

Exploring the Role of Demographic Factors in mindfulness of salaried employees at workplace

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Abstract

Mindfulness is a psychological concept that entails teaching the mind to control emotions and focus. It entails remaining focused, conscious, and present in the moment while also being aware of oneself, others, and the surroundings. Mindfulness is the practice of being completely alert and aware of one's surroundings and the occurrences of the present moment. Recently, physicians and psychologists have stressed mindfulness as a component of mental health. It assists individuals in changing maladaptive patterns, increasing awareness, and decreasing stress, worry, and unhappiness in both sick and healthy people. Scholars and professionals are increasingly concentrating on mindfulness as a crucial component of employees work engagement due to its enormous impact on both individual and organisational outcomes. Many scholars have explored the many factors that influence mindfulness of employees at work place. Psychological, behavioural, socioeconomic, and demographic aspects are among those considered. The current study examines how demographic characteristics affect employees' mindfulness in the workplace. A sample of 602 respondents was obtained using a structured instrument based on a 5-point Likert scale. The survey was done online. The acquired data was analysed using multiple regression techniques in SPSS. The study revealed that age was the sole significant factor influencing the mindfulness of the employees, while gender, income, and education had no impact on mindfulness.

Keywords – Mindfulness, Demographic Factors, Employees, Work Place, Work Engagement.

Introduction

Mindfulness has transitioned from being a somewhat unknown topic to becoming widely recognized, as it is now linked to a multitude of advantages in terms of performance, health, and overall well-being inside organizations. Nevertheless, the increasing popularity of mindfulness has led to some criticisms and a fragmented approach to studying and implementing it in organizations. Mindfulness is most accurately conceptualized as a state of existence rather than a standalone action. Virtually any task may be performed with conscious mindfulness. The term "mindfulness" originates from the Sanskrit word "Smṛti," which is derived from Buddhist psychology and means "that which is remembered". Mindfulness as the act of consciously directing our attention towards our current momentary experience.

Mindfulness is best thought of as a way of being rather than an activity in and of itself. Almost any activity can be carried out with mindful awareness. Originally associated with Buddhist psychology, the term "mindfulness" comes from the Sanskrit word "Smṛti," which literally translates to "that which is remembered" (Williams, Leumann, & Cappeller, 2004). From this, we can understand mindful-ness as remembering to pay attention to our present moment experience (Shapiro & Carlson, 2009; Black, 2011).

The current period, which is characterized by rapidly growing technology, artificial intelligence, rising levels of occupancy at work, stress, tensions, and depression, has had a significant impact on the lifestyles of people. The more

amenities and pleasures a person possesses, the more likely it is that they will become stressed out because of their want to acquire more. The combination of greed, competition, and stress has resulted in a period of time in which individuals are able to appreciate what they have and also take pleasure in the current moment. At this point, it is imperative that everyone takes a moment to unwind and appreciate the present that they have. The practice of mindfulness is a treatment that can assist in overcoming such issues.

Mindfulness originates from the Buddhist tradition. One component of the Buddhist tradition is its focus on promoting straightforward and efficient methods to develop and enhance this skill, and apply it to all areas of life. Mindfulness, in this regard, achieves the most distinct and methodical clarity and advancement within the Buddhist tradition. Mindfulness is the fundamental state of focused awareness that is common to all branches of Buddhist meditation, including the Theravada tradition in Southeast Asian countries, the Mahayana school in Vietnam, China, Japan, and Korea, and the Tibetan Buddhist Vijayanagar tradition in Tibet, Mongolia, Nepal, Bhutan, Ladakh, and among the majority of Tibetan exile communities in India. Within these traditions, the application of mindfulness is consistently integrated into a broader ethical framework, which is both philosophical and practice-oriented, with a primary focus on avoiding harm.

What is Mindfulness?

