

The impact of mindfulness practices on individual work performance:

The roles of stress management and work-life balance

Author Name: Srihan Kanishka Ariyasinghe (PhD student)

Main supervisor: Prof. Scott Foster

Co -supervisors:, Dr. Khalid Abbas and Dr. Muhammad Nawaz

Institute: Faculty of Business and Law- Liverpool John Moores University

Email address : H.A.Ariyasinghe@2025.ljmu.ac.uk

1. Introduction

Due to increased job intensity, digital connectivity, and greater performance standards, occupational stress has dramatically increased in modern businesses. Individual work performance is negatively impacted by prolonged exposure to this type of stress due to the impairing working memory, attention, emotional regulation, and making decisions. Long-term stress hinders employees' capacity to learn continually, adapt, and make moral decisions, all of which are becoming increasingly crucial in complicated work situations, according to additional study. Productivity and efficiency are still highly valued by organisations, but psychological resources that support employees in maintaining performance in the face of constant pressure have gotten less attention. Mindfulness is a viable, empirically supported method for improving employees' capacity to manage stress while maintaining high levels of productivity. Nevertheless, empirical research on the connection between enhanced performance and mindfulness, as well as the conditions under which these advantages are maximised, is still lacking. Bridging this gap is critical since organisations increasingly depend on sustained human focus, judgement, and emotional stability to achieve a lasting competitive edge and organisational resilience.

2. Literature background and theoretical foundation

The study is grounded in the Job Demands Resources theory, which explains that excessive job demands gradually consume employees' cognitive and emotional resources, leading to strain when adequate resources are not available, causing an employee face stress and underperformance when they are not provided with adequate resources of the job. Consequently, mindfulness is considered a personal tool that enhances emotional awareness, attention control and behavioural regulation in this manner. Mindfulness practice enables individuals to recognize stressors more effectively without immediate reaction, thereby preserving cognitive functioning required for task performance and interpersonal interaction. Novel theoretical extensions on the JD-R model of performance emphasize the increased importance of personal resources in the context of digital acceleration, uncertainty, and continuous performance assessment. The

boundary theory and conservation of resources theory contribute to the JD-R by clarifying the role boundaries and recovery processes and how they determine the dynamics of stress and performance. The most recent studies showed that mindfulness can promote metacognitive evaluation that can help early identification of stress and, as such, better management of effort. Viewed in tandem, these perspectives imply mindfulness to be an attribute that is strategically salient towards maintaining optimal performance across a variety of organisational contexts.

3. Mindfulness practices and stress management

A vast amount of empirical evidence suggests that mindfulness techniques dramatically reduce perceived stress, emotional tiredness, and rumination while improving cognitive flexibility and emotional regulation. Neurocognitive data indicates that mindfulness increases executive control processes while reducing stressful reactivity, supporting more deliberative and adaptive responses to work demands. Stress management consequently constitutes a crucial mechanism relating mindfulness to performance, as reduced strain preserves attentional resources, decision correctness, and emotional stability. Importantly, mindfulness allows increased psychological presence, enabling employees to remain engaged without getting over-identified with stressors or performance constraints. This regulatory power is particularly beneficial in circumstances typified by prolonged workload, ambiguity, and growing time constraint.

4. Stress and individual work performance

Work performance by individuals is a multifaceted individual construct that includes task performance, contextual performance, and cognitive-emotional functioning. High levels of stress affect these aspects by decreasing concentration, increasing error rates, and diminishing adaptive and prosocial behaviors. Further empirical studies show that prolonged periods of stress decrease judgment quality, learning ability, and self-control, and thus decrease long-term performance trajectories. Meta-analytic studies have shown that chronic professional stress is negatively correlated with both in-role and extra-role performance outcomes. Effective stress management is consequently necessary to protect immediate job efficacy and long-term performance sustainability.

5. Moderating role of work-life balance

The term "work-life balance" (WLB) describes the degree to which individuals consider they can create boundaries between their personal and professional lives and recuperate sufficiently from the pressures of working life. According to the Conservation of Resources theories, recovery is essential for restoring depleted cognitive and emotional resources, while boundary theory suggests that effective psychological detachment shields workers from cumulative stress. The latest study highlights how recovery experiences enhance emotional control, adaptive functioning, and attentional capacity. According to our research, WLB protects resource depletion processes, consequently moderating the relationship between stress and performance. Higher WLB levels subsequently enhance workers' capacity to transform mindfulness-based stress reduction into long-lasting improvements in performance.

6. Research aim and methodology

The major purpose of this research is to explore the impact of mindfulness practices on individual work performance, with stress management functioning as a mediating mechanism and work–life balance serving as a moderating factor. A quantitative research design was adopted, with survey data obtained from 250 individuals working in businesses that have embraced mindfulness-based programs. Validated measuring scales were utilised to assess mindfulness practices, perceived stress, work–life balance, and individual work performance. Structural equation modelling was applied to examine direct, mediating, and moderating interactions. This analytical technique increases internal validity and facilitates generalisable findings across modern organisational settings.

7. Contribution and practical relevance

This study improves theory and practice by integrating mindfulness, stress management, and work–life balance into a cohesive performance-oriented paradigm, presenting robust implications for sustainable human resource and leadership initiatives.

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