



# Mindfulness, Perceived Stress, and Mental Well-being among Working Adults: A Quantitative Analysis

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## ABSTRACT

This study aims to investigate the interplay between mindfulness, mental well-being, and perceived stress among working adults. Using a sample of 150 adults aged 25-50, data is collected through both offline and online questionnaires, employing simple random sampling. Hypotheses predict a significant relationship between mindfulness and mental well-being (H1), an insignificant relationship between mindfulness and perceived stress (H2), and a significant relationship between mental well-being and perceived stress (H3). Analysis includes correlation design. The findings are anticipated to offer insights into workplace mental health and inform potential interventions.

## CHAPTER 1

### INTRODUCTION

The modern work environment is often characterized by high levels of stress, which can have detrimental effects on the mental well-being of employees. In recent years, there has been growing interest in the role of mindfulness as a potential tool for reducing stress and promoting mental health among working adults. Mindfulness, defined as the practice of intentionally focusing one's attention on the present moment without judgment, has garnered attention in both clinical and organizational settings for its potential benefits in stress reduction and enhancing overall well-being.

Perceived stress, a subjective appraisal of the degree to which situations in one's life are appraised as stressful, is a significant factor influencing mental health outcomes among working adults. High levels of perceived stress have been linked to a range of negative outcomes, including anxiety, depression, and burnout. Understanding the relationship between mindfulness, perceived stress levels, and mental well-being is crucial for developing effective interventions to support the psychological health of employees in the workplace.

Mindfulness, perceived stress, and mental wellbeing among working adults have garnered significant attention in scientific research due to their profound implications for occupational health and productivity. Mindfulness, defined as moment-to-moment awareness without judgment, has emerged as a potential tool for mitigating stress and promoting mental health in the workplace. Perceived stress, reflecting individuals' subjective evaluation of stressors and their coping resources, plays a crucial role in shaping mental wellbeing outcomes. Mental wellbeing, encompassing emotional resilience, life satisfaction, and stress management abilities, is essential for maintaining optimal functioning in the workplace. While existing literature has explored these constructs individually, there remains a need to understand their

interrelationships comprehensively, especially in the context of working adults facing diverse occupational stressors. This paper aims to examine the associations between mindfulness, perceived stress, and mental wellbeing among working adults, addressing gaps in research and informing targeted interventions to enhance occupational health outcomes

## **CHAPTER 2**

### **RESEARCH METHODOLOGY**

#### **Aim**

The aim of this study is to understand the relationship between Mindfulness, Mental Well-being and Perceived Stress among working adults.

#### **Objectives**

The objectives for the study are given below:

- To study the relationship between mindfulness and mental wellbeing among working adults.
- To study the relationship between mindfulness and perceived stress among working adults.

#### **Hypotheses:**

The hypotheses for the study are given below:

- H1: There will be a significant relationship between mindfulness and mental wellbeing among working adults.
- H2: There will be an insignificant relationship between mindfulness and perceived stress among working adults.
- H3: There will be a significant relationship between mental wellbeing and perceived Stress among working adults.

#### **Sample design:**

Simple/ random sampling technique will be used to gather the data. It is a technique used in research to choose a sample from a larger population so that each person in the population has an equal chance of being chosen is called simple random sampling.

#### **Sample inclusion and exclusion:**

##### **Inclusion**

- Age between 25-50 years.
- People who understands English.
- 12th pass
- Working adult

##### **Exclusion**

- Age below 25 years.
- Age above 50 years.
- Non –working

**Research design:**

The research is expected to be a quantitative analysis aiming this study is to understand **the relationship between Mindfulness, Mental Well-being and Perceived Stress among working adults** will be conducted through offline as well as online modes. Questionnaires will be distributed offline and google forms will be used for online data collection. The sample size would be **150 working adults** in between age **25-50**. **Simple/ random sampling technique** will be used to gather the data and after the data collection **correlation design** will be used to assess the significance of the variables. Discussion and conclusion will be written according to the results.

