

UNIT I HUMAN VALUES

Morals, values and Ethics – Integrity – Work ethic – Service learning – Civic virtue – Respect for others – Living peacefully – Caring – Sharing – Honesty – Courage – Valuing time – Cooperation – Commitment – Empathy – Self-confidence – Character – Spirituality – Introduction to Yoga and meditation for professional excellence and stress management.

Values, Morals, and Ethics

What are Values?

According to the dictionary, values are “things that have an intrinsic worth in usefulness or importance to the possessor,” or “principles, standards, or qualities considered worthwhile or desirable.” However, it is important to note that, although we may tend to think of a value as something good, virtually all values are morally relative – neutral, really – until they are qualified by asking, “How is it good?” or “Good to whom?” The “good” can sometimes be just a matter of opinion or taste, or driven by culture, religion, habit, circumstance, or environment, etc. Again, almost all values are relative. The exception, of course, is the value of life. Life is a universal, objective value. We might take this point for granted, but we all have the life value, or we would not be alive. Life is also a dual value – we value our own life and the lives of others.

What are Morals?

Moral values are relative values that protect life and are respectful of the dual life value of self and others. The great moral values, such as truth, freedom, charity, etc., have one thing in common. When they are functioning correctly, they are life protecting or life enhancing for all. But they are still relative values. Our relative moral values must be constantly examined to make sure that they are always performing their life-protecting mission. Even the Marine Corps core values of “honor, courage and commitment” require examination in this context. Courage can become foolish martyrdom, commitment can become irrational fanaticism, honor can become self-righteousness, conceit, and disrespect for others. Our enemies have their own standard of honor, they have courage, and they are surely committed. What sets us apart? Respect for the universal life value sets us apart from our enemies.

What is Ethics?

A person who knows the difference between right and wrong and chooses right is moral. A person whose morality is reflected in his willingness to do the right thing – even if it is hard or dangerous – is ethical. Ethics are moral values in action. Being ethical is an imperative because morality protects life and is respectful of others – all others. It is a lifestyle that is consistent with mankind's universal values as articulated by the American Founding Fathers – human equality and the inalienable right to life. As warriors it is our duty to be protectors and defenders of the life value and to perform the unique and difficult mission of taking the lives of those acting immorally (against life) when necessary to protect the lives of innocent others.

When you must kill protecting life it is still hard, but it is moral. Those who kill those not observant of their narrow relative religious, ethnic or criminal values – in other words, kill over relative values – are immoral. A dedication to protecting the life value of self and others – all others – makes the Ethical Warrior different and moral.

INTEGRITY

Integrity is defined as the unity of thought, word and deed (honesty) and open mindedness. It includes the capacity to communicate the factual information so that others can make well-informed decisions. It yields the person's 'peace of mind', and hence adds strength and consistency in character, decisions, and actions. This paves way to one's success. It is one of the self-direction virtues. It enthralls people not only to execute a job well but to achieve excellence in performance. It helps them to own the responsibility and earn self-respect and recognition by doing the job.

Moral integrity is defined as a virtue, which reflects a consistency of one's attitudes, emotions, and conduct in relation to justified moral values.

Work ethic

Work ethic is a set of values based on hard work and diligence. It is also a belief in the moral benefit of work and its ability to enhance character. A work ethic may include being reliable, having initiative, or pursuing new skills.

Workers exhibiting a good work ethic in theory should be selected for better positions, more responsibility and ultimately promotion. Workers who fail to exhibit a good work ethic may be regarded as failing to

provide fair value for the wage the employer is paying them and should not be promoted or placed in positions of greater responsibility. Work ethic is not just hard work but also a set of accompanying virtues, whose crucial role in the development and sustaining of free markets.

Benjamin Franklin wrote:

‘Remember, that time is money. He that can earn ten shillings a day by his labor, and goes abroad, or sits idle, one half of that day, though he spends but sixpence during his diversion or idleness, ought not to reckon that the only expense; he has really spent, or rather thrown away, five shillings besides. ...

