980s, we find that the predominant content and theme in those editorials revolved around development and progress. As we accelerated the pace of growth after the onset of economic reforms, we took pride in the kind of special attention we received from the world for unleashing the entrepreneurial potential of our people.

By the middle of the 1990s, many newspapers while positively commenting on our progress expressed fear that progress was not being accompanied by morals and values. The business sector and public life often get tainted by corrupt practices and unethical activities. But this trend is not a new development. Neither is it specific to India.

In the last decade of the nineteenth century, Swami Vivekananda wrote perceptively about deepening corruption in Europe due to the quest for a vote of the electorate by political parties. He noted with happiness that India remained free from such corruption arising out of power politics.

However, he observed that with the spread of democratic ideals the condition of India could be improved to a great extent. In fact, over several decades, democratic ideals have taken deep roots in our country and at the same time, many distortions in the form of corruption and compromise in standards of behaviour have plagued our Corporate Sector,

society and body polity.

Roots of Corruption:

A peep into history shows that people indulged in corruption even while we were fighting for freedom. Mahatma Gandhi had written about it on many occasions. As early as 1906, when he launched his first Satyagraha in South Africa, some of the participants shamelessly misappropriated money. During that time Gandhiji wrote about the necessity of people remaining accountable and upholding high standards of integrity.

Citing his example, he mentioned that even a bill showing payment of money for purchasing a bottle of soda water was very carefully preserved for scrutiny by others. When the historic Dandi March was organized by him in 1930, some people collected money in the name of Congress without giving valid receipts to the donors. The funds collected in that manner remained unaccounted for and appropriated in a wrong manner by dishonest persons. He described those practices as corrupt practices and strongly advocated measures for accountability and maintenance of books to show the receipt of money and how it was spent.

He also wanted that all the receipts given to people after collecting money from them should be issued by authorized functionaries with an impeccable record of honesty and integrity. In the 21st century India, those lessons from Mahatma Gandhi's writings are of vital importance to clean our public life.

It is, therefore, evident that corruption in Corporate Sector & public life is not a new development. It had its roots in our history. Now, the bribery and sleazes are being exposed frequently and people get sensitized about such developments due to vibrant media and other institutions which have been established to track down corruption.

The paradox of a spiritually charged nation charged with corruption:

Every year the Report of the Transparency International rates India as one of the top-ranking corrupt countries in the world. It is often intriguing to note that India, known for its ancient civilization and spiritual tradition, has got the bad reputation of being one of the nations with very low moral standards. Standards of spirituality and civilization are anti-ethical to the standard of corruption.

So, how is that India which is acclaimed as the only continuing civilization in the world is also continuing to be one of the most corrupt counties across the globe. Here, in this country, millions of people visit shrines to offer prayers to the almighty. The same people do not at all feel ashamed in taking resort to corrupt practices. It is rather surprising that thousands of

people from the western world come to the banks of Ganges to seek spiritual solace. This has been continuing in spite of the rampant corruption bringing a bad name to our polity and society.

Millions of Indians go to the western world, particularly Europe and America, in search of material comforts and high standards of living and of course the high standard of education and professional career. While many Europeans and Americans come here in quest of spirituality, Indians go to the west to lead a comfortable life and attain high material standards. It is rather paradoxical that India recognized for spiritual values is also reviled for its corruption. Whereas the western countries having high material standards are known for less corruption in day to day life.

So, why is it that our spiritual ethos and values do not prompt the Corporate Sector to run a clean and corruption-free business

Today in our Corporate Sector, it would be difficult to locate one Shri Aurobindo or Mahatma Gandhi or Utkalmani Gopabandhu Das. We are now independent for more than 60 years. We have registered progress in many spheres which have been admired by the whole world. It is interesting to note that somehow our moral stature was very high when we were under foreign rule and we had no material standard worth the name.

Meditation:What it is?

The word meditation is derived from two Latin words: meditate(to think, to dwell upon, to exercise the mind) and mederi (to heal). Its Sanskrit derivation 'Medha' means wisdom. Many years ago meditation was considered something just not meant for modern people, but now it has become very popular with all types of people. Published scientific and medical evidence has proved its benefits, but it still needs to be much understood.

Traditionally, the classical yoga texts, describe that to attain true states of meditation one must go through several stages. After the necessary preparation of personal and social code, physical position, breath control, and relaxation come the more advanced stages of concentration, contemplation, and then ultimately absorption. But that does not mean that one must perfect any one stage before moving onto the next. The Integral yoga approach is the simultaneous application of a little of all stages together.

With regular practice of a balanced series of techniques, the energy of the body and mind can be liberated and the quality of consciousness can be expanded. This is not a subjective claim but is now being investigated by the scientists and being shown by an empirical fact.

