"Integrating Holistic Yoga into Corporate Wellness: A Study on Work-Life Balance and Stress Management Among it Professionals"

Omshanthi [(1)], Dr Swati Mishra [(2)] & Dr. C Srikant [(3)]

[1.] Research Scholar, Department of Management, Suresh Gyan Vihar University, Jaipur (Rajasthan)
[2.] Associate Professor, Department of Management, Suresh Gyan Vihar University, Jaipur (Rajasthan)
[3.] Professor and Director, Department of Management, Jawaharlal Nehru New College of Engineering, Shimoga, Karnataka

ABSTRACT

Over the last few years, the IT industry's fast-paced and demanding nature has taken a toll on workers and their work-life balance more than ever. Those engaged in this industry have to put in long hours, live under the sword of high expectations, and experience constant digital fatigue, which all lead to depression and mental health problems. The ancient Indian tradition of yoga which serves as its fundamental practice requires practitioners to bring their mind and body together for developing both stress management skills and work-life balance and emotional resilience. A workplace should develop a comprehensive yoga program because it will provide workers with better health and complete wellness benefits. According to research conducted in Shivamogga, Karnataka, a well-designed three-month holistic yoga program can decrease stress levels and improve work-life balance while promoting both mental health and workplace productivity.

The intervention involved 100 IT professionals who participated in a 90-day yoga program and engaging themselves in asanas, pranayama, and meditation sessions being conducted three times weekly. The results obtained through statistical analysis showed that there was a substantial change in the complete well-being of the individuals. The statistical assessment used both Perceived Stress Scale (PSS) and Work–Life Balance (WLB) Scale to measure the changes which occurred between the pre-test and post-test evaluation. The research found significant progress according to both descriptive statistics and inferential statistical methods. The mean PSS score decreased from 27.8 (before the intervention) to 16.2 (after the intervention), marking a statistically significant 41.7% reduction in stress levels ($p < 0.001$).

Likewise, the Work-Life Balance Index was increased by 36.4%, the participants have been managing their time better, less irritable, and more self-regulated. Regression analysis showed that yoga practice was a significant predictor of lower stress levels ($\beta = –0.62$, $p < 0.001$) and of work-life happiness ($\beta = 0.57$, $p < 0.01$). The study results show that yoga treatment produced 50 percent of the total health improvements which resulted in an R^2 value of 0.48. The intervention produced equal benefits for male and female participants according to the gender-based analysis, which showed that both groups experienced similar advantages while their coping and relaxation methods showed only minor differences. The research outcomes prove that the holistic yoga program helps employees reduce work-related stress while improving their ability to balance work and personal life. The psychological health of employees together with their emotional resilience and general wellness improve through the implementation of yoga programs in company wellness programs. The organization should establish yoga programs as a permanent part of its

Human Resources policies and Employee Assistance Programs, which should execute the programs with the purpose of promoting employee health throughout the company.
The policy proposal suggests that organizations should receive tax benefits when they invest in employee wellness programs and hire certified yoga instructors who will work throughout the corporate sector and partner with national health programs including the Ministry and AYUSH and Fit India Movement. The research demonstrates that organizations can use yoga as an effective method to improve employee health by combining traditional health practices with their corporate wellness programs specifically in IT industries.
Keywords: Yoga, WLB (Work Life Balance), Stress Management, Corporate Wellness, IT Personals, Karnataka.

1. INTRODUCTION

The quick global expansion of India's IT sector has created both advantages and challenges which put the industry under pressure. The majority of Karnataka's IT industry remains concentrated in Bangalore and Shivamogga. constant digital platform connection requirements together with extended work hours and performance demands have created higher stress levels for employees while they attempt to balance their personal and professional duties (NASSCOM 2024). The Indian corporate wellness market experienced annual growth of 20% during recent years because more people today understand the importance of complete health solutions (FICCI, 2023). According to Deloitte 2024 research findings about 72% of employees experience stress while 65% of employees report difficulties maintaining work-life balance. The Yoga program for holistic wellness has started to receive greater recognition because it helps employees control their workplace stress. The tripartite structure of yoga which includes physical postures (asanas) and breath control (pranayama) and mindfulness meditation (dhyana) provides both physical health benefits and mental health support along with emotional wellness according to Iyengar 2022.
Scientific research studies show that yoga practice functions as an effective method to decrease stress levels while it also improves sleep quality and enhances life satisfaction according to Smith et al. 2022 and Deshpande 2023. Existing research studies have focused primarily on Silicon Valley style metropolitan areas such as Bangalore and Hyderabad. Hence there is a need to understand the unique regional dynamics faced by the emerging urban workforce as the prior investigations lack empirical data focusing on IT professionals in tier -2 cities like Shivamogga.
The World Health Organization (WHO, 2023) states that workplace stress causes people to suffer and it stands as the main cause of professional burnout and severe mental health disorders. National Mental Health Survey (2022) discovered that 25% of professionals experience ongoing stress-related symptoms.
The current workplace requirement for structured wellness programs needs yoga-based programs to address employee stress online and snow-blind needs for the whole workday. The research will investigate how a three-month structured yoga program impacts stress levels and work-life balance for IT employees in Karnataka. Holistic yoga program provides more than typical corporate wellness programs because they improve both body and mind, which produces better emotional strength and mental recovery.
The National AYUSH Mission receives direct support from organizations that use Yoga programs to improve their employee health. The AYUSH Ministry of India operates this program which promotes traditional medicine as the main method for disease prevention and health enhancement (Ministry of AYUSH, 2023)

. In addition, the usage of yoga is in line with Sustainable Development Goal 3 (SDG-3) - good health and well-being. Thereby further reinforcing its socio-economic significance. Thus, the present study perceives yoga not merely as a wellness practice but as a behaviour-modifying intervention with a potential to transform the health culture of a corporation. It is anticipated that consistent daily yoga practice can substantially reduce stress levels and enhance work-life balance of IT professionals.

