

Role of Yoga Program in Enhancing Yoga Self-efficacy of Employees in Healthcare Industry During Covid: An Empirical Study

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Abstract

The adverse impact of Covid-19 can be felt at all spheres of life. It has not only affected people physically but also adversely affected the mental and emotional health. Healthcare providers are one of the most prominent group affected psychologically with the pandemic situation as they continuously provide their help and care to the patients. Thus, it is important to heal the physical and mental health of the healthcare providers regularly. The present study aims at examining the yoga self-efficacy of employees in healthcare industry through intervention of yoga program. A yoga program of fifteen days was conducted at five different healthcare institute of Udaipur district. The respondents were asked to fill the yoga self-efficacy scale (YSES) on the first day of the program. After completion of the program, the respondents were asked to again fill the yoga self-efficacy scale. 236 data were collected through structured questionnaire. SPSS21 was used to test the reliability and validity of the YSES. The hypothesis was analyzed using paired t test in SPSS21. The results shows that there is significant positive difference in the self-efficacy of employees who attended the yoga program for fifteen days. The results were supported the previous literature and makes three major contributions. First, it explores the intervention of yoga program in healthcare industry and examines the need of the same during the covid situation. Second, it suggests that inculcating yoga in daily life helps in improving the body movement, mind and breath of the individuals. Third, it calls for the healthcare management to induce such intervention strategies on regular basis.

Keywords: yoga, self-efficacy, covid-19, healthcare

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I. INTRODUCTION

The adverse effect of COVID-19 virus has placed several psychological distresses among individuals. The negative outcome of pandemic will have short term and long-term impact on the mental health of the people (Tandon, 2020). It has been more than two years now from the date the first case of covid-19 was discovered in Wuhan, China in December, 2019 but the cascading effect is still continuing with the rise of new variant of virus in every six to eight months. Such widespread virus has resulted into severe psychological or mental health consequences. Several strategic public health measures are executives in all parts of world to curb the spread of COVID-19 (Adhikari et al., 2020). Such deadly virus has led to germination of psychological distress like anxiety, fear, depression, stress (Bao et al., 2020). In India, the cases of psychological health imbalance are increasing with the continuous increase in fear of the outcome. Several research has focused on the importance of yoga in promoting the mental wellness of the individuals. Recent research indicates that performing yoga led to several benefits physically and mentally and is inversely related to stress level of individuals. "Yoga" is a Sanskrit word that can be translated as 'to join' or 'to unite,' symbolizing the union of body and consciousness. It is a multi-component discipline that includes three forms of practice, namely postures and physical exercises (Asana), breathing regulation techniques (Pranayama), and meditation-based (control of attention, dissociating oneself from the disturbing thought) activities".

Research shows that certain tailor-made asana practices, dedicated pranayama's, meditation, and mantras could help in enhancing the productivity of the individuals. Research has concluded that doing yoga on regular basis helps in reducing stress, diastolic blood pressure, symptoms of menopause (Busiing et al., 2012). Though several research has pointed out the importance of yoga in supporting the mental health of workers (Yoneyama, M., Yoshida, H., & Kagitani, Y., 2019), but there is dearth of research in examining the effect of yoga intervention program on body, breath and mind of the individuals especial in healthcare industry. The present research aims at fulfilling this gap by examining the impact of yoga on the individuals through yoga self-efficacy scale.

II. LITERATURE REVIEW

(Wadhen & Cartwright, 2021) in their studied conducted online yoga intervention for people working from home. Pre and post intervention data were analyzed using two way ANOVA revealed that the yoga has significant effect on the mental well-being of individuals.

(Jasti, et al., 2020) in their research pointed out that tele-yoga intervention helps in reducing the stress level of individuals and enhancing their well-being. The intervention included four-week tele yoga module to compare the perceived level of stress before and after the module.

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(Ransing et al., 2020) used semi structured questionnaire to develop a conceptual framework of mental health intervention program during pandemic. They focus that the organization advance preparation, cross disciplinary collaboration and integration is necessary to have effective results of mental health intervention.

(Zou et al., 2018) in their meta-analysis study showed that yoga training on heart rate variability helps in reducing the stress level as compared to Tai-chai training program.

(Descilo et al. 2010) in their study examined the yoga breath program as an intervention to reduce stress disorder by using trauma reduction exposure technique. They study was carried on 183 tsunami survivors by assigning them three yoga intervention program. By using SNOVA and mixed effect regression they showed that psychological distress is relieved with the help of yoga breath-based intervention.

