

meaningfully reduction turnover intentions. In general, it reinforced the intervention prototypical model in HR research.

(Good., et.al., 2020) showed a wide-ranging examination of mindfulness in executive behavior. The research initiate that mindfulness definitely effects attention, sensitive regulations & interpersonal relationships at workplace. It also highlighted that mindfulness decreases workplace anxiety & improves job performances. The study emphasized that personnel with complex mindfulness are smaller likely to involvement exhaustion. It also presented that mindfulness advances administrative decisions & decreases impulsive reactions. The research determined that mindfulness donates to lesser turnover intentions through better-quality well-being. It additional recommended mixing mindfulness into management development programs. The conclusions strengthened the status of mindfulness as a tactical HR instrument. Overall, mindfulness was recognized as a important feature in employee retention.

(BMC., et.al., 2024) observed the relationship in between mindfulness, pressure & turnover intentions. The research findings exposed that mindfulness meaningfully decreases turnover intentions through the perceived stress mediation. Employees with advanced mindfulness described lesser stress stages & improved mental health. The research confirmed that pressure is a main predictor of turnover intentions. (BMC., et.al., 2024) also emphasized that mindfulness improves well-being & flexibility among workforces. The study reinforced the job-related demand model. Thus, mindfulness was also found to be a vital feature in employee retention. It is also concluded that mindfulness interferences can advance administrative outcomes. Furthermore, the research highlighted the significance of psychological possessions in falling employee attrition rate.

(Zambrano., et.al., 2024) examined the relationship in between psychological capital as well as turnover intentions. The study demonstrated that positive psychological states reduce burnout & turnover intentions. The research, although not explicitly focused on mindfulness practices, highlighted similar attributes such as resilience as well as optimism. These ideas are closely related to mindfulness practices. The study showed that reducing burnout significantly decreases the desire to leave. It underlined how vital it is to take care of your mental health at work. The findings demonstrated that psychological therapy can enhance employee retention. (Zambrano., et.al., 2024) found that businesses should put improving their employees' mental health first. It generally supports the premise that being aware can assist keep people from leaving their jobs.

(Kuma., et.al., 2025) examined the impact of mindfulness on reducing employees' intentions to resign from their positions. The study showed that mindfulness significantly reduces the desire to leave a job by relieving stress at work. (Kuma., et.al., 2025) discovered that work stress served as a complete mediator in this context. It was also shown that resilience made mindfulness work better. The study emphasized the significance of mindfulness training programs. (Kuma., et.al., 2025) found that businesses may keep employees longer by focusing on strategies to reduce stress. The research also stressed how important personal psychological resources are. Mindfulness was acknowledged as an essential component in strategies for employee retention.

A structured review in (2023) analyzed almost 02 decades of mindfulness studies within professional settings. The study revealed how swiftly mindfulness research is spreading and how it could help employees feel better. It found that mindfulness practices improves health, engagement & performance. The review emphasized that mindfulness can significantly reduce stress as well as burnout. It also identified new research that shows a connection between mindfulness and keeping employees. The research established that mindfulness is a significant area within organizational psychology. It suggested further investigation of the effects of mindfulness practices at the team level. The review established that mindfulness effectively decreases turnover intentions.

