

Effect of Aura-Chakra, Yoga and Spirituality on an Individual's Performance in the Workplace

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ABSTRACT Purpose of this research is to find the relationship between *Aura-Chakra*, spirituality and yoga, and work performance based on 427 respondents using a reliable questionnaire. Results revealed that except the respondents from the textile sector, all other respondents from the academic, hospital, auto component unit, spiritual center and IT fields showed *Blue-Throat Chakra* that exhibited high spirituality and regularity in practicing yoga. Independent sample t-test expressed a good significance for *Blue-Throat Chakra* with spirituality and loyalty. The Pearson correlation indicated a significant correlation between *Green-Heart Chakra* and goal orientation, also workaholism, *Blue-Throat Chakra* and loyalty, and *Red-Base Chakra* and workaholism. Spirituality had a significant correlation with *Blue-Throat Chakra*, loyalty and goal orientation. The research concluded that *Blue-Throat Chakra* individuals are loyal and goal oriented in achieving the employer's goal, as they are highly spiritual and regularly practice yoga.

INTRODUCTION

In Indian tradition, there are seven *Chakras* (*Sanskrit: wheel*) inside the human *Aura* (Best 2010). These *Chakras* represent centers of energy located vertically along the spine. According to Grand Master Sui (2000), the first is the *Root Chakra* present at the base of the spine and represents basic survival and self-preservation. The *Sacral Chakra* situated in the genital area is related to sensuality and procreation. *Navel Chakra* at the abdominal area of solar plexus indicates the assertion of will. *Heart Chakra* in the upper chest expresses the unconditional love. *Throat Chakra* is associated with creativity and expression. The *Third Eye Chakra* situated in the head behind the eyes, indicates intuition and wisdom. *Crown Chakra* the seventh, present above the crown of the head symbolizes the highest consciousness. They energize the vital organs, which are associated with the physical endocrine system and the whole body for proper and normal function (Grand Master Sui 2002, 2009). Any disturbance in a *Chakra* system will lead to malfunction of an endocrine gland.

The consciousness is closely related to the seven steps of an individual's spirituality. They are physical reality, mental attitude, emotional makeup, social style, leadership style, financial options and career choices (Bowers 1989). It

describes the six functions of an individual's life such as identification, organization, will, defense, metabolism, and navigation, which represents the self-concept, the mind to frame experiences with the outside world, the exercise of agency and choice, mechanisms of self-protection from perceived threats, the assimilation of past experiences, and the movement from one developmental stage to another, respectively (Wilber 1986).

The human *Aura* is nothing but the radiation of the electromagnetic field outside the body due to electrical impulses associated with biological (neural) and energy (meridian) pathways caused by electrostatic energy information exchange through neural network. The *Aura* energy system has the seven colors similar to the band of colors in the rainbow, that is, VIBGYOR and each color is associated with seven *Chakras* (Panchadasi 1916). The *Aura* color is dependent on the positive and negative energies of the individual (Ramkumar and Vaidehi Priyal 2013a). A plethora of literature revealed that human mental health and emotions have contributed for a change in the color, brightness and patterns of light in *Aura* (Kilner 1911; Oslie 2000).

If the *Chakra* system is in harmony, the *Aura* will be wider and has pleasant effects on the person. If not, the human body cannot function properly, which will lead to a series of problems. Hence, the *Aura* should be free from negative

energies for normal functioning of physical, mental and emotional systems. For balancing the *Aura's* health and *Chakras*, regular practicing of yoga, *Meditation*, *Pranic Healing* and *Classical Sound Therapy* is must (Vaidehi Priyal and Ramkumar 2014), which will also enhance the healthy spirit and personality of an individual.

In the era of global competitiveness, the employees working in any organization are experiencing prolonged tension, anxiety and stress that lead to hypertension, high/low blood pressure, insomnia, depression, backaches, migraine and spondylitis. This will lead to an imbalance between the human *Aura* and *Chakra* system due to negative thoughts and energy among the employees. This ultimately results in the poor performance of employees and reduced productivity of an organization.

