



A STUDY ON THE IMPACT OF MINDFULNESS TRAINING ON IMPROVING JOB PERFORMANCE THROUGH EMPLOYEE RESILIENCE

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Abstract - This study explores how mindfulness training influences job performance by enhancing employee resilience. Using data from 115 professionals, the research found that mindfulness practices improve focus, decision-making, and stress management, which in turn lead to higher productivity and better job outcomes. Statistical tools confirmed a significant relationship between mindfulness, resilience, and performance, highlighting the importance of integrating mindfulness into workplace wellness programs to support employee well-being and efficiency.

Keywords: Mindfulness, Job Performance, Resilience, Stress Management, Workplace Productivity.

1.INTRODUCTION (Size 11 , cambria font)

This research project investigates the impact of mindfulness training on job performance by exploring the mediating role of employee resilience. In today's demanding work environments, employees face numerous challenges that can negatively affect both their well-being and performance. Resilience, the ability to bounce back from adversity, is crucial for navigating these pressures. This study examines how mindfulness training, the practice of present moment awareness without judgment, can enhance job performance by cultivating resilience in employees. It explores the theoretical link between mindfulness, resilience, and performance, hypothesizing that mindfulness training strengthens resilience, which in turn leads to improved job outcomes. The research aims to provide insights into how organizations can utilize mindfulness interventions to foster a more resilient and productive workforce.

1.1 Objectives of the Study

Primary Objective:

To examine the effect of mindfulness training on job performance through employee resilience.

Secondary Objectives:

- To investigate the relationship between mindfulness training and employee stress reduction.
- To evaluate the impact of mindfulness training on improving focus, decision-making, and work efficiency.
- To assess how mindfulness training enhances emotional resilience and adaptability in challenging work environments

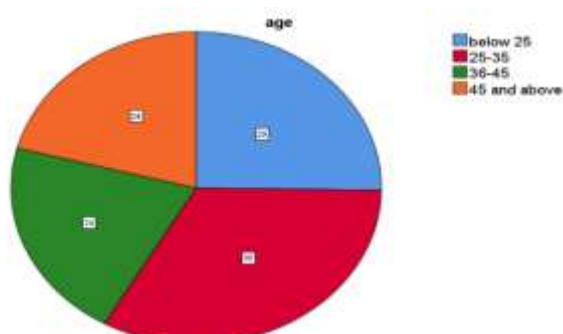
1.2. RESEARCH METHODOLOGY

This study adopts a descriptive research design to examine the impact of mindfulness training on job performance through employee resilience. Data was collected using a structured questionnaire distributed via Google Forms to a convenience sample of 115 working professionals. Both primary data (collected through surveys) and secondary data (sourced from existing literature, websites, and research articles) were used. Descriptive and inferential statistical tools such as chi-square, correlation, and regression analysis were employed to analyze the data. These methods helped identify associations, relationships, and predictive effects between mindfulness practices, resilience, and job performance outcomes.

2. DATA ANALYSIS AND INTERPERTATION

2.1.PERCENTAGE ANALYSIS FOR AGE OF THE EMPLOYEES

		age	
		Frequency	Percent
Valid	below 25	29	25.2
	25-35	38	33.0
	36-45	24	20.9
	45 and above	24	20.9
	Total	115	100.0

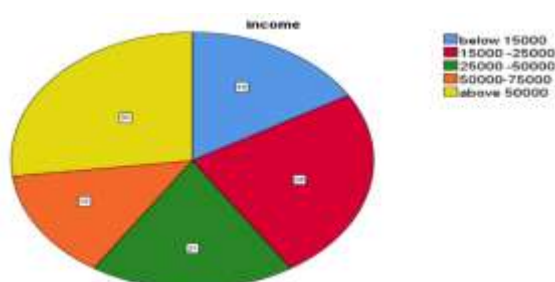


INTERPRETATION :

The table and chart shows that the majority of respondents are aged 25-35 (33%), followed by those below 25 (25.2%). The remaining respondents are equally split between the 36-45 and 46 and above age groups (20.9% each), indicating a well-distributed sample.

2.2 PERCENTAGE ANALYSIS FOR INCOME OF THE RESPONDENTS :

income			
		Frequency	Percent
Valid	below 15000	19	16.5
	15000 -25000	28	24.3
	25000 -50000	21	18.3
	50000-75000	16	13.9
	above 50000	31	27.0
	Total	115	100.0

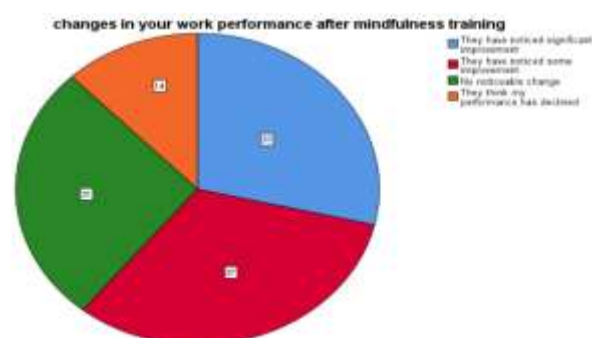


INTERPRETATION :

The table and chart shows that the highest proportion of respondents earn above 50,000 (27%), followed by those earning 15,000-25,000 (24.3%). The remaining respondents are distributed across other income ranges, with the lowest group being those earning 50,000-75,000 (13.9%).

