

A Comparative Study of Stress Levels between Employees Practicing Mindfulness and Non-Practitioners

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Abstract

In today's competitive work environment, stress levels (SL) has become a major concern affecting performance & well-being of the employees. Mindfulness practices (M_Prac.) such as mild meditation, exercises related to breathing & awareness methods are gradually adopted to manage stress levels (SL). Over the former years, many of the organizations have already been started to incorporate mindfulness-oriented practices into their employee fitness programs. These ingenuities purpose to create a helpful work environment, expand attention & concentration & foster improved decision-making activities among employees. Despite of its increasing popularity, there ruins a necessity for practical evidence to recognize the level to which mindfulness practices (M_Prac.) actually impact stress level (SL) in comparison to those who do not participate in such kind of practices. This current research investigates the major differences stress level (SL) in between employees who are practicing mindfulness & those who are not practicing mindfulness . For the sake of the research, gathered 223 sample size of respondents & was examined by using appropriate statistical tools like descriptive statistical text, analysis of independent sample t-test, test of ANOVA, correlation analysis & regression test. Results of the study indicates that mindfulness practitioners (M_Prac.) experienced significantly minor stress levels (SL). The study further reveals that mindfulness as an effective & active intervention for refining workplace well being.

Keywords - Stress Level, Mindfulness, Practitioners, Non-Practitioners, Employee Stress

Introduction

In today's corporate world, stress among employees has become a major problem that affects both their health and the success of the company. Rapid technological advancements increased work pressure, targeted deadlines & high expectations have greatly contributed to increasing stress levels (SL) among employees across numerous sectors (K, A. D., 2019). Long-term exposures to this type of stress levels (SL) not only causes mental as well as physical health problems, but it also reduces productivity, job satisfaction, & employee efficiency in companies.

Mindfulness practices has garnered considerable attention as an effective psychological as well as behavioral strategy for stress level (SL) management in response to such problems (Dubey et al., 2017). Mindfulness is basically the practice of being aware of the existing moment without judging to anyone. This is

usually done through regular meditation lessons, breathing exercises as well as concentration & attention. It helps employee to control their thoughts as well as emotional feelings better, which ultimately lowers the stress_level (SL) & makes them more mentally strong.

In recent years, number of enterprises have included mindfulness practices in their programs to improve employee mental health (Pandey, V., 2017). The goal of such efforts is to provide a enjoyable & pleasant place to work, help employees to concentrate better & also help them to take better decisions. Despite its rising prevalence, of mindfulness practices, empirical study is still necessitates to ascertain the level to which mindfulness practices influence stress_levels (SL) in comparison to individuals who do not engage in mindfulness practices (Singh, et al., 2026). Consequently, this current research aims to provide a comparative analysis of stress_levels (SL) in between mindfulness practitioners (M_Prac.) & non practitioners (N_Prac.) (Tyagi, et al., 2025). The current research also seeks to explain the differences & relationships among sampled groups to examine the efficacy of mindfulness practices as a mechanism for stress_reduction (SR). This study's outcomes can be helpful for organizations come up with better & improved mental health techniques & make their employees healthier & more productive.

