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RESEARCH ARTICLE

POTENTIAL OF YOGA AND NATURE IN ENERGIZING MANPOWER: A CONCEPTUAL STUDY

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ABSTRACT

Human resource being the primary requirement for execution of any operation in an organization. Health of an organization unavoidably depends on the health of its human resource. While organizations grow in size and work environment requires suitable restructuring, health issues also deserve due attention. Health of a person or an organization does not mean mere structural attractiveness. Rather, health is closely associated with innumerable sensitive and delicate interplaying factors triggering enormous visible as well as invisible impacts both at individual and organizational level. A healthy human resource paper focuses on the remedial measures against certain unhealthy life style and environmental issues at work places which could be managed under the concepts of yoga and naturopathy. Systematic exposure to the five basic elements of nature and strategic application of those elements in work places have been found to be the most accessible and effective remedial measure as per yogic and naturopathic tradition, because these elements can be used to enhance the energy level of manpower by taking care of all health aspects whether physical, mental, emotional or spiritual.

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INTRODUCTION

Constant search for reinventions has been the mission of humanity. In this context, the different challenges and opportunities offer us platforms to assess potential of *Yoga* as well as the nature around us in order to augment the potency of manpower. In the passage of time, different skills get outdated or obsolete. Spectrum of challenges widens with expansion of operation. Various obstructions do surface and pose unexpected challenges before an organization. However, with the help of a healthy human resource, the rest of the factors, are managed in such a way that health of an organization as well as health of its dependents are retained, maintained and sustained. Therefore, health of human resource is of paramount importance to all organizations and constant restructuring of work environment is necessary to defuse every emerging unhealthy issue. Health of human resource in an organization does not mean mere physical health. It is comprised of the physical, mental, psychological, emotional and spiritual health, all interplaying with one another. Therefore, it is appropriate to lay highest emphasis on management of the integrated physical, mental, emotional and psychic health of human resource, since the key to prosperity

and growth of rest of the factors of production are directly proportional to the health of human resource which manages everything.

Wonders of spiritual transformation: In real sense, if the humanity wishes a real reinvention of future of work and business, it must arise and awake for a mission of 'one world family' in the organization, a spirit of fraternity and last but not the least, a goal for a brand image of the organization in the field of managing human resources. If the term management should be interpreted simply in the spirit of managing men tactfully, here the tact should mean reforms and not repression; transformation and not mere temporary relief, inclusive revamp of the whole system and not mere window dressing, and last but not the least a dedicated network to ensure steady progress on the path of spiritual transformation. Let an atmosphere be created when each and every person of an organization inculcate a feeling of belongingness to the organization, take pleasure in spending more time in the atmosphere of the organization, volunteer and enjoy participation in social, cultural and spiritual activity of an organization with family and friends. Let a sense of charity as noticed at holy places be followed as models for transformation.

Let a work atmosphere be designed to pump in more energy to the workers during the course of their work to tirelessly strive for enjoying work as source of inspiration and pleasure instead of physical and mental fatigue. Let the introductory verse of 'Isa Upanishad' inspire all of us to visualize the presence of Almighty in the whole of the world and make use of whatever in it with a sense of gratitude. Then only we can uplift the psychic state of the workers much above selfishness to a level of selflessness, busy celebrating each moment of participation at work space as means of spontaneous charm and enjoyment only. For reinventing better work style, we must work for the psychic and intellectual growth of the human resource. We must induct more and more natural properties to the work culture so that the artificial culture does not overtake the natural style. There should be no hesitation in tracing our origin in the *Panch Mahabhuta*, the five basic elements of nature. The five basic elements of nature enjoy the best compatibility with our psychic and physical system. Human resource confronts many challenges. These challenges prompt us for research and development. However, health being an issue of instant attention, we need not venture taking the challenges and experience the difficulty foolishly, when an exhaustive preventive arena is wide open to us.