Normal Mind: Meditation is a three-step process that leads to a state of consciousness that brings serenity, clarity, and bliss. As depicted in the first illustration, our "normal" state of mind is quite abnormal. We receive sensory stimuli and react in a completely uncontrolled way (although we tell ourselves we have great control). We bounce from one thought to another and follow with our emotional and physical reactions. The same thought can bring about diametrically opposite reactions at different times. For instance, we may see a dog and then start a thought process that reminisces about a pet dog we once had and loved. Emotionally, we then start feeling all warm and cuddly; physically, we feel very relaxed. Another time, we may see the same dog and fear it may attack us and start thinking paranoid thoughts, get fearful and uptight physically.

Concentrating Mind: The second illustration demonstrates Concentration. This is the first step in Meditation and is the start of gaining control over the mind and thereby life. The

procedure is deceptively simple and seems like it would be very easy to do, but there are few tasks more difficult to master. The idea is to pick an object/subject to place your attention on and then to focus exclusively on it without diversion.

Meditating Mind: The third illustration depicts Meditation. Here we have unbroken attention. The classic description of the difference between Concentration and Meditation is given in the example of pouring oil from a bottle into a bowl. At first, the oil drips out a drop at a time. This is concentration. Then the oil comes out in a steady stream. This unbroken pouring out is Meditation. If you examine the process closer, you would notice that when the oil was coming out drop by drop, each drop caused a splash and the droplets of the splashing can be considered analogous to the distractions that interrupt our concentration. Once the stream starts becoming steady it flows effortlessly. Similarly, when Concentration flows into Meditation, the attention paid to the object of Meditation becomes deeper and deeper effortlessly and spontaneously, true knowledge about the object presents itself.

Contemplating Mind: At this point, the unity of the object of your meditation and your mind, as illustrated in the fourth illustration, occurs. This is the state of Contemplation and is the ultimate state of consciousness. Where we usually are only conscious of our body and ego and consider ourselves apart from the rest of the universe, with the experience of Contemplation we become conscious of the cosmos and know ourselves to be a part of it and realize our unity with all of it. This is Realization, Cosmic Consciousness. It is our birthright and destiny to know this exquisite state first hand and enjoy the Truth, Consciousness, and Bliss that is our eternal true nature. Thus the justification in expending whatever energy is necessary to learn to meditate and to begin to make Meditation an important part of our lives.

How to Meditate?

There are two types of meditation - active and passive.

Active meditation relates to activities of everyday life such as walking, working, eating etc. This is the aim of Yoga, to experience a meditative state in everyday life which has the effect of increasing performance manifold as the work is done with more efficiency and energy. To achieve active meditation, passive meditation is required which involves taking time out to be seated and perform Meditation Techniques or practices. This is called passive as it involves withdrawing ourselves in calm, sitting postures to achieve a meditative state that can help us in our active life. All passive meditation techniques aim to still the mind from wavering and distracting thoughts and gradually make it one-pointed.

Passive Meditation Techniques though of many kinds, essentially have the same modus operandi:

Stage 1: Introversion: Involves seating postures and awareness on an object. This has the effect of calming the mind and making it 'receptive' to see what's inside.

Stage 2: Introversion leads to the free flow of thoughts, visions, complexes, memories etc. from the lower mind. Our passions, fears, doubts and desires arise and we are now in a position to observe these and remove the undesirable content from our minds forever.

Stage 3: Having observed the lower mind, we are now in a position to explore the subconscious realms. It is here that real meditation begins. Our limitless storehouse of energy and knowledge starts manifesting itself.

Stage 4: Self-realization: As these stages are transcended, supreme bliss is attained.

There are many meditation methods known today. Some are best for beginners; others are better tackled after a few years of experience. So to just give you a starting point the following method can be followed:

Choose a time when you are not likely to be disturbed.

Meditation Poses and Styles

Yoga has two very important meditative postures - Padmasana (Lotus Pose) and Siddhasana (Adept's Pose). These postures are great tools for effective meditation. They help in calming the nervous system as well as help in attaining physical, mental, emotional, and spiritual stability.

Incense in Meditation

It is worth wondering why incense has regularly been used for centuries across various religions and faiths be it Catholic, Jewish, Buddhist, Hindu or most others? One of the most important reasons why incense is used that it purifies the air and has an extraordinary soothing effect on the mind. Just like candle brightens up a darkened room, the aromatic effect of incense offers tranquility to the senses. Incense is said to have several medicinal effects too. Many earlier civilizations used incense as herbal medicine for treating health disorders. This forms the basis of aromatherapy. Many incense ingredients are used as medicines all over the world. Incense during meditation is said to dissipate the negative energy. Burning of incense helps to create a positive state of mind and helps condition the mind to associate the typical fragrance with a positive and calm mind. Successful meditation depends completely on the mental state of the meditator. Incense and candles facilitate meditation. While a candle creates a positive visual impact, certain fragrances in the incense impart positive impulses to the brain. More importantly, these positive impulses, over time, become a natural response to that particular incense. The mind becomes "conditioned" to respond in a particular way when that incense is used. Just as your personal belongings, the incense to be used during meditation should be of a special type to be used only during meditation

Meditation Techniques:

There are several meditation techniques for effective meditation. Different cultures have different meditation techniques, but one thing is certain - meditation is universal. The different techniques are suited to different personality types. While some techniques are concentrative, involving focusing, other techniques are expansive such as 'Vipassana' meditation which allows for the free flow of thoughts and their observation.

