

Effect Of “Y” Break Program On Occupational Stress Of It Employee Of Pune

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Abstract

Information technology (IT) personnel are routinely subjected to prolonged screen time in the current digital era, which can cause a number of health issues, including occupational stress. Therefore, the purpose of present study was to see the effect of “Y” break program on occupational stress. in IT employees of Pune. The study followed a single group pre-post design wherein 30 employees of IT company were selected by using purposive sampling technique. All the thirty subjects were assessed at the baseline and after completion of one month of Y break training for occupational stress. by using Questionnaire (Srivastava & Singh, 1984) Descriptive Statistics was used to assess the efficacy of Y break program. The results of repeated measures ANOVA and Bonferroni’s post hoc test showed Results of The ‘Y’ break programme significantly improved occupational stress levels ($F=57.82$, $p=0.001$, $\eta^2=0.63$), according to ANOVA. Post-hoc analysis with Bonferroni adjustment revealed a substantial reduction in Occupational Stress ratings among male IT employees from pretest to posttest (mean difference=3.17; $p<0.001$) the present study suggests that one month of ‘Y’ break training program can decrease occupational stress in IT employees.

Keywords: occupational stress, IT Employees, Y Break, pune.

Introduction

In today's hectic lifestyle, human life is surrounded by many types of stress. Everyone is trying to get rid of it. There are many¹ types of stress, it is important to pay attention to physical and mental stress in time. In order to keep these things under control, methods such as exercise, spirituality, meditation, contemplation, recitation, pranayama, and meditation are adopted. Today being fit is not just a fad or part of fashion, but being fit has become a mandatory lifestyle condition. Big industrialists, big actors of Bollywood and Hollywood, businessmen and political leaders are adopting yoga to reduce stress and depression.

Yoga not only keeps you physically healthy but also teaches you how to live mentally healthy. Cannot be done after exercise or aerobic meals. But there are certain asanas in yoga, which help in digestion of food. There are many types of asanas in yoga. Every asana has importance. By doing asana, you can be healthy, control your diet and maintain your body shape perfectly. Indian education system includes exercise, sports, yoga, yogic action, pranayama, sun salutation, vihara control, ayurveda etc. at all levels. According to NCTE 2014, yoga education has been included in teacher training.

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In December 2014, 177 countries of the world approved the resolution on Yoga presented by the Government of India in the United Nations and accepted that Yoga is the supreme philosophy and supreme science of India. Therefore, it was approved to celebrate International Yoga Day on 21st June every year. The golden age of propagation and promotion of Indian Yoga tradition started through International Yoga Day. Therefore, it is universally accepted that Yoga is a precious gift of India

Practicing yoga in the office is fun. Practicing such yoga gives relief. Working on the computer for a long time puts stress on the neck, shoulders, back muscles and they become stiff. If the solution is not planned in time or if they are not properly attended to, it affects the office or work. Your productivity decreases, your quality of life deteriorates, the type of office yoga you can do all day while sitting at your desk.

If you start doing yoga regularly in the office as a part of your routine, it can bring amazing changes. Your physical fatigue, tension, pains run away. Muscle strength increases, they become more efficient, they become flexible, you feel refreshed throughout the day, you start to feel rejuvenated. These types of exercises don't take much time, you can do them anytime during the day. And by doing that, you can stop the far-reaching negative effects on you.

The central government has now announced a 'yoga break' for 5 minutes in special government offices. All government employees have now been asked to download the Y-Break App to keep the employees fresh during work. Methods and benefits of yoga are explained in this app. Also this app is developed by Ministry of AYUSH. This order was issued by the government on September 2. So now government officials will get 5 minutes yoga break every day during work.

In an order issued by the Department of Personnel and Training (DoPT) two days ago, it has asked all ministries to use the app and encourage others to do so. The order reads, "All Ministries and Departments of the Government of India are requested to encourage the use of the Y-Brake app." In the order issued by the DoPT on September 2, it is mandatory to download the Android-based Y-Brake application.

Ministry of AYUSH launched this mobile application in a grand event. Six ministers participated in it

In the modern digital era, Information Technology (IT) personnel are particularly vulnerable to the adverse effects of prolonged screen time. Spending the majority of their workweek in front of computers, employees in IT companies based in Pune, India's IT hub, are exposed to heightened risks of health issues stemming from extended computer use. One such concern is the impact on occupational stress, as prolonged screen exposure can disrupt mental and physical health. In response to these challenges, the "Y" Break Programme emerges as a cutting-edge intervention aimed at mitigating the negative effects of extended computer use on the health of IT workers.

