Association between *Doshaja Prakriti* and Job Satisfaction of Professors at Private University: A Cross-Sectional Study

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INTRODUCTION

In this competitive era, everyone juggles personal, family, professional, and financial demands throughout their lives. This struggle results in competitiveness leading to physical, mental, and emotional strain. Every human being is a unique individual full of idiosyncrasies and peculiarities. The need to understand one's behaviour in organizations has become more critical. Globalization has presented a challenge for employers to understand the geographic, cultural, and religious differences among employees.

Job Satisfaction is one of the most investigated topics in organizational behaviour. It varies from person to person, and it is challenging to put all employees under one roof. A satisfied employee can happily pursue a profession for a more extended period and has a sense of accomplishment and psychological well-being. A dissatisfied employee not only can affect the organization but also his or her personal life and the people inside and outside the organization.[1]

Every individual has different physical, physiological, and psychological functions. This principle is described as '*Prakriti'* (a constituent) in Ayurveda. It is the set of metabolic tendencies which allows knowing the body and mind better and influences emotions. *Vata*, *Pitta* and *Kapha Dosha* (regulators of every body function) possess unique inherent qualities. Each *Dosha* gives these specific characteristics to the person, based on which an individual can be classified as belonging to that particular *Dosha* type.

Over the past several decades, various theories have been proposed to explain the factors influencing job satisfaction. However, not a single theory efficiently worked for everyone. The topic is selected to establish an association between *Doshaja Prakriti* and job satisfaction.

The perception of individuality has been fundamental in the practice of Ayurveda, making it one of the earliest documented concepts of personalized medicine and preventive health-care.[2] *Tridosha* (three *Dosha*) are the cornerstone of biological behaviour to study the psychological implications.[3] Hoppock defines job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say that the person is satisfied with the job.[4] To date, many studies have tried to elaborate on the importance of *Manas Prakriti* (a psychological constituent) with variables of organizational behaviour. In this study, an attempt has been made to predict a psychological factor by examining physical characters. Ayurveda is a unique science that anticipates mental attributes with the help of physical attributes.

An employee can choose his job according to his *Prakriti*. That will further help plan a work schedule, tasks, motivation, teamwork, working hours, and even the type of food and recreation for every employee. For maximum interpersonal harmony, it will be logical to team up the employees according to their *Prakriti*.

Methods:
By interview method

A. *Doshaja Prakriti* was decided with the help of Standard *Doshaja Prakriti* Performa developed by AYUSOFT C-DAC. Centre approves this questionnaire for the Development of Advanced Computing Scientific Society of the Ministry of Communications and Information Technology, Government of India.

B. Job satisfaction scale by Dr Amar Singh and Dr T.R. Sharma was followed to assess job satisfaction. National Psychological Corporation, Agra, approved this questionnaire.

Sample size: 200 subjects were selected. (30-58 age group)[5]

Centre for assessment: Private University, Navi Mumbai.

Duration of assessment: December 2018 to April 2019

Study design: Analytical and Cross-Sectional

Inclusion Criteria
Healthy individuals from the same working environment were enrolled for the study.
Age: <58 and >30
Gender: both male and female
Field: Education

Exclusion Criteria
H/O major illness
Age <30 and >58
Incomplete Forms

Data Collection:
This analytical and cross-sectional study was designed to establish the association between *Doshaja Prakriti* and job satisfaction. After obtaining ethical approval from the institutional committee (DYPCOA/ IEC/ N19. Dated 26/06/2017), the data was collected through two standardized and validated questionnaires. Healthy individuals from the same working environment were enrolled (professors of different departments from a private university) after obtaining written informed consent.

Overall, 215 employees agreed to fill out the questionnaires. Of these employees, 15 were excluded because of missing data in essential study parameters. Two hundred correctly filled questionnaires, irrespective of gender, were selected for the study. All the participants were full-time and daytime professors with 30-58 years, having more than one year of job experience. The first year of the job is a probation period. They were not engaged in any strenuous work shift (e.g. rotating, night, evening) and were not working on weekends unless employees had particular reasons to work on weekends/non-workdays.

Assessment:
1. The assessment of *Doshaja Prakriti* was done with the help of Ayusoft software CDAC Pune.
It was assessed through inspection and interview. The answers were entered directly into the laptop with the installed software. The software provided the *Dosha* dominant *Prakriti* of each candidate.
2. Assessment of job satisfaction was done with the help of the job satisfaction scale.[5]
The questionnaire was provided to each candidate. The total score was calculated through the marks allotted to each question. Then the grade and level of job satisfaction of each candidate were noted.

Interpretation of data:
Analysis of satisfied and dissatisfied employees according to each *Prakriti* is done in Facet Rating and a single global rating scale.

The data were statistically analyzed using the chi-square test.