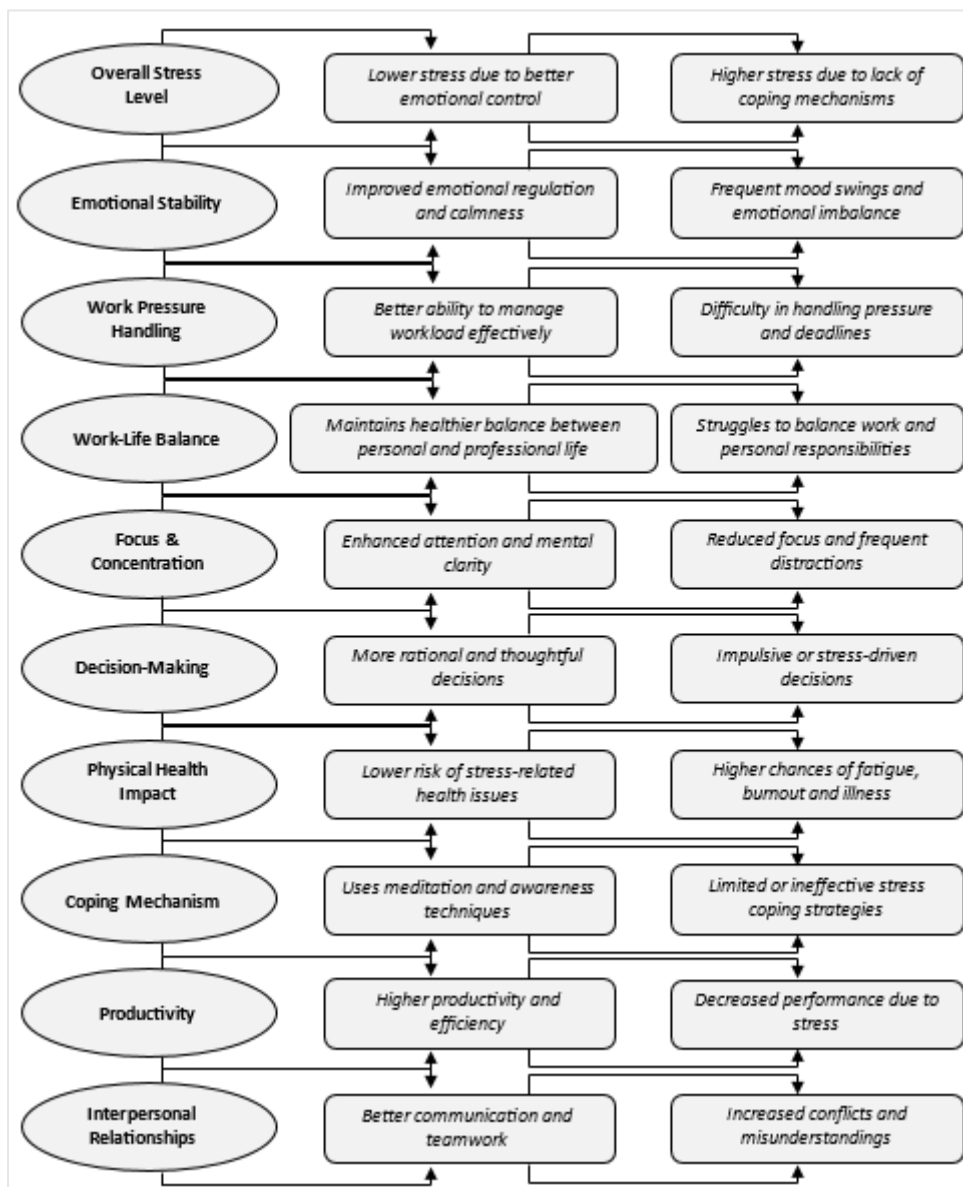


Figure 1: Comparison of Stress Levels (Mindfulness Practitioners vs Non-Practitioners)

Review Literature

(Sentin et.al., 2025) Mindfulness has been shown to help reduce an individual's perceived amount of stress while improving their overall job performance. Stress has been found to be an intermediary variable between mindfulness and an individual's ability to perform tasks at the workplace; individuals with higher levels of mindfulness tend to experience lower levels of stress and thus are more productive. (Sentin et.al., 2025), studies have demonstrated that individuals practicing mindfulness are less likely to quit their jobs. As such, Mindfulness has been identified as a psychological resource within stressful working environments.

The research conducted by (Marsh., 2024), stresses upon mindfulness_practices (M.Prac.) within digital workspaces as well as the relationship of mindfulness to the perception of stress_level (SL). The findings of this study revealed that digitally employed individuals who report mindfulness_practices experience reduced levels of perceived stress_level (SL), anxiety & technologically related overloads. (Marsh., 2024), study further emphasized the importance of an awareness of technological influences upon employees' experiences of stress_level (SL). Furthermore, this current study supported the notion that heightened awareness may serve as a protective mechanism against experiencing stress in a modern workforce environment.