Presented below are some of the common meditation methods.

- Mantra Meditation
- Steady gaze (Trataka)
- Chakra Meditation
- Vipassana Meditation
- RajYoga Meditation
- Zazen
- Nada yoga

Meditation & It's Benefits:

An enrichment of soul:

While a meditative state is the natural outcome of yoga and the spiritual benefit of meditation is supreme bliss or enlightenment, these words are unlikely to be understood by many. However, progress towards meditation and meditative techniques have several benefits at the gross body or material level:

Improvement of body luster and general health-When your mind focuses on a particular part of the body, the blood flow to that part increases and cells receive more oxygen and other nutrients in abundance. Today, many of the film stars and

fashion models include meditation in their daily regimen.

Improvement in concentration - Many of the athletes and sports professionals regularly employ meditation methods. Studies have found a direct correlation between concentration exercises (meditation) and the performance level of sports professionals. Meditation strengthens the mind, it comes under control and can provide effective guidance to the physical body to effectively execute all its projects. Psychological Exercises are a powerful way of improving concentration and improving mental strength.

Health benefits:

Though meditation is usually recognized as a largely spiritual practice, it also has many health benefits. The yoga and meditation techniques are being implemented in the management of life-threatening diseases; in transformation of molecular and genetic structure; in reversal of mental illnesses, in accelerated learning programs, in perceptions and communications beyond the physical, in solving problems and atomic and nuclear physics; in gaining better ecological understanding; in management of lifestyle and future world problems.

Meditation in the Corporate World :

Meditation creates a space for us to slow down, but more importantly, to find balance and peace of mind which affects all parts of lives - especially how we operate in the workplace. It reduces anxiety, promotes relaxation and boosts performance.

The employees are trained in how to meditate properly and why meditation works. Simple 5-10 minute meditation exercises are introduced and documented that they can use right away when the stress levels increase. It is not meant to take time away from their work - but to help them be more successful at their jobs and stay healthier.

Team Building Activity with Inner Wellness Concepts, Corporate Meditation helps in health improvement team building activity for employees. It helps to build inner and outer health of your employees and customize a day that will teach them about the value of inner wellness and heal them on several levels. Several different activities can be combined to make an enjoyable and life changing day.

Employees will leave feeling refreshed and relaxed, but also with practical tools that they can use to manage stress and health concerns. This team-building day will be uplifting, but practical in application and outcome.

Inner Wellness-Outer Wellness - An inspirational speech about the connection between inner health and outer health. Connection to self, connection to others and connection to something bigger than ourselves is discussed toward the quest for optimal wellness.

Workplace Meditation; Reduce Stress for Greater Success - Presents the value of meditation as a practical tool to enhance performance. An interactive presentation where the audience is encouraged to follow a short relaxation meditation. Success at Work is an Inside Job - How to develop personal self-mastery from the inside out and be a better performer in your job. Down to Earth Meditation for the Working Woman; Regular meditation practice can help you manage it all. Learn how to meditate even when the world around you is chaotic. Grounded Salespeople are Successful Salespeople - It inspires your sales team which includes meditation, ego management and overall self-mastery

Stress Management Meditation:

Stress management meditation is perhaps the most effective way to control stress. Stress management meditation regains the organization of our thoughts and contemplation. Stress

management meditation enables our bodies to receive sufficient vital oxygen to feed into our overworked muscles, heart and lungs. To understand how stress management mediation is a complete management program for the control of stress we might first look at what stress is and how stress may be managed. Stress causes both physical strain and emotional anxiety. Stress is the result of how we cope, or more precisely, don't cope with external pressure and negative personal reflection. Our body's muscular system becomes tense and our deliberation becomes confused by everyday events and often difficult circumstances beyond our control.

Stress causes neurons in our brains to work hard and as a result, these neurons create a waste matter of toxins, stress management meditation enables oxygen to clean away these toxins from our minds. Stress management meditation also focuses our thoughts on relaxation and stress management meditation can help to lower your blood pressure, slow your breathing and eliminate stressful thoughts. Finally, stress management meditation can help to relax muscles giving the body time to eliminate lactic acids that build up when they work.

Stress management meditation helps with focus and concentration. When the mind is relaxed is it better able to organize and manage the thought process. A relaxed mind makes for more improved decision making and better decision making ultimately enhances the chances of the best options being acted upon.

Stress management meditation is also absolutely ideal to manage the "anger thought", often presented during times of stress. Mediation in itself promotes supreme love and a sense of calm and also teaches acceptance and forgiveness. Learn to reprogram your mind to have only these thoughts and stress simply has no place in the heart or mind. Administration of stress management meditation is the prevention against unhealthy thoughts.

