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Mindfulness and Life Satisfaction in Workplace Among Employees

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Abstract: ***This research paper examines the relationship between mindfulness and satisfaction with life among employees. The objective of this study was to explore the influence of mindfulness on satisfaction with life, and to determine whether there is a significant correlation between these two constructs. The study employed a survey research design and collected data from a sample of employees working in various industries in India. Mindfulness was measured with the following test Mindful Attention Awareness Scale (MAAS) and satisfaction with life with the following test Satisfaction with Life Scale (SWLS). The results of the study indicate a significantly positive correlation between mindfulness and satisfaction with life among employees. The findings also suggest that mindfulness has a positive influence on satisfaction with life, indicating that employees who practice mindfulness tend to have higher levels of satisfaction with their lives. The study has important implications for organizations and employers who seek to improve the well-being of their employees. By promoting mindfulness practices, employers may be able to enhance the overall satisfaction with life of their employees. This, in turn, may lead to improved job performance, reduced absenteeism, and higher levels of engagement. Overall, the study highlights the importance of mindfulness as a tool for improving employee well-being and underscores the need for organizations to prioritize mindfulness practices in their workplace wellness programs. Further research is needed to explore the specific mechanisms by which mindfulness influences satisfaction with life among employees, as well as the long-term impact of mindfulness interventions on employee well-being.***
Keywords: Mindfulness, Life Satisfaction, Corporate Sector, Organizational Psychology

I. INTRODUCTION

Mindfulness is a way where suffering is deduced and positive transformation is seen. Mindfulness is a scientifically proven method of improving key cognitive functions required to perform various tasks and work activities. By cultivating greater awareness and sensitivity to the present moment, we empower people by helping them better feel the impact of their decisions on the rest of the organization. This can be an effective way to improve collaboration between teams and draw attention to commonalities and common interests.(Karlin, 2018). Mindfulness is the practice of consciously paying attention to the present moment without judgment (Kabat-Zinn, 1994).

It has been shown to have numerous mental and physical health benefits (Burke et al., 2010) and is increasingly being incorporated into workplace wellness programs (Allen et al., 2018). Despite growing popularity, the effectiveness of employee-specific mindfulness training is still poorly researched (Hülsheger et al., 2013). The aim of this study is therefore to examine the effects of mindfulness training on the well-being and performance of employees. By examining the potential benefits of mindfulness for employees, this study aims to contribute to the growing body of research into workplace wellbeing programs and provide valuable insights for organizations looking to promote the wellbeing of their employees.

Life satisfaction is the degree to which a person evaluates positively the general quality of their life as a whole. In other words, how much a person likes the life they lead.As more standards and criteria are established, experiences with this feeling become less frequent (Winson, 2013).

Some ideas envision the possibility of mindfulness acting as a means of having positive effects on life satisfaction. Many researchers have noted that mindfulness can enhance emotional intelligence and make a significant contribution to the development of employees' perceived emotions and feelings, which can contribute to their life satisfaction. (Coffey & Hartman, 2008; Coffey, Hartman & Fredrickson, 2010). Life satisfaction is a subjective measure of how individuals assess their overall life situation, including their professional and private lives (Diener et al., 2010).

This has been linked to a range of positive outcomes, including increased motivation, job satisfaction and productivity (Pavot &; Diener, 2008). Despite the potential benefits of high life satisfaction for workers, research suggests that many workers experience low levels of life satisfaction, which can negatively impact their mental and physical health (Sutcliffe &; Vogus, 2003).

