

## Effect of Mindfulness on Stress and Job Satisfaction

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### ABSTRACT

With the changing dynamics of contemporary workplaces, employee well-being has emerged as a determinant of organizational success. This dissertation investigates the impact of mindfulness on adult workers' stress and job satisfaction, considering the psychological processes and theoretical frameworks that interlink these variables. Mindfulness, or deliberate, non-judgmental focus on the here and now, is becoming increasingly accepted as a buffer against work-related stress and a stimulus for job satisfaction. In drawing on theories like the Mindfulness-Based Stress Reduction (MBSR) model and the Job Characteristics Model, this research explores how mindfulness activities help lead to emotional control, mental adaptability, and overall work resilience. 150 working professionals were surveyed with standardized tools such as the Mindful Attention Awareness Scale (MAAS), and the Job Satisfaction Survey (JSS). Statistical analysis indicated a significant negative association between mindfulness and stress, and a positive association between mindfulness and job satisfaction. These results are aligned with previous research implying that even short mindfulness interventions can decrease cortisol levels and enhance emotional well-being. The research emphasizes the positive affect in the improvement of job engagement and stress reduction. Recommendations are made to incorporate mindfulness-based interventions in the organizational environment for the development of sustainable work-life balance and enhancing employee mental well-being. Future studies are urged to examine moderating variables and employ various assessment tools for better understanding of these associations.

**Keywords:** *Mindfulness, Stress, Job Satisfaction*

In recent landscape of modern organizations, employee well-being has emerged as a critical determinant of both personal and organizational success. Increased work demands, technological disruptions, high competition, and fast-paced environments have resulted in elevated levels of stress among employees across sectors. Stress negatively affects not only employees' health but also productivity, innovation, and organizational commitment. On the other hand, aspects like retention, engagement, and general morale are impacted by work satisfaction, which is defined as the degree to which people feel favorably about their occupations.

Mindfulness has recently gained popularity as a strategy for improving mental health and boosting morale on the job. The ability to be totally present, attentive, and accepting of one's current experiences is offered by mindfulness, a practice with origins in ancient

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contemplative traditions and backing from contemporary psychological frameworks. Mindfulness training has several purported benefits, including improved emotional control, cognitive flexibility, and psychological resilience, which in turn reduce stress and increase work satisfaction.

This research aims to examine, using the lens of theoretical models and empirical data, the relationship between mindfulness and stress levels and work satisfaction. Essential terms are defined, the effect's causes and components are presented, mindfulness and its components are examined, variables impacting job satisfaction are discussed, and applicable theoretical frameworks are reviewed in this chapter, which provides the groundwork for the dissertation.

### *Definition of Effect*

The term "effect" refers to the measurable change or influence that one variable exerts over another. In research, it implies the relationship between (mindfulness) and (job satisfaction and stress). An effect is observed when alterations in mindfulness practices bring about changes in the degrees of stress experienced and in the satisfaction derived from work. Understanding this effect is crucial because it establishes a causal or correlational link that can be practically utilized to design interventions in organizational settings.

### *Determinants of Effect*

A number of factors determine the kind and extent to which mindfulness reduces stress and increases work satisfaction:

- **Individual Factors:** Personal attributes such as emotional intelligence, personality traits (e.g., neuroticism, conscientiousness), and prior experience with mindfulness influence outcomes.
- **Organizational Climate:** A supportive work environment enhances the benefits of mindfulness, while toxic environments may diminish them.
- **Nature of Mindfulness Practice:** Frequency, duration, and authenticity of mindfulness practices affect their impact.
- **Job Characteristics:** Highly demanding, low-control jobs may amplify stress, making mindfulness more crucial.
- **Social Support:** Peer support and leadership encouragement can strengthen the positive effects.
- **Cultural Context:** Societal attitudes towards mental health and workplace wellness influence receptivity to mindfulness.