Corporate Meditation's Benefits to Corporate & employees:

1. Happiness. Meditation can help us to cultivate real abiding happiness. Meditation allows us to be in tune with our inner self. When we live in the heart we can experience a sense of oneness with others, this brings happiness that does not depend upon outer events.
2. Inner Peace. Most people would like to experience more inner peace in their lives; at times peace feels an elusive quality because our lives are so hectic. Meditation teaches us how to switch off from the noise of the mind, we no longer give importance to the teeming thoughts which fly through our mind. Through meditation we can gain a clear state of mind; this is the secret of feeling a real inner peace.
3. Health Benefits. There have been numerous studies showing a link between meditation and improved physical health. Meditation is a practical solution to relieve stress. When we relieve the stress we help to reduce our blood pressure and heart-related diseases.
4. Simplicity. Meditation helps to simplify our lives. When we live in the mind we can feel life is nothing but teeming problems and worries. Through learning to meditate we find we can get joy from appreciating the simplicity of life.
5. "Meditation simplifies our outer life and energizes our inner life. Meditation gives us natural and spontaneous life, a life that becomes so natural and spontaneous that we cannot breathe without being conscious of our divinity."
6. Better Relations with Others. Often we can have minor conflicts with other people because we dwell on minor faults of the other person. Whether it is justified or not, it is a common source of unhappiness and division. Meditation teaches us to give no importance to minor thoughts. When we meditate powerfully we develop a

sense of oneness with other people; we naturally look to their good qualities. Their minor faults seem unimportant.

Corporate Meditation develops the right Attitude:

The role of attitude in our life is most important. If it is not in the right direction, you cannot survive. You cannot even enjoy your own life. Productivity and creativity come only through the right attitude, not through the disease-less body. You can even control your physical diseases through drugs. But how can you change your attitude in the right direction? It cannot be controlled by any drugs. Yoga and meditation say that most of the physical and mental diseases come through negative attitude and stress.

When we are in the right attitude, we find that our interactions with the world and ourselves become brighter, more productive and perpetuate the 'feel good' factor. This, in turn, makes us healthier, successful and more peaceful. In meditation philosophy, there is no need to increase concentration in the beginning. We encourage, how to understand our self. Generally, people underestimate it but never underestimate the power of your attitude. How you view things will have a direct impact on how you handle the next day or the next crisis. You need to make sure you are constantly checking your attitude to ensure it is on track through the help of yoga, meditative technique.

Meditation Helps Reduce Pain:

Stress makes you more reactive to pain. If you are naturally inclined to be more stressed you will experience more pain than the person who is resistant to stress. Regular meditation makes you more resilient, your stress levels are lowered, and consequently, you feel less pain. Practising meditation can help one deal better with tension headaches, backaches. It will gradually reduce one's dependence on pain killers. Meditation does not act like analgesic but raises your physiological and psychological thresholds of experiencing pain. When you regularly practice meditation for relaxation stress levels get reduced; it decreases the possibility of occurrence of pain and also helps in actually reducing, and in some cases, eliminating pain.

Lowers Blood Pressure, Strengthens Heart:

Studies published in journals of American Heart Association have shown that meditation can bring down blood pressure in hypertensive patients, as much as the drugs can do it, albeit, without the negative side effects and with the increased balance in mind, body and spirit of the practitioner. Stress leads to high blood pressure, thickening of the arteries, increased cholesterol, and most of the other conditions that lead to heart diseases. When you start practising meditation for relaxation, stress hormones get reduced, cholesterol levels are controlled, thickening of arteries gets reduced, and also, smoking can be stopped --- all of which naturally leads to a healthy heart.

Positive Effects On Depression:

It has been seen that regular practice of meditation leads to an increased sense of balance in your mind and body. If you have become lethargic, you tend to gain your energy levels, and conversely, if you have become hyperactive, your activity comes down to healthy levels. Meditation has a positive impact on moods and helps alleviate depression. In some cases, meditation has helped people get completely cured of their depression, and in all cases, it certainly leads to a sense of well being, and hence reduced depression. With regular practice of meditation, people can reduce their dependence on anti-depressants. However, one should always take the guidance of expert health professional.

Rewire The Brain To Reduce Stress:

When you are practising meditation for relaxation and stress reduction, you might not be aware that you are doing much more than that - you are modifying the way your mind works -

and you are making yourself a stronger person - psychologically speaking. Most of the stress in our societies are created due to social conflicts that lead to anxiety and fear. We keep on pondering over our insecurities and fears, and suddenly all this pressure is blurted out in one unguarded moment, breaking many hearts and spoiling important relations. Meditation increases co-ordination between different parts of the brain and helps it get more organized, which stops one from reacting on impulse. One can control one's reactions and gets sufficient time to make decisions. This means increased harmony and decreased depression in one's life. Cortisol, a chemical released during periods of prolonged stress, damages an area of the brain called hippocampus. This region, which deals with emotions and consolidation of memories, is a mass of neurons each having multiple connections with other neurons. Periods of stress reduce neuron density and cause excessive damage to the existing connections. This affects your memory, decision making capability and other cognitive functions of the brain.