2.3 PERCENTAGE ANALYSIS FOR CHANGES IN YOUR WORK PERFORMANCE AFTER MINDFULNESS TRAINING

changes in your work performance after mindfulness training				
		Frequency	Percent	Cumulative Percent
Valid	They have noticed significant improvement	33	28.7	28.7
	They have noticed some improvement	37	32.2	60.9
	No noticeable change	31	27.0	87.8
	They think my performance has declined	14	12.2	100.0
	Total	115	100.0	



INTERPRETATION :

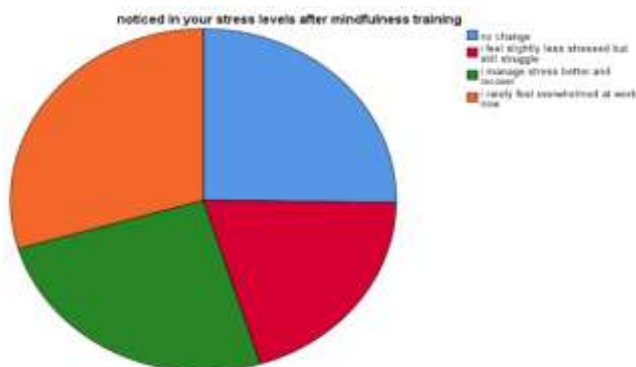
The table and chart shows that 32.2% of respondents reported some improvement in their work performance after mindfulness training, while 28.7% experienced significant improvement. Notably, 27% observed no change, and 12.2% felt their performance had declined.

2.4 PERCENTAGE ANALYSIS FOR NOTICED IN YOUR STRESS LEVEL AFTER MINDFULNESS TRAINING :

noticed in your stress levels after mindfulness training				
		Frequency	Percent	Cumulative Percent
Valid	no change	29	25.2	25.2
	i feel slightly less stressed but still struggle	23	20.0	45.2
	i manage stress better and recover	29	25.2	70.4
	i rarely feel overwhelmed at work now	34	29.6	100.0
	Total	115	100.0	



H_a: There is a significant impact of decision-making skills and concentration ability on changes in work performance after mindfulness training.



INTERPRETATION :

The table and chart shows that 29.6% of respondents reported that they rarely feel overwhelmed at work after mindfulness training, while 25.2% experienced better stress management and recovery. However, 25.2% noticed no change, and 20% still struggle with stress despite feeling slightly better.

CORRELATION ANALYSIS :

H₀: There is no significant correlation between engagement at work and stress levels after mindfulness training.

H_a: There is a significant correlation between engagement at work and stress levels after mindfulness training.

Correlations

		impacted your ability to say engaged at work	noticed in your stress levels after mindfulness training
impacted your ability to say engaged at work	Pearson Correlation	1	.050
	Sig. (2-tailed)		.002
	N	115	115
noticed in your stress levels after mindfulness training	Pearson Correlation	.050	1
	Sig. (2-tailed)	.002	
	N	115	115

INFERENCE:

The calculated significance value is 0.002, which is lower than the significance threshold of 0.05 (0.002 < 0.05). Hence, H₀ is rejected, and H_a is accepted. There is a significant correlation between engagement at work and stress levels after mindfulness training, although the correlation is weak.

REGRESSION ANALYSIS :

H₀: There is no significant impact of decision-making skills and concentration ability on changes in work performance after mindfulness training.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1.	Regression	.573	1	.573	.571	.004 ^b
	Residual	113.548	113	1.005		
	Total	114.122	114			

a. Dependent Variable: changes in your work performance after mindfulness training

b. Predictors: (Constant), influenced your ability to concentrate on work tasks

INFERENCE:

The calculated significance value is 0.004, which is lower than the significance threshold of 0.05 (0.004 < 0.05). Hence, H₀ is rejected, and H_a is accepted. This indicates that decision-making skills and concentration ability have a significant impact on changes in work performance after mindfulness training.

CHI SQUARE ANALYSIS :

H₀: No significant association between workplace challenge perception and gender.

H_a: Significant association between workplace challenge perception and gender.

Test Statistics

	perceive workplace challenges after mindfulness training	gender
Chi-Square	2.600 ^a	.078 ^b
df	3	1
Asymp. Sig.	.003	.003

INFERENCE :

Sig. value is 0.003, which is lower than the significance threshold of 0.05 (0.003 < 0.05). Hence, H₀ is rejected, and H_a is accepted.

This means that there is a significant association between workplace challenge perception and gender after mindfulness training. In other words, gender influences how individuals perceive workplace challenges following mindfulness training.

3. CONCLUSIONS:

This study has demonstrated that mindfulness training plays a significant role in enhancing employee resilience and improving overall job performance. Through statistical tools like correlation and regression analysis, it was evident that decision-making skills and concentration abilities significantly impact work performance after



mindfulness training. Employees who participated in such training reported noticeable improvements in stress management, emotional stability, and focus, leading to better productivity and job satisfaction. The findings confirm that mindfulness helps employees not only cope

with workplace pressures but also thrive in challenging environments by fostering a more composed and thoughtful approach to their tasks.

Moreover, the results underscore the importance of incorporating mindfulness practices into organizational strategies for employee well-being and performance enhancement. As workplace stress and burnout continue to rise, mindfulness training offers a proactive and cost-effective solution to develop a resilient workforce. Organizations that invest in these programs can expect long-term benefits such as reduced absenteeism, improved decision-making, increased employee engagement, and overall operational success. By building a culture of mindfulness, companies not only support the personal growth of their employees but also ensure sustainable performance and productivity across all levels.

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