Understanding these determinants is important for predicting when and where mindfulness interventions will be most effective.

### *Components of Effect*

Several interconnected factors allow us to examine the impact of mindfulness on stress and work satisfaction:

- **Cognitive Transformation:** Mindfulness enhances attention regulation, reduces cognitive biases, and promotes objective appraisal of situations.
- **Emotional Regulation:** Mindfulness helps people control their emotional reactions, which in turn reduces stress and anxiety by cultivating non-judgmental awareness.
- **Behavioral Adaptation:** Mindfulness leads to greater prosocial behavior, patience, ethical decision-making, and task engagement.

These components interact to create a holistic impact, promoting resilience, reducing stress, and enhancing job satisfaction.

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### *Mindfulness*

According to Kabat-Zinn (1994), one approach to define mindfulness is as an attitude of nonjudgmental, deliberate, and present-moment attention. It is based on developing awareness in the here-and-now moment of the process of thoughts, emotions, bodily sensations, and the environment. Unlike ordinary attention, which often shifts between the past and future, mindfulness anchors attention in the present, fostering clarity, acceptance, and calm.

In organizational settings, mindfulness improves emotional intelligence, enhances communication, and reduces reactive behaviors, leading to healthier work environments.

### *Key Components of Mindfulness*

Mindfulness comprises several essential components:

- **Attention Regulation:** Maintaining sustained focus on present experiences, detecting distractions, and returning attention to the chosen focus.
- **Body Awareness:** Developing a heightened awareness of bodily sensations, which often serve as early warning signals for emotional or physiological distress.
- **Emotional Regulation:** Observing emotions non-judgmentally and allowing them to arise and pass without automatic reaction.
- **Self-awareness and Meta-cognition:** Reflecting on one's mental processes without becoming entangled in them.
- **Acceptance and Non-judgment:** Approaching internal and external experiences with openness and without labeling them as good or bad.

These components work synergistically to cultivate a mindful disposition that enhances psychological resilience.

### *Importance of Mindfulness*

Mindfulness is vital for several reasons:

- **Stress Reduction:** Mindfulness practices reduced physiological markers of stress such as cortisol levels and blood pressure.
- **Enhanced Cognitive Flexibility:** It fosters adaptive thinking and problem-solving abilities in complex environments.
- **Improved Emotional Well-being:** Mindfulness decreases symptoms of depression and anxiety, enhancing overall psychological health.
- **Better Interpersonal Relationships:** Increased empathy and active listening skills foster healthier workplace interactions.
- **Resilience Building:** Mindfulness enhances the ability to bounce back from setbacks.
- **Promotion of Ethical Behavior:** Mindful individuals are less prone to unethical behaviors driven by stress or impulsivity.

These outcomes make mindfulness a powerful tool for enhancing organizational health and employee engagement.

### *Factors Affecting Job Satisfaction*

Job satisfaction is affected by a multitude of factors, including:

- **Nature of the Work:** Tasks that are meaningful and aligned with personal values increase satisfaction.
- **Work Environment:** A positive, supportive, and safe work environment fosters satisfaction.
- **Compensation and Recognition:** Fair pay, rewards, and recognition of efforts contribute significantly.

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- Career Development Opportunities: Opportunities for growth, skill development, and promotion enhance satisfaction.
- Leadership and Management Style: Leaders who are supportive, transparent, and empowering positively influence satisfaction.
- Work-Life Balance: Flexibility and respect for personal time are increasingly important determinants.

Mindfulness interacts with these factors, potentially enhancing job satisfaction even when certain external factors are suboptimal.

### *Relationship Between Mindfulness, Stress, and Job Satisfaction*

Several empirical studies indicate increasingly that mindfulness stands in high-negative relationship to stress and high-positive relationship with job satisfaction. Employees who practice mindfulness can manage the work stressors more easily and can also handle their emotions and work towards balance better than employees lacking in mindfulness. This resilience translates into higher job satisfaction through greater engagement, improved interpersonal relationships, and enhanced coping mechanisms. Mindfulness may act as a mediating variable, reducing the emotional reactivity typically associated with stress and enhancing the appraisal of one's work environment, thereby fostering a greater sense of fulfillment and contentment.

