

Impact of Meditation on Quality of Life of Employees

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ABSTRACT

The article presents a conceptual and empirical research study with future scope for wellness programs for organizational health promotion and mental well-being. The study focuses on virtual programs on meditation or mindfulness integrated with artificial intelligence (AI). That adds to the literature, which is relatively minor on this subject. Meditation can be a powerful organizational resource to improve employee efficiency, emotional stability, well-being, and stress. Young engineers of middle-hierarchy employed at PPS International, Greater Noida, Uttar Pradesh, India (n=30), all males, were given an eight-week meditation intervention. The experimental group showed significant and influential improvements over control-group participants of the World Health Organization (WHO)-issued quality-of-life scale. The different domains studied were perception, physical health, psychological health, social relationships, and environment.

KEYWORDS

Corporate Employee, Industry 5.0, Meditation, Quality of Life, Workplace Wellness

INTRODUCTION

Research identifies meditation as an integral component to enhance the quality of life of an individual by controlling aggression, stress, emotional regulation, memory and concentration, clinical conditions, thereby creating a need to understand the effects of meditation (Avvenuti et al.,2020; Bhandari et al., 2010). Meditation has shown the way for nation-building by improving power productivity, excellence in work and the peaceful life of human beings (Sadhguru, 2015). Meditation ensures alertness in every activity concerning operations (Pradhan, 2016). It is possible to achieve an unparalleled performance level with dedication and commitment among employees of any organization. A sound mind in a good body is the precondition for such an attitude (Sharma, 1995).

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Meditation is an ancient technique that helps to sharpen the mind. Meditation teaches to do a deed with a zeal that the universe's future depends upon it but laugh at everything as if the resultant consequences do not affect your happiness (Rastogi et al., 2021; Lykins, 2014). While engaged in any activity, he forgets everything so that only the work remains. Get so involved in the work that the performance becomes a great meditation. When work is transformed into meditation, excellence is achieved. That is the secret of 'flow'. The work is productive, and this is how the Japanese reached the acme of economic activity from a mediocre nation nearly fifty years ago. Work is worship, which remains at the Indian ethos and philosophy (Bhavanani, 2017).

Music which is one of the kinds of Vedic Meditation is undoubtedly one the best way of relaxation of the human mind (Sorensen et al., 2019). Classical Indian music has a great depth of healing and mind balancing ability. Each melody (raga) has its mood, time of the day, and season to be played. Music is rhythm; it gives the listener peace and relaxation in time. There are a variety of mantras based on resonant seed words like Aum, Ham, Yam, Ram, Vam and Sam to strengthen our endocrine glandular system (Sharma, 2001). All the mantras help refine the breathing process until it ceases to flow inconsonance with delta brain waves. The ceasing of inhalation and exhalation occurs spontaneously during the final stages of the meditational practice, imbuing one with serenity and bringing much mental and physical healing, alertness and calm (Pandya, 2009).

Soham or Sohum is a powerful mantra. The yogic mantra "Sohum" is a contemplation meditation that allows the "thinking mind" to dwell on the wonder of existence. "I am that" (so = "I am" and hum = "that") is not just a reflection of the sound of the breath but also a thoughtful meaning. All Mighty God is referred to as "that." It imbues one with the feeling of divinity - it means that the consciousness animates my body as a part of the super consciousness; I am cast in his image, his divinity flows in me. The mental chanting of this mantra yokes one with the super-conscious energy field to draw vital life energy from the infinite source (Sharma, 2001). The word 'S' originates from the breath center located just below the navel center, and it promotes more rhythmic deeper and slower breathing, characteristic of diaphragmatic breathing, helping to supply oxygen and vital energy to all the body cells hence energizing the body organs to meet the challenge of stress and disease with optimum breathing. The word 'H' is symbolic of the brain; 'M' is the seed word of the pineal gland, a pacifying gland. It strengthens our total body/brain endocrine glandular system against all body ailments. It conveys resonant sound vibrations to the various energy centers of our body through intensive meditation (Sharma, 2001). This study will evaluate the possible Vedic Meditation or Transcendental Meditation Technique.