Remember, that money is the prolific, generating nature. Money can beget money, and its offspring can beget more, and so on. Five shillings turned is six, turned again is seven and three pence, and so on, till it becomes a hundred pounds. The more there is of it, the more it produces every turning, so that the profits rise quicker and quicker. He that kills a breeding sow, destroys all her offspring to the thousandth generation. He that murders a crown, destroys all that it might have produced, even scores of pounds.’

Criticism of work ethic

Countercultural groups, most notably slacker, hippie and hacker communities, have challenged these values in recent decades, characterizing them as submissive to authority and social convention, and not valuable in and of themselves, but only if it brings a positive result. An alternative perspective has arisen in recent years, suggesting that the work ethic is being subverted in a broader, more mainstream and more readily marketed-to proportion of society. This perspective has given rise to the phrase "work smart".

In the 19th century, the Arts and Crafts movement of William Morris in the UK and Elbert Hubbard in the US noted how "alienation" of workers from ownership of the tools of production and their work product was destructive of the work ethic because in the expanding firms of that era, the workers saw no point in doing more than the minimum. The notion of work ethic was revised to include giving up control over the work process to management so that the latter could study and "rationalize" the work process, and the notion of work ethic thereafter included acknowledgment of management control. Good work ethics includes a positive attitude with all work projects, being prepared to go the extra mile to get things done, creating a work environment where great teamwork can flourish and having the capacity to encourage the best performance standards from your fellow workers.

Service learning

Service-Learning is a teaching and learning strategy that integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility, and strengthen communities.

Through service-learning, young people—from kindergarteners to college students—use what they learn in the classroom to solve real-life problems. They not only learn the practical applications of their studies, they become actively contributing citizens and community members through the service they perform.

Service-learning can be applied in a wide variety of settings, including schools, universities, and community-based and faith-based organizations. It can involve a group of students, a classroom or an entire school. Students build character and become active participants as they work with others in their school and community to create service projects in areas such as education, public safety, and the environment.

University students in Michigan looked for ways to support struggling local non-profit organizations during difficult economic times. Graduate communication students honed their skills while providing a wide variety of public relations services with community partners, including developing press kits and managing event coordination.

Service-learning is an education and youth development strategy that connects learning objectives with meaningful service to the community. Students build civic, leadership, and academic skills while strengthening communities through service. Benefits include improved academic achievement, increased student engagement and civic skills, and stronger communities.

Civic virtue

Civic virtue is the moral underpinning of how a citizen behaves and is involved in society. It is a standard of righteous behavior in relation to a citizens' involvement in society. A individual may exhibit civic virtue by voting, volunteering and organizing other community activities. Without an understanding of civic virtue, citizens are less likely to look beyond their families, friends and economic interests. They are less likely to help others in the community, to volunteer their time, to give to nonprofit organizations or to participate in group activity that benefits society. Related ideas for civic virtue are citizenship, philanthropy, public good, voluntarism and social capital.

Valuing Time:

A first step in good time management is to understand the value of your time.

If you are employed by someone else, you need to understand how much your employer is paying for your time, and how much profit he or she expects to make from you. If you are working for yourself, you should have an idea of how much income you want to bring in after tax. By working these figures back to an hourly rate, this gives you an idea of the value of your time.

By knowing the value of your time, you should be able to tell what tasks are worthwhile to perform, and which tasks give a poor return. This helps you cut away the low value jobs, or argue for help with them.

Respect for others

Respect for others is based on self-respect. It really is following the Golden Rule: Do unto others as you would have others do unto you. Being a polite and courteous person makes one a rare individual in today's world. Politeness, and a genuine concern for the rights and feelings of others in our society seems to have slammed the door in our faces.

A culture of rudeness has become a feature of modern society. Whether it's loud cellphone conversations, line cutting, or terrible customer service by staff people, finding politeness in the world is on the decline.

