

Reduction of Type-A Behavior among Industrial Workers with the Application of Behavior Technology

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Abstract

This study attempts to reduce the Type-A Behavior among Industrial Workers. Many studies have examined the Health Effects of Type-A Behavior and Job Satisfaction etc. The Personality Types of individuals have been determined by many Theories and Models, e. g. the Myers-Briggs Type Indicator (Briggs Myers and Hauley McCauley, 1985), The Big Five Model (Costa and McCrae, 1993), Psychoticism, Extraversion and Neuroticism – PEN Model (Eysenck, 1947).

The above models assume that Personality Factor has been crystallized over a period of time due to prolonged Habituation. Hence it is generally believed that Personality will remain constant. But the present study tried to explore the possibility of changing the Personality by Deliberate Self-Effort and concomitant Behavior Change. The following Behavior Technologies were administered on the sample of Industrial workers (N=51).

- 1. Anger Relaxation Technique*
- 2. Reduction of Breathing Rate*
- 3. Ashwini Mudra Technique*
- 4. Simplified Kundalini Yoga*
- 5. Mahapran Dhvani*
- 6. Laughter Technique*
- 7. Creativity/Problem Solving Skill*

The purpose of this study is to bring about a Behavioral Change in Type-A Behavior of the Industrial Workers. A deliberate attempt by the Respondents of this study could help them to develop Type – B Behavior and hence reduce their Type - A Behavior. The results of this study have shown that Behavior Change is possible by administering a few Behavior Technology Interventions to the respondents and by their regular Practice of the techniques.

Key Words: *Type-A Behavior, Industrial Workers, Behaviour Technology, Intervention techniques.*

Type-A Behavior is characterized by Impatience, a Chronic Sense of Time Urgency, Enhanced Competitiveness, Aggressive Behavior and often some Hostility, Where as Type-B Behavior lacks these Type-A Characteristics. Workers with Type-A Behavior have shown more Work-Stress than Type-B Workers. Type-A Workers report more Psychological Complaints, higher levels of Workload, higher Blood Pressure and higher level of Stressful Events. They run a high risk for Premature Heart Disease. (Cottington, E. , et al. , 1983). Type-A Behavior has Potential Risk Factor for Heart Disease. (Friedman, M. 1950). After a long study it is found that healthy men between the ages of 35 and 59 run the risk of Coronary Heart Diseases (Friedman and Rosenman, 1959).

Type-A persons view their Working Environment and perceive their Mental and Physical Status differently than the Type-B Persons. Personality has been considered as a Trait, which is enduring in Nature. But the Present Study has attempted to treat Personality as ‘Dynamic’ and hence amenable for ‘Change’ by the individual, deliberately shifting Type-A Behavior Workers to Type-B Behavior.

Type-A Workers had at least one artery with a clinically significant occlusion of 75% or greater. The finding of the Research Study by Redford (1980) suggests that the interventions reduce the contribution of Behavioral Patterns to Coronary Disease Risk and assist in the Reduction of Anger and Hostility.

Aims of the present study

1. To measure the Type-A Behavior among the Industrial Workers.
2. To administer Brief-Behaviour-Technologies for reducing the Type-A Behavior of the Industrial Workers.
3. To evaluate the Efficiency of the Behaviour -Technology Intervention Techniques in the overall Reduction of the Type-A Behavior.

Method:

Sample:

A sample consisted of 51 workers from a large Automobile Ancillary Parts Manufacturing Industry in Coimbatore. In order to reduce their Type-A Behavior, Interventions Techniques of Behaviour Technology were administered on the Workers for 60 minutes a day for six weeks.

Measures:

Type-A and Type-B Questionnaire - (Cooper and Davidson, 1980) was given to the respondents, 'Before' and 'After' after administering the Behavior Technology Interventions and the test results were analyzed, tabulated and graphically represented.

Behaviour Technologies Administered:

1. Anger Relaxation Technique (Ganesan, 1980)
2. Reduction of Breathing Rate (Ganesan, 1990 a)
3. Ashwini Mudra Technique (Vethathiri Maharishi, 1972 a)
4. Simplified Kundalini Yoga (Vethathiri Maharishi, 1972 b)
5. Maha Prana Dhvani (Acharya Mahaprajna, 1975)
6. Laughter Technique (Ganesan, 1990 b)
7. Creativity/Problem Solving Skill (Ganesan, 1985)

1. **Anger Relaxation Technique** is a very effective Technique for Controlling or Reversing the Anger. Aggressive or Anger Behaviour has been posing a great threat to the development of the Individual. This technique consists of a particular Breathing Pattern and Skeleto-Muscular Reactions elicited with the Expression of the Emotion of Anger. When this technique is rehearsed in a controlled manner; it could help gaining Voluntary Control over the Emotion of Anger. (Ganesan, 1980).