Different Dimensions of health: Whether it is the health of a person, health of an organization or health of the numerous inanimate components of an organization, in fact health is not confined to the mere outward physical structural aspects. It has been felt that enormous unseen internal factors, much beyond the scope of normal observation, rather play critically instrumental role in the survival of an organization. The underlying factors are very delicate and sensitive in nature. Though they are loaded with vigorous consequential effects, they enjoy lesser scope in the matter of instant manifestation. However, only serious observations reveal the disastrous potency of the hidden factors, their spiraling and galloping impacts and resultant adverse impact on the health of human resource or organization. If we analyze the quality of health of human resource, several environmental and circumstantial factors come to picture rather as root cause of many consequential impacts. In this context, definition of health by World Health Organization (WHO) is indeed very exhaustive accommodating all such factors. It emphasizes on all aspects of health like physical, mental and social.

By defining health as "a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity" the World Health Organisation (WHO) has kept the world alert for an inclusive health and makes us understand the essence of mental as well as social wellbeing at par with the physical wellbeing. It is pertinent on the part of the human resource experts to attach due importance to the different components of health of its work force in such a way that an organization remains healthy from all angles. Quite similar to our choice in the mental level, in the physical level also, the body does not intend to invite injury against the self. Unless it is a genetic disorder, the body, on its own effort, resists the disorders tooth and nail, manifesting different clinical changes like fever, vomiting, loose motions, urination and sweating, during the resistance process. Therefore, it is evident that unless a forcible circumstantial compulsion is imposed on the body in the form of deterrent lifestyle composed of harmful food, improper resting schedule, inadequate sleep, mental stress and unhealthy attitude, a disorder does not land upon a person on its own.

While coming to the point of different aspects of maintenance of health, we come across a range of preventive, curative and restorative aspects. All these aspects can be taken care of through medications and different other therapies. However, out of the several therapies, the yogic and naturopathic therapies offer inexpensive, reliable, holistic and inclusive health care without much dependence on medications. It is also a fact that the whole range of preventive, curative and restorative health benefits are generated in the body itself by gradual vitalization of the autonomic system of the body. Both physical and mental stress can be substantially managed through *Yogic* practices and naturopathy eliminating the scope of formation of corresponding disorder in the psychic or somatic level.

Utility of Yoga for health and stress relief: While an external atmosphere can be modified by adopting changes in the external level, the changes in the mental level of the human resource can be managed by training and orientation sessions on yoga, naturopathy and spiritual activity. There are different sets of yogic practices ideal for different disorders. However, the common yogic practices are potent enough to boost up health in general level. Whatever may be the nature of physical participation in a job, regular intermittent yogic activities like cleansing, warming up, *Asana*, *Pranayama*, group meditation, group chanting and group prayers can be conducted. Regular schedule of *Seva* or social work also offers wonderful opportunity for self-expression and socialisation. People in an organization can be classified into groups on the basis of their physical, mental and emotional strength, weaknesses and disorders. They could be engaged in different activities befitting their needs so that they could gain sufficient physical strength apart from mental and emotional endurance with a sense of one world family in the organization. Postures or *Asanas* performed in dynamic ways induce better flexibility to the body, improve blood circulation and tone up muscles and joints, release energy blocks and remove stagnant waste from different parts of the body. Certain static postures play decisive role in massaging the internal organs, glands and muscles and offer relaxation to the nervous system of the whole body.

Yogic practices offer lasting solutions to various physical and mental disorders. Different *Yogic* postures or *Asanas*, breathing exercises or *Pranayama* prayers, meditation sessions, chanting and social service are part of the practices. Yogic exercises are different from normal exercises in the sense that while normal exercises offer benefits only in the physical level, *Yogic* exercises offer integrated benefits in the physical, mental, emotional, psychic, spiritual and *Pranic* level. Because, scientifically, yogic exercises stimulate secretion of different good hormones in the body standing required for maintenance of the system as well as recovery of the whole system from situational stress. Regular *Yogic* practices obtain immense amount energy from *Pranic* and cosmic source which offer miraculoussolutions for different disorders. There are several classical Yogic texts in India and *Hatha Yoga* is one of them. Swami Muktibodhananda (Muktibodhananda 2012) in his work on *Hatha Yoga* has extensively discussed on various *Asanas*, *Pranayamas*, cleansing practices, *Mudras* and *Bandhas* for keeping our body and mind fit. *Hatha Yoga* has been described as the science of purification. Six different processes have been suggested for cleansing of six different impurities. Cleansing of the impurities restores normal functioning of different energy channels. Otherwise, the energy channels develop blockades and generate corresponding mental stress.

