

# **IMPACT OF MEDITATION ON MENTAL HEALTH AND PRODUCTIVITY OF EMPLOYEES IN MUMBAI CITY**

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## **ABSTRACT**

This study investigates the influence of meditation practices on the mental health and productivity of employees in Mumbai, India. In a rapidly evolving and highly competitive work environment, employees often face increased stress, anxiety, and decreased productivity. The research aims to understand whether incorporating meditation into the daily routine of employees can mitigate these challenges. By shedding light on the interplay between meditation, mental health, and productivity, this study aims to contribute to the well-being and effectiveness of the workforce in Mumbai. In doing so, it aspires to offer valuable guidance to employers and organizations looking to foster healthier work environments and to enhance the lives of their employees in this bustling metropolis. The findings of this research highlight the benefits of meditation for employees in Mumbai, as it not only enhances their mental health but also positively influences their productivity. Employers and organizations in Mumbai can consider implementing meditation programs to promote a healthier work environment and boost employee productivity. This study contributes to the growing body of research on the intersection of well-being and work performance, shedding light on the potential of meditation as a tool for achieving these dual objectives.

Key Words: Meditation, Mental Health, Productivity, self-awareness and Employees.

## **1. INTRODUCTION**

A condition of mental clarity, inner calm, and heightened self-awareness can be attained through Meditation, which entails focusing one's mind and removing external distractions from one's environment to do so. It is an age-old practice in various religious and philosophical traditions, such as Buddhism, Hinduism, and Taoism. However, due to the multiple benefits that it has been shown to provide for mental and physical well-being, it has also acquired appeal in non-religious contexts.

During Meditation, a person will often locate a quiet and pleasant place and assume a relaxed posture, typically sitting or lying down. The primary objective is to concentrate on a particular point of concentration, such as the breath, a mantra, or a visual object, to enable the mind to gradually let go of wandering ideas and achieve a calm, non-achieve awareness of the present moment. This can be accomplished by focusing on a specific focus point, such as a focus point mantra or a visual object. It has been shown that regular Meditation can lead to lower practices stress, higher focus, increased emotional resilience, and overall improvements in psychological health. In addition, Meditation has been linked to various physiological benefits, such as reduced blood pressure, decreased heart rate, and enhanced immunological function. As a result, it is an effective method for increasing mental and physical well-being, making it a significant tool in promoting holistic health.

In the bustling metropolis of Mumbai, characterized by its frenetic pace and highly competitive work environment, employees face a multitude of challenges that often take a toll on their mental health and productivity. The ceaseless demands of work, long commutes, and the pressures of city life contribute to mounting stress, anxiety, and burnout among the workforce. In this context, exploring the impact of meditation on the mental health and productivity of employees in Mumbai becomes not only relevant but also imperative.

Meditation, an ancient practice that has gained global recognition for its potential to enhance mental well-being, presents a promising avenue for addressing these challenges. Mumbai, the financial capital of India, is a hub for various industries, and its workforce is diverse in terms of age, background, and job roles. As such, the impact of meditation may vary among different groups, making it a fascinating subject for study.

The convergence of two vital aspects, mental health and productivity, is of particular importance. In today's interconnected world, where employee well-being is increasingly linked to overall organizational success, understanding how meditation can positively affect these dimensions can have far-reaching implications for both employees and employers in Mumbai.

### **1.1 Definitions of Meditation**

"Meditation is the practice of turning one's attention inward, focusing the mind, and achieving a mentally clear and emotionally calm state. It involves various techniques to promote relaxation, build internal energy or life force (qi, ki, prana, etc.), and develop compassion, patience, and forgiveness." - ***The American Psychological Association (APA)***

"Meditation is a systematic form of mental training that fosters awareness, clarity, and emotional positivity. It helps cultivate a stable and focused mind, leading to greater insight and self-understanding." - ***Jon Kabat-Zinn.***

"Meditation is a practice of being present and mindful, embracing the current experience without judgment or attachment. It is a path to inner peace and self-discovery, allowing us to connect with our true nature." - ***Jack Kornfield.***

"Meditation is a process of self-inquiry and self-realization, leading to the recognition of our innate wisdom and interconnectedness with all beings. It is a way to break free from the illusions of the mind and awaken to the present moment." - ***Thich Nhat Hanh, Zen master.***

"Meditation is the art of letting go of the past and the future, fully embracing the now, and developing a clear and focused mind. We can train our attention through regular practice and cultivate a profound inner peace and harmony." - ***Sharon Salzberg.***

### **1.2 Types of Meditation**

Meditation is a practice that has been around for thousands of years and has been used to help people become more aware of the here and now. It can involve practices intended to sharpen focus and attention, build acceptance of challenging emotions, develop a connection to the body and breath, and even shift consciousness. It has been demonstrated to offer many health benefits, both physically and mentally, including the decrease of stress as well as an improvement in immune function.

