

A Study On The Impact Of Mindfulness Training Programs On Employee Performance At Capgemini Technology Services India Limited, Chennai.

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ABSTRACT

This research examines the effects of a mindfulness training program on employee performance within a business environment. This study assesses how mindfulness techniques might augment productivity, alleviate stress, and boost general workplace morale as firms increasingly acknowledge the Significance of mental wellbeing. Employing a mixed-methods approach, we executed pre- and post-training evaluations with a cohort of workers, assessing key performance metrics and gathering qualitative feedback. This study uses research approaches like percentage analysis, correlation analysis, chi-square test, and regression analysis. The findings demonstrate substantial improvements in concentration, teamwork, and occupational contentment among participants. Moreover, individuals indicated improved emotional control and resilience when confronted with job problems. The results suggest that mindfulness training may provide significant advantages for individuals and employers, underscoring the need to incorporate mindfulness into corporate wellness programs.

KEYWORDS: Mindfulness Program, Employee Performance, Employee Engagement, Stress, Job Satisfaction.

1. INTRODUCTION

To sustain competitive advantages, firms progressively emphasize employee wellbeing and performance in the contemporary, rapid business landscape. Mindfulness training programs have garnered considerable interest as a means to improve staff productivity and mental wellbeing. These programs, which emphasize the development of present-moment awareness and stress reduction, have shown efficacy in enhancing cognitive function, emotional control, and overall work performance.

From ancient meditation traditions, mindfulness has become a secular discipline that business organizations have extensively embraced. It entails maintaining awareness of the current moment in a non-evaluative manner, enabling workers to mitigate distractions, improve concentration, and alleviate stress. This heightened awareness enhances decision-making, creativity, and emotional intelligence, which are essential to employee effectiveness. Research demonstrates that individuals participating in mindfulness training programs have enhanced abilities to manage workplace stress, cultivating a culture of resilience and adaptation. The fundamental objective of the mindfulness training technique is to develop mental clarity and self-regulation. As businesses contend with progressively intricate work conditions, maintaining composure under strain emerges as an essential capability. Mindfulness activities, including breathing methods, meditation, and body scans, aim to assist workers in attaining a balanced mental state, thereby allowing them to address issues more composure and efficiently. Decreased stress levels resulted in fewer burnout and reduced Absenteeism, enhancing long-term employee engagement and retention. Investigations investigating the correlation between mindfulness and professional performance have shown that thoughtful employees often display enhanced attention, patience, and empathy. These characteristics

improve team connections and cultivate a more collaborative and supportive work environment. Moreover, mindfulness training has enhanced workers' capacity to handle conflict and engage in creative problem-solving, improving organizational results. Consequently, several prominent firms, such as Google, General Mills, and Aetna, have implemented mindfulness programs to enhance performance metrics and employee wellbeing.

Moreover, mindfulness training programs may improve cognitive flexibility. Employees proficient in mindfulness have enhanced task-switching capabilities, sustaining productivity while mitigating the cognitive weariness often linked to multitasking. This adaptability is crucial in dynamic businesses where rapid decision-making and flexibility are paramount. Furthermore, enhanced attention control enables personnel to concentrate on their jobs, diminishing mistakes and elevating output quality. Mindfulness enhances emotional intelligence, an essential component of leadership and management. Leaders who engage in mindfulness exhibit heightened self-awareness and empathy, enabling them to more effectively comprehend their teams' needs, motivations, and obstacles. This leads to enhanced leadership, favouring company culture and employee performance. Emotional intelligence, cultivated via mindfulness, contributes to conflict resolution, team bonding, and the alleviation of workplace stress. The power of mindfulness transcends individual individuals, affecting business culture. A mindfulness workforce fosters a supportive and inventive atmosphere, where stress is handled more efficiently, and workers are motivated to maintain an excellent work-life equilibrium. Integrating mindfulness practices may serve as an economical method for firms to alleviate the adverse impacts of workplace stress and promote a culture of ongoing improvement. In conclusion, mindfulness training programs provide a comprehensive method for improving employee performance by targeting psychological and emotional elements. Enhanced focus, emotional control, and stress management enable individuals to confront the demands of contemporary work situations effectively. As corporations increasingly acknowledge the significance of mindfulness in cultivating a productive and engaged workforce, mindfulness training programs are expected to become integral to corporate wellness efforts, enhancing long-term commercial performance.

