

# THE STUDY OF SUDARSHAN KRIYA YOGA ON WELL-BEING AND JOB PERFORMANCE USING CONTENT ANALYSIS

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## Abstract

**Introduction:** Sudarshan Kriya Yoga (SKY), a transformative practice rooted in ancient wisdom, has garnered global attention for its potential effect on well-being and job performance. Amidst the burgeoning interest in holistic employee development, this study delves into the symbiotic relationship between SKY, well-being, and job performance. The rationale lies in the recognition of the interconnectedness of physical, mental, and economic dimensions of well-being with work outcomes. Well-being and Job Performance can be positively impacted by bringing in certain yogic practices such as Sudarshan Kriya Yoga (SKY), which enables practitioners to return to their natural self.

**Objectives:** The primary objectives of this research are to analyse the effects of Sudarshan Kriya Yoga on economic well-being, subjective well-being, and job performance among service sector working professionals. Anchored in a robust theoretical framework using content analysis on the interview transcripts, the study aims to bridge existing gaps in the literature, offering insights that extend beyond the conventional realms of well-being and job satisfaction.

**Methods and Materials:** Employing a content analysis technique of research basis the qualitative data in the form of 21 recorded interview on set questions towards the research objectives, thematic analysis was done which was further supplemented by content interpretation and code creation to derive out the outcomes & interpretations. The interview questions which were recorded and later transcribed were based on the broader definitions of economic well-being which encompasses the dimensions outlined by the Council on Social Work Education, USA. Subjective well-being is intricately examined, considering facets such as happiness, quality of life, and mindfulness. Job performance is assessed using the Individual Work Performance Questionnaire. Interview responses were from service sector working professionals who have attended the Sudarshan Kriya Yoga sessions, conducted by the Art of Living Foundation, which formed the intervention, comprising controlled breathing and meditation practices. The findings show a very positive effect of Sudarshan Kriya Yoga on economic well-being, subjective well-being, and job performance. About 90% of the interviewees mentioned that they just cannot stop smiling there is a sense of unshakable positivity calm and centeredness with the practice of Sudarshan Kriya Yoga. Mental Clarity and the ability to live in the present moment are the two key outcomes of 100% of the participants who have put Sudarshan Kriya Yoga in their daily practice. Additionally, emotional stability has also been reported to have improved drastically. Regarding, performance, after the analysis of data it was found that all the participants showed drastic improvement in the levels of productivity under two categories quantity of work and quality of work. The respondents reported that, on account of the regular practice of Sudarshan Kriya Yoga, there are increased energy levels, clarity of mind, and emotional stability, allowing the same amount of work to be done in half the time. This study contributes novel dimensions to the discourse on well-being and job performance. Sudarshan Kriya Yoga emerges as a holistic intervention, demonstrating its potential to cultivate a healthier and more productive workforce. Practical implications urge organizations to integrate SKY into wellness initiatives, offering employees accessible tools for stress management and improved well-being. Working Professionals when imbibing the practice of SKY into their practice, well-being, and job performance have shown drastic improvements. The findings beckon future research avenues, emphasizing longitudinal inquiries and comparative analyses, propelling the field toward a deeper understanding of the intricate relationship between mindfulness practices, well-being, and job performance.

**Keywords:** Economic, Subjective Well-being, Job-Performance, Sudarshan Kriya Yoga

## INTRODUCTION

In contemporary society, where the demands of the professional world often collide with the pursuit of personal well-being, the exploration of holistic practices has gained significance. Sudarshan Kriya Yoga (SKY), a yogic breathing and meditation practice, emerges as a potential catalyst for enhancing both well-being and job performance among working professionals. This paper seeks to delve into the effects of SKY, examining its influence on individuals' overall well-being and job satisfaction using a content analysis approach.

