

EFFECT OF AUTOGENIC TRAINING ON PRODUCTIVITY AND ABSENTEEISM AMONG SPORTS MEN IN MULTINATIONAL COMPANY

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ABSTRACT

The present study is an outcome of the Effect of Autogenic Training among Sports Men in a Multinational company. To achieve the purpose of the study 30 samples were selected from a Multinational Company, Chennai, and their age groups were between 25 and 30 years. Selected subjects were divided into two equal groups, namely Experimental group and Control group. Each group consisted of fifteen subjects. Experimental group underwent Autogenic Training and Control group did not undergo any training. Productivity was measured as number of completed jobs in a given time and Absenteeism was retrieved from the attendance sheet. Pre and Post test were taken before and after the fifteen weeks. To analyze the data ANCOVA test was used. The result of the study shows that there was significant increase in Productivity and decrease in Absenteeism among Sports Personnel due to Autogenic training.

KEY WORDS: Autogenic Training, Sports Personnel, Productivity and Absenteeism

INTRODUCTION

Autogenic Training was developed by the German psychiatrist Johannes Heinrich Schultz and first published in 1932. It is a technique that teaches your body to respond to your verbal commands to self-produce a feeling of warmth and heaviness throughout your body, thereby experiencing a profound state of physical relaxation, bodily health, and mental peace. Sports Personnel are the present source of our country. Their excellence in all fields of life is need of the hour. Productivity measures allow you to monitor the performance of your organization and compare it against some standard to identify areas for improvement and actions to be taken. Productivity gains are vital to the economy because they allow us to accomplish more with less. Productivity enhancements come from technology advances,

such as computers and the internet, supply chain and logistics improvements, and increased skill levels within the workforce. An absent employee is definitely a nonproductive employee, particularly in tasks requiring human physical skills. Companies can save money when their employees participate in fitness programs through their reduction of Absenteeism, job related injuries, and turnover. Autogenic Training can improve Productivity level and reduce Absenteeism. Its versatility and application make it one of the most useful methods to induce a healthy vigorous and active life to meet the business need. The purpose of the study was to find out the effect of Autogenic Training on Productivity and Absenteeism among Corporate Personnel.

It was hypothesized that there would be a significant increase in Productivity among Sports Men in Multinational company due to Autogenic Training. It was hypothesized that there would be a significant decrease in Absenteeism among Sports Men in Multinational company due to Autogenic Training. The subjects were delimited into 30 Sports Personnel. The age groups of the

subjects were between 25 and 30 years. The selected subjects were divided into two; each group was consisted of fifteen subjects only. The subjects of the study were selected from a Multinational Company, Chennai. The study was delimited to the personnel working in Chennai. The study was delimited only to Sports men.

LIMITATION

Certain factors like life style, body structure, personal habits, family heredity, and motivational factors are not to be taken into consideration for this study. Certain factor like

diet, environmental and climatic conditions, and economical background is not to be taken into consideration.

METHOD

To achieve the purpose of this study thirty Sports Men were randomly selected from a Multinational company, Chennai. The subject's age groups were ranged between 25 and 30 years only. They were divided into two equal groups.

The group which was exposed to Autogenic Training is considered as Experimental group and another group is Control group without any training.

SELECTION OF THE VARIABLES

1. Independent variables – Autogenic Training

2. Dependent variables – Productivity and Absenteeism

EXPERIMENTAL DESIGN

The study was formulated as a true random group design, consisting of a pre test and post test the subjects (N=30) were randomly assigned to two equal groups. The groups were assigned as Experimental group, and Control group respectively. Pretest was conducted for all the subjects on Productivity and Absenteeism the Experimental group was exposed to Autogenic Training for a period of fifteen weeks. The post test was conducted on the above said dependent variables after a period of fifteen weeks. The Experimental group was taught Autogenic Training and also clarified the doubts which they had while practicing. They were asked to practice each time lasting 15 to 20 minutes and checked by their Managers. Autogenic Training was given to the Experimental Group after collecting the Productivity data and their rate of Absenteeism

from their Managers and utmost care was taken during the training period and subsequently that none of the subjects in Control group got influenced by interacting with those in Experimental group. Fifteen weeks after the training, both the groups were assessed on the same parameters. The Productivity data was calculated based on the number of Jobs assigned and completed within the given time. The more number of completed jobs indicates high productivity score and the less number of completed jobs indicates low productivity score. The rate of Absenteeism was calculated based on the number of days absent with number of working days. The more number of absence indicates high Absenteeism score and the less number of absence indicates low Absenteeism score.

