



A STUDY TO ASSESS THE EFFECTIVENESS OF YOGA THERAPY ON REDUCTION OF WORK- RELATED STRESS AMONG BANK EMPLOYEES AT SELECTED BANKS, HYDERABAD, TELANGANA

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ABSTRACT

An evaluation of the effectiveness of yoga therapy on reduction of work- related stress among bank employees in selected banks, Hyderabad, Telangana." was the goal of the pre -experimental one group pre- test and post- test study. A quantitative methodology and a non-randomized group design were used in this investigation. Formal written permission was taken from the Mr. Venkateshwar Rao sir, Manager of SBI Regional office, Banjara hills, Hyderabad, Telangana, used anon probability convenient sampling technique to select 60 samples. The investigator made the bank employees to sit comfortably and obtained their written consent. Pre-test was conducted for the 60 bank employees and yoga Bhramari pranayama, Naadishodana, Meditation was demonstrated on the same day and bank employees were made to practice for the next two weeks for 30 minutes daily. Post-test was conducted from the same sample two weeks after the practice of Yoga Practices like bhramari pranayama, naadishodana, meditation, using the same tool. Data analyzed with the help of descriptive and inferential statistics and the findings were interpreted. Work related stress scores are as follows mean of pre-test was 36.61 and post-test Mean score was 24.1 respectively, standard deviation of pre-test was 8.640 and post-test was 7.69, the mean difference was 12.51. The calculated 't' value was

14.190 which was higher than the table value i.e., 2.00. which indicates that yoga therapy is effective in reducing the work- related stress among bank employees so H1 was accepted.

Keywords: Pre experimental study, Effectiveness, Yoga therapy, Reduction, Work related stress & Bank employees.

INTRODUCTION

Work-related stress is an increasingly prevalent occupational health concern affecting millions of employees globally. It arises when the demands of the job exceed the individual's ability to cope, leading to emotional, mental strain. The banking sector, being one of the most demanding and target-driven industries, exposes employees to various stressors such as long working hours, high customer expectations, role ambiguity, job insecurity, and frequent technological changes.

Stress is a sudden biological change. It has become the curse of 21st century and is silent killer in the modern world. Stress is the greatest danger to the information era. Stress is the priceless poison for human life in the universe. It can disturb any one's physical, mental, emotional and behavioral balance. The World Health Organization (WHO) defines stress as the physical and emotional reaction individuals experience when they perceive an



imbalance between work demands and their capacity to cope.

Yoga is an ancient art that is defined as the union of the soul with God. It is a path of personal spiritual development that utilises meditation to bring enlightenment, self-realization and ultimately the attainment of God and bliss. Originally the ultimate goal of yoga was called Samadhi or self-realization. Scientific evidence supports the effectiveness of yoga in regulating stress hormones such as cortisol and enhancing the parasympathetic nervous system's activity, thereby promoting a sense of calm and balance. Yoga therapy offers a holistic, cost-effective approach to stress reduction, making it an ideal solution for workplace implementation. It requires minimal infrastructure and can be easily incorporated into daily routines.

The goal of yoga is to produce a response which counters the stress response. A number of studies have been found that yoga is useful in reducing the stress. Many studies have been conducted in India and abroad to see the effect of yoga on stress level of bank employees.

NEED FOR THE STUDY:

According to World Health Organization, The work in America(2023) survey reveals that 77% of the work related stress is because of lack of growth opportunities, low salaries, long working hours were noted as significant contributors to bank employees work related stress levels In the UK alone, 97% of senior bank employees believe stress is the biggest threat to the future health of the workforce, and estimates suggest 175 million working days are lost each year in the UK due to sickness absence, half of which are due to work-related stress.

In India (2021) a survey by the All-India Management Association found that 53% of Indian employees feel stressed due to long working hours and heavy workloads.

LITERATURE REVIEW:

Sundar & Prasad, 2023:

Conducted a cross-sectional study in urban and rural bank branches across India to assess the prevalence of work-related stress among bank employees. The study involved 1,200 employees from five major banks. A structured questionnaire based on the Work Stress Scale (WSS) was used to measure stress levels, categorizing them into mild, moderate, and severe stress. The results indicated that 68% of employees experienced moderate to high stress due to workload (45%), customer demands (30%), and job insecurity (25%). Employees in urban branches reported higher stress than those in rural branches (p value < 0.05). The study concluded that long working hours and high job expectations were key factors contributing to work stress.

