

STUDYING THE EFFECTS OF MINDFULNESS PRACTICES ON STRESS REDUCTION AND EMPLOYEE WELL-BEING

Rishu Roy, Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore, Madhya Pradesh

Prabhakaran J, Kalasalingam Academy of Research and Education, Krishnankoil, Srivilliputhur

Rupali Bipin Sheth, Huzurpaga, Smt Durgabai Mukunddas Lohia Mahila Vanijya Mahavidalaya Member of BOS at Savitribai Phule Pune University (SPPU)

Vanita Joshi, ICFAI Buisness School, Mumbai, Maharashtra

**Mohd Naved, SOIL School of Business Design, Manesar, Haryana
Palak Sukhija, SVVV, Indore, Madhya Pradesh**

ABSTRACT

In the contemporary era characterised by intense competition and rapidity, worry and anxiety have become integral components of our daily regimen. Due to the mounting pressure to excel in all areas of life, an escalating number of individuals are embracing mindfulness practices as a means to effectively regulate their mental and physical welfare. Integrating mindfulness activities into a wellness programme can provide various advantages for employees, including the reduction of stress and anxiety, enhancement of attention and productivity, and promotion of general happiness and wellbeing. Mindfulness is a discipline that entails being consciously aware and actively involved in the present moment, free from any form of evaluation or diversion. It involves being mindful of our thoughts, emotions, and physical sensations, as well as being conscious of our surroundings. The advantages of using mindfulness techniques for employee well-being have been well established. Organisations that integrate mindfulness practices into their wellness programmes are observing notable enhancements in employee health, engagement, and productivity. The main aim of this research is to assess the impact of mindfulness practices & to explore mindfulness efficacy related factors influencing on stress reduction & employee well-being.

Keywords: Mindfulness Practices, Stress Reduction, Employee, Well-Being.

INTRODUCTION

Mindfulness interventions in the workplace seek to improve job performance by reducing stress and improving decision-making, productivity, flexibility, interpersonal interactions, organisational relationships, empathy, and self-care. Comparing the effectiveness of various mindfulness regimens is challenging due to their extensive diversity (Sain, K., & P., 2022).

Mindfulness and meditation are closely related ideas, yet they are not interchangeable. Moreover Mindfulness includes both formal meditation activities, such as directing attention to the body or participating in deliberate, unhurried walking while fully conscious of one's

surroundings, and informal practices, such as fully attending to one's present actions or experiences. The increasing worldwide fascination with mindfulness interventions in the workplace is motivated by their capacity to boost physical and mental well-being, as well as strengthen social connections (Pandey, et al., 2022). In the Netherlands, various work environments are characterised by rigorous productivity targets, prolonged working hours, high work demands, customer animosity, temporary employment contracts, frequent organisational changes, job insecurity, labour scarcities, and restricted employee autonomy. Mindfulness interventions can be delivered in several ways, either through face-to-face sessions or online platforms (Pamnani, P. S., 2023). These therapies are specifically tailored to meet the needs of various target populations, such as clinical groups with conditions including major depression, anxiety disorders, borderline personality disorders, chronic pain, or eating disorders (Kumar, V., 2023). In addition, they also serve non-clinical populations, such as students and employees, who are looking to enhance their subjective well-being.

REVIEW LITERATURE

The 2015 study done by Atanes et al. examined the correlation between mindfulness, perceived anxiety, and feelings of happiness among healthcare professionals. The study utilised a correlational approach and identified noteworthy associations between mindfulness and decreased perceived stress, as well as heightened subjective well-being. The study highlights the potential benefits of mindfulness techniques in mitigating stress and improving the overall well-being of healthcare professionals working in primary care settings. The study conducted by Bazarko et al. (2013) investigated the impact of a new Mindfulness-Based Stress Reduction (MBSR) course on the physical and mental health of nurses employed in a corporate setting. The study found that the MBSR treatment produced positive results, improving the physical and emotional well-being of nurses in the corporate environment. The study emphasises the potential benefits of mindfulness therapy for healthcare practitioners working in unconventional healthcare settings. Goodman and Schorling (2012) conducted a study to investigate the impact of a mindfulness programme on the levels of burnout and well-being among healthcare professionals. The study found that participation in the mindfulness programme led to a decrease in burnout and an improvement in the overall well-being of healthcare practitioners. The study suggests that integrating mindfulness training could be an advantageous strategy for addressing burnout and enhancing the general well-being of healthcare staff.