Mindfulness, as a psychological concept, refers to the cognitive practice of regulating emotions and attention. It involves the capacity to maintain concentration, awareness, and presence in the present moment, while also being attentive to oneself, others, and the surrounding environment. Mindfulness refers to the state of consciously and attentively perceiving and understanding one's immediate surroundings and the events occurring in the present moment. The term "mindfulness" was originally introduced by T.W. Rhys Davids, a Buddhist researcher, during the early 1900s. The term "Sati" originates from the Pali language, an ancient Indian language used to record the teachings of Buddha. It signifies awareness, attentiveness, and memory (Siegel et al., 2009).

Mindfulness, in principle, primarily impacts human functioning by influencing attention, which then modifies other fundamental aspects of function. Research has demonstrated that mindfulness can enhance three aspects of attention: stability, control, and efficiency. Mindfulness maintains a consistent level of focus. Research suggests that the human brain spends approximately 50% of our waking hours engaged in wandering thoughts. However, practicing mindfulness can help to maintain our attention in the present moment. Practicing mindfulness, both in terms of temperament and through formal training, for varying durations ranging from a few hours to several thousand hours, has been linked to a decrease in mind-wandering.

Experienced meditators had decreased activation of neural networks, suggesting that they were diverted, with patterns of brain activity that align with sustained attention. Maintaining a consistent level of attention can be enhanced by recognizing when the mind starts to wander and redirecting it back to the current moment. This capacity is a fundamental aspect of mindfulness.

Mindfulness additionally enhances attentional efficacy and promotes efficient utilization of cognitive resources. Attention becomes more effective when mindfulness enhances attentional control and lowers distraction from ideas or activities unrelated to the job at hand. Research has indicated that meditators allocate fewer cognitive resources towards managing distractions and do not excessively focus on the original input. As a result, they are able to promptly identify following stimuli.

Review of Literature

Mindfulness, as defined by Kabat-Zinn (2003), is the state of awareness that emerges from the deliberate act of directing one's attention to the present instant. Over the past few decades, interventions based on mindfulness have been implemented, primarily in the disciplines of psychiatry and clinical psychology, to assist in the relief of chronic pain and a variety of mental disorders. Over the past few years, there has been a surge in the popularity of mindfulness practices, specifically meditation, among non-clinical individuals seeking to enhance their wellbeing and alleviate tension Chiesa and Serretti, (2009).

Amidst the occurrence of external (e.g., visual stimuli and auditory stimuli) and internal (e.g., bodily sensations, thoughts, and emotions) stimuli, the practitioner of mindfulness suspends automatic judgment and reaction Segal et al., (2002). Furthermore, apart from mitigating tension and enhancing Consistent mindfulness practice has been associated with favorable psychological outcomes, including enhanced self-

awareness, improved sleep quality, and greater life satisfaction (Kabat-Zinn, (2003), Baer et al., (2004), Fredrickson et al., (2008). Additionally, mindfulness meditation significantly reduces symptoms of melancholy and anxiety (Teasdale et al., (2000) Hofmann et al., (2010), de Jong et al., (2016).

Mindfulness is also employed to describe workplaces that remain "vigilant and conscious of what is occurring in their immediate surroundings." Brown and Ryan, (2003). The statement suggests that individuals should possess the ability to reflect upon their internal and external surroundings. This will aid in comprehending and embracing the present circumstances that an individual is experiencing. Mindfulness initially made its way into the corporate realm as an indulgent method of relaxation and a mark of prestige for those in charge. The information is currently being distributed to employees, with the aim of enhancing their general physical and mental well-being (resulting in reduced healthcare expenses for employers) and boosting productivity (resulting in more output from employees).

The source cited is Valorinta (2009). Mindfulness refers to a state of being fully aware and present in the current moment, rather than being preoccupied with thoughts of the past or future Brown and Ryan, (2003). The field of mindfulness science offers a potential solution to the dissatisfaction experienced by workers in these types of jobs, without directly addressing the underlying social and economic factors that contribute to this dissatisfaction (Lobel, 2016).

Objectives of the study

To examine the impact of demographic factors on mindfulness of the salaried employees .