You can very easily find people who view politeness and good manners as weakness and as character flaws to be overcome. They argue that rudeness succeeds and common courtesy is a mark of failure. They view rudeness to others as a sign of their superiority as people, and a badge of their status.

They couldn't be more wrong. Politeness and common courtesy are more likely to achieve success, in business and in life, than a selfish, bullying attitude.

Whether in your personal relationships with others, or in your company, being polite and well mannered pays off in many ways. In your personal life, remembering special days, holding doors, and displaying good manners in general shows respect for the other person.

That respect will almost always be reciprocated by the other person. Word of your genuine concern, for treating others fairly and with respect, will improve your company's public image dramatically.

Customers and clients will refer your business to their friends and family, resulting in even more personal referrals. Good old fashioned word of mouth advertising, through testimonials from satisfied customers is a powerful marketing tool. Everyone wants to be treated with respect, and in the modern decline of manners, your business politeness will shine like a beacon in the darkness.

Contrary to the criticism that good manners are a display of weakness, polite and respectful actions are a sign of self confidence. They are also recognition that everyone deserves to be treated with dignity. Instead of taking their money and running, missing their appointments, or barging past them in lineups, you are showing you value their time and rights, as well your own.

In a world where good manners are in steep decline, your polite actions will help you to stand out. You definitely won't be seen as a doormat. There is a huge difference between providing service and being subservient. Service implies an equal respect for yourself and others. Being subservient is based on a lack of self respect, and has nothing to do with being polite. Show your respect for yourself and others. Display your good manners today.

Peaceful living:

Our principle of 'Peaceful living' centers on the ethical and sustainable application of technologies which would aim to provide basic needs for everyone without compromising the planet's resources.

Sustainability

Sustainability can be expressed as meeting present ecological, societal, and economical needs without compromising these factors for future generations.

Sustainable design encompasses the development of appropriate technology which is a staple of sustainable living practices. Sustainable development in turn is the use of these technologies in infrastructure. Evidence from the earliest hominid remains suggest that one of the keys to the divergence of Homo Sapiens from apes came about through an increasing and varied use of tools. Tool complexity eventually became more and more complex, finally evolving into the myriad of technologies we rely on today.

It would appear therefore that whilst there are humans there will always be the development of technologies to shape the world we live in.

CARING

Caring is feeling for others. It is a process which exhibits the interest in, and support for, the welfare of others with fairness, impartiality and justice in all activities, among the employees, in the context of professional ethics. It includes showing respect to the feelings of others, and also respecting and preserving the interests of all others concerned. Caring is reflected in activities such as friendship, membership in social clubs and professional societies, and through various transactions in the family, fraternity, community, country and in international councils.

In the present day context, caring for the environment (including the fauna and flora) has become a necessity for our very survival. If we do not care for the environment, the environment will scare us.

SHARING

Primarily, caring influences 'sharing'. Sharing is a process that describes the transfer of knowledge (teaching, learning, and information), experience (training), commodities (material possession) and facilities with others. The transfer should be genuine, legal, positive, voluntary, and without any expectation in return. However, the proprietary information it should not be shared with outsiders. Through this process of sharing, experience, expertise, wisdom and other benefits reach more people faster. Sharing is voluntary and it can not be driven by force, but motivated successfully through ethical principles. In short, sharing is 'charity'

For the humanity, 'sharing' is a culture. The 'happiness and wealth' are multiplied and the 'crimes and sufferings' are reduced, by sharing. It paves the way for peace and obviates militancy.

Philosophically, the sharing maximizes the happiness for all the human beings. In terms of psychology, the fear, divide, and distrust between the 'haves' and 'have-nots' disappear. Sharing not only paves the way to prosperity, early and easily, and sustains it.

Economically speaking, benefits are maximized as there is no wastage or loss, and everybody gets one's needs fulfilled and satisfied. Commercially speaking, the profit is maximized. Technologically, the productivity and utilization are maximized by sharing.