Sharma and Patel (2023): conducted a comprehensive study aimed at understanding the role of yoga therapy in reducing work-related stress among bank employees in Ahmedabad, India. The objective was to assess how yoga can influence stress levels and employee well-being in a high-pressure work environment. The study included 150 bank employees, who participated in a six-week intervention program consisting of daily yoga practices that included asanas, pranayama (breathing exercises), and meditation. The study used the Perceived Stress Scale (PSS) to measure stress levels before and after the intervention. Results indicated that 65% of the participants reported a significant reduction in stress, with notable improvements in mood, mental clarity, and emotional regulation. Moreover, 50% of the participants experienced enhanced work productivity. The study concluded that yoga therapy is a highly effective intervention for reducing stress and promoting better performance at work. The authors recommended incorporating yoga into corporate wellness programs to support employee health.

Gupta & Sharma, 2022:

Investigated the work-related stress among bank employees in Delhi, India. A total of 600 participants from five banks were assessed using work related stress scale. The study found that 40% of employees suffered from 55% reported high work-related stress. The study suggested stress management techniques like yoga and mindfulness based interventions to improve employees' well-being.

Singh and Kaur (2022):

Focused on evaluating the effectiveness of stress management strategies among bank employees in Punjab, India. The objective of the study was to examine the role of activities like yoga, exercise, and meditation in reducing stress and improving the coping mechanisms of employees. The study sample included 400 employees working in different banks across Punjab. The researchers used a combination of questionnaires to assess employees' participation in stress management strategies and their stress levels. The findings showed that employees who engaged in stress-relief activities such as yoga and exercise reported a significant reduction in stress levels, as well as improvements in their ability to cope with job pressures. These employees also showed enhanced productivity and better job satisfaction. The study emphasized that wellness programs, including physical exercise, yoga, and meditation, could serve as effective tools to combat stress and enhance employees' mental health. It recommended that banks integrate such programs into their



organizational structure to promote healthier work environments.

OBJECTIVES OF THE STUDY:

- Assess the level of work- related stress among bank employees before yoga therapy by conducting pre- test
- To determine the effectiveness of yoga therapy on reduction of work- related stress among bank employees by conducting post- test
- To find out the association between post -test level of stress with their selected socio demographic variables among bank employees.

METHODOLOGY:

The present pre-experimental study was undertaken to assess the effectiveness of yoga therapy on reduction of work- related stress among bank employees in selected banks, Hyderabad, Telangana. The study had its focus the assessment of knowledge and practical competence of bank employees prior and post-intervention. A systematic approach was followed to ascertain the reliability and validity of the results.

Research design:

In this study the pre- experimental research design was used which is one group pre- test post- test research design to assess the effectiveness of yoga therapy on reduction of stress levels among bank employees.

Study area:

The research was carried out in two chosen banks in Hyderabad, Telangana. The institutions were selected through convenience sampling and their willingness to engage in the research.

Population and Sample:

The study population consisted of Bank employees enrolled in the government sector. The total number of participants was 60. This selection was made using a non- probability convenient sampling method.

Inclusion and Exclusion criteria:

Inclusion Criteria:

- Bank employees of age Group 21-65 years
- Bank employees who are willing to participate in the study
- Bank employees who know Telugu and English language to read and write
- Bank employees who are working in the selected Government banks.

Exclusion criteria:

- Bank employees who cannot read and write Telugu & English languages
- Bank employees who are sick at the time of

data collection.

Hypothesis:

H1: There is a significant difference in the level of work- related stress among bank employees before and after the yoga therapy.

H2: There is a significant association between the post-test levels of work- related stress with their selected socio demographic variables among bank employees.

Variables of the study:

Independent Variable:

Yoga therapy [Bhramari pranayama, Nadishodana&Meditation].

Dependant Variable:

Work related stress levels among bank employees.

Development of the tool:

The tool is divided into two halves.

Section- A: Age, Gender, Religion, Marital status, Educational Qualification, Experience in banking sector, Average working hours per day, Monthly income.

Section- B: This part deals with assessment of level of work- related stress of bank employees by using standard work stress scale.

Description of the intervention:

Formal written permission was taken from the Mr. Venkateshwar Rao sir, Manager of SBI Regional office, Banjara Hills, Hyderabad. The investigator made the bank employees to sit comfortably and obtained their written consent. Pre- test was conducted for the 60 bank employees and yoga Bhramari pranayama, NaadiShodana, Meditation were demonstrated on the same day and bank employees were made to practice for the next two weeks for 30 minutes daily. Post test was collected from same sample two weeks after the practice of Yoga Practices like Bhramari pranayama, naadishodana, meditation, using the same tool. Data analysed with the help of descriptive and inferential statistics.

Data collection procedure:

Data collections planned two weeks. On day one, there was a pre-test intervention of yoga therapy for the reduction of work- related stress aimed at measuring initial level of stress among the bank employees. Pre-test was conducted for the 60 bank employees and yoga Bhramari pranayama, NaadiShodana, Meditation were demonstrated on the same day and bank employees were made to practice for the next two weeks for 30 minutes daily. Post test was collected from same sample two weeks after the practice of Yoga Practices like Bhramari pranayama, naadishodana, meditation, using the same tool.