2. REVIEW OF LITERATURE

Charness, G., Le Bihan, Y., & Villeval, M. C. (2024). This research is intended to enhance cognitive performance, and alleviating stress may significantly benefit individual health and societal wellbeing. We implement a three-month within-firm training program based on mindfulness and positive psychology principles at three big corporations.

We see an enhancement in the difference-in-differences between the training and control groups in all five non-incentivized metrics and seven of the eight incentivized tasks. Only the non-incentivized measures and one incentivized measure attained a standard level of Significance (exceeding 5%), providing compelling evidence of their effects on diminishing felt stress and enhancing self-reported cognitive flexibility and mindfulness. At the aggregate level, we see an average treatment impact on the treatment for the non-incentivized measures and a discernible effect for the incentivized measures. The treatment effects lasted for three months after the conclusion of the training sessions. Mindfulness training seems to have advantages for psychological and cognitive wellbeing in adults.

Gajda, D., & Zbierowski, P. (2023). This research utilizes social exchange theory to enhance the high-reliability literature by investigating workers' subjective experiences in environments that practice mindful organization (MO). Ultimately, they inquire how MO influences workers' attitudes and behaviours about work and the company, including organizational commitment (OC), work motivation, and organizational citizenship behaviour (OCB) in typical corporate environments. This work aims to tackle this problem. Using paper-and-pencil questionnaires, the authors studied 307 workers across several businesses. Hierarchical regression analysis and structural equation modelling were used to evaluate our hypothesis. The authors discovered that MO correlates favourably with workers' emotional and normative commitment to an organization and that affective commitment is positively associated with work motivation and organizational citizenship behaviour (OCB). The research indicates that emotional commitment partly mediates the relationships between motivation and organizational citizenship behaviour (OCB). While some scholars contend that the efficacy of Market Orientation (MO) may be enhanced in an uncertain environment, the authors' analysis demonstrates that the environment does not influence the link between MO and Organizational Commitment (OC).

E Choi, CM Leonard, and JA Gruman (2022). Mindfulness has grown in popularity from being a niche subject to a widely discussed topic with many benefits for health, wellbeing, and performance in organizations. However, this surge in popularity has also led to criticism of mindfulness and a somewhat disjointed approach to

organizational practice and research. The present paper addresses some criticisms of mindfulness in organizations by using The Balance Framework as an integrative scaffolding to consider mindfulness in organizations and advance investigation and application. Five types of balance are outlined in the Balance Framework.

EV Kinchen, AA Green (2021) Nurses who frequently deal with trauma, suffering, and heavy workloads may experience occupational burnout linked to stress in the workplace. Nurses who are burned out may experience detrimental effects on their physical and mental wellbeing, as well as poor patient care. Research has shown that implementing mindfulness-based stress reduction programs can help nurses become less stressed and burn out by fostering present awareness, emotional control, and optimistic thinking. Results show that mindfulness meditation can help nurses feel less stressed and burned out.

Claudia Michel, M. Gloria Gonzalez-Morales, Anna Steidle, Annkatrin Hoppe, Clarissa Grob, and Deirdre O'Shea (2021) A randomized-controlled group design was used to develop and assess a three-week self-instructed online intervention that integrates mindfulness and positive activities with employees. The broaden-and-build theory, the two-component mindfulness model, and the positive-activity model serve as the foundation for the intervention. According to the results, the intervention successfully decreases fatigue and raises hope, work engagement, and sleep quality. Discussion is held regarding the practical ramifications for corporate health management and human resource departments.

Micklitz et al. (2021) conducted a realist review to investigate the efficacy of mindfulness-based programmes (MBPs) in lowering workplace stress and improving wellbeing. Using a realist methodology, they examined data from 75 primary studies, incorporating ideas from organizational literature like the theory of resource conservation.

Monzani, L., Bakker, A. B., Escartín, J., and Ceja, L. (2021) This research extends the body of knowledge by comparing mindfulness-based interventions (MBIs) to mindfulness-based strengths-based interventions (MSBIs) and analyzing the impact of MBIs on employee wellbeing criteria. Our initial hypothesis was that MBIs would be more effective at lowering negative emotional states than promoting wellbeing because existing MBIs concentrate on restoring wellbeing. **Nguyen Phong Nguyen, Huiying Wu, Felicitas Evangelista & Thu Ngoc Quynh Nguyen (2020)** Using the psychological concept of mindfulness in the context of corporate ethics, the authors investigate the relationship between ethical behaviour and mindfulness and the ensuing effects on firm performance. They postulate that corporate reputation is a mediating construct between organizational ethical behaviour and firm performance and that mindfulness positively affects organizational ethical behaviour.