Hatha yoga practices induce complete harmony amongst different metabolic functioning of body, the mind and the energy system also. And this is the harmony sought by all of us. It proves beneficial for human being, since through achievement of such harmony, the impulses generated in different systems facilitate swifter and sharper evolution of human consciousness to manage any task effectively. The concept of harmony between *Prana Shakti*, the vital energy and *Mana Shakti*, the mental energy, have been emphasized in *Hatha Yoga* because of the fact that these two energies normally remain in an unbalanced and un-harmonized form. Absence of harmony between the two energies causes either physical disorder or mental disorder. When mental energy is higher and physical energy is inadequate to translate the mental energy into action one is driven to bouts of insanity. When vital energy is higher, one manifests anger and violence. Since a work place requires a disturbance free atmosphere, regular *Yogic* practices and cleansing practices are to be imparted in work places to keep the human resource fit, both mentally and physically.

Impact of *Pranayama* on Health: Breathing process is directly connected to the central nervous system. Central nervous system handles very important functions of the body. While Sage Patanjali defines *Pranayama* as the gap between inhalation and exhalation, *Pranayama* is the mixture of practices like inhalation, exhalation and retention in a controlled manner. Retention is most important because it allows a longer period for exchange of gases in the cells facilitating assimilation of more oxygen. Apart from Yoga, spiritual traditions of Sufism and Buddhism also support the view that even simple practice of concentration on breath develops single-mindedness and facilitates entry into deeper realms of mind and consciousness. Breathing process does not run through both the nostrils in the same intensity at every point of time. If one nasal path remains active, the other remains passive. But when breath flows naturally through both the nostrils with same force, yogic texts term the phenomenon as flow of *Sushumna* or the flow of equilibrium. It indicates harmonious functioning of both the hemispheres of the brain. However, when *Pranic* energy in the psychic channels or *Nadis* remains influenced by factors like life style, diet, stress, thoughts, emotions and desires, harmony is adversely affected and such circumstances cause different disorders.

Therefore, *Pranayama* is a very essential practice for fitness. *Pranayama* practices play vital role in the sense that respiratory system of our body can be consciously controlled through *pranayama* in order to yield enhanced positive impact on our health and well-being. Emotion almost always affects the breath. Breath becomes shallow and rapid when one is anxious, fearful or excited. Slowing the breath rate can catalyze calmness, relaxation, and greater mental clarity. Several studies on the effects of yogic breathing practice or *Pranayama* have explored significant impact of pranayama on body and mind. Pallav Sengupta (Sengupta 2012) in his study 'Health impacts of Yoga and Pranayama: a state-of-the-art review' has found out that yogic practices bring down the level of anxiety and stress. The study also reveals that yoga and pranayama mobilises autonomic functions more swiftly by triggering neurohormonal mechanisms and suppressing sympathetic activity. Regular *Pranayama* practice bestows several benefit on the practitioner. It improves concentration and helps in controlling blood circulation, oxygenation, cardiovascular function, lungs functioning, detoxification, depression relief,

body-weight management, endurance against hypertension and over all relaxation. All *Pranayama* practices do not give similar results. Some practices offer balancing effect, some give vitalizing effects and some give tranquilizing effects, though all practices have over all tranquilizing effect in the long run. In this context balancing means balancing of the sympathetic and parasympathetic nervous system. Vitalizing means rapid generation of heat in the physical and subtle bodies. Tranquilizing means pacification of the body and mind with simultaneous improvement in the *Pranic* flow along with awakening of awareness of the subtle vibration of energy. Irrespective of the degree of technical understanding and expertise, workers at every stage, are desired to function with harmonious application of both physical and mental energy. Therefore, different types of *Pranayama* practices should be given to different manpower so that they can address the shortfall or disharmony of balance, vitality and tranquility during engagement in any task. *Pranayama* practices should be scheduled for all work force to keep them physically and mentally fit.