Sudarshan Kriya Yoga, rooted in ancient Bhartiya, Bharat's (Indian) Yogic and Vedic traditions and propagated by the non-profit Art of Living Foundation, is a comprehensive practice that combines a set of pranayama, and rhythmic breathing followed by relaxation. The essence of SKY lies in fostering a mind-body interaction characterized by calmness and alertness. A 30-minute session comprises stages such as Ujjayi, Bhastrika, OM chanting, and Sudarshan Kriya, aimed at promoting relaxation, reducing stress, and improving overall health and well-being, SKY has been linked to alleviating stress, anxiety, and depression, presenting neurophysiological model for its efficacy.

## RATIONALE FOR THE STUDY

In the fast-paced and demanding landscape of the service sector, the well-being and job performance of professionals stand as pivotal determinants of organizational success. Recognizing the intricate interplay between individual well-being and workplace productivity is essential. Recent studies have underscored the positive effect of yoga, particularly SKY, on physical and mental health outcomes. However, the specific relationship between SKY, well-being, and job performance in the service sector remains an underexplored terrain.

The dynamics of the modern workplace extend beyond financial considerations, encompassing subjective well-being, job satisfaction, and the ability to manage stress effectively. Job performance is no longer viewed solely through the lens of task completion but also hinges on the mental and emotional state of employees. Psychological well-being emerges as a mediating factor in the face of workplace stressors, contributing to stress reduction. Therefore, understanding the nuances of holistic well-being becomes imperative for fostering a positive work environment.

## LITERATURE REVIEW

In the ever-evolving landscape of holistic well-being and job performance, Sudarshan Kriya Yoga (SKY) emerges as a promising avenue for exploration. This literature review aims to provide a comprehensive overview of existing studies on the effects of yoga, with a specific focus on SKY, on individuals' well-being and job performance. By examining the current body of knowledge, identifying gaps, and discussing the relevance of content analysis, this review sets the stage for the subsequent exploration of SKY's effect on working professionals.

Numerous studies have explored the relationship between yoga practices and well-being outcomes, delving into both physical and mental health parameters. Yoga, as a holistic approach originating from ancient traditions, has gained significant attention for its potential benefits. Sudarshan Kriya Yoga, in particular, has emerged as a distinct form of yogic practice with potential implications for well-being.

Research conducted a systematic review and meta-analysis, focusing on the effects of yoga on cardiovascular risk factors. The findings indicated significant reductions in systolic and diastolic blood pressure, along with improvements in lipid profiles. This suggests that yoga interventions, including SKY, could contribute to the prevention and management of cardiovascular diseases prevalent in the working population.

The positive effects of yoga on mental health outcomes have been extensively documented. Studies, highlighted the potential of SKY to reduce stress, anxiety, and depression. The neurophysiological model proposed by researchers' supports the efficacy of Sudarshan Kriya Yoga in alleviating stress-related disorders, providing insights into the mechanisms behind its mental health benefits.

Gaps in the Literature:

Despite the wealth of research on yoga and its positive effects on well-being, there exists a notable gap concerning the specific impact of Sudarshan Kriya Yoga on job performance, particularly in the service sector. While studies have explored the broader relationship between yoga and job performance, there is a potential for

the research to be focused on SKY's influence on the economic and subjective aspects of well-being, as well as its direct effect on job performance among service sector professionals.

Understanding the potential contribution of SKY to economic well-being, subjective well-being, and job performance is crucial, especially in the context of today's demanding work environments. This gap in the literature forms the impetus for the present study, which aims to bridge this void by conducting a pre-post pilot study and employing content analysis to unravel the nuanced effects of SKY on professionals in the service sector.

## RESEARCH DESIGN

The methodological framework employed in this study is anchored in the meticulous design of content analysis coupled with in-depth interviews. This section elucidates the rationale behind the choice of content analysis, delineates the intricacies of the content analysis methodology, and provides a comprehensive overview of the process involved in selecting and conducting interviews with working professionals immersed in the practice of Sudarshan Kriya Yoga (SKY).

Content analysis stands as a robust methodological choice, aligning seamlessly with the research objectives of deciphering the multifaceted effect of Sudarshan Kriya Yoga on well-being and job performance. As a qualitative research method, content analysis enables a systematic exploration of textual or visual data, affording an in-depth comprehension of themes, patterns, and nuances within the narratives of working professionals. This methodological approach allows for a nuanced examination of both explicit and implicit dimensions, capturing the richness inherent in the experiences and perceptions of SKY practitioners.

