

INDIAN KNOWLEDGE SYSTEM IN CORPORATE WELLNESS: ALIGNING PROFITABILITY WITH EMPLOYEE WELL BEING

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ABSTRACT

"The greatest weapon against stress is our ability to choose one thought over another."
— William James

Three principal factors continue to shape contemporary corporate work spaces: acute competition, unceasing work demands, and high-pressure environments. Not only does chronic workplace stress undermine employee well-being, it also precipitates drop in productivity, increased absenteeism, & higher attrition rates. This ensures that stress management remains critical to organizational success. In their pursuit of holistic growth, organizations today acknowledge the need for sustainable frameworks balancing productivity with employee well-being. Indian Knowledge Systems (IKS), rooted in Yoga, Ayurveda, Meditation, and Vedantic wisdom, offer time-tested ways to achieve a harmonious workplace, by cultivating physical, mental, and emotional resilience. This paper offers a qualitative analysis of how integration of Indian traditions into corporate environments may facilitate a stress-free work culture. To this end, it covers the philosophical crux of IKS, as well as its relevance in modern corporate settings: the emphasis is on the principles of balance, self-awareness, and ethical leadership. By way of practical adoption of mindfulness-based practices in global corporations, this study demonstrates how IKS can enhance emotional intelligence, resilience, and a balanced workplace.

Through a structured framework, the paper illustrates how Yoga and Ayurveda-inspired health programs, meditation and mindfulness training can augment physical well-being and mental clarity. By inculcating self-regulation and work-life harmony, Vedantic principles provide emotional stability, while Dharma-driven leadership encourages corporate governance that is ethical, compassionate and sustainable. This study advocates for a paradigm shift in organizational structures. It urges businesses to adopt holistic well-being practices, in line with traditional Indian wisdom. By way of such non-intrusive yet transformative practices, companies can create a supportive, balanced, high-performance work culture. In conclusion, the convergence of IKS and corporate wellness presents a chance to positively redefine work environments; this will ensure that success is no longer prioritizes only productivity, but also employee fulfilment and overall sustainability.

Keywords: Indian Knowledge System, Employee Well- Being, Emotional Intelligence, Corporate Wellness

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1. INTRODUCTION

As the corporate world continues to evolve, businesses are confronted with mounting pressures like enhancing productivity, maximizing efficiency, keeping up with competition, etc. Such relentless striving has contributed to workplace stress, employee burnout, & declining mental well-being. Many studies link absenteeism and low job satisfaction to stress-related disorders. Therefore, they directly influence an organization's long-term future and success.

Modern organizations have devised new strategies to ensure harmony and strength among their employees. Being healthy at work is no longer optional; it is now seen as vital to any strategy. In the West, stress is usually managed by

using medication and therapy. On the other hand, Indian Knowledge Systems (IKS) offer an alternative, holistic model, one that integrates physical, mental, and emotional well-being via long-lasting traditions such as Yoga, Ayurveda, Meditation, and Vedantic wisdom.

Indian Knowledge Systems emphasized a synergistic approach to life: professional success should not come at the cost of mental health but rather stem from a balance and self-awareness work ethic. This philosophy is well in line with contemporary organizational mores, wherein values such as mindfulness, ethical leadership, and work-life integration are given priority. Although the incorporation of such mindfulness-based initiatives is already underway in global corporations such as Google, Infosys, and TCS, a significant gap persists vis-à-vis the understanding and integration of these principles into corporate culture.

This research aims to explore how IKS-based strategies can affect a transformation of corporate environments into workspaces that are stress-free and high-performance. By way of theoretical frameworks, case studies, and qualitative discussion, this paper offers a structured model for incorporating traditional Indian well-being practices into contemporary business environments. It seeks to answer the following key questions:

- How many corporate culture integrate Yoga, Ayurveda, and Meditation efficiently?
- What are the projections, vis-à-vis leadership and governance of adopting IKS in modern business structures?
- How may a stress-free workspace amplify employee engagement and productivity?
- What challenges and limitations exist in the corporate adoption of traditional well-being practices?

