

A CRITICAL ANALYSIS OF FACTORS WORKING AS IMPEDIMENTS TO “MEDITATION” INSPITE OF WIDE ACCEPTANCE AS A MODE OF PRODUCTIVITY ENHANCEMENT

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ABSTRACT

Although meditation is an effective tool for increasing employee productivity, well-being, and job satisfaction, research on the effects of meditation on other corporate factors such as presenteeism and emotional intelligence is limited. The study looked into the effects of meditation on awareness, emotional understanding, job satisfaction, and presenteeism in female corporate employees. The present study is focused on corporate female employees to find out the barriers to meditation. Researcher said that many do not believe in meditation would help in anyways reducing stress inspite of proven studies. Few have no time to spend for meditation though they don't mind trying. Few have tried meditation and was relaxing but still couldn't continue coz of stress or work load. Understanding the practical challenges of meditation and helping patients and clients overcome those challenges will benefit from a psychometrically valid measure of meditation barriers. Finally, measuring meditation barriers

is useful in both research and practice because it aids in the identification of personal and contextual variables related to meditation barriers.

Meditation is an increasingly important practice. Meditation can be defined as bringing one's awareness to inner and outer environment in order to be more intentional in daily activities. This practice includes deep breathing and/or attempting to stay in the moment (Eisendrath, Chartier, & McLane 2010). This practice can use as an affect intervention for a variety of both psychological and physical conditions in clinical and nonclinical populations.

However, longitudinal research on the impact of meditation on other organisational variables, such as emotional intelligence and presentism, are minimal. Meditation is a powerful organisational tool for improving employee productivity, well-being, and happiness at work. This study looked at the effects of meditation on concentration, emotional intelligence, work satisfaction, and stress-related present-ism in female corporate employees.

INTRODUCTION

Many organisations use meditation to improve employee performance, fitness, and satisfaction. For hundreds of years, diverse cultures have used various ways of meditation to bind the mind, body, and spirit. Meditation has long been used to promote relaxation, inner energy, and optimistic emotions such as affection, patience, and forgiveness. Regulated breathing, repeated phrases, and visualisations are all common meditation techniques. Every form of meditation involves paying attention to oneself and being conscious of one's surroundings.

Meditation has been linked to lower heart rates, blood pressure, and cortisol, according to a new systematic analysis of the impact on stress measurements and anxiety. This is particularly true when there is a greater emphasis on breathing and more practise. (Pascoe & Crewther, 2016). Anxiety is a leading cause of adult disability worldwide, according to the Global Burden of Disease Report 2010 (Sharma & Rush, 2014), and occupational stress is a significant contributor to anxiety (Colligan & Higgins, 2006).

Meditation has been endorsed by a variety of governments and health associations as an effective stress and anxiety relief strategy. Indeed, meta-analyses and systematic reviews indicate that various meditative activities can help people with anxiety, tension, work stress, insomnia, and exhaustion, as well as improve their mood and health. The effect of meditation on well-being and work performance was tested in a randomised controlled study. Participants reported lower job stress and psychological distress, as well as higher levels of happiness and performance, after 8 weeks of meditation

training. Workplace dedication, subjective work performance, and job satisfaction have all increased as a result of meditation. In a recent randomised controlled study on adults with Generalized Anxiety Disorders, the latter was found to have correlations between focus and less job loss and less visits to the profession (GAD). Though there is evidence linking meditation to reduced stress and anxiety in the workplace, stress-related presenteeism receives little attention. If "employees are physically present at work but not committed to their cognitive energy," this is referred to as "presentation due to stress" (Gilbreath & Karimi, 2012)

Emotional intelligence is a valuable internal resource that can help employees cope with stress at work. One of the most frequently used theories of emotional study at work is the theory of emotion regulation, which discusses scientific evidence. "The mechanisms by which people control what emotions they have, how they feel, and convey these emotions?" is how emotion regulation is described. (Gross, 1998 p. 275).

Long-term occupational exposure can cause mental and physical health issues. Transactional stress models, which assess how people respond to stressful situations, may help to reduce health stress by identifying individual factors like self-consciousness, coping strategy, and emotional control. The role of focus and IE in some research has helped to minimise the health effects of stress. The relationship between perception and stress-related presentism, on the other hand, has received little attention. The role of self-awareness and attention in stress-related presentism and the physico-mental health relationship needs to be thoroughly investigated. (Charoensukmongkola, 2014)

During last couple of decades, there has been sudden spurt in Yoga and Meditation classes in schools, colleges, neighborhood parks, centers, ashrams, private coaching and counseling centers, clubs, sports and cultural places, courses and TV programs. There is a concerted state drive to inculcate the spirit of Yoga and Meditation and build up trained manpower to spread the message.

BACKGROUND

People want a lot of meditation-related items. Others ask for peace, some for self-control, some for power, and others for quiet, but the most common requests are for peace and tranquilly. Peace is a way of life, a state of mind, a permanent state of peace. As a result, learn a quick and powerful form of meditation and expand on the knowledge gained to investigate the causes of stress and stress in life, so that the root causes can be modified through meditation and peacefulness.