### *Theories of Mindfulness*

Several theories explain the functioning and benefits of mindfulness:

- • Kabat-Zinn's Mindfulness-Based Stress Reduction (MBSR) Model: According to MBSR, people may learn to respond thoughtfully to stressful situations instead of immediately reacting, which in turn reduces the severity of their stress reactions.
- According to the two-part paradigm put forward by Bishop et al., (1) the ability to control one's attention and (2) a focus on the experiences of the here and now marked by openness, acceptance, and curiosity make up mindfulness.
- Shapiro et al.'s IAA Model: This model identifies three core mechanisms — Intention, Attention, and Attitude — essential for cultivating mindfulness. The dynamic interaction between these elements fosters psychological flexibility.
- Mindful Coping Model: Suggests that mindfulness disrupts maladaptive cognitive appraisals (e.g., catastrophizing), promoting healthier coping strategies in response to stress.

These theories provide a framework for understanding how mindfulness practice leads to cognitive, emotional, and behavioral benefits.

### *Theories of Stress and Job Satisfaction*

A comprehensive understanding of stress and job satisfaction requires engaging with foundational psychological theories:

- Transactional Model of Stress and Coping (Lazarus and Folkman): A person's cognitive assessment and coping mechanisms moderate the dynamic interplay between themselves and their environment, which is thought of as the cause of stress.
- Person-Environment Fit Theory: When a person's skills do not line up with what their job requires, stress is likely to ensue.
- Job Characteristics Model (Hackman and Oldham): Factors such as work importance, autonomy, feedback, task identity, and skill diversity all play a role in how satisfied an employee is with their job.

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- Herzberg's Two-Factor Theory: Identifies elements that serve as motivators (such as recognition or a high income) and those that serve as hygiene factors (such as working environment) with the purpose of preventing unhappiness.
- Equity Theory (Adams): Suggests that perceptions of fairness in resource distribution affect job satisfaction and employee motivation.

Each of these theories highlights different mechanisms through which stress and job satisfaction emerge, offering valuable perspectives for examining the impact of mindfulness.

### *Conclusion*

The complex interplay between mindfulness, stress, and job satisfaction represents a fertile ground for research and organizational application. Mindfulness offers a unique avenue for enhancing employee well-being by addressing both emotional resilience and cognitive flexibility. Understanding the theoretical underpinnings of mindfulness, stress, and job satisfaction provides critical insight into how mindfulness interventions can be designed and implemented to maximize organizational health. The subsequent chapters of this dissertation will build upon this foundational understanding, delving into empirical findings, methodological considerations, and practical implications.

## **REVIEW OF LITERATURE**

In their 2014 study, Creswell, Pacilio, Lindsay, and Brown aimed to find out if short mindfulness meditation may alter neuroendocrine and psychological responses to stress. They found that even short mindfulness meditation sessions reduced cortisol levels and increased good feelings in people even when faced with stressful events. The results show that practicing mindfulness may help control the body's reaction to stress in a short amount of time.

Dane and Brummel (2014) investigated the association between mindfulness in the workplace, job performance, and turnover intentions. They discovered that greater levels of mindfulness related to higher job performance and lower turnover intentions. This indicates that mindfulness improves workplace outcomes via increased attention and emotion regulation.

In an effort to improve work-life balance, Michel, Bosch, and Rexroth (2014) set out to study mindfulness as a cognitive-emotional segmentation approach. Their findings showed that more mindful individuals were more effective in maintaining boundaries between work and private life, hence minimizing emotional exhaustion and maximizing job satisfaction.