**TOOLS:**

1. **Perceived Stress Scale:** A psychological assessment tool used to gauge stress perception is the Perceived Stress Scale (PSS). The Sheldon Cohen and colleagues scale was created in 1983, and it is well known for its ease of use and efficacy in assessing how people view stress in their lives. The PSS is a self-reported questionnaire that asks participants to reflect on their thoughts and feelings during the previous month through a series of statements or questions.

There are questions in the PSS designed to gauge how stressful you think certain situations in life are. In response to each statement, participants are asked to rate how often they have felt or thought a particular way. This measure focuses on evaluating not only particular incidents or circumstances but also an individual's overall sense of stress and how unpredictable, overwhelming, or out of control life may seem.

**Calculating Your PSS Score**

You can use these instructions to find your PSS score:

- To start, flip the answers to questions 4, 5, 7, and 8. Adjust the scores on these four questions as follows: 0 = 4, 1 = 3, 2 = 2, 3 = 1, 4 = 0.
- Next, total the points you received for each item. I received \_\_\_\_\_ overall.
- Higher scores on the PSS indicate higher perceived stress. Individual scores on the PSS can range from 0 to 40.
  - ▶ A score between 0 and 13 is regarded as low stress.
  - ▶ Scores between 14 and 26 are regarded as moderate stress, and scores between 27 and 40 are regarded as high stress.

The Perceived Stress Scale is fascinating and significant because it measures how you perceive the events in your life.

1. **Mindful Attention Awareness Scale:** The study that produced the MAAS looked into mindfulness as a quality that differs between and among individuals (Brown, Ryan, 2003). People's levels of awareness and attention to current experiences and events differ. Because of differences in personality, self-control, and discipline, each person has a different innate capacity.

Individual variations in the frequency of mindful states over time are evaluated by the MAAS. This questionnaire measures dispositional (or trait) mindfulness on a 15-item (1-6 Likert scale). The MAAS measures consciousness in relation to self-regulation and other aspects of well-being.

It has been demonstrated that certain people are better than others at bringing themselves into a state of mindfulness. It's also possible that different people varied in their willingness and ability to practice mindfulness. Enhancing our ability to focus our internal radar is a skill.

This scale is predicated on the idea that awareness serves as a "radar" for all human experience, both internal and external. By using that awareness's focusing power—attention—consciousness is developed. Enhanced awareness and attention to the present moment or experience is what is meant by mindfulness.

1. **The Warwick–Edinburgh Mental Well-being Scale (WEMWBS):** An expert panel used focus groups, current academic literature, psychometric testing of an existing scale, and qualitative research to develop WEMWBS. It was verified on a sample of students and members of the general public. The frequency of complete responses and the distribution of responses to each item were examined in order to evaluate the content validity. To test the hypothesis that the scale measured a single construct, confirmatory factor analysis was employed. To evaluate internal consistency, Cronbach's alpha was employed.

By examining correlations between WEMWBS and other scales and determining whether the scale discriminated between population groups in accordance with pre-specified hypotheses, criterion validity was investigated. Intra-class correlation coefficients were used to evaluate test-retest reliability at one week intervals. The Balanced Inventory of Desired Responding was used to measure exposure to bias.

Scale Items: There are fourteen statements on the scale that rate various facets of mental health. "I've been feeling relaxed," and "I've been feeling optimistic about the future," are two examples of these statements.

Options for Reaction: People use a five-point Likert scale to rate their emotions over the last two weeks for each statement:

- 1: Not at all
- 2: Infrequently
- 3: Occasionally
- 4: Frequently
- 5: Constantly

Rating: A score ranging from 1 to 5 is allocated to every answer. The sum of the scores from each of the 14 items determines the final score. The overall result may vary between 14 and 70.

**Sample**

The sample for the present study were selected by **simple random sampling technique** the total number of samples were 150 working adults.

