

An Effective Meditation Practice for Positive Changes in Human Resources

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ABSTRACT

People skills, empathy, non-reactivity, self-confidence, an optimistic view, and similar traits are all essential for employees to play a significant part in an organization's success. Over half of all medical issues are thought to have a psychological basis, and this percentage is expected to rise as the pace of life continues to quicken. As an intervention, meditation has been found to help workers deal with stress, improve their character, conduct, and communication, and bring about a change from within. Since anxiety is a leading cause of adult impairment across the globe, many government and health organizations advocate meditation as a treatment for stress and anxiety. This study explores meditation's potential to enhance corporate and organizational performance by promoting the development of positive attitudes, values, and personality characteristics among employees. Here, we look at how meditating at work might improve employees' well-being and output. It uses numerical information on traits including personality, social intelligence, empathy, and other mental states. There were workers there from all sorts of businesses and backgrounds. Meditation's positive effects on self-awareness, emotion control, social competence, and empathy were evident among the study's frequent meditators. Meditating workers find it simpler to manage their time effectively and bounce back from setbacks in their personal and professional lives. Since the health and happiness of workers is becoming more of a focus in the modern workplace, meditation may be an excellent way to create a more tranquil and gratifying setting for everyone involved. Additional research is needed before any firm conclusions can be made regarding the relevance of these results to other types of workplaces.

Keywords: Meditation, Mindfulness, Personality, Positive Change, Stress

INTRODUCTION

Employees play a crucial role in an organization's growth and prosperity, requiring skills such as interpersonal, empathy, non-reactivity, self-confidence, and a positive outlook. Organizations often conduct programs and workshops to develop these skills, but these usually need more sustained change and have short-lived effects. The fast pace of life increases stress levels among individuals and employees, with over 50% of physical problems being psychosomatic. Meditation is an effective intervention for employees to relieve stress, enhance personality, behavior, and communication, and facilitate inner transformation. (Nalawade & Pradhan, 2016)

Since ancient times, businesses have used meditation to raise their staff's productivity, health, and contentment (Goodson, 2013). Relaxation and cultivating good emotions like love, patience, and forgiveness are emphasized. Mindfulness and self-awareness are common threads across many meditation practices, such as deep breathing, repeating phrases, and visualizing positive outcomes (Charoensukmongkola, 2014). Researchers have shown that people who meditate regularly and pay particular attention to their breathing have lower heart rates, blood pressure, and cortisol levels than those who do not (Pascoe & Crewther, 2016). Various government and health organizations have recommended meditation as an effective therapy for stress and anxiety (National Institutes of Health, 2016), which makes sense, given that anxiety is a primary cause of adult disability across the globe. It has been shown via meta-analyses and systematic reviews that different forms of meditation help alleviate symptoms of stress, anxiety, job-related tension, insomnia, and exhaustion, as well as boosting one's mood and overall health across a wide range of populations (Goyal et al., 2014). In a recent study of persons with GAD, mindfulness techniques were linked to reduced work absence and fewer visits to mental health professionals (Hoge et al., 2017).

Problems in many areas of life, including the economy, relationships, emotions, jobs, the environment, and stress, have risen due to the era's preoccupation with material goods. As a result, people are realizing the value of spiritual practices for gaining insight into and overcoming destructive patterns of conduct. Our spirituality includes thinking, actions, emotions, dreams, and understanding life's purpose (Fromm, 1947).

Meditation has been shown to improve overall health, including mind, body, heart, and brain (Sandhu et al., 2007). Managers and leaders often turn to meditation to deal with the stresses and anxieties inherent in their positions. Alternative treatments include physical activity, competitive sports, individual training, and group seminars on health and well-being (Karakas, 2010).

This research aims to investigate the potential of meditation as an intervention for improving business and organizational performance by fostering the growth of workers' attitudes, values, and character traits. Emotional Intelligence, Stress Management, and Relationship Skills were the three pillars. The statistical data analysis allowed us to confirm the study's premise.