Yoga at the workplace is a practical tool to improve work performance by relieving tension and stress (Becker 2000; Mishra and Sinha 2001; Gura 2002; Bhandari et al. 2010; Adhia et al. 2010a). Regular practice of yoga reduces anxiety and improves human wellbeing (Gawali and Dhule 2013). A study by Kaur (2014) also revealed a direct positive association between stress and depression, and yoga and meditation. A survey by Deshpande (2012) found that sixty percent of general practitioners wanted

educational material to help in the management of stress, and that twenty-eight percent of those seeking education were experiencing significant levels of stress. Another approach to enhance the organizational performance is the spirituality. Each organization around the globe is now encouraging spirituality to improve the employees work performance factors such as loyalty, workaholism and goal orientation. Integration of the different perspectives like human resources, philosophical and interpersonal perspectives are must for enhancing the workplace performance through an employee's wellbeing, quality of life, a sense of purpose, meaning at work, a sense of interconnectedness, and community (Karakas 2010). Now, it is suggested that organizations that encourage spirituality will improve workplace performance and organizational success.

A critical scrutiny of literatures revealed a close association of *Aura-Chakra*, yoga and spirituality with an individual's work performance as depicted in Figure 1.

At present, due to globalization, a competitive spirit exists among organizations to excel the employee's performance in their workplace. This also encourages competition among employees to work hard for achieving the goals of the organization. Due to work pressure, tension and stress, there is a deterioration of human cap-

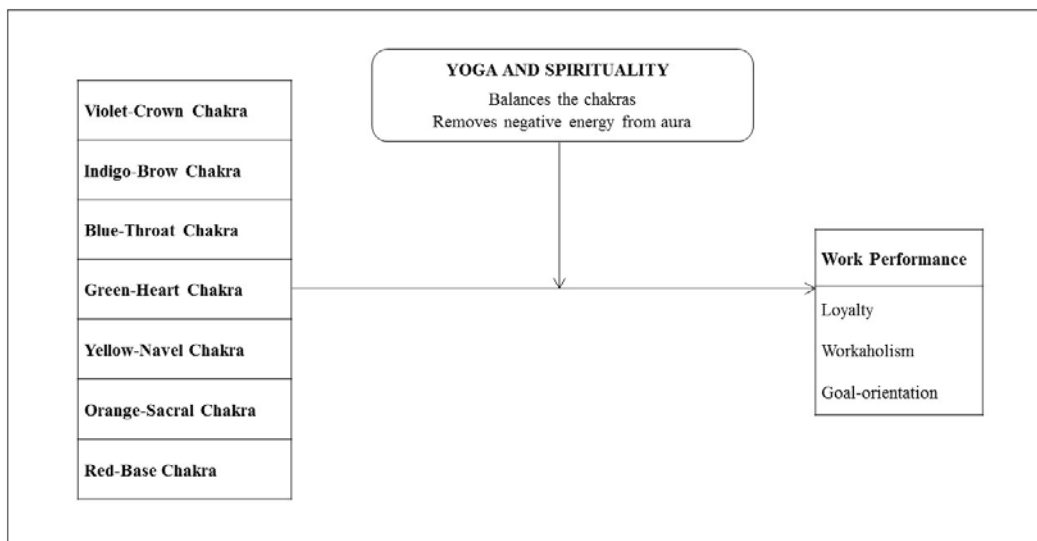


Fig. 1. Model demonstrating the link between aura-chakra, yoga and spirituality, and individual's performance in workplace

ital. To increase the work efficiency, employers wanted to assess the individual employee's personal attitude and emotional makeup, which has a close association with the seven dimensions of energy, as explained by Grand Master Sui in 2000 (Tosey and Llewellyn 2002). It is also observed that the *Aura* is associated with interpersonal communication (Smith 2002) and interpersonal attraction (Murstein and Hadjolian 1977). The human attitude can be assessed through tools like *Aura-Chakra* and spiritual growth. Several studies are available to assess the human *Aura* using instruments like *Aura* Video Station (Fisslinger 1998), Kirlian Photography (Kirlian and Kirlian 1961) invented by Kirlian in 1939 and Gas Discharge Visualization or GDV (Mandel 1986; Korotkov 1998a, 1998b, 2002). The GDV camera has also been used to monitor the results of stress management training (Dobson and O'Keffe 2000). However, very few studies are available for determining *Aura* through questionnaires (Bowers 1989; Oslie 2000). Employers should also focus on implementing stress management techniques through yoga, meditation and other tools for enhancing an employee's performance in the workplace. In this context, a research was undertaken to survey the employee's attitude and performance of different sectors namely academic, IT, hospital, textile, auto component unit and spiritual center using a questionnaire.

