



A study -The Core Perspective of Emotional Intelligence on Organizational Behaviors, Managerial excellence and productivity potentials in respect of Ancient Yogic wisdom, and Modern Science.

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Abstract: *Back ground-To explore and study the emotional intelligence and its perspectives of ancient Indian wisdom Yoga and Modern scientific research outcome related to human potential enhancement, workplace productivity, leadership and managerial, resolving day to day conflicts and quality of life.*

Objective-*To establish the importance of EI in the workplace through yoga. Methods- The researcher referred to Bhagavat Geetha, Upanishads, Manu Smriti, Natya sastra, and other ancient literature and modern scientific literature related to Emotional well-being and quality Organizational behaviors.*

Results-*Emotional Intelligence and its perspectives are well established through the study.*

Discussions-*The outcome and need of the study are explained in many aspects with reference to modern and ancient texts and literature. Yoga is a universally accepted applied practice of Indian origin and discipline. It is an Experience able and experimental science and technology for uplifting the well-being of the mind-body. Yoga is an emotional workout. Meditation builds our emotional stamina.*

Key Words: *Emotional Intelligence [EI], Organizational Behavior, Yoga.*

1. INTRODUCTION:

Emotional intelligence has emerged as a predictor of ability, skill, creativity, Intellectual growth and potential, personality, behavior, and style of an individual. The business organization has to use EI for their Organizational Enhancement and effectiveness. Organizations have to transform and aspirate their executives and officials to new tasks and goals. Job and work performance of employees have a direct impact on their mood and emotions and overall dispositions. Job performance, decision-making, creativity, turnover, teamwork, negotiations, and leadership. Everybody brings their emotions to the workplace, their affective experience, and expressions to others. Assessing the EI of employees may be useful for recruiting, promoting, and allocating selected persons for high emotional intelligent tasks like Customer care, front office, PRO, welfare, Training, HR and admin and field activities, and finally on salary negotiations. Business organizations which is committed to serving the public against their needs, the employee's behavior and ability is the prime requirement for productivity and enhanced Organizational Development. Since employees are considered the Assets of the company, their physical, psychological, and spiritual well-being is very much important for achieving the mission and vision of the Organization. As a part of Organizational behavior, collective consciousness, dedication, change in mental perspective to teamwork, leadership qualities assertiveness, commitment, the peaceful conflict-free environment are essential requirements. More than that good adoption in lifestyle is required for systemic health and well-being. In recent years the medical bill submitted by employees are more increasing than previous years. The dynamic and enthusiastic, stress-free passion can only deliver more productivity and meet customers' needs. The said reasons related to the workplace, personal wellbeing, social intelligence, etc. created an extra interest and curiosity to study this area. The researcher is a trainer for yoga, constantly monitoring the above developments and passionately thinking about a new way out of addressing these dimensions which enhances more awareness and consciousness among the employees. There is so much to know about the range and intensity of the feeling experienced and expressed by the employee in the workplace. The strength and validity of



emotional expressions, emotional experience, emotional contamination, or pollution shared in the workplace also have a malty fasted effect on Organizational Behavior. Moreover, to find a suitable path or method of systematic mental training which reduces suffering and develops a substantial healthy mind, body and intellect capable to provide

1. An unbiased awareness of self and the world (Self-awareness)
2. The ability to manage one's response and impulses. (Self-Regulations)
3. The development of a positive relationship between self and others that transcends self-focused needs and increased pro social behaviors (social awareness).
4. Which enhances a positive change in self-narration, conceptualization reception, self-ethics, perception, and self-reflection.

The executive has been employed for their technical expertise but fired for these behaviors and unwanted emotions and conflicts in the workplace. Yoga plays a vital role in this organizational issue considering the effects on different aspects and benefits. Now we can examine how the ancient wisdom had addressed this issue, and what is their perspective on it. Plato 2000 years back said that all learning to have an emotional context and base. In *Bhagavat Gita*, Krishna wants Arjuna to become “sithapranja” which means the emotionally stable person for fighting forward in war. Gita manifests all emotional experiences in terms of the *gunas*, i.e., *sattva*, *rajas*, and *tames*. Enthusiastic, happy, blissful, atonement, and tranquility are associated with *Sattva*. *Rajas* give rise to discontent, mental worry, frustration, greed, execration, dogmatism, burned-out fallacy laziness, and non-discrimination (between the pleasant and the good) are due to *tames*. It advocates that men should strive to increase the “*sattvic guna*”.

