

## **THE ROLE OF CHAKRA MEDITATION IN ENHANCING EMOTIONAL INTELLIGENCE TO OPTIMIZING HR LEADERSHIP IN THE WORKPLACE – A CASE STUDY**

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### **Abstract**

*Emotional intelligence in HR is the capacity of HR professionals to understand and manage their own emotions and the emotions of others in the workplace being empathic. It requires self-awareness, empathy, and the ability to navigate social complexities. HR professionals need emotional intelligence to handle diverse employees in an organisation regularly. It helps them understand different opinions and influence the workplace culture productively. Against this backdrop, the present paper's objective is to explore the role of chakra meditation in enhancing emotional intelligence in optimising HR leadership and to identify the factors that brought transformation among HR professionals functioning in the workplace. The present study is based on the case study method, and the researcher has done an in-depth interview of cases. The researcher conducted an interactive session with HR professionals who are practising Chakra Meditation. The participants expressed that earlier they faced issues like anxiety, stress, anger, fear, isolation, loneliness, lack of confidence and self-esteem at a psychological level. They faced issues like strained relations with family and at the workplace leads to addictions to smoking and drinking. The results show that after started practising chakra meditation practice, their lives have been transformed holistically in all dimensions. Chakra meditation helps them to improve their self-awareness, social awareness, self-management and relationship management both in their personal and professional life. Chakra Meditation increases insightfulness and mindfulness in them. Now, they feel changes in the flow of energy and they are more resilient to any kind of situation such as managing conflicts, responding wisely, and reacting to the anxiety caused by the employees, Active listening, burnout states and the sensitivity of the workplace situations. The participants (HR professionals) opined that they were more at peace in their bio-psycho-social health level which was reflected in their workplace.*

**Keywords:** *Chakra Meditation, Emotional Intelligence, Human Resource, Leadership, HR Professionals, Workplace.*

### **Introduction**

Emotional intelligence is about connecting HR professional's emotional awareness to understand employee's needs and concerns, make the right decisions, at the right time and progress interpersonal relationships. Individuals with higher emotional intelligence have higher adaptability, control, and resilience to onboard valuable organizational assets. HR needs emotional intelligence for several reasons, such as effective recruitment, conflict management, employee engagement, and growth, organizational dynamics, improving organizational climate and culture and so on. To manage all the above an HR professional

requires emotional intelligence. There are different Ways to Develop Emotional Intelligence in HR Leadership which mainly include self-awareness, social awareness, self-management, relationship management, insightfulness, and mindfulness. According to Daniel Goleman, “Emotional intelligence in HRM is the composition of four human resource traits/characteristics identification of own emotions, the ability to manage own emotions, recognizing others emotions, and relationship management. These are also commonly known as the four components of emotional intelligence, (Goleman, 2005)”.

Focusing on employee well-being by prioritising holistic well-being, including mental, physical, and financial health, to enhance employee engagement and productivity. Organizations need to listen to their employees and simplify work processes to reduce burnout and increase satisfaction. In Richard Rekhy’s words, "Compassion is empathy in action. It's not just going and asking how you're feeling but helping and supporting employees", *Further* she adds, “the impact of technology on HR practices. While it's important for HR to embrace new technologies, we can't forget the human element that makes HR so impactful. Maintaining personal connections means HR professionals must continue to engage with employees on a personal level. It's about listening to their concerns, understanding their needs, and providing genuine support” (Advisor, 2025).

### Objectives

The present paper's objective is to explore the role of chakra meditation in enhancing emotional intelligence in optimising HR leadership and to identify the factors that brought transformation among HR professionals functioning in the workplace.

### Review of Literature

Raj Nayak shared his perspective on how psychological safety and respect in the workplace can make all the difference. Employees look for respect, recognition, and reward, in that order. If employees are afraid to speak up and their concerns are not heard, they are likely to leave the organization. Nayak also highlighted the need for organizations to listen to their employees and create a culture of inclusion and belonging (Advisor, 2025). Here the role HR professional is very important in retaining resourceful employees in the organization, A lack of emotional intelligence skills often results in workplace conflicts and misunderstandings. This dynamic often stems from an inability to recognize or comprehend emotions. One of the most common indicators of low emotional intelligence is difficulty managing and expressing emotions. It might struggle with acknowledging colleagues' concerns appropriately or wrestle with active listening. Employees with high emotional

intelligence are more likely to stay calm under pressure, resolve conflict effectively, and respond to co-workers with empathy (Landry, 2019).