Meditation is the process of being completely conscious of oneself, of who I am "in" and how I react to the world around me. Meditation reveals a completely different "me" than a depressed or troubled person who might appear to be "me" on the surface. One realises that one's true self, the real me, is a very optimistic person. You begin to notice an ocean of peace right outside your front door. The term "meditation" encompasses a wide range of mental activities, from reflection and concentration to chanting and devotion. It does, however, mean 'healing.' Meditation can be interpreted as a therapeutic process on several levels, including socially, psychologically, and physically. Meditation can be described as proper mental usage or positive thinking in its

most basic form. It is not a rejection of feelings, but rather an acceptable application of them.

Most forms of meditation employ two main practices:

- Concentration exercises, often using an object such as flower or a candle or a statue.
- The repetition of a mantra.

Mantra is sacred phrase, word or sound which is repeated constantly, either loudly, silently or in thoughts only.

A secret to opening the treasure trove of calm experience is the flow of positive thought or breathing focus, which is based on a precise perception of the self. Physical medicine and meditation. The ability of meditation techniques to treat physical illnesses has been recognised by physical medicine. Psychologists have found the potential to work with mental health issues through meditation. Herbert Benson's study on cardiovascular disease relief (Benson, Greenwood, & Klemchuk, 15, 1975) was a major influence. In one study (Benson, Alexander, & Feldman, 1975), Benson demonstrated that non-cultic relaxation preparation for 20 minutes twice a day decreases premature ventricular contractions in cardiovascular-risquenosus patients (based on meditation on consciousness). This groundbreaking research, which was published in the Lancet, has prompted medical movements to regard mental formation methods as successful therapies for physical ailments. Immediacy for conventional medicine can be relieved shortly after Benson's pioneering study on the answer to relaxation, scientist Jon Kabat-Zinn founded the University of Massachusetts Medical School's Center for Mindfulness (see Germer, 2004). The Buddhist practise of consciousness training was secularised by Kabat-Zinn and organised

within the Mindfulness Based Stress Reduction programme (MBSR).

MEDITATION

Meditation is a self-regulation process that helps to control Thought flow, emotions, and automatic conduct. In our fulfilling society, the human brain receives and processes countless externally contradictory, contrary and threatening information from the organism. This causes a stress reaction within the body, which recruits defense mechanisms and necessitates a large expenditure of energy resources, imposing a significant long-term tax on the body. Cognitive stress is now linked to accelerated cell aging and generational DNA degeneration. Furthermore, research indicates that virtually all chronic Western diseases, particularly in childhood, are caused or exacerbated by stress. (Peters & Fritz, 2011) Moving from a state of duality, marked by conflict or maladaptation, to one of individuality and equilibrium in one's environment, the unifying concept of meditative disciplines that has evolved over thousands of years, was one of the first systematic approaches recorded to promote health and longevity. Singularity is a hazard in a psychological state of harmony, timelessness, and totality, since nothing exists beyond or outside our continuum in the universe of being. Relaxation is the physicochemical state of optimal preservation, which is used for optimum wellbeing and motivation for higher ideal conditions in this moment. Yogis and Eastern doctors were acquainted with circadian circulatory and endocrine systems and rhythms in the 6th century BC, and they identified a more refined

level of signals in physical and atomic organisms than is understood today in chemical and molecular medicine. (For example, verses 1–12 of the Mandukya Upanishad describe four stages of consciousness, ranging from waking to pure consciousness, as well as nineteen mental channels: the five active senses and the five cognitive senses, which include manas, chitta, ahamkara, and buddhi.) (Verses 1–12 explain four different stages of consciousness.) Of course, rather than ignoring this vast volume of data and the millennial arts that arise from it, it is preferable to give these concepts scientific rigour.

Meditation creates a one-way mind, which aids in the restoration of coherence and the use of energy to solve physical and psychological problems. Meditation has quietly taken root in several clinical settings in recent years, and it has undergone unparalleled research as a complementary approach to personal medical treatment and conventional therapeutics. The main driving force behind this south interest is that it is clear that less expensive health programs are required to promote health in a fast-paced and technologically dependent society that fosters multitasking, continuous sensory stimulation, and a reduction in contact with nature, as well as to develop noninvasive, self-inducing health promotion strategies. (Reardon, 2011)

POSITIVE EFFECTS OF WORKPLACE MEDITATION ON CORPORATE FEMALE EMPLOYEES

In many businesses, meditation is a common method for enhancing employee performance,