Yoga is an emotional workout. Meditation builds our emotional stamina. Definition of EI -*The capability of individuals to recognize their own emotions and those of others, discern between different feelings and label them appropriately, use emotional information to guide thinking and behavior, and manage and/or adjust emotions to adapt to environments or achieve one's goals EI competencies are applied aspects which can be learned and learnable.*

The Rig Veda states “*AnoBadhrah Krithavoyanthuvisathah*” which implies let noble thoughts come to us from everywhere. Also advocate oneness as “*Vasudhivakudumbakam*”, the whole world being one family. Vedas and Upanishad well defined and derived the emotions and transit emotions etc. “*Bharatha Muni*” on his “*Natya Sharsrtha*” had a profound explanation about Rasa and bhava (emotions). According to him “*Nahi rasa kaschidarthahpravarthathe*” [Nothing exists without Rasa] Works of “*Bharatha Muni*” have contributed to the understanding of emotional experiences.[1] The concept of rasa or aesthetic relish is central to this approach to understanding affective experiences as dealt with in the *Natyashastra of Bharathamuni*. These views underline the recommended path for self-transformation. Regulating emotions, both emotional experience, and emotional expression yoga therapy is an integral part of the recommended “principles of living.”[2] Hatha Yoga imply to aim not at strengthening the ego or *Ahamkara* but to strengthen the real self or *atman*.[2]

Our ancient literature also supports emotional Intelligence as a criterion for individual success. They advocate the individual should metamorphose himself to get positive thoughts and perform positive actions.

Bharatha Muni illustrates that, -

*Yatho hastha thatho dristi,
yatho dristi thatho Manaha,
Yatho manaha thado bhavaha,
yatho bhava thatho rasaha.*

*Where had goes, there should follow the eyes,
Where the eyes go, there should go the mind.
Where the mind goes Bhawa is created.
When the Bhawa is created, Rasa will be born”.*



It is a beautiful explanation only seen in such applied practice, how emotions were generated through the body Mind.. Yoga is an external experience able to apply knowledge. Our feelings come first associated with our thoughts and turned out as emotions. Recognize, understand and convince yourself of this process of emotion. Your ability to manage emotion will strengthen by controlling the response of thought by changing the focus from thought to breadth.

2. Hatha Yoga :

*“Ha”kara keerthitho surya,
“Da” karaschandra uchayathe
Ha karanethu Suraya
Da karanethu ruchyathe
Suraya Chandra manasorikyam
Ha da ethyabidheeyathe.[Yoga shikopanished]*

Hakaram is related to Suraya nadi [pingala] and *dakaram* is related to Chandra nadi [Ida] Hatha yoga is the process of uniting both *Idea* and *Pingala Nadis* “*Hadenagrassayathejadiyam*”

Hatha yoga irradiates depression and the lethargic nature of life. Yoga is a universally accepted applied practice of Indian origin and discipline. It is an Experience able and experimental science and technology for uplifting the well-being of mind-body, intellect, and spirit. It is an adaptable and adaptable science for all irrespective of caste, creed, culture, nationality, race, sex, and physical conditions. It had a wide range of practices starting from physical, mental, spiritual, and therapeutically, to a higher level of awareness and consciousness. This practice can also enrich and evolve the inner self and total human potential to supreme consciousness of the universe. It is the cheapest holistic approach without the support of tools and instruments. Practices of hatha yoga improve and balances Neuro –glandular and Neuro- muscular strength. Since it is an Experience able Science it should be practiced with faith, Perseverance, and insight which Rejuvenates the brain, heart, lungs, liver, endocrine, and exocrine organs It supplies Increased vigor and vitality, and longevity to the practitioner.

The Bhagavad Gita defines yoga as “*Samathvam*” meaning thereby that yoga is equanimity at all levels. “*Yogasthah kurukarmani sangam tyaktva dhanajaya siddiyasidhyoh samobutva samathvam yoga uchayathe*” This may be also understood as a perfect state of health wherein physical homeostasis and mental equanimity occur in a balanced healthy and harmony. Yoga is a comprehensive holistic science about the human being, which at the same time deals with all aspects of philosophy. Psychology and functionality of consciousness. “Yoga is a system of perfect tools for achieving union as well as healing” (Ornish2010). Tammi defines Yoga as the “science of science”. [3] Yoga provides a sound philosophical basis for dealing with problems that affect the mind. It also brings a holistic awareness and consciousness to the practitioners. Yoga advocates that when one’s point of reference is transferred and shifted from ego to soul to spirit the fear and anxiety will cease to exist. According to Chopra and Simon (2004), Dhyana is the cultivation of the sense of awareness. The art of practicing yoga gives you an opportunity to explore yourself in new ways. The art of self-exploration will enhance your ability to practice self-acceptance. Through self-acceptance, managing emotion and in turn emotional intelligence becomes a value. [4] Practicing yoga teaches us to be present. During yoga, we are connecting our movements with our breathing.