2. **Reduction of Breathing Rate** is an effective way to reduce one's Tension and Depression. The normal rate of one's breathing is from 15 to 20 sets per minute. By this Behaviour Technology Intervention one can reduce the Breathing Rate down up to 3 or even to 1 per minute. Lower the Breathing Rate, better it is. This is done in sitting position with the back straight, the neck and head in a vertical line. The total number of Exhalations and Inhalations are counted for one minute and it is divided by 2, which would give the Rate of Breathing per Minute of that Individual.

After doing this Breathing Technique for one minute, one should relax for a minute, then repeat the same procedure and count the Number of Breaths again, this time, trying to breathe more slowly. Thus 10 such Counts shall be recorded and the final value would be lower than the first value. This Technique may be repeated two or three times a day for a better effect. (Ganesan, 1990 a)

3. **Ashwini Mudra Technique** is another Behaviour Technique Intervention by Vethathiri Maharishi (1972) and is very effective for enhancing one's Emotional Intelligence. Ashwini means Horse and Mudra means a Symbol or Posture. The Horse is very fast, dynamic and its skin is always smooth and doesn't wrinkle. When it passes its excreta, it repeatedly squeezes its anal muscles tightly and then releases. Ashwini Mudra was named because the action of anal muscle movement, and muscle contraction resembles that of a horse with its anal sphincter, immediately after evacuation of its bowels. It helps in increasing the sperm count and quality and helps to retain the youthfulness longer. The Ashwini Mudra Technique when practiced regularly removes laziness and tiredness and brings in vitality and good memory.

This Mudra involves the contraction and relaxation of the Sphincter muscles in the Perineum and the entire Pelvic Region. This can be practiced by pregnant women also to facilitate a smooth and natural delivery of child. Since all the nerves end at the anus, this Mudra action triggers all the nerves and rejuvenates the whole body and the brain, enabling a better Emotional Health.

4. **Simplified Kundalini Yoga** by Maharishi Vethathiri (1972) is yet another important Behaviour Technology Intervention. This arouses the Kundalini Power from Mooladhara to the center of the eye brows, called Agna Chakra. This Enables the Respondent to feel the existence and function of the mystic Kundalini Power that gives greater awareness of the Divine and continuous flow of Happiness and Joy. This also contributes to the enhancement of Emotional Intelligence and improves Memory. This is done by sitting straight, closing the Eyes and Concentrating on the Midpoint of both the Eye Brows, called the Agna Chakra, for 10 to 15 minutes. This shall be done at least two times a day on empty stomach.

5. **Maha Prana Dwani** by Acharya Mahaprajna (1975) is a unique Meditation used as another Behaviour Technology Intervention Technique that can be used to quieten the Mind, reducing the Mental Frequency from Beta Waves (14 to 40 Cycles per second) to Alpha Waves (8 to 13 Cycles per Second) and thereby helping to improve one's Emotional Intelligence. This is done by sitting straight; closing the eyes, taking a long Inhalation. Then chant "Imm..." (Closing the Mouth), as long as possible. Again repeat the same procedure with long Inhalations and Chant "Imm...", for ten minutes; then one shall lie down and relax

for 15 minutes. This may be done twice a day Morning and Evening.

6. **Laughter Technique** by Ganesan (1990) is a very useful Behaviour Technology Intervention Technique that brings many positive results on the Respondent who practices this Intervention regularly. Laughter brings lot of Psycho, Neuro and Endocrinological Changes in the Body. It increases the Oxygen Intake, strengthens the Lung Muscles and relaxes the Body. Laughter has been proven to be an instant Stress Reliever. Laughter has become a smarter way to relax, to beat the Stress, Tension and Depression. The Emotional Intelligence increases in a person on regular practice.

This Laughter Technique is done in lying position on a mat, taking a long Breath and repeating the five Main Alphabets of Tamil Language viz. , Aa as H haa..., Ee as H hee..., U u as H huu..., Ae as H hae..., and Oo as H hoo.... Take one alphabet at a time and it is repeated in quick succession a number of times as stated; H haa H haa H haa...; this ultimately becomes the laughter. Continue this laughter within the same breath so as to empty the lungs completely. End this by laughing out loudly and heartily.

7. **Creativity/ Problem Solving Skill** is one more Behaviour Technology Intervention Technique that can be practiced to trigger the Right Hemisphere of the Brain and activate it effectively. This is done by giving a problem to the respondents and asking them to write down different solutions to the problem. There shall normally be more than one solution to the problem. Every other solution shall be of different nature or from a different angle. This enables Lateral Thinking and engages the active function of the right Brain. The Creativity or the Problem Solving Skill also enhances one's Emotional Intelligence and reduces the Type - A Behavior.