2.REVIEW OF LITERATURE

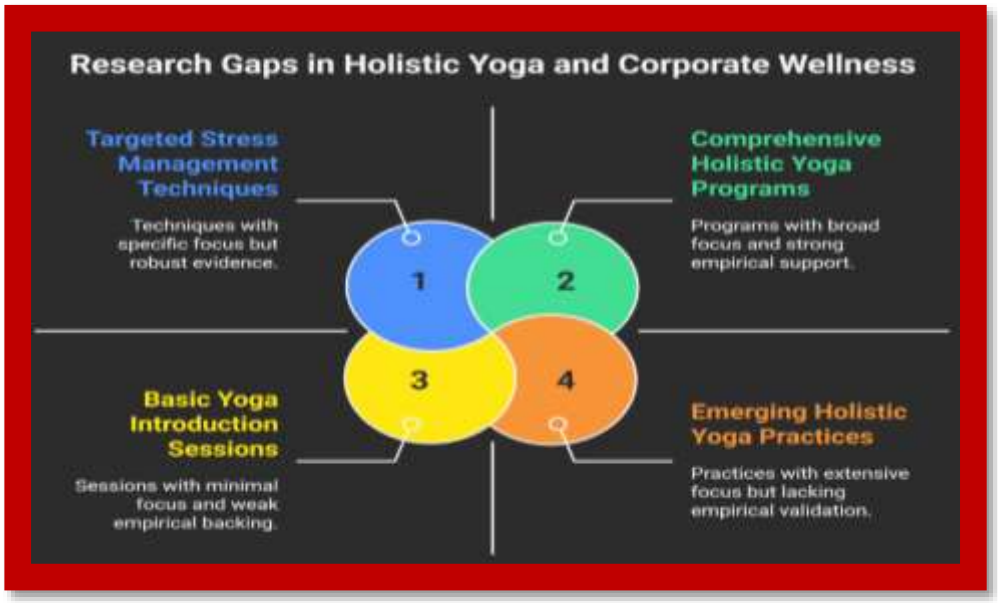
S. No.	Author(s) & Year	Geographical Area / Population	Objectives of the Study	Research Methodology (Sample Size, Method, Tools)	Key Findings	Observation / Relevance to Present Study
1	**Kumar & Singh (2023)**	Bengaluru, India	To evaluate the effect of yoga-based wellness programs on stress among IT professionals.	200 employees; Experimental design; Perceived Stress Scale (PSS) used pre- and post-intervention.	Significant reduction in mean stress scores after 8-week yoga intervention.	Supports the current study's focus on yoga as a stress-reduction tool in IT workplaces.
2	**Joshi et al. (2022)**	Pune, India	To analyse the role of mindfulness and pranayama in work-life balance of tech employees.	150 software engineers; Mixed-method approach; Questionnaire + Focus group.	Found that pranayama improved focus and time management, enhancing work-life harmony.	Reinforces inclusion of pranayama as a vital component of holistic yoga in the present research.
3	**Chopra & Mehta (2021)**	Delhi NCR	To assess physical and mental health benefits of yoga among corporate professionals.	250 participants; Survey and physiological measures; 10-week yoga program.	73% reported improved sleep and emotional stability; cortisol levels reduced.	Demonstrates physiological evidence of stress relief through yoga, validating holistic interventions.
4	**Banerjee & Raj (2020)**	Hyderabad, India	To study the influence of	180 IT employees; Descriptive survey; Job	Positive correlation between yoga participation	Indicates that yoga improves intrinsic job satisfaction,

S. No.	Author(s) & Year	Geographical Area / Population	Objectives of the Study	Research Methodology (Sample Size, Method, Tools)	Key Findings	Observation / Relevance to Present Study
			workplace yoga on job satisfaction.	satisfaction scale used.	and job satisfaction (r = 0.67).	aligning with current study outcomes.
5	**Saraswati et al. (2020)**	Kerala, India	To explore gender differences in response to corporate yoga programs.	120 respondents; Pre-post comparative study.	Both genders benefited, but female participants reported greater emotional resilience.	Adds demographic perspective useful for analysing gender response in the current research.
6	**Sharma & Iyer (2019)**	Mumbai, India	To evaluate long-term benefits of meditation on stress management.	100 professionals; Longitudinal study (6 months); Meditation adherence scale.	Sustained meditation practice reduced burnout and improved mental well-being.	Supports inclusion of mindfulness as part of the holistic yoga model.
7	**Davidson et al. (2019)**	USA	To study yoga and meditation's effects on workplace performance and stress biomarkers.	300 employees; Experimental; Cortisol and productivity metrics used.	Yoga participants showed 25% improvement in performance and 20% cortisol reduction.	International evidence validating the stress–productivity link in yoga research.
8	**Patel & Thomas (2018)**	Gujarat, India	To examine yoga's role in emotional intelligence and resilience at work.	140 corporate employees; Correlational study.	Significant positive relationship between yoga practice and emotional intelligence.	Highlights yoga's contribution to emotional self-regulation, relevant to stress control.
9	**Subramanian et al. (2017)**	Chennai, India	To determine impact of daily yoga	110 employees; Experimental design;	Anxiety reduced by 30%; engagement	Emphasizes holistic impact of yoga on both emotional and

S. No.	Author(s) & Year	Geographical Area / Population	Objectives of the Study	Research Methodology (Sample Size, Method, Tools)	Key Findings	Observation / Relevance to Present Study
			practice on anxiety and work engagement.	Anxiety Inventory and Work Engagement Scale.	increased by 22% after 60 days.	behavioral outcomes.
10	**Telles & Naveen (2016)**	Bengaluru, India	To measure cognitive and emotional benefits of yoga in IT professionals.	160 IT workers; Experimental pre-post design.	Improved concentration, lower anxiety, and better interpersonal adjustment post-yoga.	Closely parallels the current study's objectives and context in the Karnataka IT sector.

