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Assessing The Role of Yoga in Managing Job-Related Anxiety Among Employees

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Abstract

Anxiety is a potential cause of serious influence in a person's daily life. The aim of the research was to assess the effects of a two-month daily yoga practice (excluding Sundays and gazetted holidays) on the employees of job anxiety. The study hypothesized that three months of consistent yoga practice would lead to a positive impact on job anxiety levels. A total of 70 participants, both male and female employees from Haridwar, aged between 25 and 55 years, took part in the study. They were randomly divided into two groups: an experimental group and a control group, each consisting of 35 participants. The experimental group participated in a one-hour daily yoga session for a period of three months, while the control group did not engage in any physical activity. Statistical analysis using ANOVA indicated a significant improvement in job anxiety levels between pre- and post-test results for the experimental group. The findings suggest that three months of regular yoga practice is effective in reducing job-related anxiety among employees.

Keywords: Yoga, Anxiety, Employees, workers, Job Anxiety.

Introduction

Anxiety significantly impacts daily life, and workplaces are among the primary sources of this stress [1]. Contributing factors include unrealistic performance expectations and the pressure of forced socialization, which can adversely affect physical, social, and psychological well-being. These challenges are often rooted in poor workplace design, disorganized management, and unsupportive social environments [2]. Anxiety itself is characterized by feelings of fear, uneasiness, and restlessness, and can also manifest through physical symptoms such as sweating and increased heart rate. While anxiety can be a normal response to stress, it becomes problematic when persistent and unmanaged [3].

According to the Anxiety and Depression Association of America (ADAA), while only 9% of individuals are living with a diagnosed anxiety disorder, 40% experience ongoing stress or anxiety in their daily lives [4]. The economic implications of this are profound. A 2019 World Health Organization report estimated that anxiety and depression cost the global economy $1 trillion each year in lost productivity [5].

In India, job-related anxiety is increasingly prevalent. The ADP Global Workforce View (2020) reported that 70% of Indian workers experienced stress at least once during the workweek. Further emphasizing this trend, a survey conducted by Genius Consultants in 2024 revealed that over 45% of Indian employees experienced anticipatory anxiety every Sunday evening before the workweek [6]. Gallup's 2025 *State of the Global Workplace* report found that 30% of Indian employees experience daily work-related stress, while globally, 41% of employees reported high levels of daily workplace stress [7]. Complementing these

findings, a Forbes report noted that 80% of workers suffer from "productivity anxiety," underscoring how workplace pressures significantly affect employee well-being [8].

In response to these growing concerns, Yoga, a traditional Indian mind-body practice, has been recognized as an effective intervention for managing job-related anxiety [9-10]. Yoga integrates physical postures (asanas), controlled breathing (pranayama), ethical principles, and meditative practices that collectively address both physiological and psychological stress responses [11]. Research indicates that regular yoga practice can reduce cortisol levels, promote relaxation, and enhance emotional regulation, making it particularly beneficial in managing workplace anxiety [12-13].

Incorporating simple techniques such as light exercise (Sukshma Vyayam), pranayama, prayer, and asanas has been shown to cultivate a calm and resilient mental state. These practices not only alleviate symptoms of anxiety but also strengthen coping mechanisms, leading to improved focus, satisfaction, and performance at work [14]. As job anxiety continues to impact a significant portion of the workforce, yoga offers a holistic, accessible, and evidence-based strategy for enhancing mental well-being in occupational settings. "Yoga has been recognized as an effective intervention for managing job-related anxiety, with studies demonstrating its efficacy in reducing stress and enhancing mental well-being among employees" [15].

Methodology

Participants and Design

A total of 70 employees (both male and female) (aged 25–55) from a private company in Haridwar were randomly selected for this study. Participants were assigned to either an experimental group (n = 35) or a control group (n = 35). Inclusion criteria included full-time employment and absence of prior yoga experience.

