

Research Paper

Work-Life Balance, Work Rumination, and Mindfulness among Working People

Preksha Joshi^{1*}, Dr. Mohammad Imran²

ABSTRACT

A demanding 8-10 hour work schedule poses significant challenges in balancing professional and personal life. It has been found to decrease mental well-being, causing workplace injuries as well as leading to strained relationships in private and organizational settings. This study aimed to examine the relationship between work-life balance, rumination, and the impact of mindfulness among Indian working professionals aged 18 to 50 years. Additionally, an independent t-test was conducted to assess gender differences and the potential influence of marital status on these variables. The study was conducted on 152 workers (76 female and 76 male participants) belonging to upper and middle socioeconomic classes, through surveys based on the Mindful Attention Awareness Scale (MAAS), the Work-Life Balance Scale, and the Work-Related Rumination Questionnaire. The results gave an interesting insight, no gender differences were seen in male and female participants, however, married participants excelled significantly more in mindfulness than unmarried population. All three variables are moderately correlated with each other. Rumination is negative correlated with mindfulness and work life balance, and mindfulness is directly related with work life balance.

Keywords: *Work Life Balance, Mindfulness*

Work-life Balance is a state of well-being that is determined individually and is uniquely defined, one is capable of and is set to achieve, it is when one can incorporate an indifferent number of responsibilities relating to family, job, health, emotions, or community and going through this process unstressed, and unaffected with grief or dysfunction (Waters and Bardoel, 2006). It is an appraisal that when priorities are followed, the job and personal tasks are consistent, helping the individual to grow (Kalliath and Brough, 2008). Work-life balance has been found more in male counterparts than female, it has been seen that women have more responsibilities at home to look after, especially when they become a mother (Lambrianou et al., 2022). Men, on the other hand, are pressured more when it comes to jobs and careers (Nair et al., 2017). The same has been proven in the Indian context (Mukherjee, 2024; Solanki and Mandaviya, 2021; Nair et al., 2017). Studies have suggested that during the Covid-19 pandemic, when work from home was implicated, mothers had to endure mental pressure due to major home responsibilities (Hjálmsdóttir & Bjarnadóttir, 2021). The female population also has more household responsibilities than males, leading to burnout

¹M.A. Clinical Psychology, Amity Institute of Psychology and Allied Sciences, Amity University, Uttar Pradesh, India

²Assistant Professor, Amity Institute of Psychology and Allied Sciences, Amity University, Uttar Pradesh, India

*Corresponding Author

Received: March 13, 2025; Revision Received: May 17, 2025; Accepted: May 21, 2025

(Baptiste et al., 2017). However, some studies represent any absence of gender differences (Prasad et al., 2020).

Conway and others (2001) have referred to *Rumination* as the action of thinking repetitively about distressful and sad situational events. The American Psychiatric Association (2020) defined it as a repetitive process of dwelling on distressful situations, what caused them and their repercussions, encompassing negative thoughts. When it continues, the negative thoughts often tend to develop into anxiety and depression. Work-family conflict is positively associated with rumination (Greenhaus et al., 2021). Some evidence has even suggested that affective rumination led to the worsening of burnout symptoms in case of high job demands leading to work-life conflict (Hart et al., 2017). It has been found that ruminative thinking has led to mindfulness and post-traumatic growth (Lianchao & Tingting, 2020).

Mindfulness is a state of awareness without any judgment, where the focus is on the here and now and current mental and physical experiences (Kabat-Zinn, 2003). No major gender differences are found in mindfulness (Tasneem & Panwar, 2019). Programs on mindfulness have been seen as highly influential in reducing anxiety and depressive symptoms, as well as exhaustion (Li et al., 2023; Mettler et al., 2022). The same has been observed by Zhang and others (2021), along with other conditions like sleep disturbances like insomnia, stress, pain, psychotic symptoms, addictive behaviors, hypertension, cancer relief, reducing obesity, and prosocial attitude.

An effect of mindfulness on depressive rumination has been stated by researchers (Svendsen et al., 2016; Perestelo-Perez et al., 2017). Its impact was also positive in the case of work related rumination, as observed by Cropley et al. (2017). Aggressive tendencies and anger rumination were also reduced when mindfulness was practiced and reported by participants in a 35-day session (Moul et al., 2016). A healthy, mindful attitude has predicted positive work affect and engagement in work, as well as hopeful, resilient, optimistic behavior and self-efficacy (Malinowski & Lim, 2015). Rumination has a detrimental impact on productivity at work in the case of reducing creativity and creating a barrier in recovery from work (Bloom et al., 2017). Mindfulness was an influential advocator of work life balance by stirring detachment from work (Althammer et al., 2021). It encourages a healthy, strong bond with family and professional behaviour at work (Pânișoară, 2019).