At the heart of the "Y" Break Programme's intervention strategy is the implementation of a strategic break plan, encouraging staff members to take regular, brief pauses throughout their working hours. These breaks serve as opportunities for employees to engage in stretching activities and relaxation techniques, designed to counteract the physical and mental strain associated with prolonged computer use. By incorporating these mindful breaks into their daily routines, IT personnel can effectively manage their health and well-being amidst the demands of their profession.

In conclusion, the Ayush Mantralaya's “Y” Break Programme stands as a pioneering initiative aimed at harnessing the transformative power of yoga to promote health and wellness in diverse

settings. By advocating for regular yoga breaks and providing practical strategies for their implementation, this program not only addresses the specific challenges faced by IT personnel but also offers a blueprint for enhancing the well-being of individuals across various sectors. In embracing the principles of yoga, individuals can cultivate resilience, vitality, and balance in their lives, fostering a culture of holistic well-being and flourishing communities..

Methodology:

The present study adopted a single group pre-post research design, wherein 30 male IT employees with ages 21-35 years completed the assessments. Purposive sampling method was used in this study since the employees of selected company were willing to participate, easily accessible and available at given time. The study was conducted at an IT company located at Pune. To be included in the study, the participants had to 1) working in IT 2) have at least 5 years of experience. The participants were explained about the research protocol in detail. Participation in this study was voluntary and they were allowed to withdraw from the study at any given time. Since, all the participants were interested in doing 'Y' break, there were no drop outs. As the experiment includes human participants, informed consent was obtained from each participant prior to conduct of the study. The training program was implemented for six weeks.

Assessment

On the day prior to the 1st day of training and on the day after the six weeks of completion of training, all the participants were assessed for occupational stress. by using Questionnaire (Srivastava & Singh, 1984)

Time table for "Y" Break Implementation

Sr.No.	"Y" Break	Time
1	First Break	11.00 to 11.05 am.
2	Second Break	1.00 to 1.05 pm
3	Third Break	3.00 to 3.05 pm
4	Fourth Break	5.00 to 5.05 pm

Statistical Analysis:

Data were evaluated by IBM, Statistical Package for the Social Sciences (SPSS), India, Version 24.0. The Shapiro–Wilk test was used to assess the normality of distribution of investigated variable. repeated measures ANOVA was used to compare the mean within occupational stress the group. Statistically significant level was set as 0.05.

Table 4.1 Role overload in IT employees At three different time points

Descriptive Statistics-Role Overload (Points)	Baseline	Pre test	Post test
Mean	16.37	16.37	15.34
Standard Error of Mean	0.59	0.59	0.66
Standard Deviation	3.79	3.79	3.94
N	40	40	35

2. Results on Role Ambiguity

The results of central tendency and dispersion indicate decreasing trend in scores of Role Ambiguity among IT employees.

Table 4.2 Descriptive statistics of Role Ambiguity in IT employees at three different time points

Descriptive Statistics- Role Ambiguity (Points)	Baseline	Pre test	Post test
Mean	10.02	10.02	9.62
Standard Error of Mean	0.27	0.27	0.31
Standard Deviation	1.71	1.71	1.86
N	40	40	35

3. Results on Role Conflict

The results of central tendency and dispersion indicate decreasing trend in scores of Role Conflict among IT employees.

Table 4.3 Descriptive statistics of Role Conflict in IT employees at three different time points

Descriptive Statistics- Role Conflict (Points)	Baseline	Pretest	Posttest
Mean	11.57	11.57	11.34
Standard Error of Mean	0.29	0.29	0.28
Standard Deviation	1.86	1.86	1.67
N	40	40	35

4. Results on Unreasonable Group & Political Pressure

The results of central tendency and dispersion indicate decreasing trend in scores of Unreasonable Group & Political Pressure among IT employees.

Table 4.4 Descriptive statistics of Unreasonable Group & Political Pressure in IT employees at three different time points

Descriptive Statistics- Unreasonable Group & Political Pressure (Points)	Baseline	Pre test	Post test
Mean	9.00	9.00	8.91
Standard Error of Mean	0.49	0.49	0.55

Standard Deviation	3.14	3.14	3.29
N	40	40	35

5. Results on Responsibility for Persons

The results of central tendency and dispersion indicate decreasing trend in scores of Responsibility for Persons among IT employees.

