

## **JOB SATISFACTION AMONG WORKING WOMEN BY IMPACT OF SKY YOGA AND AEROBIC EXERCISE**

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### **ABSTRACT**

#### **Purpose:**

To achieve the variation in Job satisfaction after practicing SKY yoga and Aerobic exercise. The impact on Job satisfaction can be viewed through psychological questor.

#### **Methodology:**

For this study, 90 working women in sundharapuram mill were selected as subjects in random and they have been divided into three groups with thirty subjects in each, namely Experimental Group I which undergoes SKY yoga, Experimental group II which undergoes Aerobics exercises and Control group were kept in observation without any training. The training period was 20 weeks and training were conducted only for five days per week.

#### **Results:**

The results of study showed that there is significant improvement in the Job satisfaction of the Experimental Group subjects than the Controlled group. Through the SKY yoga and aerobic practices their able to help them to handle problems due that Job satisfaction got increased.

#### **Conclusion:**

It concluded that Job satisfaction got increased by the help of handling the stress and depression in work life balance.

**Keywords:** Job satisfaction, Depression, Stress, Aerobic.

### **INTRODUCTION:**

The purpose of man's birth on earth is to develop knowledge to its fullest in order to experience joy, satisfaction and peace. In the process of developing knowledge, it is also necessary to have sufficient mental and physical comforts to maintain the body in proper condition [4].

Yoga is process oriented activity in which what we experience is much more important than what we achieve. So it is not a goal accomplishing mission. There is nothing more interesting than watching the workings of our own mind. By awakening the beginner's mind through the practice of yoga and meditation, we learn about ourselves and our perceptions that create the world. Over time, we will gain more control of our emotions as we learn to breathe through difficult situations [5].

### **OBJECTIVES OF THE STUDY**

In today's world women are equally complimenting with men and even have more courage than men. To handle that woman, undergo lots of stress, depression in a day-to-day life. To thought them how to tackle that and success equally with men. The objective behind this research is to spread awareness about yoga and living with a healthy body and a peaceful mind.

### **STATEMENT OF THE PROBLEM**

To face the modern world today, women take double the stress when compared with normal persons. In today's scenario of women, it is quite difficult to live peace because they face lot of changes in the outside world and inside their body too. To fight back they have to be strong on both physical and mentally.

### **REVIEW OF RELATED LITERATURE:**

**Bethany Butzer, et al (2014)** This uncontrolled pilot study examined the effects of a classroom-based yoga intervention on cortisol concentrations and perceived behaviour in children. A 10-week Yoga 4 Classrooms intervention was implemented in one second-grade and one third-grade classroom. Students' salivary cortisol

responses were assessed at 3 time points. Classroom teachers also documented their perceptions of the effects of the intervention on students' cognitive, social, and emotional skills. Second, but not third, graders showed a significant decrease in baseline cortisol from before to after the intervention. Second and third graders both showed significant decreases in cortisol from before to after a cognitive task, but neither grade showed additional decreases from before to after a single yoga class. The second-grade teacher perceived significant improvements in several aspects his/her students' behaviour. The third-grade teacher perceived some, but fewer, improvements in his/her students' behaviour. Results suggest that school-based yoga may be advantageous for stress management and behaviour [1].

**Andreas Michalsen, et al (2005)** Background: Emotional distress is an increasing public health problem and Hatha yoga has been claimed to induce stress reduction and empowerment in practicing subjects. We aimed to evaluate potential effects of Iyengar Hatha yoga on perceived stress and associated psychological outcomes in mentally distressed women. Material/Methods: A controlled prospective non-randomized study was conducted in 24 self-referred female subjects (mean age 37.9+/-7.3 years) who perceived themselves as emotionally distressed. Subjects were offered participation in one of two sub sequential 3-months yoga programs. Group 1 (n=16) participated in the first class, group 2 (n=8) served as a waiting list control. During the yoga course, subjects attended two-weekly 90-min Iyengar yoga classes. Outcome was assessed on entry and after 3 months by Cohen Perceived Stress Scale, State-Trait Anxiety Inventory, Profile of Mood States, CESD-Depression Scale, Bf-S/Bf-S' Well-Being Scales, Freiburg Complaint List and ratings of physical well-being. Salivary cortisol levels were measured before and after an evening yoga class in a second sample. Compared to waiting-list, women who participated in the yoga-training demonstrated pronounced and significant improvements in perceived stress [2].