Rationale

In India, there is a toxic work environment, as people have lower understanding of the concept of Work life balance, with CEOs and businessmen advocating for inappropriate amount of working hours and even spending their Sundays on being productive for the company (Hindustan Times, 2024). India has ranked 13th in the list of few of the most overworking countries in the year 2024 amounting to 49 hours of work per week by almost 51 percent of the Indian population (The Indian Express, 2025). There has been a correlation between long working hours and aggressive and frustrated attitude at the organization (Sakurai, 2020). Not only job, but this leads to lesser attention on the spouse depleting the quality of relationships (Tement et al., 2023). Inversely, family conflicts can also put emotional strain and lead to disputes among workers (Wang et al., 2015). The current study aims to find the type of population that work family conflict occurs in the most, so that further research can be done and more attention is given to the type of population, for instance, several studies find that working married women have the most stress and work life imbalance (Lakshmi & Prashanth, 2018). The effect of mindfulness on employees' work

Work-Life Balance, Work Rumination, and Mindfulness among Working People

life balance is also analysed, if it can bring positive changes to work family conflicts, this can lead to adoption of mindfulness exercises and meditation as well as mindfulness-based therapy can be used for clients coming to therapy for work related rumination and work life balance.

Objectives of the study

- To assess the relationship between rumination, work-life balance, and mindfulness in working people.
- To compare the work-related rumination, work-life balance, and mindfulness in employed women with employed men.
- To compare the work-related rumination, work-life balance, and mindfulness in employed married and unmarried participants.

Hypothesis

- H₁: There will be a significant difference between male and female participants in work life balance.
- H₂: There will be a significant difference between male and female participants in work related rumination.
- H₃: There will be a significant difference between male and female participants in mindfulness.
- H₄: There will be a significant difference between married and unmarried participants in work life balance.
- H₅: There will be a significant difference between married and unmarried participants in work related rumination.
- H₆: There will be a significant difference between married and unmarried participants in mindfulness.
- H₇: There will be a significant correlation between work-related rumination, and mindfulness.
- H₈: There will be a significant correlation between work-life balance, and mindfulness.
- H₉: There will be a significant correlation between work-related rumination and work-life balance.

METHODOLOGY

Sample

A sample of 152 participants aged 18 to 50, was approached for the purpose of collecting data, out of which 76 were employed men and the other 76 were employed women (75 married participants and 77 unmarried participants). The sample belonged mainly to upper and middle socioeconomic background, it was spread across professors, teachers, engineers, IT workers, business people, research analysts, bank employees, etc.

Tools

The Mindful Attention Awareness Scale (MAAS), introduced by Brown and Ryan in 2003, has a Cronbach's alpha of .89, tending towards high internal reliability. The internal reliability was significantly large for women, i.e., 0.89, and men, i.e., 0.87 (MacKillop & Anderson, 2007). The Confirmatory Factor Index was found to be .99, indicating a high Construct Validity (Ruiz et al., 2016). It has items like "I find myself preoccupied with the future or the past" or "I snack without being aware that I'm eating" which are highly related to mindfulness thus, proving towards high internal reliability.

Work-Life Balance, Work Rumination, and Mindfulness among Working People

The original scale given by Fisher in 2001, The Work-life Balance Scale, had 19 items. The items were then reduced to 15, and the questionnaire was adapted and given by Hayman (2005). It includes three dimensions: Personal Life Interference with Work (PLIW), Personal Life Enhancement (WPLE), and Work Interference with Personal Life (WIPL). The participants had to respond according to the frequency with which they felt during the past 3 months. The values of the non-normed fit index of .91, .90, and .80 for WIPL, PLIW, and WPLE also support the convergent validity and have been found to be acceptable. The alpha values of the dimensions are also significantly larger than that of an average of the correlations with other variables, indicating a high Discriminant validity. Nomological validity was also significantly present. It also has a good test-retest reliability of .73 (Bishnoi & Singh, 2024). Items like “My personal life suffers because of work” or “It is hard to work because of personal matters” are used to measure the work life balance of participants.

The Work-Related Rumination Questionnaire by Cropley (2012) comprises 15 items with 5 questions for each of the 3 subscales. First, Affective Rumination, referring to repetitive uncontrollable negative thoughts and emotional ideas about work taking over the mind; second, Problem-Solving Pondering, a process of thinking that is more emotionless but still conquering the mind in search of answers concerning work tasks, and third, Detachment, can be defined as the ability to detach from work tasks when at home or out of work. The participant has to mark “Never”, “Seldom”, “Sometimes”, “Often”, and “Always” according to their experience. Cronbach’s alpha for affective rumination, problem-solving pondering, and detachment was .90, .81, and .88, respectively (Merino-Soto et al., 2021). A Confirmatory Factor Analysis was conducted, which led to the Confirmatory Factor Index of .99, indicating a good construct validity (Syrek et al., 2017). Together, they accounted for 68.4% of the variance (Cropley et al., 2023). Items like “I find solutions to work-related problems in my free time” indicate work related pondering which is not so negative on affect, “I make myself switch off from work as soon as I leave” are tended towards Detachment from work which is helpful, affective rumination is represented by items like “Are you irritated by work issues when not at work?” which is the most impactful on mental wellbeing leading to negative thoughts about work.