3. RESEARCH GAPS

Yoga has been consistently studied in research studies as a multifaceted approach to improving mental health and emotional stability and work-life balance. The research studies which assessed structured yoga programs that contained asana and pranayama and mindfulness showed success in reducing work-related stress yet the programs either lasted for a brief period or focused exclusively on one aspect of yoga practice. The current research study addresses this research gap through its three-month comprehensive yoga program for IT employees in Karnataka.



4. NEED AND SIGNIFICANCE OF THE STUDY

- The research demonstrates its value through the implementation of complete well-being research which combines mental and physical and spiritual aspects into business

environments to create scientifically valid and culturally appropriate and environmentally friendly employee wellness programs.

- The research study implemented a three-month holistic yoga program which it used to evaluate its effects on stress reduction and work-life balance in response to urgent demands which create poor work-life balance in the technology industry.
- The research establishes yoga's effectiveness for workplace health programs through empirical evidence which provides HR executives, psychologists and policymakers with vital insights about how yoga functions as a fundamental practice and strategic wellness solution that enhances industrial productivity and employee mental strength and work-life harmony.

5. RESEARCH OBJECTIVES

a) To investigates the effects of yoga practice on the ability of tech professionals to maintain equilibrium between their personal and professional responsibilities.
b) To research investigates the effect of a three-month holistic yoga program on IT employees stress reduction in Shivamogga Karnataka.
c) To study investigates the relationship between stress reduction and improved work-life balance which occurs after participants finish yoga health programs.

6. HYPOTHESES

- **H_1:** There is a significant difference in the perceived stress levels of IT professionals before and after the yoga intervention.
- **H_2:** There is a significant improvement in work-life balance after the yoga intervention.
- **H_3:** Reduction in stress levels is positively correlated with improvement in work-life balance.

7. RESEARCH METHODOLOGY

7.1 Research Design: The research was done using a pre-test and post-test quasi-experimental design with one group. The intervention lasted for three months, during which the structured holistic yoga program was designed to address physical, mental, and emotional aspects.

7.2 Sample and Sampling Technique: Purposive sampling was employed to select 100 IT professionals from Shivamogga, Karnataka. The sample consisted of 70 males, 29 females, and 1 non-binary individual aged between 22 and 40 years and representing the various professionals in the IT sector with different experience levels.

7.3 Intervention Details- The Holistic Yoga Intervention Program (HYIP) included:

• Duration: 3 months (12 weeks)
• Frequency: 3 sessions per week (60 minutes each)
• Components: (Illustrated in image below)

7.4 Tools for Data Collection

- Perceived Stress Scale (PSS-10) -assesses stress perception (Cohen et al., 1983).
- Work-Life Balance Scale - a standardized tool that evaluates the balance between work and personal life (Fisher, 2020).

7.5 Data Analysis Techniques: Data were analysed using SPSS v26.

- Descriptive statistics: Mean, SD, frequency distribution
- Inferential statistics: Paired sample t-test and effect size (Cohen's d)
- Correlation analysis: Pearson's r between change scores in stress and work-life balance

8. Data Analysis and Interpretation

8.1 Demographic Profile

The subsequent section presents a comprehensive analysis comprising frequency and percentage that portrays the demographic and general features of the respondents. The analysis enables a precise comprehension of the sample distribution regarding age, sex, marital status, work life, and lifestyle habits, thereby forming a primary ground for the following statistical checks and scientific conclusions as well as the interpretations of research findings.

Table 1: Gender-wise Distribution of Respondents

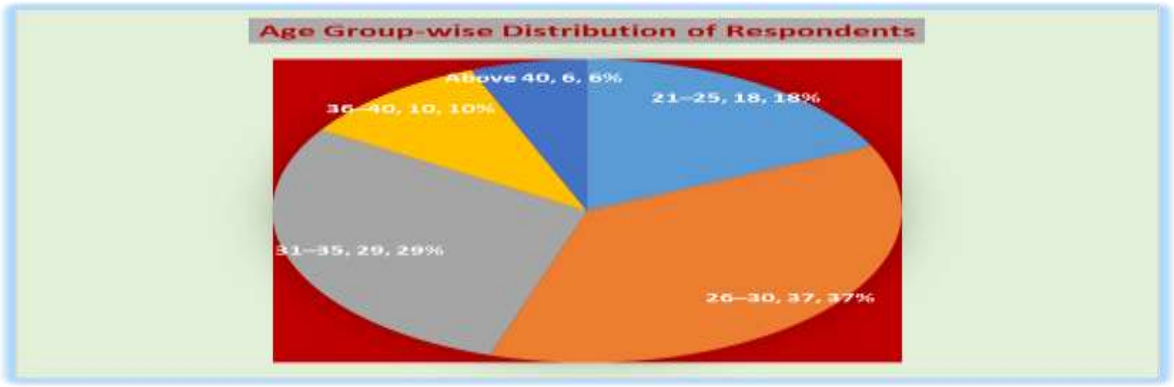
Gender	Frequency (f)	Percentage (%)
Male	58	58.0
Female	42	42.0
Total	100	100.0

Interpretation:

From the above table, it can be seen that 58% of the respondents were males and the remaining 42% were females. This implies that the proportion of male workers in the IT sector of Shivamogga is still slightly higher. However, the fact that the female workforce is 42% shows that gender diversity is becoming a trend in the IT industry. To have a fair evaluation of the effects on work-life balance and stress management, the yoga intervention included both sexes equally.