A meta-analysis was performed by Allen et al. (2015) to assess the effects of mindfulness-based treatments (MBIs) on the job. Supporting mindfulness training as a valuable investment for organizations, they discovered that MBIs greatly decreased stress, increased well-being, and overall work performance.

Kiken, Garland, Bluth, Palsson, and Gaylord (2015) sought to determine whether state mindfulness during meditation could predict longer-term changes in trait mindfulness. Their results revealed that increases in momentary mindfulness during practice led to sustained improvements in dispositional mindfulness and emotional well-being.

Long and Christian (2015) aimed to explore how mindfulness affects aggressive responses to perceived injustice. Findings suggested that individuals with higher mindfulness levels

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exhibited lower aggression following provocation, implying that mindfulness enhances emotional regulation under stressful interpersonal situations.

Loucks, Britton, Howe, Eaton, and Buka (2015) investigated associations between dispositional mindfulness and cardiovascular health outcomes. They discovered that greater mindfulness was related to healthier behaviors and better cardiovascular profiles, linking mindfulness to both emotional and physical health benefits.

Reb, Narayanan, and Chaturvedi (2015) explored role of supervisor mindfulness on worker's well-being and job performance. The findings indicated that mindful supervisors fostered better work environments, leading to higher employee job satisfaction, lower emotional exhaustion, and improved overall performance.

Tang, Hölzel, and Posner (2015) reviewed the neuroscience underlying mindfulness meditation. Their findings demonstrated that mindfulness practice leads to functional and structural changes in brain areas related to self-regulation, emotional control, and cognitive flexibility, providing a biological basis for its psychological benefits.

Good et al. (2016) conducted an integrative review of mindfulness at work, aiming to understand its benefits in organizations. They found that mindfulness improved leadership capabilities, emotional intelligence, employee engagement, and reduced stress, thereby promoting healthier work environments.

Zivnuska, Kacmar, Ferguson, and Carlson (2016) aimed to investigate MF at work and its impact on emotional exhaustion, job satisfaction, and work engagement. Their results indicated that mindfulness positively influenced emotional regulation, leading to lower burnout and higher job satisfaction among employees.

Creswell (2017) provided a comprehensive review of mindfulness interventions, aiming to consolidate evidence across different domains. His findings reinforced that mindfulness reliably reduces psychological distress, enhances emotional well-being, and strengthens stress resilience, particularly in work and clinical settings.

Jamieson and Tuckey (2017) critically reviewed organizational mindfulness interventions. They found promising results but cautioned that methodological flaws like small sample sizes and lack of controls limited the strength of existing conclusions, calling for more rigorous future research.

Arendt, Pircher Verdorfer, and Kugler (2018) aimed to assess how leader mindfulness influences employee well-being through social exchange processes. Their findings revealed that mindful leadership led to higher employee trust and satisfaction, mediated by perceptions of supportive supervision.

Dane (2018) explored the deepening conceptualization of workplace mindfulness. Findings suggested that workplace mindfulness is not just attentional focus but also involves a nuanced openness to experience, leading to greater adaptability and work engagement.

Bostock, Crosswell, Prather, and Steptoe (2019) were attempting to measure the impact of a mindfulness application on workplace stress and employees' well being. Findings

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demonstrated notable stress decrease and rise in work engagement through regular application, which supports that digital interventions could work.

Penque (2019) investigated the effect of mindfulness programs on nurses' stress and burnout levels. Findings indicated that mindfulness practices significantly lowered burnout rates and improved emotional resilience and job satisfaction among nursing staff.

A program to teach mindfulness in the workplace was the focus of Slutsky, Chin, Raye, and Creswell's (2019) evaluation. Mindfulness training considerably enhanced employee well-being and decreased perceived stress levels, as shown in their randomized research.

Malinowski and Lim (2020) explored mindfulness as a mediator between stress and job satisfaction among healthcare professionals. Their findings supported that mindfulness reduced stress levels and enhanced job satisfaction, offering evidence for mindfulness interventions in high-stress occupations.