Observations and Results:
Since the numbers of extreme *Vata* and *Pitta* participants were deficient [*Vata Pitta* N=7 (3.5%), *Vata Kapha* N= 9 (4.5%)], the values for *Vata Pitta* and *Vata Kapha Prakriti* are pooled together under *Vata* dominant *Prakriti*.
The same criteria are used for rest two *Prakriti* namely *Pitta* dominant *Prakriti* [*Pitta Vata* N= 5 (2.5%), *Pitta Kapha* N=35 (17.5%)] and *Kapha* dominant *Prakriti* [*Kapha Vata* N=52 (26%), *Kapha Pitta* N=92 (46%)]. None of the respondents had an *Ekaja Prakriti* (with the dominance of only one *Dosha*) and *Sama Prakriti* (having all three *Dosha* equally present).

Due to extremely low count in each of the Job satisfaction level, total 7 levels [A (extremely satisfied) = 0 (0%), B (highly satisfied) = 4 (2%), C (above average satisfied) = 15 (7.5%), D (moderate satisfied) = 31 (15.5%), E (dissatisfied) = 53 (26.5%), F (highly dissatisfied) = 58 (29%), G (extremely dissatisfied) = 39 (19.5%)] resulted into only two groups namely Satisfied (combining B, C and D) and Dissatisfied (combining E, F and G).

Facet rating is the summation score of several job facets collected by 30 questions.
The distribution of satisfied and dissatisfied employees according to *Prakriti* in Facet Rating is summarized in [Table 1].

Table 1: Distribution of satisfied and dissatisfied employees according to *Prakriti* in Facet Rating scale: -

Prakriti	Satisfied employees	Dissatisfied employees	Total
KP	27	65	92
KV	18	34	52
PK	3	32	35
PV	1	4	5
VK	0	9	9
VP	1	6	7
Total	50	150	200

KP- *Kapha* dominant *Pitta*, KV- *Kapha* dominant *Vata*, PK- *Pitta* dominant *Kapha*, PV- *Pitta* dominant *Vata*, VK- *Vata* dominant *Kapha*, VP- *Vata* dominant *Pitta*)

The Chi-square test is used to analyze the association between *Prakriti* and Job satisfaction, and the test of association was applied for the evaluation. The significance of the results was studied at a 5% level of significance. According to the Facet rating scale at 2 degrees of freedom, the total Chi-square value comes to 10.18, and it is significant (P = 0.005). It is summarized in the table of contingency. [Table 2]

Table 2: Association between *Prakriti* and job satisfaction according to Facet Rating scale

Prakriti	Satisfied	Dissatisfied	Total	Chi-square (X^2)	Degrees of freedom	P =
Kapha	44	99	144	10.8	2	0.005
Pitta	4	36	40			
Vata	1	15	16			
Total	50	150	200			

A single global rating is a score of many job facets collected by only one question. The distribution of satisfied and dissatisfied employees according to *Prakriti* in a Single global Rating is summarized in [Table 3].

Table 3: Distribution of satisfied and dissatisfied employees according to *Prakriti* in Single Global Rating scale: -

Prakriti	Satisfied employees	Dissatisfied employees	Total
KP	48	43	91
KV	30	23	53
PK	10	25	35
PV	2	3	5
VK	3	7	10
VP	3	3	6
Total	96	104	200

According to the Single global rating scale at 2 degrees of freedom, the total Chi-square value comes to 8.09, and it is significant (P = 0.017). It is summarized in the table of contingency. [Table 4]

Table no.4: Association between *Prakriti* and job satisfaction according to Single Global Rating scale: -

Prakriti	Satisfied	Dissatisfied	Total	Chi-square X^2	Degrees of freedom	P =
Kapha	78	66	144	8.09	2	0.017
Pitta	12	28	40			
Vata	6	10	16			
Total	96	104	200			

Results:
Doshaja Prakriti is found to be associated with Job Satisfaction.

Kapha dominant *Prakriti* is found more satisfied than *Vata* and *Pitta* dominant *Prakriti,* and *Vata* dominant *Prakriti* is found more dissatisfied than *Kapha* and *Pitta* dominant *Prakriti* in the teaching profession. [Table 5]

Table no 5: Number of satisfied and dissatisfied employees in each scale: -

Prakriti	Satisfied employees (%)		Dissatisfied employees (%)	
	Facet rating	Single global rating	Facet rating	Single global rating
Kapha	44 (88)	78 (81.3)	99 (66)	66 (63.4)
Pitta	4 (8)	12 (12.5)	36 (24)	28 (27)
Vata	1 (2)	6 (6.2)	15 (10)	10 (9.6)
Total	50	96	150	104

DISCUSSION

Hygiene Factors, also known as environmental factors such as company policy and administration, technical supervision, salary, interpersonal relationships, and work conditions cause workers to be dissatisfied. In contrast, achievement, recognition, responsibility, advancement, growth, and security are motivating factors that make workers work harder. Because the study participants are from the same university, questions related to hygiene and motivating factors may have similar answers. Therefore, the study analyzed the results with the most widely used approaches for measuring job satisfaction, a single global rating where only one question is to answer whether they are satisfied or not and a summation score made up of several job facets (Facet rating).[5] There are differences of opinion regarding the significance of both approaches.[5,6] The considerable difference in dissatisfied employees between the Facet rating scale (75%) and Single Global rating scale (52%) may be connected to the common facets relating to the organization like private organization, salary, and security.