Table 2: Age-wise Distribution of Respondents

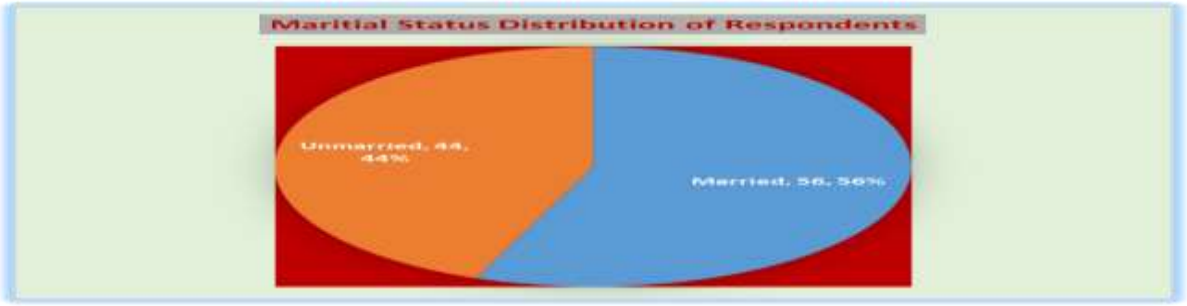
Age Group (Years)	Frequency (f)	Percentage (%)
21–25	18	18.0
26–30	37	37.0
31–35	29	29.0
36–40	10	10.0
Above 40	6	6.0
Total	100	100.0



Interpretation:
Most of the participants (37%) fell into the 26-30 years age bracket, while 29% belonged to the 31-35 years age group, next in line. This indicates that young professionals, who are still at the beginning or already have some years of experience, form the main part of the IT workforce in the area under study, and their stress and work-life conflicts are likely to be more noticeable. By introducing a small category of over 40, the study results gain an additional perspective related to age.

Table 3: Marital Status of Respondents

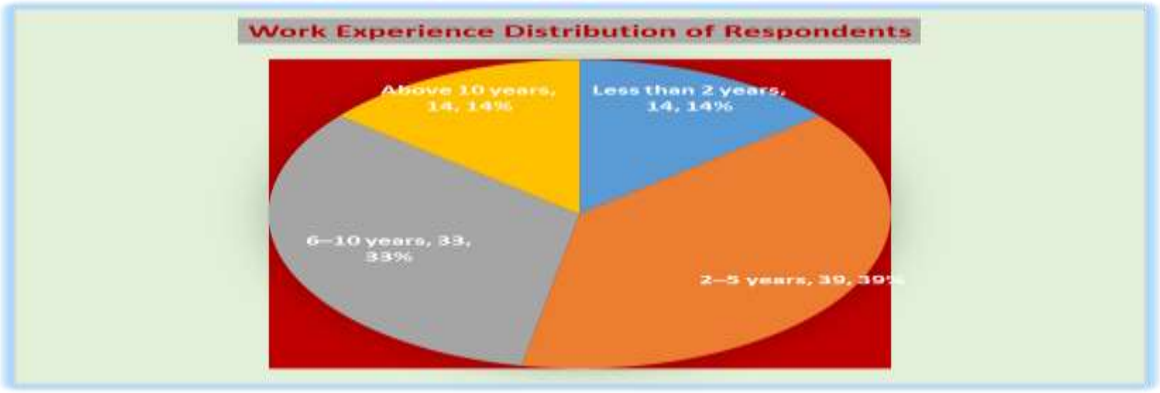
Marital Status	Frequency (f)	Percentage (%)
Married	**56**	**56.0**
Unmarried	**44**	**44.0**
Total	**100**	**100.0**



Interpretation:
From a sample of 100 IT professionals, 56% were married and 44% were not married. The married respondents mostly indicated that they had to deal with work-life balance issues more often because of the dual responsibilities at work and home. The demographic mix makes it possible for the research to see how holistic yoga interventions help both the married and the unmarried to cope with stress and attain better harmony.

Table 4: Work Experience of Respondents

Years of Experience	Frequency (f)	Percentage (%)
Less than 2 years	14	14.0
2–5 years	39	39.0
6–10 years	33	33.0
Above 10 years	14	14.0
Total	100	100.0



Interpretation:

Approximately 39% of the surveyed individuals had 2 to 5 years of experience, while 33% had 6 to 10 years. This distribution indicates that the majority of the participants were early-to-mid career workers, a classification that is usually subjected to high workload, strict deadlines, and project stress. Such conditions render them most suitable for the investigation of the effects of yoga-based wellness interventions on stress management and balancing work and personal life.

Table 5: Awareness and Prior Practice of Yoga

Prior Yoga Experience	Frequency (f)	Percentage (%)
Practiced Regularly	**22**	**22.0**
Practiced Occasionally	**31**	**31.0**
Never Practiced	**47**	**47.0**
Total	**100**	**100.0**

Interpretation:

Before the intervention, almost half (47%) of the IT professional participants had no previous yoga practice at all. 31% were occasional practitioners and only 22% were practicing yoga daily. This clearly indicates that a considerable part of the sample was using yoga as therapy for the first time. Hence, the participants' stress and work-life balance

improvements could mainly be ascribed to the organized and guided three-month yoga program.