In the industrial arena, code-sharing in airlines for bookings on air travels and the common Effluent Treatment Plant constructed for small-scale industries in the industrial estates, are some of the examples of sharing. The co-operative societies for producers as well as consumers are typical examples of sharing of the goods, profit and other social benefits.

Here is an anecdote that illustrates the benefits of sharing, for the young minds!

The shouting...the screaming...the fighting. That was the breaking point for me as I poured out

my woes to my mother. "How can I get them to share as well as we did as kids?", I pleaded.

Laughter was her reply. "Well, thanks a lot, mom," I said. "I'm sorry," she chuckled, "but you didn't always share." She went on to explain about the "Box of Misbehaved Toys." Every time we fought over a toy, she would quietly take that and put it into the box.

Yes, I did remember that box. I also remember it wasn't always fair since one person may have caused all the commotion. But my mother was consistent. No matter what the reason for the struggle was, the toy disappeared into the box for one week. No questions asked, and no chance of parole. My siblings and I soon learned that sharing a toy was better than losing it.

Often, one person would decide to just wait for a time when no one else was playing with the toy, rather than fight and lose it. It was not a perfect system, but I tried it anyway. That box was a shock to my kids and it was close to full, within a few days....As the weeks progressed, I noticed the box was emptier and the arguing was less. Today, I heard quiet music to my ears as my son said to his sister, "That's OK, you can play with it."

This story illustrates the worthy joy of sharing as compared to the pain of losing.

HONESTY

Honesty is a virtue, and it is exhibited in two aspects namely,

- (a) Truthfulness and
- (b) Trustworthiness.

Truthfulness is to face the responsibilities upon telling truth. One should keep one's word or promise. By admitting one's mistake committed (one needs courage to do that!), it is easy to fix them.

Reliable engineering judgment, maintenance of truth, defending the truth, and communicating the truth, only when it does 'good' to others, are some of the reflections of truthfulness. But trustworthiness is maintaining integrity and taking responsibility for personal performance.

People abide by law and live by mutual trust. They play the right way to win, according to the laws or rules (legally and morally). They build trust through reliability and authenticity. They admit their own mistakes and confront unethical actions in others and take tough and principled stand, even if unpopular.

Honesty is mirrored in many ways. The common reflections are:

- (a) Beliefs (intellectual honesty).
- (b) Communication (writing and speech).
- (c) Decisions (ideas, discretion).
- (d) Actions (means, timing, place, and the goals). and
- (e) Intended and unintended results achieved.

As against this, some of the actions of an engineer that leads to dishonesty are:

1. Lying : Honesty implies avoidance of lying. An engineer may communicate wrong or distorted test results intentionally or otherwise. It is giving wrong information to the right people.
2. Deliberate deception : An engineer may judge or decide on matters one is not familiar or with insufficient data or proof, to impress upon the customers or employers. This is a self deceit.
3. Withholding the information: It means hiding the facts during communication to one's superior or subordinate, intentionally or otherwise.

4. Not seeking the truth : Some engineers accept the information or data, without applying their mind and seeking the truth.
5. Not maintaining confidentiality : It is giving right information to wrong people. The engineers should keep information of their customers/clients or of their employers confidential and should not discuss them with others.
6. Giving professional judgment under the influence of extraneous factors such as personal benefits and prejudice. The laws, experience, social welfare, and even conscience are given a go-bye by such actions. Certainly this is a higher-order crime.

COURAGE

Courage is the tendency to accept and face risks and difficult tasks in rational ways. Self-confidence is the basic requirement to nurture courage.

Courage is classified into three types, based on the types of risks, namely

- (a) Physical courage,
- (b) Social courage, and
- (c) Intellectual courage.

In physical courage, the thrust is on the adequacy of the physical strength, including the muscle power and armaments. People with high adrenalin, may be prepared to face challenges for the mere 'thrill' or driven by a decision to 'excel'. The social courage involves the decisions and actions to change the order, based on the conviction for or against certain social behaviors.