BACKGROUND

In previous research, many enthusiastic clinical psychologists, neurologists, and research scientists at the international level have tried to examine the effect of mindfulness and meditation techniques. The result obtained from their researchers shows significant positive effects on various body disorders and brings happiness to stressed-up people's lives. For example, meditation helps to improve cardiovascular problems studied by (Jnaneswar et al., 2021; Parswani et al., 2013). Effect of Meditation on high blood pressure was done by (Hughes et al., 2013). Regular meditation practice improves the quality of life of cancer patients, as was analyzed by (Ashri et al., 2021). Tolerance of acute pain with the help of mindfulness techniques was examined by (Zeidan et al., 2013). Mindfulness Experiments on people suffering from depression were reviewed by (Pace et al., 2009). Cure of Irritable Bowel Syndrome by meditation techniques was studied (Gaylord et al., 2011). Curing anxiety by mindfulness techniques was assessed by (Pepping et al., 2014). Meditation helps to improve immune function (Bankar et al., 2021) and positively affects brain functioning (Hölzel et al., 2011). A study for cognitive improvement by meditation techniques has been examined on school children (Li et al., 2021).

Meditation effect on the workplace employees and impact of mindfulness on senior managers or decision-makers was conducted by (Karimi et al., 2019; Valosek et al., 2018). Mindfulness

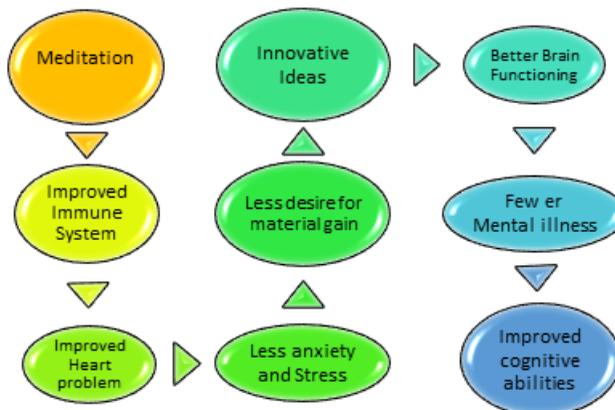
plays a beneficially positive effect on innovative thoughts or creativity of the human brain (Ren et al., 2011). Meditation is positively correlated with supportable behavioral habits (Jacob et al., 2009; Deb et al., 2015).

Figure 1 shows the effect of mindfulness in a simplified way and is supported by a literature review.

In 2014, the British Parliament appealed to all parliamentary groups to study and find the effects of mindfulness to be helpful in the healthcare sector, education sector, and criminal justice. The practice of mindfulness and its impact also entered the mainstream in the corporate world. Intel, Google, Adobe Systems, Goldman Sachs Group, Deutsche Bank, Apple, Procter & Gamble are a few top mindfulness companies. The results show positive effects of mindfulness meditation on financial growth besides benefits of the well-being of company employees with the enthusiastic working environment (Ferreira et al., 2018; Dwivedi et al., 2015).

1. **Apple:** Steve Jobs himself practiced and introduced Zen mindfulness meditation within Apple’s corporate culture. All employees are given meditation breaks to practice 30-minute of meditation and Yoga in a specified meditation room to reduce their stress, gain clarity, and enhance creativity. He was considered a pioneer of “mind technology”.
2. **Google:** In 2007, Google launched the software “Search Inside Yourself.” Google has offered meditation courses and on-site meditation space as they believe that meditation can improve employee health and well-being.
3. **Yahoo:** Yahoo has been an early adopter of meditation programs for its employees; meditation rooms and free meditation classes are available for employees to gain the benefits of meditation and reduce stress at work.
4. **Procter & Gamble (P&G):** Chief executive officer, A. G Lafley started a meditation instruction program in P&G’s corporate buildings. He quotes, “You cannot out-work a problem; you have to out-meditation it.”
5. **Nike:** Coach is readily available to teach mindfulness and meditation on the NIKE campus for its employees. The workshop is organized for employees who are pretty successful at sports brands.
6. **HBO:** HBO company claims a gym, yoga classes, and weekly meditations for its employees. The popular show on HBO TV is enlightened, a wellness program. According to (Jnaneswar et al., 2021), with the introduction of meditation into the corporate sector, survey data from various corporate firms demonstrates that meditation has a beneficial impact on culture, with 91 percent recommending meditation to coworkers. Sixty-six percent reported improved stress management. Sixty-three percent thought they could handle work on their own. Approximately 60% were more

Figure 1. Representation showing effect of mindfulness on humans



focused and made better decisions. Fifty-two percent are better at balancing work and home life. Forty-six percent stated that they were more innovative or creative.