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II. REVIEW OF LITERATURE

The literature on mindfulness and employee life satisfaction has grown significantly in recent years, with a focus on the potential benefits of mindfulness practices in the workplace. Here are some key findings from various studies - Mindfulness practices can improve job satisfaction: Practicing mindfulness means paying attention to the present moment and accepting thoughts and feelings without judgment. Hulsheger et al. (2013) found that workers who engaged in mindfulness practices reported higher job satisfaction, likely because mindfulness helps people be more present and engaged in their work, leading to higher job satisfaction at work. Mindfulness Practices Can Reduce Stress: Studies have shown that mindfulness practices can help reduce stress and anxiety (e.g., Jain et al., 2015). This can be particularly important in the workplace, as work-related stress can lead to burnout and other negative effects. By helping employees manage stress, mindfulness practices can improve job satisfaction and overall well-being. Bamberger and Meshoulam (2000) found that workers who practiced mindfulness reported better work-life balance, which resulted in job satisfaction. By helping employees better manage their time and priorities, mindfulness practices can improve their ability to balance work and personal life, leading to greater satisfaction in both. Raval and Raval (2019) Another Indian study found a positive correlation between mindfulness and life satisfaction among working professionals. Notably, higher levels of mindfulness have been associated with higher levels of life satisfaction. The study also found a positive correlation between mindfulness and subjective well-being, suggesting that those who reported higher levels of mindfulness also reported higher levels of overall well-being.

III. METHODOLOGY

A. *Objectives*

1) To evaluate the correlation between mindfulness and Life Satisfaction
2) To evaluate the influence of mindfulness on Life Satisfaction

B. *Hypothesis*

1) H_{01} = There is no significant correlation between Mindfulness and Life Satisfaction among employees.
2) H_{02} = There is no significant influence of Mindfulness on Life Satisfaction among employees.

C. *Design*

The study utilized a research design based on quantitative methods and the data was collected through survey method from MAAS (Mindfulness Attention Awareness Scale) and SWLS (Satisfaction with Life Scale)

IV. TOOLS AND MATERIALS

For the purpose of the research the tool used -
Life Satisfaction was Satisfaction with Life Scale (SWLS) developed by Diener (1985). A 5-item scale designed. It includes items such as, “I am satisfied with my life” and “In most ways my life is close to my ideal.” The construct is solely based on subjective well-being.
The construct is based on two core components such as emotional component and cognitive component. The Cronbach’s alpha value is 0.87 and test retest reliability is 0.54. Scale shows good convergent validity with other types of assessments related to subjective well-being. Statements were measured on a 7-point scale ranging from (1) strongly disagree to (7) strongly agree.
Mindfulness The core characteristic of mindfulness was assessed with a 15-item scale named as Mindfulness Attention Awareness Scale (MAAS), a trait version developed by Brown & Ryan (2003). Items described mindfulness experiences e.g. “I could be experiencing some emotion and not be conscious of it until sometime later. ”Scale measures trait mindfulness of an individual which is based on core characteristics of mindfulness such as attention and being aware about the present. Statements were measured on a 6-point scale ranging from (1) Almost Always to (6) Almost Never. The Cronbach’s alpha value is varying from .80 to .90. MAAS signifies high test- rest reliability and criterion validity.

A. *Participants*

Participants in this study were a convenience sample of 115 employees working. In the sample, 40 were female and 75 were male. All the participants were employees of the corporate sector working for more than a year. Each participant volunteered to participate in this study, and had no compensation for their participant.

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B. Procedure

A brief introduction was given about the study to the participants and their volunteer agreement was ensured. Participants completed an online questionnaire survey consisting of MASS (Mindfulness Attention Awareness Scale) and SWLS (Satisfaction with Life Scale). The hyperlink of the questionnaire was distributed through online forums. Participants needed to click the hyperlink which took them to the consent page. Only those who completed the consent form gained access to the questionnaires.

C. Data Analysis

The data was analyzed using the Simple Linear Regression method to identify the significant influence and Pearson Correlation to identify significant correlation between Life Satisfaction and Mindfulness. IBM SPSS 25 (Statistical Package for the Social Sciences)was used to analyze the data.

V. RESULTS

Table 1:
Descriptive Statistics of the Sample on Mindfulness and Satisfaction with Life

	Mean	SD	N
Mindfulness	61.97	11.677	115
Satisfaction with Life	20.68	7.149	115

Table 1 describes the descriptive statistics of the study. The data was collected for the variables mindfulness and Satisfaction with Life (N=115). For the variable of Mindfulness, the mean is 61.97 standard deviation is 11.67. For the variable of Satisfaction with Life, the mean= 20.68 and standard deviation = 7.149.