wellness, and satisfaction (Goodson, 2013). For hundreds of years, diverse cultures have used various ways of meditation to bind the mind, body, and spirit. Meditation has historically been used to improve relaxation, inner vitality, and positive emotions such as affection, patience, and forgiveness (University of Wisconsin-Madison, 2008). Regulated breathing, repeated sentences (mantra), and visualisations are typical meditation techniques; all types of meditation share self-awareness and consciousness (Charoensukmongkola, 2014). Meditation is associated with lower heart rates, blood pressures, and cortisol, according to a recent systematic review of the effects of treatment in stress and anxiety interventions. It is especially associated with more functional and breathing focus (Pascoe & Crewther, 2016). Meditation is a growingly common method of psychological training that combines a range of strategies aimed at enhancing psychological abilities such as concentration and emotional self-control (Tang et al., 2015). Consciousness meditation, for example, is a form of meditation that focuses your mind on the present moment purposefully and without judgement, often by concentrating on a particular sensation like your breath (Kabat-Zinn, 1990). Teasdale et al., 2000; Ma and Teasdale, 2004; Britton et al., 2005; Segal and Williams, 2012) recognised mindfulness training as a feasible therapy to avoid chronic depression and depressive recurrence, as well as a potential to help combat conduct such as rumination. More research has been done on the use of MBIs in the treatment of anxiety and stress (Chang et al., 2004) Males, on the other hand, are more vulnerable to behavioural problems and drug abuse. This trend extends into adulthood and has been

shown to be cross-cultural. Differences in psychological distress response mechanisms have also been discovered through research. Men prefer to "outsource" their psychological discomfort by engaging in externally directed activities (e.g., sports, video games, watching television, etc). (e.g., ruminating or writing about a negative event). In adulthood, the distinction between "internalisation" and "externalisation" of emotional control persists. This distinction can also mediate the divergent psychological symptoms of puberty (Kramer et al., 2008), which lead to more "externalising disorders" in males, such as behavioural and drug use disorders, and more "internalising disorders" in females, such as depression and anxiety.

Men and women who have undergone mild to extreme mental illness report meditating more in the previous year than those who have not, which may be one of the reasons for meditation. This is further supported by the discovery, which emphasises the value of a meditation mental health aspect, that 60% of women and 55% of men who meditate talk about stress reduction or feeling better emotionally as the primary reason for meditating. Clinical research on meditation, especially meditation for consciousness, indicate that it can reduce anxiety and depressive symptoms when compared to standard treatment, such as cognitive therapy.

EMPIRICAL STUDIES ON BARRIERS TO MEDITATION

The study of meditation barriers is still in its infancy. To date, only two studies, including the Determinants of Medital Practices Inventory

(DMPI) used in this research, have directly addressed barriers or problems with meditation. In other words, these experiments were created to examine the obstacles to meditation practise empirically. Sears and colleagues (2011) have perhaps the most detailed research on meditation barriers to date, looking at meditation barriers faced by women corporate mediators who advance through semester-long consciousness-training courses.

The authors summarised these categories as falling into more general dimensions, such as cognitive and physical obstacles, difficulty finding time and motivation for meditation outside of structured courses, and reservations about meditation's effectiveness or self-efficacy to engage in it. One of the study's main strengths is its real-time recording of perceived doubts and roadblocks. That is, inexperienced mediators reported their benefits and doubts on a weekly basis during a meditation process.

CONCLUSION

To sum it up, meditation can give a healthy lifestyle unique advantages by supplementing a nutritious diet with a balanced workout and a nutritious environment. Meditation is one of many operations demonstrated to simultaneously develop self-control and character. Today there are numerous styles of meditation. Each form uses a different set of objects to achieve a clear, focused meditation. All of them aim to relax, auto-heal, improve cognitive and behavioural performance, no matter what the methodology is.

In addition to previous studies of meditation barriers, certain examples of meditation barriers can also be found in qualitative studies that detail

the experiences of various patient and client groups with consciousness training (Cohen-Katz, Wiley, Capuano, Baker, & Shapiro, 2004; Horst et al., 2013; Malpass et al., 2012). In other words, the aim of these studies was not to record obstacles per se, but to recognise barriers and challenges as a natural result of analysing participants' meditation experiences. One research (Cohen-Katz et al., 2004) offered a detailed description of the meditation difficulties and obstacles that nurses encountered during the eight-week MBSR programme. The qualitative review of study reports, which included semantic evaluation forms, emails, interviews, and a focus group with nurse participants, yielded data on the benefits of MBSR and the difficulties it faces. Resting, sleepiness, physical discomfort (for example, "I felt pain in my right arm during my body scan" p. 82), difficult feelings encountered in, or triggered by, meditation, and remorse for taking time to participate in the MBSR programme were all physical and emotional challenges. Several logistical problems were found, including work-related hurdles, weather/driving concerns, and time to complete the MBSR homework. Among these, unrest was the most frequently mentioned obstacle.

Gender and age had no statistically significant impact on meditation barriers, according to the report. Extraversion, agreeability, openness, consciousness, and neuroticism are all statistically important in detecting barriers to meditation, according to study. This study found that traditional influencers such as gender and age had no impact on mediation barriers, but personality type did. While there is evidence that meditation can be helpful, research on how motivation and determination influence meditation practises is lacking. Since personality

has been shown to influence motivation and commitment, it is critical to investigate how personality influences meditation barriers. The aim of this study is to find out how different personality styles affect meditation among female employees in businesses.

This research indicates that personality plays a role in overcoming meditation barriers.

Meditation, gender, religion, schooling, working time, non-study, and jobs are all considered control variables. This can have an effect on one's confidence and determination. Since personality is such a powerful motivator and determinant factor, this research indicates that personality is the driving force behind meditation barriers.

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