The findings of this study can provide a meaningful contribution to contemporary discourses on sustainable business practices; it offers a qualitative perspective on how Indian Knowledge Systems can facilitate business in aligning profitability with employee well-being. However, this research does not propose a one-size-fits-all approach. Rather, it provides a flexible, adaptable framework; companies may tailor it as best serves their organizational culture & workforce needs.

Today, businesses seek to bridge the gap between tradition and modernity. To this end, the integration of Indian Knowledge Systems into work environments has potential to altogether redefine corporate success. This research reveals that using traditional wisdom helps us progress by being balanced, mindful and able to cope with challenges.

2. LITERATURE REVIEW

Many researchers now focus on how Indian Knowledge Systems (IKS) help with workplace stress management by enhancing mental focus, strengthening the mind, and improving moral leadership. Instead of only treating the symptoms, Yoga, Ayurveda, and Vedantic teachings from India focus on wellness from the start. IKS encourages people to use awareness, well-being, and ethics instead of drugs and therapy for their health.

Using the idea of “Samatvam,” we have formed a philosophy that benefits the well-being of our employees in India. It supports a stable and balanced mind when facing problems from the outside world. It considers that stress is not only caused by work, but also by bad habits, being too concerned with the outcomes, and having unstable feelings. Mindfulness, self-control, and healthy habits are ways to develop resilience with the help of IKS. They get to the core of stress, unlike other methods that only reduce its symptoms for a short time.

Modern research has also begun to corroborate these insights. Studies suggest a significant positive correlation between meditation and yoga-based interventions with productivity and employee engagement in the workplace. Bajaj et al. (2024) have noted the success of implementing Indian ancient art forms, including meditative practices and movement-based mindfulness techniques, in corporate wellness programs, to reduce work stress. Along similar lines, a qualitative study on stress management among university teachers, conducted by Suresh & Rachana (2024), discovered that IKS-based interventions, such as guided meditation, breathwork, and Ayurvedic principles, facilitated marked improvements in emotional regulation, stress tolerance, and general mental well-being. The Indian Journal of Psychological Studies (2024) also documents corporate case studies wherein organizations implemented IKS-based wellness programs: a measurable decrease was observed in stress-related absenteeism, as well as an increase in job satisfaction. Taken together, such findings are emblematic of the fact that traditional Indian frameworks provide a considerable edge when it comes to alleviating workplace stress and enhancing employee well-being.

Yoga and meditation have been subjects of extensive studies, as regards their impact on cognitive performance, emotional stability, & stress management. Derived from Patanjali's Yoga Sutras, yoga serves as a beneficial psycho-physiological practice for balancing mental and physical health. In workplace settings, yoga-based interventions find a positive correlation with lower stress levels, as well as gains in concentration & productivity. Analyzing yoga in corporate wellness programs, Saxena et al. (2020) found regular yoga practice contributed to a 40% rise in resilience and a 30% gain in cognitive functioning among employees. These findings are supported by neurobiological studies that say regular yoga and meditation result in decreased cortisol, higher brain activity in the prefrontal cortex, and greater ability to control emotions, decide, and counter anxiety at work.

After recognizing how beneficial they are, some global companies have started including them in their wellness programs. The purpose of "Search Inside Yourself," created by Chade-Meng Tan for Google, is well-known. It helps people at work develop leadership skills by practicing meditation, emotional intelligence, and other exercises. According to employees who joined the program, focus, stress handling, and teamwork have all improved. Infosys's been promoting a health program that features daily meditation and specially designed ergonomic yoga, allowing for better team bonding and a drop in missed workdays.

IKS places strong emphasis on Ayurveda. It recommends changes in lifestyle, diet, and using natural methods; these allow employees to prevent and manage stress in the workplace. While Western doctors usually rely on drugs to treat stress disorders, Ayurveda uses self-care to prevent stress. For Ayurveda, one's constitution (Prakriti) is seen as an important contributor to stress in their life. Hence, it is useful to adopt a personalized routine, change your diet based on your dosha, keep a proper schedule every day, and try Ashwagandha herb, as it is known to calm and improve your mindset.