Objectives

1. To identify the individual's *Aura-Chakra* system
2. To assess the spirituality status and yoga or meditation practices of the employees
3. To analyze the difference in an individual's spirituality and work performance based on their *Aura-Chakra*
4. To determine the relationship between *Aura-Chakra*, spirituality and work performance factors (loyalty, workaholism and goal orientation) of employees

METHODOLOGY

Questionnaire Design

In this research, three questionnaires were used to determine individual's *Aura-Chakra*,

spiritual growth and work performance. They are:

1. *Aura-Chakra* questionnaire
 2. Spiritual growth questionnaire
 3. Work performance questionnaire
- ♦ The questionnaire on *Aura-Chakra* was framed based on 7 constructs, which included *Violet-Crown Chakra*, *Indigo-Brow Chakra*, *Blue-Throat Chakra*, *Green-Heart Chakra*, *Yellow-Navel Chakra*, *Orange-Sacral Chakra* and *Red-Base Chakra*. The *Aura-Chakra* questionnaire included 98 questions, which were segregated under seven personality components (physical reality, mental attitude, emotional makeup, social style, leadership style and personal power, financial choices and career options), consisting of two questions from each component under seven *Aura-Chakra* constructs.
 - ♦ The questionnaire on spiritual growth measures an individual's spirituality through 14 questions, which include a question on whether individuals are in regular practice of yoga or meditation.
 - ♦ The work performance questionnaire consists of 15 questions, 5 questions each in loyalty, workaholism and goal orientation.

The respondents have to mark their response using a 5-point Likert Scale comprising "strongly disagree", "disagree", "uncertain", "agree" and "strongly agree". Table 1 is the description of the questionnaire.

Table 1: Questionnaire description

S. No.	Components	No. of questions
<i>Aura-Chakra Questionnaire</i>		
1	<i>Violet-Crown Chakra</i>	14
2	<i>Indigo-Brow Chakra</i>	14
3	<i>Blue-Throat Chakra</i>	14
4	<i>Green-Heart Chakra</i>	14
5	<i>Yellow-Navel Chakra</i>	14
6	<i>Orange-Sacral Chakra</i>	14
7	<i>Red-Base Chakra</i>	14
<i>Spiritual Growth Questionnaire</i>		
1	Spirituality	14
<i>Work Performance Questionnaire</i>		
1	Loyalty	5
2	Workaholism	5
3	Goal-orientation	5
	Total	127

Questionnaire Reliability and Purification Analysis

Reliability of constructs refers to the accuracy with which the constructs repeatedly measure the same phenomenon without much variation. The reliability of each construct and sub-construct in the question was examined using Cronbach's Alpha (Cronbach 1951). An alpha score larger than 0.7 was generally acceptable as sufficient accuracy for a construct (Nunnally 1978). In case of a newly developed construct, alpha value of 0.6 can also be considered.

The values in the column labeled Corrected Item-Total Correlation (CITC) are the correlations between each item and the total score from the questionnaire (Table 2). Purification was carried out by inspecting the CITC values of each variable with respect to the construct to which it belongs. The CITC indicates whether the variable actually belongs to the construct or not. Variables showing scores lower than 0.5 can be deleted, unless there is a compelling reason to keep them in the construct. Some items with CITC values over 0.5 could also be removed, if the overall reliability of the construct in question improves as a result of the deletion (obtained by checking the alpha if item deleted scores) (Churchill 1979).

Reliability and purification analysis carried out for *Violet-Crown Chakra*, one of the constructs of *Aura-Chakra* is given in Table 2.