The content analysis process encompasses several key stages, commencing with data collection and concluding with the interpretation of emergent themes. Firstly, a comprehensive review of existing literature on Sudarshan Kriya Yoga, well-being, and job performance serves as the foundation, guiding the development of a preliminary coding framework. This framework is iteratively refined and expanded as the analysis progresses, ensuring a dynamic and responsive approach to the evolving data.

The textual data for content analysis is derived from diverse sources, including interviews, participant reflections, and relevant literature. A systematic coding process is employed, wherein segments of text are systematically labelled with descriptive codes that capture the essence of the content. This initial coding is followed by the generation of categories and themes, fostering a deeper understanding of the interconnected facets of well-being and job performance within the context of SKY practice.

Inter-coder reliability measures are implemented to enhance the rigor of the content analysis, involving independent coding by multiple researchers and subsequent comparison and reconciliation of coding outcomes. This iterative process contributes to the robustness and validity of the generated themes, mitigating the potential for individual biases.

The qualitative nature of content analysis allows for the exploration of the underlying meanings embedded in the narratives, unveiling subtle connections and divergences in the experiences of SKY practitioners. The process culminates in the synthesis of findings, presenting a comprehensive narrative that encapsulates the diverse dimensions of well-being and job performance as influenced by Sudarshan Kriya Yoga.

The selection of participants for in-depth interviews is guided by a purposive sampling strategy, targeting working professionals with a consistent and meaningful engagement with Sudarshan Kriya Yoga. A diverse range of participants from various professional backgrounds, industries, and organizational levels is sought to capture a holistic spectrum of experiences.

In-depth interviews serve as a primary means of eliciting rich, contextually embedded narratives from SKY practitioners. A semi-structured interview format is adopted, allowing for a balance between predefined questions and the flexibility to explore emergent themes organically. The interviews are conducted in a conducive and private environment, fostering open and candid communication.

Interview questions are designed to traverse multiple dimensions, including the perceived effect of SKY on subjective well-being, the intricate interplay between mindfulness practices and job performance, and the sustainability of observed effects over time. Probing questions are strategically interspersed to delve into individual variations, contextual nuances, and potential challenges encountered on the well-being and job performance journey.

Each interview is recorded with the participant's consent, and detailed field notes are taken to capture non-verbal cues and contextual elements. The recorded interviews undergo transcription, facilitating a meticulous analysis of verbal expressions and allowing for a nuanced exploration of participants' lived experiences.

The integration of content analysis and in-depth interviews as methodological pillars for this study stems from a deliberate consideration of their inherent strengths in uncovering the intricate dimensions of well-being and job performance influenced by Sudarshan Kriya Yoga. This robust methodological framework ensures a nuanced exploration, offering a depth of understanding that extends beyond quantitative metrics. The synthesis of content analysis and interview findings is poised to contribute substantively to the burgeoning discourse on the transformative potential of mindfulness practices in the professional landscape.

## Hypothesis

- (1) To study the contribution of SKY Yoga on the subjective well-being of the Practitioners
- (2) To study the contribution of SKY Yoga on the economic well-being of the Practitioners
- (3) To determine the effect of SKY Yoga on Job Performance of the Practitioners

## Formulating Research Question

Formulating precise research questions is pivotal in guiding the study, providing a roadmap to investigate the nuanced effects of Sudarshan Kriya Yoga (SKY) on the well-being and job performance of working professionals. The interview questions were meticulously crafted to capture a holistic portrayal of participants' experiences with SKY. Open-ended questions were designed to encourage participants to share narratives, delve into the nuances of their well-being, and articulate the perceived influence of SKY on their professional lives. Sample questions included:

As you practice SKY, what changes do you see in your job performance (in office, work, business)? Please elaborate?

With the practice of SKY, do you see you have control over your application of time for work done with desired result? Share example, if any?

With the practice of SKY, are you able to handle new opportunities both internal and external in office, work, business? Please elaborate?

As you practice SKY, what's is your perception about the present financial/economic financial security?