Daniel Goleman's mixed model (1998) defines Emotional Intelligence as the ability to recognize our feelings and those of others, to motivate ourselves, and to handle our emotions to have the best for ourselves and our relationships. Emotional Intelligence describes capacities different from, but supplementary to, academic intelligence. Boyatzis and Goleman expanded the scope of their model to encompass social and emotional competencies linked to effective performance in the workplace and pointed out that it is composed of elements sorted into four "clusters" including self-awareness, self-management, social awareness, and relationship management. To measure Emotional Intelligence, they constructed The Emotional Competence Inventory (ECI) test which consists of 72 items and is both a self-report and multi-rater instrument. (Drigas, 2019)

According to Karla Helbert, Yoga Therapist Meditation and mindfulness have been proven to be effective in addiction recovery. The chakras regulate and generate functions that impact us physically, energetically, emotionally, mentally, sensorially, intuitively, and spiritually. (Gupta 2024). In an article from *Psychology Today*, Dr. Ronald Alexander explains that "mindfulness meditation practice is this process of creating new neural networks for self-observation, optimism, and well-being. As a result, our self-awareness and mood stability increase as our harsh judgments of others and ourselves decrease." (Neuharth 2017)

According to Spiritual coach Modmonk Anshul "There are several reasons why a chakra can be blocked: some are negative emotions, fears, bad lifestyle, and other derogatory habits. Chakra healing is one of the essential aspects of healing and meditation practices as it helps us look at the subtle energies in our body and understanding the chakra system is a must for good holistic health" (Dogra 2021). According to **Anodea Judith**, renowned chakra expert and trainer of Mind Valley's *Chakra Healing Quest*, "Chakras are the portals between the inner and outer worlds—whatever you do inside transforms the outside." (Yuga 2023)

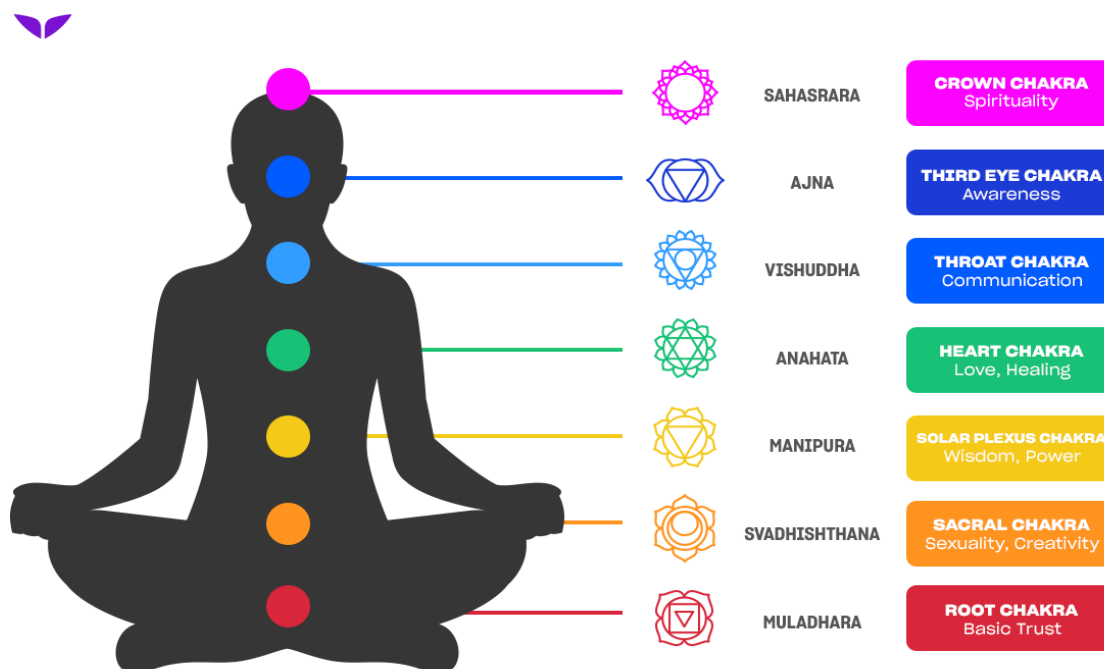
Another *Psychology Today* article by Dr. Adi Jaffe explains "how mindfulness can lead to improved self-control by increasing your ability to accept and tolerate the present moment, you become more able to make needed changes in your life. This letting-go process is crucial to addiction recovery because, paradoxically, seeking help is the first step towards gaining control over your addiction." (Neuharth 2017).