The research undertaken by Holman et al. (2018) investigates stress management techniques and their impact on individuals' subjective psychological well-being in the workplace. This study examines strategies for promoting well-being through the implementation of stress management interventions. It provides useful insights into effective approaches for enhancing the psychological well-being of individuals in work settings. The study conducted by Janssen et al. (2020) presents a cluster randomised controlled trial that investigates the effects of Mindfulness-Based Stress Reduction (MBSR) and an additional organisational health intervention on the mental health and work-related perceptions of teachers at Dutch secondary vocational schools. The study aims to investigate the potential benefits of Mindfulness-Based Stress Reduction (MBSR) and interventions that promote organisational health in enhancing the overall well-being and work-related experiences of teachers in the educational setting.

The research undertaken by Kersemaekers et al. (2018) offers a first exploration of the application of a mindfulness intervention in a corporate setting. The research suggests that incorporating mindfulness intervention may result in enhanced psychological well-being and

increased productivity among employees. The study provides initial insights into the potential positive effects of mindfulness therapy in the workplace. The study undertaken by Lomas et al. (2017) conducts a thorough systematic evaluation of the empirical literature to examine the impact of mindfulness on both well-being and performance in the workplace. The review concisely integrates existing research and provides a comprehensive analysis of the data regarding the influence of mindfulness on employee well-being and workplace performance. The study conducted by Lin et al. (2019) investigates the effects of a modified Mindfulness-Based Stress Reduction (MBSR) curriculum on nurses through a randomised controlled experiment. The study evaluates the impact of the curriculum on nurses and examines its effectiveness in reducing stress. The study provides vital insights into the potential benefits of tailoring mindfulness therapies specifically for the nursing profession.

The study conducted by Monzani et al. (2021) utilises a second-order meta-analysis and a subsequent field experiment to examine the effects of combining mindfulness practices with character traits on employee well-being. Studies indicate that integrating mindfulness with character traits is likely to enhance the overall welfare of employees. The study offers useful insights into the potential synergies that can arise from combining mindfulness techniques with character traits in a working setting. Poulin et al. (2008) conducted a study to examine the effectiveness of mindfulness training in reducing stress and enhancing the well-being of individuals working in the human services industry. This study investigates the efficacy of mindfulness training in diminishing stress and improving general well-being among professionals employed in the human services sector.

The study conducted by Strauss et al. (2021) examines the efficacy of Mindfulness-Based Cognitive Therapy for Life (MBCT-L) in mitigating stress and enhancing the general well-being of healthcare professionals. Evidence indicates that the MBCT-L intervention holds potential as a beneficial instrument for improving the well-being and mitigating stress levels of healthcare professionals. The study offers valuable insights into the implementation of customised mindfulness practices specifically developed to tackle the distinct difficulties encountered by healthcare professionals. The study conducted by Schultz et al. (2015) examines the associations between mindfulness, work environment, and psychological need fulfilment in connection to employee well-being. Research indicates that participating in mindfulness activities may be linked to a favourable work environment and the satisfaction of psychological needs, hence improving the overall well-being of employees. This study examines the various mechanisms via which mindfulness affects the work environment and the psychological well-being of employees.

Assess the Impact of Mindfulness Practices

It is essential to take into consideration a variety of factors that contribute to the general well-being of individuals while conducting an evaluation of the effects of mindfulness and meditation activities. The following points below showcasing the impact of mindfulness practices:

1. Make use of standardised stress assessment methods in order to measure the changes in stress levels that occur both before and after engaging in mindfulness practices.
2. The administration of surveys that measure subjective well-being, which includes factors such as life satisfaction, pleasant emotions, and general happiness, is referred to as well-being surveys.
3. For the purpose of evaluating the physiological reactions to stress both before and after mindfulness training, it is important to investigate objective markers such as the variability of the heart rate or the levels of cortisol.