Although Meditation is taught and practiced as part of a wide variety of religious and spiritual traditions, it is not associated with any one religion or faith in particular. Even though it has been around for a long time, people from different cultures worldwide continue to do it now, hoping to achieve inner harmony, tranquility, and serenity. Meditation can solve the growing demand for stress reduction strategies amid hectic schedules and demanding lives.

There are the popular types of meditation practice:

### **1. Mindfulness Meditation**

The practice of mindfulness meditation, which has its roots in Buddhist philosophy, is now the type of Meditation that has garnered the greatest attention and interest from Western researchers. When one practice mindfulness meditation, one pay attention to the ideas as they move through their mind. They are not passing judgment on the thoughts or becoming entangled with them. They merely need to observe and make mental notes of any emerging patterns. Concentration and mindfulness are both key components of this practice. While observing any physiological sensations, thoughts, or feelings, it is helpful to concentrate on an item or breath simultaneously. Because it is simple to practice on one's own, this meditation mode is beneficial for individuals who do not have access to a teacher who can direct them through the process.

### **2. Spiritual Meditation**

Nearly all religious and spiritual traditions incorporate reflective Meditation into their practices. There are as many different spiritual meditations as different spiritual traditions worldwide. Many of the meditative practices described in this article have the potential to be categorized as forms of spiritual Meditation. According to research conducted in 2017 by Trusted Source, the primary goals of spiritual Meditation are to cultivate a more profound comprehension of religious or spiritual meaning and strengthen one's relationship with a higher power. Examples include:

- Christian contemplative prayer
- Sufi dhikr (remembrance of God)
- Jewish kabbalistic practices

At home or in a house of worship, one might engage in the spiritual practice of Meditation. Those who wish to cultivate their spirituality and develop a more profound connection to a higher power or other spiritual force can benefit from this practice.

### **3. Transcendental Meditation (TM)**

Transcendental Meditation is a mantra-based practice in which practitioners silently repeat a specific mantra given to them by a licensed teacher. Transcendental Meditation was developed in India in the 1960s. The mantra functions as a means of transcending mundane thought to arrive at a state of profound relaxation and inner tranquility. TM is renowned for its stress-relieving properties and has been shown to assist in reducing anxiety and promoting relaxation. It has been found that consistent practice leads to improvements in concentration, creativity, and overall mental clarity.

### **4. Vipassana Meditation**

Vipassana, which means "insight" in Pali, is an ancient meditation that originates from the Buddhist tradition. It is also known as insight meditation. It entails paying attention to one's thoughts, feelings, and sensations in the body without getting caught up in them. The development of insight into the transitory and ever-shifting character of reality is the primary goal of this practice. Vipassana meditation has several benefits; one is that it enables practitioners to obtain a greater insight into the mind and emotions. Equanimity, acceptance, and a nonreactive attitude towards the hardships of life are encouraged through its practice. According to the findings of some studies, it may be possible to result in lessening the symptoms of anxiety, sadness, and emotional reactivity.

## 5. Yoga Meditation

Meditation is an integral part of yoga, and together with physical postures (asanas) and breath control (pranayama), many meditation techniques are practiced throughout yoga sessions. Depending on the level of the practitioner and the particular tradition, Meditation in yoga frequently centers on becoming aware of one's breath, engaging in visual Meditation, or meditating on chakras. Practicing yoga and Meditation has several health benefits, including those for the mind, body, and spirit. In addition to relieving tension and calming the mind, it enhances flexibility, strength, and overall health. It is possible to achieve a lifestyle that is more balanced and harmonious by meditating and doing physical activity at the same time.

### 1.3 Emotional Health

Emotional wellness is recognizing, interpreting, and constructively handling emotions. It entails understanding and expressing feelings and managing life's ups and downs. Self-aware people recognize their emotions without judgment and understand how they affect their ideas and actions. They can overcome obstacles and handle stress well. Emotional wellness also includes empathy and compassion, enabling meaningful and helpful interactions. Emotional wellness improves mental, bodily, and social well-being.