TCS and many other companies have begun to combine Ayurveda with their corporate wellness approach. Those taking part in Ayurvedic coaching, workshops on mindfulness and specific diets notice they feel mentally clearer, stronger and have more energy. In companies, Ayurveda works well because it addresses stress by addressing all parts of a person's lifestyle, rather than just the symptoms.

Specifically, lessons from the Bhagavad Gita in Vedantic philosophy guide people on becoming more resilient and ethical leaders. Karma Yoga plays a central role within the beliefs of Vedanta. It teaches to care less about results and focus more on acting well. It is a useful idea in the workplace since focusing too much on desired outcomes can trigger anxiety and make people exhausted. When studying the importance of selfless work (Nishkama Karma) in the workplace, Goel & Verma (2021) found that such employees were less stressed, more emotionally stable, and made wiser ethical choices at work. Unlike goal-obsessed work cultures, which prioritize constant output, Vedantic philosophy encourages a balanced approach, measuring success not only in terms of results but also by the effort and integrity put into the actions.

Several corporations have availed Vedantic leadership frameworks to ensure workplace balance and stress-free management. Vedantic mindfulness techniques correlate positively with adaptability, communication, and a sense of purpose in work.

Western models of workplace stress management typically emphasize cognitive-behavioural therapy (CBT), stress resilience training, and pharmaceutical interventions – all these focus on managing stress after the fact of its manifestation. In contrast, IKS-based strategies emphasize self-regulation, preventive care, and alignment with natural cycles to reduce the likelihood of stress emerging altogether. Western stress management programs are often informed by corporate performance metrics. On the other hand, IKS approaches bring together mental, physical, and ethical dimensions to create sustainable, long-term solutions to workplace stress.

There is a growing body of literature on IKS-based stress management, which signals the scientific validity and practical nature of these frameworks. Such studies provide empirical evidence supporting the introduction of yoga, meditation, and Vedantic ethics into corporate cultures. As organizations continue to seek sustainable and holistic approaches to employee well-being, Indian Knowledge Systems can be key towards a more balanced workforce.

3. CORPORATE CASE STUDIES ON IKS-BASED STRESS MANAGEMENT

Companies like Infosys, Tata Consultancy Services (TCS) and Google have been successful in incorporating yoga, mindfulness, and Ayurveda's tenets in corporate culture. The following case studies demonstrate the success of

traditional Indian practices, applied to a corporate setting, in creating a workforce that is engaged, resilient, and productive.

Infosys is a well-known example of an Indian IT services company. Integrating it into the company's culture. Because stress in the workplace is a major factor in employees working less efficiently, IKS has introduced methods from IKS to address this. Infosys' Wellness at Work program includes guided meditation, yoga at work, and Ayurvedic-style meals. They are offered mid-day sessions on mindfulness and deep breathing, which may boost their job satisfaction, emotional stability, and concentration. Those who regularly practice yoga and meditation at Infosys showed a 30% drop in anxiety, leading to a decrease in stress-related absences in their departments. In addition, Infosys holds workshops based on Vedanta's principles for leadership: it trains corporate managers in Karma Yoga and self-awareness, which encourages them to stay productive but not become stressed about their duties.

Also, Tata Consultancy Services (TCS) has followed a planned method to use IKS for stress management. It will be a challenge for TCS to keep employees happy and healthy, as the company has more than 500,000 workers worldwide. The company offers yoga therapy, guided meditation, and Ayurveda-based food advice through its "Fit4Life" program. It offers wellness retreats held online, digital yoga classes, and Ayurvedic advice for coping with stressful jobs. In 2022, a survey carried out among TCS employees discovered that participation in these programs improved workplace morale and improved cognitive function, and work-life balance. Besides, the company has adopted Vedantic philosophy in its management training; this helps managers become more ethical, emotionally aware, and strong. According to TCS, departments using IKS-based programs have less employee turnover and are more satisfied with their work.

