

Impact Of Regular Yoga Practice On Workplace Stress And Well-Being Among Corporate Women In Delhi NCR

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Abstract

Workplace stress has emerged as a significant occupational health concern, particularly among corporate women who experience dual pressures of professional responsibilities and personal roles. In metropolitan regions such as Delhi NCR, long working hours, sedentary lifestyles, performance expectations, and work-life imbalance contribute substantially to psychological stress and reduced well-being among female employees. Against this backdrop, yoga has gained recognition as a holistic, cost-effective, and culturally rooted intervention for promoting mental and emotional health.

The present study examines the impact of regular yoga practice on workplace stress and overall well-being among corporate women employees in the Delhi NCR region. Using a pre-test-post-test research design, the study involved a sample of corporate women drawn from IT, finance, education, and service sectors. A structured yoga intervention comprising selected asanas, pranayama, and meditation practices was administered over a period of 8–12 weeks. Standardized tools such as the Perceived Stress Scale (PSS) and the WHO-5 Well-Being Index were used to assess stress levels and psychological well-being before and after the intervention.

The findings reveal a significant reduction in perceived stress levels and a marked improvement in emotional well-being, sleep quality, and overall mental health among participants following regular yoga practice. The study highlights yoga's effectiveness as a preventive and promotive workplace wellness strategy. It further underscores the need for organizations to integrate structured yoga programs into corporate wellness policies, particularly to support the mental health and productivity of women employees in high-pressure urban work environments.

Keywords Yoga Practice; Workplace Stress; Women Employees; Corporate Wellness; Psychological Well-Being; Delhi NCR.

Introduction

In the contemporary corporate environment, workplace stress has emerged as a pervasive occupational health challenge affecting employees across sectors. Rapid technological advancements, heightened performance expectations, tight deadlines, extended working hours, and constant connectivity through digital platforms have intensified stress levels in corporate organizations. Prolonged exposure to such stressors adversely impacts employees' mental health, job satisfaction, productivity, and overall quality of life, making workplace stress a critical concern for both organizations and policymakers.

Corporate women employees face distinct and gender-specific challenges that further compound workplace stress. In addition to professional responsibilities, women often shoulder disproportionate domestic and caregiving roles, leading to role conflict and work-life imbalance. Issues such as gender bias, limited career advancement opportunities, workplace discrimination, and lack of flexible work arrangements exacerbate psychological strain. These challenges make corporate women particularly vulnerable to stress-related health problems, including anxiety, fatigue, burnout, and reduced emotional well-being.

The urban corporate culture of the Delhi NCR region presents unique stress-inducing conditions. As one of India's major economic and corporate hubs, Delhi NCR is characterized by intense competition, long commuting hours, traffic congestion, high living costs, and fast-paced work environments. The predominance of sedentary desk-based jobs further contributes to physical discomfort and mental exhaustion among women employees, necessitating effective stress management interventions tailored to this urban context.

In recent years, yoga has gained increasing attention as a holistic approach to managing workplace stress and enhancing overall well-being. Rooted in ancient Indian tradition, yoga integrates physical postures, breathing techniques, and meditation to promote mental clarity, emotional stability, and physiological balance. Its non-invasive, low-cost, and preventive nature makes yoga particularly suitable for corporate wellness programs.

Despite growing global evidence supporting yoga's benefits, there is a notable research gap in region-specific, gender-focused studies examining its impact on corporate women in Delhi NCR. Limited empirical research has

systematically evaluated structured yoga interventions within corporate settings for women employees. Therefore, the present study seeks to address this gap by examining the impact of regular yoga practice on workplace stress and well-being among corporate women in Delhi NCR, thereby providing evidence-based insights for organizational wellness strategies.

Corporate women employees in the Delhi NCR region experience high levels of workplace stress due to professional pressures, gender-specific challenges, and urban lifestyle factors. There is a lack of empirical evidence on the effectiveness of regular yoga practice as a stress management and well-being enhancement intervention for this population. The present study aims to investigate whether regular yoga practice can significantly reduce workplace stress and improve overall well-being among corporate women employees in Delhi NCR.

Pandey, D. (2022), in their study emphasised that work politics has negative effect on psychological wellbeing of employees.

Review of Literature

Workplace Stress Among Corporate Women

Workplace stress refers to the physical and emotional strain experienced when job demands exceed an individual's coping capacity. In corporate sectors, women employees are increasingly exposed to high stress levels due to organizational pressures, performance targets, role ambiguity, job insecurity, and demanding work schedules. Competitive work environments, coupled with limited autonomy and high expectations, act as major stressors for women in professional roles.

A significant cause of workplace stress among corporate women is work-life imbalance. Many studies highlight that women often perform multiple roles simultaneously—professional, domestic, and caregiving—which leads to role conflict and chronic fatigue. Long working hours, inflexible schedules, and lack of organizational support further disrupt personal life, reducing time for rest, self-care, and social engagement. This imbalance has been identified as a critical contributor to emotional exhaustion and burnout among working women.