Research design:

A correlational research design was used. A survey was constructed to gather information on employed men and women. Purposive sampling was followed. There are two independent variables, gender (male and female) and marital status (married and unmarried), and three dependent variables, i.e., work-related rumination (Work-Related Rumination Questionnaire), work-life balance (Work-life Balance Scale), and mindfulness (Mindful Attention Awareness Scale). The unmarried sample consisted of single, divorced, and widowed population. A pilot study was conducted using a sample of 20 participants (10 males and 10 females, both married and unmarried) before the actual study was done to know the effectiveness of the research design.

Statistics used:

This study utilized independent samples t-tests to compare male and female participants, and married and unmarried participants, on measures of Work-Life Balance, Work-Related Rumination, and Mindfulness. Pearson's correlation analysis was used to determine the associations between Work-Life Balance, Work-Related Rumination, and Mindfulness.

Work-Life Balance, Work Rumination, and Mindfulness among Working People

Procedure:

Organized steps were followed to complete the whole process of research. First, literature was read and reviewed and problem questions were formed. Secondly, a topic was finalized out of the questions. Target sample was decided in the third step, based on occupation, age, socioeconomic status, gender, etc. Fourth step included searching for scales and questionnaires that had a high validity and reliability to be chosen for the data collection. During the data collection, informed consent was taken from the participants before proceeding to the questions. In the fifth step, data analysis by IBM SPSS was initiated to correlate the Work-Life Balance, Work-Related Rumination, and Mindfulness of working people and compare the two groups of male and female participants and two groups if married and unmarried participants through the T-test. Last and sixth step consisted discussion of the results and conclusion.

RESULTS

In Table 1, descriptive of the sample along with mean and standard deviation are provided. Table 2 shows group statistics for both marital status and gender. Table 3 represents comparison of means at 95% confidence level in Work-Life Balance, Work-Related Rumination, and Mindfulness among male and female participants. Means of Work-Life Balance, Work-Related Rumination, and Mindfulness are compared between married and unmarried participants in table 4. Lastly, Table 5 is the representation of association between of Work-Life Balance, Work-Related Rumination, and Mindfulness through Pearson correlation.

Table 1
Descriptive Statistics

	N	Mean	Std. Deviation
	Statistic	Statistic	Statistic
Age	152	32.60	9.238
Rumination	152	43.56	10.014
Mindfulness	152	59.55	12.992
Work-life balance	152	50.66	8.535
Valid N (listwise)	152		

According to Table 1 that depicts the descriptive statistics, there are 152 observations. Since The average age is 32.60, and the standard deviation is quite large ($SD= 9.238$), indicating that there is significant variability in participants' ages. This suggests that the age range spans from younger individuals to those who are considerably older (e.g., late 20s to early 50s). The average score for rumination is 43.56, and the standard deviation is 10.014 indicating that some individuals may have significantly higher or lower rumination scores compared to the average. The standard deviation and mean for mindfulness are 12.992 and 59.55 respectively. Work-life balance has a mean of 50.66, and standard deviation 8.535.

Table 2 Group statistics for married and unmarried population

	Marital status	N	Mean	Gender	N	Mean
Rumination	unmarried/divorced	75	43.15	Male	76	42.49
	married	77	43.96	Female	76	44.63
Mindfulness	unmarried/divorced	75	57.16	Male	76	59.93
	married	77	61.88	Female	76	59.17
Work life balance	unmarried/divorced	75	50.36	Male	76	51.08
	married	77	50.96	Female	76	50.25

Table 2 represents the sample of 75 unmarried and 77 married and 76 male and 76 female participants. In marital status, the means for rumination and work life balance are very close for both married and unmarried (average Rumination is 43.15 in unmarried sample and 43.96 in married sample; work life balance is 50.36 in unmarried and 50.96 in married sample). The means for mindfulness are significantly different, i.e. 57.16 for unmarried and 61.88 for married sample. Overall, married participants have scored higher in work life balance, work rumination, and mindfulness than unmarried sample. In gender, all means are almost equal, i.e., for rumination, male=42.49 and female=44.63; for mindfulness male=59.93, and female=59.17; lastly for work life balance, male=51.08, and female=50.25. It is analysed that even though the differences are almost equal to none, men score higher in work life balance and mindfulness, while women have reported higher work rumination.