Johnson, K. R., Park, S., & Chaudhuri, S. (2020). This research aims to delineate the extent of mindfulness as an intervention in the workplace and to ascertain the consequences of mindfulness-related training activities at the individual, job, team, and organizational levels. This research used the four phases for performing an integrated literature review outlined by Torraco (2005) and Briner and Denyer (2012): search, selection, analysis, and synthesis. This strategy allowed for the comparison and contrast of pertinent publications, the integration of dispersed material, the generation of new knowledge, and the provision of research directions for mindfulness practices in workplace environments. Reviewing 28 empirical studies, the authors determined that mindfulness-based training is an effective intervention for employers to enhance workers' mental health, wellbeing, and performance. A total of 51 notable effects of mindfulness-related training were discovered, divided into individual (23), job/work (17), group/team (7), and organizational (4) levels. Notwithstanding the advantages of mindfulness training, research indicates that only a limited number of firms have implemented this program for their personnel. The authors advocate for industry leaders and managers to adopt a proactive stance by integrating mindfulness techniques into professional development training for workers at all levels to enhance personal and professional growth and performance.

Eby, L. T., Allen, T. D., et.al. (2019). Studies have investigated mindfulness-based training treatments used with workers. The results reveal that the predominant study designs were the pre-test/post-test alone (35.8%) and the randomized waitlist control group (26.9%). Approximately two-thirds of the studies included a control group (61.2%), with around three-quarters (75.6%) using random assignment. Among the 63 studies using a traditional experimental design, the Majority (65.1%) included a single follow-up evaluation, typically conducted immediately post-training. Results demonstrated a significant degree of variety regarding program content;

nonetheless, several research used variations of Kabat-Zinn's (1990) Mindfulness-Based Stress Reduction (41.8%), a methodology supported by robust evidence within clinical populations. All training programs included practice; the Majority (85.1%) used various techniques for delivering the training information, and there was significant variability in overall time, session length, and the number of training sessions. Our analysis revealed that the primary objective of mindfulness-based training for employees was mainly alleviating stress/strain (80.6%), while a diverse array of other targeted outcomes was noted. In light of our results, we recommend future studies to enhance workers' comprehension of mindfulness-based training interventions.

3. SCOPE OF THE STUDY

The scope of this study focuses on assessing the impact of mindfulness training programs on employee performance at Capgemini Technology Services India Limited, Chennai. It aims to explore improvements in key performance metrics such as productivity, efficiency, and quality of work while also analyzing the influence on employee stress levels, job satisfaction, Absenteeism, and engagement. By evaluating pre- and post-training outcomes, the study seeks to provide insights into the broader organizational benefits of integrating mindfulness practices in the workplace.

4. OBJECTIVES OF THE STUDY

1. To study the effectiveness of the mindfulness training program in improving employee performance metrics, including productivity, efficiency, and quality of work.
2. To measure the changes in employee stress levels and job satisfaction before and after participating in the mindfulness training program.
3. To evaluate the impact of mindfulness training on employee absenteeism.
4. To analyze the influence of mindfulness on the level of engagement in employees' jobs.

5. RESEARCH METHODOLOGY

The research design outlines the data collection and analysis plan, ensuring that the methods used are efficient and relevant to the research question. This study adopted a descriptive research design, which is well-suited for collecting detailed data on specific phenomena. The sampling technique employed was simple random sampling, a type of probability sampling in which every individual in the population had an equal chance of being selected. The sampling frame was a list of information used to identify the sample population for the study, which consisted of 250 employees. From this population, a sample size of 150 was determined using an appropriate sample size formula. The survey design involved administering a structured questionnaire to Capgemini Technology Services India Limited Chennai employees. The questionnaire was based on the study's objectives and was distributed through a field survey method. Data collection involved primary and secondary sources to ensure comprehensive analysis and hypothesis testing. The primary data was collected directly from respondents, while secondary data was sourced from relevant documents and databases. The questionnaire was structured with close-ended questions and utilized a Likert scale to measure responses. Before the main study, a pilot study was conducted with 15 employees to test the validity and reliability of the questionnaire. The reliability of the questionnaire was examined using Cronbach's Alpha, which yielded a value of 0.858, indicating a high level of reliability. For the analysis and interpretation of the collected data, the following statistical tools were used: percentage analysis to understand the distribution of responses, the Chi-square test to examine relationships between categorical variables, regression analysis to assess the influence of independent variables on the dependent variable, and correlation tests to measure the strength of relationships between variables.

