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Abstract

Prayer, rituals, beliefs brings calmness and peace in one's life and teaches man what is wrong and what is right. Throughout the life, man struggles for survival and gathering wealth without realising the ultimate truth of life. This struggle for survival affects the mental health and results in anxiety in human beings. Anxiety is an unpleasant feeling of fear, worry, and uneasiness, usually generalized and unfocused as an overreaction to a situation that is only subjectively seen as threatening. And the anxiety leads to adverse affect on body and mind. Level of stress is increasing day by day at the work place too. Religiosity and Spirituality motivates to live in present and to perform duties with detachment. As all are performing their allotted roles on the stage, if only this is realised, the life will be definitely free from all the worries and miseries. In this article an attempt has been made to highlight the importance of religiosity and spirituality in the management of stress at work place with the help of secondary data collected from different sources.

Key words: Parmananda, Soul, Stress, State of being.

INTRODUCTION

The existence of human beings is becoming complex day by day due to increase in competitions in all the spheres in the society. It starts from the childhood itself, when parents expects their kids to be an all rounder and starts sending them to the play schools and then the 3 year toddler can be seen going to the hobby classes during vacations. The journey thus begins from the childhood, the next step in the schools for better results among the peer groups, after that to work hard for the competitive exams for admissions in the prestigious colleges, next for the job, then to the handsome package. The competition does not stop here, but the next stage arrives for matrimonial settlement, adjustments, kids, their education and settlement. Then the time arrives when the 3 year old toddler grows old and expects love and care from the family members, and may be surrounded by health problems but by that time all may be busy in their lives. At that stage the man when looks behind, realises how the life has been spent under stress and anxiety since childhood which could have been spent comfortably also. Now the question arises why such realisation comes so late in most of the cases. One can get a simple answer that by listening to the Spiritual Gurus and reading spiritual and religious books the realisation comes from within that the religiosity and spirituality are the healing agents of body, mind and soul.

Now the question arises what is religion? What is spirituality? There are numerous definitions of religion.

The typical dictionary definition of religion refers to a "belief in, or the worship of, a God or Gods" or the "service and worship of God or the supernatural". And Religiosity, in its broadest sense, is a comprehensive sociological term used to refer to the numerous aspects of religious activity, dedication, and belief (religious doctrine).

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. Spirituality and Religiosity takes human being up to the stage of self-realisation. At that stage the human beings can lead the life of *parmananda* free from all the worries, tensions of day to day life leading to anxiety, stress, and depression. In Autobiography of a Yogi, Paramahansa Yogananda writes, "Life by life man progresses (at his own pace be it ever so erratic) toward the goal of his own apotheosis. Death, no interruption in this onward sleep, simply offers man the more congenial environment of an astral world in which to purify his dross."

It has been stated in Bhagavad-Gita As It Is, "Shutting out all external sense objects, keeping the eyes and vision concentrated between the two eyebrows, suspending the inward and outward breaths within the nostrils, and thus controlling the mind, senses and intelligence, the transcendentalist aiming at liberation becomes free from desire, fear and anger. One who is always in this state is certainly liberated".

REVIEW OF LITERATURE

It has been concluded by Gerald F. Cavanagh, University of Detroit Mercy, Detroit, Michigan, USA that Spirituality enables a businessperson to gain a more integrated perspective on their firm, family, neighbours, community and self. Hence, business people and business faculty show a significant increase in interest in spirituality in the workplace.

A study was conducted on Spirituality and Stress Management in Healthy Adults" by Inez Tuck, Renee Alleyne and Wantana Thinganjana from Virginia Commonwealth University to (a) test the acceptability and feasibility of a 6-week spiritual intervention; (b) determine the relationship between spirituality and stress; (c) explore the effects of the intervention on measures of perceived stress, spiritual perspective, and spiritual well-being; and (d) explore the meaning of spirituality. The survey data indicated that there were significant negative correlations between perceived stress and spiritual well-being at three time intervals, a significant decline in the levels of perceived stress, and a significant increase in spiritual perspective from the pretest to the 6-week follow-up. There were no significant changes in spiritual well-being. The intervention proved effective in reducing stress in the healthy adult sample.

Another study conducted by Alberto Chiesa, , and Alessandro Serretti, from Institute of Psychiatry, University of Bologna, Bologna, Italy reveals that Mindfulness-based stress reduction (MBSR) is a clinically standardized meditation that has shown consistent efficacy for many mental and physical disorders. MBSR showed a nonspecific effect on stress reduction in comparison to an inactive control, both in reducing stress and in enhancing spirituality values, and a possible specific effect compared to an intervention designed to be structurally equivalent to the meditation program. A direct comparison study between MBSR and standard relaxation training found that both treatments were equally able to reduce stress. Furthermore, MBSR was able to reduce ruminative thinking and trait anxiety, as well as to increase empathy and self-compassion.