LITERATURE REVIEW

Meditation

Udupa et al. (1975) found that engaging in spiritual activities may benefit various health and wellness indicators, including stress, blood pressure, anxiety, psychiatric illnesses, mental alertness, mindfulness, physical well-being, and restfulness. Increased coherence in brain wave functions has been proven in studies of the brain to boost focus, learning, memory, and creative thinking. Meditation, practiced since antiquity, is widely regarded as a critical meditation approach for introspective growth and has been employed as an alternative to conventional medical procedures and therapies. After eight weeks of meditation training, participants in a randomized controlled trial reported less work-related stress and psychological distress, greater job satisfaction and performance, and enhanced work engagement, subjective job performance, and job satisfaction.

Mindfulness

These three components are included in Brown et al.'s (2007) definition of mindfulness. As defined by them, mindfulness is "open awareness of mental and bodily sensations in the here and now." Several scientific studies have shown mindfulness to have numerous beneficial effects on human health and well-being. According to Glomb et al. (2011), several studies have shown that practicing mindfulness improves self-regulation.

Mindfulness has increased psychological flexibility, leading to decision-making driven more by one's values and aims than by anxieties or external pressures (Morone et al., 2017).

According to the expanding body of evidence mentioned by Baer and Lykins (2011), mindfulness is also a feature that differs from person to person. Researchers in the field of mindfulness generally agree that the capacity for mindfulness is both a unique personal attribute and a trainable skill.

Employee stress at the workplace

Mindfulness meditation has been found to benefit workers' mental and physical health by lowering stress levels. Mindfulness training has been demonstrated to improve vitality and immune system function in high-stress occupations. Employees in high-stress positions reported less emotional weariness in a 2003 research by Davidson et al., whereas a 2013 study by Hülshager et al. showed the same thing for their experimental group. If businesses want to help their employees relax, mindfulness training might be an option.

Employee performance at the workplace

Researchers Zeidan et al. (2010) showed that mindfulness training improved participants' executive function, cognitive performance, and working memory. Jha et al. (2010) and Roeser et al. (2013) are not the only researchers to find that 8 weeks of mindfulness training improves attention and concentration, leading to better working memory recall. Mindfulness training enhanced the participants' ability to perceive, remember information in working memory, and switch gears quickly. As described by Teper and Inzlicht (2014), mindfulness training makes people less likely to put up mental defenses in response to criticism, which may lead to unintentional dismissal of helpful comments.

Psychological well-being (PWB)

PWB refers to the practice of actively grappling with life's existential questions and evaluating one's sense of meaning, agency, potential, and connection to others. The subjective well-being of meditators has been proven to increase while their anxiety, aggression, and sadness all decrease, according to Hoge et al. Meditation practices have been found to improve a wide range of mental abilities, some of which are not even considered to exist by Western psychology. The Buddhist practice of meditation has been demonstrated to enhance mental and physical health, enhancing focus and memory. It is unclear how various types of meditation influence cognitive processes or how these changes, in turn, improve well-being.

Satisfaction with life (SWL)

The quality of one's life, as seen by oneself, may be measured along the cognitive dimension known as the subjective well-being (SWB) scale. One's SWB reflects one's own evaluation of how well one's life is developing. There is a significant conceptual link between life satisfaction and happiness, with a correlation of 0.62 ($p < 0.001$). According to research by Argyle et al. (1989), a person's satisfaction over a specific period may be seen as a proxy for their level of pleasure. One's level of contentment with life may be inferred from how one rates and interprets different facets and events of it. According to Moberg (1986), a sign of spiritual health is the belief that one's life has significance and the degree to which one is satisfied. (Rothschild et al., 2017)

Research Objectives

- Meditation has an impact on worker behavior, as assessed by referencing the aforementioned components.
- Meditation has a measurable influence on workers' personalities when their personalities are compared to the previously stated constructs.

METHODOLOGY

The authors followed the After-Only with Control Design (Kothari & Garg, 2014) for their research. The employee behavior and personality survey was developed to put the study goals to the test. The instrument also included a space for collecting respondents' demographic information.