This requires leadership abilities, including empathy and sacrifice, to mobilize and motivate the followers, for the social cause. The intellectual courage is inculcated in people through acquired knowledge, experience, games, tactics, education, and training. In professional ethics, courage is applicable to the employers, employees, public, and the press.

Look before you leap. One should perform Strengths, Weakness, Opportunities, and Threat (SWOT) analysis. Calculate (estimate) the risks, compare with one's strengths, and anticipate the end results, while taking decisions and before getting into action. Learning from the past helps. Past experience (one's own or borrowed!) and wisdom gained from self-

study or others will prepare one to plan and act with self-confidence, succeed in achieving the desired ethical goals through ethical means. Opportunities and threat existing and likely to exist in future are also to be studied and measures to be planned. This anticipatory management will help any one to face the future with courage.

Facing the criticism, owning responsibility, and accepting the mistakes or errors when committed and exposed are the expressions of courage. In fact, this sets their mind to be vigilant against the past mistakes, and creative in finding the alternate means to achieve the desired objectives. Prof. Sathish Dhawan, Chief of ISRO, was reported to have exhibited his courage and owned responsibility, when the previous space mission failed, but credited Prof. A.P.J. Abdul Kalam when the subsequent mission succeeded.

The courageous people own and have shown the following characteristics, in their professions:

- (a) Perseverance (sustained hard work),
- (b) Experimentation (preparedness to face the challenges, that is, unexpected or unintended results),
- (c) Involvement (attitude, clear and firm resolve to act), and
- (d) Commitment (willing to get into action and to reach the desired goals by any alternative but ethical means).

Commitment and cooperation:

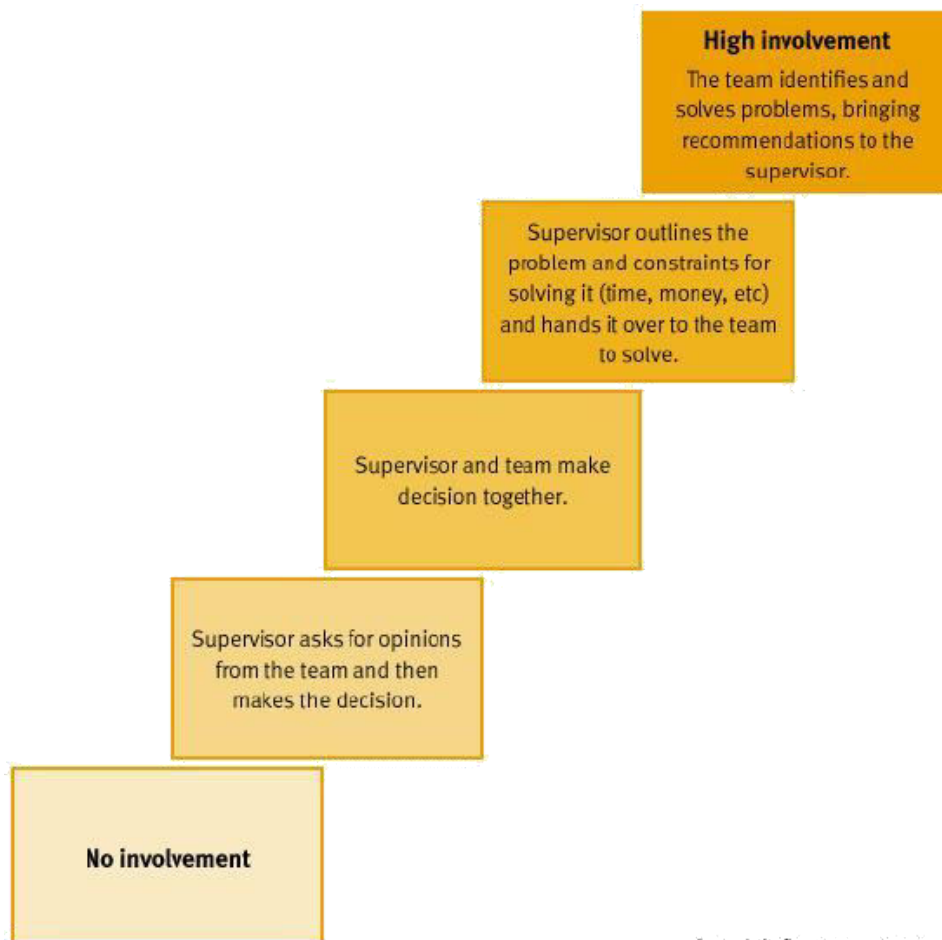
Commitment means acceptance of the responsibilities and duties and cooperation means help and assistance. By developing team commitment and cooperation in a work team you are assisting the team to meet its goals and objectives. Work teams that are committed and cooperative are more likely to achieve the goals the business has set.