Review of Research Studies:

Some of the Research finding are mentioned here under that helps to the corporate world.

Increased Leadership behaviour and effectiveness in employees:

Employees who learned the Transcendental Meditation program showed, over a four-month study period, a significant increase in a composite scale of leadership behaviour, in contrast, to control employees who did not participate in the program. A study of executives and workers in the automotive industry found that after three months of the regular practice of the Transcendental Meditation program, employees showed increased effectiveness¹, in comparison to controls from the same work sites. Increased contribution of managers to the organization:

A three-month prospective study of managers at a medical equipment company found that those who learned the Transcendental Meditation technique, compared to matched controls, showed increased "organizational contribution," which was a combined index of observer ratings of higher productivity², better leadership practices, better work relationships, greater vitality, greater mental health, higher job satisfaction, and less anger.

Increased physiological calmness in executives and workers:

A study of executives and workers in the automotive industry found that after three months of the regular practice of the Transcendental Meditation program, employees showed increased physiological calmness, as assessed both during rest and during task performance, in comparison to controls from the same work sites³.

Degreased impulsiveness in workers:

A study conducted at Sumitomo Heavy Industries by the Japanese National Institute of Industrial Health found decreased impulsiveness in workers who learned the Transcendental Meditation program, in comparison to control workers⁴.

Degreased stress among Managers:

A three-month prospective study of managers at a medical equipment company found that those who learned the Transcendental Meditation technique, compared with matched controls, showed a significant reduction on a standardized measure of perceived stress measuring the degree to which situations in one's life are perceived as overloading, uncontrollable or unpredictable⁵.

Increased satisfaction with professional and personal life:

A study of executives and workers in the automotive industry

found that after three months of the regular practice of the Transcendental Meditation program, employees showed increased professional and personal satisfaction, in comparison to controls from the same work sites.

Improved work and personal relationships:

A study of executives and workers in the automotive industry found that after three months of the regular practice of the Transcendental Meditation program, employees showed improved work and personal relationships, in comparison to controls from the same work sites⁷.

Increased leadership behaviour in employees:

Employees who learned the Transcendental Meditation program showed, over a four-month study period, a significant increase in a composite scale of leadership behaviour, in contrast, to control employees who did not participate in the program⁸.

Rationale of the study:

This study will be beneficial to the Analytical study of the factors responsible for ensuring the successful running of the Organization through Meditation to attain Corporate goals. It will highlight the issues, such as overall job satisfaction, Stress-Free Atmosphere, Reputation of Corporate House, Human Value development and attitude of employees & Management in the Corporate Sector.

This study reveals the innovative techniques of Meditation helps the Corporate Sector and also gives the scope to increase or widen up the management techniques. The Practice of Meditation among Management will be effective for the implementation of innovative methods of various functions in the Corporate Sector. Spiritual Management will be effective for the implementation of innovative methods of various functions in the Corporate Sector. It takes away the main causes and failures of effective management decisions due to stressful situations.& lacking values. Meditation & Spirituality also helps in increase of concentration power which enhances the work efficiency. Proper Time Management prioritizes the job and acts accordingly to achieve success. The Research and Development of an organization can be flourished by an increase of concentration through silence power.

In the present scenario, where the future of the personnel working under the state of confusion along with the companies which have a shortage of projects and other factors influenced due to the economic recession. Many pink slips were being issued and competition in the market increased tremendously which has to counter all the problems of finance, retention of talent, cut off the salaries and also to increase the motivation which can be achieved through Meditation only and no other factor influence the same in such stressful situations. Such situations often are an opportunity to realize the effectiveness of the Meditation in different aspects of life including personnel management and enhancing the efficiency of the individual and system merits the consideration and future scope of the proposed study underlines the urgent requirement of an amalgamation of Meditation and Corporate. This study is expected to pave the way for further studies in the same discipline in due course of time in the interest of an individual in particular and society in general.

LIMITATIONS OF THE STUDY:

Role of the Meditation in Management is the new concept introduced in some of the Corporate Sector. As the respondents selected for the study is in and across the New Delhi and some of the parts of the India who came to contact with the scholar and only fifty respondents are taken into consideration for the responses from the society at various levels i.e., public sector, private sector, NGOs, businessmen, Consultants for the response for the actual effect of the Meditation in Corporate Sector.

Considering the nature of the respondents, it is concerned; they are from different backgrounds, one who is in direct contact with the Corporate LIKE Wipro Ltd and working as managers, and others who are the part of the Board and others who know the Meditation techniques and spirituality. Another set of respondents who possess only knowledge of Meditation and lack of spiritual disciplines i.e., applications of the Meditation in daily life.

Rest of the respondents is from the Meditation progressed personalities with less Corporate skills. Scholar has also collected the data from the interview with the managers who are in contact with the public sectors and private sectors for more accuracy in the project. NGO organization which is offering Meditation services in different fields to improve the efficiency in different sects of the society to induce moral values to uplift the society from the degradation of the same is also considered and their valuable inputs are enclosed in this study.