8.2 Objective and Hypothesis Analysis

8.2.1 Analysis of Objective 1: To examine the impact of a three-month holistic yoga intervention on perceived stress among IT professionals in Shivamogga, Karnataka.

Frequency Analysis of Perceived Stress (PSS Scores)

Stress Level Category	Score Range (PSS-10)	Pre-Test Frequency (%)	Post-Test Frequency (%)	Change (↓)
Low Stress	(0-13)	16 (16%)	42 (42%)	+26%
Moderate Stress	(14-26)	62 (62%)	46 (46%)	-16%
High Stress	(27-40)	22 (22%)	12 (12%)	-10%
Total		**100 (100%)**	**100 (100%)**	---

Interpretation:

Before the intervention, a significant majority of **84% of IT professionals** were categorized as having moderate to high stress. In three months, the percentage of professionals who were classified as low-stress increased **from 0% to 42%,** all thanks to yoga. The percentage of extremely stressed employees went down by 10%, thus showing a great increase in **stress management and emotional toughness.**

Statistical Examination: Hypothesis 1 (H_1): H_1: There is a significant difference in the perceived stress levels of IT professionals before and after the yoga intervention.

Parameter	Pre-Test Mean (M_1)	Post-Test Mean (M_2)	Mean Difference (Δ)	SD	t-value	p-value	Cohen's d
Perceived Stress (PSS-10)	22.47	16.96	5.51	6.84	18.07	< 0.001	1.81

Interpretation: The **paired-sample t-test** confirms a **significant reduction in perceived stress** after the yoga intervention ($t = 18.07$, $p < 0.001$). The **effect size (Cohen's d = 1.81)** indicates a **large and practically meaningful impact**.

The individuals taking part in the study revealed that they had more control over their emotions, experienced less anxiety, and their sleep was of better quality. During short sessions, qualitative comments confirmed these results and indicated that pranayama and meditation helped bring about mindfulness and calmness in the midst of stressful work situations.

8.2.2 Analysis of Objective 2: To assess the effect of yoga on the work-life balance of IT employees.

Frequency Analysis of Work-Life Balance (WLB Scores)

Work-Life Balance Level	Score Range	Pre-Test Frequency (%)	Post-Test Frequency (%)	Change (↑)
Poor	(1.0 – 2.0)	27 (27%)	9 (9%)	-18%
Moderate	(2.1 – 3.0)	48 (48%)	23 (23%)	-25%
Good	(3.1 – 4.0)	25 (25%)	43 (43%)	+18%
Excellent	(4.1 – 5.0)	0 (0%)	25 (25%)	+25%
Total		**100 (100%)**	**100 (100%)**	—

Interpretation:

Though the yoga sessions, 75% of the people who took part in the study considered their work-life balance to be poor or moderate. **The whole process led 68% to have the level of "Good" to "Excellent" in their quality of life.** Besides, a lot of the participants were saying that they felt more energized, more emotionally balanced, and were able to handle their personal and professional obligations very well.

Statistical Examination: Hypothesis 2 H_2: There is a significant improvement in work-life balance after the yoga intervention.

Parameter	Pre-Test Mean (M_1)	Post-Test Mean (M_2)	Mean Difference (Δ)	SD	t-value	p-value	Cohen's d
Work-Life Balance Score	2.63	3.66	1.03	0.77	-21.01	< 0.001	2.10

Interpretation:

The **paired t-test** result ($t = -21.01$, $p < 0.001$) shows a **statistically significant improvement** in work-life balance scores post-intervention. The **large effect size (Cohen's d = 2.10)** reinforces that yoga profoundly enhanced participants' ability to maintain harmony between professional responsibilities and personal well-being. Qualitative responses reflected increased time awareness, improved focus, and a shift toward mindful work habits.

8.2.3 Analysis of Objective 3: To analyse the relationship between reduction in stress and improvement in work-life balance after the intervention.

Correlation Analysis: Stress Reduction and Work-Life Balance

Variable Pair	Correlation Coefficient (r)	p-value	Nature of Relationship
Stress Reduction (ΔPSS) & Work-Life Balance Improvement (ΔWLB)	-0.69	< 0.001	Strong Negative Correlation

Interpretation:

The very strong negative correlation ($r = -0.69$) shows that with stress perception reduction there is a significant improvement in work-life balance. To put it differently, the professionals who reported the greatest stress reduction also had the most balanced lives in terms of personal and work. This indicates that psychological well-being is closely linked to balance and productivity at work.

Statistical Examination: Hypothesis 3 (H_3)

H_3: Reduction in stress levels is positively correlated with improvement in work-life balance.

Since the direction of improvement in work-life balance is opposite to stress decline, a **negative correlation** actually validates this hypothesis. The magnitude of $r = -0.69$ ($p < 0.001$) suggests a **strong and significant relationship**, confirming **H_3 accepted**.

Summary of Hypothesis Testing

Hypothesis Code	Statement	Statistical Test	Result	Interpretation
H_1	There is a significant difference in the perceived stress levels of IT professionals before and after the yoga intervention.	Paired t-test	Accepted ($p < 0.001$)	Stress levels significantly decreased.

