

Mediating Role of Mindfulness between Quality of Life and Workplace Stress among Working Women

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Abstract

The present study aims to examine the tie-up alliance in Mindfulness, Quality of Life, and Workplace Stress among Working Women. This study employed correlational research design. The study sample consisted of 180 working women with an age range of 18-60. Data was collected from Public and Private Organizations (Hospitals, Universities, Colleges and Schools). Purposive sampling technique was used to collect data from participants. Questionnaires were used to measure Mindfulness, Quality of Life, and Workplace Stress. Pearson product-moment correlation has assessed the correlation between variables, hierarchical multiple regression analysis used for prediction and for comparisons one-way ANOVA was used. Mediation analysis were done by using process macro techniques by Hayes. Obtained results showed that there is significant positive correlation between quality of life, mindfulness and workplace stress. Mindfulness mediated the relation of quality of life and workplace stress. Government school teacher experience more quality of life as compared to others. While government university professor experience more mindfulness. This research will serve the purpose of knowing the underlying mechanism of workplace stress experienced by women working in organizations and how it can be controlled.

Keywords: Quality of Life, Mindfulness, Workplace Stress, Working Women

1. Introduction

Ladies today play significant part in country's workforce. Some of these ladies have kids at home, and ladies additionally are in charge of giving mindfulness to more seasoned grown-up relatives or companions. The diverse parts doled out to ladies in the present society are troublesome (Letvak, 2001). Standard physical movement contributes emphatically to physical and mental wellbeing. There is impressive proof of worry because of the role of ladies at home and working environment which is intrinsic in wellbeing mindfulness framework and adversely impacts their personal satisfaction (Parashar et al., 2017). Working ladies confront an abnormal state of worry when contrasted with non-working ladies (Patil, 2016). Pregnant ladies who had worry amid pregnancy that was related with the statistic, financial, obstetric and wellbeing related personal satisfaction factors (Lau & Yin, 2011).

Worry at work has been connected with coronary illness in review and planned examinations (Rosengren et al., 2004). Level of stress is higher for women who are not working as compared to working women and working women had higher satisfaction in life (Singh, 2014).

Mindfulness can help overcome fatigue, uncertainty and overwork (Segev, 2023). The quality of life plays a significant role in an individual's life. Human being makes every attempt to increase it. Previous studies did not consider how mindfulness influenced the predicting role of quality of life towards workplace stress. Hence this study aims to measure the mediating role of Mindfulness between Quality of Life and Workplace Stress among Working Women. Today many women are playing their roles in the national economy which demands mental awareness, lack of which can cause stress that ultimately affects one's quality of life. So the objective of the current study is a researcher's struggle to educate the said population.

Women are the back bone of our economy. Along with their working life they have to manage their household activities and personal life as well. So the management of multiple aspects of their life has an impact and plays role in their psychological and physical health. Identification of these factors can help physicians and clinicians to pay attention to these factors while dealing with any case with such conditions.

Mindfulness training reduces stress and enhance subjective wellbeing. An experimental study found the effect of mindfulness meditation on stress and wellbeing and significant results were reported (Rattan et al., 2023). In a workshop students showed increase in mindfulness and decrease in perceived stress. There was high correlation between mindfulness and stress (Greeson et al., 2015). Members in the mindfulness meditation gather experienced fundamentally less passionate fatigue and more employment fulfillment than members in the control gathering (Hülshager, 2013). Mindfulness-Based Stress Reduction and Mindfulness-Based Cognitive Therapy was tended to in a precise audit of randomized controlled preliminaries by (Fjorback et al., 2011). Self-empathy is a vigorous and imperative indicator of mental wellbeing that might be a vital part of mindfulness based mediations for uneasiness and discouragement. (Dane, 2011).

A study on mindfulness practices showed positive effect of nature experiences and meditation on decreasing stress at workplace and improving overall wellbeing of workers with special attention to increasing focus and creativity of employees working in compromised environments in pandemic time (Ch et al., 2023). A research was conducted by on the mindfulness in the working environment. Their study was quantitative in nature. In light of a developing collection of research demonstrating that some people are more comparatively mindful, mindfulness then can be portrayed as attribute like or dispositional quality (Baer, 2011). Jeffrey et al. (2003) analyzed the connection between work place stress, mindfulness and quality of life among workers with different working experience. Three segments of work stress were evaluated: time adjust (approach time committed to work and family), association adjust (break even with inclusion in work and family), and fulfillment adjust. They saw discoveries for inclusion and fulfillment.