Hypotheses

H1 – There is no significant impact of demographic factors on mindfulness of the salaried employees

Research Method

In order to acquire the necessary information for the current study, the researcher has chosen to use non-probability purposive sampling. A non-probability sampling is a method of sampling that does not adhere to any mathematical standards. As a consequence, members of the population do not have an equal chance of being chosen. This is because the procedure does not conform to any mathematical guidelines. A predetermined formula or set of recommendations is not used in this strategy; rather, the availability principle serves as the foundation for this approach. The towns of Indore, Jabalpur, Bhopal, and Gwalior in the state of Madhya Pradesh were responsible for the collection of a sample consisting of sixty-two salaried personnel. The collection of data consisted of employing a questionnaire that was adequately organized in order to obtain information regarding mindfulness. For the purpose of determining the overall reliability of this scale, the internal consistency approach was utilized. For the purpose of determining the reliability, the statistics associated with Chronbach's alpha were utilized. It is also the worth of. It was determined that the data is credible, as indicated by the fact that the value of Chronbach's alpha was **0.823**. The data were analyzed using SPSS 29, which was used for the analysis. Both multiple regression and analysis of variance were utilized in the analysis process.

Results

Demographic Analysis

Table 1 Age wise distribution

Age		
Below 25	201	33.39
26-40 Years	250	41.53

41-55 Years	117	19.44
Above 55 Years	34	5.65

Four different bifurcations were taken into consideration for this category. The whole sample consisted of 602 respondents, of which 33.39 percent were under the age group of less than 25 years, 41.53 percent belonged to the age group of 26 to 40 years, 19.44 percent represented the age group of 41 to 55 years, and only 5.65 percent of the respondents were older than 55 years.

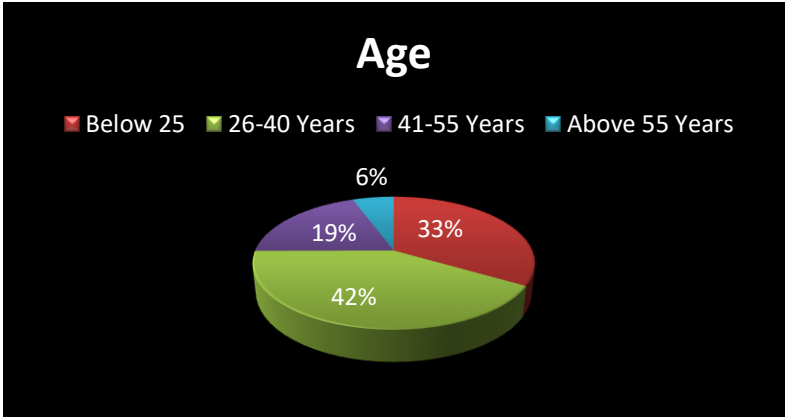


Fig. 1 Age wise distribution

Gender

Table 2 Gender wise distribution

Gender		
Male	318	52.82
Female	284	47.18
	602	

Males make up 307 (51%) of the entire sample, while females make up 294 (49%) of the sample.

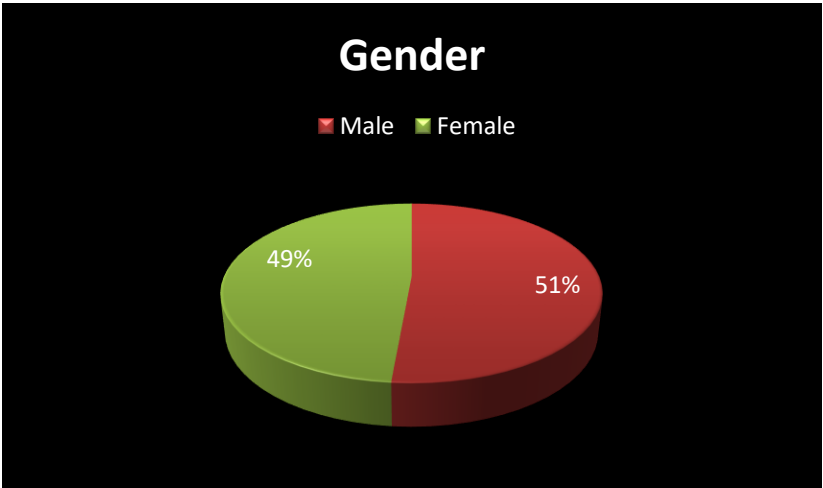


Fig. 2 Gender wise distribution

Education

Table 3 Education wise distribution

Education		
Graduates	225	37.38
PG	187	31.06
Professional	125	20.76
Others	65	10.80
Total	602	

