

# Mindfulness And Emotional Well-Being Strategy-Based Evaluation Of Work Engagement Among Software Professionals In Hyderabad

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## ABSTRACT:

Mindfulness training is the metacognitive practice which can be performed over the workplace for determining the degree to which it introduces positive impact on the work engagement. This training of mindfulness is receiving a massive attention in the recent years from the organization managers and research scholars, since it enhances the degree of attention to the present with non-judgement processing and awareness. It also achieves maximized level of attention when it is applied to the diversified domains of medicine, neuroscience, and psychology for helping the individuals to keep them with mental sobriety and calm. In this paper, a moderated mediating model was adopted depending on the resource conservation theory for assessing the mindfulness of software professionals in their workplace. The investigation of data from 70 employees from different levels of the organization at different times confirmed the associated between mindfulness and work engagement with the moderating impact of recovery and team mindfulness level. The results of this study confirmed that work engagement is certainly increased with the interventions of the mindfulness training. It also facilitates the process of establishing the bridge between the theory of work engagement and mindfulness.

**Keywords:** Emotional Well-being, Work engagement, Mindfulness Training, Software Professionals.

## 1. INTRODUCTION

From the recent past, the employees work requirements are rapidly growing with respect increase in the work complexity, insecurity in job, and work pace. The employees generally keep thinking about their work and are not capable in detaching themselves

psychologically from work even when they are at home (Frewen et al. (2011)). This psychology of the employees results in draining their energy which is essential in handling the increasing demands of the working environment (Hanson et al. (2020)). As per the study, conducted by the institute of field research one among the six workers in the Netherlands population are identified to prevent work-associated situations or thoughts that happened during each specific day of working (Hut et al. (2021)). They were also identified to face trouble in sleeping due to this psychology of thinking about work in the home. This psychological thinking of workers results in poor physical and psychological health (Lehto et al. (2021)). They are considered to experience burnout, fatigue, and psychological complaints. In this context, mindfulness is determined to be ideal for experiencing psychological detachment from work. This mindfulness required for realizing psychological detachment from work is attained through individual practice or training (Levin et al. (2021)). This mindfulness concept does not have a univocal definition. It represents a form of meditation or a state of mind. This mindfulness also has different impacts with respect to the duration of training provided to an individual. In specific, mindfulness training is confirmed to be more effective in the workplace. It is ensured to provide high degree of work engagement, since everyone utilizes mindfulness to inculcate positive resources, and emotions. This facilitates each individual with proactive attitude, since each organizations expects employees with good initiative, and work engagement (Malik and Parveen (2021)). Moreover, it is required for judging whether a positive or negative influence are realized over the organization outcomes, since the degree to which each employee experiences work engagement is of greater importance. There was a lack of fully combined mindfulness as well as behavioural programs (Meland et al. (2019)). Though Mindfulness-based Parenting Programs (MPPs) are progressively becoming popular for handling child behaviour issues, its impact on present behavioural parent training is not clear. Current regular reviews excluded extensiveness of MPP protocols and have included those that incorporate interactive skills components (Rehman and Dastgeer (2022)). Stress due to clinical training have an adverse effect on the academic achievement of nursing students, their clinical performance, WB, general health, learning outcomes as well as life quality.

In this paper, the assessment completely concentrates on understanding the deviation in the mindfulness state of an individual, and the different in the work engagement state of an individual employee depending on their individual experience determined through the pre and post state achieved with respect to the mindfulness training process. The main objective of this study focusses on determining whether there is any significant impact of mindfulness training over the aspect of work engagement. It also checks the relation between mindfulness training and work engagement with the mediation of psychological detachment. The research questions considered for this study includes, i) what is the impact of mindfulness training over the work engagement and mindfulness state of an individual as an employee, ii) How do mindfulness facilitate psychological detachment towards improved work engagement. In this paper, a moderated mediating model was adopted depending on the resource conversation theory for assessing the mindfulness of software professionals in their workplace. The

investigation of data from 70 employees from different levels of the organization at different times confirmed the associated between mindfulness and work engagement with the moderating impact of recovery and team mindfulness level. The results of this study confirmed that work engagement is certainly increased with the interventions of the mindfulness training. It also facilitates the process of establishing the bridge between the theory of work engagement and mindfulness.