The CITC values for all the items ranged from 0.204 (FV1) to 0.384 (FV2). Though the CITC

values for all 14 items were lower than 0.5, all the questions were considered for this research, and since the questions were found to be important and on deleting the items, there was no increase in alpha values. The overall alpha value of *Violet-Crown Chakra* construct on 14 items performed by 427 cases was 0.696.

Reliability analysis was also performed for all the constructs of *Aura-Chakra*, spiritual growth and work performance. Table 3 represents the data on the reliability value of *Aura-*

Table 3: Reliability scores of *Aura-Chakra*, spiritual growth and work performance

S. No.	Components	No. of questions	Alpha
<i>Aura-Chakra Questionnaire</i>			
1	<i>Violet-Crown Chakra</i>	14	0.696
2	<i>Indigo-Brow Chakra</i>	14	0.635
3	<i>Blue-Throat Chakra</i>	14	0.716
4	<i>Green-Heart Chakra</i>	14	0.737
5	<i>Yellow-Navel Chakra</i>	14	0.683
6	<i>Orange-Sacral Chakra</i>	14	0.686
7	<i>Red-Base Chakra</i>	14	0.645
<i>Spiritual Growth Questionnaire</i>			
1	Spirituality	14	0.853
<i>Work Performance Questionnaire</i>			
1	Loyalty	5	0.656
2	Workaholism	5	0.762
3	Goal-orientation	5	0.766
Total		127	

Table 2: Reliability and purification of *Violet-Crown Chakra*

Items	Scale mean, if item deleted	Scale variance, if item deleted	Corrected item-total correlation	Alpha, if item deleted
PV1	47.78	39.050	0.317	0.680
PV2	47.52	40.621	0.249	0.689
MV1	47.04	42.083	0.256	0.687
MV2	46.74	40.882	0.375	0.674
EV1	47.45	40.056	0.416	0.669
EV2	46.94	41.637	0.328	0.680
SV1	47.76	39.615	0.256	0.691
SV2	46.78	41.663	0.284	0.684
LV1	47.23	40.081	0.375	0.672
LV2	47.29	39.433	0.396	0.669
FV1	47.98	41.354	0.204	0.695
FV2	47.81	38.752	0.384	0.670
CV1	47.71	40.728	0.270	0.686
CV2	46.99	40.824	0.328	0.678

Overall Cronbach's Alpha = 0.696

P: Physical reality; M: Mental attitude; E: Emotional makeup; S: Social style; L: Leadership style and personal power; F: Financial choices; C: Career options; V: *Violet-Crown Chakra*

Chakra, spiritual growth and work performance constructs.

The alpha value for the constructs of *Aura-Chakra* ranged between 0.635 (Indigo-Brow *Chakra*) and 0.737 (Green-Heart *Chakra*), indicating that the questionnaire was reliable. The alpha value for spirituality was 0.853 and for work performance, the range was from 0.656 (loyalty) to 0.766 (goal-orientation), expressing that the questionnaire was reliable.

Sampling Design

The sampling method adopted was Stratified Random Sampling. The sampling frame consisted of individuals from academic, hospital, spiritual center, IT, textile and auto component sectors in Coimbatore, Tamil Nadu, India. There were 427 respondents as demonstrated in Table 4, who gave valid responses.

Table 4: Sample description

Sectors	Sample size	No. of respondents	Response rate (%)
Academic	200	186	93
Hospital	50	43	86
Textile	50	37	74
Auto component	50	36	72
Spiritual centre	75	73	97
IT	75	52	69
Total	500	427	85

Statistical Design

The data collected was analyzed using SPSS software. The statistical parameters calculated were reliability, crosstabs, independent sample t-test, one-way ANOVA and Pearson bivariate correlation.