Sanlier & Arpacı (2012) contemplated the impact of weight on ladies wellbeing. Results uncover that utilized ladies in the pressure scale have a higher normal score than that of the non-utilized ladies. It has been resolved that aggregate pressure scores of utilized ladies were higher when contrasted with non-utilized ladies and that there was a huge distinction between ladies' working status and aggregate pressure scores. Utilized ladies had a more elevated amount of worry than unemployed ladies. In a recent study it was explored that Workplace stress affects job wellbeing behaviors of employees (Khan et al., 2022). Patel (2012) uncovered that in pretest the vast majority of the medical mindfulness takers 53.3% had direct pressure, 40.0% had gentle pressure and 6.7% had serious pressure. In posttest, the

greater part of the medical attendants had the gentle worry of 73.3% and no pressure 26.7%. It is inferred that Progressive Muscle Relaxation Therapy is compelling in lessening the feeling of anxiety of the staff medical attendants.

Hülshager (2013) led a two-think about investigation style, inside the underlying area abuse the MAAS and option important overviews (e.g., work fulfillment, enthusiastic depletion) untidily with a 5-day journal ponder procedure all through that 219 laborers finished reviews at two time focuses every day (instantly at the highest point of the workday and before resigning to bed around evening time). Hülshager (2013) second segment was related to test consider amid which members were higgledy pigged assigned to an impact group or to a self-preparing mindfulness package that traversed period (ten days). In another study the Mindfulness-based mental element medicinal mindfulness and treatment as a typical group furthermore demonstrated a major decrease in depressive inclination and higher temperament states and nature of the life (Godfrin & Heeringen, 2010).

Amid the previous decade, globalization, new advances, and changes in workforce statistic attributes have made new word related wellbeing challenges. Specialists have progressively announced presentation to upsetting workplaces with more tightly due dates and expanded generation targets set with apparently little thought for the individual workload (Vézina et al., 2004). Work-life adjusts for females are exceptionally important and it has no activity fulfillment & consistency throughout everyday life, it creates problem for working ladies. Working-life adjust needs accomplishing balance between proficient work & individual work with the target that it diminishes rubbing amongst working and household life. The pregnant ladies contemplated highlighted bring down personal satisfaction contrasted and solid ladies (Lena, 2004).

Mindfulness aspects were appeared to be differentially connected in expected routes with a few different develops and to have incremental legitimacy in the expectation of mental manifestations. Discoveries recommend that conceptualizing mindfulness as a multifaceted develops is useful in understanding its parts and its associations with different factors (Baer et al., 2006). Studies have discovered that dispositional mindfulness is completely including assortment of option accommodating individual qualification factors, together with enthusiastic knowledge, self-sympathy, receptiveness to ability, and mental prosperity (Brown, Ryan, & Creswell, 2007). Different examination philosophies are used in the investigation of mindfulness, beginning from review styles to trial thinks about, cross-sectional additionally as longitudinal. Inside the overview and exploratory examination, 2 of the chief elegant mental science proportions of mindfulness. The FMI had each a broadened compose (30 things) and a short kind (14 things) and is in a situation to segregate between undeniable meditators versus others, however Belzberg (2013) guided that it will be enhanced to be utilized inside the reflection credulous examples.

Information from National Study of the Changing Workforce (1992) was utilized about a test conducted on specialists in double worker families. Their strategies to see work/life balance, their life stage, the life conditions they are in and how they predict life quality (family strife, over-burden, stress, high authority) was checked. It was established that work conditions and procedures followed most suitable to the couples were nontraditional plans of game (spouses whose employment were demanding more time and proficiency and those working in occupations requiring less efficiency and relaxed timeframe). Life quality was based on gender as well, as ladies in double worker courses of action announcing over burden and more pressure, and less dominance than men. Be that as it may, the variables related with life quality are comparable crosswise over sexual orientation, with conditions at work filling in as key indicators of life quality pointers for the two people. In particular, having a requesting employment and occupation weakness are related with maggot quality, while having a strong boss is decidedly connected to life quality results. Work hours and inclinations matter also.