(Singh., 2024) studied various mindfulness-based interventions in high-stress industries (such as healthcare and banking). (Singh., 2024) reported that these interventions increase employees' ability to cope with stress through increased resilience, which ultimately increases their well-being. Additionally, Singh (2024) conducted in his research that the practice of mindfulness has a positive effect on employees' mental & well-being. Moreover, (Singh., 2024) concluded that practicing mindfulness enables employees to respond more effectively to stressors in the workplace. (Ioannou., 2023) examined the correlation between mindfulness_practices & technostress inside businesses. The study demonstrated that mindfulness_practices (M.Prac.) assists employees in coping with stress induced by excessive technology utilization. (Ioannou., 2023) showed that being aware of your thoughts and emotional state can help employee think more clearly. Employees who perform mindfulness_practices said they were better able to control their emotions. (Ioannou., 2023) further suggested mindfulness_practices as a remedy for contemporary working pressures. (Lomas. et.al., 2019) found a qualitative analysis regarding mindfulness-oriented therapies for the employees. The results also indicated that the majority of concerned therapies concentrate on alleviating stress and enhancing well-being. (Lomas. et.al., 2019) founded that mindfulness related training greatly lowers the stress_level & burnout. (Lomas. et.al., 2019) also showed that the programs worked differently for different people. The study validated mindfulness as a prevalent stress management technique.

(Janssen, et.al., 2018) investigated the impact of mindfulness-orientyed stress_reduction (SR) on the mental health of employees. The research further indicated that mindfulness_practices enhances emotional regulation as well as decreases stress_levels (SL). (Janssen, et.al., 2018) also discussed about the benefits, such as less anxiety & there are many better ways to deal with stress_level (SL). Employees who practiced mindfulness_practices said they felt better. The research highlighted mindfulness_practices as a proactive mental health approach. (Good. et.al., 2022) conducted a complete valuation of workplace mindfulness_practices. The study discovered that mindfulness_practices enhances employee well_being, their relationships & performances. It also found that diminishing stress was an important result. (Good. et.al., 2022) emphasized the purpose of mindfulness_practices as a channel between workplace loads & outcomes. It determined that mindfulness_practices improves organizational efficacy. (Rajan. et.al., 2026) performed a meta-analysis regarding mindfulness_practices & perceived stress_levels (SL). The study revealed solid evidences that mindfulness_practices dramatically lowers stress_levels (SL) in those who are not in therapy. (Rajan. Et.al., 2026) showed that the findings were the same in numerous research & related situations. The research confirmed that mindfulness_practices is an intervention based on evidence. It also focused that such practices is useful in the workplace. (Su., et.al., 2024) studied mindfulness_practices (M_Prac.) in helping careers & its influence on stress_levels (SL). The findings of the study revealed that mindfulness_practices (M_Prac.) improves understanding, self-efficacy & stress_level (SL) management. It also decreases emotional fatigue among professionals. The employees who are practicing the mindfulness technoques reported higherwork satisfaction. (Su., et.al., 2024) research supports mindfulness as a effective tool for emotional & mental well-being. (Radin., et.al., 2025) showed a randomized scientific trial on digital mindfulness_practices (M_Prac.). The study also found

that mindfulness-oriented apps suggestively decrease employee stress_levels (SL). It is further highlighted the improvements in mental well_being & daily functioning. Participants were reported in the study that there is better emotional stability. (Radin., et.al., 2025) study demonstrates the efficiency of technology-oriented mindfulness solutions.

Research Objectives

1. To examine stress_levels (SL) among employees.
2. To compare stress_levels (SL) in between mindfulness_practitioners (M_Prac.) & non_practitioners (N_Prac.).
3. To analyze the relationship in between mindfulness_practices (M_Prac.) & stress_levels (SL).
4. To evaluate the influence of demographical variables on stress_levels (SL).
5. To study the predictive effect of mindfulness_practices (M_Prac.) on stress_reduction (SR).

Research Hypothesis

H₀₁: There is no strong & significant differences in stress_levels (SL) between mindfulness_practitioners (M_Prac.) & non_practitioners (N_Prac.).

H₀₂: Mindfulness_practices (M_Prac.) has no strong & significant relationship with stress_levels (SL).

H₀₃: Demographical variables do not have strong & significant influence on stress_levels (SL).