LITERATURE REVIEW

(Askari et al., 2021) studied Work-Life Balance (WLB). The purpose of this study was to look into hospital personnel' present WLB status and how it relates to their quality of life (QoL). A cross-sectional survey of 210 hospital staff was undertaken over three months (April to June 2016). Data were collected using two standard questionnaires: WLB and WHO Quality of Life. Independent t-test and one-way ANOVA analyses were used to investigate variations in WLB by demographic factors. The Pearson correlation coefficient was utilized to investigate the link between WLB and QoL. Most research participants spent more time on work than on their personal lives. The research concluded that employees' attitudes regarding WLB were linked to QoL across all areas. However, there was no substantial difference in age, working shift, or work experience. QoL improves as the WLB is increased. In addition, clinical staff and employed women were more likely to have a poorer work-life balance, necessitating workplace policy changes to address the issue adequately.

(Bellehsen et al., 2021) investigated the efficacy of Transcendental Meditation (TM) for treating post-traumatic stress disorder (PTSD). Veterans with PTSD ($N = 40$) were randomly assigned to a TM intervention-as-usual (TAU) control group in this single-blinded, randomized controlled trial of TM as a treatment for PTSD. The TM group met for 16 sessions over 12 weeks, primarily in a 60-minute group style. The primary outcome was a change in PTSD symptoms as judged by the Clinician-Administered Scale. Self-reported PTSD symptoms, despair, anxiety, sleep difficulties, rage, and quality of life were secondary outcomes (QoL). The assessments were done at the beginning and the end of the three months. The TM group's mean CAPS-5 score declines were considerably higher ($M = -11.28$, 95 percent CI $[-17.35, -5.20]$) than the TAU group's ($M = 1.62$, 95 percent CI $[-6.77, 3.52]$), $p = .012$, $d = -0.84$. At post-test, 50.0 percent of TM veterans no longer met PTSD diagnostic criteria, compared to 10.0 percent of TAU veterans, $p = .007$. When comparing the TM group to the TAU group, adjusted mean changes on self-report measures of PTSD symptoms, sadness, anxiety, and sleep difficulties revealed substantial decreases in the TM group, $ds = .80-1.16$. These data support the use of TM as a treatment for PTSD in veterans.

According to (Ren, 2020), depression is a common problem in the twenty-first century that demands prompt attention. There hasn't been a lot of research into AI chatbots in virtual reality games for depression therapy. The study is broken into three sections: a look at how chatbots affect depression, a look at how virtual reality affects depression, and a look at how games affect sadness. According to one study, chatbot therapy appears to be an effective AI technique for lowering anxiety levels.

According to (Herawati et al., 2021), employee training and development, motivation, work environment, and employee competency impact employee performance and organizational performance. The researcher and team examined employee performance as a mediating variable on organizational performance in their study. The SEM-PLS analysis was employed in this study. The participants in this study were all civil officials used by the Jambi Province's Regional Technical Implementing Unit for Goods Quality and Certification Testing Center (UPTD BPSMB). According to this study, motivation, employee competence, work environment, and employee performance impact organizational performance. Employee performance is influenced by training on meditation, inspiration, and the work environment. Employee performance is mediated by organizational performance, influenced by training and development, employee competency, and work environment. On the other hand, employee performance cannot mitigate the impact of motivation on organizational performance.

As per (Divya et al., 2021), workplace conditions can have a negative or beneficial impact on a person's physical, intellectual, or emotional well-being. Employees' mental and intellectual fitness

and work pressure or stress levels are influenced by their work environment. During the Covid-19 pandemic, the meditation approach was found to have a considerable favorable impact on happiness.

In their study, the researcher and his team (Tran et al., 2020) discussed methods to lower employee stress levels at work. The HR manager plays a vital role in this stress management program, which the WHO also recommends. The authors present five actionable techniques for preventing work-related stress in five simple phases. Recognize stress's signs and symptoms. Analyze the risk factors Make an appropriate plan. Execute the intervention's action plan and evaluate the results.