Table 3 The comparison of means scores on Work-Life Balance, Work-Related Rumination, and Mindfulness among male and female participants

Variables	N	t	df	p- value (at 95% Confidence Interval)	Mean Difference	Std. Error Difference
Rumination	152	1.323	150	.188	2.145	1.621
Mindfulness		-.361	141.401	.719	-.763	2.114
Work-life balance		-.597	150	.551	-.829	1.388

Note. *t* represents the t test value. *df* is the degree of freedom. *N* is the total sample.

As Table 3 is showing, the mean difference for each of the variable is also very low. The mean difference for rumination is 2.145, no significant difference is seen between males and females in rumination, $t(150) = 1.323, p = .188$, hence, the hypothesis (H_2) that there will be a significant difference between male and female participants in work related rumination is not accepted. An insignificant gender difference was also observed in mindfulness, $t(-.361), p = .719$, leading to an insufficient mean difference of -.763 for mindfulness, hence, the hypothesis (H_3) that there will be a significant difference between male and female participants in mindfulness is not supported. The mean difference for Work-life balance is also very small ($MD = -.829$) and the *p* value is more than .05, i.e., $t(-.597), p = .551$ representing no significant difference, thus, the alternate hypothesis (H_1) that there will be a difference between male and female participants in Work life balance is not supported.

Table 4 The comparison of means scores on Work-Life Balance, Work-Related Rumination, and Mindfulness among married and unmarried participants

Variables	N	t	df	p- value (at 95% Confidence Interval)	Mean Difference	Std. Error Difference
Rumination	150	-.500	150	.618	-.814	1.629
Mindfulness		-2.278	144.093	.024	-4.723	2.073
Work-life balance		-.434	143.879	.665	-.601	1.384

Note. t represents the t test value. df is the degree of freedom. N is the total sample.

As Table 4 exhibits the data, the p value between married and unmarried participants for Rumination was higher than .05, $t(150) = -.500, p = 0.618$ while the mean difference was almost insufficient, i.e., -.814. the hypothesis H₅, that there will be a significant difference between married and unmarried participants in work related rumination is not supported. For work life balance, the mean difference was -.601, tending towards similar results, $t(143.879) = -.434, p = 0.665$ not supporting the hypothesis, H₄ that there will be a significant difference between married and unmarried participants in Work life balance. Mindfulness was sufficiently high in married sample $t(144.093) = -2.278, p = 0.024$ leading to a high Mean Difference of -4.723 and accepting the hypothesis H₆ that there will be a significant difference between married and unmarried participants in mindfulness.

Table 5 The correlation between Work-Life Balance, Work-Related Rumination, and Mindfulness

Variables	N	M	SD	1	2	3
1. Rumination	152	43.56	10.014	---		
2. Mindfulness		59.55	12.992	-.397**	---	
3. Work-life balance		50.66	8.535	-.486**	.384**	---

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

Note. N represents the total sample. M and SD represent the Mean and Standard Deviation respectively.

Correlation Analysis (Table 5) represents a moderately negative correlation between rumination and mindfulness ($r = -0.397, p < 0.01$), which implies that higher the mindfulness the lower does the rumination get and vice versa. The hypothesis H₇ that there will be a significant correlation between work-related rumination and mindfulness is therefore accepted. Work Related Rumination is also negatively associated with Work life balance ($r = -0.486, p < 0.01$), indicating that the poorer the work life balance, the more rumination a person goes through, supporting the hypothesis H₉ that there will be a significant correlation between work-related rumination and work-life balance. Lastly, Mindfulness is positively correlated with Work-Life Balance ($r = 0.384, p < 0.01$), they go hand in hand, supporting the hypothesis, H₈ that there will be a significant correlation between work-life balance, and mindfulness.

DISCUSSION

The purpose of the research was to find if any significant difference exists between male and female participants, and married and unmarried participants in case of Work Related Rumination, work life balance, and mindfulness. Another purpose of this study was to explore the significance of correlation between the variables.

Work-Life Balance, Work Rumination, and Mindfulness among Working People

The hypotheses of the current study are; There will be a significant difference between male and female participants in work life balance (H₁). There will be a significant difference between male and female participants in work related rumination (H₂). There will be a significant difference between male and female participants in mindfulness (H₃). There will be a significant difference between married and unmarried participants in Work life balance (H₄). There will be a significant difference between married and unmarried participants in work related rumination (H₅). There will be a significant difference between married and unmarried participants in mindfulness (H₆). There will be a significant correlation between work-related rumination, and mindfulness (H₇). There will be a significant correlation between work-life Balance, and mindfulness (H₈). There will be a significant correlation between work-related rumination and work-Life Balance (H₉).