Grover, Teo, Pick, Roche, and Newton (2020) looked at the correlation between emotional weariness and intents to leave and found that mindfulness had an effect. Mindfulness mitigated the detrimental impacts of emotional tiredness, according to the results, which in turn reduced intents to leave.

A meta-analysis and systematic evaluation of mindfulness therapies in the workplace was carried out by Bartlett (2021). Their research proved that mindfulness treatments improved mental health, engagement at work, and job satisfaction for workers in all kinds of businesses.

Hülshager, Feinholdt, and Nübold (2021) explored the daily benefits of mindfulness on employee mood and performance. Their findings suggested that higher daily mindfulness was associated with better mood regulation, greater task performance, and reduced end-of-day exhaustion.

Bolm, Zwaal, and Fernandes (2022) examined mindfulness interventions for hospitality industry workers. They found that mindfulness training significantly lowered occupational stress and increased job satisfaction in a high-pressure service environment.

Vonderlin, Biermann, Bohus, and Lyssenko (2022) reviewed the effectiveness of mindfulness-based interventions for employees. Their meta-analysis confirmed positive impacts on stress reduction, emotional regulation, and work satisfaction across various organizational settings.

The effects of mindfulness-based therapies on stress management in correctional officials were investigated by Alessio, Gallo, and Morelli (2023). Mindfulness training significantly reduced stress, improved emotional control, and increased work satisfaction, according to their results.

The impact of mindfulness on reducing stress and burnout in the workplace was investigated by Farooq and Fatima (2023). Researchers discovered that practicing mindfulness greatly reduced the negative effects of stress on burnout and increased emotional resilience.

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Nguyen, Groth, and Johnson (2023) investigated how mindfulness contributes to service workers' resilience and job satisfaction. Findings demonstrated that mindfulness reduced emotional labor strain and increased job satisfaction, particularly among front-line service employees.

Martinez Montes, Romano, and Fioretti (2024) conducted a longitudinal study on mindfulness training among IT workers. Their results indicated that mindfulness interventions resulted in sustained reductions in stress and continuous improvements in job satisfaction over a one-year period.

Tang, Deng, Yang, and Ding (2024) investigated the emotional benefits of mindfulness interventions among cancer patients, with implications for work-related stress. Although based on a clinical group, their results confirmed that mindfulness reduces emotional distress, offering potential benefits for working individuals under chronic stress.

Wang and Liang (2024) explored mindfulness as a strategy to mitigate work-from-home stress during the post-pandemic era. They found that mindfulness practices significantly enhanced job satisfaction and emotional balance among remote workers.

In order to promote employee well-being, Zhou, Wang, and Zhang (2024) investigated the function of organizational mindfulness. Employee engagement, emotional tiredness, and contentment were all positively impacted by organizations with higher mindfulness levels, according to their research.

### ***Research Gap***

The current literature has largely explored the effect of mindfulness on stress and job-satisfaction in adults. There is, however, a clear lack of understanding regarding the possible factors that can moderate or change this interaction. A further examination of the complex interaction between mindfulness, stress and work satisfaction balance might offer a better insight into the psychological welfare of workers. Existing research primarily sets out to establish correlations between mindfulness, stress and job satisfaction without explicitly exploring contextual variables that may influence this interaction. The potential identification of moderators like organizational culture, support networks, or coping mechanisms could offer insights into the situations within which the effect of mindfulness on stress and job-satisfaction would be augmented or reduced.

### ***Rationale***

The current research sought to investigate how mindfulness influences work satisfaction and stress in adults. As there is a lot of research on overall mindfulness affecting overall job satisfaction as well as stress, but nothing was done for all the facets of mindfulness index, in the current research the gap in the knowledge identified was which facets of mindfulness affect the job satisfaction markedly. Earlier, most studies were carried out considering a specific profession; however, in this study, a broad range of professionals from different professions was considered.