Table 5: *Aura-Chakra* status – sector wise

Sectors	Violet (Crown)	Indigo (Brow)	Blue (Throat)	Green (Heart)	Yellow (Navel)	Orange (Sacral)	Red (Base)	Total
Academic	10	13	81	38	6	4	34	186
Hospital	1	5	22	2	1	0	12	43
Textile	1	2	9	4	0	0	21	37
Auto component	0	3	19	6	1	0	7	36
Spiritual centre	2	13	31	18	4	1	4	73
IT	6	0	17	15	3	2	9	52
Total	20	36	179	83	15	7	87	427

RESULTS AND DISCUSSION

Spiritual Growth Across *Aura-Chakra*

An individual's performance in the workplace is determined by their personal attitude and this depends on the human *Aura* (Oslie 2000; Karen O'Dell 2015). The *Aura-Chakra* dependent individuals color category has been related not only to physical reality, emotional makeup, mental attitude and social style, but also to leadership style, financial options and career choices of an individual (Betts 2008; Downie et al. 2008; Clarke 2010; Taylor et al. 2010). Human *Aura* is found to influence a significant impact on interpersonal communication and attraction among employees and create a pleasant environment in workplace (Smith 2002; Khetarpal 2010). Several researchers had stated that spirituality is an important tool to improve the individual's personal attitude and generate new ideas (Daniel and Jardon 2015), solve problems (Gabriel and George 2015), increase an employee's performance (Ke et al. 2015) and work involvement (Ali 2015), predict job satisfaction and organizational commitment (Mardhatillah and Rahman 2015; Rostami et al. 2015; Awais et al. 2015), which helped in organizational performance (Garcia-Zamor 2003; Fry 2005; Karakas 2010; Beheshtifar and Zare 2013).

In order to find out the *Aura-Chakra* of respondents working in different sectors, a Crosstab analysis was investigated and given in Table 5.

The results indicated that in all the workplaces, *Blue-Throat Chakra* was predominant among respondents except in textile sector. Academic sector showed more number of respondents with *Blue-Throat Chakra* (81 out of 186), which accounted for 43.5 percent, while in the

textile sector it was *Red-Base Chakra* with 21 respondents out of 37 respondents, accounting for 56.8 percent. Out of total respondents of 427, 179 respondents fell in *Blue-Throat Chakra* (41.9%), followed by *Red-Base Chakra* (87 respondents or 20.4%) and *Green-Heart Chakra* (83 respondents or 19.4%).

A close perusal of literature revealed that *Blue-Throat Chakra* peoples are efficient speakers, artistic, possess divine energy and effective team leaders who encourage and facilitate employees. They encourage employees to share the work equally and involve them in decision-making by listening to their suggestions and opinions (Oslie 2000; Vaidehi Priyal and Ramkumar 2014). While reds are not abstract thinkers, they are courageous and hard working. They are not good leaders, but they remain in the workplace until the job is done (Oslie 2000).

Of all the respondents, 407 respondents were found to be spiritual (95.3%), which might be moderate (203) and high (204) spirituality (Table 6). Regarding yoga and meditation, 129 respondents were practicing either Yoga or Meditation (30.2%) (Table 7). It is interesting to note that respondents from the spiritual center were more spiritual (73.3%) followed by the textile (27%) and academic sectors (23.7%). As suggested

Table 7: Yoga or Meditation status – sector wise

Sectors	Yes	No	Total
Academic	44	142	186
Hospital	7	36	43
Textile	10	27	37
Auto component	6	30	36
Spiritual centre	55	18	73
IT	7	45	52
Total	129	298	427

by Hicks (2003), in order to have lovable spiritual employees, the workplace should have a healthy, ethical and conducive environment. Since spirituality acts as a tool for connectedness, which promotes cooperation and coordination among employees by reducing social isolation of an individual in the workplace (Branham 2005; Hutcherson et al. 2008; Ajala 2013).

More number of respondents expressed high spirituality (228) in almost all the *Aura-Chakras*, which accounted for 53.4 percent. Among *Aura-Chakras*, *Blue-Throat Chakra* showed more number of respondents of 92 for high spirituality with 40.4 percent, followed by *Green-Heart Chakra* (52 - 22.8%) and *Red-Base Chakra* (38 - 16.7%). Less number of respondents of 5 (0.02%) was observed in orange color (Table 8). Next to high spirituality, moderate spirituality ranked

Table 6: Level of spirituality - sector wise

Sectors	Low spirituality	Moderate spirituality	High spirituality	Very high spirituality	Total
Academic	4	86	90	6	186
Hospital	2	23	17	1	43
Textile	0	16	21	0	37
Auto component	0	21	15	0	36
Spiritual centre	1	31	37	4	73
IT	2	26	24	0	52
Total	9	203	204	11	427

