

Inner Engineering Online (IEO) Intervention for S2Tech

A Research Study by
Harvard Medical School



Introduction

Chronic workplace stress causes burnout and reduces efficiency. Inner Engineering Online (IEO), a web based intervention, is known to improve physical, mental, and emotional health. A Harvard Medical School study focussed on the impact of this program on lowering burnout and stress. The following is a research summary of a study on the impact of Inner Engineering Online with S2Tech, an IT services company.

Research Study Method

S2Tech program participants were randomized into two control groups - Group A and Group B. The study was conducted in two phases, wherein participants were advised to practice Inner Engineering Online, a mind-body course that incorporates meditation and yoga, as well as reading a book or journal of their choice.

The scales mentioned below were used to assess the impact of Inner Engineering Online on the participants:

- ♦ Maslach Burnout Inventory (Primary Outcome)
- ♦ Perceived Stress Scale (Key Secondary Outcome)
- ♦ Center for Epidemiology Studies depression Scale (CES-D)
- ♦ Emotional Distress and Anxiety Short Form
- ♦ Joy subscale of the Dispositional Positive Emotion Scale
- ♦ Mindful Attention Awareness Scale

Study Timelines and Activity

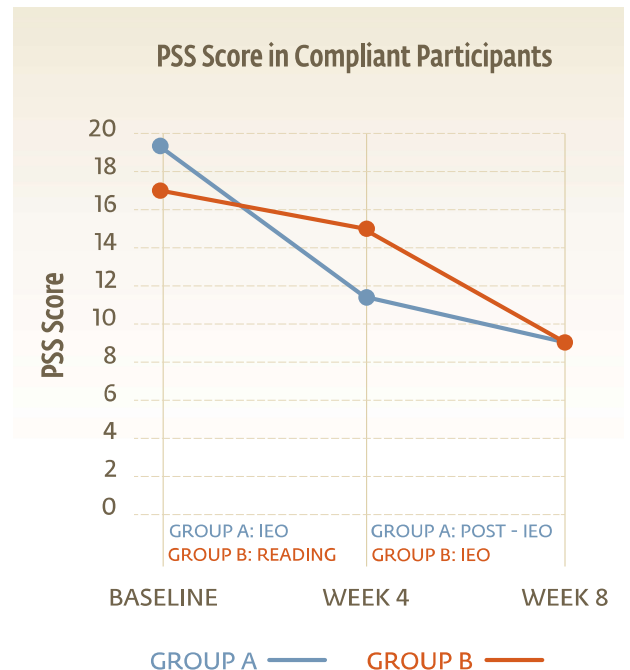
Timelines	Group A Activities	Group B Activities
Baseline - Week 4	Inner Engineering Online	Reading
Week 4 - Week 8	Post - Inner Engineering Online	Inner Engineering Online

Results

- ♦ 97% of the participants completed the study. The results showed no difference in the burnout levels. However, a **decrease of greater than 50% of the Perceived Stress Score** was observed in compliant participants
- ♦ Offering Inner Engineering Online to the employees of S2Tech resulted in a **Return on Investment (ROI) of approximately 175%** for the company through annual insurance premium reduction as a direct benefit

Conclusion

- ♦ Feasibility of doing the intervention was ascertained
- ♦ Perceived Stress Score decreased in compliant individuals by over 50%
- ♦ Further exploration with a larger sample size is warranted



For more details, please contact corporateoutreach@ishausa.org



Inner Engineering Online Intervention for a Fortune 500 Company

A Summary of the Pilot Research Study by Rutgers University Prepared by Isha Foundation

Introduction

Inner Engineering Online is a program that provides tools to address all aspects of human wellbeing - body, mind, emotions and energy. The following is a summary of a research study conducted by Rutgers University in partnership with Isha Foundation to measure the impact of Inner Engineering Online on a group of employees at a US-based Fortune 500 company on:

- ▶ Employee wellbeing (energy, joy, mindfulness, a sense of wholeness within oneself, and connection with colleagues)
- ▶ Positive organizational behavior (meaningful work, psychological capital, and work engagement)

Research Study Method

Sixty employees participated in the Inner Engineering Online pilot. The program duration was 40 days. Participants took a pre-program survey and a post-program survey at the end of the 40-day practice period. The study collected both quantitative and qualitative data and used paired-sample t-test to determine the impact of the program on a wide array of attributes. Quantitative data was based on five different scales, for example, Mindful Attention Awareness Scale, Psychological Capital Scale [2] and Utrecht Work Engagement

Results and Conclusion

- ◆ The study established the efficacy of Inner Engineering Online in enhancing the following attributes [1][2]:

▶ Psychological capital	▶ Work engagement	▶ Mindfulness
▶ Self-efficacy	▶ Connection with work	▶ Inclusiveness
▶ Hope	▶ Dedication	▶ Joy
▶ Optimism	▶ Vigor	▶ Vitality
- ◆ According to the Rutgers study [1], employees experienced a 13% increase in psychological capital, and a 19% increase in self-efficacy, larger than the 2% increase documented by previous studies using micro-interventions.
- ◆ The qualitative data corroborates with the quantitative findings where the participants expressed a sense of empowerment at work. Respondents articulated how the program equipped them with tools to create their own strategies of cognitive reappraisal and view their work as a source of growth, accomplishment and pride [2].