According to the author (Koncz et al., 2021), the previous meta-analytic results demonstrated that meditation therapies positively impacted cortisol levels. However, in this research, the author team investigated whether the effects are more substantial for people who may need stress reduction programs due to a risk of elevated cortisol levels, as opposed to those who are not at risk. RCTs that assessed changes in cortisol levels were included. Meditation therapies had a substantial, medium effect from pre-to-post-test compared to the control group in ten investigations employing blood samples. Closer examination revealed that this effect was only apparent in at-risk samples, i.e., people suffering from a bodily ailment. The result was minor and insignificant in the 21 studies employing saliva samples. However, there was a marginally significant effect for groups living in stressful life situations. This pattern could indicate that meditation interventions are more useful for people at risk. These interventions may give people stress-management methods that can help them feel better. According to preliminary findings, the effects of meditation therapies may not decrease with time.

The researcher's team (Deolindo et al., 2020) wanted to prove that meditation directly impacted the central nervous system's function. Based on the proposal of Nash and Newberg, meditation practice was classified into three types. Facet mindfulness for components like Love and Kindness, related to affective-directed approaches. Techniques to focus on establishing cognitive state were included in cognitive-directed meditation.

Researchers (Karimi et al., 2019) investigated the effects of meditation on employee attendance, job satisfaction, mindfulness, and emotional intelligence in an Australian company. The 'Auto Transcending Meditation Technique' was utilized at work for four months with a two-month break for meditation intervention. The response rate was 31/35 and 28/35 at two and four-month intervals, respectively, with 68 percent female participants and 95 percent working full-time. The influence of meditation on mindfulness abilities and related domains was evaluated using a mixed-methods approach. The data suggest that the meditation intervention helped the participants in various ways, with people reporting favorable personal changes.

(Valosek et al., 2018) studied the effects of Transcendental Meditation on parameters such as emotional intelligence and stress in government personnel for optimal organizational well-being. The mind-body technique was used for a four-month intervention on 96 San Francisco Unified School District employees chosen at random. The intervention resulted in a significant gain in emotional intelligence, with a total score of (p 0.003) and a considerable reduction in perceived stress (p 0.02). Participants in the transcendental meditation intervention were compared to those in the control group.

Furthermore, the participants' general mood, stress management, flexibility, and intrapersonal awareness improved significantly. The author conducted a reality test on composite measures for emotional intelligence and found (p 0.05) a significant rise in emotional intelligence. Still, this gain was not seen on the interpersonal scale. According to the findings, intervention with meditation practice increased by 93 percent, which is highly promising. The research focused on female employees. Employees' emotional intelligence and perceived stress were both improved by the meditation training, which was implemented as a workplace wellness programme.

According to (Rastogi et al., 2021) and team researchers, the human brain, neurological system, and the rest of the human body rely on various biological substances, including positively charged ions of elements like sodium, potassium, and calcium. Varying body areas have different energy levels, and we may quantify an individual's fitness by measuring their energy level. Furthermore, mental

health and the impulses conveyed between the brain and other regions of the body are directly tied to energy and fitness. These communication signals are used to conduct various actions such as walking, talking, eating, and thinking. Another important job they perform is reviewing the operations of cells found in multiple human body parts and signaling the nervous system and brain to see whether they are working correctly. The team used Kirlian experiments to quantify human organ energy based on the dynamic theory on wellness.

RESEARCH DESIGN

Alison Harper drafted the manual Quality of Life for WHO. The objective was to assess QoL in healthcare, focusing on aspects of health, with interventions to increase the well-being of human beings. The psychometric evaluation showed consistency as good as Cronbach's alpha $\alpha = 0.87$ making it a reliable and valid instrument concerning Indian samples (Abbasi-Ghahramanloo et al. 2021).

The authors used the guidelines of WHOQOL to assess the quality of life of 30 corporate employees with the age group between 25- 35 years working in a manufacturing unit of a production house at Greater Noida (UP.) India. The intervention of Vedic Meditation was carried out to study five different domains of the Quality-of-Life scale, which included perception of quality of life; Perception of physical health, Psychological Health, Social Relationships and Environment. The scale comprised of 26 items which were required to be answered on 5-point Likert pre-intervention and post-intervention after eight weeks of meditation intervention. The WHOQOL scale has three coded items. There is only one response for a single item. The value obtained after totaling the responses shows the optimum reflection of individual opinion as to the result for individual subscales.