STATISTICS

The data collected from the subjects were to find out the adjusted mean difference among the treated statistical Analysis of Covariance was used groups.

RESULTS AND DISCUSSION

Table I
COMPUTATION OF ANALYSIS OF COVARIANCE ON PRODUCTIVITY
(Scores in No. of Jobs)

Test	Exp	Control Group	Source of Variance	Sum of Squares	df	Mean squares	Obtained F values
	group						
Pre test	82.08	83.08	between	12.5	1	12.5	1.79
			within	2001.68	48	41.70	
Post test	87.24	83.96	between	134.48	1	134.48	273.16*
			within	1517.52	48	31.62	
Adjusted	87.53	83.67	between	185.79	1	185.79	256.42*
			within	827.08	47	17.60	
Mean gain	-5.16	-0.88					

Table F ratio at 0.05 level of confidence for df 1, 48 and 1, 47 was 4.04.

*indicates significance at 0.05 level.

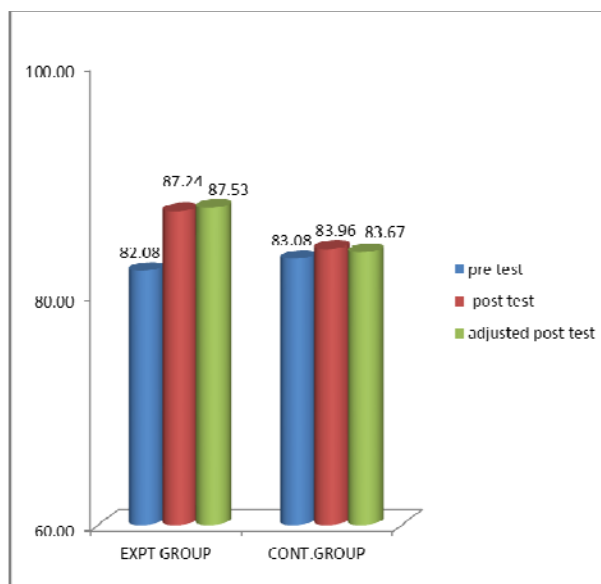
Table I shows that the pre test mean scores of Productivity for Experimental group was 82.08 and Control group was 83.08. The post test means showed differences due to Autogenic Training the mean values were 87.24 and 83.96 respectively. The obtained F value on pre test scores 1.79 was less than the required F value of 4.04 to be significant at 0.05 level. This proved that there was no significant difference between the Experimental and Control groups indicating that the process of randomization of the group was perfect while assigning the subjects to groups. The post test scores analysis proved that there was significant difference between the groups, as the obtained F value 273.16 was greater than the required F value of 4.04. This proved that the difference between the post test means of the subjects were significant. Taking into consideration the pre and post test scores among the groups, adjusted mean scores were calculated and subjected to statistical treatment. The obtained F value of 256.42 was greater than the required F value of 4.04. This proved that there was a significant difference among the means on Productivity due to Autogenic Training.

The result of this study on Productivity was presented through bar diagram for better understanding of the results of this study.

BAR DIAGRAM ON PRE, POST AND ADJUSTED MEANS OF PRODUCTIVITY

(Scores in No. of Jobs)

Figure I



DISCUSSION ON PRODUCTIVITY

The results presented in Table I shows that the obtained adjusted means of the Experimental group after the post test was 87.53. Whereas the mean scores of the Control group after the post test was 83.67. The differences among pre test scores and post test scores and adjusted mean scores of the subjects statistically treated using ANCOVA and F values obtained were 273.16 and 256.42 respectively. Thus F value on post test and adjusted post test reveal that there was significant increase in the Productivity due to Autogenic Training.

There is a significant increase in productivity among Sports Men in Multinational company due to Autogenic Training and therefore Hypothesis I is accepted.