Research Methodology

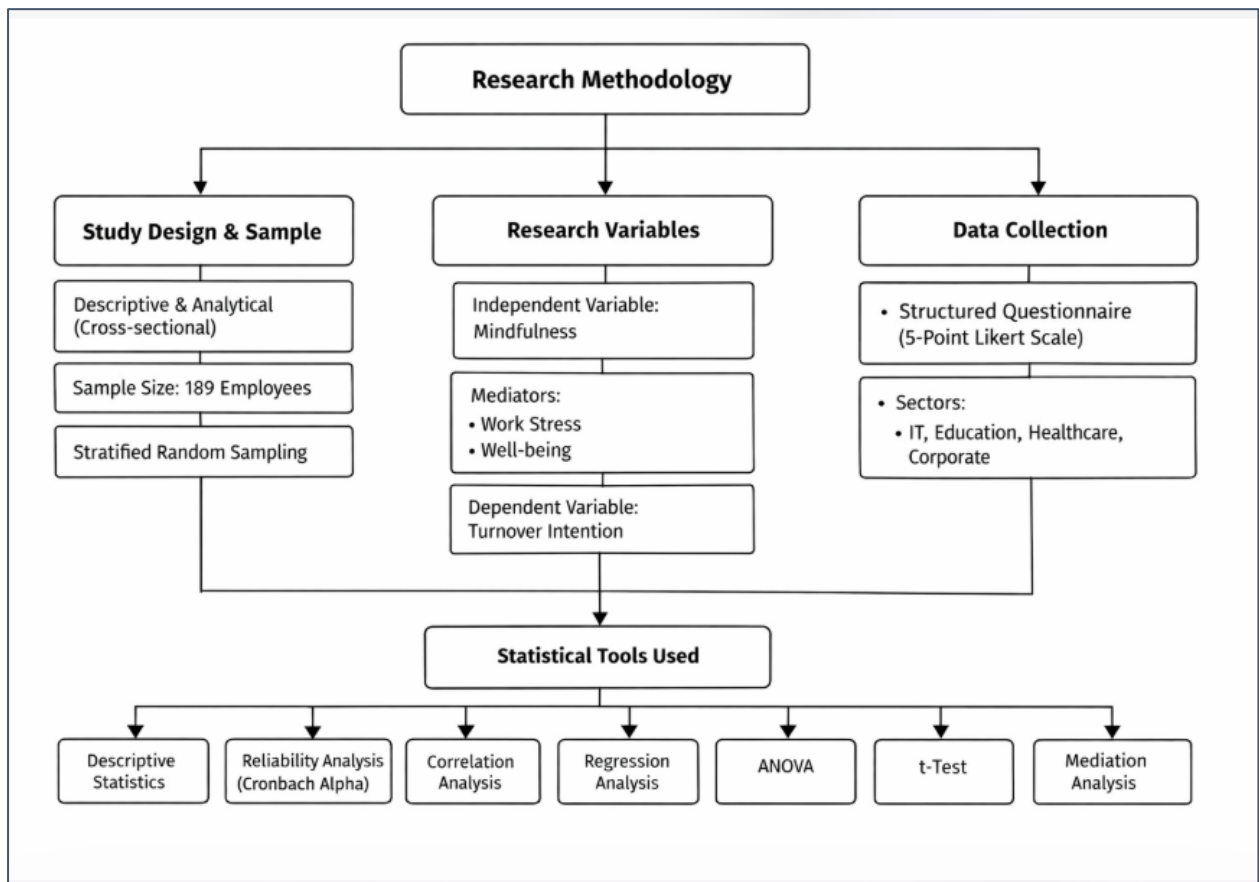


Figure 1: Research Method Model

The research methodology surveys a organized & systematic approach start with a descriptive as well as analytical cross-section design strategy by using a sample of 189 valid employees designated through the stratified random sampling. It also clearly describes main variables, where mindfulness practices acts as an major independent variable, turnover intentions acts as a dependent variable & work stress as well as well_being as a mediating factors. The data is gathered by using a standardized five-point Likert scale questionnaire used across multiple sectors to safeguard consistency & generalizability. The research applies unconventional statistical tools such as correlation analysis, regression analysis, ANOVA test, t_test & mediation analysis to authenticate relations & test the projected hypothesis effectively.

Objectives of the Study

1. To study the mindfulness level among employees
2. To survey the influence of mindfulness practices on turnover intentions
3. To examine the association in between mindfulness practices & work stress
4. To analyze the impact of mindfulness practices on employee well-being in organization
5. To study the mediating function of stress as well as well-being
6. To examine the demographical differences in turnover intentions.