Table 4.5 Responsibility for Persons in IT employees at three different time points

Descriptive Statistics- Responsibility for Persons (Points)	Baseline	Pre test	Post test
Mean	9.90	9.90	9.82
Standard Error of Mean	0.25	0.25	0.26
Standard Deviation	1.58	1.58	1.58
N	40	40	35

6. Results on Under Participation

The results of central tendency and dispersion indicate decreasing trend in scores of Under Participation among IT employees.

Table 4.6 Descriptive statistics of Under Participation in IT employees at three different time points

Descriptive Statistics- Under Participation (Points)	Baseline	Pre test	Post test
Mean	10.27	10.27	10.25
Standard Error of Mean	0.35	0.35	0.38
Standard Deviation	2.24	2.24	2.29
N	40	40	35

7. Results on Powerlessness

The results of central tendency and dispersion indicate that the scores of Powerlessness among IT employees are almost similar.

Table 4.7 Descriptive statistics of Powerlessness in IT employees at three different time points

Descriptive Statistics- Powerlessness (Points)	Baseline	Pre test	Post test
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Mean	6.77	6.77	6.88
Standard Error of Mean	0.31	0.31	0.33
Standard Deviation	1.96	1.96	1.98
N	40	40	35

8. Results on Poor Peer Relations

The results of central tendency and dispersion indicate decreasing trend in scores of Poor Peer Relations among IT employees.

Table 4.8 Poor Peer Relations in IT employees at three different time points

Descriptive Statistics- Poor Peer Relations (Points)	Baseline	Pre test	Post test
Mean	8.62	8.62	8.57
Standard Error of Mean	0.32	0.32	0.34
Standard Deviation	2.04	2.04	2.06
N	40	40	35

9. Results on Intrinsic Impoverishment

The results of central tendency and dispersion indicate that there was no change in scores of Intrinsic Impoverishment among IT employees

Table 4.9 Intrinsic Impoverishment in IT employees at three different time points

Descriptive Statistics- Intrinsic Impoverishment (Points)	Baseline	Pre test	Post test
Mean	9.6750	9.6750	9.6750
Standard Error of Mean	.22184	.22184	.22184
Standard Deviation	1.40306	1.40306	1.40306
N	40	40	35

10. Results on Low Status

The results of central tendency and dispersion indicate decreasing trend in scores of Low Status among IT employees.

Table 4.10 Descriptive statistics of Low Status in IT employees at three different time points

Descriptive Statistics- Low Status (Points)	Baseline	Pre test	Post test
Mean	6.62	6.62	6.42
Standard Error of Mean	0.22	0.22	0.23
Standard Deviation	1.40	1.40	1.39
N	40	40	35

11. Results on Strenuous Working Conditions

The results of central tendency and dispersion indicate decreasing trend in scores of Strenuous Working Condition among IT employees.

Table 4.11 Descriptive statistics of Strenuous Working Condition in IT employees at three different time points

Descriptive Statistics- Strenuous Working Condition (Points)	Baseline	Pre test	Post test
Mean	10.25	10.25	10.02
Standard Error of Mean	0.24	0.24	0.27
Standard Deviation	1.54	1.54	1.63
N	40	40	35

12. Results on Unprofitability

The results of central tendency and dispersion indicate decreasing trend in scores of Unprofitability among IT employees.

Table 4.12 Unprofitability in IT employees at three different time points

Descriptive Statistics- Unprofitability (Points)	Baseline	Pre test	Post test
Mean	6.02	6.02	5.91
Standard Error of Mean	0.22	0.22	0.23
Standard Deviation	1.40	1.40	1.40
N	40	40	35

13. Results on Overall Occupational Stress

The results of central tendency and dispersion indicate decreasing trend in scores of Occupational Stress among IT employees.

Table 4.13 Occupational Stress in IT employees at three different time points

Descriptive Statistics- Occupational Stress (Points)	Baseline	Pretest	Posttest
Mean	115.12	115.12	112.37
Standard Error of Mean	1.63	1.63	1.88
Standard Deviation	10.36	10.36	11.17
N	40	40	35

Table. 4.34 Pairwise comparison of Occupational Stress of Male IT Employees at Different Time Points

Occupational Stress (I)	Occupational Stress (J)	Mean Difference (I-J)	Std. Error	Sig.	95% CI for Difference	
					Lower Bound	Upper Bound
1	2	0.0	0.0	p>0.5	0.0	0.0
	3	3.17*	.41	p<0.001	2.12	4.22
2	3	3.17*	.41	p<0.001	2.12	4.22

Based on estimated marginal means * The mean difference is significant at the 0.05 level.