RESULTS ON ABSENTEEISM

Table II
COMPUTATION OF ANALYSIS OF COVARIANCE ON ABSENTEEISM
 (Scores in days)

Test	Exp group	Control Group	Source of Variance	Sum of Squares	df	Mean squares	Obtained F values
Pre test	5.48	6.20	between	6.48	1	6.48	1.79
			within	694.24	48	14.46	
Post test	4.84	6.12	between	20.48	1	20.48	273.16*
			within	732	48	15.25	
Adjusted	5.03	5.93	between	9.83	1	9.83	256.42*
			within	529.09	47	11.26	
Mean gain	0.64	0.08					

Table F ratio at 0.05 level of confidence for df 1, 48 and 1, 47 was 4.04.

*indicates significance at 0.05 level.

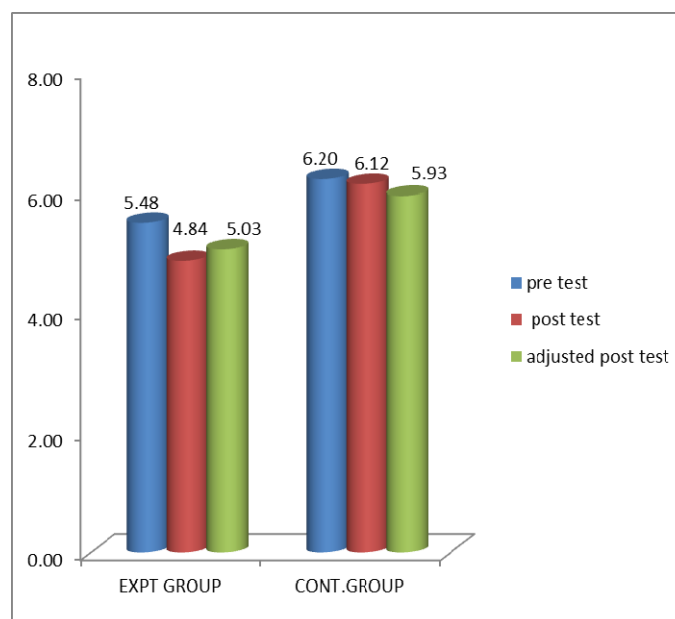
Table II shows that the pre test mean significant difference between the groups, as the scores of Absenteeism for Experimental Group obtained F value 273.16 was greater than the was 5.48 and Control group was 6.20. The post required F value of 4.04. This proved that the test means showed differences due to Autogenic difference between the post test means of the Training the mean values were 4.84 and 6.12 subjects were significant. Taking into respectively. The obtained F value on pre test consideration the pre and post test scores among scores 1.79 was less than the required F value of the groups, adjusted mean scores were calculated 4.04 to be significant at 0.05 level. This proved and subjected to statistical treatment. The that there was no significant difference between obtained F value of 256.42 was greater than the the Experimental and Control groups indicating required F value of 4.04. This proved that there that the process of randomization of the group was was a significant difference among the means on perfect while assigning the subjects to groups. The Absenteeism due to Autogenic Training. post test scores analysis proved that there was

The result of this study on Absenteeism was presented through bar diagram for better understanding of the results of this study.

BAR DIAGRAM ON PRE, POST AND ADJUSTED MEANS OF ABSENTEEISM

(Scores in days)

Figure II



DISCUSSION ON ABSENTEEISM

The results presented in Table II shows that the obtained adjusted means of the Experimental group after the post test was 5.03. Whereas the mean scores of the Control group after the post test was 5.93. The differences among pre test scores and post test scores and adjusted mean scores of the subjects statistically treated using ANCOVA and F values obtained were 273.16 and 256.42 respectively. Thus F value on post test and adjusted post test reveal that there was significant decrease in the absenteeism due to Autogenic Training.

There is a significant decrease in absenteeism among Sports Men in Multinational company due to Autogenic Training and therefore Hypothesis II is accepted

CONCLUSION

From the analysis and discussions of the present study, it was concluded that there was significant increase in Productivity and decrease Absenteeism among sports men in Multinational Company due to Autogenic Training.

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