Sample

Employees from a wide range of companies provided the information. Judgment sampling was used as the method for information gathering. Subjects were required to demonstrate that they were committed meditators who had made meditation a part of their daily routine before being considered. The following two sets of workers were given the instrument to gather data from e.g., Non-meditators and Meditators. A total of 137 answers from the non-mediator and mediator groups were included in the final analysis.

Scale Development

Interpersonal competence, empathy, resilience in the face of adversity, self-awareness, and emotional steadiness were among the topics we explored. A total of 137 people filled out the survey for the pilot test. The outcomes of the current investigation were analyzed using SPSS. N=137 was chosen as the sample size for the investigation. Cronbach's alpha is a reliability analysis metric used to measure the data's internal consistency. In order to learn about the demographics of the respondents, a percentage analysis was performed.

RESULTS AND ANALYSIS

The data analysis results are based on information gathered from study participants.

Table 1: Frequency Of respondents

Respondents	Frequency	Percentage
Male	67	48.9
Female	70	51.1
Age		
Less than 30	56	40.9
31-40	61	44.5
40-50	20	14.6
Marital Status		
Married	65	47.4
Unmarried	72	52.6

The data shows almost the same number of male and female responders (67 and 70, respectively). Sixty-one respondents are between the ages of 31 and 40, whereas just twenty are between the ages of 41 and 50. 65 (47.4%) of those who responded are married, while just 72 (52%) are single. There is not much of a distinction between married and unmarried responders. The data points to a fairly even gender split among respondents. Those between the ages of 31 and 40 comprise the biggest age group.

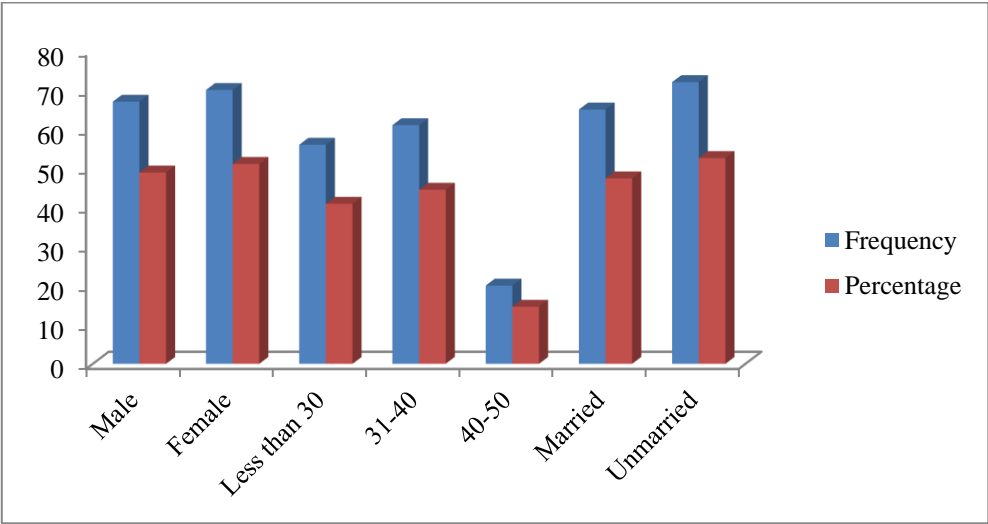


Figure 1: Frequency of respondents

In Table 2 below, you can see the breakdown of the two groups' demographics. The demographic similarities between the two groups were clear.

Table 2: Demographic comparison of the two groups

	Non-Meditators	Meditators
Female	41.8%	39.5%
Male	58.2%	60.5%

According to the numbers, just 41.8% of the female participants meditate, whereas 60.5% of the male participants do. Women comprise a somewhat more significant share of the non-meditators (41.8%) than the meditators (39.5%). Only 60.5% of the male participants meditate, whereas 58.2% of the male participants do not. The percentage gap between meditators and non-meditators is minimal, indicating that about the same number of men and women practice meditation. The differences in meditation practice are small and not very noticeable.