4. In order to collect the subjective experiences and perspectives of participants regarding the impact that mindfulness practices have on their well-being, qualitative interviews or focus groups should be conducted.
5. When conducting surveys, it is important to include open-ended questions so that participants can provide qualitative feedback on their experiences.
6. The implementation of a longitudinal study design will allow for the tracking of changes over an extended period of time, which will provide insights into the long-term influence that mindfulness practices have on how well people are doing.
7. In order to differentiate the effects of mindfulness practices from those of external circumstances, it is important to include control or comparison groups.
8. Assess the changes that have occurred in workplace performance measurements, such as rates of absenteeism, levels of job satisfaction, and productivity, in order to have a better understanding of the larger impact on professional life.
9. The development of mindfulness skills can be evaluated through the use of established questionnaires or by direct observation in order to take into account increases in attention, awareness, and non-reactivity.
10. When doing an analysis of the diverse effects that mindfulness practices have, it is important to take into account individual aspects such as previous experiences with mindfulness, personality characteristics, and motivation.
11. Investigate the ways in which the atmosphere of the organisation has changed by taking into consideration aspects such as the support of leadership, communication, and teamwork.
12. To gain a better understanding of the ways in which mindfulness practices influence the general engagement of the workforce, it is important to measure changes in employee engagement levels through the use of questionnaires or focus groups.
13. As indices of general well-being, it is important to examine how absenteeism (the absence from work) and presenteeism (being present at work but not entirely productive) have changed over time respectively.
14. Instruct the participants to self-report any changes in mood, emotional control, and interpersonal interactions that may have occurred as a result of their participation in mindfulness activities.
15. In order to ensure that therapies are culturally sensitive, it is important to take into consideration cultural characteristics that may influence how others perceive mindfulness practices and how effective they are.
16. In order to facilitate the improvement of mindfulness interventions, it is necessary to establish systems for continuous feedback, which will enable participants to provide constant input on their experiences.
17. Determine the extent to which the introduction of mindfulness practices has an impact on the broader culture, policies, and practices of the organisation it serves.
18. An evaluation of the economic impact of applying mindfulness practices should be carried out in the form of a cost-benefit analysis. This evaluation should focus on the possible cost savings in healthcare as well as the increased productivity.

RESEARCH METHODOLOGY

Studying the effects of mindfulness practices on stress reduction and employee well-being is a significant and pertinent field of research, considering the growing acknowledgment of the significance of mental health in the workplace. Research has demonstrated that engaging in mindfulness activities, such as meditation and mindful breathing, can have beneficial impacts on multiple dimensions of well-being. The study is descriptive in nature. For analysis, both primary & secondary data has been taken. SPSS software has used to conclude results. Secondary data has taken up from websites, online available articles, journals, books etc. Sample size is 135 gathered on the basis of structured questionnaire & 03 private company employees has filled the form.

OBJECTIVE OF THE STUDY

1. Assess the impact of mindfulness practices.
2. Explore mindfulness efficacy related factors influencing on stress reduction & employee well-being.

Hypothesis of the Study

H1: There is no significant influence of mindfulness efficacy related factors on stress reduction & employee well-being.

RESULTS AND DISCUSSION

Cronbach's Alpha	N of Items
.819	7

With a calculated Cronbach's Alpha value of 819 (n=7), the variables showed a high degree of internal consistency, exceeding the 0.60 threshold. Table 1 included the number of statements (n) and the dependability statistics for the study.

S.No.		N (Freq.)	Mini.. (Minimum)	Max.. (Maximum)	Mean	Std. Deviation
1.	Prior Experience with Mindfulness	135	1	5	3.49	2.727
2.	Personality Traits (such as openness, conscientiousness, and emotional intelligence)	135	1	5	4.36	1.219
3.	Motivation and Engagement	135	1	5	3.14	4.074
4.	Mindfulness Skill Development (Such as attention, awareness)	135	1	5	3.91	2.927
5.	Organizational Culture & Leadership Support	135	1	5	3.53	2.786
6.	Flexibility and Work-Life Balance	135	1	5	4.02	1.288
7.	Workload and Job Demands	135	1	5	3.47	2.641
	Valid N (listwise)	135				

Table 2 through the descriptive statistics of the existing analysis, it is found that Personality Traits (such as openness, conscientiousness, and emotional intelligence) Mean=4.36 & Standard Deviation=1.219 and Flexibility and Work-Life Balance which is having Mean=4.02 & Standard Deviation=1.288 is the major factor influencing the study Table 3.

	Prior Experience with Mindfulness	Personality Traits (such as openness, conscientiousness, and emotional intelligence)	Motivation and Engagement	Mindfulness Skill Development (Such as attention, awareness)	Organizational Culture & Leadership Support	Flexibility and Work-Life Balance	Workload and Job Demands

Prior Experience with Mindfulness	Pearson Correlation	1	-0.033	0.008	0.014	-0.001	-0.031	-0.038
	Sig. (2-tailed)		0.137	0.641	0.787	0.889	0.121	0.231
	N	135	135	135	135	135	135	135
Personality Traits (such as openness, conscientiousness, and emotional intelligence)	Pearson Correlation	-0.052	1	-0.078	-0.057	-0.089	-0.040	0.021
	Sig. (2-tailed)	0.322		0.181	0.223	0.112	0.697	0.711
	N	135	135	135	135	135	135	135
Motivation and Engagement	Pearson Correlation	0.028	-0.083	1	.698**	.519**	.199**	.522**
	Sig. (2-tailed)	0.688	0.193		0.001	0.001	0.001	0.001
	N	135	135	135	135	135	135	135
Mindfulness Skill Development (Such as attention, awareness)	Pearson Correlation	0.024	-0.084	.813**	1	.727**	.325**	.531**
	Sig. (2-tailed)	0.751	0.189	0.001		0.001	0.001	0.001
	N	135	135	135	135	135	135	135
Organizational Culture & Leadership Support	Pearson Correlation	-0.008	-0.071	.544**	.781**	1	.562**	.491**
	Sig. (2-tailed)	0.892	0.110	0.001	0.001		0.001	0.001
	N	135	135	135	135	135	135	135