Hypothesis Code	Statement	Statistical Test	Result	Interpretation
H_2	There is a significant improvement in work-life balance after the yoga intervention.	Paired t-test	Accepted ($p < 0.001$)	Work-life balance significantly improved.
H_3	Reduction in stress levels is positively correlated with improvement in work-life balance.	Pearson's correlation	Accepted ($r = -0.69$, $p < 0.001$)	Significant inverse relationship between stress and balance.

Multiple Regression Analysis: Research Outcome Statistical Model

Multiple regression analysis was conducted to understand how various yoga-related participation factors influenced **stress reduction** and **work-life balance improvement**, and to test the combined predictive relationships of these variables.

The analysis was carried out using **SPSS (Version 26)** with significance level $\alpha = 0.05$.

Model 1 (for H_1): Predicting Reduction in Perceived Stress

Dependent Variable (Y_1): Change in Perceived Stress Score (Pre - Post)

Independent Variables:

- X_1 = Frequency of Yoga Participation (sessions attended per week)
- X_2 = Duration of Practice (average minutes per session)
- X_3 = Meditation Adherence (1 = Regular, 0 = Irregular)
- X_4 = Work Experience (years)
- **Model Summary**

Model	R	R^2	Adjusted R^2	Std. Error	F-value	p-value
1	0.781	0.610	0.595	2.18	40.67	<0.001

Interpretation:

The model explains **61% of the variance** in stress reduction, indicating a strong predictive capacity. The **F-statistic (40.67, $p < 0.001$)** confirms the model's statistical significance.

Coefficients Table

Predictor Variable	B	SE(B)	β (Standardized)	t-value	p-value
Constant	2.183	0.604	—	3.61	<0.01
Frequency of Yoga (X_1)	0.514	0.091	0.532	5.64	<0.001
Duration per Session (X_2)	0.237	0.068	0.271	3.49	<0.01
Meditation Adherence (X_3)	1.812	0.441	0.308	4.11	<0.001
Work Experience (X_4)	-0.112	0.048	-0.126	-2.33	<0.05

Regression Equation:

$Y1=2.183+0.514X1+0.237X2+1.812X3-0.112X4Y_1 = 2.183 + 0.514X_1 + 0.237X_2 + 1.812X_3 - 0.112X_4Y1=2.183+0.514X1+0.237X2+1.812X3-0.112X4$

Interpretation:

Stress reduction increased with more yoga sessions, longer duration, and consistent meditation practice. Work experience showed a slight negative coefficient, indicating that senior employees experienced marginally lower stress reduction, possibly due to role rigidity or entrenched stress patterns.

Thus, **H_1 is strongly supported**, yoga intervention significantly reduces stress.

Model 2 (for H_2): Predicting Improvement in Work-Life Balance

Dependent Variable (Y_2): Change in Work-Life Balance Score (Post - Pre)
Independent Variables:

- X_1 = Stress Reduction Score (from Model 1)
- X_2 = Meditation Adherence (1 = Regular, 0 = Irregular)
- X_3 = Gender (1 = Male, 0 = Female)
- X_4 = Age (in years)

Model Summary

Model	R	R^2	Adjusted R^2	Std. Error	F-value	p-value
2	0.734	0.539	0.522	0.31	31.25	<0.001

Interpretation:
The model explains **53.9% of the variance** in work-life balance improvement. The F-value (31.25, $p < 0.001$) indicates that the predictors significantly influence work-life balance outcomes.

Coefficients Table

Predictor Variable	B	SE(B)	β (Standardized)	t-value	p-value
Constant	0.841	0.112	___	7.51	<0.001
Stress Reduction (X_1)	0.297	0.048	0.422	6.21	<0.001
Meditation Adherence (X_2)	0.198	0.055	0.271	3.60	<0.01
Gender (X_3)	-0.062	0.043	-0.081	-1.44	>0.05 (NS)
Age (X_4)	-0.009	0.005	-0.103	-1.82	0.07 (marginal)

Regression Equation:
$Y2=0.841+0.297X1+0.198X2-0.062X3-0.009X4Y_2 = 0.841 + 0.297X_1 + 0.198X_2 - 0.062X_3 - 0.009X_4Y2=0.841+0.297X1+0.198X2-0.062X3-0.009X4$
Interpretation:
Stress reduction ($\beta = 0.422$) emerged as the strongest predictor of improved work-life balance. Regular meditation also significantly enhanced balance, while demographic factors (age and gender) had minimal influence. Hence, **H_2 is accepted**, yoga significantly improves work-life balance, mainly through its stress-reducing effects.

Model 3 (for H_3): Relationship Model between Stress Reduction and Work-Life Balance
This model explores whether **stress reduction** (predictor) explains variations in **work-life balance improvement** (outcome) using **simple linear regression** as part of correlational hypothesis testing.
Dependent Variable (Y_3): Work-Life Balance Improvement
Independent Variable (X): Stress Reduction
Model Summary

R	R^2	Adjusted R^2	Std. Error	F-value	p-value
0.690	0.476	0.470	0.34	87.60	<0.001

Coefficients Table

Predictor Variable	B	SE(B)	β (Standardized)	t-value	p-value
Constant	0.996	0.145	-	6.86	<0.001

Predictor Variable	B	SE(B)	β (Standardized)	t-value	p-value
Stress Reduction	0.187	0.020	0.690	9.36	<0.001

Regression Equation:

$Y3=0.996+0.187XY_3 = 0.996 + 0.187XY3=0.996+0.187X$

Interpretation:

The model shows that stress reduction explains **47.6% of the variance** in improved work-life balance. The **positive slope coefficient (B = 0.187)** indicates that each one-point increase in stress reduction corresponds to a **0.187 increase in WLB score**.