## **2. Related Work**

Chen et al. (2022) conducted a experimental study based on the fundamental theory of job competence, emotion regulation, and work meaningfulness that potentially transmits the impacts of mindfulness training over the employee experience to motive them towards work engagement. This experimental study was conducted as a six-wave quasi-experimental design in which 129 employees were recruited for participation. These 129 employees are categorized into experimental and control group of 77 and 59, respectively. It tested the models of mediation depending on the modeling strategy of structural equation. The evaluation results of this experimental study confirmed that mindfulness training was significant enough in guaranteeing enhanced work engagement, job competence, regulation of emotion, and work meaningfulness of employees. This experiment also revealed that mindfulness training in an indispensable tool that impacts the psychological states of employees which in turn ultimately improved engagement in the workplace.

Vainre et al. (2021) performed an experiment with the online randomised controlled feasibility trial to determine the improvement in work performance with respect to each employees after undergoing the complete duration of mindfulness training. This experimental study was conducted as a one-to-one interaction with the anticipated set of 240 employees who are randomized for undergoing a complete mindful course or light physical exercise course for 4 weeks. It was conducted with the questionnaire of work role functioning model for evaluating the work performance of employees with respect to mindfulness. It was aimed for accessing the feasibility, uncertainties in the randomized controlled trail conducted in the workplace.

ElKayal & Metwaly (2022) conducted a study to assess the influence of MBI on Post-Traumatic Stress Symptoms (PTSS) amid nursing students of Zagazig University. These students had a huge range of PTSS during pre-intervention period. Tools like socio-demographic data sheet, influence of event scale and 5-Facet Mindfulness Questionnaire with 15 items were used. The PTSS symptoms considerably enhanced after implementation of MBI. The level of mindfulness level is also enhanced after intervention. It was observed that PTSS was positively associated with amount of training hours and negatively associated with students' age, educational level and mother's occupation. MBI was seen to be efficient in dropping PTSS symptoms amid these nursing students.

Donovan et al (2022) performed a scoping review to associate nature and range of research carried out on MPPs for parents of children with behavioural difficulties in age

range of 3 to 12 years, and the outcomes were represented as effect size. RCTs, unpublished dissertations, pre-post studies and quasi-experimental were included. It is seen that 16 studies met 1362 inclusion criteria. Most of MPPs offered mindfulness adjusted to parenting depending on Bögels' protocol in clinical settings. They offered pre-to-post-intervention enhancements with reduced effect sizes through child behaviour as well as parent style, stress along with mindfulness measures. By exploring lengthier follow-up periods in contrast to pre-intervention, it was seen that there were moderate effects across several outcome measures.

### 3. Theoretical Framework

Mindfulness is realized as the awareness state in which the main focus of an individual is experiencing towards the current moment with a neutral attitude and without judgement. The meditation of mindfulness aids in achieving wisdom and helps in visualizing the ways to solve the problems. In specific, the mindfulness completely contrasts with the fantasies, worries, memories, and anxiety. Thus, the mindfulness state when reached facilitates better opportunity to connect with the others and engage themselves with their jobs. The previous research confirmed that the application of mindfulness training provides beneficial contribution to an environment to optimal working. But the association between work engagement and mindfulness was less examined. In specific, engagement is represented as a feeling through which an individual gets complete immersion into the activity which has the capability of being carried out. Further, the study of Kahn (1990) confirmed that work engagement is one of the psychological presences.

The hypothesis formulated for the study is listed as follows.

**Hypothesis 1:** The mindfulness level predicts the positive level of engagement.

**Hypothesis 2:** The employees work engagement attending one-day mindfulness training is comparatively less than the employee's work engagement who have attended eight-week training on mindfulness

#### Sample used for study

The sample used for study was 200 respondents selected from two software professionals of Hyderabad. The sample considered for the study comprised of 100 males and 100 females. The age group of the respondents varies between 25-55 with the designation of junior developers, senior developers, and team leaders. This sample considered for conducting 8-week mindfulness training comprised of 90 participants, among which 39 pertains to intervention group, and 51 pertains to control group.

#### Instruments used for study

The instrument considered for studying the concept of mindfulness is the FFMQ scale which is adopted for assessing the impact of mindfulness towards work engagement aids in

measurement factors of awareness acting, observation, non-reaction, description, and judgement. In this study, the subscale used for Cronbach's  $\alpha$  are related to 22 of awareness acting, 23 of observation, 15 for non-reaction, 15 for description, and 15 for judgement. The items considered for study are, i) I perform my work without paying any attention to it, ii) I am paying attention to the physical experiences such as sun-shining on my face or wind in my hair. In this study, a 7-point Likert scale in which always=7 and never=1. But the theoretical framework considered in the current study completely examines the mindfulness as a single concept, not as a collection of subscales which are separately analyzed. In this current study, the Cronbach alpha for mindfulness with respect to T1 and T2 are 0.88, and 0.86, respectively.