**Wasaf Inayat et al (2021)** the studies, The aim of the present research was to study the effect of job satisfaction on the performance of employees working in private sector organizations of Peshawar, Pakistan. For that purpose, one hundred and eighty employees ( $N = 180$ ) were selected as a sample from private organizations of Peshawar. An equal number of employees, i.e., ( $n = 60$ ), were selected through random sampling method from three types of organizations, viz., hospitals, banks, and universities. A Minnesota Satisfaction Questionnaire (MSQ-short form) developed by Weiss et al. (1967) and a self-constructed Performance Evaluation Form (PRF) were used as instruments for the study. Initially, the reliability statistics of both the instruments was calculated to know the significance of the scales. According to the findings of the study, the type of occupation has been shown significant correlation with job satisfaction. Similarly, the positive relationship of job satisfaction with performance of employees was also confirmed. Therefore, it is concluded from the study that satisfied employees were better in performance as compared to dissatisfied employees, thus contributing significant role in the uplifting of their organizations. As there are unstable economic and political conditions of Peshawar, it is therefore necessary for every organization to make their employees motivated and satisfied towards high performance by adopting different techniques and methods [3].

## **HYPOTHESIS**

It hypothesized that there would be significant differences in the subject's Job satisfaction level by the impact of SKY yoga and Aerobics exercise than the subjects in Control group.

## **SIGNIFICANCE OF THE STUDY**

This study is having following significance.

1. The study can support younger generation and help them to be succeed in academic.
2. This study was unique since it is a comparative study of SKY yoga and modern aerobics on Job satisfaction problem.
3. The results shown that people take part in some type of practices to keep them healthy and stress relief in the modern society.

## **DELIMITATIONS**

The following are the delimitations of this study:

1. The study was delimited to 90 working women.
2. The study was delimited to working women only.
3. The subjects age ranged from 20 - 25 years only.
4. The independent variables were SKY yoga and Aerobics exercises only.
5. The study was delimited to psychological variables only.
6. The training period were delimited to 20 weeks only.

### **LIMITATIONS**

- 1) The study is focused only on psychological Job satisfaction level.
- 2) There are several factors which could influence variable of the subject only selected variables was considered.
- 3) The subjects are advised to Patrice the technique in stressful and depressed situation.
- 4) The impact of other factors was not considered.

### **SELECTION OF SUBJECTS**

For the study, 90 working women in sundharapuram mill were selected as subjects at randomly. Their age ranged between 20 to 25 years.

### **METHODOLOGY:**

The subject taken for the study they are divided into three groups of thirty subjects in each randomly, namely Experimental Group I given SKY yoga, Experimental group II given Aerobics exercise and Control group were not given any training and kept them in observation for this study. The training period has been conducted for 15 weeks and for five days in a week.

### **SELECTED VARIABLES FOR EXPREMENT**

#### **INDEPENDENT VARIABLES (Psychological variables)**

#### **JOB SATISFACTION**

It is defined as the excessive persistent worry about job or activities for a majority of days during at least of 6months of periods which is difficult to control subjectively stressing our life and statistical manual of mental depression.

#### **Purpose:**

To determine the extent of job satisfaction of working women.

#### **Material Used:**

Developed by Bubey B.L, Uppal K.K, and Verma S.K (1989)

#### **Description:**

The Job Satisfaction Scale consists of 25 statements and it is measured by 5-point scale ranging from 0 to

4. The working women are allowed evaluate each statement on the basis of their judgment.

- Strongly agree
- Agree
- Undecided
- Disagree
- Strongly disagree

#### **Precautions:**

1. The subjects were instructed to respond the statements within 20 minutes.
2. They instructed not to omit any statement.
3. They are allowed to tick only one against each statement.

#### **Scoring:**

Low scores indicate that dissatisfaction and high scores indicate that satisfaction.

### **DEPENDENT VARIABLES**

The practices followed by experimental group are.

- i. SKY yoga
- ii. Aerobics exercise

### **RESULT AND DISCUSSIONS:**

The statistical analysis of the data collected from the pre-test and post-test on Job satisfaction of experimental I, II and control group have been presented in Table I.