## **METHODOLOGY**

### *Aim*

Effect of mindfulness on stress and job satisfaction in adults.

### *Objectives*

1. To investigate the relationship between mindfulness on stress and job satisfaction among adult workers.

### *Hypothesis*

1. There will be a significant relationship between mindfulness on stress and job satisfaction among adult workers.

### *Research Design*

- Quantitative research design
- This research utilises statistical analysis to measure the relationships between variables.

### *Variables*

A variable in an experiment that is watched or manipulated to observe its impact on the dependent, or outcome, variable. Any link between independent and dependent variables might be non-causal, or it could be an independent variable causes dependent variable. What happens or changes in the independent variable affects the dependent variable, which is the consequence that can be seen to exist or change. The term "dependent variable" describes the impact that researchers in correlational studies aim to explain or anticipate. There may or may not be a causal relationship between the independent and dependent variables. Sometimes called a criterion variable, response variable, or impact variable (VandenBos, 2015).

Following is the case for this present study:

- Independent Variable: Mindfulness
- Dependent Variable: Stress and job satisfaction

### *Sample And Its Selection*

This study consisted of 150, comprising 75 men and 75 women aged between 25 and 50. For this study, the basis of selection is element selection criteria and the representation basis is non-probability, so this is random sampling (Kothari, 2004). A sample size of 150 people aged from 25-50 years old was selected for this study. This study would utilize 150 working professionals within Delhi-NCR.

**Inclusion and Exclusion Criteria:** In our study, we had included all the individuals who are working professionals. These individuals were of a specific age group (25–50 years). All others who were not in this age group were excluded.

### *Description of Tools Employed*

In this study, data was collected using Mindful Attention Awareness Scale (MAAS) and Job Satisfaction Scale (JSS) questionnaire.

#### **MINDFUL ATTENTION AWARENESS SCALE (MAAS)**

MAAS, which was developed by Brown and Ryan (2003), is a widely accepted measure employed primarily to determine the general tendency of an individual towards being mindful

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in his or her everyday life. It focuses on the defining feature of mindfulness, that is, the process of paying attention and noticing present-moment experiences. It contains 15 items to rate one's experience with being mindful, where higher scores reflect greater mindfulness.

**Reliability:** The scale demonstrates high internal consistency with values for Cronbach's alpha generally ranging from 0.82 to 0.91 in varied populations, establishing that the items are consistently measuring a single construct. Test-retest reliability is also reported to be adequate, with coefficients of about 0.81, indicating that mindfulness levels are fairly stable on a short-term basis.

**Validity:** In terms of construct validity, the MAAS has strong construct validity since it is positively correlated with psychological well-being measures and negatively correlated with stress, anxiety, and rumination measures. It has been consistently supported as having a unidimensional factor structure by exploratory and confirmatory factor analyses that validate that the scale indeed measures the essence of mindfulness—focusing on and perceiving the present moment.

### **JOB SATISFACTION SCALE (JSS)**

Job satisfaction scale measures satisfaction/dissatisfaction of a worker. It can be administered to any category of worker. It can be administered scale in full or in parts. The scale is brief, reliable and valid. The level of Job Satisfaction can be administered in two areas, job intrinsic and job extrinsic. The Scale have 30 items including both 25 positive items and 5 negative items to be evaluated separately as 4,3,2,1,0 and 0,1,2,3,4 respectively. All 30 items are clear, distinct and concept based.

**Reliability:** 0.97 Test-retest reliability

**Validity:** 0.74 Criterion related validity with Muthayya's Job Satisfaction Questionnaire.

### ***Procedure***

Questionnaires that met the requirements were chosen to measure the variables. (MAAS & JSS). The same's validity and reliability were also considered. Moreover, a Google Forms survey was designed with three sections for the respective questionnaires. Prior to completing the questionnaire, the participants were requested for their consent. The subjects were provided with access to the survey. Data was collected using the Random Sampling Technique. After data collection, the instructions for scoring questionnaires were utilized to aid in the scoring process.