### Work engagement

In this experimental study, the work engagement is measured with the three subscales of Utrecht Work Engagement which comprises of Absorption (AB), Dedication (DE), and Vigor (VI). The Cronbach's  $\alpha$  related to the subscale of AB, DE and VI was 0.78, 0.85, and 0.77, which is identified to be quite satisfactory. Some instances for AB is " I feel happy when I am working intensively, DE is " My job inspires me", and VI is " When I get up in the morning, I feel happy to go for working". The scale used for work engagement is also a 7-point Likert scale in which always=7 and never=1. In this current study, the Cronbach alpha for work engagement with respect to T1 and T2 are 0.90 and 0.93, respectively.

### Control variables

This study concentrates on determining not only on the impact of identifying the effectiveness of mindfulness interventions towards work engagement, but also targets in determining to whom the interventions are more effective, Thus, this study completely targets on examining the mindfulness training results in any difference with respect to age, gender, and designation. This control variables are the most important factors of exploration, since they identified to possess a close relationship between mindfulness training and work engagement.

### Data Analysis

The data analysis considered for the study is verified for outliers, missing responses and feasible errors in SPSS. Then Cronbach's alpha is computed for testing the scales' reliability during which the score of 70 is desirable.

## 4. Results and Discussion

Before starting the experiment, the Experimental and Control groups were matched on the basis of pre-test scores on the variables of mindfulness, emotional intelligence, perceived stress, life satisfaction, self-compassion, self-determination, work engagement and quality of life. As the pre-condition for conducting two group experimental researches, the Control and Experimental groups were checked for their homogeneity on the basis of pre-test in

selected variables

**Table 1: Significant difference in pre and post mean scores of selected variables of the Experimental Group (undergoing mindfulness Programme) and Control group (without mindfulness Programme) (N=200) in relation with gender**

Variables	Factors	N	Mean	Std. Deviation	Std. Error
Mindfulness	Control Male	50	101.9800	31.82830	4.50120
	Control Female	50	94.9600	24.84643	3.51382
	Experiment Male	50	139.2400	25.58265	3.61793
	Experiment Female	50	131.8200	27.15691	3.84057
	Total	200	117.0000	33.20229	2.34776
	Emotional Intelligence	Control Male	50	132.3000	57.08327
Control Female		50	125.4400	50.63280	7.16056
Experiment Male		50	162.6800	38.89884	5.50113
Experiment Female		50	167.5800	55.19801	7.80618
Total		200	147.0000	53.81151	3.80505
Total		200	54.0000	19.76749	1.39777
Work Engagement	Control Male	50	45.5600	17.88302	2.52904
	Control Female	50	46.0000	17.70622	2.50404
	Experiment Male	50	59.2400	16.83117	2.38029
	Experiment Female	50	57.2400	12.39743	1.75326
	Total	200	52.0100	17.40906	1.23101
Quality Of Life	Control Male	50	93.6000	27.79517	3.93083
	Control Female	50	85.2800	26.80469	3.79076
	Experiment Male	50	70.2000	24.77738	3.50405
	Experiment Female	50	62.9200	24.68813	3.49143
	Total	200	78.0000	28.55305	2.01901

From Table 1, it is identified that the significant difference in pre and post mean scores of selected variables of the Experimental Group (undergoing mindfulness Programme) and Control group (without mindfulness Programme) (N=200) in relation with gender in relation to mindfulness, emotional intelligence ,and work engagement to the software

employees who undergoing mindfulness management programme and without mindfulness programme shows significant difference .