**CHAPTER 4 RESULTS**

**Result Analysis**

Table 1: Showing correlation between all the Independent variable, Mindfulness and Dependent variables, Mental Well being and Perceived Stress

**Correlations**


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

**Hypothesis 1:** There will be a significant relationship between Mindfulness and Mental Well-being among working adults.

TABLE 1:


The Pearson correlation was conducted to examine the relationship between Mindfulness and Mental Well-being among working adults. The correlation coefficient was found to be  $r = 0.44$ ,  $p < .01$ , this result is highly statistically significant, indicating a strong positive correlation between Mindfulness and Mental Well-being. The correlation analysis supported the hypothesis that there is a positive relationship between Mindfulness and Mental Well-being among working adults. This result suggests that higher levels of Mindfulness are associated with higher levels of Mental Well-being among working adults.

**Hypothesis 2:** There will be a significant relationship between Mindfulness and Perceived Stress among working adults.

TABLE 2:


The Pearson correlation was conducted to examine the relationship between Mindfulness and Perceived Stress among working adults. The correlation coefficient was found to be  $r = -0.43$ ,  $p < .01$ , this result is highly statistically significant, indicating a strong negative relationship between Mindfulness and Perceived Stress. The correlation analysis supported the hypothesis that there is a negative relationship between Mindfulness and Perceived Stress among working adults. This result suggests that higher levels of Mindfulness are associated with lower levels of Perceived Stress among working adults.

**Hypothesis 3:** There will be a significant relationship between Mental well being and Perceived Stress among working adults.

TABLE 3:


The Pearson correlation also found a highly statistically significant relationship between Mental Well-being and Perceived Stress among working adults. The correlation coefficient was found to be  $r = -0.39$ ,  $p < .01$ , indicating that there is a negative relationship between Mental Well-being and Perceived Stress among working adults. This result suggests that higher levels of Mental Well-being are associated with lower levels of Perceived Stress among working adults.

**CHAPTER 5**  
**DISCUSSION**

This study seeks to explore how mindfulness, mental well-being, and perceived stress are connected among working adults. By examining these relationships, the study aims to provide insights into how these factors influence each other in a work setting.

This research is important in today's busy work environments, where stress and mental health are significant concerns. By understanding how mindfulness, mental well-being, and perceived stress relate to each other, this study aims to help organizations develop effective strategies for supporting employee well-being and managing stress.

The primary objective of this study was to investigate the relationship between mindfulness and mental well-being among working adults, hypothesizing a positive correlation between the two. The study's results not only supported this hypothesis but also revealed a statistically significant positive correlation ( $r=0.44$ ) at the 0.01 level, indicating that higher levels of mindfulness are associated with greater mental well-being among working adults.



These findings carry important implications, suggesting that promoting mindfulness practices in the workplace could be beneficial for improving employees' mental well-being. Incorporating mindfulness training into workplace wellness programs may help create a more positive work environment. This underscores the significance of mindfulness in enhancing mental well-being among workers and highlights the potential benefits of integrating mindfulness into organizational practices.

The secondary objective of this study was to explore the relationship between mindfulness and perceived stress among working adults, with a hypothesis suggesting a negative correlation between them. The results not only supported this hypothesis but also demonstrated a statistically significant negative correlation ( $r=-0.43$ ) at the 0.01 level. This indicates that higher levels of mindfulness are associated with lower perceived stress among working adults.

This finding suggests that individuals with greater mindfulness tend to experience less perceived stress in their work. This is particularly relevant in today's work environment, where stress is a common concern. The results imply that promoting mindfulness practices in the workplace could be an effective strategy for reducing perceived stress among employees.

Integrating mindfulness training into workplace wellness programs may help employees better manage and cope with stress, potentially leading to a more positive work environment and improved overall well-being. These findings emphasize the importance of considering mindfulness as a valuable approach for addressing stress-related issues in the workplace.