Yoga can be considered a movement meditation. During a movement meditation, there is nothing more present than the connection between our breath and body. Comfort in expressing your emotions will allow you to share the best of yourself with others, but not being able to control your emotions will reveal your worst. (Bryant H. McGill). [5] The first step in recognizing emotion is by being present with the emotion. Yoga gives importance to the present time. All practices start from the pointed, surface, and three diamantine breath awareness By practicing yoga, we will slowly start to understand our emotions with more clarity, and compassion, and help build overall self-awareness. Practicing yoga gives us the lessons we need to Recognize Emotion. Emotion is defined as A state of response created by the autonomic nervous system (limbic system) originating from an event or experience. One of the biggest misconceptions around feelings and thoughts is that humans think first, and feel second. Humans are feeling because of their thought.



“We are supposed to live in our bodies and use our thoughts as a tool; we live in our minds and use our bodies as tools.” Therefore: Managing emotion is to control a nervous system response that comes from an experience or an event. That sounds impossible. Breaking down the concept of the Emotional quotient is very difficult because so many different thought leaders around this concept. It is not easy to digest, understand, and then state how to practice the concept. Therefore, the work we have to do around managing emotion is not the emotion part — it’s the managing part. Emotions are natural biological responses in the body, and recognizing emotion comes from our ability to be present. Managing is similar to doing yoga, it must be practiced. To manage our emotions, we gather information, process information, and then make a decision based on the information.[7]

Gathering information means recognizing what am I feeling, and identifying and labeling the emotion with the support of consciousness. The word ‘Consciousness’ refers to one’s awareness of unique thoughts, memories, feelings, sensations, and environment. Really consciousness runs the human body. The second step is to process information by asking questions to ourselves, what does this emotion mean? Significance of its context? How is this emotion affecting me at this moment? The third step is managing the emotions or Making a decision and choosing a way out for aligns emotions with your goals. On searching Vedas and Upanishad, the following connections were worth quoting. Vedas are the Origin of Yoga meaning yoga is deprived of its root“*JIRYU*” ie Union.

Manu smriti [VI.65] Describe a yoga “*Sukshmat Am sampasyet yogena Pram Athamanaha*” The subtleness of the supreme self may be realized through yoga.

Yanjavalkya smriti[IV.65] defines yoga as *Ayam tu paramo dharma Yedyogen athmadharsanam* | This is the highest dharma seeing the Atma through yoga

Kadopanishad [2.3.11] explain yoga as *Atm Yogamithi manayantesthir Amindiyadh Aran Aml aparamattastad Abavathi Yog O hi Prabhava Apyayou* | The stare is considered yoga where the sense is under control. The state elevates one to realization. Hoe ever the state of Yoga is subjected to rise or fall.

Srimat Bhagavatha Purana[III.28] explained ashtanga yoga as “*Yogasya lakshanam vakshye sabiljasyanrip Amaje*” O prince I shall tell you the character of yoga.

Pathajala yoga sutra one of vidika Darsanam tells us about “*Adha yoganusasaanm*” Means now yoga expounded the commentators considered the meaning of the sutra as giving continuity to Veda.

Thrispatha samidha krutha
Deva yedyagnam Tanuvaana
Abhathnan Purusham Pashum
Tam Yagnam Barhishi Prokshan
Purusham Jaatham Agrataha
Thena Deva Ayajantha
Saadhya Rushayaschaye-(Rig Veda 10.90.15)

This Rig Vedic stanza extolls that three into seven putting together is twenty-one Pancha bhootha, pancha prana, pancha karmendiya, panchajanendiya and the Mindis the basic elements together is called Yoga. Yoga is thus bringing together all the above and putting dharmic values on that and discarding all animal plants etc. Yoga is the art of self-exploration that will enhance your ability to practice self-acceptance. Through self-Managing emotion and in turn, emotional intelligence becomes a value.