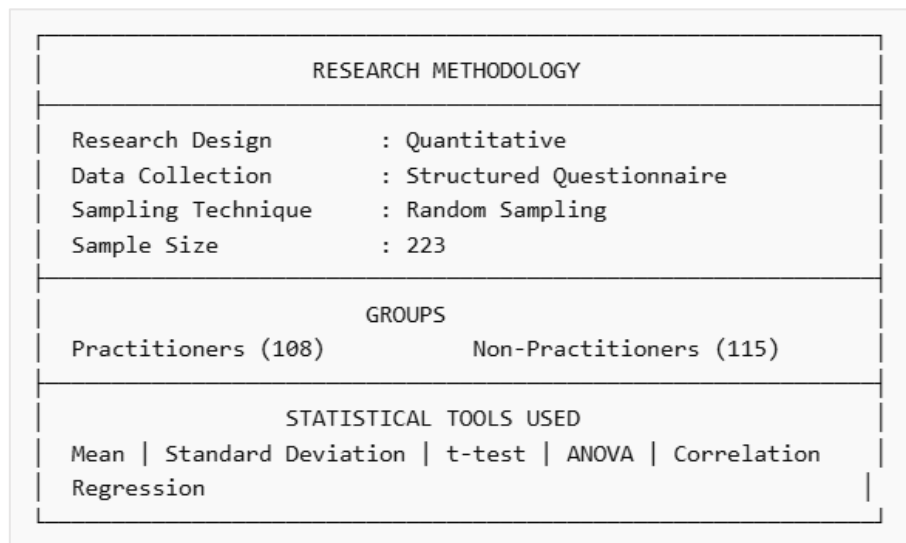


Figure 2: Research Methodology

Results & Data Interpretation

Table 1: Group_Wise Classification

Categories	Freq.	Percentage (%)	
Mindfulness_Practitioners (M_Prac.)	108	48.41%	The sample is practically equally divided in between (M_Prac.) & (N_Prac.). This confirms a fair comparison in between both of the groups. It reinforces the reliability as well as comparative analysis.
Non_Practitioners (N_Prac.)	115	51.60%	

Table 2: Stress_Levels (SL) Distribution

Stress_Levels (SL)	Freq.	Percentage (%)	Most of the employees experiencing moderate stress_level (SL). A significant portion of the respondents also falls under higher stress_level (SL). This demonstrates the importance of stress_level (SL) management strategies.
Lower	52	23.30%	
Moderate	98	44.01%	
Higher	73	32.70%	

Table 3: Mean (Stress_Levels (SL)) Score Comparison

Groups	Mean Values	Std. Devi.	Practitioners (M_Prac.) have considerably lower stress_level (SL). scores. Non-practitioners (N_Prac.) highlight higher variability in stress_level (SL). This also indicates that mindfulness benefits in stabilizing stress_level (SL).
Mindfulness_Practitioners (M_Prac.)	2.42	0.65	
Non_Practitioners (N_Prac.)	3.93	0.70	

Table 4: Independent Sample t-Test

Variables	T_Value	P_Value	Result of Hypothesis	The P_value is <0.05, representing strong significance. H ₀₁ is rejected (Null Hypothesis). There is a strong & significant difference in stress_level (SL).
Stress_Levels (SL)	13.03	0.0000	Reject H ₀₁	

Table 5: Gender-wise Stress Comparison

Gender_Wise	Mean Score Stress_Level (SL)	Std. Devi.	Male (M) employees display slightly higher stress_level (SL). Though, the difference comparatively marginal. Gender_wise has limited impact on stress_level (SL).
Male (M)	3.23	0.87	
Female (F)	3.06	0.82	

Table 6: ANOVA (Age_Wise vs Stress_Level (SL))

Sources	F_Value	P_Value	Results	Age_wise groups significantly affects stress_level (SL). Different age_wise groups experience fluctuating stress_level (SL). Therefore, H ₀₃ is partially rejected.
Age_Wise Groups	4.63	0.004	Significant Level (Reject H ₀₃)	

Table 7: Correlation Analysis

Variables	Correlation (r)	Sig. Level	A strong & negative correlation (r) exists. As mindfulness_practices (M.Prac.) increases, stress_levels (SL) decreases. Reject H ₀₂ null hypothesis & accepted alternative hypothesis.
Mindfulness_Practices (M.Prac.) & Stress_Levels (SL)	-0.68	Its Significant	

Table 8: Regression Analysis

Variables	Beta_Value	T_Value	P_Value	Mindfulness_practices(M.Prac.) has a strong & negative impact on stress_levels (SL). It significantly forecasts stress_reduction (SR). This confirms mindfulness_practices (M.Prac.) as a major influencing factor.
Mindfulness_Practices (M.Prac.)	-0.65	-11.46	0.0000	