III. OBJECTIVE OF THE STUDY

The objective of the study was

1. To understand the need to yoga in health care industry
2. To examine the significance of yoga intervention program on yoga self-efficacy (body, breath and mind) of employees.

IV. RESEARCH METHODOLOGY

Hypothesis of the study

H01: There is no significance difference between the body movement of employees before and after intervention of yoga program.

H02: There is no significant difference between the breath movement of employees before and after intervention of yoga program.

H03: There is no significant difference between mental health (mind) of employees before and after intervention of yoga program.

Methodology

The methodology of the research process includes the measure, sample size, methods and techniques adopted for the research paper. The current study was conducted for the employees working in the healthcare industries. The main objective of the study was to analyze the impact of yoga intervention on the yoga self-efficacy of employees. A yoga program of 15 days was introduced with the help of yoga trainer from 15th July to 30th July, 2021. A structured yoga program was prepared for fifteen days. The researcher, academic experts and yoga trainer developed the specific asana, pranayama for fifteen days for the employees. The program was developed on the basis of the nature of work of the employees in the healthcare. Each session was designed for one hour and forty-five minutes for fifteen days. For the purpose of the study, a list of hospitals in Udaipur were collected through internet. The hospital management staff were approached for the conduct of the yoga program for the employees. The objective of the research was well explained to the management staff. Five hospitals gave their consent to

organize yoga program for their employees for fifteen days. All guidelines pertaining to the current situations was well adhered. The ethical protocols were followed and the anonymity of the hospitals were considered. In total five yoga program each were conducted one at each hospital.

Sample and Data

Only the employees working in health care industry were the part of the study, thus judgmental sampling was used. The hospital management circulated the information of the yoga program among their employees and invited employees to attend the same for fifteen days at their discretion. The objective of the research was well explained to employees. A structured questionnaire was circulated among the employees on the first day of yoga. Around 245 respondents filled the questionnaire on the first day of yoga program. A code for each participant was provided. After the fifteen days, the same participants were asked to fill the questionnaire again. The code was used to match the earlier responses of the participants. After data entry, around 11 questionnaires were discarded due to incomplete information. Finally, 236 became the sample size of the study.

Measure

In order to measure the yoga self-efficacy of employees, well developed scale of thirteen items was used (Birdee, Sohl and Wallston, 2016). All thirteen items were divided into three categories body (5 items), breath (4 items) and mind (4 items). All items were measured on five-point scale where 1 denoted "strongly disagree" to 5 representing "strongly agree". Sample statements include "During yoga, I am able to remain as comfortable as possible while doing movements.", "During yoga, I am able to keep my breath smooth and continuous."

V. DATA ANALYSIS/RESULTS

Descriptive statistics

Table 1.1 Descriptive Statistics of respondents				
		Frequency	Percent	Valid Percent
Gender	Male	137	58.1	58.1
	Female	99	41.9	41.9
	Total	236	100.0	100.0
Age	20-30 years	68	28.8	28.8
	30-40 years	52	22.0	22.0
	40-50 years	63	26.7	26.7
	above 50 years	53	22.5	22.5
	Total	236	100.0	100.0
Designation Category	Nursing staff	76	32.2	32.2
	Doctors	35	14.8	14.8
	Administration staff	93	39.4	39.4
	Security staff	32	13.6	13.6
	Total	236	100.0	100.0

Source: Researcher's own compilation

Validity and Reliability of the scale

The content validity of the scale was administrated by the researcher in SPSS by calculating the correlation of all items of specific variable with its total. The correlation of each item with its construct total came out to be significant which confirm the content validity of the variables. The results are given in the table below

Table 1.2: Content Validity of Body movement variable

Correlations						
	BM1	BM2	BM3	BM4	BM5	TotalBM
BM1	1	.649**	.399**	.301**	.326**	.755**
BM2	.649**	1	.365**	.224**	.261**	.706**
BM3	.399**	.365**	1	.459**	.429**	.727**
BM4	.301**	.224**	.459**	1	.504**	.694**
BM5	.326**	.261**	.429**	.504**	1	.699**

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher's own compilation

Table 1.3: Content Validity of Breath movement variable

Correlations					
	Br1	Br2	Br3	Br4	TotalBr
Br1	1	.301**	.311**	.332**	.672**
Br2	.301**	1	.378**	.453**	.745**
Br3	.311**	.378**	1	.314**	.710**
Br4	.332**	.453**	.314**	1	.733**
TotalBr	.672**	.745**	.710**	.733**	1

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher's own compilation

Table 1.4: Content Validity of Mind variable

Correlations					
	M1	M2	M3	M4	Total M
M1	1	.389**	.341**	.461**	.747**
M2	.389**	1	.318**	.406**	.709**
M3	.341**	.318**	1	.398**	.709**
M4	.461**	.406**	.398**	1	.771**

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher's own compilation

In order to test the reliability of three variables (body, breath and mind) Cronbach alpha was calculated in SPSS21. The value of all the variables is more than 0.7, thus reliability of the construct is achieved.