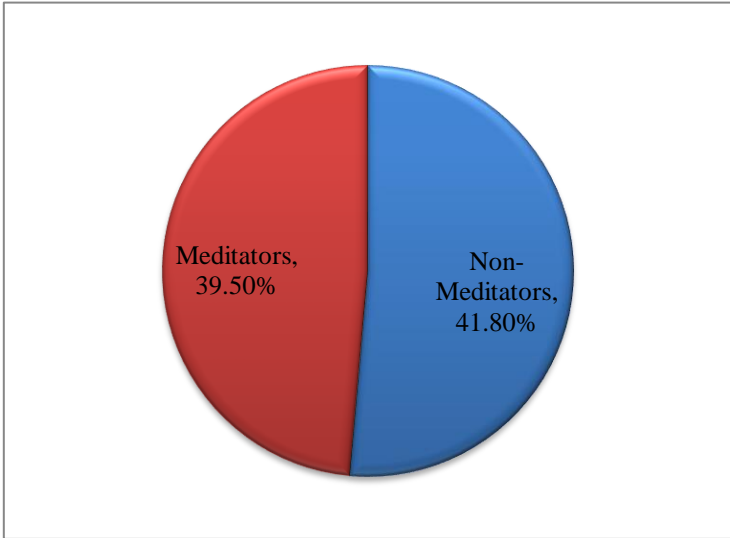


Figure 2: Demographic comparison

Data for the non-meditator group was analyzed using Maximum Likelihood with Direct Oblimin rotation after items with lower levels of item-total correlations were removed.

Table 3: Reliability Analysis

Factors	No. of items	Cronbach's Alpha	Status
Interpersonal Skill	5	0.985	Excellent
Equanimity	5	0.989	Excellent
Mindfulness	4	0.941	Excellent
Empathy	6	0.989	Excellent
Personality	7	0.940	Excellent

Cronbach's alpha was used to determine whether or not the results were consistently reliable within each factor. Table 3 displays the findings from the reliability study as well as descriptive statistics for each variable. Cronbach's alpha scores for each component vary from 0.940 to 0.989, showing that they are highly consistent.

The model fit for these 5 components across both samples was shown by doing a Confirmatory Factor Analysis (CFA) using the Lavaan Module of R programming. Factor loadings, variances, covariances, and residual error variances may all be estimated using CFA when used in measurement models. According to (Bentler & Douglas, 1980) The goodness-of-fit is evaluated by comparing the model to the data using several metrics, such as the interpersonal skill, equanimity, mindfulness, empathy and personality.

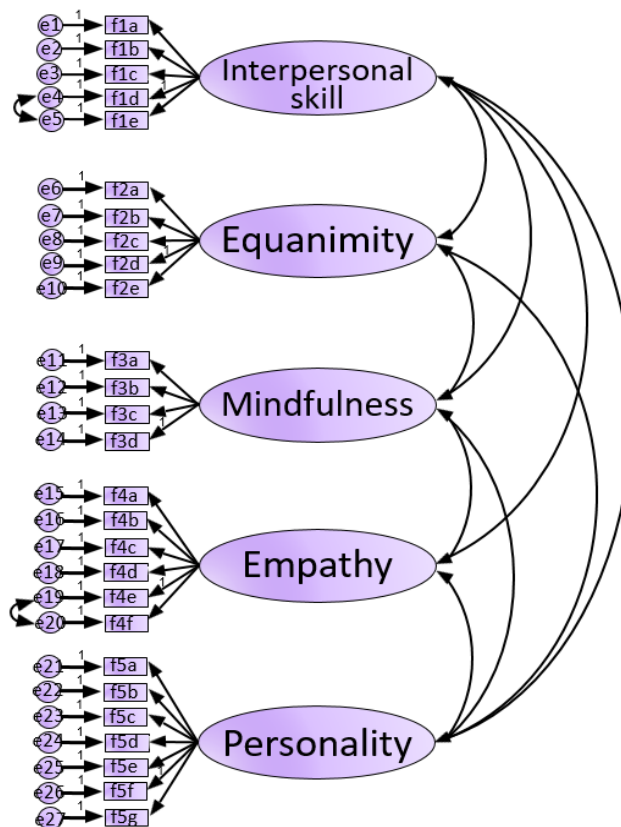


Figure 3: Confirmatory Factor Analysis Model for the Effective Meditation Practice for Positive Changes in Employees

