

An Ayurvedic Perspective About Stress on Mana at Workplace

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Abstract :

In today's era, most of our society has been moved from classical source of living like agriculture, small scale traditional business to salaried, well furnished offices at various sectors. Due to this, 'stress on mind at workplace' has become unavoidable part in recent life. Also, changes in lifestyle has shown it's own ill effects through various metabolic disorders like Hypertension, Obesity, Diabetes mellitus etc. And psychological disorders like stress, anxiety, depression. All these are formed due to heavy 'stress on mind' at workplace. The stress is subjected phenomenon depending upon the response of the body to the conditions needed or pressure for changes in our normal physiological conditions. Excessive stress results in negative mental and physical effects on health. So a response to stress can be directed by the practice of sadvritta, Achar rasayan, dinacharya etc. These all practices can prevent psychosomatic group of diseases and keep the body and mind in balance importantly. These directions mentioned in Ayurveda can help the person to cope with stress and making illness to well being with a required lifestyle.

Keywords : Mana, Workplace, stress, Dinacharya, Sadvritta, Achar rasayan.

Introduction :

Generally, stress has been a topic of study from many years in psychology, sociology, medicine and even in office management due to its complex appearance. This stress depends upon the background experience, temperament and environment conditions. It is constantly produced and a person must have to face it. Certain level of stress is mostly necessary for the proper development of man. But excess load of these stress leads to serious physical and mental ailments. When the office challenges moves in fast pace with high impact and sharp pressure, it results in negative impact.

Due to this, stress on mana at workplace is harmful condition of physical, mental, emotional and behavioural in nature. Management of the stress by an individual needs to cope with exceeding level of challenges. Ayurveda aims mainly at the maintenance of health for healthy people and curing the disease of the diseased person. Ayu is the combined state of shareera, indriya, satva (mana) and atma¹. Mana establishes the contact between the soul and body & which regulates the function of Indriyas.² The equilibrium of the three qualities of mana like satva, raja and tama is essential for normal

psychological set up. When the rajasik and tamasik mana are disturbed, then they are considered as abnormal and constitute a pathological state of mana leading to manasik vikaras like kama, krodha, Lobha, moha, Irshya, chittodvega etc.³

Our Ayurveda recommends basic three types of treatment for mental illness as well as physical illness i.e. daivavyapashraya chikitsa (divine or spiritual therapy), yuktivyapashray chikitsa (logical therapy) and satvavajaya chikitsa (psychotherapy) along with some preventive measures like madhya rasayana, sadvritta and Achar rasayana.

This is an sincere attempt to review stress on mind at workplace and its Ayurvedic counterpart conceptually to suggest measures through Ayurvedic principals to resolve it.

Aim :

To review 'Stress on mana at workplace' and its management through classical Ayurvedic texts conceptually.

Objects :

1. To study stress on mana at Workplace.
2. To study concept of stress as per Ayurveda.
3. To review management of Stress on mana at workplace through Ayurveda.

Material and Methodology :

1. Relevant literature of 'Stress on mana at workplace' will be reviewed through

reference books, journals, research papers, online resources etc.

2. Review of Ayurvedic perspective will be done through Ayurveda treaties, research and review articles, online resources etc.
3. Discussion and conclusion will be drawn after detailed literary review.

Literary Review :

- 1) **Workplace stress on mana:** Workplace stress is defined by the World Health Organisation as ‘the response people may have when presented with work demands and pressure that are not matched to their knowledge and abilities and which challenge their ability to cope’.⁴

Stress is developed in the body and mind due to stressors. A stressors may be Chemical or biological agent ,environmental conditions, external stimulus or an event. There are two types of stressors found mainly at workplace. They are the challenge stressors and hindrance stressors. First Challenge stressors are associated with workload, competitions, time urgency and frequent organisational challenges. Hindrance stressor is related to those those stressors which distract the individuals from achieving the individual goal namely organisational power and politics, role ambiguity etc.⁶

2. Ayurvedic review-

■ **Mana –**

Mana is made up of three gunas – 1) Satva - purity, stillness 2)Rajasa – activity 3)Tamas – inactivity or inertia of the mind. Our soul is nirvikar, minute and supreme. It helps Indriyas to perceive their concerned objects. Mana is eternal. Like soul, it observes all the functions of the body. If atma completely detached from the body and observes all the activities of the body as a silent spectator, the body and mind can not perform any activities themselves, because they are made up of only simple physical elements. Just as mind controls and regulates the organs, vayu controls and regulates the mind . Out of five vayu prana and vyana regulates the mana. Rajas and tamas are enumerated as the doshas of the manas.