Healthy people can handle a variety of emotions. They can focus, make good judgments, and maintain healthy relationships by managing stress, anxiety, and negative emotions. Emotionally healthy people have self-acceptance and self-compassion, which helps them handle obstacles without self-criticism. They express their emotions more assertively, improving communication. Emotional wellness boosts resilience, quality of life, and happiness. Self-awareness, self-care, and support can nourish it over time.

### 1.4 Productivity of Employee

The term "employee productivity" refers to the degree to which an individual or a team can complete activities and accomplish goals in a predetermined amount of time while maintaining high efficiency and effectiveness. It is essential to establish whether an organization will succeed and be profitable. A productive individual can do more in a shorter amount of time while keeping the quality of their job intact, which eventually contributes to the expansion and competitiveness of the firm as a whole. Workers' productivity can be affected by various factors, such as their abilities, motivation, working environment, and access to resources. Organizations aim to improve employee productivity by implementing training and development programs, cultivating a pleasant work culture, supplying the required tools and technology, and rewarding exceptional performance with incentives and accolades.

## 2. REVIEW OF LITERATURE

**Olga K. (2019)**, While Meditation may be a viable intervention for healthy aging, research with high sample sizes, active control groups, and long-term follow-up are rare. Mindfulness-based therapies frequently do not outperform active control groups regarding psychological health and well-being. Future research should also incorporate biological measures in addition to self-reports and examine the influence of meditation-based training on older adults.

**Virginia L. (2019)**, The college students showed less stress and anxiety after a six-week yoga and meditation program. These findings imply that practicing mindfulness for six weeks may lower stress and anxiety in college students. More students and longer follow-ups are needed in future studies to ensure a long-term benefit. Higher education institutions, particularly pharmacy schools, should consider holistic practices like yoga and Meditation to enhance student self-care.

**Alessio M. (2020)** have demonstrated that mindfulness meditation can improve the resilience and well-being of schoolteacher participants during critical events such as the Covid-19 lockdown in Italy. It was observed in both male and female individuals with resilient personality profiles and females with weaker personality traits.

**Óliver J. (2020)**, Participants reported mild anxiety and depression symptoms, as well as severe posttraumatic stress symptoms during this first stage of confinement due to the COVID-19 outbreak. The quality of cohabitation was found to be a key variable in the psychological impact of the participants. Being young and undergoing treatment were also related to a greater psychological impact. Finally, self-compassion was linked to better cohabitation during confinement. The results of this study could be used to develop psychological interventions. Improve mental health and cope with confinement during the COVID-19 epidemic.

**Phenphop P. (2020)**, According to the findings of the study, participation in the Qigong program is associated with improvements in self-rated sleep quality in older adults with mild to moderate depression symptoms. Sleep latency and quality There was no change in measures of sleep efficiency, sleep duration, or sleep quality. Duration, sleep disruption, daytime disruption, and sleeping medications are taken throughout the investigation.

**Dawson C. (2020)**, Given the massive number of mHealth apps available for download on smartphones or mobile devices, research into the efficacy of intervention-based mHealth apps is essential. The purpose of this study was to provide a preliminary review of the effect of The Tapping Solution App on psychological well-being.

**Divya K (2020)**, the present study shows that a full yoga program (including SKY and Meditation) can transform an individual in a short time. They are reducing violence and raising the quality of life satisfaction. All are necessary for peace. And peace. A relaxed mind can respond better. And deal with life challenges productively. SKY Meditation reduces aggression. Happier, calmer they are more aware and can make better path-finding decisions in adversity. It's a great tool for mental and physical health and may be effective in rehabilitating those who wish to reintegrate.

**Gabriel G. (2019)**, The present meta-analysis demonstrates an increase in articles reporting educational interventions addressing these characteristics. The United States had the most interventions but most developed on the European continent. The most common educational stage therapies targeted to alleviate stress, anxiety, and depression is a university, followed by secondary education. Primary care should be encouraged during early childhood to avoid difficulties during adolescence and maturity.

**Zara S. (2020)**, the mindfulness-based intervention program (Mindkeys Training) reduced concentration issues, self-control deficits, and hostility in third-year primary students. The intervention had a stronger effect on cognitive factors. Indeed (attention and self-control). The intervention had the greatest impact on attention—long-term outcomes.

**Alicia C. (2020)**, this study supports using mindfulness-based yoga therapies in primary schools. As an innovative educational strategy for tackling growing strain and stress, this study found. Found that mindfulness-based yoga did not harm students' emotional health. This is not to say that such interventions are not beneficial in fostering a positive classroom climate conducive to effective instruction and learning.