As the organization selected for the study is spiritual and every individual of the organization is spiritually empowered and the organization is based on the same. However, the effect of the Meditation is also seen in the different productivity-related corporations who took advantage of Meditation training to increase the efficiency of the work output.

Another limitation of the study will be in terms of getting appointments from concerned administrators because of their busy schedules. The questionnaire is designed in such a way that the responses of the respondents can be checked easily. For example, the respondents who believe that the Meditation helps at personal level effectively cannot ignore the effect of the Meditation in the society. If they are not giving the appropriate answer then their responses also noticed and their inferences are drawn carefully.

The study is based on the responses from the respondents in and around Delhi and it was restricted to 50 respondents as a sample for the study. The mood and way of expression at the time of filling questionnaire also affect the study. To eliminate the same, the scholar has taken an interview with some of the respondents for counter checking the responses and even collected their practical experiences after filling up of questionnaire.

This study may work out a pilot study and complete comparative study may be conducted on the study to explore the advantages of Meditation in the Corporate Sector. The comparative study may be based on respondents from absolute Corporate Sector professional without the knowledge of Meditation & Spirituality, and another group with professional knowledge of both Corporate Sector and Meditation. The inferences may be drawn out that the effect of Meditation in the present time may be configured accordingly.

Objectives of the study :

Objective. The purpose of this study was to assess the impact of instruction on concepts of Meditation among Wipro employees and its relevance today to day organization working Normally, business and corporate sector focus on the profit enhancement and deal less with the individual interests. Economic regression worldwide created insecurity among the employees and everyone is worried about their future. Presently, no strict labour laws are considered in the corporate sector. The professionals are not equally paid with their working hours. In India, especially in many developing countries, many people are ready to join the organization at lower salaries. However, the stress levels in the organization have a direct impact on the production and progress of the company. Meditation helps the organization by the reformation of the human moral ethics and directs them to follow the ethical conduct to progress the self which will directly help the organization to prosper.

The study is undertaken in the following specific objectives.

- (a) To evaluate the role of Meditation in restoring the values incorporate Sector.
- (b) To examine the present system of the Corporate Sector, the world is facing acute economic regression. Stress levels in the field of corporate are increasing much in the present scenario and to withstand the competitions, the companies are diluting the company & labour laws.
- (c) To analyze the effect of the Meditation in enhancing the organizational goals effectively.
- (d) To analyze the effect of Meditation in creating Team Spirit, reducing the stress level among employees in the organization

Methodology :

As the main objective of this study is to look into the effect of Meditation in the Corporate Sector. Since the exploratory study largely interprets already available information, it makes use of the secondary data and emphasis is more on the analysis and interpretation of the existing available information. Hence, no formal research design can be established.

Tools of data collection:

The tools of Data Collection required for this study is the observation by the scholar as he is associated with this institution for 10 years. Participatory observation reveals many functional Management strategies observed in the success of the Organization Wipro Ltd in various mega-events. According to CM Kothari, "Observation method is the most commonly used method especially in Corporate Sector relating to behavioural sciences. Observation becomes a scientific tool and the method of data collection for the researcher, when it serves a formulated research purpose, is systematically planned and recorded is subjected to checks and controls on validity and reliability. The main advantage of this method is that subjective bias is eliminated if the observation is done accurately. Interviewing the various administrative heads of zonal and sub-zonal in charge along with various department heads of the International Head Quarters. The questionnaire may be used for obtaining valuable inputs from respondents of every sect of society. The questionnaire is designed in such a way that it may be filled by the respondents easily to find the actual responses.

Primary & secondary resources of data:

As the employee is associated with the Wipro for 10 years his participatory observation help is expected in extracting the primary data. The secondary data will be obtained through various magazines of the Organization, website and old News Papers. The primary data is intended to be gathered by meeting the personnel associated with the Brahma Kumaris' and working at different levels. Information on "Meditation in Corporate Sector" and data regarding the actual Corporate strategies can be gathered from there. To avoid any bias the employee intends to gather data from different locations, working at different trends in different capacities. As for secondary data is concerned, it is intended to be gathered from the sample literature available in the organization. Some of the important magazines/periodicals are Gyanamrit, Purity & World Renewal etc. The organization is very rich in the literature and internationally acclaimed in this field.

Managers with formal education can have efficient managerial capabilities and control the administration effectively. The analysis of the data based on the questionnaire, interview and participatory observation gives the impact of the spirituality on the functions of the management.

The questionnaire is designed in such a way that the respondent's responses may directly contribute to making the study more inclusive and conclusive. The respondents are

chosen by the scholar are of different socio-economic profile. They include Top Management, Senior Managers Middle Managers and front line employees of the organization such as Managing Directors of schools, factories, insurance companies, managers of public and private sectors, students, housewives etc. The responses of the respondents are counterchecked by taking interviews of various respondents and recorded their experiences to reach conclusions.

All three methods of collection of data namely Observation method, Interview method and Questionnaire method are used by the scholar.