As I have already mentioned, Google is leading the way globally by introducing mindfulness-based stress management methods from India. SIY, a well-known meditation and mindfulness program offered by the company, is based on Indian yogic and Vedantic principles. Google has made its SIY training available to organizations worldwide; this highlights corporate recognition of IKS-based wellness strategies.

They show that IKS-based wellness interventions are now viewed as important, instead of being considered alternatives. Infosys and TCS use Indian stress reduction practices, while Google trains its employees in mindfulness, similar to how IKS is followed in Western offices. Based on this evidence, investing in stress management models from IKS improves employee retention, helps them control their emotions, and keeps them interested in their work.

However, corporate adoption continues to face challenges. A major barrier is the idea that traditional Indian wellness practices lack scientific validation. Gupta & Tyagi (2009) found Western corporate cultures may hesitate in embracing IKS due to concerns about standardization and empirical support. While studies are confirming the positive effects of yoga, Ayurveda, and meditation, some industries still reject these treatments in favor of traditional Western medicine and therapies.

Scalability and consistency are other concerns with IKS-based programs, since they must be tailored to each person's needs depending on their lifestyle, mental health, and job. As a result, MNCs encounter difficulties in adopting these models for their employees worldwide and in multiple locations. For example, Infosys and TCS have provided their employees with wellness programs that are easily accessible online. However, smaller organizations may lack the resources to establish full-fledged corporate mindfulness or Ayurveda-based initiatives.

There may also be cultural resistance within organizations. The predominance of performance-driven metrics and tight deadlines in the workplace may undermine the idea of allocating time for yoga breaks, guided meditation sessions, and wellness retreats. In industries where competition is intense (e.g. finance and technology), people may feel that joining a mindfulness program shows they lack commitment. In order to deal with these common beliefs, a business's culture should change, so that stress management is seen as supporting the workplace's long-term success and creativity.

Nevertheless, there is increasing evidence and successful examples showing that stress management models in workplaces based on IKS are becoming more common. Organizations that effectively adopt yoga, mindfulness, and Ayurvedic principles show higher levels of employee satisfaction and leadership effectiveness, as well as reduced burnout.

It is becoming apparent that IKS is scientifically backed and practically effective. Moving forward, the successful integration of IKS will require continued research, leadership buy-in, and a shift in mindset. Businesses must respond to rising stress/burnout rates globally by prioritizing long-term well-being strategies that best embody the holistic, preventive, and transformative potential of Indian Knowledge Systems.

4. METHODOLOGY

This study adopts a qualitative approach to explore the integration of Indian Knowledge Systems (IKS) in corporate stress management, focusing on theoretical foundations, corporate application, and real-world implications. Qualitative research suits the philosophical and holistic nature of IKS. Through an analysis of academic literature, corporate case studies, and philosophical frameworks, this study seeks to explore how yoga, Ayurveda, meditation, and Vedantic principles may contribute to workplace well-being.

The methodology is structured around three primary components. First, a comprehensive review of secondary sources (e.g., academic papers, industry reports, HR wellness programs, and employee well-being surveys) provides an understanding of IKS's incorporation into corporate stress management frameworks. Peer-reviewed literature (from psychology, business management, and traditional medicine) helps link workplace stress, employee burnout, and holistic wellness interventions. Empirical research also helps assess how yoga, meditation, and Ayurvedic wellness programs impact corporate environments, ensuring a grounding in validated findings rather than anecdotal evidence.

The second component examines corporate case studies, focusing on organizations that have successfully integrated IKS into wellness initiatives, e.g., companies such as Infosys, TCS, and Google. Analysis of these case studies allows for assessment of benefits such as improved emotional regulation, stress reduction, workplace engagement, and productivity. Moreover, the case study analysis deals with challenges faced in implementing these interventions, such as corporate scepticism, cultural barriers, and resistance to traditional wellness models.