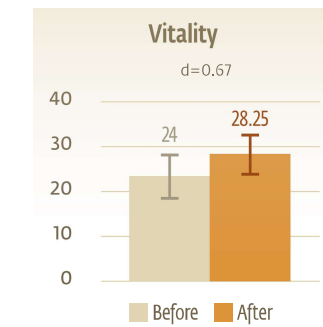
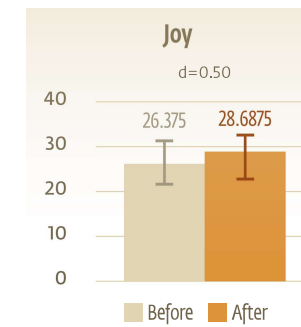
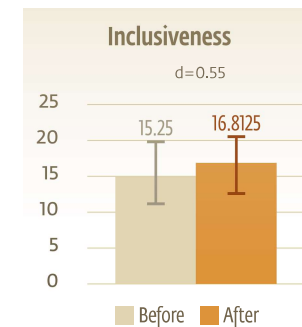
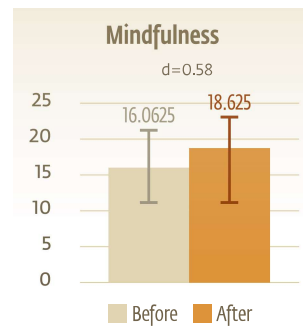
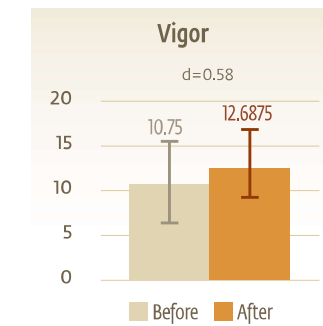
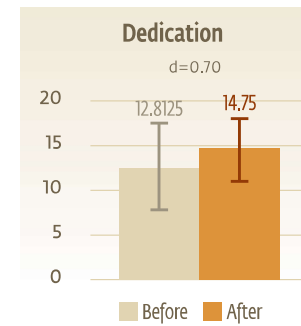
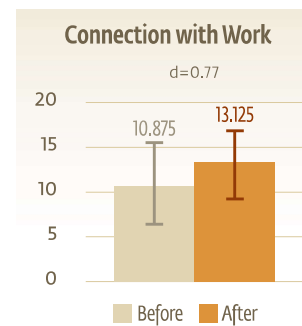
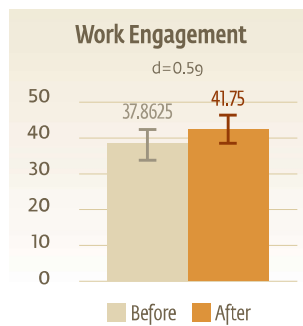
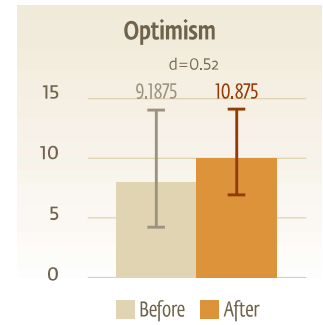
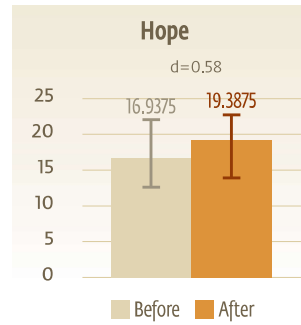
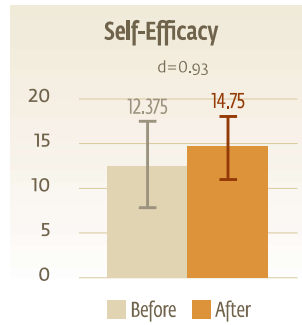
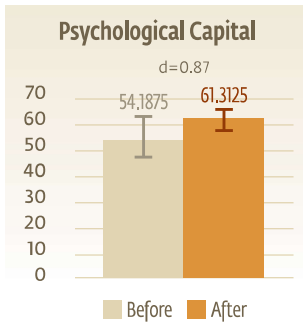
References

[1] Chang, Tracy F. H. (2020). Energy, Joy, Mindfulness, and Engagement at Work - A Pilot Study of an "Inner Engineering" Approach In S. Dhiman (Ed) (forthcoming), The Routledge Companion to Mindfulness at Work. New York, NY.

[2] Chang, Tracy F. H. (2020). Employee Wellbeing and Positive Organizational Behavior, manuscript submitted to peer-reviewed journal for consideration of publication.

Appendix

Employee wellbeing and positive organizational behavior before and after the Inner Engineering Online program.



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