Table 4: Model fit summary

Variable	Value	
Chi-square value(χ^2)	296.882	
Degrees of freedom (df)	161	
P value	0.000	P-value <0.05 (Hair et al., 2006)
GFI	0.943	> 0.90 (Daire et al., 2008)
RFI	0.942	>0.90 (Hair et al., 2006)
NFI	0.950	>0.90 (Hair et al., 2006)
IFI	0.977	> 0.90 (Daire et al., 2008)
CFI	0.977	>0.90 (Hu and Bentler, 1999)
RMR	0.052	< 0.08 (Hair et al., 2006)
RMSEA	0.079	< 0.08 (Hair et al., 2006)

Using the recommended cutoff of 0.90 from Hu and Bentler (1999) and Joreskog and Sorbom (1981), we find that the sample data are well represented by the structural model, with a GFI (Goodness of Fit Index) of 0.943, CFI (Comparative Fit Index) of 0.977, RFI (Relative Fit Index) of 0.942, and NFI (Normed Fit Index) of 0.950. Similarly, both RMR = 0.052 and RMSEA = 0.079 are less than the 0.08 essential limit (Steiger, 1989) for both metrics.

Table 4: Mean score for the factors

Factors	N	Mean	Std. Dev.
Interpersonal Skill Non-Meditators	137	21.34	3.06
Interpersonal Skill Meditators	137	22.63	2.84
Equanimity Non-Meditators	137	11.57	2.27
Equanimity Meditators	137	13.74	2.35
Mindfulness Non-Meditators	137	12.92	2.64
Mindfulness Meditators	137	15.18	2.13
Empathy Non-Meditators	137	17.63	2.83
Empathy Meditators	137	18.77	2.25
Personality Non-Meditators	137	11.48	1.89
Personality Meditators	137	11.35	1.27

The table compares non-meditators and meditators across various dimensions, including interpersonal competence, equanimity, mindfulness, empathy, and personality. The average meditator has a slightly higher Interpersonal Skill score (22.63) than the average non-meditator (21.34), indicating improved social abilities. The average meditator has a higher score of 13.74 on the trait of equanimity, which indicates more emotional stability. Meditators have much greater levels of mindfulness (15.18) than those who do not practice meditation (12.92). The meditators had a slightly higher empathy score (18.77), which suggests that meditation may help boost empathy. There is a slight variation in personality ratings between meditators (11.35 and 11.48) and non-meditators.

Overall model fit was attained for 5 variables for both groups when the experimental group's data was exposed to this model test. Table 5 displays the five factors generated and the corresponding scores for both groups. The statistical mean scores for the meditators group were higher than those of the nonmeditators group on all five variables.

Additionally, histograms were created for all five characteristics of each group to facilitate comparison. The distribution of participants' Equanimity scores, among those who meditate and those who do not, is graphically represented in the following histograms.

It should be noted that the Standard Deviation of the two distributions was also significantly different, with the meditator group having a narrower distribution (Std. Dev. = 2.27 vs. 2.35 for the non-meditator group) than the non-meditator group. This showed that the meditators were affected by the practice.

The meditators outscored the non-meditators on all five dimensions, suggesting that meditation improved the workers' attitudes, behaviors, and personalities. They could maintain their composure under pressure, which was more evidence of their resilience. As a result, they became less quick to respond. In addition, they reported feeling better about themselves as people and being able to interact with others with more compassion.