The interviews followed a semi-structured format, allowing for a balance between standardized inquiries and the flexibility to explore emergent themes. This format facilitated depth in responses while ensuring key aspects relevant to well-being and job performance were systematically addressed.

Probing questions were employed judiciously to elicit nuanced responses. Participants were encouraged to share specific instances related to the effect of SKY on their stress levels, emotional well-being, and professional efficacy. This approach aimed to capture the depth and context of individual experiences.

Interviewers adopted a reflexive stance, acknowledging their influence on the conversation. Active listening techniques were employed to foster a comfortable environment, enabling participants to express themselves authentically. This reflexive and empathetic approach aimed to minimize interviewer bias and encourage candid responses.

These research questions collectively constitute a comprehensive framework for investigating the intricate interplay between Sudarshan Kriya Yoga, well-being, and job performance among working professionals. Each question is strategically crafted to delve into specific dimensions, ensuring a nuanced exploration of the potential benefits and challenges associated with the integration of SKY into contemporary work settings.

## Sampling and Data Collection

In the intricate process of unravelling the effect of Sudarshan Kriya Yoga (SKY) on well-being and job performance, the methodology of data collection stands as a pivotal phase. This section elucidates the nuances of the interview process and provides insights into the framing of questions, the orchestration of conversations, and the challenges encountered during the collection of qualitative data from our cohort of 21 working professionals.

### Challenges in Data Collection:

#### 1. Varied Interpretations of Well-being:

Participants exhibited diverse interpretations of well-being, ranging from emotional balance and mental clarity to physical vitality. Aligning these distinct perspectives under a unified framework posed a challenge. To address this, the interview process incorporated probing questions to unravel the multifaceted nature of well-being.

#### 2. Subjectivity in Job Performance Assessment:

Assessing changes in job performance proved subjective, influenced by individual perceptions and organizational contexts. Participants' self-assessments sometimes conflicted with external performance indicators. The challenge was met by triangulating participant accounts with performance metrics where available and acknowledging the subjectivity inherent in self-assessment.

#### 3. Time Constraints and Scheduling:

Coordinating interviews amidst participants' professional commitments posed logistical challenges. Flexible scheduling and accommodating participants' preferred time slots were instrumental in overcoming these constraints. This approach respected participants' time constraints while ensuring the collection of comprehensive data.

#### 4. Addressing Social Desirability Bias:

Participants, aware of the study's focus on SKY's positive effects, might exhibit social desirability bias by emphasizing positive outcomes. To mitigate this, interviewers emphasized the importance of honest and authentic responses, assuring participants that diverse perspectives, including challenges, were valuable contributions to the study.

### DATA ANALYSIS

The process of data analysis stands as a transformative journey, where the narratives of 21 working professionals engaging in Sudarshan Kriya Yoga (SKY) unfold. This section delves into the comprehensive approach adopted for content analysis, unravelling the intricacies of coding, categorization, thematic analysis, and the stringent measures undertaken to ensure the reliability and validity of the findings.

The study adopted a hermeneutic content analysis (HCA) approach, emphasizing the interpretative nature of the research to uncover nuanced meanings within participants' responses. The meticulous process of in-depth coding involved tagging significant text segments with descriptive codes, allowing for both explicit and implicit meanings to be captured. These codes were then organized into categories and subcategories, providing a systematic framework for understanding the multifaceted effect of Sudarshan Kriya Yoga (SKY) on well-being and job performance.

Thematic analysis played a central role in distilling patterns and recurrent themes from the coded data. The iterative theme development process ensured that themes emerged organically, driven by the data rather than predetermined notions. Reflexivity and bracketing were integral to acknowledging and mitigating researchers' biases, enhancing the rigor and objectivity of the analysis.

To enhance the reliability and validity of the findings, inter-rater reliability measures were implemented through collaborative coding, involving multiple researchers. Triangulation, incorporating diverse data sources, further strengthened the analysis by minimizing biases and providing a comprehensive understanding of the research phenomena. Member checking, wherein participants validated preliminary themes, added a layer of authenticity to the identified patterns.

