



The effects of mindfulness on productivity and outlook on the job are under investigation

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Abstract

In recent years, there has been a proliferation of study on mindfulness across a variety of academic subfields. However, there hasn't been a lot of actual study done on the topic of mindfulness in the workplace. In the study that is being described here, we address this omission by investigating workplace mindfulness, or the degree to which people are aware in their respective work environments. We hypothesise that, in a dynamic work environment, workplace mindfulness is positively related to job performance and negatively related to turnover intention, and that these relationships account for variance that is above and beyond the effects of constructs that occupy a similar conceptual space, specifically the constituent dimensions of work engagement. After putting these claims to the test in the dynamic setting of the service industry, we come to the conclusion that there is a positive relationship between workplace mindfulness and job performance. This conclusion holds true even after taking into account the three different dimensions of work engagement. We also find support for a negative association between mindfulness in the workplace and intention to leave a job, although this relationship loses significance when we account for the different aspects of work engagement. We discuss the theoretical and practical consequences of these findings and highlight a number of different paths for conducting research on mindfulness in the workplace. There are a number of different ways for conducting research on mindfulness in the workplace.

Keywords: job performance, turnover intention

Introduction

Concept of mindfulness

Over the course of the past several decades, particularly in the field of clinical psychology, the concept of mindfulness has attracted the attention of an increasing number of scholars as well as practitioners. There is a growing body of data that demonstrates that the practise of mindfulness has good effects on a number of outcomes, including well-being, levels of anxiety and chronic pain, levels of life satisfaction, and vitality. Because of this, academics who focus on organisations gradually started looking at the use of mindfulness in the workplace. As a consequence of this, there has been an expanding body of study carried out in this area over the past several years. The Buddhist philosophical and spiritual traditions may be traced back to the birth of the concept that is today more often referred to as mindfulness. On the other hand, as a result of the notion's adoption into the thinking and practises of mainstream psychology, it has grown more secular. This is due to the fact that mainstream psychology has adopted the concept.

One definition of mindfulness describes it as "paying attentive attention to and being aware of what is happening in the here and now." One way to explain mindfulness is as a hierarchical structure with five components that relate to seeing, describing, acting with awareness, not judging, and not responding to whatever is going on around you. In spite of the fact that a precise conceptual definition of mindfulness has proven to be rather elusive, it may be characterised as an attentiveness that is open to and aware of the events and experiences that are occurring in the here and now. The most popular approach for determining one's level of mindfulness, which may be thought of as a characteristic, is to have the individual describe their own level of

awareness. One interpretation of mindfulness is that it possesses both a characteristic and a state-like quality all at the same time. On the other hand, it has been demonstrated that the trait and state components of mindfulness share similar ties to a variety of concepts.

Mindfulness may be trained and developed via the practise of mental training, more often known as meditation. Both of these goals can be accomplished through meditation. It has been established that training of this type has a long-lasting effect on the levels of mindfulness that individuals already possess. The increasing number of people participating in mindfulness training is one of the key elements that contributes to the growing relevance of research into the topic as a whole. When doing research on management, academics who specialise in studying organisations have steadily turned the emphasis of their attention toward mindfulness practises over the course of the last five years. This study contributes to the expanding body of research that focuses on the relationship between mindfulness and job satisfaction as well as job performance.

The role of mindfulness for job satisfaction and emotional exhaustion

According to the emotional events hypothesis, there could be a connection between being aware and having a positive relationship with one's work happiness.

The AET suggests that the emotional responses of employees are the immediate cause of occurrences at work, and that these responses, in turn, predict job happiness. The practise of mindfulness has been proven in previous research to assist individuals in the development of coping strategies that are more adaptable when they are under stress.