Benefits of Cleansing Practices: *Shatkarmas* or the six cleansing practices are very essential for human resource. Because unlike mechanical devices, our body produces waste even in sleep and rest that too uninterruptedly. Therefore, one should understand the urgency of cleansing different wastes of the body to prevent harmful consequences. The six cleansing practices of *Hatha Yoga* *Neti*, *Dhauti*, *Basti*, *Nauli*, *Kapalbhati* and *Tratak* are very useful preventive, curative and restorative therapies for regulation of the three humors in our body. The three humors or *dosha* in the body are *kapha*, the mucus, *bata*, the wind and *pitta*, the bile which are supposed to maintain right balance in their production and presence in the body to facilitate different salient metabolic functions in the body. According to *ayurveda*, only a disordered balance of humors creates disorders in the body. While an automatic cleansing process takes care of our body, wrong life style and habits often leave the system in helpless condition requiring extra dose of cleansing efforts. Apart from the physical cleansing processes, the nervous cleansing processes adopted in the form of *Pranayama* ensure removal of blockages for uninterrupted flow of energy as nervous system carries impulses for operation of different systems of the body. Therefore, the six cleansing practices of *Hatha Yoga* like *Neti*, *Dhauti*, *Basti*, *Nauli*, *Kapalbhati* and *Tratak* should be adopted by organizations as routine practices to keep the human resource healthy and energetic.

Air Quality and Health: As one of the five basic elements of nature, air plays a vital role. No living organism is capable of surviving without breathing process. All of us require more and more fresh and oxygenated air. Proper ventilation is, therefore, essential for all work places. Ventilations the process of replacing stagnant and old air with fresh and filtered air. In the process, pollutants are removed and freshness is restored to indoor environment. Federspiel (Federspiel 2002) in his study has expressed his concern that work performance is affected adversely when indoor air remains polluted. The study reveals that while a major ninety percent of the cost of operation in commercial office buildings is allocated towards salaries, performance of human resource is negatively affected when maintenance of indoor air quality is ignored. Hobday and Dancer (Hobday and Dancer 2010) in their study on the roles of sunlight and natural ventilation for controlling infection have discovered that in the past, hospital buildings were being

designed in such a way that all areas inside the hospitals were being smoothly cross-ventilated. High ceilings and exposure to sun ray were minimizing infection risk. In addition, different studies have revealed that natural ventilation prevents transmission of airborne pathogens. Fresh air is essential to humans and we need it to survive. However, our jobs and the climate that we live in, force us to spend much time indoors. Therefore, we need a good ventilation system to have fresh air pumped into a space with removal of stale air. Ventilation controls impurity and reduces health hazards like headaches, allergies, asthma, rashes and sinusitis which are often caused by bad ventilation. Therefore, all work spaces should be provided with proper ventilation by setting up of oscillating fans. Provision of adequate number of windows and installation of heating and cooling systems as well as carbon monoxide detectors also could provide fresh air. A study on the ventilation method for a factory exposed to high temperature by Kim Y (kim2008) has suggested that ventilation being one of the primary requirements of work place exposed to high temperature, multi-dimensional ventilation system should be installed at such places.