Yoga gives you an opportunity to better recognize thoughts, feelings, and emotions. Yoga provides an opportunity to be self-compassionate around the practice of managing emotion. View emotional intelligence as a process that requires practice, not a quality or personality trait.in other words EI is a taught or learned process like attitude. This Vedic stanza explains very clearly and defined yoga around 10000 years back.

Sarira manasor yoga
Parasparam anurvajeth



*Adharadeya bhavena
Thapthajya gadhayoriva l*

Here, a combination of body and mind together is yoga, both are complementary to each other, One is always referring to the other with mutual bearing and supporting. Here vessel is assumed as the body and Gee is the representing mind for the sack of example. When hot gee is poured into a cold vessel the heat will transfer from gee to vessel when the vessel is hot heat transfer takes place from vessel to Gee. The body always refers to mind and mind always in respect of that referral. For Experience, the yogic feeling is real yoga. Yoga is expressible science, adoptable and adaptable.

“*Tam yogamiti manyate sthiramindriyadharanam*”(Kathao Upanishad 2.6. 11). i. e. Stability of senses is considered to be Yoga.

According to saint Pathanjali, yoga is the cessation of mind modifications, Yoga is an antithesis to the Ego. The ego exerts great effort to remain in control of our realities and creates Disassociation of our mind and body and spiritual self. Definitions from mysticism say yoga is a process to raise human consciousness from a state of *Pasu*(Mans)to a State of supra consciousness *Pathi* (*Chitta*) Yoga on the other hand control over our mind creates a link between our mind-body, spirit. For example, Anxiety is the root of fear. Yoga gives an appreciable distinction between fear and anxiety. It conveys that fear is an individual response to an external known threat. Whereas Anxiety is a response to an unknown internal threat. Here there is a notion for the development of a higher deeper self through transcendence inclusion of ego structures, and understanding of the integrative effect of practice on the body, mind, spirit, and belief. Yoga is the answer for Philosophical, deeper psychological, Physiological, and clarification to its practitioners.

As per the Bhagavat Gita, the qualities of karma yogi are well defined in the following stanza. Karmayogi remains in Sthitha Praja. (Outcome of High Emotional Intelligence). The text also advocates perseverance in practice.

*Buddhir jnanam asammohah
ksama satyam damah samah
sukham dukkham bhavo 'bhavo
bhayam cabhayam eva ca
Ahimsa samata tustis
tapo danam yaso 'yasah
bhavanti bhava bhutanam
matta eva prthag-vidhah*

[Chapter 10: The Opulence of the Absolute TEXTS 4-5 Bhagavat Gita] Intelligence, knowledge, freedom from doubt and delusion, forgiveness, truthfulness, control of the senses, control of the mind, happiness and distress, birth, death, fear, fearlessness, Nonviolence, equanimity, satisfaction, austerity, charity, fame, and infamy — all these various Qualities of living beings are parts of the supreme self and these qualities are present in every Individual.[8]

*Ihaiva tair jitah sargo
yesham samye sthitam manah
nirdosam hi samam brahma
tasmad brahmani te sthitah*
Chapter 5: karmayoga TEXTS 19 Bhagavat Gita]

Those whose minds are established in sameness and equanimity have already conquered [9] The conditions of birth and death. They are flawless like Brahman, and thus they are already Situated in Brahman.

3. Emotional Intelligence and Leadership :

Equanimity of mind, as mentioned above, is the sign of self-realization.[10] Those who have actually attained such a stage should be considered to have conquered material conditions, Specifically birth and death. As long as one identifies with this body, he is considered a Conditioned soul, but as soon as he is elevated to the stage of equanimity through the realization of self, he is liberated from conditional life. In Indian concepts, the knowledge of Brahman and Atman is well discussed that realizing Oneself makes an individual more intelligent and more successful. When the breath wanders the mind is also unsteady. But when the breath is calmed the mind too will be still and the yogi achieves long life. – *Yogi Svatma Rama*, The Hatha Yoga Pradipika Yoga is a way to freedom. By its constant practice, we can



free ourselves from fear, anguish, and loneliness.[11] *Indra Devi*, is a Yoga teacher who helped bring yogic practices & yoga tradition to the U.S. by way of her yoga studio in Hollywood, CA. *Sri Aurobindo* emphasized that Yoga is a conscious method of self-development to bring out the inherent potential of the individual. He focused on all-around personality development at physical, emotional, mental, intellectual, and spiritual levels. Thus Yoga is a systematic process to accelerate the evolution of the individual by culturing the mind and bringing out an all-around personality development culminating in the experience of higher states of consciousness.