People in couples where the two companions work normal hours, scores high on life quality, and the ones working extended periods and those liking to have less work, will be more averse to do as such (Phyllis & Yan, 2014).

A recent study on school principals found that high level of perceived stress results with perceived helplessness and younger female principles experience more physical and mental exhaustion than perceived self-efficacy (Leksy, 2023). Jeffrey et al. (2003) analyzed the link between personal satisfaction and work– family adjustment for experts involved in the open bookkeeping. Parts of work– family adjust were evaluated: time adjusts (approach time devoted for family and work), association adjust (break even with inclusion in work and family), and fulfillment adjust. They watched comparative discoveries for inclusion and fulfillment.

This study leads to carefully analyze the predictors of workplace stress. In following chapter detailed account of the defining characteristics of study variables, theoretical background and literature on study is discussed thoroughly. Objectives of the present study are to evaluate the mediating role of Mindfulness between Quality of Life and Workplace Stress among Working Women. Further account of the relationship between Mindfulness, Quality of life and Workplace Stress among Working Women. Another concern is to find out the difference in study variables among working women working in private and government organizations.

2. Literature Review

2.1.1 Quality of Life

The main option in investigations of personal satisfaction in relates degree prior age is basically dictated by the traditions of the teaching inside which the subject emerges. According to World Health Organization (WHO), the meaning of personal satisfaction (QOL) is "people's view of their situation in life among the social setting and value framework they rest in, thinking about their objectives, desires, models, and considerations." It is basic characteristic which does not only involve the quality of life but the life itself and everything else comes under the domain. By complexity we mean the life of human is merge of different interactions and life is a continuous process of change. Due to this complex nature we usually seek holistic approach to life. Simply we can say in quality of life everything connects to everything. At same place, it is thoughtful that understanding is so hard. But yes there is room for simplifying objects and unfold complexity of life in multiple aspects (Marks, 2004). Workplace humor and compassion increases professional quality of life for health care workers (Timofeiov-Tudose, & Măirean, 2023).

2.1.2 Perspectives of Quality of Life

There is a philosophical point of view behind well-being that has two different domains. Hedonism that declared well-being as pleasure and joy and the second one is eudemonism that is an argument of being more than happy and satisfying than normal (Waterman, 1993). Hedonic perspective points out that human beings work for the sake of pleasure. It also states that an individual's wellness is solely the involvement of preference and desire from a broader perspective that involves good and bad components of life (Kewley & Vickers, 1994). The Eudemonic perspective states that well-being is to enjoy one's life at its peak. Research on this perspective focuses on recognizing the components that enhances one's capacity to accomplish his or her perspective (Ryan & Deci, 2001).

2.1.3 Mindfulness

The expression "mindfulness" has been acclimated consult with a status of mindfulness, an application that advances this mindfulness, a method to process data, and a characterological

property (Brown et al., 2007; Germer, Siegel & Fulton, 2005). The word mindfulness at first starts from the Procrit word "sati" which suggests that having mindfulness, thought, and principal emotional process (Bodhi, 2000). Mindfulness might be outlined as "minute by-minute mindfulness" (Germer et al., 2005) or as "a state of mental adaptability that happens once thought remains quiet and dexterous, while not associated with a specific purpose behind observation". For the necessities of this research, and for consistency with the vast majority of the investigations that was looked into a short time later, mindfulness is delineated as a minute to-minute consciousness of one's skill while not judgment. Amid this sense, mindfulness is seen as a state and not a quality, and though it'd be advanced by bound practices or exercises (e.g., reflection), it's not, for example, or synonymous with them. Once somewhat very surprising meanings of mindfulness are utilized in the writing that is inspected, these will be noted. A qualitative study on Mindfulness training at work reveals that it benefits three key areas of employees which are family, personal and professional (Segev, 2023).