In the present research, Hypothesis H₁ and H₂ was not supported, it was unexpected especially in case of women since they have more house responsibilities along with work (Lambrianou et al., 2022; Mukherjee, 2024; Solanki and Mandaviya, 2021; Nair et al., 2017; Hjálmsdóttir & Bjarnadóttir, 2021). In some cases, it also leads to burnout in women (Baptiste et al., 2017). However, some studies represent absence of gender differences presenting similar results as the current one (Badawy et al., 2021; Johnston et al., 2022), it is likely that the items of the questionnaire may not have captured the whole picture of work family conflict in the life of women, especially mothers, low education has also been reported as one of the reasons, due to educational biases against them, women were often confined to lower-paid, part-time jobs, allowing them to spend more time at home during and after the pandemic (Badawy et al., 2021; Qian & Fuller, 2020). Paradoxically, despite work and personal life related difficulties, women have also showed higher mindfulness than men (Alispahic & Hasanbegovic-Anic 2017; Stenhouse et al., 2015). Other studies have, however, come to the same conclusion as the current study finding no gender differences in mindfulness (Arpaci et al., 2017; Tan & Martin, 2016).

Mindfulness was found to be significant among married participants, therefore, H₆ is accepted. Several studies have shown a correlational link between mindfulness and marital satisfaction and wellbeing (Srivastava & Gautam, 2024; Waterman et al., 2019; Lenger et al., 2017). There is not much evidence on association between mindfulness and marital status, it has been, nevertheless, found to be more in married people, and thus, healthier towards well-being (Charoensukmongkol & Puyod, 2022). Despite the present findings, work life balance has found to be more disruptive in married working women (Bhumika, 2020) and married people in general (Park et al., 2022). Work rumination in couples have found to cause withdrawal from partner (King & DeLongis, 2014). Rumination can increase if the person is constantly alone, this can be devastating for Indian adults who are unmarried and live separately from their family (Mergenthaler, 2024).

Mindfulness was significantly correlated positively with work life balance and negatively with work rumination, as observed in table 5. Work life balance was significant and inversely associated with work rumination, therefore, hypothesis H₇, H₈, H₉ are accepted that there is a significant correlation between Work-Life Balance, Work-Related Rumination, and Mindfulness. Studies also support this hypothesis as mindfulness has been linked to healthy balance in private and professional life (Pânișoară, 2019) while rumination has a detrimental affect leading to difficulty in juggling both work and family relationships (Bloom et al., 2017).

Limitations

The study had some shortcomings that may have influenced the results and findings, first one includes an insufficient sample size, the sample was too small to come on a certain hypothesis confidently. This may have contributed to a Type II error. The sample was also gathered among upper and middle socioeconomic background leaving out people from lower socioeconomic background, making the research data less diverse in nature. Another limitation includes, unawareness and lack of deep knowledge about concepts like mindfulness, a lack of self awareness can lead to unhelpful data from the common population. Employees and workers often are busy with everyday tasks of work and family, this may be impactful for the research due to the hasty and heedless responses.

CONCLUSION

There was no significant difference in men and women in work life balance, work rumination, and mindfulness. The same was the case for married and unmarried population, for work life balance and work rumination, except mindfulness where significantly high mean scores were reported by married sample. There was also a significant association predicted between mindfulness, work life balance, and work rumination. Work policies can hold programs and workshops involving loving kindness meditation, mindfulness based meditation, and guided visualization. The employees who seek help from organizational counsellors can be treated via mindfulness based therapies including acceptance and commitment therapy, and mindfulness based cognitive therapy. Married population were examined to be more mindful, and therefore, it is necessary to work with unmarried people who lack awareness of surroundings, and self, and thus, may find it hard to process their ruminative negative thoughts about work and may find it hard to be present in the moment due to those thoughts. This study aims to be of assistance for researchers and employers who want to make better work policies in favour of mental wellbeing and quality of life.

REFERENCES

- Agarwal, A., Nair, A. G., Jain, P., & Jain, V. (2017). Work satisfaction, burnout and gender-based inequalities among ophthalmologists in India: A survey. *Work, 56*(2), 221-228. <https://doi.org/10.3233/wor-172488>.
- American Psychiatric Association (2020, March 5). Rumination: A Cycle of Negative Thinking. *Psychiatry.org*. <https://www.psychiatry.org/news-room/apa-blogs/rumination-a-cycle-of-negative-thinking#:~:text=Rumination%20involves%20repetitive%20thinking%20or,and%20can%20worsen%20existing%20conditions>.
- Al-Ahmad, S., Aydin, A. E., Broekman, Duran, S. H., M. L. D., Gazioglu, N., Ivan, D. L., Janssen, I. K., Karampouga, M., Lambrianou, X., Magnadottir, H. B., Mihaylova, S., Murphy, M., Pajaj, E., Rodríguez-Hernández, A., Rosseau, G., Salokorpi, N., Tasiou, A., Tsianaka, E., Tzerefos, C., & Vayssiere, P. (2022). Gender differences in work-life balance of European neurosurgeons. *Brain and Spine, 2*, 101100. <https://doi.org/10.1016/j.bas.2022.101100>.
- Alispahic, S., & Hasanbegovic-Anic, E. (2017). Mindfulness: Age and gender differences on a Bosnian sample. *Psychological Thought, 10*(1), 155-166. <https://doi.org/10.5964/psyct.v10i1.224>.
- Althammer, S. E., Beck, L., Michel, A., Reis, D., & Van Der Beek, S. (2021). A mindfulness intervention promoting work-life balance: How segmentation preference affects changes in detachment, well-being, and work-life balance. *Journal of Occupational and Organizational Psychology, 94*(2), 282-308. <https://doi.org/10.1111/joop.12346>.