According to the ancient Greek Stoic philosopher Epiktet, the things that give us grief are not the things themselves but rather the views that we have on those things. The sense of stress is not only brought on by the occurrence of an event but also by a person's interpretation of the event as being unfavourable and as being beyond their capabilities to deal with the situation. When aware people pay attention to the present moment in a way that is receptive and does not pass judgement on what they see, they are able to view stressful circumstances more objectively and resist assigning a meaning or evaluation to what they see. This allows them to view stressful circumstances more objectively and reduces the amount of stress they experience.

People are less likely to be misled by biased and negative thought patterns, which can lead to an unnecessarily dramatic judgement of the incident, as a result of this fact. While individuals are faced with challenging conditions on a regular basis, such as when they are working, practising mindfulness may thus make it simpler for individuals to create an adaptive appraisal of stressful occurrences. When employees engage in mindfulness practises, they have a greater chance of seeing hard work situations as containing less stress. As a consequence of this, the emotive responses that these occurrences evoke are more positive and less negative, which, in turn, leads to a more favourable evaluative judgement of one's current working circumstances (i.e., job satisfaction). The practise of mindfulness has been shown to have a beneficial impact on people's ability to view demanding work events as less stressful.

Mindfulness and work performance

Researchers believe that practicing mindfulness might reduce the negative impact of hectic job demands in a progressive environment, especially when taken into consideration with subsequent disclosures. The link between mindfulness and surface acting inclination rule processes is a negative one, and this holds true for both mindfulness and mindfulness intercessions. According to the passionate work supposition, the surface acting frameworks lead to extended strain. The practice of mindfulness has been shown to have good effects, including a reduction in the tiredness caused by the depletion of one's internal identity, as well as an increase in the level of positional satisfaction achieved via the cultivation of confidence. In addition, Reb *et al.* found that employees who have a higher critical degree of mindfulness demonstrate improved task performance and reduced turnover points. These linkages are disrupted as a result of a reduced state of energy fatigue. In the same way, mindfulness planning works on delegate mental flexibility and task performance, while personality traits operate as a mediator between the link between intervention and job performance.

Effect of mindfulness on jobs with high demand

Because of the nature of their responsibilities, those in certain professions have extremely challenging employment requirements. Because even a small error in these roles can have a significant impact on other aspects of the organization, special care and attention should be given to them. An analysis of many case studies by Scheepers *et al.* demonstrated that mindful interventions had a significant impact on the health and productivity of medical professionals. In addition, training in mindfulness improves

working memory and attention, and it lowers the risk of mental deterioration and mental disappointments among those who spend a significant amount of time working in a very demanding environment, such as military personnel. In addition, mindfulness moderates the correlation between high levels of military strain and emotional distress experienced by soldiers. In addition, many tasks, such as inspecting systems, involve tedious efforts on a daily basis. Regardless of this, cautious review personnel may finish excellent evaluations without unexpectedly closing down, which is essential for future direction.

When it comes to managing students, teaching also puts teachers under a significant amount of strain. In this way, chairmen ought to place a greater emphasis on the work being done to ensure the psychological well-being of academics. Emerson and others, in addition to this, In their thorough research, Lomas *et al.* came to the conclusion that mindfulness-based meditations promote mindfulness decent ring, guideline of contemplation, passionate guideline, self-sympathy, compassion, and self-adequacy. The anxiety, fury, tension, discouragement, and burnout experienced by teachers as a result of these ramifications is significantly reduced. Additionally, as a result of a decreased level of tension, the intercessions provide excellent mental and physical outcomes in those in charge of education.

In addition, a mindful educator who is experiencing what is going on, such as time pressure, challenges, and conflicts, is aware of their body, feelings, and considerations (present moment mindfulness), which results in decreased reactivity, improved benevolence, and the development of social-enthusiastic capability. As a result, they fulfill their responsibility by slowing down, pausing, and coming to a complete stop where appropriate. These teachers create an environment for their students known as "loosened up readiness," which is conducive to learning and helps keep the degree of danger low while simultaneously raising the bar for the examination.