The first step was a screening of all eligible participants for intervention. The participants were asked to fill the preliminary information form. The consent form utilized is WHOQOL-Brief (Saxena et al., 2006). Two groups were formed of 30 subjects. One was the intervention group; all subjects were given Vedic Meditation or Transcendental Meditation Technique for eight weeks for 30 minutes each day. The other controlled group did not participate in any meditation activity. The selection of participants was based on convenience sampling (Figure 2 and Figure 3).

All Responses received were checked to see if there are any missing scores of pre-tests and post-test. Quantitative data analysis was carried out using SPSS software. Paired t-Test was applied to determine whether the mean difference of two sets of observations is zero (pre-test and post-test). The difference in mean calculated using Paired t-Test helped find the effectiveness of the intervention for each domain. The raw data sheet was prepared separately for the perception of Quality of Life, Physical Health, Psychological Health, Social Relationships and Environment. This methodology helped to examine the effectiveness of meditation sessions as an intervention.

Figure 2. Meditation training program by the authors' team for PPS International Greater Noida Uttar Pradesh, India



Figure 3. Meditation Intervention program conducted by the authors' team for the employees of PPS International, Greater Noida Uttar Pradesh, India



RESULTS AND DISCUSSIONS

The results obtained by statistical analysis on the variable taken for quality of life of corporate employees are as shown in Table 1.

For four domains of quality of life (Physical Health, Psychological Health, Social Relationships, and Environment), the mean, standard deviation, and standard error for the meditation intervention indicate a higher mean for all domains, indicating favorable results for quality of life with meditation intervention as compared to the control group; this means an increased mean for all domains. The outcomes in terms of quality of life are positive and encouraging (Table 1).

Table 1. Representing pre-test and post-test scores of the experimental group and the controlled group on four domains of quality of life (Physical Health, Psychological Health, Social Relationships and Environment)

Paired Samples Statistics					
Test	Domains	Mean	N	Std. Deviation	Std. Error Mean
Pre-Test	meditation intervention group -Physical Health	19.9667	30	2.00832	0.36667
Post-Test	meditation intervention group -Physical Health	26.6667	30	2.00574	0.3662
Pre-Test	Controlled Group Physical Health	19.6954	30	4.9567	0.4562
Post-Test	Controlled Group Physical Health	18.1232	30	4.8823	0.3225
Pre-Test	meditation intervention group Environment	20.3333	30	1.88155	0.34352
Post-Test	meditation intervention group Environment	25.5333	30	1.81437	0.33126
Pre-Test	Controlled Group Environment	18.2142	30	2.4512	0.4223
Post-Test	Controlled Group Environment	18.3414	30	4.3511	0.3467
Pre-Test	meditation intervention group Social Relationship	10.4333	30	1.77499	0.32407
Post-Test	meditation intervention group Social Relationship	15.712	30	1.39333	0.25439
Pre-Test	Controlled Group Social Relationship	8.6912	30	2.432	0.2457
Post-Test	Controlled Group Social Relationship	8.889	30	2.464	0.4356
Pre-Test	meditation intervention group Psychological Health	20.256	30	2.32527	0.42453
Post-Test	meditation Intervention group Psychological Health	27.551	30	2.38891	0.43615
Pre-Test	Controlled Group Psychological Health	18.6732	30	2.642	0.3214
Post-Test	Controlled Group Psychological Health	19.987	30	2.734	0.2132

The p-value of independent t-test for the domain Physical health is ($t=2.128$, $df29$, $P<,0.05$); Environment ($t=-9.29$, $df29$, $P<,0.05$); for social relationship ($t= 6.836$, $df29$, $P<,0.05$), for Psychological Health ($t=1.633$, $df29$, $P<,0.05$) at a 95% confidence level in all the four domain, the corresponding p-value (2.12,9.29,6.83,1.633) are more than 0.05 hence it can be stated that with meditation intervention there is a significant increase in quality of life; therefore, rejecting the null hypothesis and accepting the alternate hypothesis that there is a substantial impact of meditation on four domains of quality of life (Physical Health, Psychological Health, Social Relationships and Environment) of corporate employees. A statistically significant increase in mean difference is observed (Table 2).