Table 8: Spirituality status of different Aura-Chakra

Aura-Chakra	Very low spirituality	Low spirituality	Moderate spirituality	High spirituality	Very high spirituality	Total
<i>Violet-Crown Chakra</i>	0	0	5	15	0	20
<i>Indigo-Brow Chakra</i>	1	0	9	18	8	36
<i>Blue-Throat Chakra</i>	1	8	48	92	30	179
<i>Green-Heart Chakra</i>	0	7	13	52	11	83
<i>Yellow-Navel Chakra</i>	0	0	7	8	0	15
<i>Orange-Sacral Chakra</i>	0	0	2	5	0	7
<i>Red-Base Chakra</i>	0	5	40	38	4	87
Total	2	20	124	228	53	427

second expressing 124 respondents out of 427, which accounted for 29.1 percent. Here again, *Blue-Throat Chakra* ranked first recording 38.7 percent respondents.

With respect to yoga and meditation practices (Table 9), forty-eight respondents out of 129 who fell in the blue category were practicing either, which contributed for 37.2 percent. This was followed by green (31 with 24.0%) and red color (23 with 17.8%). The least was orange with 2 respondents (0.02%).

Table 9: Yoga or Meditation practices in different Aura Chakra

<i>Aura-Chakra</i>	<i>Yes</i>	<i>No</i>	<i>Total</i>
<i>Violet-Crown Chakra</i>	7	13	20
<i>Indigo-Brow Chakra</i>	14	22	36
<i>Blue-Throat Chakra</i>	48	131	179
<i>Green-Heart Chakra</i>	31	52	83
<i>Yellow-Navel Chakra</i>	4	11	15
<i>Orange-Sacral Chakra</i>	2	5	7
<i>Red-Base Chakra</i>	23	64	87
Total	129	298	427

Blues think that spirituality is the driving force in the workplace as they are more spiritual (Bowers 1989). According to them, providing service to others is equivalent to service to the *God*. In the present research, a positive relationship between *Blue-Throat Chakra* and spirituality including yoga and meditation was noticed. The results of crosstabs analysis revealed that most of the respondents who showed blues are in the process of spiritual development to attain spiritual maturity. In organization, blues are loyal, encourage teamwork and are efficient performers to improve organizational goals. Several researchers supported this finding (Bowers

1989; Grof and Grof 1989). In workplace, the employees often got tensed and undergo stress due to work pressure, which could be overcome by yoga and meditation (Deshpande 2012; Gawali and Dhule 2013; Kaur 2014). Yoga in the workplace aids the employees for better wellbeing and professional goal achieving ability (Surujlal 2014) by reducing the anxiety and depression and improving employees' physical, psychological and mental wellbeing (Acharya et al. 2014).

Difference in Work Performance based on *Aura-Chakra* and Spirituality

Independent sample t-test analysis and one-way ANOVA between *Aura-Chakra*, spirituality and work performance factors of loyalty, workaholism and goal orientation, identified similar results.

The results on significance of independent sample t-test between *Aura-Chakra*, spirituality and work performance furnished in Table 10, revealed a good significance between indigo color and spirituality, loyalty, workaholism and goal orientation. Blue color also expressed significance with loyalty, goal orientation and spirituality. However, blue color recorded higher mean value for loyalty (4.13) and spirituality (4.43). While, indigo expressed high mean value for workaholism (4.16) and green for goal orientation (4.40). Though spirituality had significance on loyalty and goal orientation, mean was more for goal-orientation (4.62). Individual's *Aura* life color, spirituality and yoga or meditation practices in the workplace have contributed significantly and positively for loyalty, workaholism and goal orientation (Friedman and Lobel 2003). A close relationship was ob-

Table 10: Difference in individual's spirituality and work performance based on *Aura-Chakra*