Analysis and Interpretation of Data:

The quantitative data is represented as the tables to interpret the data and draw conclusions and response of the respondents. The response of the respondents is taken from the questionnaire and it is being entered in MS Excel sheet and the data is compiled to draw the inferences.

Data analysis:

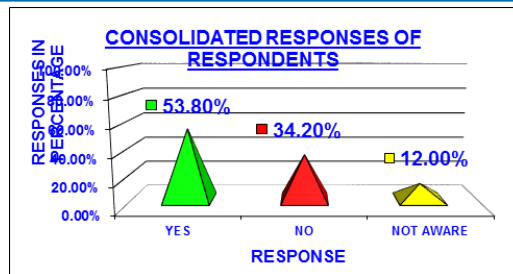
Data collected from various sources have been presented in the form of one or more tables. Besides, adequate use of graphs, charts and diagrams to illustrate and highlight the data presented in the tabular form. As per the requirement, various tools of analysis are used for the interpretation purpose, the results of the data from various interviews, observation will be analysed to reach the final decision. Based on the analysis, necessary findings and recommendations will be drawn and suggestions will be made in Corporate Sector for Meditation to increase the level of Job Satisfaction and Quality of Work Life to tackle the present economic regression and enhance the productivity of the organization in different fields.

The data compilation of the total of 50 respondents, which were collected and compiled the total data based on the questionnaire. From the results of the same, most respondents are taken out from the different categories, one who follows Meditation in their life, some of them are having adequate knowledge of the management without the knowledge of Meditation and the rest are the respondents who are in mixed nature. The questions are formulated in such a way so that the scholar can draw out the inferences on the study.

Data Compilation:

The consolidated response of the individuals on " Restoring Values in the corporate sector through Meditation "

QUESTION	YES	NO	NOT AWARE	TOTAL
1	11	32	7	50
2	26	22	2	50
3	14	30	6	50
4	41	3	6	50
5	11	35	4	50
6	27	21	2	50
7	25	19	6	50
8	30	7	13	50
9	37	12	1	50
10	27	19	4	50
11	16	18	16	50
12	35	11	4	50
13	38	9	3	50
14	36	6	8	50
15	20	29	1	50
16	27	12	11	50
17	33	9	8	50
18	10	29	11	50
19	35	11	4	50
20	39	8	3	50
TOTAL	538	342	120	1000



From the above table, it is evident that most of the respondents feel the importance of Meditation in Corporate Sector which will enhance the overall efficiency of the management, which in turns helps in succeeding the goals.

Through some respondents are not aware of some topics related to Corporate Sector, that's the reason, they expressed their inefficiency of understanding the questions for the response. But some respondents were freely express their view that the Meditation doesn't affect anyway in the Corporate Sector.

It is also evident that the responses of the respondents who expressed that Meditation doesn't help in the Corporate Sector also doesn't even practice Meditation & spirituality or knows the importance of the same in their personal life.

One who realizes the importance in personal level replied promptly in the effects of the Meditation in Corporate which infers that the role of Meditation among Corp[orate can be understood by the respondents who practice at their personal life.

The respondents cover from all socio-economic nature, so the responses are in a mixed state helped the study to make it more inclusive and conclusive.

Response Of Respondents In Percentage:

For effective interpretation, the data is interpreted in terms of percentage. The response of the respondents is presented in percentages for interpreting the data. Question wise responses are presented in the following table:-

QUESTION	YES	NO	NOT AWARE	TOTAL
1	92.00%	8.00%	0.00%	100.00%
2	92.00%	6.00%	2.00%	100.00%
3	70.00%	20.00%	10.00%	100.00%
4	72.00%	18.00%	10.00%	100.00%
5	64.00%	20.00%	16.00%	100.00%
6	66.00%	24.00%	10.00%	100.00%
7	44.00%	36.00%	20.00%	100.00%
8	54.00%	26.00%	20.00%	100.00%
9	88.00%	4.00%	8.00%	100.00%
10	50.00%	28.00%	22.00%	100.00%
11	68.00%	24.00%	8.00%	100.00%
12	44.00%	34.00%	22.00%	100.00%
13	90.00%	4.00%	6.00%	100.00%
14	50.00%	6.00%	44.00%	100.00%
15	34.00%	28.00%	38.00%	100.00%
16	42.00%	30.00%	28.00%	100.00%
17	94.00%	2.00%	4.00%	100.00%
18	90.00%	6.00%	4.00%	100.00%
19	78.00%	6.00%	16.00%	100.00%
20	76.00%	14.00%	10.00%	100.00%
TOTAL	67.90%	17.20%	14.90%	100.00%

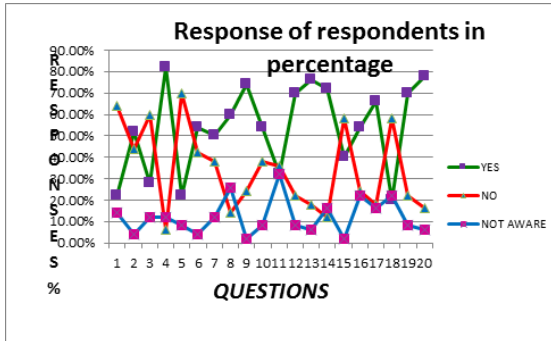
Data reveals that 67.90 per cent of overall respondents are in agreement with that the Need for Meditation in restoring the values in the Corporate Sector. A very fewer respondent about 14 per cent don't agree with the statement mentioned above and they feel that the Meditation doesn't give any benefit to the decision making and implementation in the

Corporate Sector.