At 0.05 level of significance, there is a strong positive correlation. The employees (samples) who did well on the pre-test also did well on the post-test (Table 3).

Graphical Representation

Figure 4 shows that an increase in mean value was recorded during the post-test of the meditation intervention group from 24% to 32% compared to the controlled group from 23% to 21% while examining the Quality of Life for the physical health domain. This further indicates that facets of quality of life like Activities of daily living, Dependence on medicinal substances and medical aids, Energy and fatigue, Mobility, Pain and discomfort, Sleep and rest Work Capacity have significantly improved with meditation among the experimental group (physical health domain Mean value for experimental group recorded for pre and post-test 19.9667 and 26.6667; for controlled group mean was recorded as 19.6954 and 18.1232).

Table 2. Representing pairwise comparison of post-adjusted means of four quality of life domains after two months of meditation intervention

TEST PAIRS=Q1 WITH Q2 (PAIRED)/CRITERIA=CI(.9500) /MISSING=ANALYSIS									
Paired Samples Test									
Paired Differences 95% Confidence Interval of the Difference									
	Domain	Mean	Std. Deviation	Std. Error Mean	Lower	Upper	T	Df	Sig. (2-tailed)
Pair 1	Physical Health Pre-test & Post test	3.732	0.95231	0.17387	4.0556	3.3444	2.1281	29	0.0011
Pair 1	Environment Pre-test & Post test	2.204	1.29721	0.23684	2.68439	1.71561	9.289	29	0.0318
Pair 1	Social Relationship Pre-test & Post test	1.266	1.01483	0.18528	1.64561	0.88772	6.836	29	0.0237
Pair 1	Psychological Health Pre-test & Post test	4.322	1.44198	0.26327	4.83844	3.76156	1.6333	29	0.0115

Table 3. Paired Sample Correlation

Paired Samples Correlations			
Pairs	Domains	N	Correlation
Pair 1	Physical Health Pre-test& Post test	30	0.887
Pair 1	Environment Pre-test& Post test	30	0.754
Pair 1	Social Relationship Pre-test& Post-test	30	0.821
Pair 1	Psychological Pre-test& Post Test	30	0.813

Figure 4. Graphical representation Pie chart for quality of life (physical health) for the level of gain in statistical mean experienced by Meditation Intervention group as compared to controlled group (who did not practice meditation)

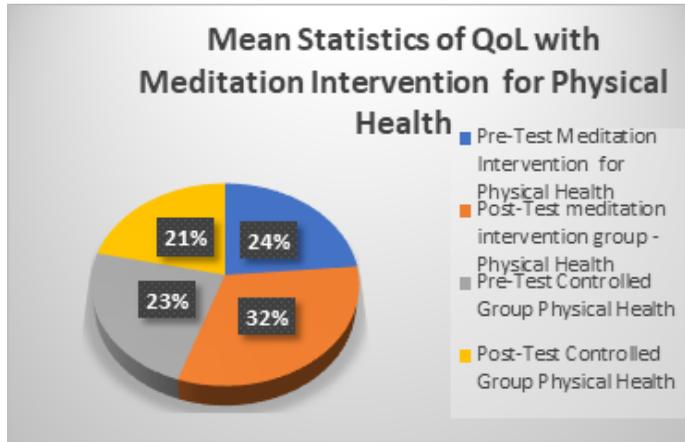


Table 4 and Figure 5 show that an increase in mean value was recorded during the post-test of the meditation intervention group from 25% to 31% compared to the controlled group from 22% to 22% while examining the Quality of Life for physical health domain. This further indicates that facets of quality of life like Financial resources, freedom, physical safety and security, health and social care, accessibility and quality Home environment, opportunities for acquiring new information and skills, participation in and opportunities for recreation/leisure activities, physical environment (pollution/noise/traffic/climate), transport has shown significant improvement with meditation in the intervention (experimental) group. (Environment Domain) The mean value for the experimental group recorded for pre and post-test is 20.3333 and 25.5333, and for the controlled group mean was recorded as 18.2142 and 8.3414.