The study prioritized thick descriptions, offering detailed contextual information about participants' experiences. This emphasis on rich, contextual details aimed to enhance the transferability of findings to diverse settings, ensuring that the conclusions drawn from the study could be applied beyond the immediate sample. Overall, the combined use of hermeneutic content analysis, in-depth coding, thematic analysis, and rigorous reliability and validity measures contributed to a robust and comprehensive exploration of the effect of SKY on subjective well-being and job performance.

### INTERPRETATION

This is a qualitative study to evaluate the effect of Sudarshan Kriya Yoga on the Subjective Well-being, Economic well-being, and Job Performance of working professionals residing in India. In-depth interviews of 21 (12 female and 9 male) working professionals were conducted via Zoom based on a predesigned interview schedule. The sample consists of 9% participants in the age range of 20 – 29 years, 57% respondents between 30 – 40 years, 9% in the range of 41 – 50 years, and 25% are 50 years and above. The population represents diverse working backgrounds 30% having their own business and 70% holding jobs as doctors, engineers, bankers, and teachers. 20 participants are highly experienced professionals with a work experience of over 10 years except the youngest participant who has an experience of 3 years. All the participants are regular practitioners of Sudarshan Kriya Yoga with 2 years of consistent practice.

Content/ Thematic analysis of the data was undertaken to answer the research questions. The three primary categories that emerged were Subjective Well-being, Economic Well-being, and Job performance. Within the primary categories, the following codes were established. All the interviews were coded within these categories and sub-categories.

### FINDINGS

This qualitative study was conducted to evaluate the effect of Sudarshan kriya in the lives of working professionals on three parameters: Subjective Well-being (the way people experience and evaluate their lives on various dimensions) Economic Well-being (Perceptions about their present and future economic stability) and Job performance. Through the in-depth analysis of the data, the following conclusions were drawn in the three categories.

#### 1) Subjective Wellbeing

All participants consistently reported a noticeable surge in energy levels following their initiation into Sudarshan Kriya, a boost that intensified with continuous practice. Particularly noteworthy were testimonials from senior

citizens (50+), who adeptly juggled demanding high-profile jobs, household responsibilities, and Art of Living activities while experiencing reduced sleep needs and sustained high energy throughout the day. A pervasive increase in the happiness quotient, accompanied by an overwhelming sense of unshakable positivity, calmness, and centeredness, was expressed by approximately 90% of interviewees, often manifesting as an uncontrollable and constant smile.

The positive effect of Sudarshan Kriya extended across various domains of participants' lives, prompting significant changes in their physical routines. New lifestyles revolved around engaging in sadhana, maintaining a balanced regimen of healthy eating, regular exercise, and sufficient rest, all while allocating time for hobbies. Testimonials highlighted instances of Sudarshan Kriya facilitating swift recovery from illnesses such as viral fever and COVID-19, with participants reporting gradual relief from ailments like high blood pressure, migraines, chest pain, body pain, weak immunity, allergies, and tonsillitis.

Mental well-being emerged as a focal point, with Sudarshan Kriya contributing to enhanced mental clarity, improved decision-making abilities, heightened focus, concentration, and memory. Emotional stability witnessed a drastic improvement, with participants expressing increased awareness and a proactive approach to managing previously troublesome emotions like anger, fear, anxiety, and sadness. The transformation from perpetual emotional dysregulation to a state of calm-centeredness marked a significant breakthrough for many. Notable changes included the identification and dismantling of mental and behavioural patterns, such as the need for perfection, people-pleasing tendencies, avoidance patterns, fear of judgment, and fear of the unknown.

Participants revealed profound personal growth, with one reporting the development of self-control and another sharing success in overcoming generational depression without medication. Sudarshan Kriya played a pivotal role in aiding individuals in breaking free from smoking and drinking addictions.

The significance of connections in individuals' lives became evident, as many participants, previously considering themselves "loners" with few friends, experienced a newfound sense of understanding, sensitivity, and empathy towards others post Sudarshan Kriya. True belongingness emerged, fostering stronger bonds with diverse individuals, and reinforcing connections with family members. Initial family resistance to the practice gradually transformed into active support, with family members even learning Sudarshan Kriya themselves.