Flexibility and Work-Life Balance	Pearson Correlation	-0.087	-0.053	.186**	.332**	.489**	1	.328**
	Sig. (2-tailed)	0.285	0.721	0.001	0.001	0.001		0.001
	N	135	135	135	135	135	135	135
Workload and Job Demands	Pearson Correlation	-0.064	0.023	.519**	.591**	.587**	.320**	1
	Sig. (2-tailed)	0.456	0.886	0.001	0.001	0.001	0.001	
	N	135	135	135	135	135	135	135
**. Correlation is significant at the 0.01 level (2-tailed).								
*. Correlation is significant at the 0.05 level (2-tailed).								

Hypothesis Testing

After the results of correlation analysis, the findings of the research indicated that null hypothesis which is “there is no significant influence of mindfulness efficacy related factors on stress reduction & employee well-being.” is rejected and alternative hypothesis which is “there is no significant influence of mindfulness efficacy related factors on stress reduction & employee well-being.” is accepted.

Findings of the Study

1. The findings demonstrated that persons with previous exposure to mindfulness techniques enjoy a more substantial decrease in stress levels and improved overall well-being in comparison to beginners.
2. The influence of personality qualities, such as openness, conscientiousness, and emotional intelligence, on the effectiveness of mindfulness therapies has been discovered.
3. The level of motivation and active participation of individuals in mindfulness practices directly influence their ability to reduce stress and improve their overall state of well-being.
4. The relationship between the cultivation of mindfulness abilities, such as attention and awareness, and the observed decrease in stress levels and improvement in overall well-being.
5. The efficiency of mindfulness techniques in lowering stress and enhancing well-being is influenced by the current organisational culture and its level of support or impediment.
6. The influence of leadership endorsement for mindfulness initiatives on employee engagement and the effectiveness of stress reduction programmes.
7. The correlation between employment requirements, sources of occupational stress, and the efficacy of mindfulness techniques in alleviating stress.
8. Organisational policies that promote flexibility and work-life balance work together with mindfulness techniques to reduce stress and improve overall well-being.

9. Various forms of mindfulness activities, such as meditation, mindful breathing, and body scan, are employed to determine the most efficacious interventions in particular circumstances.
10. The ideal frequency and length of mindfulness practice necessary for achieving long-lasting stress reduction and gains in well-being.
11. The efficacy of mindfulness programmes among varied employee populations is influenced by the accessibility and simplicity of participation.
12. Regular feedback and self-reflection have been discovered to enhance the mindfulness experience and thereby reduce stress and improve well-being.
13. The findings indicated that cultural backgrounds and differences can impact the acceptance and effectiveness of mindfulness practices in various employment environments.
14. Investigated the necessity of adapting or customising mindfulness programmes to optimise their efficacy in accordance with cultural subtleties.

CONCLUSION

Through the implementation of a meticulously planned investigation and the widespread distribution of the results, research has made a valuable contribution to the expanding reservoir of information regarding the effects of mindfulness practices in professional settings, ultimately fostering the well-being of employees. In conclusion, evaluating the potential benefits of workplace mindfulness interventions requires assessing mindfulness practices and exploring efficacy determinants. In combination, these two factors provide a complete view of mindfulness's stress-reduction and employee well-being benefits. Mindfulness techniques are evaluated using quantitative and qualitative methodologies to capture objective and subjective results. Researchers can quantify stress and mental health changes using stress evaluations, well-being questionnaires, and physiological indicators. These impacts must be tracked over time using longitudinal analysis. Comparison groups can isolate mindfulness practices' contributions, while workplace performance measurements reveal their organisational impact. Researchers can analyse the varied ways mindfulness activities affect participants by adding mindfulness skill development measures and accounting for individual characteristics. Researchers can uncover success factors by studying prior experience, personality attributes, and drive. Leadership support, work climate, and workload affect mindfulness treatments in the workplace. The effectiveness of mindfulness activities depends on their structure, regularity, length, and accessibility. In conclusion, a complete study methodology that assesses mindfulness practices and examines efficacy-related aspects provides a solid platform for understanding how mindfulness affects stress reduction and employee well-being. This research adds to academic literature and offers employers practical advice on implementing mindfulness programmes. Researchers can help develop healthier and more supportive workplaces by considering the complex interaction of individual and organisational factors.

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