As per Table 5 and Figure 6, validation of an increase in mean value was recorded during the post-test of the meditation intervention group from 24% to 36% as compared to the controlled group with no change 20% to 20% while examining the Quality of Life for Social Relationship domain. This further indicates that facets of quality of life like Personal relationships, Social support, Sexual activity have shown significant improvement with meditation as an intervention among the experimental group. (Social Relationship) The mean value for the experimental group was recorded for pre and post-test 10.4333 and 15.712; for the controlled group, the mean was recorded as 8.6912 and 8.889.

As per Table 6 and Figure 7, an increase in mean value was recorded during the post-test of the meditation intervention group from 23% to 32% compared to the controlled group with no change from 22% to 23% while examining the Quality of Life for Psychological Health domain. This further indicates that facets of quality of life like Bodily image and appearance, Negative feelings, Positive feelings, Self-esteem, Spirituality / Religion / Personal beliefs Thinking, learning, memory

Table 4. Statistics of QoL with Meditation Intervention for Environment

Test	Domains	Mean
Pre-Test	meditation intervention group Environment	20.3333
Post-Test	meditation intervention group Environment	25.5333
Pre-Test	Controlled Group Environment	18.2142
Post-Test	Controlled Group Environment	18.3414

Figure 5. Graphical representation Pie chart for quality of Life (Environment) for the level of gain in statistical mean experienced by Meditation Intervention group as compared to the controlled group

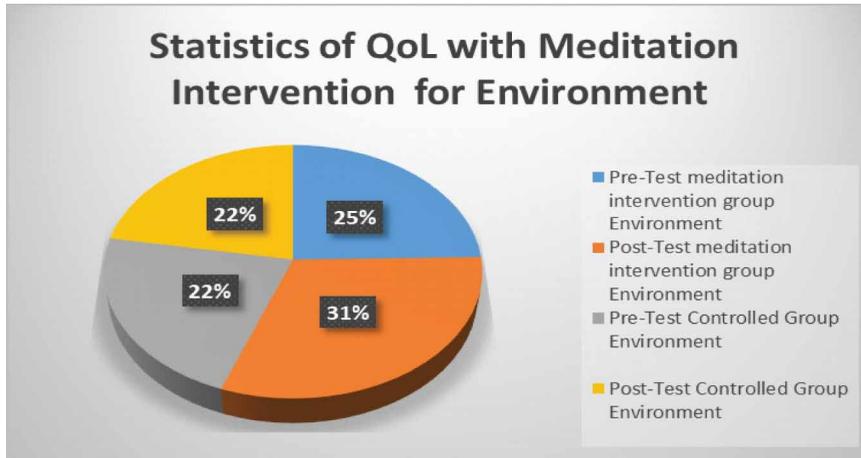


Table 5. Mean Statistics of QoL with Meditation Intervention for Social Relationship

Test	Domains	Mean
Pre-Test	meditation intervention group Social Relationship	10.4333
Post-Test	meditation intervention group Social Relationship	15.712
Pre-Test	Controlled Group Social Relationship	8.6912
Post-Test	Controlled Group Social Relationship	8.889

Figure 6. Graphical representation Pie chart for Quality of Life (Social Relationship) for the level of gain in statistical mean experienced by Meditation Intervention group as compared to the controlled group