Leftover respondents were not aware of the role of Meditation in Corporate, but fortunately, they express their response to the positive side that the Meditation is beneficial in life at a personal level.

The reason for the response of these respondents is not aware may be because of their effective implementation in the Corporate Sector.

The graphical representation of the practice group to the above statement as follows



FINDINGS OF THE STUDY:

Findings suggest that a traditional stress management curriculum may be equally effective in reducing levels of stress as one aimed at fostering spiritual health.

Respondents rated the importance of asking about their spiritual needs; how comfortable, knowledgeable and competent they would be discussing this topic with Board Members; and how likely they would be to implement Meditation in daily practices.. While preliminary, these findings suggest this practical approach is one way to incorporate Meditation into the existing way of working in Organization. Such approaches may be helpful in training programs that are hoping to improve employees' understanding of the importance of religious and spiritual issues in the Corporate Sector.

The reasons for this sorry state of affairs are not far to seek. The Western idea of management centres on making the worker (and the manager) more efficient and more productive. Companies offer workers more to work more, produce more, sell more and to stick to the organisation without looking for alternatives. The sole aim of extracting better and more work from the worker is to improve the bottom-line of the enterprise. The worker has become a hireable commodity, which can be used, replaced and discarded at will.

Thus, workers have been reduced to the state of a mercantile product. In such a state, it should come as no surprise to us that workers start using strikes, sit-ins, go-slows, work-to-rule etc. to get maximum benefit for themselves from the organisations. Society-at-large is damaged. Thus we reach a situation in which management and workers become separate and contradictory entities with conflicting interests. There is no common goal or understanding. This, predictably, leads to suspicion, friction, disillusion and mistrust, with managers and workers at cross purposes. The absence of human values and erosion of human touch in the organisational structure has resulted in a crisis of confidence.

Western management philosophy may have created prosperity – for some people some of the time at least - but it has failed in the aim of ensuring the betterment of individual life and social welfare. It has remained by and large a soulless edifice and an oasis of plenty for a few in a poor quality of life for many.

Hence, there is an urgent need to re-examine prevailing Board & Management disciplines - their objectives, scope and content in the corporate sector. Management should be redefined to underline the development of the worker as a person, as a human being, and not as a mere wage-earner. With this changed perspective, management can become an instrument in the process of social, and indeed national, development,

CONCLUSION:

Due to recession in the present scenario, to cope up the tremendous stress and effective time management with self-motivation skills, Meditation increases the work efficiency to achieve big goals in a shorter period. We are living in a competitive world as an illusion or a mere dream. Meditation liberates us from all these negative and irrational attitudes and asks us to give up defeatist mentality, to build up our confidence, to be in high spirits and to march forward. Though this study gives innovative techniques to be adopted in the Corporate Sector it also has a drawback that it may not apply universally as to enhance the Meditation & spiritual capability in all personal and create a harmonious environment as exist in this Organization.

REFERENCES:

1. Reave, L. (2005). Spiritual values and practices related to leadership effectiveness. *The leadership quarterly*, 16(5), 655-687.
2. Reave, L. (2005). Spiritual values and practices related to leadership effectiveness. *The leadership quarterly*, 16(5), 655-687.
3. Idel, M., Melamed, S., Merlob, P., Yahav, J., Hendel, T., & Kaplan, B. (2003). Influence of a merger on nurses' emotional well-being: the importance of self-efficacy and emotional reactivity. *Journal of nursing management*, 11(1), 59-63.
4. Van der Klink, J. J., Blonk, R. W., Schene, A. H., & Van Dijk, F. J. (2001). The benefits of interventions for work-related stress. *American journal of public health*, 91(2), 270.
5. Richie, D. (1961). *Japanese Cinema: Film Style and National Character*. Doubleday.
6. Maricu oiu, L. P., Sava, F. A., & Butta, O. (2016). The effectiveness of controlled interventions on employees' burnout: A meta-analysis. *Journal of Occupational and Organizational Psychology*, 89(1), 1-27.
7. Sharma, S. (2015). Globalizing Indian Thought through Indian Management Knowledge Tree. *IIM Kozhikode Society & Management Review*, 4(1), 1-14.
8. Murphy, L. R. (1996). Stress management in work settings: a critical review of the health effects. *American Journal of Health Promotion*, 11(2), 112-135.
9. Maricu oiu, L. P., Sava, F. A., & Butta, O. (2016). The effectiveness of controlled interventions on employees' burnout: A meta-analysis. *Journal of Occupational and Organizational Psychology*, 89(1), 1-