Table 1.5: Reliability score of the variables

Variable	Reliability Statistics	
	Cronbach's Alpha	N of Items
1. Body Movement	.762	5
2. Breath Movement	.710	4
3. Mind	.714	4

Source: Researcher's own compilation

VI. RESULTS

After checking the validity and reliability of the scale, paired t test was performed to test the developed hypotheses. The results for the same are given in table 1.6 and 1.7.

Table 1.6 Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Body	BM_Before	2.7559	236	.59566	.03877
	BM_After	3.9155	236	.76001	.04947
Breath	Br_Before	2.8699	236	.78915	.05137
	Br_After	3.6665	236	.77054	.05016
Mind	M_Before	2.8513	236	.59687	.03885
	M_After	3.6665	236	.77054	.05016
YSES	YSESBefore	2.8104	236	.51888	.03378
Total	YSESAfter	3.7821	236	1.06169	.06911

Source: Researcher's own compilation

Table 1.7 Paired Samples Test Results

		Paired Differences			t	df		Decision
		Mean	Std. Deviation	Std. Error Mean			Two-Sided p	
Pair 1	<u>BM_Before - BM_After</u>	-1.160	1.006	0.065	-17.704	235	0.000	Significant Difference
Pair 2	<u>Br_Before - Br_After</u>	-0.797	1.046	0.068	-11.704	235	0.000	Significant Difference
Pair 3	<u>MindS_Before - MindS_After</u>	-0.815	0.940	0.061	-13.320	235	0.000	Significant Difference
Pair 4	<u>YSESBefore - YSESafter</u>	-0.972	1.108	0.072	-13.477	235	0.000	Significant Difference

Source: Researcher's own compilation

The results shows that significant difference exist before and after yoga program in body movement ($t = -17.704$, $p < 0.05$), breath movement ($t = -11.704$, $p < 0.05$), mind ($t = -13.320$, $p < 0.05$) and yoga self-efficacy ($t = -13.477$, $p < 0.05$). Thus, the results shows that null hypotheses are rejected and there exist significant difference in body, breadth and mind variable of individuals before and after yoga program. The table 1.6 shows that after attending the yoga program for fifteen days, there has been significant increase and improvement in the body movement, breath movement, mind and overall yoga self-efficacy of individuals.

VII. DISCUSSIONS

The aim of the current study was to analyze the impact of yoga program on the yoga self-efficacy of the individuals in

the health care industry. The results show that with the intervention of yoga program at the workplace, positive significant improvement was observed for the body movement, breath movement and mental health (mind) of the individual. The ongoing pandemic has created anxiety, fear and stress among all. Especially healthcare employees are facing mental challenges as they have to handle so many patients at the same time in this pandemic situation (Pearman, Hughes, Smith and Neupert, 2020). The results indicate that when yoga is introduced in the life, it helps the employees to gain the smooth body momentum, calm down by learning deep breathing and increase their level of focus and confidence.

VIII. MANAGERIAL IMPLICATIONS

First, it explores the intervention of yoga program in healthcare industry and examines the need of the same during the covid situation. Second, it suggests that inculcating yoga in daily life helps in improving the body movement, mind and breath of the individuals. Third, it calls for the healthcare management to induce such intervention strategies on regular basis.

IX. LIMITATIONS AND FUTURE SCOPE

Every research is posed with some limitation. The current research work is no exception for such. It possesses certain limitation. First, the data is collected from Udaipur district thus posing geographical limitation and making it difficult to form the generalization of the results. More cities should be included for future research. Second, the study focuses only on healthcare industry. The other sectors did not form the part of the research. In future, the intervention of yoga program can be examined in different sectors. Third, the sample undertaken for the study was not random therefore the intervention of yoga may differ with those living and working in other states and countries. Finally, the underlying mechanism in yoga self-efficacy like impact of gender, level of management etc. are not studied which can be considered by other researchers.

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