

Yoga Practices and its Correlates among Bank Employees at Janakpurdham, Nepal: A Descriptive Study

Shree Shyam Giri^{1,3}, Bharat Ram Dhungana^{2*}, Shristi Kumari Sah³, Loknath Khanal⁴, Radheshyam Giri⁵, Binod Kumar Yadav⁶, Laxmi Kanta Sharma⁷

¹ Centre for Clinical Research and Community Health, Kathmandu, Nepal

² School of Business, Pokhara University, Pokhara, Nepal

³ Sinha Health Foundation, Janakpur, Dhanusha, Nepal

⁴ Patanjali Yog Samiti, Nepal

⁵ Province Treasury Controller Office, Madhesh Province, Nepal

⁶ Madhesh Institute of Health Sciences, Madhesh Province, Nepal

⁷ Centre for Economic Development and Administration (CEDA), Tribhuvan University, Kathmandu, Nepal

ARTICLE INFO

Article history:

Received: 27 August 2021

Revised: 13 October 2021

Accepted: 30 November 2021


*Correspondence:

Dr. Bharat Ram Dhungana
School of Business, Pokhara
University, Pokhara, Nepal.

E-mail:

dhungnabhart.pu@gmail.com

ORCID:

 0000-0002-0728-1226

Citation:

Giri SS, Dhungana BR, Sah SK, Khanal L, Giri R, Yadav BK, Shirma LK. Yoga Practices and its Correlates among Bank Employees at Janakpurdham, Nepal: A Descriptive Study. *MedS. J. Med. Sci.* 2021;1(2):82-86.

ABSTRACT

INTRODUCTION: Yoga practices have been increased around the world due to perceived benefits of meditation for stress management. It has a positive impact on stress level in yoga practitioners. Yoga activities provide a sense of well-being, which leads to an increase in self-esteem and relaxation. Banking personnel often have a high degree of stress due to work pressure they confront in their job. Stress lowers a person's ability and a healthy employee ensures productive outcome in the organization. **MATERIALS AND METHODS:** A cross sectional descriptive research design was used and this study was confined to employees of different banks situated at Janakpurdham, Nepal. The duration of the study was from August 2020 to September 2020. A total of 205 participants were randomly selected. Simple random sampling technique was used to select banks of Janakpurdham from the list papered for the purpose of data collection. **RESULTS:** There was strong association between demographic variables and perception of yoga, regarding mental and physical health among the bank employees. The perceived benefits of yoga on physical health as well as mental health for stress management was found to be associated with socioeconomic characteristics of the participants such as gender, religion, level of education, family income ($p < 0.05$), except for age group and marital status ($p > 0.05$). **CONCLUSIONS:** This study found that yoga keeps persons active for whole day, as well as yoga is beneficial for stress management too. Yoga is effective in lowering occupational stress, hence yoga awareness program among bank personnel is necessary.

Keywords: Bank employees, stress management, yoga practices.

INTRODUCTION

Yoga is a collection of physical mental and spiritual activities or disciplines aimed at bringing the mind and body into harmony [1]. There are various modern yoga thoughts, each focusing on a different aspect of physical postures and exercises, breathing methods and profound relaxation [2]. For thousands of years eastern civilizations have employed yoga breathing and meditation as part of their spiritual practices to deal with these issues. In Indo-Tibetan traditions, yoga breathing is an essential aspect of health and spiritual activities. Yoga breathing may quickly bring the mind back to the present moment and reduce stress [3]. Many empirical results find

that the yoga practices have been increasing around the world due to perceived benefits of meditation for stress management [4-6].

Workplace stress is becoming a major issue for employees, businesses and the general public. Environmental, social, organizational, physiological and psychological factors all contribute to stress. Banking personnel often have a high degree of stress due to work pressure they confront in the job. Furthermore, performance pressure, insufficient workplace planning, long working hours, management pressure, an ineffective compensation system and job instability all contribute to increased

stress among bank employees. Stress lowers a person's ability to perform [7]. A healthy employee ensures productive outcome in the organization [8]. There is a lot of evidence to back up the assumption that workplace stress is a disease promoter putting workers social and psychological health at risk and negatively impacting their social, professional and emotional life. Poor job performance increased absenteeism and employee turnover and workplace violence are all consequences of workplace stress [9-11]. Stress in the banking workplace has reached critical levels and it is having negative psychological and physical health consequences on employees as well as affecting companies. Many researchers found that, mental health issues in the banking industry had grown and that they were stress-related.