**Table I**  
**Analysis of Covariance for the pre and post test data on Job satisfaction of SKY yogic practices group, Aerobics group and control group**

| TEST     | SKY   | AEROBICS | CONTROL | df | SS      | MOS    | F value |
|----------|-------|----------|---------|----|---------|--------|---------|
| Pre      | 63.63 | 67.56    | 67.43   | 2  | 299.28  | 149.64 | 0.19*   |
|          |       |          |         | 87 | 2597.7  | 29.85  |         |
| Post     | 70.56 | 68       | 67.36   | 2  | 172.28  | 86.14  | 2.78*   |
|          |       |          |         | 87 | 2686.33 | 30.87  |         |
| Adjusted | 71.28 | 67.62    | 67.02   | 2  | 286.66  | 143.33 | 4.95*   |
|          |       |          |         | 86 | 2485.40 | 28.90  |         |

In table I, the results of one-way ANCOVA for both pre and post test scores of physiological variables on Job satisfaction is presented. From the table it can be seen that the calculated F value of 2.78 for pre-test for Job satisfaction between the groups are insignificant indicating that the random sampling is successful. The obtained F value of 4.95 for adjusted test of Job satisfaction between the experimental groups and control group were very much greater than the table value of 3.1 indicating that it was significant at 0.05 level. It reveals that there is significant change on Job satisfaction as a result of the experimental training. Since the result has revealed that there was a significance difference, the hypothesis is accepted.

To determine which of the paired means had a significant difference, the Scheffe's test was applied as Post hoc test and the results are presented in Table II.

**Table II**  
**Scheffe's test for the differences between the adjusted post-test paired means on Job satisfaction**

| Groups |          |         | Mean  | CD   |
|--------|----------|---------|-------|------|
| Sky    | Aerobics | Control |       |      |
| 62.69  | 67.68    |         | 4.98* | 2.49 |
| 62.69  |          | 68.75   | 6.05* |      |
|        | 67.68    | 68.75   | 1.06* |      |

Table II shows that the adjusted post-test means differences on SKY yoga Group and aerobics Group, SKY yoga Group and Control Group, Walking Group and Control Group are 4.98, 6.05 and 1.06 respectively. The value 2.49 is greater than significant differences at .05 level of confidence.

It is concluded from the results of the study that there is a significant difference in Job satisfaction between the adjusted post-test means of SKY yoga Group and Aerobics Group, SKY yoga Group and Control Group, Aerobics Group and Control Group. The improvement of Job satisfaction was significantly higher for SKY yoga Group than Aerobics Group and Control Group.

It shown that SKY yoga Group is better than Aerobics Group and Control Group on Job satisfaction. The mean and adjusted values of pre and post-test of SKY yoga Group, Aerobics Group and Control Group on Job satisfaction are graphically represented in the Figure (i).



**Figure –(i) Graphical Representation on Pre -Test, Post - Test and Adjusted Post -Test Means on Job satisfaction of Control Group and Experimental Groups**

### **Interpretation:**

The study shown the impact of the SKY yoga on Job satisfaction is much higher than the Aerobics from the results. The main impact of the is found from this variable. SKY yoga increases the Job satisfaction by reducing the stress, depression etc. When you go through the thoughts by your own that itself helps in analysis the whole thing. This helps in desecrating the thoughts in your mind and find the peaceful way of thoughts.

The factors which impacted the Job satisfaction due to SKY yoga are:

- Excluding thoughts from mind.
- Knowing the family values.
- Gearing the energy and vital energy towards the useful thinks.

These are the key factors plays a major role in increasing Job satisfaction.

### **CONCLUSIONS**

After the completion of study, the following conclusions were made.

- The experimental group I (SKY yoga), experimental group II (Aerobics) were shown impact on Job satisfaction of working women than the control group under Salivary test.
- The result indicates that the Job satisfaction could significantly get increased in the post test of experimental groups when compared to the post-test control group after the 20 weeks of SKY yoga and Aerobics practice. When compared pre and post-test in SKY impacted 9.82 % more and were aerobics impacted 0.64 % on Job satisfaction.
- The SKY yoga group shown greater result than the Aerobics group of Job satisfaction. The working women who practiced SKY yoga has higher improvement in Job satisfaction. There also improved in work life balance and depression level.

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