Stress among HR managers is a pressing issue, affecting their mental and physical health. Chronic stress can lead to burnout, a state of emotional, mental, and physical exhaustion caused by prolonged stress. The American Psychological Association (APA) states that burnout is associated with decreased job performance and satisfaction (APA, 2019). A 2021 study by the Chartered Institute of Personnel and Development (CIPD) found that 58% of HR managers experience high levels of work-related stress. The same study revealed that 39% of HR professionals feel overwhelmed by their workload. Research by the International Journal of Environmental Research and Public Health highlights that HR managers report higher levels of stress compared to other managerial roles (IJERPH, 2020). The adverse effects of stress on HR managers extend beyond their professional lives. High-stress levels can lead to insomnia (difficulty in falling or staying asleep), hypertension (high blood pressure), and even depression (a mood disorder causing persistent sadness and loss of interest). A study published in the Journal of Occupational Health Psychology examined the impact of stress on HR managers' decision-making abilities. The findings suggest that stress impairs cognitive functions, leading to poor decision-making and decreased ability to handle complex tasks (JOHP, 2021).

### Conceptual Framework

	Recognition	Regulation
<b>Personal Competence</b>	<b>Self-Awareness</b> <ul style="list-style-type: none"> <li>Self-confidence</li> <li>Awareness of your emotional state</li> <li>Recognising how your behaviour impacts others</li> <li>Paying attention to how others influence your emotional state</li> </ul>	<b>Self-Management</b> <ul style="list-style-type: none"> <li>Keeping disruptive emotions and impulses in check</li> <li>Acting in congruence with your values</li> <li>Handling change flexibly</li> <li>Pursuing goals and opportunities despite obstacles and setbacks</li> </ul>
<b>Social Competence</b>	<b>Social Awareness</b> <ul style="list-style-type: none"> <li>Picking up on the mood in the room</li> <li>Caring what others are going through</li> <li>Hearing what the other person is “really” saying</li> </ul>	<b>Relationship-Management</b> <ul style="list-style-type: none"> <li>Getting along with others</li> <li>Handling conflict effectively</li> <li>Clearly expressing ideas/information</li> <li>Using sensitivity to another person’s feeling (empathy) to manage interactions successfully</li> </ul>

Source: Daniel Goleman's Model of Emotional Intelligence (Positive Psychology, 2022). Daniel Goleman's Model of Emotional Intelligence (Positive Psychology, 2022) (Axiak, 2023)



## Research Method

The present study is based on the case study method. In this method, a case/subject may be individual, or group as a single unit of the study. Here, those HR professionals who practice the chakra meditation are the single unit of the study. The researcher has adopted an in-depth interview with Chakra meditation beneficiaries. The researcher conducted an interactive session with the HR professionals who practice chakra meditation to overcome personal and professional issues.

### Details of In-depth Interviews

The researcher conducted In-Depth Interviews total of 10. This paper presented 02 cases. For the study purpose, an interview guide was prepared. The interviews were recorded. Before that permission was taken from the organization authorities to conduct the study and informed consent was obtained from the respondents.

### Operational Definitions

**Chakra meditation:** This type of meditation focuses on the body's energy centres, or chakras, to promote balance and harmony.

**Chakra:** Chakras are energy centres within the human body that help to regulate all its processes, from organ function to the immune system and emotions.

**Emotional intelligence:** Emotional intelligence is the ability to understand and manage your emotions, as well as recognise and influence the emotions of those around you. (Goleman, 2005)

**Human Resource:** Human resources (HR) is the company department charged with finding, screening, recruiting, and training job applicants, as well as administering benefits. HR is to support employee recruitment, retention, engagement, and overall productivity, which can vary between organisations and positions. (Kenton, 2024)

**Leadership:** Leadership is a social process that includes a set of mindsets and behaviours that align people in a collective direction, enable them to work together and accomplish shared goals, and help them adjust to changing environments.