The Yoga-Vasishta says “*Manah prashamanah Upayah yoga ityabhidhiyate*” which means that Yoga is a skillful method to calm the mind. [12]Yogic methods are subtle and skillful and do not use brutal force. Knowledge of the mind is the key to subduing it in a skillful way. Effect and result of Yogic breathing were profoundly described in *Thirumandiram*, the ancient Tamil scriptural classic text written by the great saint *Sri Thirumular*. *Thirumandiram* is considered a seminal text of Siva- siddantha. Referring to this great text specifically elaborating about yogic breathing through songs No 564 to 577, *Sundaravadivel Balasubramanian* a Mico biologist and his associates have published on 2105 that Yogic breathing enhances the production of a molecule of Ig which is a first-line defender molecule to promote an immune response in the mucosa. Saliva thus produced significantly differs from basal saliva. Yoga practices could potentially alter the gene expression associated with inflammation and stress response. The study leads to the discovery of elevated levels of salivary protein which improves the first line of mucosal immune defense.[13]

4. Meditation :

Meditation is a subject of universal interest, practiced by spiritual Explorers of all traditions on the quest for serenity, peace, and wholeness. It is the path of ascension to liberation and helps the practices to overcome all maladies of life. Meditation is like a bridge from the human to the fully actualized state of human awareness, from the limited use of self-awareness.[14] It is the highest aim of life. Effect of mediation study conducted by Dr. Dean Ornish that has proved to alter gene activity in a positive direction. This is important, to consider Dr. Deepak chopper’s study about chronic stress, low-level inflammation, and sympathetic overdrive can ultimately be reduced through meditation practices as the cause and source of the disease is DNA of the our cell.

Meditation establishes natural supremacy over emotions and volitions Meditation will bring you calmness of mind and emotional stamina. Meditation brings emotional maturity and stability. This is required for storing our mental energy for a creative solution for life problem-solving. This state is associated with a feeling of passivity in which the mind is neither active nor drowsy.it becomes a neutral state and experiences tranquility. An alpha wave of frequency 8-13 cycles/second and an amplitude of 40micro volts are produced by the brain in this state.in deep meditation, the brain will go to theta to ensure better memory, concentration, Equality in vision(Samadarsanam), altruism, action without attachment, equanimity of mind, and hence spiritual health. meditations help to introspect our self and self-analysis and try to ask “Why” questions, instead of what questions, because “Why” questions mostly relate to our limitations while “what” questions relate much positive and stir up our curiosity (Eurich,2017).

Mediation will improve and uncover our ability to know ourselves. The goal of meditation is eternal development. Meditation can shift awareness to any desired area of the emotional brain and experience peace, harmony, joy, and happiness, which improves our consciousness. Since awareness is unconditional attention, practicing this will enhance the human potential to an optimum state. Meditation endowers a person with increased capacity of mind by releasing dormant power. It enhances the peace and serenity of the soul, the mind become rejuvenated and strengthened and regains its lost vigor and resulting in an increased capacity of tolerating the frustrations of life.It supplies good health good voice and increased neuromuscular energy. It stops all wastage of vital energy. Meditation is then the uninterrupted concentration of thought on its object. Yoga totally enhances the Spirituality which in turn improves the awareness and finally Consciousness. Consciousness is a canvas where our thought was projected, Awareness that happens in the present and continues is consciousness. Scientific research Prophylactic, primitive, and curative potentials on yogic research with proper control have been carried out in India and abroad by reputed medical research organizations have been proved that It ensures an enhanced parasympathetic activates It helps to develop a control over the autonomic nervous system

5. Stress and emotional control :

Physical efficiency at the submaximal level of work and enhanced level of productivity. Adaptability to environment and stress and cognitive functions (concentration, memory, cognitive efficiency, and vigilance. Clinical studies have lucidly demonstrated the therapeutic strength of Yogic practices for various diseases Paul MacLean, a



researcher at NIMH demonstrated the concept that the seat of emotion is the Limbic system of the Brain. He believed that the first layer brainstem is responsible for autonomic functions such as breathing, blood flow, body temperature, etc. the second layer is the Limbic system which encircles the top area of the brainstem is the seat of emotion. The third layer in the forebrain is the cerebral cortex which is the seat of reason. Dr. Pert who had been working with neuro peptides, the brain chemical when he was undergone a life-threatening illness, use laughter and triggered Endorphin which elevates mood and behaviors, and neuropeptide for creating a curative effect and remission of his disease.