Methodology

The Type-A/ Type-B Personality Behavior Questionnaire by Cooper and Davidson (1980) was given to the Respondents. This Questionnaire contains 13 statements under both the Type-A Behavior and Type-B Behavior Columns. In the middle of the Columns, the Questionnaire Scores (5, 4, 3, 2, 1, 0, 1, 2, 3, 4, 5) are given, the first five in the decreasing Order representing Type-A and the second five in the increasing Order representing Type-B Behaviors with 0 at the center. This 0 column shall be cancelled so that the Respondents shall not be tempted to mark this 0 for all Questions if they are not interested in answering the Questionnaire truthfully. The Respondents were asked to read the Statements and asked to circle the number which most closely represents the individual Respondent's nature. By summing up the score values separately, the total score of the Respondents under each type of Behavior is obtained.

This scale is designed to measure Type-A Behavior Pattern. Type-A Behavior includes Explosive, Accelerated Speech, Interrupting others, a Fast-Paced Approach to Life, Impatience in Waiting, Doing More Activities at Once, Dissatisfaction with Life and Free Floating Hostility (Matthews, 1982). Type-A Behavior Pattern may be contrasted with Type-B Behavior Pattern, which is characterized by a Relaxed, Unhurried, Mellow, and Satisfied Style. But this doesn't mean the Type-B Workers are not motivated to achieve, they simply approach their goals in a slower, Less Aggressive and More Methodical Manner.

Along with this Intervention, Group Counseling and Guidance for their Personal Problems were also given to the Sample group of Workers for their Type-A Behavior Problems. The results showed that the Behaviour Technologies administered had significantly reduced the Type-A Behavior of the Workers.

Results and discussions

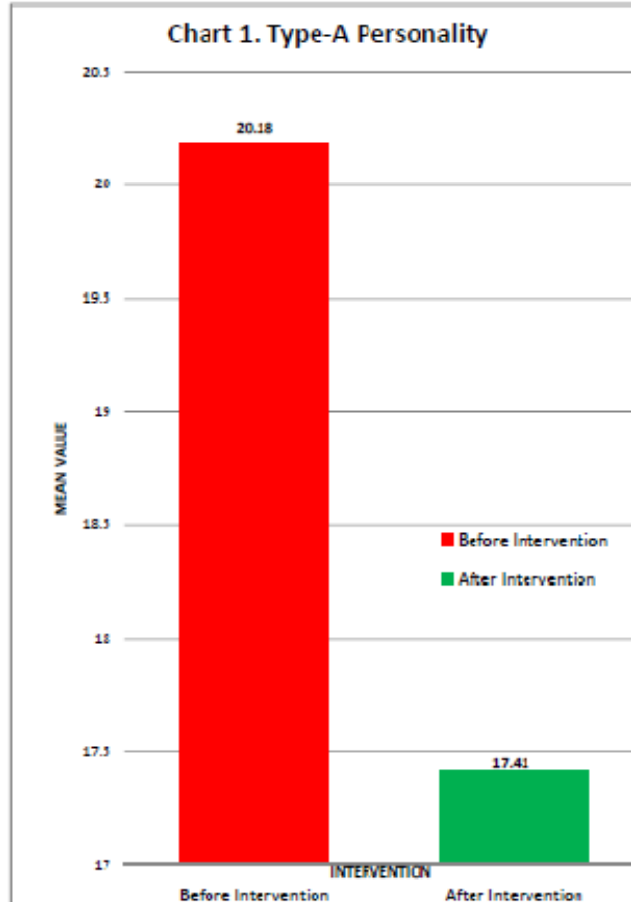
The "Before and After" Measurements of Type-A Behavior Trait Scores are presented in **Table-1** and the Bar Chart is presented in **Chart 1** below.

Table 1: Change of Type-A Behavior among Industrial Workers (N= 51)

Type-A Personality	Mean (SD)	Mean Difference	Critical Ratio
Before Intervention	20.18 (11.20)	2.77	1.39**
After Intervention	17.41 (8.91)		

**** p < 0.05**

The findings in the Table 1 . Show that there is significant impact of the Behaviour Technologies in the Reduction of Type-A Behavior among the Industrial Workers.



The results presented in Table 1 and Chart 1 clearly show that in the “Before-After-Conditions”, the Mean Value of the Type A Behavior Scores have significantly reduced from 20.18 to 17.41 and it is found to be $p < 0.05$.

The result reported in this paper is a part of a larger study on Employee Counseling.

Conclusions

Administration of Behaviour Technology Intervention Techniques had significantly reduced the Type-A Behavior among the Industrial Workers enabling a Stress-Free Life with better Health and Emotional Behavior.

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