5. DATA ANALYSIS AND INTERPRETATION

The data analysis indicated that mindfulness training significantly enhanced employee performance, stress management, and work satisfaction. Participants exhibited enhanced concentration, less Absenteeism, and elevated job involvement levels. These studies highlight the efficacy of mindfulness in improving workplace productivity and wellbeing.

Table No .1: Demographic Profile of Respondents

Demographic	Particular	No. of Respondents	Percentage (%)
Age	21-30	45	30%
	31-40	55	36.67%
	41-50	30	20%
	51-60	20	13.33%
Gender	Male	80	53.33%
	Female	70	46.67%
Marital Status	Married	90	60%
	Unmarried	60	40%
Qualification	10th	20	13.33%
	12th	30	20%
	UG	60	40%
	PG	40	26.67%
Experience	Less than a year	20	13.33%
	1 to 3 years	40	26.67%
	3 to 5 years	50	33.33%
	More than 5 years	40	26.67%
Income (monthly)	10,000-20,000	30	20%
	21,000-30,000	50	33.33%
	31,000-40,000	40	26.67%
	41,000-50,000	30	20%
Occupational Status	Worker	50	33.33%
	Supervisor	40	26.67%
	Officer	30	20%
	Manager	30	20%
	Total	150	100.0%

*** Source: Primary data

The table shows that the Majority of respondents (36.67%) are between 31-40 years old, while the smallest group (13.33%) is between 51-60 years old. The sample is fairly balanced, with 53.33% male and 46.67% female respondents. Most respondents (60%) are married, while 40% are unmarried. A significant portion of respondents (40%) hold undergraduate degrees, with only 13.33% completing just 10th grade. Most respondents (33.33%) have 3-5 years of work experience, while 13.33% have less than one year. The most oversized income bracket is ₹21,000-30,000, representing 33.33% of the respondents. Most respondents are workers (33.33%), with managers representing the smallest group (20%).

Table No.:2: Frequently Practicing Mindfulness Techniques Taught During the Training Program

S.No	Particular	No. of Respondents	Percentage (%)
1	Strongly Disagree	1	0.7%
2	Neutral	3	2.0%
3	Agree	83	55.3%

4	Strongly Agree	63	42.1%
	Total	150	100.0%

*** *Source:* Primary data

The table shows that 55.3% of respondents agreed that they frequently practised mindfulness techniques taught during the training program, while 42.1% strongly agreed. A small portion of respondents remained neutral (2%), and only 0.7% strongly disagreed, indicating a robust overall adoption of mindfulness techniques among employees.

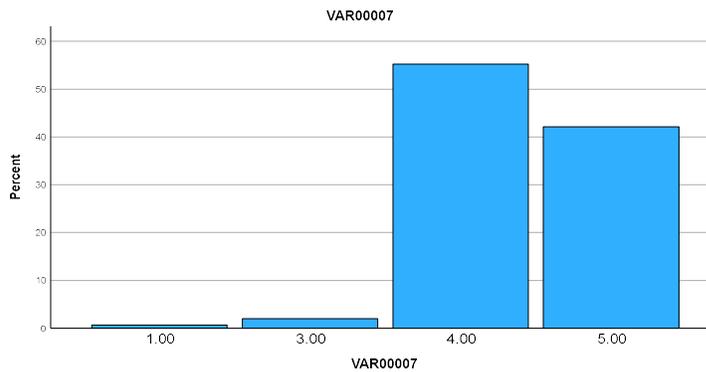
This graph shows that 55.3% of the respondents agreed that they frequently practice mindfulness techniques taught during the training program.

6.2. CORRELATION

Hypothesis 1

H0: There is no significant relationship between the Average Employee performance and the Average of the mindfulness training program.

H1: There is a significant relationship between the Average Employee performance and the Average of the



mindfulness training program.

		Average of Employee performance	The average mindfulness training program
Average of Employee performance	Pearson Correlation	1	.253*
	Sig. (2-tailed)		.002
	N	150	150
The average mindfulness training program	Pearson Correlation	.253**	1
	Sig. (2-tailed)	.002	
	N	150	150

*. Correlation is significant at the 0.01 level (2-tailed).

*** *Source:* Primary data

Interpretation

Table 4.2.1 shows that the significant value of .002 is less than the critical value of 0.01. Hence, H0 is rejected, and H1 is accepted. Therefore, a significant relationship exists between average employee performance and

average mindfulness training programs.