Research Hypothesis

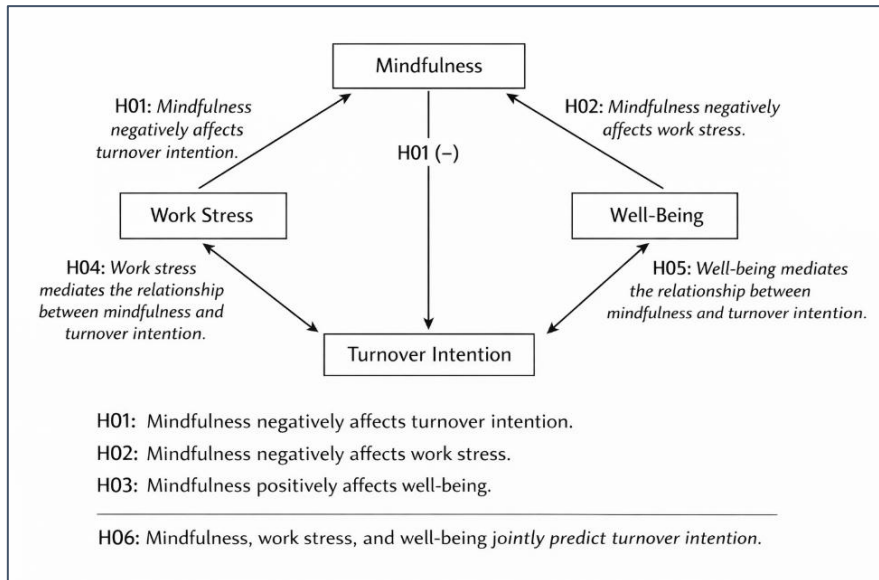


Figure 1: Hypothetical Model

Data Analysis and Interpretation

Table 1: Demographical Profile of Respondents

Variables	Categories	Freq.	Percent (%)
Gender_Wise	Male (M)	102	54.0%
	Female (F)	87	46.0%
Age_Wise	20 to 30	80	42.3%
	31 to 40	65	34.1%
	>41	44	24.1%

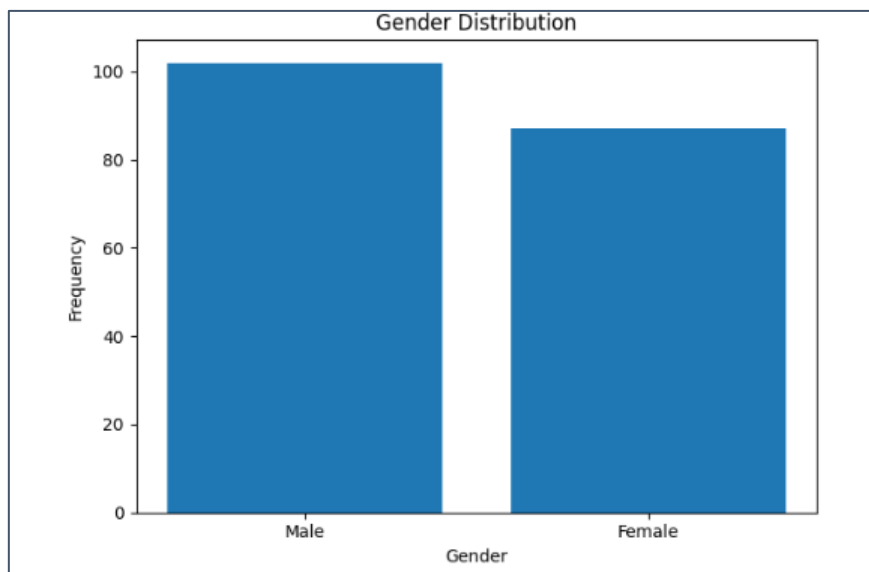


Figure 3: Gender Distribution

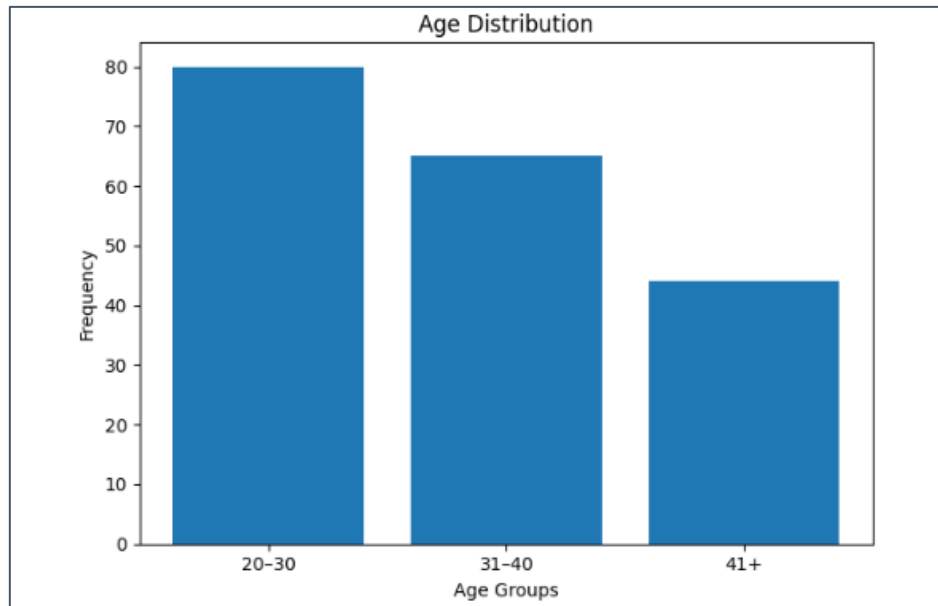


Figure 4: Age Distribution

The sample contains a composed representation of genderwise & agewise groups. A major freq. of respondents belonging to the younger agewise group category, which is quite prone to job swapping. This improves the significance of the research in examining turnover intentions. Such diversity advances results generalizability.