VALIDITY:

Validity refers to the degree to which an instrument measures which is supposed to measure. validity is the appropriateness, completeness and usefulness on attribute measuring instrument in order to determine the content validity, the content was submitted to the experts in the field of mental health nursing. The valuable suggestion were incorporated and necessary modifications were made accordingly.

RELIABILITY:

Reliability is considered with how it consists the measurement technique measures the concept of interest in the present study. The tool's reliability was indicated by the computed "r" value of 0.99.

Data analysis:

The data obtained were coded and put into SPSS software. Descriptive statistics (percentage, standard deviation, and mean) were utilized in summarizing test scores and demographic data. To check the impact of the intervention, inferential statistics such as independent and paired t- tests were used, with p 0.05 serving as the significant level.

RESULTS AND DISCUSSION:

The table- 1 shows percentage and frequency distribution of the bank employees in

regard to the age out of 60 bank employees 24 (40%) were in the age group of 21-30 years, 36 (60%) of the bank employees were in the age group of 31-40 year. The table-2 Shows the Educational qualification of bank employees, out of 60 bank employees, 50 (83%) holds Bachelor's Degree and 10 (17%) holds Master's Degree.

The table- 3 shows the Experience in banking sectors. In regard to the experience of the bank employees out of 60 sample, 18 (30%) of the employees have 1-5 years of experience, 38 (63%) of the employees have 6- 10 years of experience, 4 (7%) of the employees more than 10 years and none on the employees were with experience less than 1 year.

Data in table 12 shows that mean of pre-test Mean was 36.61 and post-test was 24.1 respectively. standard deviation of pre-test was 8.640 and post-test was 7.69, the mean difference was 12.51. The calculated „t“ value was 14.190 which was higher than the table value of i.e., 2.00. This indicates that there was a significant difference between pre-test and post-test level of work- related stress. Hence H_1 was accepted

The above table shows that in pre-test 38 (63%) of the bank employees are having mild stress levels and 22 (37%) of bank employees are having moderate stress levels. Where as in post-test majority 47 (78%) of bank employees are having mild stress levels and 13 (22%) of bank employees are having moderate stress levels.

Table 1: Frequency and percentage distribution of bank employees according to the age n=60

Age	Frequency	Percentage
21-30years	24	40%
31-40years	36	60%
41-50years	0	0%
51 years and above	0	0%
Grand Total	60	100%

Table 2: Percentage & frequency distribution of bank employees according to the educational qualification. N = 60

Education	Frequency	Percentage
Primary education	0	0%
Secondary education	0	0%
Bachelor's Degree	10	17%
Master's Degree	50	83%
Grand Total	60	100%

Table 3: Percentage & Frequency Distribution Of Bank Employees According to the Experience in Banking Sectors N = 60

Experience in Banking sector	Frequency	Percentage
Less than 1 year	0	0%
1-5 years	18	30%
6-10 years	38	63%
More than 10 years	4	7%
Grand Total	60	100%



Table 4: Shows the difference between mean and standard deviation of pre-test and post-test level of work-related stress among bank Employees.

S. No.	Category	Mean score	Standard deviation	Mean difference	't' calculate D value	't' table value	Inference
1	Pretest	36.61	8.640	12.51	14.190	2.0	Significant t0.05level
2	Post test	24.1	7.69				

Table- 5 Pre-test and post- test work related stress levels among bank employees.

Stress levels	Pre-test		Post-test	
	F	%	F	%
Mild stress	38	63%	47	78%
Moderate stress	22	37%	13	22%
Severe stress	0	0%	0	0%