Inference

Therefore, there is a significant relationship between the Average of Employee performance and the Average of the mindfulness training program.

Hypothesis 2

H0: There is no significant relationship between the Average stress and Job satisfaction.

H1: There is a significant relationship between Average stress and Job satisfaction.

Table No:6.2.2.: Correlation for Relationship between the Average of stress and Job satisfaction.

Correlations			
		Average of Stress	Average of Job Satisfaction
Average of Stress	Pearson Correlation	1	.372**
	Sig. (2-tailed)		<.001
	N	150	150
Average of Job Satisfaction	Pearson Correlation	.372**	1
	Sig. (2-tailed)	<.001	
	N	150	150

** . Correlation is significant at the 0.01 level (2-tailed).

*** *Source:* Primary data

Interpretation: Table 6.2.2 shows that a significant value <.001 is less than the critical value of 0.01. Hence, H0 is rejected, and H1 is accepted. There is a significant relationship between Average stress and Job satisfaction.

Inference

Therefore, there is a significant relationship between the Average stress and Job satisfaction.

Hypothesis 3

H0: There is no significant relationship between the Average of Job Engagement and the Average of Mental Health.

H1: There is a significant relationship between the Average of Job Engagement and the Average of Mental Health.

Table No:6.2.3: Correlation for Relationship between the Average of Job Engagement and Average of Mental Health.

Correlations			
		Average of job engagement	Average of mental health
Average of job engagement	Pearson Correlation	1	.039
	Sig. (2-tailed)		.633
	N	150	150
Average of mental health	Pearson Correlation	.039	1
	Sig. (2-tailed)	.633	
	N	150	150

*. Correlation is significant at the 0.01 level (2-tailed).

*** *Source:* Primary data

Interpretation

Table 4.2.3 shows that the significant value of .633 is greater than the critical value of 0.01. Hence, H0 is accepted, and H1 is rejected. There is no significant relationship between the Average of job engagement and the Average

of mental health.

Inference: Therefore, there is no significant relationship between Average job engagement and Average Mental health.

Hypothesis 4

H0: There is no significant relationship between the Average of Mental health and the Average of Mindfulness Training.

H1: There is a significant relationship between the Average Mental health and Mindfulness Training.

Table No:6.2.4: Correlation between the Average of Mental Health and Mindfulness Training.

Correlations			
		Average of Mental Health	Average of Mindfulness Training
Average of Mental Health	Pearson Correlation	1	.571**
	Sig. (2-tailed)		.000
	N	150	150
Average of mindfulness training	Pearson Correlation	.571**	1
	Sig. (2-tailed)	.000	
	N	150	150

*. Correlation is significant at the 0.01 level (2-tailed).

*** *Source:* Primary data

Interpretation

Table 6.2.4 shows that the significant value of .000 is less than the critical value of 0.01. Hence, H0 is rejected, and H1 is accepted.

Inference: Therefore, there is a significant relationship between the Average of Mental health and Mindfulness Training.

6.3 CHI-SQUARE TEST

Chi-Square Test-1

Hypothesis (H0) – There is no association between Age and Mindfulness training, which effectively improves your focus and concentration at work.

Hypothesis (H1): There is an association between Age and Mindfulness training, which is effective in improving focus and concentration at work.

Table No: - 6.3.1: Chi-Square test for Is Association Between Age and Mindfulness Training Is Effective In Improving Your Focus And Concentration At Work.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	20.175 ^a	9	.017
Likelihood Ratio	22.060	9	.009
N of Valid Cases	150		

a. 12 cells (75.0%) have an expected count of less than 5. The minimum expected count is .01.

*** *Source:* Primary data

Interpretation: The calculated person chi-square value is 20.175, which is greater than the table value of 16.919. Hence, H_0 is rejected, and H_1 is accepted.

Inference: There is an association between Age and Mindfulness Training.

6.4 REGRESSION TEST

NULL HYPOTHESIS (H0): There is no association between Mindfulness training and Absenteeism.

ALTERNATIVE HYPOTHESIS (H1): There is an association between Mindfulness training and Absenteeism.