Work-Life Balance, Work Rumination, and Mindfulness among Working People

- Alvarez-Perez, Y., Barraca, J., Penate, W., Perestelo-Perez, L., & Rivero-Santana, A. (2017). Mindfulness-based interventions for the treatment of depressive rumination: Systematic review and meta-analysis. *International Journal of Clinical and Health Psychology, 17*(3), 282-295. <https://doi.org/10.1016/j.ijchp.2017.07.004>.
- Anderson, E. J. & MacKillop, J. (2007). Further psychometric validation of the mindful attention awareness scale (MAAS). *Journal of Psychopathology and Behavioral Assessment, 29*, 289-293. <https://doi.org/10.1007/s10862-007-9045-1>.
- Arpaci, I., Baloğlu, M., Kesici, Ş., & Özteke Kozan, H. İ. (2017). Individual differences in the relationship between attachment and nomophobia among college students: The mediating role of mindfulness. *Journal of medical Internet research, 19*(12), e404. <https://doi.org/10.2196/jmir.8847>.
- Badawy, P. J., Bierman, A., Milkie, A. M., & Schieman, S. (2021). Work-life conflict during the COVID-19 pandemic. *Socius, 7*, 2378023120982856. <https://doi.org/10.1177/2378023120982856>.
- Bamber Jones, A., Johnston, K., Pasamar, S., Tanwar, J., & Van Laar, D. (2022). Blurring boundaries: work-life balance and unbounded work in academia. The role of flexibility, organisational support and gender. *Labour and Industry, 32*(2), 139-155. <https://doi.org/10.1080/10301763.2022.2081902>.
- Bardoel, E. A., & Waters, M. A. (2006). Work—family policies in the context of higher education: Useful or symbolic?. *Asia Pacific Journal of Human Resources, 44*(1), 67-82. <https://doi.org/10.1177/1038411106061510>.
- Bastien, L., Bloom, E., Heath, N. L., Mettler, J., & Zito, S. (2024). How we teach mindfulness matters: Adolescent development and the importance of informal mindfulness. *Journal of School Psychology, 105*, 101323. <https://doi.org/10.1016/j.jsp.2024.101323>.
- Bhumika, B. (2020). Challenges for work–life balance during COVID-19 induced nationwide lockdown: exploring gender difference in emotional exhaustion in the Indian setting. *Gender in Management: An International Journal, 35*, 705-718. DOI:10.1108/GM-06-2020-0163.
- Bishnoi, M. R., & Singh, S. (2024). Relationship of Work Engagement and Work-Life Balance among Police Personnel. *International Journal of Indian Psychology, 12*(3). <https://doi.org/10.25215/1203.148>.
- Bjarnadóttir, V. S., & Hjálmsdóttir, A. (2021). “I have turned into a foreman here at home”: Families and work–life balance in times of COVID-19 in a gender equality paradise. *Gender, Work & Organization, 28*(1), 268-283. <https://doi.org/10.1111/gwao.12552>.
- Brown, N., Carver, F., Carver, H., Snowden, A., Stenhouse, R., & Young, J. (2015). The relationship between emotional intelligence, previous caring experience and mindfulness in student nurses and midwives: a cross sectional analysis. *Nurse education today, 35*(1), 152-158. <https://doi.org/10.1016/j.nedt.2014.09.004>.
- Cantrell, M. A., Heverly, M. A., Jenkinson, A., Nthenge, S., Sharts-Hopko, N. C., & Smeltzer, S. C. (2016). Psychometric analysis of the work/life balance self-assessment scale. *Journal of nursing Measurement, 24*(1), 5-14. DOI: 10.1891/1061-3749.24.1.5.
- Chang, C. H., Liu, Y., Shao, R., Shi, J., Wang, M., & Zhou, L. (2015). Work–family conflict, emotional exhaustion, and displaced aggression toward others: the moderating roles of workplace interpersonal conflict and perceived managerial family support. *Journal of Applied Psychology, 100*(3), 793. <https://psycnet.apa.org/doi/10.1037/a0038387>.
- Charoensukmongkol, P., & Puyod, J. V. (2022). Mindfulness and emotional exhaustion in call center agents in the Philippines: moderating roles of work and personal