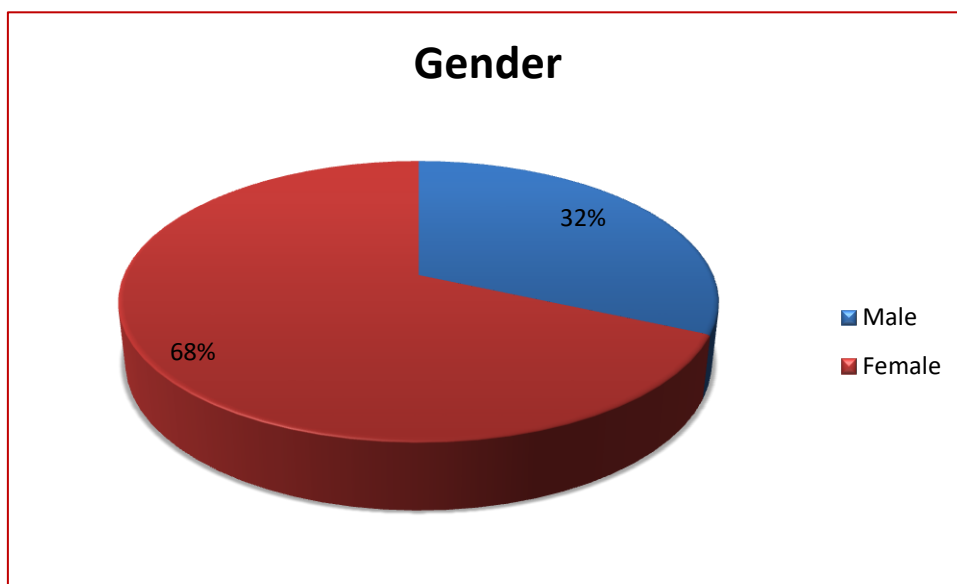
### 3. RESEARCH METHODOLOGY

The research is based on primary data. A survey was conducted for 120 respondents to understand their frequency of Meditation, mental health and work performance. For analysis of primary data

SPSS software is used. Descriptive and inferential statistics is used for the study of objectives and testing of hypothesis.

The gender of respondents is categorized as follows:

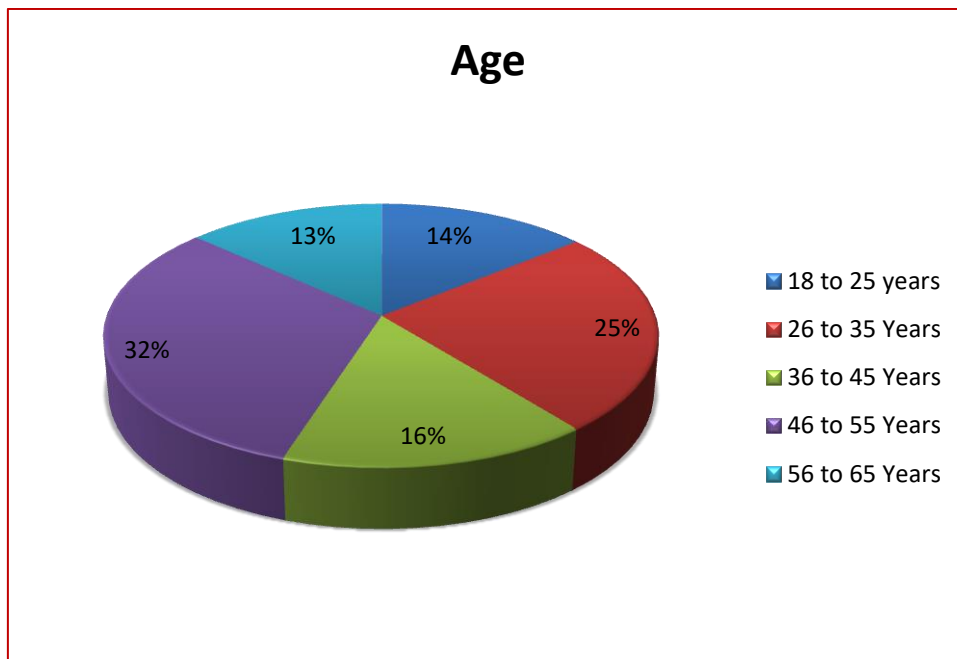
<b>Gender</b>				
Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	38	31.4	31.4	31.4
Female	82	68.6	68.6	100.0
Total	120	100.0	100.0	



The Above table indicates that from a total of 120 respondents, 38 respondents are males, and the remaining 82 are females.