Where, 1= Baseline test

2= Pretest,

3= Posttest

RESULT

Findings on Occupational Stress in IT Professionals

- ✚ The training intervention resulted in statistically significant variations in role overload ($F= 23.28$, $p= 0.000$, $\eta^2=0.40$). Male IT personnel experienced considerably less role overload from baseline to posttest (mean difference=1.20; $p<0.001$).
- ✚ Training resulted in substantial differences in role ambiguity ($F= 11.61$, $p= 0.000$, $\eta^2=0.25$), according to repeated measures ANOVA analysis. Post-hoc analysis with Bonferroni adjustment showed that male IT professionals' role ambiguity decreased considerably from baseline to posttest (mean difference=0.40; $p<0.05$).
- ✚ The 'Y' break programme significantly reduced role conflict ($F= 6.70$, $p= 0.002$, $\eta^2=0.16$), according to a repeated measures ANOVA analysis. A post-hoc analysis with Bonferroni adjustment found that male IT professionals' role conflict decreased considerably from baseline to posttest (mean difference=0.31; $p<0.01$).
- ✚ Results on Unreasonable Group and Political Pressure: A repeated measures ANOVA found that the 'Y' break programme had no significant influence on unreasonable group and political pressure ($F= 0.06$, $p=0.937$).
- ✚ Responsibility for Persons: The Results of Repeated Measures ANOVA found that the 'Y' break programme had no significant influence on personal responsibility ($F = 2.06$, $p = 0.135$).
- ✚ Under Participation for Persons: The Results of Repeated Measures ANOVA found that the 'Y' break programme had no significant influence on under participation ($F= 2.06$, $p=0.135$).
- ✚ Powerlessness: Results of Repeated Measures ANOVA found no significant influence of the 'Y' break programme on powerlessness ($F= 2.06$, $p=0.135$).
- ✚ outcomes on Poor Peer Relations: The outcomes of repeated measures. The 'Y' break programme improved poor peer relations significantly ($F= 7.03$, $p= 0.002$, $\eta^2=0.17$), according to an ANOVA analysis. Post-hoc analysis with Bonferroni adjustment showed a significant decrease in poor peer connections among male IT employees from baseline to posttest (mean difference=0.17; $p<0.05$).
- ✚ People's Intrinsic Impoverishment: Results of Repeated Measures ANOVA found that the 'Y' break programme had no significant influence on intrinsic impoverishment ($F=2.06$, $p=0.135$).
- ✚ The 'Y' break programme significantly improved poor status levels ($F= 5.01$, $p= 0.009$, $\eta^2=0.12$). Furthermore, the post-hoc analysis with Bonferroni adjustment demonstrated that male IT employees' low status did not change substantially from baseline to posttest (mean difference=0.17; $p>0.05$).
- ✚ Strenuous Working Conditions: Results of Repeated Measures The 'Y' break programme significantly improved Strenuous Working Conditions ($F= 7.39$, $p= 0.001$, $\eta^2=0.17$), according to an ANOVA analysis. A post-hoc analysis with Bonferroni adjustment revealed a significant decrease in Strenuous Working Conditions scores for male IT professionals from baseline to posttest (Mean Difference=0.28; $p<0.05$).

- ✦ Unprofitability Results: Repeated Measures The 'Y' break programme significantly improved unprofitability ($F= 5.38$, $p= 0.01$, $\eta^2=0.11$). The post-hoc analysis with Bonferroni adjustment revealed that the Unprofitability ratings of male IT professionals did not differ substantially from pretest to posttest (mean difference=0.11; $p>0.05$).

Occupational Stress: Results of Repeated Measures The 'Y' break programme significantly improved occupational stress levels ($F=57.82$, $p=0.001$, $\eta^2=0.63$), according to ANOVA. Post-hoc analysis with Bonferroni adjustment revealed a substantial reduction in Occupational Stress ratings among male IT employees from pretest to posttest (mean difference=3.17; $p<0.001$).

Conclusion

One month of 'Y' break training is effective in reducing the several aspects of occupational stress in IT professionals. The implementation of five minutes yoga break after every four hours resulted in significant reduction in stress levels

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