Table 2:
Linear Regression of the sample on Mindfulness and Satisfaction with Life

Variable	Beta	LL	UL	t	ß	p
Satisfaction with Life	0.483	0.192	0.774	3.290	0.296	0.001

Linear Regression analysis was done on the overall responses collected. The p value is 0.001 (<0.05) rejecting the null hypothesis. Changes in Satisfaction with Life is associated with Mindfulness at the population level. The t value of 3.290 (>1.96) indicates a significant impact of Satisfaction with Life on Mindfulness.

Table 3:
Correlation between Mindfulness and Satisfaction with Life

Variable	R	R^2	Sig.
Satisfaction with Life	0.296	0.87	0.01

Pearson's correlation coefficient was calculated in order to examine the correlation between the employees' level of mindfulness and life satisfaction. Results show that there is a significant correlation between two of the variables that is mindfulness and satisfaction with life. Findings depict the level of mindfulness and satisfaction with life has a relationship. The results showed a significant positive correlation between them.

VI. DISCUSSION

The present study was designed to evaluate the relationship and influence of satisfaction with life on mindfulness. The objective of the study was to evaluate correlation between mindfulness and Satisfaction with life. Another objective was to find the influence of mindfulness and satisfaction with life. The results of the study reject the null hypothesis and accept the alternative hypothesis.

Hypothesis 1 mindfulness and satisfaction with life are significantly and positively correlated with each other. It determines that employees responding with a high level of mindfulness experience a high level of life satisfaction in their lives. Kong et al., (2014) states that there is a positive association between mindfulness and life satisfaction which also mediates the core self-evaluations. Since life satisfaction is strongly based on subjective well-being theory, such findings predict that mindfulness plays an important role in an individual's life which helps one in building life satisfaction with higher levels. Hypothesis 2 states that there is influence of mindfulness on satisfaction with life. It can be understood that mindfulness is paramount to have a good satisfaction with life among employees in the corporate sector. The result is consistent with previous research done by Raval and Raval (2019) stating that mindfulness practices may be a useful tool for improving life satisfaction and well-being among working professionals in India. Dane and Brummel (2014) found that employees who engaged in mindfulness practices reported higher levels of job performance. Mindfulness and Satisfaction with Life among employees in the workplace Hulsheger et al. (2013) found that workers who engaged in mindfulness practices reported higher job satisfaction, likely because mindfulness helps people be more present and engaged in their work, leading to higher job satisfaction at work as well.

For many people, the workplace has become part of their privacy and they spend most of their time away from family at work.Practicing mindfulness in employees' daily lives helps them improve their decision-making and mental well-being. Scientists have said many companies practice mindfulness from their organizations, namely Apple, Mayo Clinic, General Mills and U.S. Army Practices mindful mediation and coaching to improve the workplace works.(Good et.at., 2015; Schultz et at., 2014).

VII. CONCLUSION

In conclusion, this research paper aimed to examine the relationship between mindfulness and satisfaction with life among employees, and to explore the influence of mindfulness on employee well-being. The results showed that there is a significantly positive correlation between mindfulness and satisfaction with life, and that mindfulness has a positive influence on employee well-being.

The findings of this study are consistent with previous research that has shown the benefits of mindfulness practices for employee well-being. The results suggest that mindfulness practices can enhance employees' self-awareness, emotional regulation, and stress management skills, which in turn lead to increased satisfaction with life and overall well-being.

The implications of this study for organizations and managers are significant. Organizations can incorporate mindfulness practices into their policies and practices to improve employee well-being and create a more positive work environment. Managers can encourage mindfulness practices by providing training and resources, and by modeling mindfulness practices themselves.

However, the study has some limitations that need to be considered. The study was conducted only with employees from India, which may limit the generalizability of the results to other cultures and regions.

Future research could address these limitations by conducting longitudinal studies across different cultures and regions, and by exploring the causal relationships between mindfulness and employee well-being. Moreover, future studies could examine the impact of mindfulness practices on other aspects of employee well-being, such as job satisfaction and productivity.