The educational qualifications of the respondents are revealed in this section of the demographic profile. The results of the table indicate that 37% of the respondents had completed their undergraduate degrees, while 31% had completed their postgraduate degrees. On the other hand, 21% of respondents were professionals and 11% were others.

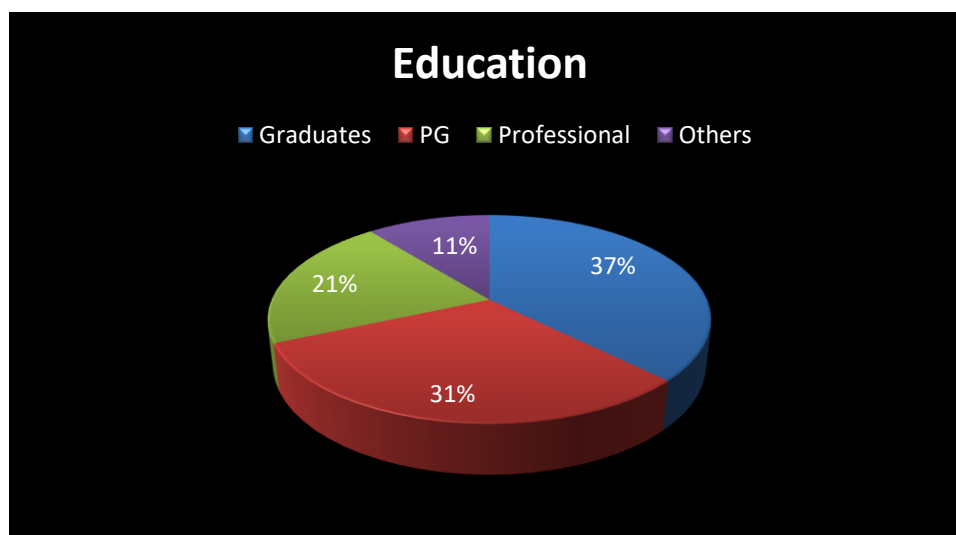


Fig. 3 Education wise distribution

Income

Table 4 Income wise distribution

Income		
5K-15K	206	34.22
20K-35K	157	26.08
36k-50K	65	10.80
Above 50K	174	28.90
	602	

Four different bifurcations were taken into consideration for this category. The overall sample consisted of 602 respondents, of which 206 (34.22%) had an income level that was between 5k and 15k, 157 (26.08%) had an income level that was between 20k and 30k, 65 (10.80%) represented an income level that was between 36k and 50k, and 1174 (28.90%) of the respondents had an income that was above 50 million.

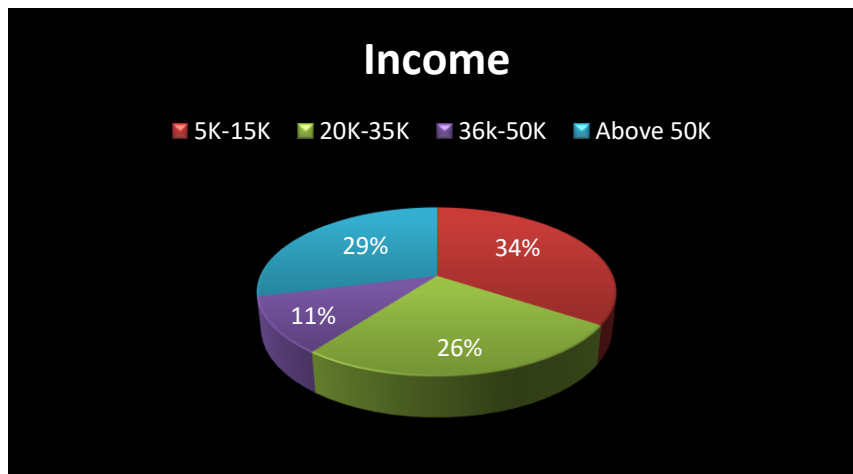


Fig. 4 Income wise distribution

Testing of Hypotheses

H1 – There is no significant impact of demographic factors on mindfulness of the salaried employees

