

# **Self Management of Excessive Tension Module for Managerial Effectiveness**

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## **ABSTRACT**

This study deals with the effects of a module of Yoga practices designed to relieve stress and improve emotional well-being of managers in a large Indian company. The module known as Self-Management of Excessive Tension (SMET) includes a set of stimulating and relaxation practices (Cyclic Meditation) and lectures forming the Jñāna Yoga aspect of the whole module.

## **BACKGROUND**

Is the modern life of manager possible without stress? Stress certainly seems to be an inescapable element of the modern life of a manager. Most managers do not know that stress at work often stems from personal responses rather than just the work situation. It is in a manager's best interest to keep stress levels in the workplace at a minimum. For most managers, a little stress can be a good thing. When the pressure is on, they tend to do their work with great efficiency. However, when demands are increasing with no clear end in sight, even those who thrive on stress can be at risk for burnout. Thus, modern lifestyle of today's managers intensifies the stress leading to "excessive tension". Yoga does have the potential to provide physical, mental, and emotional health benefits to those who practice it with proper guidance. A holistic and integrated stress management program called Self-Management of Excessive Tension (SMET) also called Cyclic Meditation has been investigated extensively to combat this modern lifestyle problem and thereby one can lead a holistic way of living in health, harmony, and happiness

## AIM

To assess the efficacy of Self Management of Excessive Tension (SMET) program on Managerial Effectiveness.

## OBJECTIVES

To study the effect of SMET on Managerial Effectiveness through the assessment of

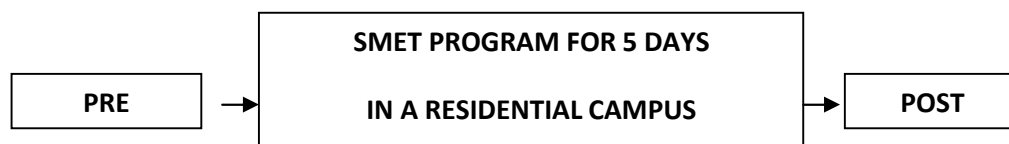
1. Brain Wave Coherence (BWC),
2. Emotional Quotient (EQ)
3. General Health Questionnaire (GHQ)
4. Personality (Guna) Inventory (PI) and
5. Correlation between BWC, EQ, GHQ and PI

## METHODS

**Subjects:** The subjects for the study were 72 managers (63 males and 9 females). They were selected from the groups of managers of Oil and Natural Gas Corporation Limited (ONGC) based on the following criteria.

**Design:** A single group pre-post study

Subjects	n (Number of Subjects)	Age-range	Mean± SD
SMET participants	72 (63 males and 9 females)	45 – 60 years	48.75±3.86



## **INTERVENTION**

All the subjects of this study participated in the SMET program, a stress management program based on the yogic wisdom (lecture sessions and practice sessions of CM).

## **RESULTS**

A complete statistical and spectral analysis showed 19.31% increase ( $p=0.03$ ) in Delta, 5.04% increase ( $p=0.65$ ) in Theta, 15.4% increase ( $p=0.09$ ) in Alpha, 1.67% decrease ( $p=0.54$ ) in Beta and 18.68% increase ( $p=0.07$ ) in Gamma wave coherence between pre and post intervention measurements. Significant 28.22% increase in Delta of unhealthy (Cut-off score of 9 in GHQ) participants was observed.

EQ analysis showed 72.02% significant increase ( $p<0.001$ ) in post intervention as compared with pre intervention. Both healthy and unhealthy participants (Cut-off score of 9 in GHQ) showed significant increase (76.45% and 70.54% respectively) in EQ within the groups whereas no significant change in between the groups was observed.

Furthermore, there was 68.25% significant decrease ( $p<0.001$ ) in somatic symptoms (GHQ\_SS), 66.29% significant decrease ( $p<0.001$ ) in anxiety and insomnia (GHQ\_AI), 65.00% significant decrease ( $p<0.001$ ) in social dysfunction (GHQ\_SF), 87.08% significant decrease ( $p<0.001$ ) in severe depression (GHQ\_SP) and 71.47% significant decrease ( $p<0.001$ ) in all medical complaints (GHQ\_Total). Moreover, significant decrease in both healthy and unhealthy (Cut-off score of 9 in GHQ) participants within the groups was also observed in general health aspect.

It was observed that there was significant decrease in Tamas and Rajas scales and significant increase in Sattva scale of healthy, unhealthy and total participants(Cut-off score of 9 in GHQ) within the groups whereas in between the group there was no significant change.

Correlation studies between Healthy, unhealthy and combined revealed no significant correlation between BWC, EQ, GHQ and PI variables. This indicates that BWC, EQ, GHQ and PI are adequately independent with each other. The findings of correlation studies between EQ and PI are consistent with the results reported by Sony et al.

## **CONCLUSIONS**

The present study suggests that

1. SMET is associated with the development of Managerial Effectiveness assessed through
  - ↑ Delta Brain Wave Coherence
  - ↑ Emotional Intelligence
  - ↑ General Health and
  - ↑ Sattvic Personality
2. SMET holds great promise for modern ailments