Health promoting potential of Sun ray: While studying the health promoting potentials of sun ray, Nathaniel Mead (Nathaniel Mead.2009) noticed that boosting up of vitamin D level in the body is the vital benefit of sun ray. When outdoor exposure is restricted, Vitamin D supply also gets squeezed. He further adds that at least one thousand types of different genes which govern the health of every tissue in the body are also regulated by vitamin D. Most of the health-promoting benefits of sun exposure is normally accessed through vitamin D photosynthesis unlike other vitamins absorbed through food. Through a photosynthetic reaction human skin synthesizes vitamin D. Dr William B Grant in a number of his research papers on sun ray, has discovered that sun exposure might prove protective against several other illnesses such as asthma, rheumatoid arthritis (RA), and many other infectious diseases. It has also been discovered that many viral and bacterial infections are eliminated through vitamin D which induces synthesis of another polypeptide effective against such infections. Another eminent researcher R. A. Hobday, (Hobday 2010) has found out that through exposure to sunray during day time followed by darkness at bed time, melatonin is produced in the body during the dark hours. Melatonin being a key pacesetter for many of the body's circadian rhythms, it plays vital role in combating inflammation, infection and cancer apart from many auto-immunity related disorders. When we expose ourselves to sunlight or very bright artificial light in the morning, our nocturnal melatonin production occurs faster and we enter into sleep mode more easily at night. Our exposure to bright morning light has been found immensely effective against insomnia, premenstrual syndrome and seasonal affective disorder (SAD). Exposure to daylight also facilitates secretion of serotonin in the body. Serotonin is usually produced in the body during day time and is converted to melatonin at fall of darkness. Skin of mammals can produce serotonin and transform it into melatonin. Several researches have also shown that exposure to sun ray improves sleep quality, reduces stress, keeps body weight perfect, strengthens immune system, fights depression and enhances life span. R.A. Hobday and S.J. Dancer (Hobday 2013) have gathered sufficient evidence in their paper 'Roles of sunlight and natural ventilation for controlling infection: historical and current perspectives' in support of the benefits of sun ray. Therefore, all work places should be kept moderately exposed to sunray

for maintenance of health of workforce. The *Journal of the American College of Nutrition* in a paper, Sunlight and Vitamin D: Necessary for Public Health, (Taylor 2015) presents information to illustrate that UV exposure not only provides benefits of vitamin D production, but also many additional health benefits not related to vitamin D. It has been found that thousands of years of exposure to sun has pumped in numerous physiological benefits to us through UV exposure which could not be obtained by intake of supplements. After studying the biological effects of sunlight, ultraviolet radiation, visible light, infrared radiation and vitamin D on health, M F Holick (Holick .2016) has found that humans evolved in sun light, depended on sun light for its life giving properties and several health benefits are obtained in the process of exposure to sun light, ultraviolet A (UVA) ultraviolet B (UVB), visible and infrared radiation.

Currently, intensive indoor activity has been hampering nocturnal melatonin production. According to Reiter (Reiter1993), we avail much brighter light from outdoors in comparison to the light we are exposed to in a normal indoor atmosphere. For this reason, Reiter suggests that people who work indoors should move out of indoor atmosphere periodically in order to facilitate melatonin rhythms. Such exposures result in sleep quality and improvement in mood. Therefore, as far as reinventing the future of work is concerned, work places and work schedules must be designed in such a way that enough of healthy sun ray is made available to workers at all work places. Provision of regular intermittent outdoor scheduling keep all workforce healthy and energetic.

Multi dimensional benefits of proper water intake: Adequate water consumption habit in work places improves efficiency level of human resource. Since water lubricates our joints, prevents dehydration related joint pains and helps formation of saliva as well as mucus to facilitate digestion, proper water consumption by the workers must be facilitated, encouraged and ensured.

Further, water plays key role in delivering oxygen and nutrients to different parts of the body remaining major constituent of blood. It boosts up skin health, prevents skin disorder and prevents dehydration related thinking and reasoning incapacity. Not only that, water regulates body temperature, flushes body wastes in the form of urine and feces besides regulating blood pressure among many other vital functions in the body. For all these reasons, it is very essential to ensure that workers develop the habit of water consumption in all work environments universally.

Conclusion

To conclude, it can be arguably said that health of human resource always remains a determining factor in maintenance of a sound functional potency of all organizations. Energetic and healthy human resource would only transform all dreams into reality. That too, with permanent rooting out of all unhealthy lifestyles and practices at work places through application of Yoga and naturopathy would transform work spaces to energy platforms. Undoubtedly, it can be said without any shred of bias that *Yogic* and naturopathic practices can completely transform work place to a comfortable and enjoyable place for attainment of better results in the fields of work culture.

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