Impact of mindfulness on employee creativity

In order for most tasks to maintain their supportability in the constantly shifting connection settings, constant creativity and growth are important requirements. Associations are becoming increasingly difficult to navigate for those who lack such capabilities. Researchers believe that awareness guides the connection between job requests and inventive ways of behaving while on the job. Workers that conduct their jobs with better thought and centering are immersed in responding to the demanding demands of their jobs.

The practice of mindfulness has been shown to have an immediate and beneficial effect on originality. People who have a higher attribute mindfulness and people who go through mindfulness training perform better when it comes to dealing with knowledge problems. This is possibly due to the fact that people with a higher attribute mindfulness are better able to distinguish between primary concern ideas and constant responses beginning from related knowledge.

Ngo *et al.* revealed that the relationship between mindful awareness and performance on the work is mediated by creative approach commitment and representational innovativeness, each on their own. They argued that employees with a greater level of mindfulness perceive the problems with a more thorough arrangement, better lucidity, less turmoil, and less detachment for the creative approach than the shallow understanding by representatives with a

lower level of mindfulness. The influence of job difficulty, employment equivocality, time pressure, and heedless deceitful manner of behavior may be mitigated via the practice of mindfulness, which in turn serves to foster invention.

Innovative mindfulness, in its most basic form, fosters improvements in inventive reasoning, intelligent reasoning, high representation, job happiness, worker commitment, and improved performance. In addition, mechanistic awareness reinforces the effect that authoritative pressures have on the creative utilization of commercial frameworks. In addition, practicing mindfulness can help mitigate the negative effects of technological pressures and occupational exhaustion. A greater level of mindfulness is likely going to increase clear agreement and minimize aggravations for innovativeness upgrading through the limitation of continuous reactions and attention holes. Therefore, mindfulness exercises are essential tools for addressing the factors that determine whether companies have the economic upper hand in the business sector.

Impact of mindfulness on coping with cyber stress

It is impossible to prevent the emergence of new authoritative administration issues brought on by the proliferation of advanced and complicated technology. In this mechanically advanced context, representatives make heavy use of digital devices such as mobile phones, personal computers, and tablets for digital leisure in the evening, particularly once time has become available. In earlier writing, it was proposed that workers' mindfulness-related self-administrative limits could help counterbalance the negative roundabout connection between evening digital relaxation, and rest quality, and rest amount through sleep time stalling. This connection was found to be caused by the use of digital devices to relax.

The practise of mindfulness helps to strengthen the beneficial indirect relationship between evening digital relaxation, rest quality, and rest amount. This connection may be inferred from evening mental separation, which can be accomplished by attentively going through evening recreation. This contact has the potential to ultimately boost mental imperativeness as well as the performance of the following day's worth of labour. In addition, via increased discretion, awareness makes web enslavement less severe. Consequently, the development of mindfulness-related self-regulation might be useful both directly and by implication for hierarchical settings to handle the challenges brought about by the initial patterns in this complex environment.

Objectives

To study

Research methodology

The purpose of this study was to evaluate the effect that being attentive has on the performance of workers while they are on the job. It took a more in-depth look at increased productivity as a potential benefit that can arise from the adoption of mindfulness techniques. It was one of the potential advantages that could result from the implementation of mindfulness techniques. In addition, the purpose of the study was to determine whether or not there is a difference in the impact that mindfulness practises have on employee productivity depending on the type of work that a person does (tactical versus strategic), as well as

whether or not individuals actually engage in these practises.

This portion of the report contains a discussion of the results obtained from the study. The data originated from a pair of independent companies that both operate in the field of information technology. A total of 300 samples were collected from individuals in the information technology business who had a minimum of five years of experience by use of a standard questionnaire. In order to conduct the study, the Statistical Package for Social Science (SPSS) application was utilised, and the data related to the 300 samples was entered into the computer with the aid of Microsoft Excel. In this chapter, you will find an analysis of the results, as well as the tables and figures that were developed specifically for presenting purposes.