OBJECTIVES OF STUDY

1. To find out the relationship between stress and state of being.
2. To find out the ways to keep stress and anxiety at a bay at work place by moving on the path of religiosity and spirituality

METHODOLOGY OF STUDY

The important part of any research paper is its objectives and these objectives can be achieved by the methodology used by the researcher in the paper. The data for the purpose of achieving the objectives may be collected from two ways, primary and secondary. The paper is purely based on the secondary data and it has been collected reference books, journals and internet.

STRESSFUL LIFE VS HEALTH AND BALANCING BODY-MIND-SOUL

The human body is designed to experience stress and react to it. Stress can be positive ("eustress") -- such as a getting a job promotion or being given greater responsibilities -- keeping us alert and ready to avoid danger. Stress becomes negative ("distress") when a person faces continuous challenges without relief or relaxation between challenges. As a result, the person becomes overworked and stress-related tension builds. Research suggests that stress also can bring on or worsen certain symptoms or diseases. There are some common effects of stress which affect body, thoughts feelings and behaviour like headache, muscle tension or pain, chest pain, fatigue, stomach upset, sleep disorders, anxiety, restlessness, lack of motivation or focus, feeling overwhelmed, irritability or anger, sadness or depression, overeating or undereating, angry outbursts, drug or alcohol abuse, tobacco use, social withdrawal etc.

Stress becomes harmful when people use alcohol, tobacco, or drugs to try to relieve their stress. Unfortunately, instead of relieving the stress and returning the body to a relaxed state, these substances tend to keep the body in a stressed state and cause more problems. A study reveals that:

- Forty-three percent of all adults suffer adverse health effects from stress.
- 75% to 90% of all doctor's office visits are for stress-related ailments and complaints.
- Stress can play a part in problems such as headaches, high blood pressure, heart problems, diabetes, skin conditions, asthma, arthritis, depression, and anxiety.
- The Occupational Safety and Health Administration (OSHA) declared stress a hazard of the workplace. Stress costs American industry more than \$300 billion annually.
- The lifetime prevalence of an emotional disorder is more than 50%, often due to chronic, untreated stress reactions.

The body, mind and the soul are inseparable and interlinked, the effect on any one results in after effects on the other. The body, mind and soul work as a system of energy. Proper connection between body, mind and soul is required to keep energy flowing within an individual. This energy flow can be abundant or restricted, depending on the 'state of being' in each moment and it changes constantly. This state of being is overall feeling of health and wellness. It refers to how balanced one feel on all levels of being. Whether an individual is happy or sad, sick or well, disconnected from spirit or not, shows either in or out of alignment with who we really are. When in alignment an individual experiences joy in every work, treat others with love and respect, have a sense of purpose and universal service. And

when an individual is out of alignment, exact opposite is experienced. The goal of life must be to harmonise the state of being so that one can effortlessly create the life that one want at home as well as at work place.

The soul is ultimately responsible for giving the body its life force. In subtle ways, it guides and directs our behaviour and actions in the physical form. When the soul chooses to leave the physical body, the body perishes. The soul is driven by wisdom, love and universal service.

The next level is the mind, the interactive mechanism between the body and soul. The mind registers and filters emotion (the language of the soul) and registers nerve impulses generated by the body. The degree of communication between the body and mind, and soul and mind depends on the ability to manipulate mind to work. When the mind is functioning as intended, it is self-aware, focused and quiet as required. So the mind has two choices: to block out sensation or to listen to it. If the mind is smart, it listens.

And finally, the body, our outer shell, is a product of both the mind and soul and how it is cared for on a daily basis. The body's magic formula for survival – sleep, diet, environment and exercise – can be used to prolong life or shorten it.

But on the other hand stressful life if one leads, imbalances the body-mind-soul.

CAUSES OF WORK PLACE STRESS

Stress at work place is neither beneficial for the organisation nor for the human resources. Long hours, work overload, time pressure, difficult or complex tasks, lack of breaks, lack of variety, and poor physical work conditions (for example, space, temperature, light) unclear work or conflicting roles are some of the factors intrinsic to the job creating stress among the employees. Managers who are critical, demanding, unsupportive or bullying create stress, whereas a positive social dimension of work and good team working reduces it.

An organisational culture of unpaid overtime or “presenteeism” causes stress. On the other hand, a culture of involving people in decisions, keeping them informed about what is happening in the organisation, and providing good amenities and recreation facilities reduce stress. Organisational change, especially without taking into confidence the workforce, is a huge source of stress. Such changes include mergers, relocation, restructuring or “downsizing”, individual contracts, and redundancies within the organisation.