<i>S. No.</i>	<i>Findings</i>	<i>Significance</i>	<i>Significance value</i>	<i>Mean value</i>	<i>High mean</i>
1	Loyalty	<i>Indigo-Brow Chakra</i> <i>Blue-Throat Chakra</i>	0.036 0.019	4.11 4.13	<i>Blue-Throat Chakra</i>
2	Workaholism	<i>Indigo-Brow Chakra</i> <i>Orange-Sacral Chakra</i>	0.006 0.032	4.16 4.14	<i>Indigo-Brow Chakra</i>
3	Goal-orientation	<i>Indigo-Brow Chakra</i> <i>Blue-Throat Chakra</i> <i>Green-Heart Chakra</i>	0.023 0.006 0.000	4.28 4.26 4.40	<i>Green-Heart Chakra</i>
4	Spirituality	<i>Indigo-Brow Chakra</i> <i>Blue-Throat Chakra</i> <i>Green-Heart Chakra</i>	0.000 0.000 0.000	4.13 4.43 4.26	<i>Blue-Throat Chakra</i>
5	Spirituality	Loyalty Goal-orientation	0.000 0.000	4.47 4.62	Goal-orientation

served between job performance, and employee's attitude and behavior (Roehling et al. 2001; Conway and Monks 2009). Workaholism is identified as motivated orientations and organizational culture according to Burke (2002) and Van den Broeck et al. (2011). A strong work performance of the employees had contributed for organization success.

The results of the analysis between work performance and *Blue-Yellow Chakra* indicated that the respondents expressing blues were loyal and goal oriented in the workplace and the blue mean values were 4.13 and 4.26 respectively, higher when compared with yellow mean values (Table 11).

Relationship between *Aura-Chakra*, Spirituality and Work Performance

The relationship of *Aura-Chakra*, spirituality and work performance factors (loyalty, wor-

kaholism and goal orientation) was analyzed using Pearson correlation (Tables 12 and 13).

Correlation between *Aura-Chakra* and spirituality indicated a positive correlation for all *Aura* colors, but, the highest r-value of 0.46** was observed between blue color and spirituality. This was followed by green (0.39**) and indigo (0.35**), which showed a positive and significant correlation with spirituality. Regarding work performance, a high, positive and significant correlation ($r = 0.54^{**}$) was noticed between green color and goal orientation. The second highest positive and significant correlation was between

Table 13: Association between spirituality and work performance

Work performance	Spirituality
Loyalty	0.38**
Workaholism	0.29**
Goal-orientation	0.36**

Table 11: Difference in work performance and *Blue-Yellow Chakra*

		Levene's test for equality of variances		t-test for equality of means					95% confidence interval of the difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean difference	Std. error difference	Lower	Upper
Loyalty	Equal variances assumed	0.001	0.980	2.362	192	0.019	0.368	0.156	0.061	0.676
	Equal variances not assumed			2.454	16.676	0.025	0.368	0.150	0.051	0.686
Workaholism	Equal variances assumed	1.645	0.201	1.650	192	0.101	0.358	0.217	-0.070	0.786
	Equal variances not assumed			1.311	15.391	0.209	0.358	0.273	-0.223	0.939
Goal-orientation	Equal variances assumed	1.377	0.242	2.758	192	0.006	0.425	0.154	0.121	0.729
	Equal variances not assumed			3.106	17.260	0.006	0.425	0.137	0.137	0.713

Mean value: Loyal (4.13), Goal (4.26)

Table 12: Association between *Aura-Chakra*, spirituality and work performance

<i>Aura-Chakra</i>	Spirituality	Work performance		
		Loyalty	Workaholism	Goal-orientation
<i>Violet-Crown Chakra</i>	0.26**	0.32**	0.32**	0.45**
<i>Indigo-Brow Chakra</i>	0.35**	0.38**	0.36**	0.48**
<i>Blue-Throat Chakra</i>	0.46**	0.48**	0.36**	0.50**
<i>Green-Heart Chakra</i>	0.39**	0.38**	0.39**	0.54**
<i>Yellow-Navel Chakra</i>	0.32**	0.31**	0.31**	0.41**
<i>Orange-Sacral Chakra</i>	0.15**	0.20**	0.31**	0.30**
<i>Red-Base Chakra</i>	0.20**	0.35**	0.39**	0.49**

blue color and loyalty (0.48**). For workaholism, green and red color showed a positive and significant correlation (0.39**). Among *Aura* colors, orange had a poor correlation.

