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**Work, Stress and Health**

**Advances in Scientific Meditation and Stress Coping**  
 Department of Science and Nursing



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JAIPUR



## **Mindfulness in Life**

**Yogita Solanki and Aanchal Madan**

*Kanoria PG Mahila Mahavidyalaya, Jaipur*

### **Introduction**

Meditation can add tremendous value to all professions. It can increase one's effectiveness, can enhance leadership, can prevent costly errors and aid significantly in combating stress unique to work environment. However any transition or change has to undergo its share of resistance. Hence it is prudent to examine some of the reasons that could be pose resistance to its institutionalization.

### **Perceived Hurdles**

#### **Lack of Time**

Amongst the individuals trained in meditation, the biggest reason for them not practicing was cited as the lack of time. This stems from lack of knowledge of how little time is actually required. There is evidence to suggest that even 15 mins a day is adequate to gain benefits. More time than that is lost to chatter in any typical organizational setting. Another reason for this belief is that since the individual is already hard pressed during his working hours, there is no time for such activity. However the increase in efficiency with the practice of meditation can more than offset the time it will consume.

#### **Association with Religious Practices/ Soft Skill**

There is a perception that meditation is associated with religious practices. Hence there is a possibility of resentment towards enforcement. Therefore there is need to propagate it as purely an exercise in mental fitness. It can also be seen as a soft skill, which is not required by an average person, and only those under stress need it. However, given the association of meditation with enhanced emotional awareness, every individual can experience the benefits.

#### **'It is Not Required'**

Even the most well intentioned idea can fail if its utility in a practical environment is not utilized. Meditation has been proven in corporate, military and healthcare contexts. Few individuals may feel it as a waste of time. Though, given the awareness levels, that exist today, it is unlikely. In the survey carried out amongst officials, none labeled it as a waste of time. Few ( 15%) expressed that it was not required. However this can be offset by adequately highlighting the benefits.

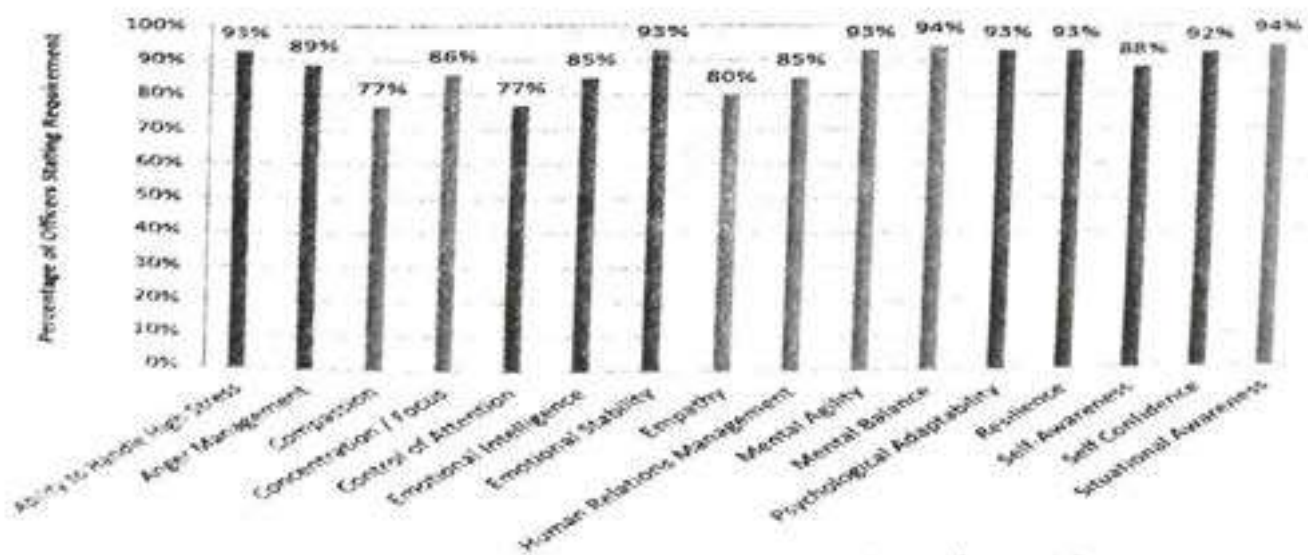
## Recommendations

### Increase Awareness of Scientifically Proven Benefits

The research proven benefits of meditation have the potential to significantly improve the quality of life of individuals and the efficiency of the organization. The process can gain acceptance only when the benefits are self-evident. However before it can be transcended to experiential level for an individual, at the intellectual and cognitive level the benefits have to be realized. Towards that it is necessary that adequate efforts be made towards increasing an awareness of the scientific benefits of the process. Once the personnel are convinced of the utility, at least at an academic level, the acceptance would be easier.

### Instituting a Professional Pilot Program

The process needs to be institutionalized by first undertaking it as a pilot project in a small group, preferably in one organisation. This would help in identifying the road-blocks towards large scale implementation. Thus all the observations, difficulties will have to be recorded during the pilot project. Secondly, the benefits gained would have to be measured, both qualitatively and quantitatively. Though the long term benefits like error reduction may not manifest in a small time frame, the effects like a marked reduction in stress, overall increase in the individual efficiency can be measured by well-designed methods. The subjective experience of individuals undergoing the pilot project also need to be recorded as that would generate a valuable data, which will be contextually relevant to the Indian work environment. This task must be undertaken through established professionals in the field. A survey of the existing professional courses of the subject may be undertaken to identify the suitability.





### **Identifying and Installing Organizational Structures**

Once the pilot project is proven, the insights gained would be helpful in scaling the process. This could be done in a phased manner. The process would require in house training of senior authorities in the field. Personnel with inclination and aptitude could be identified and trained professionally in administering such a course. The course could then be gradually adapted to different work environments. A good starting point for phased implementation could also be the senior leadership in regional and zonal offices. The necessary organizational policy could then be crafted. 'If every eight year old in the world is taught meditation, we will eliminate violence from the world in one generation.' Dalai Lama

### **Conclusion**

Organizations stands to gain significantly if meditation is institutionalized. The process has already been scientifically proven even in military settings. There is a need to address the hurdles of lack of awareness and knowledge on the subject. This would ensure the cognitive acceptance. The program thereafter can be implemented in a phased manner beginning with pilot project. The efficiency can be ensured by methodical and professional implementation.

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