The following table shows the age group of respondents:

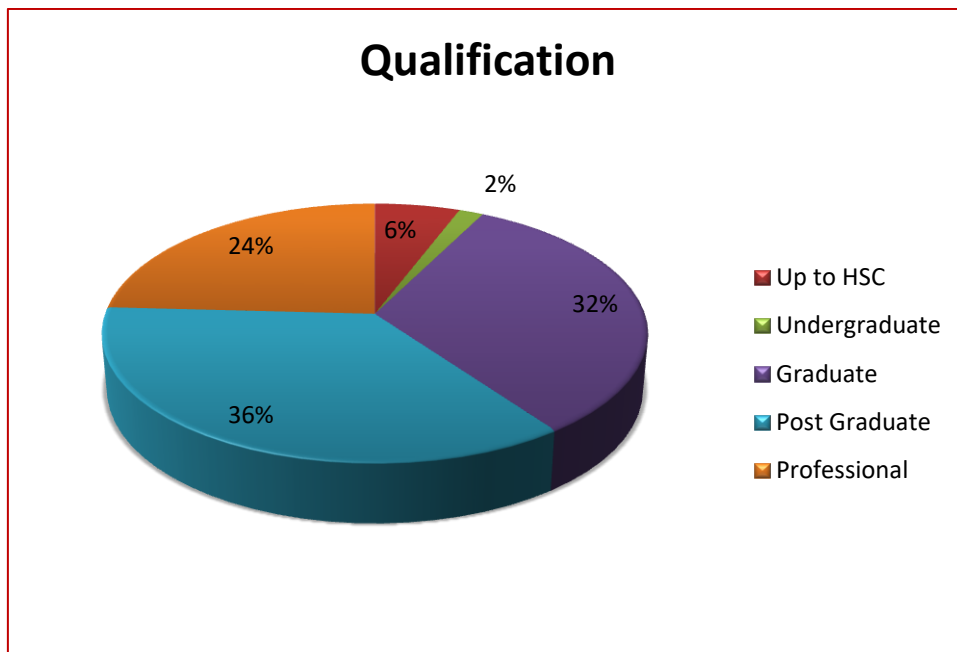
<b>Age of respondent</b>				
Age	Frequency	Percent	Valid Percent	Cumulative Percent
18 to 25 years	17	14.0	14.0	14.0
26 to 35 Years	30	24.8	24.8	38.8
36 to 45 Years	19	16.5	16.5	55.4
46 to 55 Years	38	31.4	31.4	86.8
56 to 65 Years	16	13.2	13.2	100.0
Total	120	100.0	100.0	



The given data presents the age distribution of a group of 120 individuals. Among them, 17 fall within the 18 to 25 years range, 30 are aged between 26 to 35 years, 19 individuals belong to the 36 to 45 years category, 38 are between 46 to 55 years, and finally, 16 individuals are aged between 56 to 65 years.

The below table indicates the qualification of respondents:

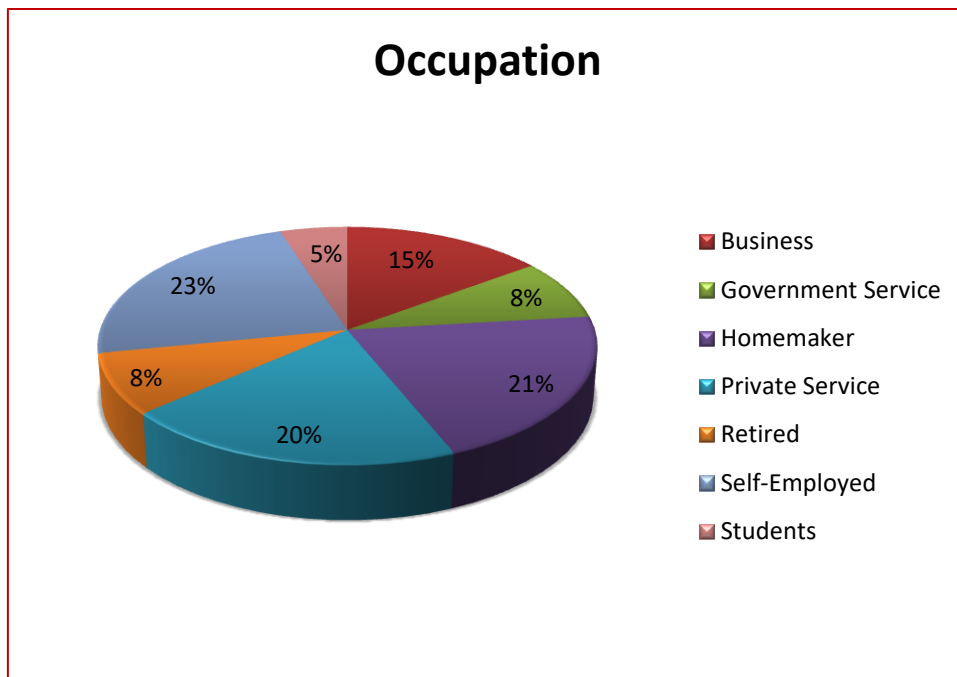
Qualification				
Qualification	Frequency	Percent	Valid Percent	Cumulative Percent
Up to HSC	7	5.8	5.8	5.8
Undergraduate	2	1.7	1.7	7.4
Graduate	39	33.1	33.1	40.5
Post Graduate	43	35.5	35.5	76.0
Professional	29	24.0	24.0	100.0
Total	120	100.0	100.0	