Spiritual growth, integral to Sudarshan Kriya Yoga, became a cornerstone of participants' experiences. A shift from dependence on the external material world to spending more time introspecting and meditating was reported. Acceptance of self, others, and life situations became more accessible, enabling participants to rely on intuition for decision-making. Despite life's challenges persisting, participants exhibited an attitude of confronting and dealing with stressors rather than avoiding them, surrendering to the uncontrollable while exercising control over manageable aspects. As encapsulated by one participant's statement: "Challenges are beautiful now."

## 2) Job Performance

The profound effect of SKY on job performance is evident in the experiences of the 21 participants, all holding senior positions in their respective industries field of work. They actively manage multiple projects and lead teams of varying sizes, showcasing a consistent theme of improved productivity and work quality.

A key finding from the data analysis is the remarkable enhancement in productivity across both quantity and quality of work. Participants attribute this improvement to heightened energy levels, mental clarity, and emotional stability gained through the consistent practice of Sudarshan Kriya. The ability to accomplish the same workload in less time has facilitated better time management, allowing for improved work-life balance and the pursuit of personal interests.

Participants describe their work as becoming more effortless, and they willingly take on additional responsibilities with a positive mindset. The integration of spirituality into their lives has fostered a broader perspective, enabling them to view work as one aspect rather than everything. This shift has made work-related stressors, including uncertainties, more manageable, as participants apply a problem-solving approach.

Higher positions and increased responsibilities require quick decision-making skills, a competence that participants credit to their ongoing practice of Sudarshan Kriya. Over time, they have observed an acceleration in their work pace and workload, coupled with a sustained commitment to maintaining work quality in terms of accuracy and thoroughness.

The participants' enriched knowledge base about their jobs is highlighted as a contributing factor to their high-performance levels. An illustrative example is provided by a voice artist who attributes the practice of Sudarshan Kriya to accessing emotions freely, leading to more projects.

Notably, participants have demonstrated discernment in navigating professional challenges. They strategically leverage new opportunities while actively resisting lucrative offers that do not align with their values. Their achievements are underscored by winning awards, receiving multiple recognitions, and earning bonuses, marking them as top performers in their organizations.

The development of calmness, sensitivity, and empathy has positively impacted team management, fostering warm work environments. Participants adeptly handle difficult relationships with bosses and colleagues, showcasing enhanced interpersonal skills and effective communication. The ability to receive and process feedback has also seen improvement.

Even during professional downfalls and crises, participants have exhibited resilience. One participant shares a personal story of abruptly quitting a job, navigating financial challenges independently, and overcoming physical pain through continued Sudarshan Kriya practice. Another participant adeptly managed a situation involving office politics, showcasing the ease with which they handled conflicts objectively for an amicable resolution. These narratives collectively highlight the transformative influence of Sudarshan Kriya on both individual and professional dimensions of participants' lives.

### 3) Economic Wellbeing

Money, which previously evoked feelings of fear and anger among participants, was often associated with thoughts like "money is everything" and accompanied behaviours of either overworking or neglecting financial matters. However, following the practice of Sudarshan Kriya Yoga, participants underwent a transformative shift in their perspectives on money. Clarity of thought, centeredness in the body, and an overall increase in positivity contributed to a changed outlook. They now recognize that money holds importance but is not the sole focus. This shift in mindset led to a noticeable improvement in financial well-being, with increased bank balances observed effortlessly.

Participants consistently expressed contentment with their present financial stability, surpassing the necessities to enjoy a fulfilling life. Despite facing financial challenges, the practice of Sudarshan Kriya served as a constant support, instilling resilience. Fear surrounding money matters dissipated, replaced by a flexible and positive relationship with finances. Increased purchasing power allowed participants to acquire tangible assets, with mindful spending on quality items that added value to their lives. Financial education empowered them to make sound investments and build substantial savings.