Table 9: Stress_Level (SL) Factors Comparison

Factors	Mindfulness_Practitioners (M_Prac.)	Non_Practitioners (N_Prac.)	All stress_levels (SL) components are lower among mindfulness_practitioners (M_Prac.). Non-practitioners (N_Prac.) constantly report higher stress_levels (SL). Mindfulness progresses multiple stress_levels (SL) dimensions.
Workload Pressure	2.51	4.03	
Psychological Stress	2.33	3.86	
Work & Professional Life Balance	2.61	4.11	
Job Uncertainty	2.41	3.71	

Table 10: Experience_Wise vs Stress_Level (SL)

Experience_Wise	Mean of Stress_Levels (SL)	Employees having Less experience have higher stress_levels (SL). Stress_Level (SL) declines with experience. Experience employees plays a major role in stress_levels (SL) management.
Less than 5 yrs	3.71	
5 to 10 yrs	3.22	
10+ yrs	2.81	

Table 11: Hypothesis Testing

Hypothesis Framework	Results
H ₀₁	Its Rejected
H ₀₂	Its Rejected
H ₀₃	Its Partially Rejected

Findings & Recommendations

- Employees of mindfulness_practitioners (M_Prac.) report noticeably lower stress_levels (SL) compared to non-practitioners (N_Prac.). This confirms mindfulness_practices (M_Prac.) as an effective & useful technique for stress_level (SL) management in workplaces.
- An upsurge in mindfulness_practices (M_Prac.) leads to a constant decrease in stress_levels (SL). This relationship demonstrates the psychological advantages of mindfulness interferences.
- The younger as well as less experienced employees inclined to experiencing higher stress_level (SL). Stress steadily declines with age_wise & professional experience.
- Non-practitioners (N_Prac.) employees face higher emotional inequality & workload pressure. This also indicates that the absence of managing mechanisms for stress_level (SL) management.
- Statistical results reveals that mindfulness_practices (M.Prac.) significantly predicts lower stress_level (SL). It plays a important role as a factor of employee well_being.
- Organizations should announce organized & planned mindfulness related sessions for their employees. This will further support in improving mental well_being & overall productivity.
- Regular workshops & trainings should also be organized to educate the employees regarding how to cope up with mindfulness strategies. Such kind of initiatives can improve awareness & help in reducing workplace stress_level (SL).
- Employees should be also be motivated how to practice meditation as well as exercises related to breathing daily basis. Such kind of habits can usually improve concentration of employees, calmness & mental stability.
- Organizations must be adopted slightly flexible schedules so that remote work kind of options can be happen. This can also help to employees to maintain a better work & professional life balance & reduce stress_level (SL).

Conclusion & Future Scope

The current research unequivocally demonstrates that mindfulness_practices (M.Prac.) are essential in alleviating employee stress_level (SL) within current work environments. Employees who are constantly practicing mindfulness exhibit improved sensitive regulation, markedly reduced stress_level (SL) & a superior capacity to sustain professional & work_life balance. The results of the study indicate that mindfulness_practices (M.Prac.) improves personal & professional well_being & fosters improved productivity & organizational efficacy. Incorporating mindfulness_practices (M.Prac.), including routine meditation, breathing related exercises & awareness training, obviously fosters a better work atmosphere. Establishments should subsequently incorporate structured mindfulness-related programs, skillful workshops & wellness initiatives into their human resource policies. Such kind of actions can mitigate exhaustion, enhance employee pleasure & cultivate a healthy & strong workplace culture. On the other hand, substantial prospects for additional research continue in this domain. Future researchers may be utilized longitudinal-oriented designs to investigate the lasting effects of mindfulness_practices (M.Prac.) on stress_level (SL) & overall workforce performance. Furthermore, sector_wise comparisons can harvest profound visions into the unpredictability of mindfulness effectiveness across varied industries as well as work functions. Researchers may examine the integration of physiological stress_level (SL) metrics, like variability in heart rate, cortisol attentions & neurological signs, to offer more unbiased & empirical validations. Expansion of the research focus in all such areas will improve the comprehension of mindfulness_practices (M.Prac.) as an effective tool for stress_level (SL) management & organizational advancement.

Limitations of the study

The study has limitations due to its relatively small frequency of 223 respondents, which ultimately may impact the generalizability of the research findings to a huge population. Furthermore, the usage of self-generated data may be introduced response biasness, as respondents might not be accurately reflected their true stress_levels (SL) or mindfulness_practices (M.Prac.).

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