Work-Life Balance, Work Rumination, and Mindfulness among Working People

- characteristics. *The Journal of General Psychology*, 149(1), 72-96. <https://doi.org/10.1080/00221309.2020.1800582>.
- Chirca, R., Ovidiu Pânișoară, I., Pânișoară, G., Pânișoară, I. O., & Sandu, C. (2019). Study on the Relationship Between Mindfulness and Work-Life Balance Levels. *European Proceedings of Social and Behavioural Sciences*, 55. <https://dx.doi.org/10.15405/epsbs.2019.02.32>.
- Cropley, M., Fife-Schaw, C., & Querstret, D. (2017). Internet-based instructor-led mindfulness for work-related rumination, fatigue, and sleep: Assessing facets of mindfulness as mechanisms of change. A randomized waitlist control trial. *Journal of Occupational Health Psychology*, 22(2), 153–169. <https://doi.org/10.1037/ocp0000028>.
- Cropley, M., Gaum, P. M., Lang, J., & Pauli, R. (2023). Antecedents, outcomes and measurement of work related-cognition in non-work time: A multistudy report using the work-related rumination questionnaire in two languages. *Frontiers in Psychology*, 14, 1013744. <https://doi.org/10.3389/fpsyg.2023.1013744>.
- Cropley, M., Michalianou, G., Millward, L. J., & Pravettoni, G. (2012). The relation of post work ruminative thinking with eating behaviour. *Stress and Health*, 28,23-30. <https://doi.org/10.1002/smi.1397>.
- Daskou, S., Giannopoulou, I., Kotopoulea-Nikolaidi, M., Martyn, K., & Patel, A. (2020). Mindfulness in eating is inversely related to binge eating and mood disturbances in university students in health-related disciplines. *Nutrients*, 12(2), 396. <https://doi.org/10.3390/nu12020396>.
- De Bloom, J., Kinnunen, U., Mauno, S., & Vahle-Hinz, T. (2017). Rumination for innovation? Analysing the longitudinal effects of work-related rumination on creativity at work and off-job recovery. *Work & Stress*. <https://doi.org/10.1080/02678373.2017.1303761>.
- DeLongis, A., & King, D. B. (2014). When couples disconnect: rumination and withdrawal as maladaptive responses to everyday stress. *Journal of Family Psychology*, 28(4), 460. <https://psycnet.apa.org/doi/10.1037/a0037160>.
- DeWall, C. N., Eisenlohr-Moul, T. A., Peters, J. R., & Pond, R. S. (2016). Both trait and state mindfulness predict lower aggressiveness via anger rumination: A multilevel mediation analysis. *Mindfulness*, 7, 713-726. <https://doi.org/10.1007/s12671-016-0508-x>.
- Dundas, I., Kvernenes, K. V., Svendsen, J. L., & Wiker, A. S. (2017). Mechanisms of mindfulness: Rumination and self-compassion. *Nordic Psychology*, 69(2), 71-82. <https://doi.org/10.1080/19012276.2016.1171730>.
- Erber, L., Gierer, P., Janzen, R., Sciannimanica, C., Seidel, J. C., Syrek, C. J., Varol, Y. Z., Weigelt, O., Weiher, G. M., & Wendsche, J. (2023). Too Committed to Switch Off—Capturing and Organizing the Full Range of Work-Related Rumination from Detachment to Overcommitment. *International Journal of Environmental Research and Public Health*, 20(4), 3573. <https://doi.org/10.3390/ijerph20043573>.
- Fuller, S., & Qian, Y. (2020). COVID-19 and the gender employment gap among parents of young children. *Canadian public policy*, 46(S2), S89-S101. <https://doi.org/10.3138/cpp.2020-077>.
- Gautam, R., & Srivastava, J. (2024). Mindfulness and the Psychological Well-Being of Married People. *Journal of the Indian Academy of Applied Psychology*, 373.
- Gordon, C. L., Lenger, K. A., & Nguyen, S. P. (2017). Intra-individual and cross-partner associations between the five facets of mindfulness and relationship satisfaction. *Mindfulness*, 8, 171-180. <https://doi.org/10.1007/s12671-016-0590-0>.