The study's third dimension involves philosophical inquiry drawn from classical Indian texts such as Yoga Sutras, Vedantic philosophy, and Ayurvedic literature. This creates a theoretical foundation to gauge the impact of mental discipline, self-awareness, and a balanced lifestyle on long-term stress resilience. The study examines the practical application of Patanjali's concept of Ashtanga Yoga, the Bhagavad Gita's principles of Karma Yoga, and Ayurvedic notions of mind-body balance in work settings. The research contextualizes them within corporate frameworks to bridge ancient traditions and modern professional challenges.

A thematic approach is employed to analyse the collected data, identifying patterns about employee resilience, mindfulness adoption, leadership transformation, and work-life balance. An analysis of recurring themes (e.g. impact of meditation on cognitive function, the role of Ayurveda in preventive healthcare, etc.) establishes commonalities & divergences among various implementations. This ensures findings are based on broad patterns (instead of isolated case studies), derived from diverse settings.

To maintain validity, multiple sources have been cross-referenced; only peer-reviewed literature & empirical corporate data were utilized. The study has also critically examined potential biases in corporate wellness reports. Juxtaposing corporate testimonials with independent academic research, the risk of confirmation bias is minimized, ensuring a balanced interpretation.

Given the complex interplay of organizational culture, employee expectations, and external pressures on work stress, this study does not posit IKS as a universal solution. Alternatively, it considers traditional Indian knowledge to be a helpful addition to stress management approaches. To achieve this, the study brings together research, business practices, and timeless philosophies to explore how IKS is changing in the workplace. Therefore, it provides advice for expanding this practice in companies dealing with high levels of stress.

5. DISCUSSION & ANALYSIS

Using Indian Knowledge Systems (IKS) in workplaces could lead to a significant reduction in stress levels. It encourages good mental and physical health, helps leaders make ethical decisions, and so on. Since chronic stress affects an organization's productivity and employees' happiness, many organizations now introduce yoga, meditation and Ayurveda practices to ensure a healthy workplace. While ordinary corporate wellness programs only help with stress, interventions based on IKS work to reduce stress and help workers become more efficient and engaged.

Infosys and Tata Consultancy Services (TCS) have arranged wellness programs that include meditation, yoga classes, and guidance on Ayurveda. Being involved in these initiatives improves focus, emotional control, and reduces anxiety. It

is suggested that those who often practice meditation and breathing exercises can think more flexibly, decide faster, and feel less burned out than people who solely stick to standard stress management methods.

Success at a high level in companies is based on the results achieved. Here, the principle of Karma Yoga from Vedantic philosophy helps employees by encouraging them to focus on working hard instead of worrying about what might happen. Being disciplined, mindful, and emotionally balanced helps professionals resist the strains of their jobs. Additionally, Ayurvedic lifestyle guidelines help people achieve a good balance between work and life by paying attention to their food, sleep, and self-care habits.

Thus, there is growing evidence concerning the effectiveness of IKS-based stress management. However, corporate embrace of these practices faces challenges such as a lack of awareness/understanding among corporate leaders. Yoga and meditation have been mainstreamed, but concepts like Ayurvedic lifestyle modifications, breathwork techniques, and Vedantic leadership principles are still dismissed as alternative approaches. They are culturally perceived as either spiritual or non-corporate; this also fuels resistance among organizations with data-driven, performance-oriented strategies.

The difficulty of empirically measuring the impact of IKS-based interventions is another hurdle. Most corporate wellness programs measure things like absence from work, but the positive effects of meditation, ethical leadership and Ayurvedic practices are not always easy to count. Because standardized tools are lacking, adoption of IKS-based models for wellness has been limited in industries that rely heavily on data in their decision-making.

Despite these problems, employers focusing on employees will allow IKS to be structured within wellness programs. Many organizations realize that regular stress management strategies do not work well, so they turn to models based on IKS principles. Employees are now more satisfied, and the workplace is harmonious, as well as productive, due to including meditation and yoga, Ayurvedic wellness and Vedantic leadership in the company.