Table.5.4.1:MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.368 ^a	.135	.130	1.444
a. Predictors: (Constant), Average of Mindfulness Training				
b. Dependent Variable: Average of Absenteeism				

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.926	1	48.926	23.466	<.001 ^b
	Residual	312.751	150	2.085		
	Total	361.678	151			
a. Dependent Variable: Average of Absenteeism						
b. Predictors: (Constant), Average of Mindfulness Training						

*** *Source:* Primary data

6.4.2: COEFFICIENTS For Association between Average of Absenteeism and Predictors: (Constant), Average of Mindfulness Training

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.248	.844		9.775	<.001
	Average of Mindfulness Training	.256	.053	.368	4.844	<.001

*** *Source:* Primary data

Interpretation: Here, results show that P-value <.001 is less than 0.05. H_0 Rejected H_1 Accepted. Hence, There is an association between the Mindfulness training and Absenteeism

7. FINDINGS OF THE STUDY

7.1 Percentage Analysis

1. The Majority of respondents (36.67%) are in the 31-40 age group, while the fewest (13.33%) are between 51 and 60 years old, indicating a relatively young workforce.
2. The gender distribution is nearly balanced, with 53.33% male and 46.67% female respondents, suggesting equal representation.
3. A significant portion of respondents (60%) are married, indicating that most of the workforce has family commitments.

4. : 40% of respondents hold an undergraduate degree, showing that higher education is prevalent among the employees.
5. The highest number of respondents (33.33%) have 3-5 years of experience, and most are workers (33.33%), with fewer in managerial roles (20%).

7.2 CORRELATION

- The null hypothesis (H₀) is rejected, and (H₁) is accepted. Therefore, there is a significant relationship between the Average Employee performance and the Average mindfulness training program.
- The null hypothesis (H₀) is rejected, and the hypothesis (H₁) is accepted. Therefore, there is a significant relationship between the Average stress and Job satisfaction.
- Null hypothesis (H₀) accepted. Therefore, there is no significant relationship between the Average Employee performance and the Average mindfulness training program.
- The null hypothesis (H₀) is rejected, and the hypothesis (H₁) is accepted. There is a significant relationship between the Average Mental health and Mindfulness training program.

7.3 CHI-SQUARE

The calculated person chi-square value is 20.175, which is greater than the table value of 16.919. Hence, H₀ is rejected, and H₁ is accepted. There is an association between Age and Mindfulness Training.

7.4. REGRESSION

Here, results show that P-Value <.001 is less than 0.05. H₀ Rejected H₁ Accepted. There is an association between Mindfulness training and Absenteeism.

8. SUGGESTIONS

1. **Focus on Youth Engagement:** Given the predominance of respondents in the 31-40 age group, organizations should implement programs that engage and retain younger employees to capitalize on their energy and innovation.
2. **Encourage Gender Diversity:** With a nearly balanced gender distribution, promoting gender-specific initiatives can further enhance workplace inclusivity and support.
3. **Support for Family Commitments:** Since 60% of respondents are married, implementing flexible work arrangements and family support programs could improve employee satisfaction and performance.
4. **Invest in Continuing Education:** As 40% of employees hold undergraduate degrees, offering opportunities for further education and professional development can enhance skills and boost motivation.
5. **Career Development Programs:** Given that the Majority of respondents have 3-5 years of experience, organizations should create structured career development pathways to prepare these workers for managerial roles.
6. **Enhance Mindfulness Training:** The significant relationship between mindfulness training and employee performance suggests that companies should invest more in such programs to improve workplace productivity.
7. **Address Stress and Job Satisfaction:** Since a relationship was found between stress and job satisfaction, providing stress management resources can help enhance employee wellbeing and job satisfaction.
8. **Monitor Mental Health Initiatives:** With the significant correlation between mental health and mindfulness training, ongoing assessment and enhancement of mental health support programs should be prioritized.
9. **Evaluate Training Programs:** The findings indicate a need to regularly evaluate the effectiveness of mindfulness training programs, ensuring they meet employee needs and improve performance metrics.
10. **Utilize Data for Decision-Making:** Organizations should leverage data analysis techniques like regression and chi-square tests to guide strategic decisions related to employee training and development initiatives.

9. CONCLUSION

The study aimed to assess the effect of mindfulness training on workers' mindfulness levels and its impact on employee performance and engagement. Findings indicate that mindfulness practices significantly enhance workplace efficiency and wellbeing. Participants reported improvements in focus, stress management, and job satisfaction, highlighting mindfulness's importance in modern work environments. Mindfulness training enhances employee concentration, leading to more effective task performance. It equips employees with tools for better stress management, reducing Absenteeism and burnout. Additionally, employees engaging in mindfulness report higher job satisfaction, which is crucial for retention. Promoting mindfulness fosters a resilient workplace culture, enhancing collaboration. Integrating mindfulness training is a strategic investment that can improve employee performance and engagement, benefiting organizations significantly.

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