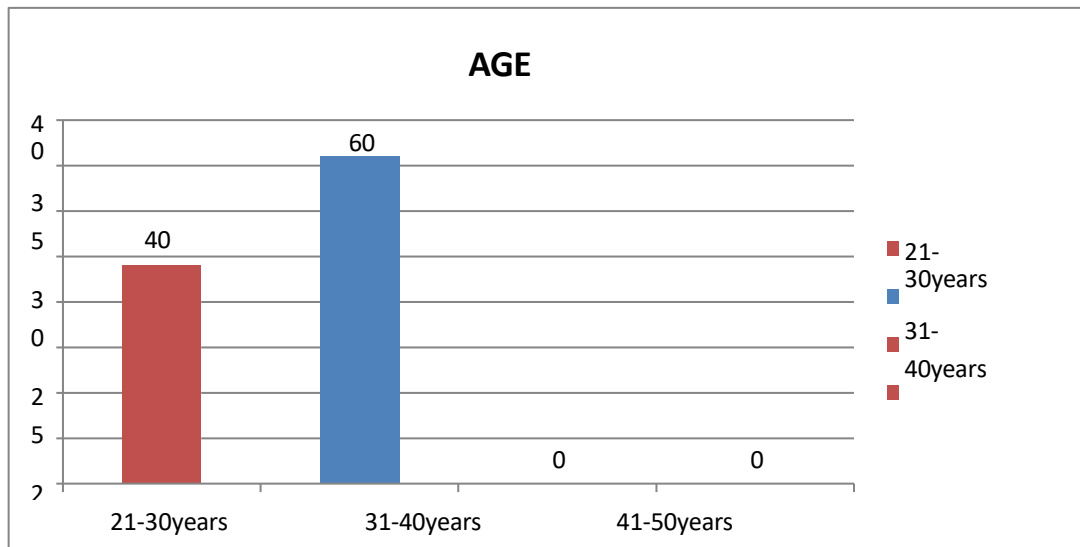


Figure 1: Percentage Distribution of Bank Employees According To The Age.

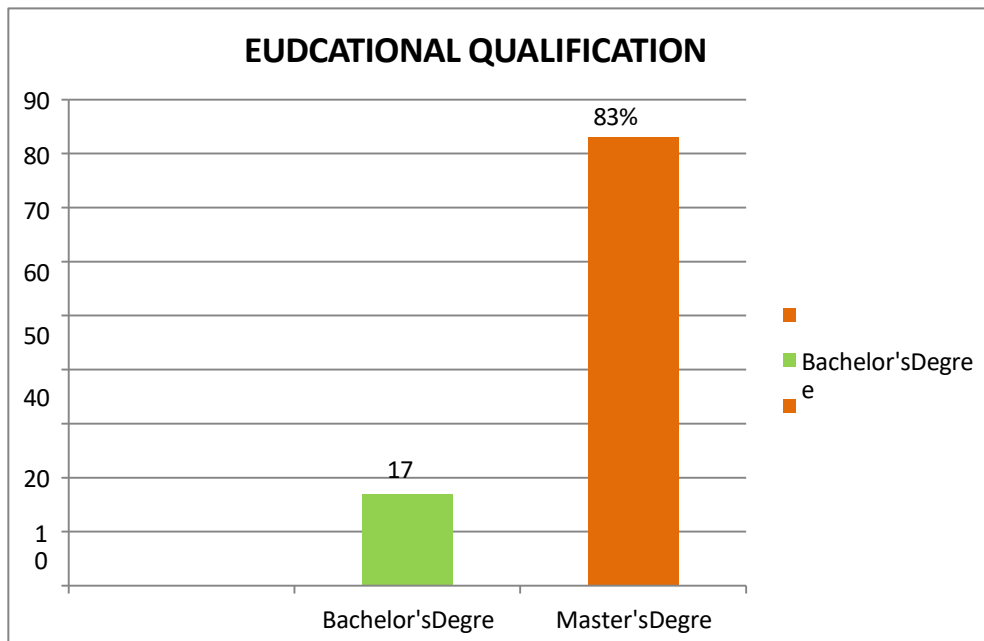


Figure 2: Percentage Distribution of the Bank Employees According To The Educational Qualification.

DISCUSSION:

The results of this pre-experimental study illustrate the value of yoga therapy in reducing stress

levels in bank employees. The large post test score improvement on the pre- experimental one group pre- test and post- test study is consistent with



practicing with the yoga therapy.

The absence of a significant difference in pre-tests co resindicates that the bank employees were equivalent prior to the intervention and hence the efficacy of the yoga therapy. The post-test improvement in scores indicates the intervention aided in filling the gap between the practical yoga therapy on reduction of work- related stress. The evidence supports the embedding of technology-enacted practicing of yoga therapy in reduction of stress in the bank employees.

CONCLUSION:

The results showed that in the pretest 63% were experiencing mild stress, 37% were experiencing moderate stress. From the post- test it was evident that 78% of the bank employees were experiencing mild stress, 22% were experiencing moderate stress and 0% were experiencing severe stress.

The current pre-experimental research was undertaken to test the efficacy of yoga therapy on reduction of work- related stress

among the bank employees. Bank employees stress level in the intervention decreased. According to the results. This suggests that yoga therapy is an effective pedagogical tool in facilitating that practicing of yoga therapy in reduction of work-related stress.

LIMITATIONS:

- The study is limited to employees of selected government banks.
- The study is limited to government bank employees of 21-65 years only

RECOMMENDATION:

- The study may be conducted with large sample to generalize the findings
- A descriptive study to assess the effectiveness of yoga therapy on reduction of work- related stress levels among other professions.
- A comparative study can be done between the government and private bank employees

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