The study observed *Kapha* dominant *Prakriti* is the most satisfied*,* and *Vata* dominant *Prakriti* is the most dissatisfied in the teaching profession. This is a highly respected job that demands patience, consistency, and stability while dealing with young, energetic minds and challenging behaviours. That favours the qualities of *Kapha Prakriti*, like *Dridhashastramati* (strong faith in knowledge), *Asheeghra Kshobha Vikara* (annoys lately), *Sahishnu* (tolerant), and *Chiragrah*i (with stable opinions) supporting the person-job-fit theory than person-organization theory.[7,8] This may be the reason for the maximum number of participants (72%) fell into the *Kapha* dominant *Prakriti* in this profession.

All individuals do not receive the same degree of satisfaction though they perform the same job in the same job environment and at the same time. A significant difference in satisfaction and dissatisfaction levels for *Vata* and *Kapha Prakriti* is observed in both scales, with unchanged results. [Table 5] Therefore, it appears that besides the nature of the job and job environment, there are individual variables that affect job satisfaction.[4] It is mainly related to person-job fit, leadership, job attitude, job involvement, job commitment, motivation.

The effects of job satisfaction may be seen in the context of an individual's physical and mental health, productivity, absenteeism, and turnover. When employees dislike their jobs, they may exhibit a variety of behaviors. The behaviors may be categorized as constructive or destructive and active or passive. Voice or exit are active responses, and loyalty and negligence (impunctuality/ absenteeism) are passive responses that need further evaluation to correlate with *Prakriti*.

Gender is insignificant in *Prakriti* determination. Similarly, no correlation is found between Job Satisfaction and demographics and gender.[9] Hence insufficient demographics of the study does not affect the results.

Studies revealed the correlation of *Manasa* (psychological) and *Doshaja Prakriti* with personality and the association between *Doshaja Prakriti* and employee performance.[10] In an organization personality of a person predicts his/her performance and fit in a job role. Understanding personality is also helpful in deciding the composition of a good performing team. The personality measurement and knowledge of *Prakriti* are appropriate for most pre-employment decisions and help in making career choices.[11,12,13] Therefore, the role of *Prakriti* can be assumed in the determinants of job satisfaction.

Currently the line dividing work and personal life has become blurred, resulting in high levels of stress and personal conflicts. The degree of job satisfaction is found to be directly associated to work-stress and alters immunological indices like natural killer (NK) cells and plasma IgG concentrations. Also, long-term stress give rise to significant changes in gene expression in circulating immune cells and accelerates the appearance of several biological markers.[14,15,16,17,18] It is also linked to metabolic disorders like cardiovascular diseases, diabetes, and obesity.[19] Interdependency of *prasanna mana* (satisfaction) and Dosha in the definition of health is stated in Ayurveda.[20] The *Tridosha* theory has been shown to have clear links with certain chronic disease conditions and *Vata Kapha Prakriti* is also significantly correlated with diabetes mellitus, hypertension, and dyslipidemia with the highest levels of inflammatory markers.[21,22]

The effect of redesigning or selecting the job according to the *Prakriti* as a preventive measure and direct correspondence of *Prakriti* prone diseases to the nature of the job needs to be evaluated on a large scale. Variables affecting *Prakriti,* like seasons, habitats, age groups, requires repeated evaluations. A comparative study of *Doshaja* and *manas Prakriti* of the same employee will also be helpful

Limitation of study
A single university conducted study may have limited the sampling of different job satisfaction environments. A more assuring way for the collection of data regarding job satisfaction is required to avoid insecure feelings and to get genuine responses. Due to the non-significant number of *Vata* dominant *Prakriti*, many other variables regarding *Prakriti* remained undescriptive in this study. It can be avoided with a predetermined sample size of each Prakriti.

CONCLUSION

It can be concluded that job Satisfaction levels may vary according to the type of *Prakriti*. *Prakriti* knowledge of the employee can help understand the innate physical and psychological strengths and incompatibility in accordance with the job demands. The combined study of *Prakriti* prone diseases and job prone diseases is necessary for a productive population.

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