The data represents the educational qualifications of a group of 120 individuals. Among them, seven have completed up to their Higher Secondary Certificate (HSC), two have completed their Undergraduate studies, 39 have attained a Graduate degree, 43 have achieved a Post Graduate qualification, and 29 possess a Professional degree.

The following table shows the occupation of respondents:

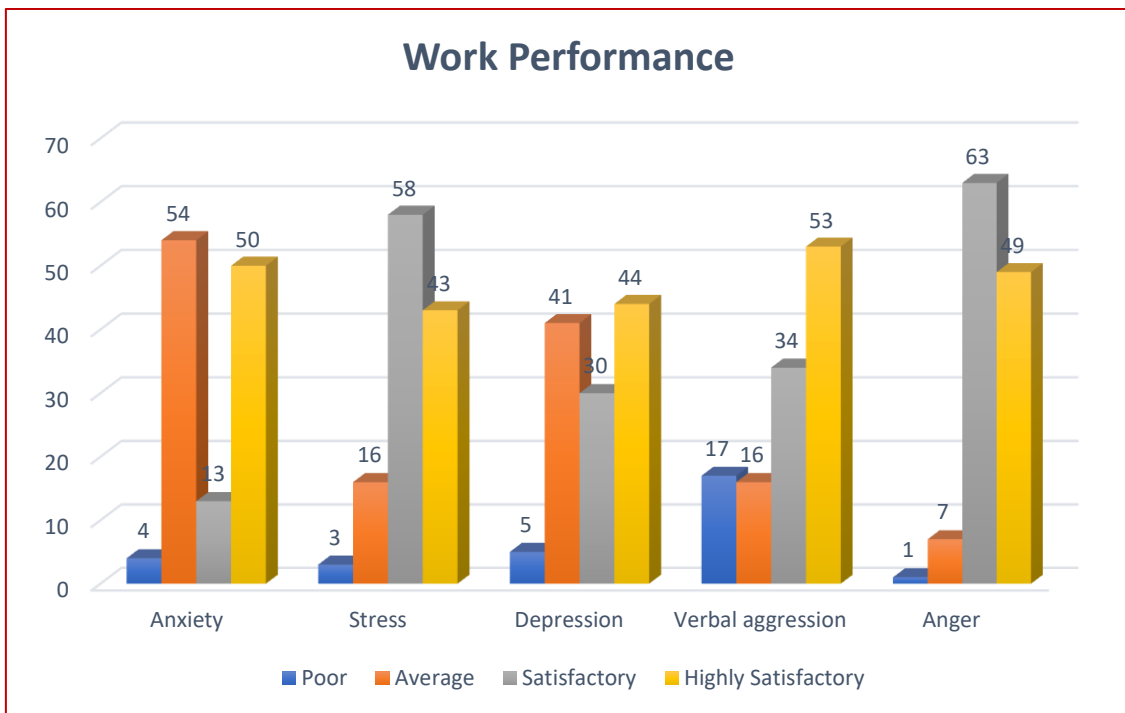
Occupation of respondent				
Occupation	Frequency	Percent	Valid Percent	Cumulative Percent
Business	18	14.9	14.9	14.9
Government Service	10	8.3	8.3	23.1
Homemaker	25	20.7	20.7	43.8
Private Service	24	19.8	19.8	63.6
Retired	10	8.3	8.3	71.9
Self-Employed	28	23.1	23.1	95.0
Students	6	5.0	5.0	100.0
Total	120	100.0	100.0	



The data provide insights into the occupational distribution of 120 individuals. Among them, 18 are involved in Business activities, ten are in Government Service, 25 are Homemakers, 24 are engaged in Private Service, ten are Retired, 28 are Self-Employed, and 6 are Students. This information highlights the diverse range of occupations represented within the group, encompassing various sectors, including business, government, homemaker, private employment, self-employment, and education.