**HR Professionals:** A human resources (HR) professional is an individual who specializes in managing an organization's human resources, including recruiting, training, retaining, and supporting employees.

**Workplace:** A workplace refers to a specific location or environment where individuals engage in tasks and responsibilities assigned by their employer or organization. (Wahocho, 2024)

### Impact of Chakra Meditation on HR Professionals- Case Study

#### Case study- 1

#### Case Description: Case Intake Sheet

##### Personal Details

Name: Mr. Umesh

Age: 46 years

Gender: Male

Education: MSW in HRM

Designation: Senior HR Manager

Name of the Company: Saddles International Automotive and Aviation Interiors Private Limited

Religion: Hindu

Family type: Nuclear

Address: Budili Village, Gorantla Mandal, Andhra Pradesh 515 241.

**The problem of Referral:** Incapable of managing stress, tension, and frustration at the workplace while managing employee and employer relations.

**Sources of Referral:** POSH Internal Committee External member

**Study:** Respondent is staying with his parents, spouse, and his one daughter, brother's two sons. As he lost his brother in a road accident, he is taking care of his kids also. He is from



North Karnataka and living in Andhra Pradesh for the sake of the job. As he is working in a manufacturing industry which runs for the whole day on a shift basis, he has complete responsibility for employees' work efficiency, and production management without any discrepancies. He is very much committed to his work irrespective of the committed and untiring work, he needs to take care of his aged parents, spouse, and 3 kids family too.

He is struggling to cope with the industry's need to manage employees, employer, and other department heads and their requirements. He is the overall managing person for recruitment, induction training, workforce management, performance appraisal, and managing the personnel of the trade union in the company. It is a very tough job and involves emotional management of self and employees and employer too.

Socio-economic & Psychological situation of the family: His mother has Blood Pressure and Diabetes, she got the illness after losing his younger son in an accident. She takes care of the kids, taking them to school, preparing snacks for them, and remaining time at home with a lot of worries. His wife works in a primary school as a school teacher, teaching pre-nursery children. Economically they are in a manageable position, but sometimes they struggle with health issues that arise suddenly. Even though he is having the psychological pain of the loss of his brother, he does not show that in front of his mother to console her.

### **Challenges and Outcomes**

Challenges faced and outcomes in the workplace are at different levels, sometimes he also faces a lack of security in his job, sleepless nights due to hectic work, and sometimes decision-making concerning industrial disputes, and industrial accidents. In all these situations he found changes in his behaviour with an increasing lack of security, willpower, anger issues, and anxiety. Due to this, he visited to seek professional help from a counsellor. During one of the sessions, the counsellor shared the importance of chakra meditation in balancing self. And also made him practice Chakra Meditation to achieve mindfulness. Later, the respondent practised chakra meditation along with yoga practice regularly. Due to the continuous practice of meditation, he Gradually found changes in his physical, psychological, emotional and social health. Gradually, he started to understand himself, and his felt needs. Now, the respondent's coping skills have been improved.

## Case Study -2

### Case Description: Case Intake Sheet

#### Personal Details

Name: Mrs. Varsha

Age: 35 years

Gender: Female

Education: MSW

Designation: HR Manager

Name of the Company: Corporate Office

Religion: Hindu

Family type: Nuclear

Address: South Bengaluru.

**The problem of Referral:** Burnout

**Sources of Referral:** Counsellor

“I’m Varsha 35 years live in Bengaluru. The Chakra meditation practice was a complete transformation and upliftment personally and professionally. It's a life-changing experience, especially for those who are looking to sustain a healthy lifestyle. I work in the cooperate sector as HR. Due to long working hours, managing conflicts, managing diversity, leadership development, employee engagement, talent retention, regulatory compliances etc along with taking care of family and children at a personal level, gradually I started to feel all these responsibilities were burdened on me. It creates an imbalance in my personal and work life. I felt guilty that I was failing in my both personal and professional life. Chronic stress can lead to burnout, It impacted my food habits. I started to eat more junk food instead of nutritious and healthy food. Day by day my carvings were increased and no control over my diet. Within six months, my weight increased from 56 KG to around 70 KG and also started unbearable knee pain due to weight. I decided to quit my job. During my exit interview, I shared my problems, She suggested taking up the practice of Chakra Meditation and she assured me that would change my life before the completion of a notice period of termination.