There are a number of signals that indicate the work team is committed and cooperating. These include:

- maintaining or increasing quality
- reaching or exceeding production targets
- decreasing complaints from team members

- limited conflict between team members
- fewer workplace injuries.

There are degrees of team involvement in decision making. Your knowledge of the skills and abilities of the team members will guide your decision about the extent supported employees can contribute to making a decision. There are no rules for when and how team members should be involved. It is a matter for your judgement. The following diagram shows the degrees of involvement team members may have. At the highest level of involvement the team identifies and solves problems, and brings recommendations to the supervisor. At the lowest level of involvement the team plays no role in the decision making at all. Between these two extremes the supervisor and team may make the decision together, or the supervisor may outline the problem and constraints for solving it (time, money, etc) and hand it over to the team to solve.



From Cole figure 7.10, page 213

Involving team members in decision making, which can include problem solving, should be based on whether one or more of the following is met:

- The need for acceptance. The greater the need for the team to accept your decisions, the more you should involve them.
- The effect the decision will have on the team. The more the problem or decision affects the team, the more you should involve them.
- Their involvement in implementing the decision. If the team will be implementing or carrying out the decision, involve them.
- The ability and desire of the group to become involved. If the team wants to be involved, consider involving them, particularly if they have sufficient knowledge or expertise in the issue involved. Even if they do not, it could be useful for training and development purposes.

Empathy

Empathy is the ability to mutually experience the thoughts, emotions, and direct experience of others. The ability to understand another person's circumstances, point of view, thoughts, and feelings is empathy. When experiencing empathy, you are able to understand someone else's internal experiences.

Self-confidence

Self-confidence relates to self-assuredness in one's personal judgment, ability, power, etc., sometimes manifested excessively. Being confident in yourself is infectious if you present yourself well, others will want to follow in your foot steps towards success.

Promise yourself, no matter how difficult the problem life throws at you, that you will try as hard as you can to help yourself. You acknowledge that sometimes your efforts to help yourself may not result in success, as often being properly rewarded is not in your control.

Self-esteem has been directly connected to an individual's social network, the activities they participate in, and what they hear about themselves from others. Positive self-esteem has been linked to factors such as psychological health, mattering to others, and both body image and physical health. On the contrary, low self-esteem has been associated with the outcomes of

depression, health problems, and antisocial behavior. Usually, adolescents of poor health will display low self-esteem. Globally, self-confidence in boys and girls will decline during adolescence, and in contrast to boys, girls' self-confidence won't shoot back up again until early adulthood.

During adolescence, self-esteem is affected by age, race, ethnicity, puberty, health, body height, body weight, body image, involvement in physical activities, gender presentation, gender identity, and awakening or discovery of sexuality. Self-confidence can vary and be observed in a variety of dimensions. Components of one's social and academic life affect self-esteem. An individual's self-confidence can vary in different environments, such as at home or in school.

Spirituality:

Spirituality is the concept of an ultimate or an alleged immaterial reality, an inner path enabling a person to discover the essence of his/her being; or the "deepest values and meanings by which people live. Spiritual practices, including meditation, prayer and contemplation, are intended to develop an individual's inner life. Spiritual experiences can include being connected to a larger reality, yielding a more comprehensive self; joining with other individuals or the human community; with nature or the cosmos; or with the divine realm. Spirituality is often experienced as a source of inspiration or orientation in life. It can encompass belief in immaterial realities or experiences of the immanent or transcendent nature of the world.