Work-Life Balance, Work Rumination, and Mindfulness among Working People

- Gupta, C. (2025, January, 10). Top 10 countries with the longest and shortest work hours 2024: Know where does India stand. *The Indian Express*. <https://indianexpress.com/article/trending/top-10-listing/top-10-countries-with-the-longest-and-shortest-work-hours-2024-9583141/>.
- Ho, C. Y., Lee, E. K., Mak, E. C., Wong, S. Y., & Zhang, D. (2021). Mindfulness-based interventions: an overall review. *British medical bulletin*, *138*(1), 41-57. <https://doi.org/10.1093/bmb/ldab005>.
- Impett, E., Macdonald, G., & Park, Y. (2022). Partnership status and satisfaction with work-life balance. *European Journal of Work and Organizational Psychology*, *32*, 118 - 127. <https://doi.org/10.1080/1359432X.2022.2104717>.
- Jain, S. (2024, December 25). This Indian-origin CEO made controversial call for 14-hour workdays. No, it's not Narayana Murthy or Bhavish Aggarwal. *Hindustan Times*. <https://www.hindustantimes.com/trending/this-indian-origin-ceo-made-controversial-call-for-14-hour-workdays-no-it-s-not-narayana-murthy-or-bhavish-aggarwal-101734944208453.html>.
- Korunka, C., Schoellbauer, J., & Tement, S. (2023). Honey, There's Something on My Mind... Adverse Consequences of Negative and Positive Work Rumination on Attention to the Partner, and the Advantage of Talking About it. *Journal of Happiness Studies*, *24*(3), 917-944. <https://doi.org/10.1007/s10902-023-00628-4>.
- Lakshmi, N., & Prasanth, V. S. (2018). A study on work-life balance in working women. *International Journal of Advanced Multidisciplinary Scientific Research*, *1*(7), 76-88. <https://doi.org/10.31426/ijamsr.2018.1.7.718>.
- Leavitt, C. E., Lefkowitz, E. S., & Waterman, E. A. (2019). The role of sexual mindfulness in sexual wellbeing, Relational wellbeing, and self-esteem. *Journal of sex & marital therapy*, *45*(6), 497-509. <https://doi.org/10.1080/0092623X.2019.1572680>.
- Li, C., Li, J., Lyu, M. M., Puts, M., Wu, Y. C., Yuan, B., & Zhang, J. P. (2023). Effectiveness of mindfulness-based interventions on anxiety, depression, and fatigue in people with lung cancer: a systematic review and meta-analysis. *International Journal of Nursing Studies*, *140*, 104447. <https://doi.org/10.1016/j.ijnurstu.2023.104447>.
- Lim, H. J., & Malinowski, P. (2015). Mindfulness at work: Positive affect, hope, and optimism mediate the relationship between dispositional mindfulness, work engagement, and well-being. *Mindfulness*, *6*, 1250-1262. <https://doi.org/10.1007/s12671-015-0388-5>.
- Mandaviya, M. & Solanki, S. (2021). Does gender matter? Job stress, work-life balance, health and job satisfaction among university teachers in India. *Journal of International Women's Studies*, *22*(7), 121-134. DOI: 10.34218/IJARET.11.6.2020.025.
- Mangipudi, D. M. R., Muralidhar, B., & Prasad, D. K. (2020). Association among remote working concerns and challenges on employee work-life balance: an empirical study using multiple regression analysis with reference to international agricultural research institute, Hyderabad. *International Journal of Advanced Research in Engineering and Technology*, *11*(6). <http://dx.doi.org/10.34218/IJARET.11.6.2020.025>.
- Merino-Soto, C., Rosario-Hernández, E., & Rovira-Millán, L. V. (2021). Review of the internal structure, psychometric properties, and measurement invariance of the work-related rumination scale-Spanish version. *Frontiers in Psychology*, *12*, 774472. <https://doi.org/10.3389/fpsyg.2021.774472>.

Work-Life Balance, Work Rumination, and Mindfulness among Working People

- Martin, G., & Tan, L. B. (2016). Mind full or mindful: A report on mindfulness and psychological health in healthy adolescents. *International Journal of Adolescence and Youth*, 21(1), 64-74. <http://dx.doi.org/10.1080/02673843.2012.709174>.
- Mergenthaler, L. H. (2024). Social Context as a Predictor of Rumination: An Experience Sampling Study. *University of Twente*.
- Mukherjee, M. (2024). Women in the workplace: A tough balancing act? a study of gender-based comparisons of job stress, job satisfaction, and work-life balance in selected Indian private sector employees. *Indian Journal of Health and Wellbeing*, 15(3), 390-395.
- Ruiz, F. J., Riaño-Hernández, D., & Suárez-Falcón, J. C. (2016). Psychometric properties of the mindful attention awareness scale in Colombian undergraduates. *Suma psicológica*, 23(1), 18-24.
- Sakurai, K. (2020). Changes in the frequency of coworker incivility: Roles of work hours, workplace sex ratio, supervisor leadership style, and incivility. *Japanese Psychological Research*, 63(3), 177-189. <https://doi.org/10.1111/jpr.12305>.

Acknowledgment

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Joshi, P. & Imran, M. (2025). Work-Life Balance, Work Rumination, and Mindfulness among Working People. *International Journal of Indian Psychology*, 13(2), 1790-1802. DIP:18.01.166.20251302, DOI:10.25215/1302.166