



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. 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.

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.

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.

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.

Concept of Yoga

The term "yoga" derives from Sanskrit, meaning "unity," "yoke," or "unification." It denotes the process of assimilating the individual essence of our life inside our bodies and the broader universe. Chaoul and Cohen (2010) assert that embodied awareness and cosmic vision need to be integrated into a single, cohesive paradigm. Patanjali, the preeminent authority on yoga, defines yoga as "the cessation of mental fluctuations" (Patanjali Yoga Sutra, 1:2). This concept culminates in the distinction of Prakriti, the everlasting but changeable equilibrium of the three gunas - sat raj, and tam - representing pure awareness that is immortal, eternal, omnipresent, omniscient, and omnipotent. The esteemed ancient yoga text, the Shrimad Bhagvat Geeta (SBG), characterizes yoga as "a state of mental tranquility at every moment of existence." It is 2:47 in the SBG. Consequently, from a behavioral perspective, the SBG characterizes yoga as "brilliance in action" (SBG, 2:48). The yogic practices are intended to be integrated into a cohesive system via the practice of Raj Yoga, conceived by the philosopher Patanjali. The eight successive components that constitute this framework are Yama, denoting universal ethical standards; Niyama, signifying personal ethics; Asana, representing physical postures; Pranayama, pertaining to breath control; Pratyahara, referring to sensory withdrawal; Dharana, indicating concentration; Dhyana, relating to meditation; and Samadhi, implying enlightenment. Raj Yoga is a comprehensive method that integrates elements of Karma Yoga, Bhakti Yoga, and Jnana Yoga.

Contemporary Significance of Corporate Yoga (CY)

The ancient sages believe that yoga will always play an important role in promoting the health and happiness of all people. Swami Vivekananda, Maharishi Aurovindo, Shriram Sharma Acharya, Swami Shivanand, and Swami Rama are only a few of the modern spiritual giants who have confirmed this truth. They have done this based on what they have learned via testing and what they have experienced in their own lives. Shriram Sharma Acharya, an early proponent of empirical mysticism, called yoga "an art of life." Looking at yoga through the modern lens, it seems to have more in common with management or business practices. Personal life and professional life are essentially just two sides of the same coin, according to Sinclair, Pruzen, and Pruzan (2001). Nothing matters more than giving it our all, and we are all here for the same reason. What this means is that yoga, which includes self-employment, might be the cornerstone of the company's future expansion, which is an intriguing thought. That CY aids CW and CE is shown beyond a reasonable doubt by this. There are three main parts to the current relevance of CY for company growth: the idea of yoga, its enormous popularity, and the beneficial impacts on health.

Yoga versus health

Yoga, according to the famous modern yoga practitioner Aurobindo (1999), is "a practical discipline that combines various processes with the ultimate goal of improving mental and physical health, well-being, internal balance, and internal balance." According to Iyengar (1976), yoga is a kind of traditional medicine that aims to improve health and harmony on all levels of existence. When practiced consistently, yoga has bio-psycho-social-spiritual repercussions that, according to Aurobindo and Iyengar's conceptions, lead to and maintain a whole life in all its aspects.

Yoga for Corporate Executives (CE)

One of the most important parts of CE is leadership, which entails stressing the requirement of prioritising tasks in order to implement a plan. A feeling of purpose, the capacity to redesign, the efficient application of complexity, and self-awareness are some of the spiritual traits that may emerge via the practice of long yoga (Zohar, 2005). To be a great leader and to put an organization's holy vision into reality, you must possess these qualities. In order to consistently highlight the leadership and intelligence of four individuals—SI, EI, CI, and RI—this subheading will be utilised to illustrate the effective yogic influence of enhancing organisational efficiency.

Conclusion - Preventive and therapeutic value of Yoga

Many yoga practitioners have reported experiencing similar worries about the amount of prevention and treatment of yoga, which is believed to be a side effect of yogic activities, particularly those related to a heavy and subtle body. Yoga asanas (postures), breathing exercises (Pranayamas), physical contact (Mudras), mental locking (Bandhas), concentration (Dharana), and meditation (Dhyan) have all been the subject of substantial scientific investigation in an effort to validate their significance in the prevention and treatment of various conditions. It is crucial to address the efficacy of CW CY in relating the most frequent health problems experienced by the firm, including work-related stress, respiratory issues, heart difficulties, digestive problems, and genitourinary disorders, while discussing its prevention and treatment.

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