Correlation between spirituality and work performance was also worked out and presented in Table 13. When compared to workaholism, loyalty (0.38**) and goal orientation (0.36**) had a positive and significant correlation with spirituality. The results of this paper are in agreement with the reports of Rostami et al. (2015) who stated that the spiritual attitude and ability had a good correlation with job engagement. Workplace loyalty of an organization is an important factor to provide higher efficiency, and workplace spirituality is positively correlated with employee loyalty (Sheikhy et al. 2015).

The findings of the present paper corroborated with the findings of Daniel and Jardon (2015) who reported that spirituality had a positive and significant correlation with organizational commitment and employees innovative approach and their loyalty. Studies by Douglas (2010), Sprung et al. (2012), Petchsawanga and Duchon (2012), Piryaei and Zare (2013), Ahmad and Omar (2014) and Huang and Lin (2014) reported a strong and positive association between individual spirituality, and organizational commitment and job satisfaction. Employees with high spirituality showed an increase in job satisfaction. A positive and significant relationship was observed between workplace spirituality and employees' work attitude (Pawar 2009). The work of Piryaei and Zare (2013) expressed that the individual spirituality strengthens a positive relationship between workplace spirituality and work attitudes.

According to literatures, as discussed previously, blues are loyal and spiritual. Greens are productive workers, problem solvers, better idea providers, good consultants, therapist, planners and organizers. Reds are also highly energetic, hard and time bound workers. Thereby, reds are being protected by several organizations for improved productivity (Oslie 2000). Regarding spirituality next to blue, green and indigo are spiritual. The *Green-Heart Chakra* people possess unconditional love and high acceptability. With respect to spiritual growth, the heart is base and through which mankind has contributed for the greatest achievements. The human heart is instrumental for mankind to save from the present situation on the globe. If human beings try to

open the *Third Eye* or *Brow Chakra*, the thirst and commitment enhances to discover the inner being, for understanding the ultimate mystery of life. On triggering *Indigo-Brow Chakra*, love is no longer a relationship and becomes a natural quality in human *Aura* (Oslie 2000; Grand Master Sui 2009).

CONCLUSION

From the survey conducted in Coimbatore city, it is identified that maximum people fall in the *Blue-Throat Chakra* in almost all the sectors. Since Coimbatore is a serene place of many pilgrims and spiritual centers, here spiritual awareness is high and the city is in fifth level of awareness. For example, as discussed earlier the *Navel* or *Power Chakra* is associated with the assertion of will (third level of awareness) center of the ego and dominates other people.

Since *Blue-Throat Chakra* people possess the functions like creativity and better communication, love becomes more and more meditative to maintain equality to solve issues like injustice, racism and socioeconomic rifts in society. Thus, the findings conclude that Coimbatore city is in the fifth level of awareness, as *Blue-Throat Chakra* individuals are highly spiritual and regularly practice yoga or meditation, wherever they work they are loyal and goal oriented in achieving the employer's goal of an organization.

It is implied that employees with other *Aura-Chakra* levels though spiritual, will definitely contribute towards work performance satisfying individual and organizational goals, if they practice yoga or meditation regularly. These activities keep the body, mind and soul of an individual healthy from physical and psychological ailments with a divinely conferred power or talent. Due to their *Charisma*, they spread across positive energy wherever they dwell improving its excellence.

RECOMMENDATIONS

The findings of the current research have a practical utility to every organization in the era of the competitive world. The organization leaders should understand the employee's attitude and ability towards organizational performance and success as different generations work in an organization. The research revealed that the

employees expressing *Blue-Throat Chakra* are loyal and goal oriented in the workplace and possess high spirituality, indicating a close association between these factors. The results of this research recommend that the organizational leaders need to assess the employee's mental makeup, attitude, behavior and expectations to frame measures and approaches for enhancing the employee's performance thereby providing a healthy environment for the implementation of spiritual intelligence in the organization so as to reduce tension and stress of the employees.

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