Anxiety and sadness were the starting points followed by maladaptive behaviors and finally work burnout [12]. The aim of this study was to assess the knowledge, practice and impact of yoga among bank employees at Janakpurdham, Nepal. Yoga is assumed as an important tool for stress management among bank employees and findings of this research might be helpful for other researchers in the future as reference.

MATERIALS AND METHODS

Study design and setting

Cross sectional descriptive research design was adopted for this study. The study was conducted at different banks situated at Janakpurdham sub-metropolitan city, Nepal from August 2020 to September 2020. The study population were bank employees working at different banks of Janakpurdham sub-metropolitan city, Nepal. A list of banks in Janakpur sub-metropolitan city was prepared from which data collection was done.

Participants, sample size and sampling technique

Sample size was calculated from the universal formula $n = (Z^2P*Q)/L^2$. Where, $Z=1.96$ standard normal distribution, P was taken as 12.5% from previous study [13] with allowable error of 5%. By considering additional 20% of potential drop outs a total of 205 participants were estimated as final sample size for this study. Entire bank employees working in selected banks for the study were selected as participants for the study. Simple random sampling technique was used to select bank of Janakpurdham from the list prepared for the purpose of data collection. List of employees

working in selected banks was then prepared and sampling interval was calculated. Systematic random sampling technique was adopted to select the participants from the selected banks of Janakpurdham. Employees who were present at the time of data collection were included in this study. Bank employees who were recently appointed (less than one year) in bank and those who did not responded were excluded from the study.

Data collection procedure and study variables

A face to face interview was done to collect data from bank employees. In order to measure the research outcomes, a pretested semi-structured questionnaire was developed and employed to the participants. The questionnaire consisted of socio-demographic data like, age, gender, religion, education, occupation, income and marital status. The questionnaire also consisted of perception and practice of yoga among participants.

Pre-testing of the questionnaire was done by employing the questionnaire in 5% similar population from other than the study area. The reliability of the instrument was established by pretesting the instrument in 10% of the total sample at the banks other than the selected banks of Janakpurdham and questionnaire was revised and finalized on the basis of responses obtained from the participants.

Statistical analysis and data management

After completion of data collection, data was checked for their completion and accuracy. Data was tabulated categorized and analyzed using statistical methods with SPSS 20 version. Frequency and percentage was used for describing the categorical data. Chi-square test was used to find out the association between perception and practice of yoga among participants with selected socio-demographic variables. A p-value less than 0.05 was considered as statistically significant.

Ethical considerations

Administrative approval was taken from the college and organization as well. Data was collected with voluntary verbal consent. Privacy and confidentiality were maintained by coding and maintaining anonymity of respondents. Proposal was reviewed from the research ethics committee of college before conducting research.

RESULTS

Table 1 reveals the socio-demographic characteristics of the participants (n=205). Most of the participants were in the age group of 20 to 39 years (58.0%), 36.1% were females and 63.9% were males. Majority (88.3%) of the participants were Hindu. About three fourth (77.1%) acquired bachelor degree and above and more than half of the participants (54.1%) had family income of 21,000-40,000 Nepalese rupees. Majority of the respondents (71.2%) were married, whereas 28.8% were unmarried.

Table 2 shows perception and practice of yoga among participants. More than half of the respondents thought that yoga keeps them active for whole day (54.6%) as well as yoga is beneficial for stress management (55.1%). Likewise about half of the participants (54.1%), tried yoga for fitness however, 52.7% practiced yoga regularly in daily life and few (38.0%) had taken membership of yoga classes. Less than half of the participants (40.0%) were practicing yoga for their physical fitness and few (4.9% and 0.5%) for weight loss and for spirituality respectively. Less number of participants were doing yoga at yoga center (38.5%) and 14.6% did yoga at their home.

Table 3 and 4 demonstrates association between demographic variables and perception of yoga regarding mental and physical health.