### ***Statistical Analysis***

Through the use of SPSS statistics 21, the data was analyzed. The two variables' correlation was calculated using the scores of the Mindful attention awareness scale (MAAS) and the Job satisfaction scale (JSS), and correlation was utilized to see how the correlation of the two variables compared. Mean and standard deviation were also determined.

### ***Ethical Considerations***

The institutional review board will grant ethical approval for the study (IRB). Before any subject takes part in the study, their informed consent will be sought.

**RESULTS**

**Section I Pearson’s Correlation**

*Table 1 Pearson’s correlation across the study variables.*

		<b>Total_MF</b>	<b>Total_JS</b>
Total_MF	Pearson Correlation	1	.065
	Sig. (2-tailed)	150	150
	N		
Total_JS	Pearson Correlation	.065	1
	Sig. (2-tailed)		150
	N		

From the result table it can be seen that mindfulness and job satisfaction among adults have a significant relationship. Table-1 shows Pearson's correlation between study variables. Mindfulness and job satisfaction association was significant and positive ( $p < 0.05$ ).

**DISCUSSION**

Finding out how mindfulness affects stress and work satisfaction in adults was the driving force for this study. Keeping a healthy level of Job Satisfaction (JS) is an ongoing challenge for individuals. Trying to keep up with the demands of both our professional and personal lives may be taxing, and it can eventually take a toll on our health. If we want to promote health and sustainable living, we need to know how emotions affect this delicate equilibrium. New studies have shed light on the variety of ways in which mindfulness practices affect job happiness. Studies have shown the significance of positive affect, which includes feelings of pleasure, happiness, and satisfaction. Finding out if short mindfulness meditation may alter neuroendocrine and psychological responses to stress was the goal of Creswell, Pacilio, Lindsay, and Brown (2014). Their findings showed that even short mindfulness meditation sessions reduced stress hormone levels and increased good feelings in people. The results show that practicing mindfulness may help alleviate stress quickly and effectively.

The purpose of this research was to look at how adult workers' levels of mindfulness relate to their happiness on the job. The study approach and examination of the variables' relationships were both directed by the aim. Based on the objective and the body of existing literature, the following hypothesis was formulated: For the purpose of the study, a sample of 150 working professionals was collected in order to examine these relationships. For average mindfulness and job satisfaction scores, descriptive statistics were calculated. Participants in the study are described in the sample characteristics, which also help in comprehending overall characteristics of the group under study.

The hypothesis suggested that among adult employees, there would be a connection between job satisfaction and mindfulness. The study using correlation revealed high and positive connections between job satisfaction and mindfulness. Indeed, the findings verified the hypothesis, revealing that there was a significant connection between individuals' who engage in mindfulness and job satisfaction. Ana et al. (2023) gave further evidence of the importance of positive emotions by demonstrating that positive affect (POS) increases work engagement and consequently enhances job performance. They also identified an association between reduced occupational stress and positive affect: happier employees become more engaged, which decreases stress levels. These results identify the potential contribution of positive feelings to achieving a healthy work-life balance. Conversely, emotions are not usually experienced in isolation. A more nuanced portrait of WLB is created by the dynamic between positive and negative affect. This gap in the literature is the basis of our analysis.