Traditionally, many religions have regarded spirituality as an integral aspect of religious experience. Among other factors, declining membership of organized religions and the growth of secularism in the western world have given rise to a broader view of spirituality. The term "spiritual" is now frequently used in contexts in which the term "religious" was formerly employed; compare James 1902 lectures on the "Varieties of Religious Experience".

Secular spirituality emphasizes humanistic ideas on moral character (qualities such as love, compassion, patience, tolerance, forgiveness, contentment, responsibility, harmony, and a concern for others) - aspects of life and human experience which go beyond a purely materialist view of the world without necessarily accepting belief in a supernatural reality or

divine being. Spiritual practices such as mindfulness and meditation can be experienced as beneficial or even necessary for human fulfillment without any supernatural interpretation or explanation. Spirituality in this context may be a matter of nurturing thoughts, emotions, words and actions that are in harmony with a belief that everything in the universe is mutually dependent; this stance has much in common with some versions of Buddhist spirituality. A modern definition is as follows:

"Spirituality exists wherever we struggle with the issues of how our lives fit into the greater scheme of things. This is true when our questions never give way to specific answers or give rise to specific practices such as prayer or meditation. We encounter spiritual issues every time we wonder where the universe comes from, why we are here, or what happens when we die. We also become spiritual when we become moved by values such as beauty, love, or creativity that seem to reveal a meaning or power beyond our visible world. An idea or practice is "spiritual" when it reveals our personal desire to establish a felt-relationship with the deepest meanings or powers governing life."

Examples:

- Computers:
 - Developed & adopted over about three decades

 - Significant impacts on society:
 - Not well understood or nor always predicted, e.g:
 - The Y2K bug
 - However largely accepted as a positive technology

- Nuclear power stations
 - Developed & adopted over about three decades
 - Significant impacts on society:
 - Not well understood nor always predicted, eg. Chernobyl
 - Widespread concern & installed capacity in decline

Introduction to Yoga and meditation for professional excellence and stress management.

The productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial well being of the employees. Stress can affect one's health, work performance, social life and the relationship with family members. The stress response is a complex emotion that produces physiological changes to prepare us for —fight or flight.— to defend ourselves from the threat or flee from it. The stressors and its consequences are to be understood at individual and organizational level. Stress in the workplace has emerged as a major issue for businesses and has reached alarming proportions. Organizations must develop stress prevention as well as stress reduction techniques. This research focuses on practices adopted by organizations to prevent, minimize and to overcome the stress. The study aims at understanding use of yoga, meditation and soothing humor by different organizations as an antidote to workplace stress

Need and scope of the study

The study is very important as today people are stressed from overwork, job security, information overload and the increasing pace of life. Stress deteriorates the performance of employee which results in low turnover rates of the company. Stress, is the body's physical and psychological response to anything that's perceived as irresistible. When challenge flips over into stress, it creates an imbalance that can trigger a whole variety of negative health effects. (Workers health and safety centre, job stress, 2001/2002).

“A healthy way to handle Work place stress through Yoga, Meditation and Soothing Humor”

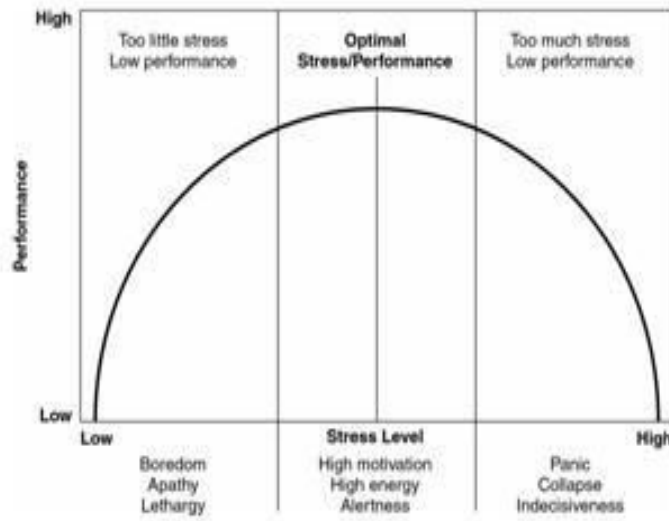


Figure 1: Mind tools (Source: www.mindtools.com)

