

# 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]:
 

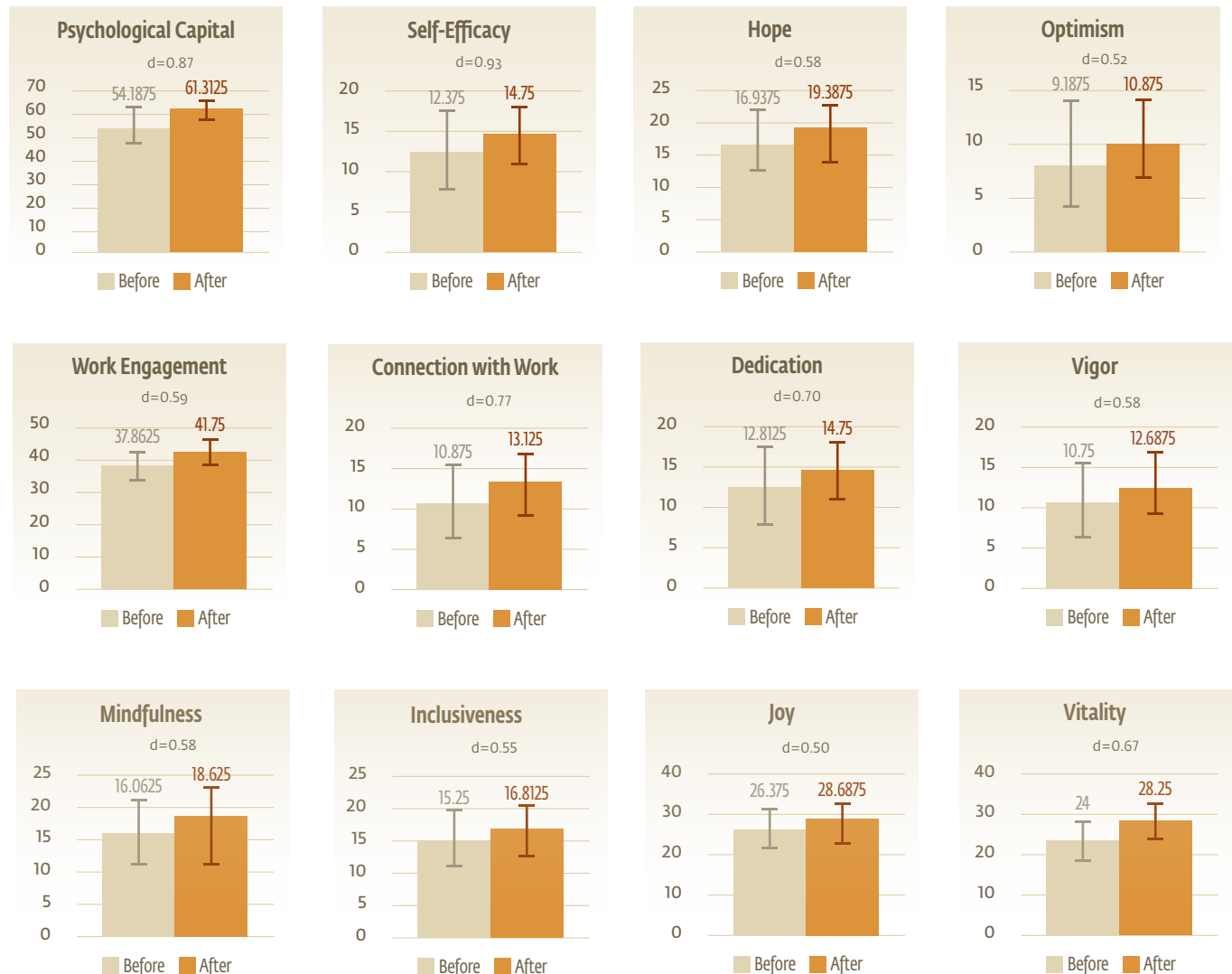
▶ Psychological capital	▶ Work engagement	▶ Mindfulness
▶ Self-efficacy	▶ Connection with work	▶ Inclusiveness
▶ Hope	▶ Dedication	▶ Joy
▶ Optimism	▶ Vigor	▶ Vitality
- ♦ According to the Rutgers study [1], employees experienced a 13% increase in psychological capital, and a 19% increase in self-efficacy, 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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