Objectives of the Study

To evaluate the effect of Yoga intervention alone on job-related anxiety using the Job Anxiety Scale.

Hypothesis

H_0: Yoga intervention does not have a significant effect on job-related anxiety among employees.
H_1: Yoga intervention has a significant effect on job-related anxiety among employees.

Intervention

The experimental group underwent a one-hour daily yoga session for three months, excluding Sundays and public holidays. The control group did not participate in any physical or mindfulness-related activity during this period. The yoga module included Sukshma Vyayam, Asanas, Pranayama, and guided meditation.

Measures

Job anxiety was assessed using the standardized and validated English version of the Job Anxiety Questionnaire. Pre- and post-test data were collected for both groups.

Statistical Analysis

Chi-square tests were used for demographic comparisons. ANOVA and one-way analysis of variance were

used to determine the significance of differences between pre- and post-intervention scores.

Result

Data was analyzed using the Analysis of Variance at .05 level of significance. The subjects of both groups were compared on selected Psychological Variables. The result of analysis of variance was presented through table

Table 1: Demographic Analysis Using Chi-Square Tests

Parameters	Range	Experimental Group (N=35)	Control Group (N=35)	Chi-Square Value X^2 (df)	p-value
Age Group	25-40	32 (91.4%)	26 (74.3%)	2.51 (1)	0.113
	41-55	03 (8.57%)	09 (25.7%)		
Gender	Male	16 (45.7%)	20 (57.1%)	0.51 (df = 1)	0.473
	Female	19 (54.3%)	15 (42.9%)		
Marital Status	Married	18 (51.4%)	25 (71.4%)	2.17 (df = 1)	0.141
	Unmarried	17 (48.6%)	10 (28.6%)		

Table 1 presents the demographic distribution and results of Chi-Square tests for independence between the experimental and control groups across three parameters: age group, gender, and marital status. In the age group category, 91.4% of the experimental group were aged 25–40, and only 8.6% were in the 41–55 range. The Chi-Square test yielded a value of 2.51 (df = 1, $p = 0.113$), indicating no significant difference between groups by age. For gender, 45.7% of the experimental group were male and 54.3% female, with a Chi-Square value of 0.51 (df = 1, $p = 0.473$), suggesting no significant gender-based distribution differences. Similarly, marital status was nearly equally split, with 51.4% married and 48.6% unmarried in the experimental group. The Chi-Square value of 2.17 (df = 1, $p = 0.141$) again showed no significant variation. Overall, these results suggest that the experimental and control groups were demographically comparable, ensuring internal validity and minimizing potential confounding variables.

Table 2: Pre- and Post-Test Scores for Job Anxiety

Group	N	Pre-Test (Mean ±SD)	Post-Test (Mean ±SD)
Experimental Group	35	136.23 ± 56.09	77.66 ± 50.18
Post Data	35	121.54 ± 43.62	150.46 ± 46.59

Table 2 presents the pre- and post-intervention scores of the experimental and control groups. Each group consisted of 35 participants. In the pre-test phase, the experimental group had a total score of 4238 with a mean of 136.23 ± 56.09, while the control group had a total score of 4845 and a mean of 121.54 ± 43.62. The difference between the groups in the pre-test was not statistically significant (p = 0.225), indicating baseline comparability.

In the post-test, the experimental group's total score decreased to 2405 with a mean of 77.66 ± 50.18, reflecting a marked improvement. Conversely, the control group's total score remained high at 4653 with a mean of 150.46 ± 46.59. The post-test difference between the groups was statistically significant (p <

0.001), demonstrating the effectiveness of the intervention applied to the experimental group shown in Figure 1.