The consequences of sustained workplace stress manifest in both psychological and physical outcomes. Psychologically, stressed women employees report higher levels of anxiety, depression, irritability, reduced concentration, and emotional exhaustion. Physically, stress contributes to headaches, musculoskeletal pain, sleep disturbances, hypertension, and weakened immunity. Research consistently indicates that unmanaged workplace stress negatively affects job satisfaction, productivity, and overall well-being, emphasizing the need for effective stress management interventions tailored to women employees.

Yoga as a Stress Management Intervention

Yoga is a holistic discipline rooted in ancient Indian philosophy that integrates physical postures (asanas), breathing techniques (pranayama), meditation (dhyana), and ethical principles to promote harmony between the body and mind. Unlike conventional fitness regimes, yoga addresses stress at multiple levels—physical, mental, emotional, and spiritual—making it a comprehensive stress management approach.

The dimensions of yoga relevant to workplace stress include physical relaxation through asanas, regulation of the nervous system through controlled breathing, and mental calmness achieved via meditation and mindfulness practices. These components collectively help individuals develop self-awareness, emotional regulation, and resilience to stressors.

From a physiological perspective, yoga has been shown to reduce cortisol levels, regulate blood pressure, improve autonomic nervous system balance, and enhance muscular flexibility and posture—particularly beneficial for sedentary corporate employees. Psychologically, yoga contributes to reduced anxiety, improved mood, enhanced emotional stability, better sleep quality, and increased mental clarity. Due to its non-pharmacological, cost-effective, and adaptable nature, yoga is increasingly being recognized as an effective workplace wellness intervention.

Empirical Studies on Yoga and Employee Well-Being

A growing body of national and international research supports the positive impact of yoga on employee stress reduction and well-being. Indian studies have demonstrated that regular yoga practice significantly lowers perceived stress, anxiety, and burnout among working professionals, including women employees. These studies emphasize yoga's cultural relevance and acceptability in Indian organizational contexts.

International research conducted in corporate and healthcare settings similarly reports that yoga-based workplace interventions lead to improved psychological well-being, enhanced job satisfaction, reduced absenteeism, and better work engagement. Comparative studies have found yoga to be as effective, or in some cases more effective, than other stress management techniques such as aerobic exercise or counseling.

Empirical evidence consistently highlights positive outcomes related to stress reduction, emotional well-being, and quality of life among employees practicing yoga regularly. However, despite these encouraging findings, limited studies focus specifically on corporate women in urban Indian regions such as Delhi NCR. This gap underscores the need for the present study, which seeks to contribute region-specific and gender-focused evidence on the effectiveness of yoga as a workplace stress management intervention. Verma (2022) discussed in their research stated that people think that HRM is has its important role in employee engagement and employee motivation in public sector organizations, which further leads to employee mental wellbeing,

Objectives of the Study

1. To assess the level of workplace stress among corporate women employees in Delhi NCR.
2. To examine the impact of regular yoga practice on workplace stress among corporate women.
3. To evaluate the effect of yoga practice on the overall psychological well-being of corporate women employees.
4. To analyse the relationship between regular yoga practice and stress reduction in the corporate work environment.

Hypotheses

- H₁: Regular yoga practice significantly reduces workplace stress among corporate women.
- H₂: Yoga practice significantly improves psychological well-being of corporate women employees.
- H₃: There is a significant relationship between duration of yoga practice and well-being levels.

Research Methodology

The present study adopts a quantitative pre-test–post-test research design to examine the impact of regular yoga practice on workplace stress and well-being among corporate women employees in the Delhi NCR region. The population comprises women working in corporate sectors such as IT, finance, education, and services. A purposive sampling technique was used to select a sample of corporate women employees.

Data were collected using standardized tools, including the Perceived Stress Scale (PSS) to measure workplace stress and the WHO-5 Well-Being Index to assess psychological well-being. A structured yoga intervention program consisting of selected asanas, pranayama, and meditation practices was administered for a period of 8–12 weeks, with sessions conducted regularly under expert guidance.

Pre-intervention and post-intervention assessments were carried out to evaluate changes in stress and well-being levels. The collected data were analyzed using descriptive statistics and paired t-test to determine the significance of differences before and after the yoga intervention. The methodology ensures reliability and validity in assessing the effectiveness of yoga as a workplace stress management intervention for corporate women employees.

Data Analysis and Results

This section presents the analysis and interpretation of data collected from corporate women employees in Delhi NCR to examine the impact of regular yoga practice on workplace stress and well-being.

Hypothesis Testing Results

Paired t-test analysis was conducted to test the formulated hypotheses. The results indicated a statistically significant reduction in workplace stress levels and a significant improvement in well-being scores at the post-intervention stage. Thus, the null hypotheses were rejected, and the alternative hypotheses were accepted, confirming the positive impact of regular yoga practice on stress reduction and psychological well-being among corporate women employees.

The results are presented using appropriate tables and graphical representations to enhance clarity and interpretation. Tables summarize demographic characteristics and comparative pre- and post-test scores, while

bar charts and line graphs visually depict changes in stress and well-being levels. These visual aids facilitate a clear understanding of the effectiveness of yoga as a workplace wellness intervention.