The following indicates the work performance:

Sr.no	Statement	Poor	Average	Satisfactory	Highly Satisfactory
1	Anxiety	4	54	13	50
2	Stress	3	16	58	43
3	Depression	5	41	30	44
4	Verbal aggression	17	16	34	53
5	Anger	1	7	63	49



The above responses are rated as follows:

- Poor = 1
- Average = 2
- Satisfactory = 3
- Highly Satisfactory = 4

Using above responses mean score of Work Performance is obtained using formula given below:

$$Work\ Performance = \frac{Total\ Score\ Obtained\ from\ Respondent\ for\ 4\ Statements}{Maximum\ Rating(12)} \times 100$$

Using Above formulas mean score are obtained for each respondent and also for all 120 respondents. Descriptive Statistics is as follows:

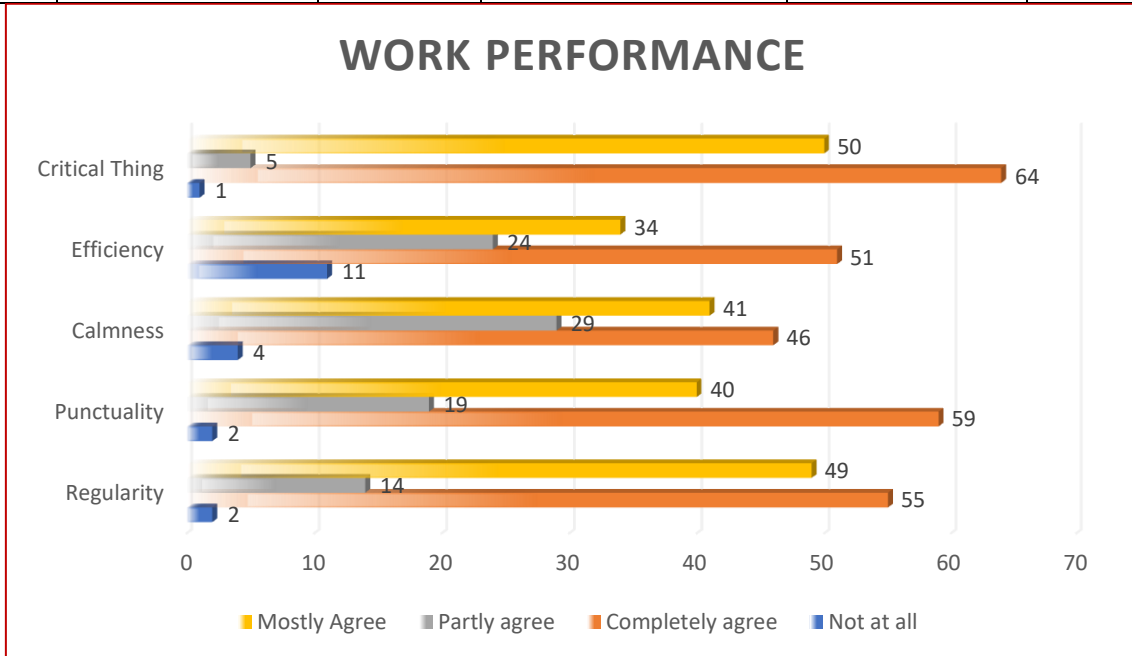
Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Mental Health	120	21.15	100.00	63.17	15.23
Valid N (listwise)	120				

Above table indicates that the mean score for Work Performance is 63.17 per cent with standard Deviation of 15.23 It indicates high variation in responses.

The following indicates the work performance of the respondents:

Sr.no	Statement	Not at all	Completely agree	Partly agree	Mostly Agree
1	Regularity	2	55	14	49
2	Punctuality	2	59	19	40

3	Calmness	4	46	29	41
4	Efficiency	11	51	24	34
5	Critical Thing	1	64	5	50



The above responses are rated as follows:

- Not at all = 0
- Completely agree = 1
- Partly Agree = 2
- Mostly Agree = 3

Using above responses mean score of Work Performance is obtained using formula given below:

$$Work\ Performance = \frac{Total\ Score\ Obtained\ from\ Respondent\ for\ 4\ Statements}{Maximum\ Rating(12)} \times 100$$

Using Above formula mean score are obtained for each respondents and also for all 120 respondents. Descriptive Statistics is as follows:

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Work Performance	120	33.33	100.00	54.22	18.69
Valid N (listwise)	120				

Above table indicates that the mean score for Work Performance is 54.22 per cent with standard Deviation of 18.69 It indicates high variation.