Furthermore, the adoption of IKS-based stress management shows that companies are moving in the right direction for sustainable wellness. Overall, the long-term effectiveness of using traditional Indian wisdom in the workplace makes the challenges faced at the beginning seem minor.

6. CONCLUSION & RECOMMENDATIONS

The use of Indian Knowledge Systems (IKS) helps to solve the problem of stress in the workplace. Because many workplaces are highly pressured, the effectiveness of regular wellness programs is now easy to see, as these only offer temporary solutions. Western companies depend on counselling and drugs, whereas IKS focuses on mindfulness, yoga and other strategies that improve both health and performance.

Success stories of companies have proven that it works. The use of mindfulness and yoga has reduced stress and improved the focus and job satisfaction of employees at Infosys, Google, and Tata Consultancy Services (TCS). It has been acknowledged that stress affects the entire system, so everyone should focus on mindfulness, balance, and ethical leadership. Those who practice meditation and yoga in the workplace feel less stressed and become more aware of their duties and why they do them. Those trained in Vedantic wisdom are better at handling emotions, settling conflicts, and controlling stress.

Following the Four-Pillar Framework allows you to use IKS for managing stress. The main areas it addresses are physical wellness, mental sharpness, being tough, and having strong leadership values. To maintain good physical health, you can use yoga, Ayurvedic foods, and mindfulness in motion. Meditation, breathwork, and mindfulness exercises sharpen your mind; this helps you be more productive and less stressed. Taking time for self-reflection, not being attached to results (Karma Yoga), and practicing self-control help one withstand stress at work. In addition, leading ethically is supported by following Dharma-based rules, thinking carefully about all actions, and training leaders to act with values, which ensures sustainability.

A customized strategy is needed to use IKS in corporate wellness programs. No single solution works for all industries and workplaces since the demands are not the same. Any wellness program will provide regular opportunities for employees to meditate and practice mindfulness. As a result, companies can encourage stress reduction every day, instead of treating it as a one-time event. Moreover, mindful leadership and Vedantic stress management can guide corporate leaders to make decisions based on being clear, compassionate, and unaffected by anxiety. When managers and executives follow the principles, they develop a healthy and enjoyable work environment.

To be successful, a workplace health program with IKS should include all employees and encourage them to fit into the culture. Staff wellbeing is more than just a choice; it should form an essential part of a business's character and daily business routines. Making Ayurvedic daily routines, food choices, and awareness of self-care available in corporate policies might improve work-life balance and allow people to avoid stress. Employees can be encouraged to practice mindful eating habits, structured relaxation practices, and self-reflection techniques; this facilitates overall emotional stability and cognitive efficiency and also reduces the risk of burnout and chronic stress disorders.

The success of IKS-based interventions may also be monitored through measurable outcomes. This gives organizations space to consistently refine and adapt wellness strategies to deal with the workforce's evolving needs. Stress and well-being can be difficult to quantify through conventional corporate metrics; company evaluations can be undertaken by employee engagement levels, absenteeism rates, team performance indicators, long-term retention trends, etc. Regular surveys and feedback mechanisms can also provide valuable insights as concerns mindfulness and stress management programs. This lets organizations refine their approach based on employee experiences and well-being assessments.

With the evolution of corporate landscapes, businesses have the chance to not only improve workplace productivity but also to maintain a resilient, productive, and balanced workforce through IKS-based interventions. There is a steadily growing consensus regarding the criticality of mental health and stress resilience to long-term corporate success. Thus, we must consider a larger change toward total wellness, supported by Indian tradition. Adopting mindfulness, ethical leadership, and wellness practices will help organizations handle the ups and downs of the global business sector. Besides, it will ensure that employees are kept engaged, fulfilled, and motivated as they work in their jobs.

Applying IKS-based solutions in business can help rebuild corporate wellness, leading to faster change from a work environment full of stress to one focused on balance, clarity and sustainability. Success for a company should not depend only on its finances; it should also care about its employees. Firms that take this point into account are likely to lead others into a future that supports human and business growth.

CONFLICT OF INTERESTS

None.

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