The effect of Yoga on psych immunology is an emerging picture of how body and mind affect each other. For example, it's through the emotion-modulating peptides that an embarrassing thought can cause blood vessels to dilate and turn a face beet red.[15] In the same way, the molecules of emotion can mobilize immune cells to destroy an incipient tumor. Techniques like meditation or visualization may also act as forces to set those molecules in action. Dr. pert in 1985 in his publication 'the theory of molecules of emotion had established that Neuropeptide and their receptors join the brain, glands, and immune system on a network of communication between brain and body, probably representing the biochemical subtract of emotions. Positive emotions like laughter yoga have an appreciable role in psych immunology. Peptide factor is directly responsible for digestion, and blood pressure variations and laughter yoga enhances dopamine and serotonin secretions from the brain. If cells are the engine that drives all life, then receptors are the buttons on the control panel of engine and a specific peptide is a figure that pushes that button and gets things started. Need of the study It is a need for time to study experiments and to explore more relations and effects of hatha yoga with and without laughter yoga therapy on individual practitioners' emotional Intelligence and it nine dimensions. The peptides and other informal chemicals are the molecules of emotion. . Which is a major predictor of managerial skill. This influences the development of people's smart strategies for relationships in business, and social settings, Stop wasting time and energy on account of Negative emotions, manage emotions, and cumulate intelligently. Increase flexibility, enthusiasm, and Teamwork. Excessive workload due to wrong deployment of unskilled and less committed subordinates and unhealthy HR management, role uncertainty, lack of technical/ administrative support, physical and mental violence from colleagues or other people, bullying, harassment, unwanted sexual attention and conflicts within workplaces unwanted political coccus intercessions, have been identified as major psychosocial risk factors able to promote work-related stress.

Moreover, people who are not emotionally smart waste time on personality conflicts and complaining. They undermine their happiness and success. They lose self-control when they face stressful and tense situations. Intellectual and technical skills are no longer sufficient for getting ahead at work or in life. As a solution and therapy, this is to be researched the cause and effect of yoga on emotional Intelligence in the 9 dimensions of self-regard, interpersonal relationship, problem-solving, Emotional self-awareness, flexibility, reality testing, tolerance, assertiveness empathy. To create a holistic, economical, adaptable, simple well-being strategy to improve productivity, better organizational behavior, and a dedicated team of employees with group cohesion and oneness. Reducing conflicts and court cases, egotist and self-centered, among the employees.

1. To create and improve more awareness and consciousness among the employee.
2. To improve total wellbeing and reduce medical bills.
3. To improve quality of life to broaden the outlook with a change in self-perspective.
4. To moderate conflicts and noncooperation.
5. To Enhance Insight.
6. To gauge readiness.
7. To adjust expectations.
8. To assess the need of the organization.
9. To feel committed and responsible.
10. To enhance friendliness and helpfulness.
11. To improve acumen acuity and alacrity. A secular and universal practice.
12. To stay with positive emotion.
13. To maintain the enthusiasm and dynamism of the employee throughout the day.
14. To stay with eternal bliss and holistic understanding to expand human potential and expansion of awareness.
15. To practice and experience Emotional Labor in the workplace.
16. To Increase awareness of misattribution
17. To foster a positive and productive customer perception and service quality.



18. To develop a practice friendly, compassionate, use full, economical, adaptable, scientific, conscious, curative, preventive, anti-depressant, and stress-resistant. Covering all aspects of life and spirituality
19. Holistic method for work-life balance. Moreover, people, who are not emotionally smart, waste time on personality conflicts and complaining to each other.
20. They undermine their happiness and success. They lose self-control when they face stressful and tense situations.
21. Intellectual and technical skills are no longer sufficient for getting ahead at work or in life.

Now, to explore more effects on individual practitioner's psychological dimensions on emotional Intelligence which is a major predictor of managerial skill through the practices of Hatha yoga. This influences the development of people's smart strategies for relationships in business, social settings, stop wasting time and energy on account of Negative emotions, manage emotions and cumulate intelligently Increase flexibility, enthusiasm, and Teamwork, stay motivated, be more adaptable, more interest and a positive dynamic mood.

As a solution for Work and life balance and stress management, enhanced satisfaction and customer relation, more productive. Less aggressive, passionate workforce which gives more productive and competitive, reliable proactive results. This practices improve mental physical social well-being and total quality of life. All modern organizations consider their employees are an asset to the company and their well-being will result in more abundance which supports their organizational Mission, vision, and Goal.

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