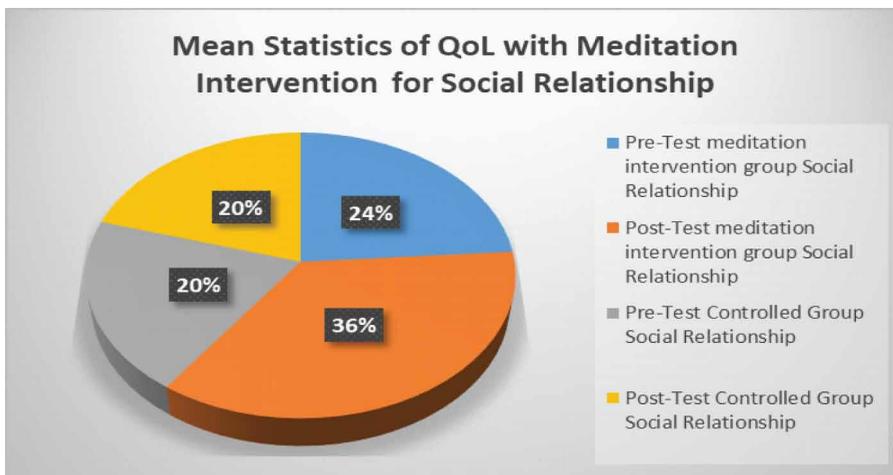
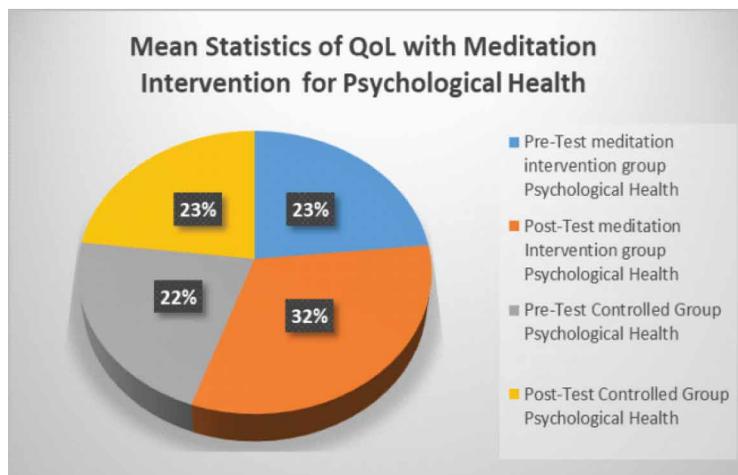


Table 6. Mean Statistics of QoL with Meditation Intervention for Psychological Health

Test	Domains	Mean
Pre-Test	meditation intervention group Psychological Health	20.256
Post-Test	meditation Intervention group Psychological Health	27.551
Pre-Test	Controlled Group Psychological Health	18.6732
Post-Test	Controlled Group Psychological Health	19.987

Figure 7. Graphical representation Pie chart for quality of Life (Psychological Health) for the level of gain in statistical mean experienced by Meditation Intervention group as compared to the controlled group



and concentration have shown significant improvement with meditation in the intervention group. (Psychological Health) The mean value for the experimental group recorded for pre and post-test was 20.256 and 27.551, whereas, for the controlled group, the mean was 18.6732 and 19.987.

RECOMMENDATIONS AND SUGGESTIONS

Based on discussions on the quality of life of working people and its impact on the performance of enterprises, it is recommended that meditation has highly positive views. The meditation practice indeed produces good psychology and mental well-being. The growth of personality with the achievement of a happy life can be achieved with the simple practice of our predecessors. Even if the suggestion differs, it may probably be that the measurement of meditation programme efficiency does not go beyond the fundamental level (Deolindo et al., 2020). When meditation does not lead to better company performance, employees can be trained for meditation techniques to overcome the gaps. Meditation intervention cannot be considered the lone activity for any performance improvements. There should be an organized strategy for R&D that may influence the result, both before and after the intervention (Bellehsen et al., 2021). The connection between cognition impairment and occupational stress and mind-body techniques may not be well connected with cyclic meditation; hence improvement in cognitive functions and reduction in stress may be slow (Kansara et al., 2021). Mindfulness is recommended as an essential alternative therapy (Fergusson et al., 2021).

FUTURE RESEARCH DIRECTIONS

Future research is needed to determine meditation's direct and indirect effects on employees' work performance and health and wellness. Thus, future designs should include a better interventional research design. Meditation is now widely practiced in the business sector around the globe and across cultures. However, it is done without the requisite knowledge and awareness (Igarashi et al., 2021).

Artificial intelligence and machine learning techniques such as LR, MLR, Decision Tree, Random Forest, NN, and CNN can be used to forecast an employee's mental health state during a stressful period. Big data and Hadoop may be used to decipher graphic patterns and create visualizations to analyze various fitness parameters of individuals in the present and across time (Ren, 2020).

CONCLUSION

The study found that the practice group improved their quality of life more than the control group after eight weeks of supervised Vedic meditation. The current study looked at the impact of meditation on employee quality of life. According to the study findings, Vedic meditation efficiently reduced stress among employees. The participants' physical, psychological, social relationships and environmental perceptions improved significantly. The outcome was positive in general. More research with bigger sample size is required to corroborate the findings. A holistic and integrated approach to meditation techniques would entice senior executives and CEOs to embrace the authors' point of view on the subject. Vedic Meditation techniques should be practiced to live a happier and more serene life.

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