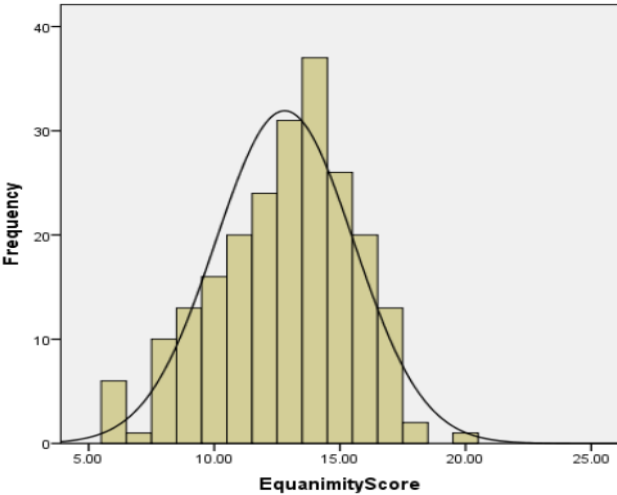


Figure 3: Meditators Histogram

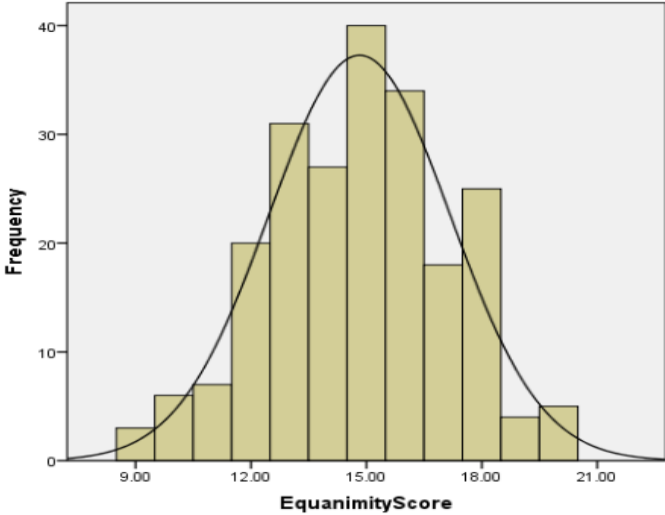


Figure 4: Meditators Histogram

DISCUSSION

Our secondary study goal was met, and the validity of this self-report instrument to collect data on employee behavior and personality was confirmed by a Confirmatory Factor Analysis (CFA) of an independent sample. All the value of fit indices achieved. Based on the value of factor loading, the item in attitude construct shows the highest value. This indicates that it's give the highest impact compare to other items. It's revealed that the attitude play very important role to determine the employee's achievement. Attitude only can control by themselves. The most significant differences in mean scores were found for the equanimity and mindfulness factors (Table 4). This is encouraging and lends credence to the claim that meditation trains one to view life's challenges with greater awareness, allowing them to do so while maintaining their composure and avoiding emotional responses. What is more, it is promising that the devised instrument, which collected answers to real-world scenarios, was able to quantify the effect of meditation on workers' attitudes and actions. Table 4 also shows that the gap between the meditator and non-meditator groups on the personality dimension was much less. This is likely because fewer things were included in this factor than others with a more significant total number of items.

Limitations

Because of the possibility of confounding variables, it is difficult to conclude that meditating is responsible for any changes that may have been noticed. Results may not apply to other forms of meditation if they are only tested on one.

Future studies

Examine the relationships between meditation results and organizational variables such as leadership backing, program length, and company culture. Extend the duration of the follow-ups to see how long the benefits of meditation last. Meditation therapies may have better participation and effects if personalized to each participant.

CONCLUSION

Positive traits, including social competence, empathy, personality, mindfulness, and serenity, are all bolstered with regular meditation practice, as shown by this study. Employees who meditate have an easier time juggling their professional and personal lives and dealing with difficult circumstances. Employees and the company as a whole may reap the rewards of this strategy. When workers succeed, the company benefits from more vital unity, enhanced productivity, and laser-like concentration on its goals. The results of this research add to the growing body of evidence supporting the use of meditation in the workplace. Organizations may foster healthier, more engaged, and more productive workforces by considering this study's limits and expanding upon the groundwork created. Meditation is a possible option for fostering a more peaceful and rewarding professional environment as the goal of employee well-being becomes increasingly prominent in today's workplace.

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