The principal causes for formation of Vyadhi are

- a)Pradnya Aparadh
- b)Asatmya Indriyarth Samyoga
- c)Parinama

All of the above, Pradnya aparadh is the main cause of manasika vikaras like irshya, shoka, bhaya, murccha etc. Iccha (desire) and dvesha(aversion) gives rise to psychiatric illness. Apart from that, controlling adharneeya Vegas like Kama, Krodha, bhaya etc. leads to Chittodvega and unmada.⁵

Vitiation of two manasika dosha namely raja dosha and tama dosha is cause for stress. The persons in workplace , which are weak both physically and mentally (called as avarsatva), are more susceptible to psychological illness.⁶ When these persons having alpasatva are indulged to pradnya Aparadh or asatmendtiyarth samyoga, it results in imbalance of manas doshas- raja and tama. Then Manovahasrotas is affected and clinical features are expressed in person.

- Manasika doshas – Raja and Tama.
- Sharirika doshas – Vata : Prana, udana, vyana.
Pitta : Sdhaka
Kapha : Tarpaka.
- Dooshya – mana, saptadhatu.
- Srotas – Manovaha strotas
- Vyakta sthana- Mana , sarva shareera.⁷

3)Management :

According to Ayurveda, its treatment can be elaborated under following headings-

***Daivavyapashraya Chikitsa** – It includes mantra, Oushadha, Wearing mani, mangala (propitiatory rites), upahara (offerings) etc.⁸

* **Yuktivyapashray Chikitsa** – This includes giving proper diet and medicines (Shamana i.e.palliative and shodhana i.e.putification).⁹ These treatment also includes Abhyanga, shirodhara with medicated takrasheera, application on head (lepa) , enema and nasya are best for stress. With this, medhay rasayana Drugs like Sankhapushpi Brahmi, Manduk parni , Guduchi is helpful. Different food items like kshira, ghrita, puranaghrita, draksha are also beneficial in some mental disorders.

* **Satvavajaya Chikitsa** – It brings mind under control and useful in emotional stress. It is achieved by dnyanam (superficial knowledge), vidnyanam(Analytical thinking /deep knowledge) , dhairyaya

(courage), smriti (memory) and samadhi (concentration).¹⁰

***Sadvritha** – It includes the rules to maintain equilibrium of body and mind. It can be categorized under ethical conduct, social conduct, mental conduct, moral conduct and physical conduct. The response of the person depends upon totally on his self personality. It takes the approach according to it and it can be maintained by keeping all above mentioned conducts in proper manner.

***Achar rasayan-** It includes the rules one has to follow to keep mental hygiene. It contains moral, ethical and benevolent conduct, truth, non violence, personal and public cleanliness devotion, compassion and a yogic lifestyle. One who follows such lifestyle, gains all the benefits without consuming any physical rasayana medicines. It can be done practically or in combination with physical rasayan therapy.¹¹

In addition, Dinacharya, Ruticharya also brings back the mental stress to normal and maintains mental health. The Ahara which nourishes both Body as well as mind is called as balanced diet. Ayurveda has also given detailed guidelines under Ashta ahar Vidhi vidhan and Ashto ahar Vidhi visheshayatana.¹²

Discussion –

Workplace stress on mana is unavoidable in recent life of the person. Stressors which are beyond the control of the employee affects negativity to his or her mental health. Normal state of all the three gunas, satva, raja and tama, maintains mental health. Along with that, diet also plays important role in managing this workplace stress. Hence its management needs multifactorial , holistic approach of Aturveda.

Ayurveda gives detail guidelines for prevention and management of workplace stress on mana through concepts of Ayurveda, Achar rasayana, Daiva vyapashraya and satva vajaya Chikitsa. By application of this, person will get free from all factors like stress, anxiety, grief and anger etc. With the continuous use of yoga, one can achieve perfect union of body, mind and soul. It leads to decrease in raja and tama and bringing back normalcy , tranquillity and peace of the mana.

Conclusion –

In recent era, workplace stress on mind has become a part of life. Ayurveda gives a very useful guidelines for this condition which is disturbing to everyone. It suggests comprehensive and holistic approach towards it. Sadvritha, acahr rasayana, yoga, rutucharya, dinacharya makes individual capable to maintain physical, mental and social health. It is more related to preventive aspect , which help on personal cleanliness of both body and mind.

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