Answer to: "Do you think yoga is beneficial for stress management" as mental health			
Demographic	No	Yes	p-value
Age group			0.089
20-29 years	47(39.5)	72(60.5)	
30-39 years	35(49.3)	36(50.7)	
40 years and above	10(66.7)	5(33.3)	
Gender			0.001
Male	70(53.4)	61(46.6)	
Female	22(29.7)	52(70.3)	
Religion			0.037
Hindu	86(47.5)	95(52.5)	
Muslim	6(25.0)	18(75.0)	
Level of education			<0.0001
Intermediate	39(83.0)	8(17.0)	
Bachelor	35(39.8)	53(60.2)	
Masters	18(25.7)	52(74.3)	
Family income (per			<0.001
≤ 20000	38(73.1)	14(26.9)	
21000-40000	46(41.4)	65(58.6)	
>40000	8(19.0)	34(81.0)	
Marital Status			0.281
Married	69(47.3)	77(52.7)	
Unmarried	23(39.0)	36(61.0)	

Table 1 Socio-demographic information of the participants (n=205)

Variables	Number	Percentage
Age(years)		
20-29 years	119	58.0
30-39 years	71	34.6
40 years and above	15	7.3
Gender		
Male	131	63.9
Female	74	36.1
Religion		
Hindu	181	88.3
Muslim	24	11.7
Education level		
Intermediate	47	22.9
Bachelor	88	42.9
Masters	70	34.2
Family income (per month)		
≤ 20000	52	25.4
21000-40000	111	54.1
>40000	42	20.5
Marital Status		
Married	146	71.2
Unmarried	59	28.8

Table 2 Perception and practice of Yoga among participants (n=205).

Responses on questions for perception and practice on Yoga		
Question	Number	Percentage
Do you think yoga keeps person active for whole day?		
No	93	45.4
Yes	112	54.6
Do you think yoga is beneficial for stress		
No	92	44.9
Yes	113	55.1
Have you ever tried yoga?		
No	94	45.9
Yes	111	54.1
Are you doing yoga in your daily life?		
No	97	47.3
Yes	108	52.7
Do you currently have a membership to any yoga		
No	127	62.0
Yes	78	38.0
Why do you participate in yoga?		
Physically fitness	82	40.0
No response	112	54.6
Weight loss	10	4.9
Meditation/spiritually	1	0.5
Where do you do yoga?		
At home	30	14.6
At yoga center	79	38.5
No response	96	46.8

Perception of yoga on physical health as “yoga keeps person active for whole day” as well as perception of yoga on mental health as “yoga is beneficial for stress management” were strongly associated with socio-economic characteristics of the participant as gender, religion, level of education, family income ($p < 0.05$), except age group and marital status ($p > 0.05$). Table 5 demonstrates the association between demographic variables and perception of yoga regarding mental and physical health. Perception of yoga on physical health as “yoga keeps person active for whole day” as well as perception of yoga on mental health as “yoga is beneficial for stress management” were strongly associated with socio-economic characteristics of the participant as gender ($p < 0.001$), religion ($p = 0.020$), level of education ($p < 0.0001$), family income ($p < 0.001$) except age group ($p = 0.119$) and marital status ($p = 0.367$).

DISCUSSION

Workplace stress is a serious problem in the banking industry with possible detrimental consequences for individuals and organizations mental and physical health. Anxiety and sadness, as well as harmful habits like smoking and drinking were among them [13, 14]. The work-related stress can lead to issues like workplace discrimination, work-family conflict, lack of job satisfaction and employee motivation, high staff turnover and work-life imbalance [15-17]. Depression has a significant impact on workers quality of life at work and it can result in direct economic consequences through lowering productivity [18]. Except for age group and marital status, socio-economic factors of the participants such as gender, religion, level of education and family income were substantially related to yoga as effective stress management tool. Similarly, over half of the participants attempted yoga for fitness but only slightly less practiced yoga consistently in their everyday lives and just a handful were members of yoga courses. Yoga may increase both the productivity of the financial organization and the health of its personnel by reducing occupational stress. Yoga exercises have a positive impact on stress level of yoga practitioners [1, 19]. Yoga activities provide a sense of well-being which leads to an increase in self-esteem and relaxation. Yogic meditation may be utilized as an integrated health strategy to help healthcare practitioners improve their health-related areas of their lives [20]. Yoga has shown to reduce perceived stress, back discomfort and promote psychological well-being at work [21, 22]. It offers the means to attain complete self-realization [23].