Result

Emotional intelligence scale (EIS)

The major objective of the questionnaire was to ascertain the level of emotional intelligence held by those working in the private sector. When an employee possesses a high level of emotional intelligence, they are more likely to be encouraged to follow their prospective aspirations and objectives. The tables that follow give an explanation of the unprocessed scores that were derived from the investigation of the outcomes. The findings of a calculation that was done to compare the levels of emotional intelligence held by men and women who are employed in the private sector are presented in Table 1.

Table 1: The preliminary evaluation of the emotional intelligence of both males and females

		N	Mean	Std. Deviation	D f	Std. Error Difference	t-value	p-value
EQ	Female	50	45.940	2.4446	98	.7615	11.845	.000
	Male	50	54.960	4.7978	72.835			

The findings are summarised in the table that can be seen above, and the mean difference in emotional intelligence reveals that both groups' personalities exhibit a low level of emotional intelligence. This is reflected in the fact that the F value, which is 45.940, and the M value, which is 54.960, are both positive. It was discovered that there was a statistically extremely significant difference between the mean of males and females, as measured by the t-value. A graphical version of the table is included in this presentation for your convenience.

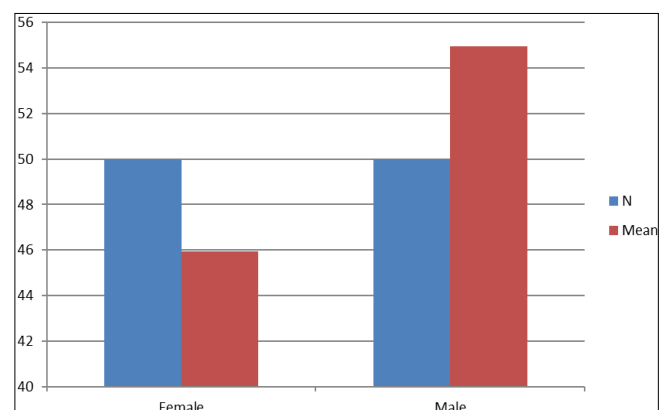


Fig 1: Male and Female Pre-Testing of Emotional Intelligence

Organizational Stress Indicator

The primary purpose of the exam was to evaluate the levels of stress experienced by people working in the private sector. This exam consists of five different aspects.

1. Intrinsic to the Job (IJ)
2. Roles in the organization (RO)
3. Career Development (CD)
4. Relationships at work (RW), and 5) the structure of the organisation and its climate (OS-C)

Within the sphere of organisation, these dimensions are exposing a number of sources of strain that were not previously identified. This research was conducted with the intention of determining the levels of organisational stress that are now being experienced by men and women in their respective working settings at this point in time. The scores that were obtained from both groups were compared using statistical measures such as mean and standard deviation in order to analyse the data that was collected (male & female). The data was subjected to the proper statistical examinations so that an appropriate analysis could be carried out.

Table 2: Male and Female Pre-Testing of Organizational Stress

		N	Mean	Std. Deviation	D f	Std. Error Difference	t-value	p-value
IJ	Female	50	69.420	2.7708	98	.5089	21.535	.000
	Male	50	58.460	2.2965	94.738			
R	Female	50	22.580	1.4995	98	.3237	9.578	.000
	Male	50	19.480	1.7290	96.078			
CD	Female	50	58.000	1.6537	98	.3303	19.197	.000
	Male	50	51.660	1.6489	97.999			
RW	Female	50	57.680	1.6468	98	.3397	19.544	.000
	Male	50	51.040	1.7492	97.645			
OC	Female	50	79.760	1.8796	98	.4406	21.471	.000
	Male	50	70.300	2.4846	91.248			

(Inherent aspects of the workplace, Roles within the company, Career Development, Interpersonal Relationships at Work, and the Climate and Structure of the Organization)