**Objective-1:** To study the impact of the frequency of Meditation on the mental health of the respondents.

**Null Hypothesis H<sub>01</sub>:** There is no impact of frequency of Meditation on the mental health of the respondents.

**Alternate Hypothesis H<sub>11</sub>:** There is an impact of frequency of Meditation on the mental health of the respondents.

To test the above null hypothesis, correlation test is applied.

<b>Correlations</b>			
		Meditation Frequency	Mental Health
Meditation Frequency	Pearson Correlation	1	.813**
	Sig. (2-tailed)		.000
	N	120	120
Mental Health	Pearson Correlation	.813**	1
	Sig. (2-tailed)	.000	
	N	120	120

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Above results indicates that the calculated p-value is 0.000. It is less than 0.05. Therefore, the Chi-square test is rejected. Hence null hypothesis is rejected and the alternate hypothesis is accepted.

**Conclusion:** There is an impact of frequency of Meditation on the mental health of the respondents.

**Findings:** It is observed that the Pearson correlation value is +0.813. Therefore, there is a significant positive relationship between frequency of Meditation on mental health of the respondents.

**Objective-2:** *To study the relationship between the frequency of Meditation and the work performance of the respondents.*

**Null Hypothesis H<sub>02</sub>:** There is no significant relationship between the frequency of Meditation and the work performance of the respondents.

**Alternate Hypothesis H<sub>12</sub>:** There is a significant relationship between the frequency of Meditation and the work performance of the respondents.

To test the above null hypothesis, correlation is applied:

<b>Correlations</b>			
		Meditation Frequency	Work Performance
Meditation Frequency	Pearson Correlation	1	.924**
	Sig. (2-tailed)		.000
	N	120	120
Work Performance	Pearson Correlation	.924**	1
	Sig. (2-tailed)	.000	

	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

Above results indicates that the calculated p-value is 0.000. It is less than 0.05. Therefore, the Chi-square test is rejected. Hence null hypothesis is rejected and alternate hypothesis is accepted.

#### 4. FINDINGS

The findings of this research have demonstrated that meditation holds a profound relevance in the lives of employees in Mumbai. It has been revealed that regular meditation practice can effectively reduce stress and anxiety, foster emotional well-being, and enhance resilience. These outcomes align closely with the pressing mental health concerns faced by the workforce in Mumbai.

It is observed that the Pearson correlation value is +0.924. Therefore, there is a significant positive relationship between the frequency of mediation and work performance.

The primary data analysis reveals the study results. There are three variables under the study. These three variables are frequency of Meditation, mental health, and work performance. The conclusion is there is a significant positive impact of Meditation on mental health and work performance. Further, it is concluded that a higher frequency of Meditation is better mental, health, and work performance.

#### 5. CONCLUSION

In conclusion, the relevance of meditation in the context of its impact on the mental health and productivity of employees in Mumbai cannot be overstated. Mumbai, as a dynamic and bustling urban center, presents unique challenges to its workforce, characterized by high levels of stress, intense competition, and the constant demands of modern living. This study set out to investigate the significance of meditation as a potential solution to mitigate these challenges and to enhance the overall well-being and efficiency of employees in the city.

Moreover, the relevance of meditation extends to the realm of productivity. Improved mental health, as a result of meditation, leads to increased concentration, better focus, and enhanced interpersonal relationships. The direct impact of these improvements is reflected in heightened job satisfaction and overall productivity. In a city where productivity is often synonymous with success, meditation proves to be an invaluable tool for both employees and their employers.

The significance of this study is not limited to the individual level but extends to the organizational and societal levels as well. Employers in Mumbai, who are keen on fostering healthier and more productive work environments, can find concrete evidence of the advantages of introducing meditation programs for their employees. Moreover, this research underscores the broader importance of incorporating well-being initiatives into workplace practices to support the mental health of the workforce.

Ultimately, the relevance of meditation in the context of employees in Mumbai lies in its potential to transform lives. It offers a holistic approach to mental health and productivity, contributing to a better quality of life for individuals while also enhancing the overall competitiveness and well-being of the city's workforce. By recognizing and embracing the benefits of meditation, Mumbai's employees and organizations can pave the way for a healthier and more productive future.

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