**Table 2: ANOVA for pre and post mean scores of selected variables of the Experimental Group (undergoing mindfulness Programme) and Control group (without mindfulness Programme) (N=200) in relation with gender**

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
Mindfulness	Between Groups	71280.600	3	23760.200	31.446	.000
	Within Groups	148095.400	196	755.589		
	Total	219376.000	199			
Emotional Intelligence	Between Groups	67516.120	3	22505.373	8.671	.000
	Within Groups	508723.880	196	2595.530		
	Total	576240.000	199			
	Total	77760.000	199			
Work Engagement	Between Groups	7867.420	3	2622.473	9.801	.000
	Within Groups	52444.560	196	267.574		
	Total	60311.980	199			
Quality Of Life	Between Groups	29230.240	3	9743.413	14.358	.000
	Within Groups	133009.760	196	678.621		
	Total	162240.000	199			

From Table 2, it is identified that the F-ratio for the difference in Mean scores of mindfulness, emotional intelligence ,and work engagement to the software employees who undergoing mindfulness management programme and without mindfulness programme shows significant difference .

**Table 3: Sheffe’s multiple comparison test for pre and post mean scores of selected variables of the Experimental Group (undergoing mindfulness Programme) and Control group (without mindfulness Programme) (N=200) in relation with gender**

Dependent Variable	(I) group	Post-test	(J) group	Post-test	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
								Lower Bound	Upper Bound

Mindfulness	Post Test Control Male	Post Test Control Female	7.02000	5.49760	.653	-8.4829	22.5229
		Post Test Experiment Male	-37.26000*	5.49760	.000	-52.7629	-21.7571
		Post Test Experiment Female	-29.84000*	5.49760	.000	-45.3429	-14.3371
	Post Test Control Female	Post Test Control Male	-7.02000	5.49760	.653	-22.5229	8.4829
		Post Test Experiment Male	-44.28000*	5.49760	.000	-59.7829	-28.7771
		Post Test Experiment Female	-36.86000*	5.49760	.000	-52.3629	-21.3571
	Post Test Experiment Male	Post Test Control Male	37.26000*	5.49760	.000	21.7571	52.7629
		Post Test Control Female	44.28000*	5.49760	.000	28.7771	59.7829
		Post Test Experiment Female	7.42000	5.49760	.611	-8.0829	22.9229
	Post Test Experiment Female	Post Test Control Male	29.84000*	5.49760	.000	14.3371	45.3429
		Post Test Control Female	36.86000*	5.49760	.000	21.3571	52.3629
		Post Test Experiment Male	-7.42000	5.49760	.611	-22.9229	8.0829
Work-engagement	Post Test Control Male	Post Test Control Female	-.44000	3.27154	.999	-9.6655	8.7855
		Post Test Experiment Male	-13.68000*	3.27154	.001	-22.9055	-4.4545
		Post Test Experiment Female	-11.68000*	3.27154	.006	-20.9055	-2.4545
	Post Test Control Female	Post Test Control Male	.44000	3.27154	.999	-8.7855	9.6655



		Post Test	-	3.271	.001	-22.4655	-4.0145
		Experiment Male	13.24000*	54			
		Post Test	-	3.271	.009	-20.4655	-2.0145
		Experiment Female	11.24000*	54			
	Post Test Experiment Male	Post Test	13.68000*	3.271	.001	4.4545	22.9055
		Control Male		54			
		Post Test	13.24000*	3.271	.001	4.0145	22.4655
		Control Female		54			
		Post Test	2.00000	3.271	.945	-7.2255	11.2255
		Experiment Female		54			
	Post Test Experiment Female	Post Test	11.68000*	3.271	.006	2.4545	20.9055
		Control Male		54			
		Post Test	11.24000*	3.271	.009	2.0145	20.4655
		Control Female		54			
		Post Test	-2.00000	3.271	.945	-11.2255	7.2255
		Experiment Male		54			

Table 3 shows Sheffe’s multiple comparison test for pre and post mean scores of selected variables of the Experimental Group (undergoing mindfulness Programme) and Control group (without mindfulness Programme) in relation with gender . Total number of samples is 200.This is evident from the table that groups are significantly differ in each selected parameter. Scheffe’s test is used when making an unplanned comparison between data sets once an ANOVA test has been completed.

## 5. CONCLUSIONS

In this paper, the assessment completely concentrates on understanding the deviation in the mindfulness state of an individual, and the different in the work engagement state of an individual employee depending on their individual experience determined through the pre and post state achieved with respect to the mindfulness training process. The main objective of this study focusses on determining whether there is any significant impact of mindfulness training over the aspect of work engagement. It also checks the relation between mindfulness training and work engagement with the mediation of psychological detachment. The research questions considered for this study includes, i) what the impact of mindfulness training over the work engagement and mindfulness state of an individual as an employee is, ii) How do mindfulness facilitate psychological detachment towards improved work engagement.

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