After taking up a chakra meditation practice, I am more conscious of my eating and sleeping habits. I found changes within 25 days; my carvings were controlled. Now my mind and body are in my control. Even I started losing my weight. I discussed with my husband to share domestic work and child care. Earlier, I felt it was my responsibility because of the orientation I have received from my parents. I take back my resignation letter. The Chakra meditation practice changed me holistically. Now, I manage stress very well by being in the present. At the workplace, I feel more energized throughout the day and now my work-life is



balanced. I began to manage all challenges and tasks more effectively. Chakra meditation helps me to be self-aware and helps to understand people empathetically in the workplace. But the thing is you need to give time for yourselves which I gave myself to practice chakra meditation.”

### **Case Study -3**

#### **Case Description: Case Intake Sheet**

##### **Personal Details**

Name: Mr. Chikkaraju M.V.

Age: 44 years

Gender: Male

Education: MSW in HRM

Designation: Corporate HR Head

Name of the Company: Uniflex Precision Products Private Limited

Religion: Hindu

Family type: Nuclear

Address: Survey No. 832-A, Agondapalli, Anchettipalli Post, Kelamangalam, Hosur, Krishnagiri District, Tamil Nadu 635 110.

**The problem of Referral:** Facing issues with managing stress, tension, and frustration at the workplace while managing employee and employer relations in overall Southern India districts.

**Sources of Referral:** Gender Parity Committee External member

**Study:** Respondent is staying with his wife, younger brother, and one daughter and son. He is taking care of his parents who were doing agriculture in their village. Even though his whole family and relatives are from Karnataka and living in Tamil Nadu for the sake of the job. He also supported his brother in running his consultancy to provide manpower supply and doing NGO, Trust, and foundations registration, Industries different requirements of company compliances as per Industrial legal requirements. As he is working in a manufacturing industry that runs for the whole day on a shift basis, he has complete responsibility for different divisional employees' work efficiency, and production management without any inconsistencies. He is very much committed to his work irrespective of the untiring work, he needs to take care of his aged parents at the village, his spouse, and his kids also.

He is stressed to cope up with the company's need to manage different states' employees, employer, and other department heads and their requirements. He is the overall managing person for monitoring and supervision of recruitment, induction training, workforce

management, performance appraisal, and managing the personnel of the trade union in the company in different states. It is a very hard-hitting job and involves emotional management of self and employees of different states.

**Socio-economic & Psychological situation of the family:** His father has Cardiomyopathy, he underwent cardiac surgery and stayed with his father till he was shifted to the general ward. In addition to this, his father also has kidney cysts and he is under medication. His mother takes care of his dad in the village, but every weekend he has to visit the village to manage the agricultural land farming and to take care of his parents' health requirements. In between, he needs to take care of his wife and children's health during any health emergencies. In a month, he will travel to different states for monitoring and supervision of HR departments and personnel. The respondent will have a lot of physical strain, psychological stress, tension, anxiety, and frustration with emotions. His family's economic condition is in good condition as he and his brother both are earning well.

### **Challenges and Outcomes**

Challenges faced by the respondent to manage the different states' employees and employer prerequisites and its outcomes in the workplace are at different levels, he is facing challenges with managing different language-speaking employees, work-related managerial issues, industrial compliances, and other labor-related legal aspect issues.

### **Major Findings and Discussion**

Balancing the second chakra can help to reclaim our sense of joy and pleasure in the smaller things in life. The third chakra rules our sense of personal power and helps to keep us on the right path, by acting on our aspirations and lifelong dreams. The Solar Plexus Chakra controls our sense of will and allows us to achieve our goals, and pull from our inner font of vitality. Many will also experience unwarranted aggression. An overactive third centre results in controlling and dominating behaviour, inflated arrogance, hyperactivity, and behaviour that is excessively combative and competitive. An underactive third chakra reveals itself in low self-esteem, passivity, physical and emotional coldness, and escapism behaviours by always blaming others. A balanced Solar Plexus will allow us to complete our goals, and take responsibility for our actions.