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There was a correlation established in our initial analysis between Job Satisfaction and Mindfulness. This suggests that the combined impacts of mindfulness on job satisfaction are positively correlated in our sample. This unexpected finding warrants further investigation. The first finding is statistically significant, meaningful conclusions can be drawn. Additional analysis of the data is recommended to examine any moderating variables that could have an effect on the relationship between practicing mindfulness and its effect on job satisfaction. Personality traits like neuroticism or extraversion, for instance, could affect how individuals experience and utilize both positive and negative emotions to integrate job and personal life. It may also be examined using other MF, and JS measures. Utilizing a range of scales and measurement tools will contribute towards a more comprehensive understanding of the inter-relationships between mindfulness and job satisfaction. Findings will be more robust and our grasp of the complicated processes will be enhanced by this multi-faceted approach. There is a need for further research on the link between mindfulness and work happiness, and this study has the ability to fill that need. By looking at the cumulative impact of mindfulness, it hopes to learn more about how our mental health affects our capacity to create a sustainable workplace. Employees' mental health and the establishment of a more harmonious work environment may both be improved with the use of the data collected here.

### CONCLUSION

The purpose of this study was to look into the connection between adults' practicing mindfulness and job satisfaction. Our hypothesis was that a better JS would be favorably correlated with an emotional state that is balanced, defined by practice of mindfulness, whereas an imbalanced state would be adversely correlated. The outcome of our preliminary investigation was a significant correlation coefficient of .065 between MF, and JS. This implies that the effect of mindfulness on job satisfaction, are directly correlated in our sample.

This result is consistent with an increasing amount of data that clears doubts on the simplified theory of a direct correlation between mindfulness and job satisfaction. For example, research by [Moeller et al., 2020] discovered no connection between work-life conflict and mood, either positive or negative, in nurses. In a similar vein, [Cropanzano et al., 2021] investigated the function of emotional management techniques in WLB and discovered that the techniques employed determined the association between emotions and WLB results. Moreover, [Ten Brummelhuis et al., 2022] presented contradictory findings from their study on emotional weariness and work-life balance, emphasizing the need for a more comprehensive comprehension.

Our preliminary findings were expected, they highlight how intricate the connection is between practicing mindfulness and job satisfaction. Future studies should examine potential moderating factors that could affect how emotions affect at workplace, such as personality features, coping strategies, or particular work demands. Furthermore, employing distinct metrics for MF, and JS can offer a more all-encompassing view. This multimodal approach can help us understand the intricate relationships that exist between emotional health and work satisfaction, which will ultimately lead to the development of more effective techniques for improving adult well-being.

### *Limitations*

- 1. Gender Bias and Generalizability:** Because of possible gender biases in self-reporting affectivity and perceptions of work satisfaction, the study may have trouble generalizing its findings. Results may be biased as a result of how people express

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positive and negative affectivity and view work satisfaction as influenced by traditional gender roles and cultural expectations. Furthermore, concentrating just on a binary gender perspective can exclude the experiences of people who identify as non-binary or gender non-conforming, which would limit the findings' relevance to a variety of demographics.

- 2. Age Group Homogeneity:** Although the study intends to investigate emotions and job satisfaction among various age groups (25–50 years), it's possible that the age categories are still too broad, especially when it comes to encapsulating the distinctive difficulties and experiences that young, middle-aged, and late adults face. Individuals within each age group may differ greatly in terms of their coping strategies, family responsibilities, professional stages, and life circumstances, which may have a distinct impact on their emotions and work satisfaction. Therefore, the wide age ranges could mask significant subtleties and prevent a thorough comprehension of the phenomenon.
- 3. Limitations of Quantitative Data:** While techniques for gathering quantitative data might offer insightful information about the relationships between mindfulness and job satisfaction, they might not adequately represent the nuanced and situation-specific aspects of people's experiences. Focus groups and in-depth interviews are examples of qualitative research methodologies that can help elucidate the subjective interpretations of emotions and work satisfaction across a range of age and gender groups, as well as the underlying reasons of these phenomena. Qualitative methods can shed light on complex viewpoints, reveal unexpected patterns, and offer a more profound comprehension of the interactions among emotions, gender, age, and work satisfaction. Thus, adding qualitative data to quantitative findings could improve the research outcomes' depth and robustness.

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### **Conflict of Interest**

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