According to explanatory model, work related strain and risks to health are most likely to arise when high job demands are coupled with low decision latitude. On the other hand, high job demands with high decision latitude give the possibility of motivation to learn, active learning, and a sense of accomplishment. Of the two, decision latitude has been found to be more important than demand.

Most of the time stress is experienced by an individual if they lack material resources like a good bank balance, property etc. and psychological resources like tactful, skilful, self esteem, and if an individual reacts emotionally to these situations than it results in a complicated condition resulting in stress. A successful strategy for preventing stress within the workplace will ensure that the job fits the person at right place, rather than trying to make people fit jobs that they are not well suited to.

The increase in stress level at work place is visible not only at work place but it also reaches homes and social lives of employees. Long, uncertain or unsocial hours, working away from home, taking work home, high levels of responsibility, job insecurity, and job relocation all may adversely affect family

responsibilities and leisure activities. And when the relaxing quality of life is adversely effected outside then it becomes difficult to combat even normal at work place. In addition, domestic pressures such as childcare responsibilities, financial worries, bereavement, and housing problems may affect a person's robustness at work. Thus, a vicious cycle is set up in which the stress caused in either area of one's life, work or home, spills over and makes coping with the other more difficult.

ATTITUDE CHANGE TO COMBAT STRESS

Different ways are adopted now a days to have a positive state of being with balancing body-mind-soul, like visiting religious places, gurus, practicing yoga, meditation and indulge in recreational activities, so that one can learn to live in present. Some organisations even conduct workshops on time management, stress management, cultural evenings, meditation and yogas to improve the performance of workforce.

On the other front spirituality and religiosity also plays a very important role in the overall development of the work force. In almost all the scriptures it has been stated that an individual must perform duties with detachment, one should live in present, must work in the interest of whole and not to indulge in unethical, immoral and fraudulent acts. *Few shabads from Shri Guru Granth Sahib Ji* have been taken which states how one can be relieved from worries like:

“Simrau Simar Simar Sukh Pawao,Kal Kalesh Tan Mahe Mitawo”

“Prabh Ke Simran howe So Bhala,Prabh Ke Simran Suphal Phala”

“Nanak Chinta Mat Karo,Chinta Tis Hi He,Jal mein Jant Upae Ke Tina Bhi Roji De”

“Charan Chalo Marag Gobind,Mitae Paap Japiya Har bind”

“Ta Kao Bighan Na Lage Koe,Ja Ke Hride Base Har Soye”

“Saas Saas Simrao Gobind,Mann Anter Ki Utrae Chind”

“Eh mann merea,Tu Sada Raho har nale,Har Nal Raho Tu mann mere,Dookh sabb Visarna”

“Tu Kahe Dole Praniya,Tudh Rakhega Sirjanhaar,Jin Padaish Tu Kiya Soi De Aadhaar”

The above mentioned shabads states that one should always remember Prabhu and attain happiness and it will help in removing all types of pain in the human body. Remembering God in all the situations is always good and the best fruits are received in one's life. God is there to look after the well being of all the creatures, why to worry for the existence, God is even looking after the creatures living inside the water. If one moves on the path of God and remembers God even for a moment from heart, then the man will be free from all the misdeeds in life. The person will be free from all the misfortunes and problems of life if God is always remembered from heart by the person. With every breath by remembering God, One will be free from all the worries of life. Oh my mind always lives in the memory of God, and then only one can be away from all the pains and miseries. Oh man remain relax, God is there to look after it's all the creatures.

SUGGESTIONS

1. Performance at work place depends on healthy mind and body, daily a new motivational quotation given by the enlightened souls must be placed at the entrance.
2. The interior design must be planned taking into consideration the colours which gives utmost calmness to the brain to concentrate.
3. Meditation camps must be organized at least once in a week.
4. The festivals of all the communities must be celebrated with equal enthusiasm.
5. Management must encourage recreational activities in the form of staff picnic to break communication barriers.
6. The layout of the main entrance to the departments and offices must be capable to attract the workforce of all the beliefs to pray once before initiating their routine tasks. Just like in some of the educational institutions idol of Goddess Sarasvati can be seen.

CONCLUSION

The crux of all the religion is one and the same, that by remembering God, one will be free from all the miseries. Free from all the miseries here means the strength one gets to face all the challenges in life by reciting shlokas, visiting religious places and performing various rituals. It does not mean that one should sit idle waiting for the results, but to perform karma wholeheartedly with detachment. Stress can also be managed by adopting rituals as part of life. Stress at workplace not only affects the environment at work place but also at home. Now a days it has been advised even by the professional councilors to practice meditation and rituals for the overall wellbeing i.e., mental, physical and emotional.

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