Table 2: Descriptive Statistics

Variables	Mean	Std. Dev
Mindfulness_Practices	3.94	0.73
Work_Stress	3.21	0.82
Well_Being	3.87	0.68
Turnover_Intentions	2.76	0.84

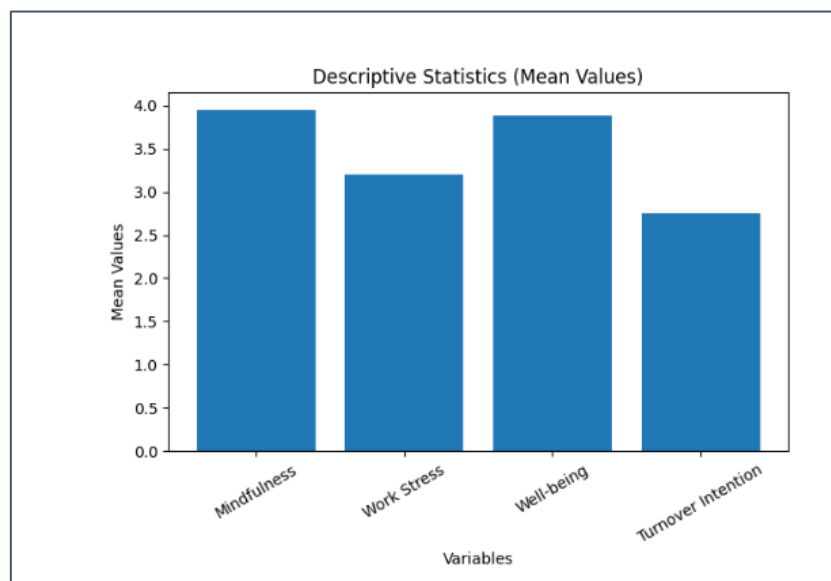


Figure 4: Mean Values

Table 11: Cross-tabulation of Mindfulness Practices

Level of Mindfulness	Low Turnover	High Turnover
High Level	71	19
Medium Level	41	24
Low Level	09	23

Higher Mindfulness Practices is linked with lower Turnover Intention. Employees with low mindfulness level displays higher turnover ratio. This further confirms that there is an inverse relationship. The outcomes strongly support the study hypothesis.

Findings of the study

The results clearly validate that mindfulness suggestively decreases turnover intentions. Employees with the higher mindfulness level experiences lower stress level & better well-being. Work stress emerges as an important variable persuading turnover, while mindfulness practices acts as a buffer. The results support the job-related demand resources model framework, where mindfulness practices acts as a personal resource to enhance flexibility & reducing job strain.

Major Findings

1. Mindfulness practices substantially reduces turnover intentions.
2. Work stress is the major & strongest predictor of turnover intentions.
3. Mindfulness practices diminish work stress.
4. Well-being enhances employee retention.
5. Dual mediational effects are confirmed.
6. Younger employees relatively display higher turnover.
7. Meditation Practice is quite common in daily routine.
8. High mindfulness practices leads to lower turnover clusters.
9. Model highlights 51% of variance.
10. All hypothesis are strongly supported.
11. emotional factors control over demographical factors.
12. Mindfulness practices improves psychological regulations.

Conclusion and Recommendations

This research clearly displays that mindfulness methods have a big & wide-ranging effect on dropping employees' intention to quit. The outcomes show that mindfulness practices directly lowers employees' wish to quit & indirectly has a big result on it by lowering work stress & boosting general well-being. Individuals who involve in mindfulness practices, such as meditation practice, breathing exercises & yoga practice, exhibit better emotional control, discriminating psychological resilience & enlarged job satisfaction, all of which contributed to better administrative engagement & reduced the withdrawal behavior. The research demonstrates that work stress is an important predictor of turnover intentions, but mindfulness practices as an actual mitigator that decreases its adverse effects.