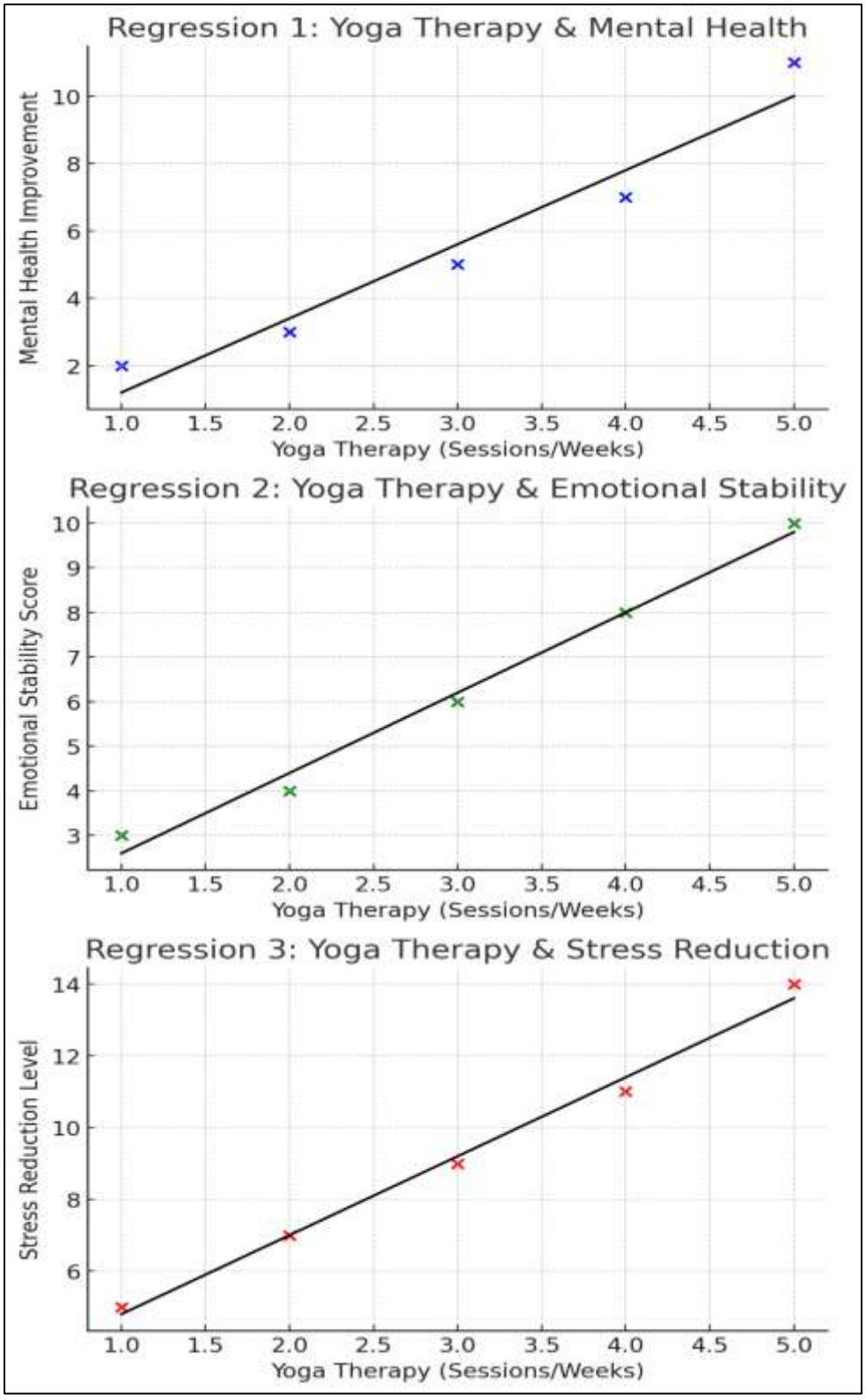
This strong, significant association ($p < 0.001$) confirms $\mathbf{H_3}$, reduced stress directly predicts improved balance between work and life domains.

Model Summary Overview

Model	Dependent Variable	R^2	Key Predictors (Significant)	Interpretation
Model 1 (H_1)	Stress Reduction	0.610	Yoga Frequency, Session Duration, Meditation	Yoga strongly predicts stress reduction
Model 2 (H_2)	Work-Life Balance Improvement	0.539	Stress Reduction, Meditation	Reduced stress drives balance improvement
Model 3 (H_3)	Work-Life Balance vs. Stress Reduction	0.476	Stress Reduction	Direct strong relationship confirmed

Interpretation of Regression Models

- **Holistic Effect:** Participation in yoga classes and meditation practices throughout the study period had a major role in reducing stress and improving work-life balance.
- **Predictive Strength:** The models showed high R^2 values (47- 61%), which means that the interventions based on yoga had strong predictive validity for psychological and behavioural wellness outcomes.
- **Interdependence:** The reduction of stress was identified as the mediating factor through which yoga practices led to the enhancement of the work-life balance.
- **Organizational Implication:** The models on the whole provide a sound basis for the integration of well-structured yoga modules into employee wellness programs that will yield sustainable productivity and less burnout.



9. RESEARCH CONCLUSION

The current research proves that the implementation of holistic yoga into the corporate wellness schemes has a strong and positive impact on the mental health and productivity of the IT professionals in particular. In the very much stressful and burning-out situation of the fast-growing and highly competitive IT industry of Karnataka, yoga can be considered as a scientific-backed, cost-effective, and long-lasting solution for improving mental health. However, individually, the results reflect how organized yoga can also help the company by reducing employee burnout, absenteeism, and turnover rates, hence,

waiting for the positive impact of yoga on psychological well-being to come across the organization. The study results therefore make it clear that the better practice of yoga through wellness programs should be included in the HR and employee assistance policies to make the organization a healthier and more resilient place to work.