This study also found a negative relationship between mental well-being and perceived stress in employed individuals. The results indicated a statistically significant negative correlation ( $r=-0.39$ ) at the 0.01 level between mental well-being and perceived stress among working adults. These findings suggest that higher levels of mental well-being are linked to lower levels of perceived stress in the workplace.

This implies that individuals with better mental well-being tend to experience less perceived stress at work. This is an important discovery, emphasizing the potential impact of mental well-being on stress levels in a work setting. The results suggest that efforts to improve mental well-being among employees could help reduce perceived stress and enhance overall well-being.

By focusing on strategies to enhance mental well-being, organizations may be able to assist employees in coping better with stress and improving their overall quality of life. These findings underscore the significance of considering mental well-being as a crucial factor in addressing stress-related challenges in the workplace.

## **CHAPTER 6**

### **Conclusion**

In conclusion, this study illuminates the intricate relationship between mindfulness, mental well-being, and perceived stress among employed individuals. The findings offer compelling evidence of a positive correlation between mindfulness and mental well-being, indicating that individuals with higher mindfulness levels generally experience greater mental well-being. Additionally, the study reveals a significant negative correlation between mindfulness and perceived stress, suggesting that those with higher mindfulness levels tend to perceive less stress in their work environments.

Moreover, the results demonstrate a negative association between mental well-being and perceived stress among working adults. This implies that individuals with better mental well-being typically experience lower levels of perceived stress in their workplaces. These findings underscore the importance of integrating

mindfulness practices and promoting mental well-being in workplaces to cultivate a positive work environment and enhance employee well-being.

In summary, this study provides valuable insights into the interconnected nature of mindfulness, mental well-being, and perceived stress in the workplace. It emphasizes the importance of considering these factors in organizational strategies aimed at supporting employee well-being and effectively managing stress.

### **Limitations of this study**

While this study offers significant insights into the connections among mindfulness, mental well-being, and perceived stress in employed individuals, there are several limitations to acknowledge.

Firstly, the reliance on self-reported data introduces the possibility of bias, as participants' responses may be influenced by factors like social desirability or current mood, potentially impacting the accuracy of the findings.

Secondly, the cross-sectional nature of the study limits its ability to establish causality. While correlations were identified between mindfulness, mental well-being, and perceived stress, the direction of these relationships cannot be determined conclusively without longitudinal research.

Moreover, the study's sample was restricted to working adults, potentially limiting the generalizability of the results to other demographic groups. Variations in mindfulness, mental well-being, and perceived stress may exist among different populations, warranting caution in extrapolating the findings.

Additionally, the study focused solely on the relationships among mindfulness, mental well-being, and perceived stress, overlooking other potential contributing factors. Future investigations could explore the influence of variables such as job satisfaction, social support, and coping mechanisms on mental well-being and perceived stress among working adults.

Despite these limitations, the study contributes valuable insights into the dynamics of mindfulness, mental well-being, and perceived stress in the workplace, underscoring the importance of integrating mindfulness initiatives to support employee well-being.

### **Recommendations for Future Research and Interventions**

The study's findings suggest several avenues for future research and practical applications. Firstly, researchers could delve deeper into the impact of specific mindfulness programs within workplace settings. By implementing and evaluating various mindfulness interventions, researchers can better understand which approaches are most effective in enhancing mental well-being and reducing perceived stress among employees.

Secondly, there is a need for longitudinal studies to assess the long-term effects of mindfulness training on employee well-being and stress levels. Such studies could track participants over an extended period to determine whether the benefits of mindfulness practice persist over time.

Additionally, organizations could consider integrating mindfulness training into their existing employee wellness initiatives. By offering employees opportunities to cultivate mindfulness skills, organizations may foster a more supportive work environment and mitigate stress-related challenges.

Furthermore, future research could investigate how organizational culture and leadership influence the effectiveness of mindfulness practices. Understanding the role of these factors in promoting mindfulness and supporting employee well-being could help organizations design more targeted strategies to enhance employee well-being and stress management.

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