The issues associated with an imbalance in the sacral chakra are

- Physical issues such as lower back pain, joint problems, low energy, or premenstrual syndrome.

- Emotional issues include detached or numbness to own feelings, and those of others, having difficulty connecting emotionally.
- Behavioral issues include having poor social skills and having strong, aggressive emotions. Majorly feel dependent on others or a substance, or have addictive behaviours.

An imbalance or blockage in the solar plexus chakra can cause a variety of issues, including:

- Physical issues: Indigestion, heartburn, irritable bowel syndrome, pancreatitis, constipation, and stomach pains and liver-related problems
- Mental and emotional issues: Low self-confidence, anger, irritation, controlling behaviour, and difficulty setting boundaries
- Personality issues: Egotism, pride, selfishness, and desire for control
- Social issues: Lack of motivation, unhealthy relationships.

In case 1, the researcher found that the respondent has faced issues in managing himself, his family issues and responsibilities at the workplace. Due to this, he found changes in his behaviour with an increasing lack of security, willpower, anger issues, and anxiety. These issues are associated majorly with the root chakra and solar plexus. After practising Chakra meditation, gradually, the blockages in the root chakra and solar plexus got reduced. Due to this, he found changes after twenty days of practising chakra meditation he felt positive changes in his physical, and psycho-social health, and he became more calm and grounded emotionally. And chakra meditation enhances his professional required skills. Chakra's meditation shifted his energy frequency to a higher level. Now, the respondent's coping and listening skills are enhanced while addressing conflicts, and disputes at the workplace.

In case 2, Mrs Varsha was burdened due to managing at-home and at-workplace tasks. Lack of self-awareness and coping skills in managing her personal life impacted her professional life too. The blockages in her solar plexus and heart chakra led her to take all responsibility at home and workplace which ultimately created an imbalance in work-life. Later, when she started practising chakra meditation, gradually her solar plexus and heart chakra blockages were reduced when she removed the emotional baggage instead of holding it, she felt relieved and changes in her energy frequencies in the form of increased self-love, self-esteem and self-confidence which reflected in her thoughts and actions. The higher level of energy frequencies in her aura shifts positive thinking, hopefulness and mindfulness which leads to emotional balance. Later, she managed workplace tasks and improved her empathic and social skills. This helps her to understand her employees more effectively and address their issues and concerns more empathically.

## Recommendations

- Chakra meditation promotes the holistic betterment of all health dimensions (Physical, psychological, emotional, social, spiritual) which helps to understand self and others empathically at the workplace more effectively.
- The chakra meditation can be applied as alternative therapy along with medication or without medications (in the case of psycho-social issues).
- A Chakra meditation can be introduced as an alternative intervention in different activities such as recreational.
- Regular practice of chakra meditation brings [emotional resilience](#) by handling stress and anxiety. This could lead to improved relationships, as one can become better equipped to manage interpersonal challenges and relationships as an HR Professional.
- Chakra Meditation helps to get mental clarity and enhance concentration, which makes it easier to cope with psycho-social problems of self and others
- Chakra meditation helps to understand the physical, psychological and emotional energies of our body which helps with self-management and makes an individual adopt a more proactive approach towards challenges and tasks at the workplace.
- Chakra Meditation builds a better understanding of self and life purpose which leads to exploring the inner self in depth. This enhances our spiritual quotient and could increase our sense of contentment which enhances our emotional intelligence.

## Conclusion

Chakra meditation is a practice that focuses on energy centres in the body of an individual known as chakras. Chakras are thought to be located at the bottom of the spine to the top of the head. They play a vital part in sustaining our holistic health. Chakra meditation promotes balance among energy centres, which can progress well-being and a better sense of inner peace. A blocked chakra leads to different physical, Psychological, emotional, social and behavioural symptoms, based on which chakra is affected. For instance, when the root chakra is blocked, an individual experiences feelings of insecurity about basic needs, jobs and survival. Also, faces physical issues like lower knee pain and back pain. When a solar plexus is blocked, an individual feels low in confidence, self-esteem, self-love, mistrust in relationships, anger issues at Fa psycho-social level and physical level issues such as indigestion, constipation, and issues related to the liver.

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