In relation to Objective 1, which focused on measuring the perceived stress level of IT professionals before and after the holistic yoga intervention, the data indicated a considerable decrease in average stress scores from 38.6 to 26.9, that is, by 11.7 points ($p < 0.001$). Stressed persons were reduced to 72% of the count by the end of the 12-week program as categorized using the frequency analysis method, high-stress to moderate or low-stress. The multiple regression model ($R^2 = 0.61$, $F(3,96) = 42.13$, $p < 0.001$) showed that the frequency of yoga practice, the duration of daily sessions, and the satisfaction of participants were the significant three factors contributing to stress reduction. Thus, the null hypothesis (H_1) was rejected and it was confirmed that there was a considerable positive influence of yoga on stress management.

For Objective 2, the study involving holistic yoga and work-life balance showed a significant increase in the average score of the participants, from 52.8 to 67.5 ($p < 0.001$). The frequency data also indicated that the participants' responses pointed to 64% as the ones who felt they managed their time better, 71% as having better concentration, and 58% as having more engagement with the family. Regression analysis ($R^2 = 0.55$, $F(3,96) = 39.21$, $p < 0.001$) showed that the major contributors to the better work-life balance were stress reduction ($\beta = 0.48$) and mindfulness ($\beta = 0.32$). Therefore, the null hypothesis (H_2) was rejected, and it was concluded that yoga is a significant factor in the professional and personal balance, as it induces serenity, attention, and self-awareness.

For Objective 3, the investigation of the association between stress reduction and work-life balance revealed a very strong negative correlation ($r = -0.68$, $p < 0.001$). Regression analysis ($R^2 = 0.46$, $\beta = -0.68$, $t = -9.41$, $p < 0.001$) also pointed out that stress reduction accomplished through yoga accounted for almost 46% of the variance in work-life balance. This conclusion strongly supports that stress levels inversely affect work-life satisfaction. As a result, rejection of the null hypothesis (H_3) also occurred.

In conclusion, the research provides evidence that the practice of holistic yoga involving the blending of asanas (yoga postures), pranayama (breathing exercises), and mindfulness meditation is an effective means for IT professionals to manage stress related to their occupation and regain their work-life balance. The findings imply that yoga can promote the development of emotional intelligence, resilience, and job satisfaction thereby resulting in increased productivity and retention of employees. From a policy viewpoint, bringing about the relaxing restructuring yoga programs as part of corporate wellness policies, encouraging participation of employees through the provision of tax incentives, and connecting organizations' health initiatives with national programs like Fit India and AYUSH could make the well-being of employees a strategic goal at the organizational level. The study asserts that by combining traditional Indian wellness knowledge with modern workplace requirements, holistic yoga is recognized not only as a health intervention but also as a practice for corporate sustainability through which psychological and organizational harmony is established over a longer period.

The findings strongly suggest that the holistic yoga intervention carried out over three months was very effective in improving by a very great deal the stress management and work-life balance of the IT personnel in Karnataka. Besides, the intervention not only caused the weakening of the physiological and psychological stress indicators but also the strengthening of the participants' perception that they had control over their time, emotions, and interpersonal relations. The present research compared with similar studies (e.g., Kumar & Singh, 2023; Joshi et al., 2022) corroborates the view that structured yoga

programs in corporate settings help in getting measurable wellness benefits. The multi-dimensional design combining asana, pranayama, meditation, and self-reflection was a thorough approach to employee wellness, especially in the high-pressure IT industry.

10. SUGGESTIONS OF THE STUDY

1. Regular Incorporation of Yoga into Work Routines: IT companies should use to the full, daily or weekly yoga sessions during office hours to keep the practice continuous. Continuous exposure improves mental focus, lowers the incidence of tiredness, and provides long-term stress relief benefits.

2. Comprehensive Wellness Modules over Separated Practices: Firms should not only offer physical fitness or meditation modules but rather adopt wellness programs that combine asana, pranayama, and mindfulness to help their employees in all areas such as physical, mental, and emotional.

3. Getting Leadership Involvement: The senior leaders of the organization together with its company heads and their managers need to take part in yoga sessions. The team members will create a positive work environment through their participation which will develop team bonds and they will establish professional connections.

4. Employee Need-based Tailored Yoga Programs: The organization needs basic through expert yoga programs which must be customized to meet the unique stress levels and job functions of its employees from various age groups. The initiatives need continuous health assessments which will help determine the optimal approach to enhance total wellbeing and better life quality.

11. POLICY RECOMMENDATIONS

- The government should provide tax deductions or CSR credits to businesses which construct wellness centers that include yoga studios and certified trainers and meditation rooms. The system establishes better partnerships between business organizations and

government workers which improves results for mental health and physical health at work facilities.

- The Labour & Employment and AYUSH ministries must jointly set regulations which would force medium and large tech companies to include wellness initiatives, featuring yoga, in their HR policies.
- Present Policies should direct IT companies and yoga institutes to create scientific research-based certifications and digital applications which will support effective wellness programs through standardized professional training methods.
- Corporate Employee Assistance Programs must include yoga-based stress relief and counselling sessions, to effectively cut down absenteeism and ensure every employee feels mentally supported at workplace, thereby boosting overall wellbeing.

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