The mean score of Intrinsic to the Job (IJ) is different for males and females, as shown in table 2, with the former having a value of 69.420 and the latter having a value of 58.460. In addition, the mean score for roles in the organisation was greater for females than it was for males (F = 22.580 and M = 19.480), and the mean score for career growth was higher for females than it was for males (F = 58.00 and M = 51.660). In addition to this, the average rating of relationships in the workplace (F= It was determined that there was a statistically significant difference in the mean scores of all of the organisational stress parameters on both the.01 and.05 scales in each dimension. This conclusion was reached after it was determined that there was a statistically significant difference in the mean scores. Both groups are experiencing a substantially higher level of stress according to every measure, despite the fact that there is a significant gap between them on the pre-testing.

After personnel in the private sector had been exposed to the group training (MEQS) for a continuous period of three months, a second round of the organisational stress and emotional intelligence tests was administered to these individuals. The objective of this was to ascertain the effects of the training programme that had been undertaken. In order to gather this information, tests were given to every employee in order to analyse the effect that the training programme had on the level of stress in the organisation as well as the employees' emotional intelligence. Both before and after the exam, the performance of individuals working in the private sector was examined to determine how well they did on the test. Table 4.3, which may be seen below, contains information on the results of the examinations in further detail.

Table 3: Pre and Post testing of Emotional Intelligence among Males

		N	Mean	Std. Deviation	D f	Std. Error Difference	t-value	p-value
EQ	Pre	50	54.960	4.7978	98	.8152	12.978	.000
	Post	50	65.540	3.1957	85.328			

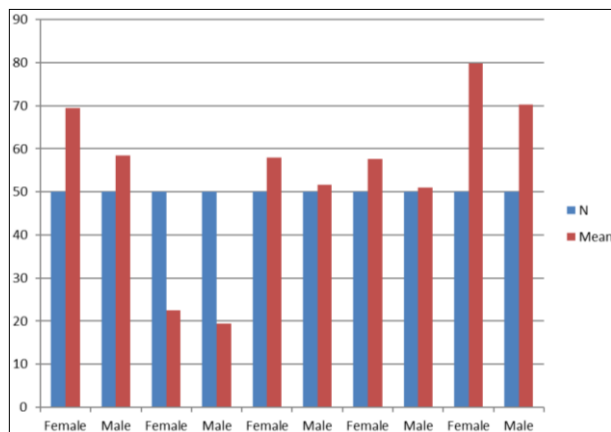


Fig 2: Male and Female Pre-Testing of Organizational Stress (Intrinsic to the job, Roles in the organization, Career development, Relationship at work and Organizational structure and climate)

The Emotional Intelligence performance after training programme demonstrates that there was an increase in the mean scores of post-performance on emotional intelligence, and this rise is highly significant according to both the t-value and the p-value. The mean scores prior to the performance were 54.960, while the mean ratings immediately following the performance were 65.540. The findings lead us to the conclusion that the training programme had a considerable beneficial influence on the participants' levels of emotional intelligence, and this is the conclusion that we make from the data.

Conclusion

This is causing a huge number of people to struggle with the day-to-day operations of their life and causes them to feel overwhelmed. When there is stress in the workplace, not only does it have a detrimental influence on the physical health and emotional well-being of individuals, but it also has a negative impact on the productivity of organisations. Employees who have a low level of emotional intelligence at work are unable to undertake self-analysis and struggle to manage stress in both their personal and professional life. Those who have a low level of emotional intelligence at work also have a lower likelihood of being promoted. Employees in the private sector face a higher level of workplace pressure, unrealistic expectations, and prolonged working hours, all of which have an influence not only on their performance but also on their relationships with co-workers and family members. The workers are having a difficult time juggling their personal and professional responsibilities in a way that is harmonious. There is a widespread perception that the business of information technology is characterised by challenging conditions and high levels of organisational stress.

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