In conclusion, the results of this study suggest that mindfulness practices have a positive influence on employee well-being and satisfaction with life. By incorporating mindfulness practices into organizational policies and practices, organizations can enhance their employees' overall well-being and create a healthier and more productive work environment.

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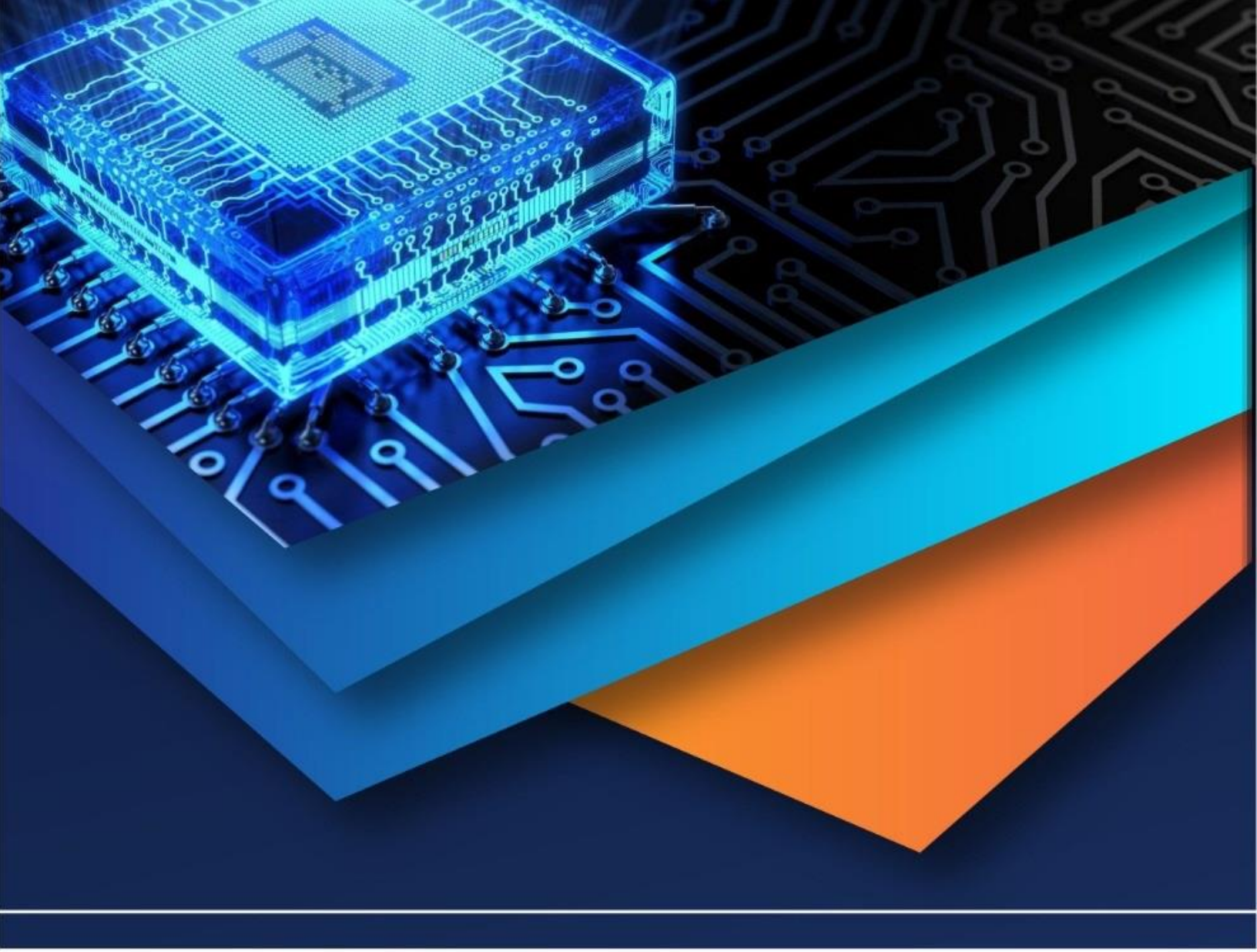
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