Figure 1: Linear Representation of Changes in Yoga and Control Groups

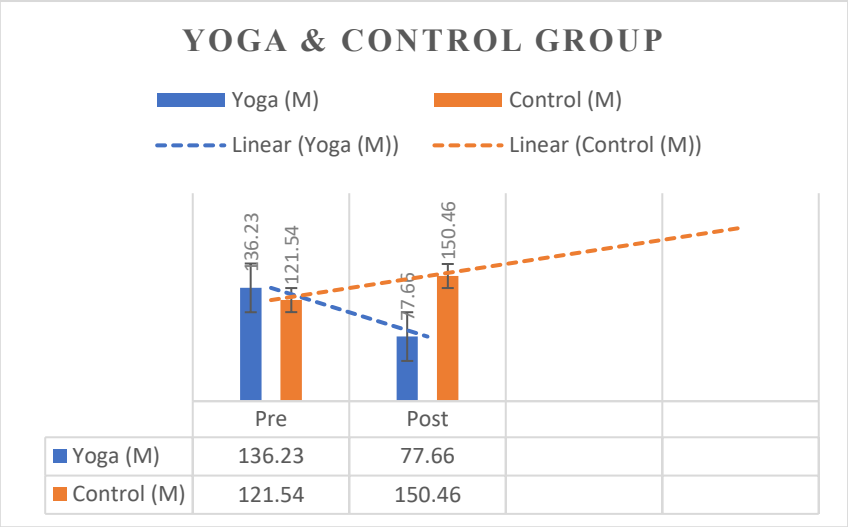

Table 3: One-Way ANOVA for the Effect of Yoga Intervention on Job Anxiety Scores

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	38751.56	1	38751.56	86.57371	9.5479E-14	3.98
Within Groups	30437.71	68	447.6134			
Total	69189.27	69				

Table 3 presents the results of a one-way Analysis of Variance (ANOVA) conducted to examine the statistical differences between the experimental and control groups. The between-group sum of squares (SS) was 38751.56 with 1 degree of freedom (df), while the within-group SS was 30437.71 with 68 degrees of freedom, resulting in a total SS of 69189.27 across 69 df.

The mean square (MS) between groups was calculated as 38751.56, and the MS within groups was 447.61. The computed F-value was 86.57, which is significantly higher than the critical F-value (F crit = 3.98) at the 0.05 level. The associated p-value was extremely low ($p = 9.55 \times 10^{-14}$), indicating a highly significant difference between the groups.

Discussion

The findings of the present study demonstrate a statistically significant impact of the intervention on psychological variables, as revealed through both descriptive and inferential statistical analyses. The demographic analysis using Chi-Square tests showed no significant differences between the experimental and control groups across age, gender, and marital status (Table 1). This demographic homogeneity enhances the internal validity of the study by reducing the likelihood of confounding variables influencing the results.

In Table 2, pre-intervention scores between the groups were not significantly different ($p = .225$), indicating a comparable baseline. However, post-intervention results showed a marked improvement in

the experimental group's psychological scores (M = 77.66, SD = 50.18) compared to the control group (M = 150.46, SD = 46.59), with a highly significant *p*-value ($p < .001$). This suggests the effectiveness of the intervention applied to the experimental group.

The ANOVA results further confirmed the statistical significance of the intervention ($F = 86.57$, $p < .001$), indicating a strong effect of the experimental condition. These results are consistent with previous studies demonstrating the efficacy of structured psychological or yogic interventions in reducing stress, anxiety, and enhancing emotional stability [16]. Similar conclusions were drawn by Bhargava et al., who reported improved autonomic regulation and emotional control following yoga-based training [17].

Furthermore, the substantial post-intervention decrease in psychological distress in the experimental group aligns with findings by Telles et al., (2012), who documented significant benefits in psychological health from integrated yoga practices [18]. These results contribute to the expanding literature supporting mind–body approaches in the promotion of mental well-being.

Conclusion

Three months of structured yoga practice can significantly reduce job-related anxiety among employees. The positive outcomes underscore the need for including yoga in corporate wellness strategies to enhance mental well-being, work satisfaction, and productivity.

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