Table 4 | Association between demographic variables and Perception of Yoga on Physical health (n=205)

Answer to: “Do you think yoga keep the person active for whole day” as physical health			
Demographic variables	No, n=93,(%)	Yes, n=112,(%)	p-value
Age group			0.111
20-29 years	48(40.3)	71(59.7)	
30-39 years	35(49.3)	36(50.7)	
≥40 years	10(66.7)	5(33.3)	
Gender			0.001
Male	71(54.2)	60(45.8)	
Female	22(29.7)	52(70.3)	
Religion			0.033
Hindu	87(48.1)	94(51.9)	
Muslim	6(25.0)	18(75.0)	
Level of education			<0.0001
Intermediate	39(83.0)	8(17.0)	
Bachelor	35(39.8)	53(60.2)	
Masters	19(27.1)	51(72.9)	
Family income (per month)			<0.001
≤ 20000	39(75.0)	13(25.0)	
21000-40000	46(41.4)	65(58.6)	
>40000	8(19.0)	34(81.0)	
Marital Status			0.584
Married	68(46.6)	78(53.4)	
Unmarried	25(42.4)	34(57.6)	

Table 5 | Association between demographic variables and Practicing Yoga regularly among the participant

Demographic Variable	Practicing Yoga regularly		p-value
	No, n=97	Yes, n=108	
Age group			0.119
20-29 years	50(42.0)	69(58.0)	
30-39 years	37(52.1)	34(47.9)	
≥40 years	10(66.7)	5(33.3)	
Gender			0.001
Male	73(55.7)	58(44.3)	
Female	24(32.4)	50(67.6)	
Religion			0.020
Hindu	91(50.3)	90(49.7)	
Muslim	6(25.0)	18(75.0)	
Level of education			<0.0001
Intermediate	39(83.0)	8(17.0)	
Bachelor	37(42.0)	51(58.0)	
Masters	21(30.0)	49(70.0)	
Family income (per month)			<0.001
≤ 20000	39(75.0)	13(25.0)	
21000-40000	46(41.4)	65(58.6)	
>40000	12(28.6)	30(71.4)	
Marital			0.367
Married	72(49.3)	74(50.7)	
Unmarried	25(42.4)	34(57.6)	

CONCLUSIONS This study finds yoga to keep person active for whole day as well as yoga is beneficial for stress management. Yoga practices are increasing among the people working in banking organizations to deal with complex work environments and adapt to the job's diverse demands. It may be considered as a coping strategy for overcoming professional stress and promoting

health and well-being. Yoga is effective in lowering occupational stress, hence a yoga awareness program among bank personnel is necessary. As a result, yoga intervention will benefit personnel in financial organizations such as banks in terms of increasing the job performance and maintaining the work-life balance.

ADDITIONAL INFORMATION AND DECLARATIONS

Acknowledgements:

We are grateful to all individuals who rendered help and participated during the study period.

Funding: The authors received no funding for this work.

Competing Interests: The authors declare no competing interests.

Author Contributions: All the authors have contributed to the designing of framework of the paper, performing statistical analysis, and writing the draft paper. All the authors had a full discussion and commented on the paper

Data Availability: Data will be available upon request to corresponding authors after valid reason.