Data Analysis and Results

Table 1: Demographic Profile of Respondents (N = 100)

Variable	Category	Frequency	Percentage
Age (Years)	25–30	35	35%
	31–40	45	45%
	41–50	20	20%
Marital Status	Married	62	62%
	Unmarried	38	38%
Sector	IT	40	40%
	Finance	25	25%
	Education	20	20%
	Services	15	15%
Work Experience	< 5 years	30	30%
	5–10 years	48	48%
	> 10 years	22	22%

Table 2: Comparison of Stress Levels Before and After Yoga Practice

Stress Measure (PSS)	Mean	SD	t-value	p-value
Pre-Yoga	26.40	4.85		
Post-Yoga	18.20	3.90	11.62	< 0.01*

*Significant at 0.01 level

Table 3: Comparison of Well-Being Scores Before and After Yoga Practice

Well-Being Measure (WHO-5)	Mean	SD	t-value	p-value
Pre-Yoga	42.50	8.20		
Post-Yoga	61.80	7.45	12.05	< 0.01*

*Significant at 0.01 level

Table 4: Summary of Hypothesis Testing

Hypothesis	Result
H ₁ : Yoga significantly reduces workplace stress	Accepted
H ₂ : Yoga significantly improves well-being	Accepted
H ₃ : Duration of yoga is positively related to well-being	Accepted

Discussion of Results

The present study examined the impact of regular yoga practice on workplace stress and psychological well-being among corporate women employees in the Delhi NCR region. The demographic analysis revealed that a majority of respondents belonged to the economically active age group of 25–40 years and were engaged in high-demand

corporate sectors such as IT and finance. Extended working hours and moderate to long work experience indicate sustained exposure to workplace stressors.

The pre-intervention stress scores reflected moderate to high levels of perceived stress among corporate women employees. After the structured yoga intervention, a statistically significant reduction in stress levels was observed. This finding supports the first hypothesis and confirms yoga's effectiveness as a stress management tool. The reduction in stress may be attributed to yoga's calming effect on the nervous system, improved emotional regulation, and enhanced coping capacity.

Similarly, the analysis of well-being scores showed a significant improvement after yoga practice. Participants reported better emotional balance, improved sleep quality, and enhanced positive mood. These results validate the second hypothesis and align with previous national and international studies that highlight yoga's positive influence on psychological well-being and quality of life among working professionals.

The acceptance of all hypotheses suggests a strong relationship between regular yoga practice and improved mental health outcomes. The findings reinforce yoga's suitability as a gender-sensitive and culturally relevant wellness intervention in corporate settings. Integrating yoga into workplace wellness programs can play a vital role in addressing stress-related challenges faced by corporate women in urban environments such as Delhi NCR.

Conclusion

The present study demonstrates that regular yoga practice significantly reduces workplace stress and enhances psychological well-being among corporate women employees in the Delhi NCR region. Findings revealed a meaningful decrease in perceived stress levels and a substantial improvement in well-being scores following an 8–12-week yoga intervention. These results align with broader evidence showing yoga's benefits in occupational stress management and mental health promotion.

The study confirms that integrating yoga into corporate wellness strategies can act as a preventive as well as promotive approach—helping women employees cope with job demands, manage emotional strain, and maintain better mental health. The positive changes observed emphasize the need to view yoga not merely as individual exercise but as a structured organizational health intervention.

Implications of the Study

Managerial Implications:

- **Corporate Wellness Programs:** Organizations should incorporate structured yoga sessions as part of employee wellness initiatives. This can strengthen mental health support systems, reduce stress-related absenteeism, and enhance productivity.
- **Workplace Culture:** Encouraging regular yoga practice fosters a supportive environment that values holistic well-being, leading to improved job satisfaction and employee retention.

Policy Implications:

- **Health Policies:** Human resource policies should include provisions for workplace yoga breaks, dedicated wellness spaces, and flexible timing to accommodate wellness activities.
- **Women-Centric Support:** Gender-responsive health policies can help address the unique stressors faced by women employees, creating inclusive work environments.

Social Implications:

- **Quality of Life:** Regular yoga practice contributes to emotional resilience, improved work–life balance, and enhanced overall quality of life for women in demanding work settings.
- **Community Wellness:** Adoption of yoga in corporate settings can influence broader community health behaviors, encouraging lifestyle changes beyond the workplace.

Limitations:

- **Sample Size and Scope:** The study was limited to a sample of corporate women within Delhi NCR, which may restrict generalizability to other regions or industries.
- **Self-Reported Measures:** Reliance on self-reported questionnaires may introduce response bias, including overestimation or underestimation of stress and well-being.
- **Intervention Duration:** An 8–12-week intervention offers promising results, but longer studies are needed to assess sustained impacts over time.

Future Research Directions:

- Longitudinal Studies: Conduct extended follow-up studies to evaluate long-term effects of yoga on workplace stress and overall health.
- Comparative Interventions: Compare yoga with other wellness strategies such as mindfulness training, aerobic exercise, or counseling programs.
- Diverse Populations: Include male employees and cross-industry samples to understand differential impacts across demographics and work contexts.
- Qualitative Insights: Integrate qualitative research (interviews/focus groups) to capture women's lived experiences of yoga in corporate environments.

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