Regression equation for testing this hypothesis is as follows:

Mindfulness = Constant + b.(Age, Gender, Education & Income) + error

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.063 ^a	0.004	-0.006	5.03241
a. Predictors: (Constant), Income, Gender, Education, Age				

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.804	1.310		18.933	0.000
	Age	0.080	0.389	0.013	0.207	0.008
	Gender	-0.108	0.537	-0.011	-0.202	0.840
	Education	0.306	0.324	0.055	0.943	0.346

	Income	-0.163	0.233	-0.040	-0.698	0.486
a. Dependent Variable: Mindfulness						

Taking into consideration the tables that have been presented, it is clear that the p-value is lower than 0.05, which indicates that the null hypothesis should be rejected. Despite the fact that the value of R-squared is insignificant, which is 0.004, it can be deduced that the demographic variables, which include age, gender, education level, and income, are responsible for 0.4% of the variation in the dependent variable. Upon further investigation into the effects of individual variables, it was discovered that gender, education, and income do not have any influence on mindfulness; however, age does have an effect on the dependent variable (according to the p values that are displayed in the table that is located above). Furthermore, it is possible to ascertain that the independent variables possess modest predictive capabilities, as shown by a significant value that is lower than 0.05 or higher.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38.397	4	9.599	0.379	.008 ^b
	Residual	9674.208	382	25.325		
	Total	9712.605	386			
a. Dependent Variable: Mindfulness						
b. Predictors: (Constant), Income, Gender, Education, Age						

Furthermore, the results of the analysis of variance (ANOVA) lead one to conclude that the null hypothesis ought to be rejected. Because the p value is less than 0.05, it is plainly clear that there is a statistically significant link between mindfulness and demographic characteristics (i.e., age, gender, education, and income). This is the reason why this is the case. Furthermore, it has been discovered that these variables have an overall impact on mindfulness, although none of them have any influence on mindfulness on their own.

Discussion and Conclusion

In this particular study, the objective was to investigate the influence that demographic factors had on the level of mindfulness exhibited by salaried workers. According to the findings of the study, the only factor that had an effect on the participants' level of mindfulness was their age. Additionally, this is something that might occur as a result of the changes that occur in the lives of humans. There are a number of developmental, cognitive, emotional, and physical changes that occur over a person's lifetime. Because of these changes, the degree of mindfulness that a person possesses at a certain age may also vary. According to the socio-emotional selectivity hypothesis, older age is connected with a greater tendency to concentrate on the "here and now" and to get motivated to have the most favorable emotional experiences possible. These findings are consistent with the theory's conceptual framework. According to Carstensen (2006) and Mather (2012), researchers believe that older persons may be better able to regulate their emotions than younger adults. There is a correlation between increased awareness and improved ability to regulate emotions (Brown & Ryan, 2003; Feldman et al., 2007). Furthermore, a significant body of research suggests that mindfulness-based activities have a favorable influence on the ability to regulate emotions (Holzel et al., 2011). In addition, the research discovered that gender, wealth, and education did not have any impact on the level of mindfulness exhibited by the employees. There is a possibility that the cognitive functioning of males and females is very different, which could explain gender differences. Women, on general, are far better than men at observing details and also at multitasking, which means performing numerous tasks at the same time. Men, on the other hand, have a propensity to focus on one activity at a time and be more attentive while doing it. Previous study has shown that women

are significantly better at both of these things than males. The names Stoet et al. On the other hand, the bulk of research evidences from the past contradict the findings of the present study and confirm that there are gender disparities in regards to mindfulness and education.

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