REFERENCES

- Weerasinghe MKA, Joniton S. Develop and assess the impact of musical yoga carpet for better yoga practices. *International Journal of Physical Education Sports and Health*. 2021;8(5):86-90.
- Arambula P, Peper E, Kawakami M, Gibney KH. The physiological correlates of Kundalini Yoga meditation: a study of a yoga master. *Applied psychophysiology and biofeedback*. 2001;26(2):147-53.
- Brown RP, Gerbarg PL. Yoga breathing meditation and longevity. *Annals of the New York Academy of Sciences*. 2009;1172(1):54-62.
- Wisner BL. An exploratory study of mindfulness meditation for alternative school students: perceived benefits for improving school climate and student functioning. *Mindfulness*. 2014;5(6):626-38.
- Upchurch DM, Johnson PJ. Gender differences in prevalence patterns purposes and perceived benefits of meditation practices in the United States. *Journal of Women's Health*. 2019;28(2):135-42.
- Alexander GK, Innes KE, Selfe TK, Brown CJ. More than I expected: Perceived benefits of yoga practice among older adults at risk for cardiovascular disease. *Complementary Therapies in Medicine*. 2013;21(1):14-28.
- Sayed OB. Work motivation and employee performance: a review of Vie theory. *Indian Journal of Industrial Relations*. 1985;21(2):147-172.
- Manjunatha MK, Renukamurthy TP. Stress among banking employee-A literature review. *Int. J. Res. Granthaalayah*. 2017;5:207-13.
- Godin I, Kittel F, Coppieters Y, Siegrist J. A prospective study of cumulative job stress in relation to mental health. *BMC Public Health*. 2005;5:67.
- Bhagat RS, Krishnan B, Nelson TA, Leonard KM, Ford DL, Billing TK. Organizational stress psychological strain and work outcomes in six national contexts: a closer look at the moderating influences of coping styles and decision latitude. *Cross Cultur. Manag.* 2010;17:10-29.
- Dalgaard VL, Aschbacher K, Andersen JH, Glasscock DJ, Willert MV, Carstensen O. Return to work after work related stress: a randomized controlled trial of a work-focused cognitive behavioral intervention. *Scand. J. Work Environ. Health*. 2017;43:436-46.
- Giorgi G, Arcangeli G, Perminiene M, Lorini C, Ariza-Montes A, Fiz-Perez J, Annamaria DF, Mucci N. Work-related stress in the banking sector: a review of incidence correlated factors and major consequences. *Frontiers in psychology*. 2017;8:2166.
- Silva LS, Barreto SM. Stressful working conditions and poor self-rated health among financial services employees. *Rev. Saúde Pública*. 2012;46:407-16.
- Valente MSS, Menezes PR, Pastor-Valero M, Lopes CS. Depressive symptoms and psychosocial aspects of work in bank employees. *Occup. Med.* 2015;28:1-8.
- Mughal F, Ahmad M, Mazhar Gondal A, Mumtaz Awan T, Ghafoor Chaudhry I. Repercussions of stressors on employee work-life balance: Analyzing the banking industry of Pakistan. *J. Glob. Bus. Adv.* 2010;3:325-45.
- Imam A, Shah FT, Raza A. Mediating role of job stress between workplace discrimination and employee attitudinal outcomes in banking sector of Pakistan. *Middle East J. Sci. Res.* 2014;19:401-11.
- Kan D, Yu X. Occupational stress work-family conflict and depressive symptoms among Chinese bank employees: The role of psychological capital. *Int. J. Environ. Res. Public Health*. 2016;13:134.
- Adler DA, McLaughlin TJ, Rogers WH, Chang H, Lapitsky L, Lerner D. Job performance deficits due to depression. *American Journal of Psychiatry*. 2006;163(9):1569-76.
- Adhia H, Nagendra HR, Mahadevan B. Impact of yoga way of life on organizational performance. *International Journal of Yoga*. 2010;3(2):55.
- Guerra PC, Santaella DF, D'Almeida V, Santos-Silva R, Tufik S, Len CA. Yogic meditation improves objective and subjective sleep quality of healthcare professionals. *Complementary Therapies in Clinical Practice*. 2020;40:101204.
- Dwivedi U, Kumari S, Akhilesh KB, Nagendra HR. Well-being at workplace through mindfulness: Influence of Yoga practice on positive affect and aggression. *Ayu*. 2015;36(4):375.
- Hartfiel N, Burton C, Rycroft-Malone J, Clarke G, Havenhand J, Khalsa SB, Edwards RT. Yoga for reducing perceived stress and back pain at work. *Occupational Medicine*. 2012;62(8):606-12.
- Singh H. Relationship analysis and effect of selected yoga asana training on mental health and endurance of female college students. *Journal of Sports Science and Nutrition*. 2021;2(1):106-10.