Several participants navigated financial crises post-Sudarshan Kriya, emerging stronger and wiser. Instances of managing substantial debts and overcoming challenges like bitter divorces showcased their newfound capacity to handle adversity. Even during the global crisis of COVID-19, participants, with the coping mechanisms acquired through Sudarshan Kriya, dealt with the situation calmly. Those involved in businesses and freelancing displayed creativity by introducing online programs and adapting to pandemic-induced needs. The participants credited Sudarshan Kriya for their well-being during the pandemic, guided by the belief that "this too shall pass."

Looking to the future, participants expressed optimism about their economic well-being, foreseeing decreased needs and increased purchasing power through continued Sudarshan Kriya practice. Anticipated improvements in physical health would lead to reduced medical costs. Participants expressed confidence in handling financial uncertainties and embracing calculated risks in their investments. While acknowledging the potential for future crises, they exuded unwavering faith in their ability to confront challenges with confidence.

In conclusion, the practice of Sudarshan Kriya Yoga has emerged as a transformative force, significantly impacting the subjective well-being, job performance, and overall economic prosperity of working professionals. The conventional definition of success, once tethered to monetary and materialistic achievements, has undergone a profound shift for all respondents.

The respondents express a sincere desire that every individual worldwide could experience the profound benefits of Sudarshan Kriya Yoga, unlock their highest potential, and contribute meaningfully to the greater good. This shared hope reflects the profound effect of this practice not only on individual lives but also underscores its potential to foster positive change on a global scale.

## CONCLUSION

In summary, this study provides a comprehensive examination of the effect of Sudarshan Kriya Yoga on the well-being and job performance of working professionals. It contributes unique insights into the economic aspects of well-being, integrates holistic well-being and job performance theoretically, and presents practical implications for organizational strategies.

## IMPLICATIONS FOR THEORY AND PRACTICE

The practical implications emphasize the importance for organizations to prioritize holistic well-being in employee development. From a practitioner's perspective, the findings highlight the potential advantages of integrating Sudarshan Kriya Yoga into daily routines. This goes beyond stress management, extending to fostering a positive outlook and augmenting job satisfaction. This study marks a significant stride in organizational psychology and employee well-being by amalgamating dimensions of well-being and job performance within the Sudarshan Kriya Yoga framework. The holistic approach challenges conventional compartmentalization, laying the groundwork for further theoretical advancements in the field.

Practically, organizations stand to benefit from incorporating SKY programs into their wellness initiatives. The study underscores the potential of such interventions in alleviating workplace stress, fostering resilience, and contributing to a more robust and productive workforce.

Beyond the workplace, the discussion advocates for a paradigm shift in employee development. Emphasizing the interconnectedness of physical and mental well-being with job performance, organizations are urged to adopt a holistic perspective. This involves not only skill enhancement but also initiatives that nurture the overall well-being of employees, fostering a more comprehensive approach to professional growth and fulfilment.

## EXPLORING POTENTIAL AVENUES FOR FUTURE RESEARCH

The outlined recommendations for future research present promising avenues to deepen our understanding of the effect of Sudarshan Kriya Yoga (SKY) on well-being and job performance. Longitudinal studies stand as a vital pursuit to unravel the sustained effects of SKY over time, shedding light on the durability of observed improvements.

Additionally, comparative analyses with other mindfulness interventions offer an opportunity to contextualize SKY within a broader framework of well-being practices. Such comparative studies could enhance our knowledge and provide valuable insights into the unique contributions of SKY in fostering well-being and job performance. Exploring the influence of organizational policies and interventions on the integration of holistic well-being practices, including SKY, is crucial for adapting these programs to diverse workplace settings. Understanding how factors such as organizational structures, leadership styles, and cultural norms impact the effectiveness of SKY will contribute to informed strategies for promoting well-being and performance within different organizational contexts. These avenues collectively hold the potential to advance both theoretical understanding and practical applications in the realm of workplace well-being.

Concluding, the study recommends areas for future research, encouraging scholars to delve into longitudinal inquiries, conduct comparative analyses, and explore the organizational context. These suggestions aim to advance the field, fostering a deeper understanding of the intricate relationship between mindfulness practices, well-being, and job performance.

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