Stress deteriorates the performance of employee which results in low turnover rates of the company. Stressors, the causes of stress, include any environmental conditions that place a physical or emotional demand on a person. Basically there are four main types of work-related stressors: interpersonal, role-related, task control, and organizational and physical environment stressors.

Yerkes and Dodson (1908) were the first to —stumble upon the inverted-U relationship between stress and performance their work focused on the effects of stress on the learning response of rats. Using three trials with low, moderate, and high levels of stimulus, the authors found a weak but curvilinear relationship, with performance on the task improving as the stressor stimulus reached a moderate level and decreasing as stimulus strength increased beyond this point. Selye (1975) and McGrath (1976) also suggest an inverted-U relationship between stress and performance.

It is responsibility of the organization to introduce the Yoga, Meditation and soothing humor for the stress management at workplace. The present research done suggests that it is high time a new legislation is passed in all the organisations regarding the introduction of Yoga, Meditation and soothing humor in to

help employee cope with workplace stress. Stress management programs into the organization will have a Stress –free employees, performing better, Working harder and will have Long term commitment and retentions.

Causes and consequences of workplace stress

Causes		Consequences of distress
1) <u>Work related stressors:</u> <ul style="list-style-type: none"> · Inter-personal stressors · Role related stressors · Task control stressors · Organizational-physical environment stressors 	S T	1) <u>Physiological</u> <ul style="list-style-type: none"> · Heart diseases · Ulcers · High blood pressure · Head aches · Sleep disturbances · Increased illness
2) <u>Non-work stressors:</u> <ul style="list-style-type: none"> · Time-based · Strain based · Role based conflict 	R E	2) <u>Psychological:</u> <ul style="list-style-type: none"> · Job Dis-satisfaction · Low commitment · Exhaustion · Depression · Moodiness · Burnout
3) <u>Individual Differences :</u> <ul style="list-style-type: none"> · Personal health · Knowledge-skill · Coping skills · Resilience work holism. 	S S	3) <u>Behavioral :</u> <ul style="list-style-type: none"> · Low job performance · More accidents · Faulty decisions · Higher absenteeism · Workplace aggression · Turnover/Absenteeism

Conclusions and suggestions

The growing importance of interventional strategies is felt more at organizational level. This particular research was intended to study the importance OF Yoga, meditation and soothing humor to cope up with the workplace stress. Stress can be minimized if companies take the right steps. Stress –free employees perform better, work harder, feel happier and have a long term commitment to the organization as compared to their counterparts. It can be concluded from the present research work that there is a positive and significant relationship between stress and Yoga, Meditation and Soothing humor. Now time has come when the organizations adopt the philosophy of —Healthy mind and healthy body. Which will help in cultivation of right attitude and transformation of present turbulent societies into a —stress – free society or they will end up paying price for it.

This research is done in the area of Yoga, Meditation and Soothing humor with an intention to find their positive effect on the employees who were suffering from workplace stress. The strong evidences of the positive effect of Yoga, Meditation and Soothing humor gives this research a clearer approach to these interventions which result in a major reduction of workplace stress. From the study it can be suggested that organization can implement even some new innovative practices for Stress Reduction activities like Fun Friday, Team Building, Team Outing, Yoga & Meditation, Social Dance, and Healing through Music, Themed Events, Annual Days Festival Celebration Award Ceremonies, Important Corporate Events, Annual Days, or any occasion that requires a professional touch to ensure things go just the way you planned.