2.1.4 Work place stress

As indicated by the present World Health Organization's (WHO) definition, action or business related pressure "is the reaction people could have once offered with work requests and weights that don't appear to be coordinated to their data and aptitudes and that test their capacity to adapt." The antagonistic response people should exorbitant weights or diverse assortments of interest put on them at work. Reliable with (Parashar et al., 2017) push is come about as a response of a specialist once beyond any doubt requests, weights and talented perspectives should be highlighted at the work that doesn't coordinate their data levels along these lines sitting a test and risk to the abilities of the laborer that progressively would create a battle for presence as far as being used in an exceptionally put. Business related pressure are frequently depicted as individual illegal an odd working circumstance with work requests and weights that cannot be imperiled bolstered their data and aptitudes.

2.1.5 Stress-Related Hazards at Work

Stress-related risks at the work are frequently illuminated by work substance and work setting. Work substance typify - working hours can embody strict or fearless, long and sad, sporadic, truly laid out move systems - Participation and organization are routinely elucidated as no consideration in essential administration, pace, hours, procedures, and besides the workplace.- work content that is to state relative work enduring, under-instigation, vacuous of assignments, nonappearance of decision, et cetera - work and work pace exemplify either additional or less work, work underneath time motivation etc. (Greeson et al., 2015).

Parashar et al. (2017) recommend that business setting fuses – It joins work slightness like job progression, standing and pay. little progression openings, work of 'low social regard', piece rate portion designs, inadequate examination systems - The lifestyle of the affiliation are consistently seen from wrong correspondence, not recommended organization, negative direct, structures and methods - work-life change are every now and again saw from the conflicting solicitations of work and private, outrageously less help for private issues at work. Role inside the affiliation are routinely conveyed as foggy part, conflicting parts, social associations conjointly imparted as unseemly, unsupportive bearing, foul relationship with experts, harassing and brutality, et cetera – The lifestyle of the affiliation are every now and again saw from less than ideal correspondence, not recommended organization, negative lead, structures and techniques - work-life modify are frequently seen from the conflicting solicitations of work and private, disagreeably less help for family unit issues at work.

2.1.6 Work Organization and Stress

Work pressure is getting tormented by a man's mental and physical, wellbeing likewise as association's adequacy, in an exceedingly exceptionally fiascos way. Investigation demonstrates that businesses, supervisors and association delegate's territory unit a piece of the association thereupon they cannot be unfilled the strain. A unique consideration should be to the character of the resist work, the circumstances and end results of pressure, likewise as obstacle strategies and hazard appraisal and administration ways (Greeson et al.,2015).

2.2 Models of Stress

The different models of pressure can epitomize the request administration demonstrate with extraordinary connection to Parashar et al. (2017) that clarifies movement worry inside the activity culture. Also, Person-Environment coordinate characterizes in light of the fact that the degree to that individual and ecological trademark matches.

2.2.1 Demand Control Model

Karasek's request control model of action pressure has made heaps of effect on the assignment culture and action wellbeing writing; obviously, it's very extra, sensible and testable. In request control display, worry at the work could be a work that shows anyway difficult to satisfy a man's activity is and the way bounteous administration (mindfulness, specialist or call scope and so on.) laborers zone unit over their own particular duties. This makes four sorts of occupations: aloof, dynamic, low strain and high strain (Karasek, 2008).

2.2.2 Person-Environment Fit

Parashar et al. (2017) gave Person-condition coordinate (P– E fit) is utilized to clarify anyway the individual and setting will coordinate (French, 1982). While ecological attributes may epitomize inherent and outside prizes, might want of work or part, social qualities, or conduct of elective individuals and cooperatives inside the person's social setting.

2.3 Development of Hypothesis

Work place stress is one of the significant consequence related to uncertainties in the workplace. Hoffman et al. (2012) reported that quality of life is negatively correlated with workplace stress. Song & Lindquist (2015) that there is significant positive correlation between mindfulness and quality of life. Another study found that Mindfulness training reduces stress and enhance subjective wellbeing (Rattan et al., 2023). These findings provides support to draw following hypothesis.

H₁: There would be a significant and negative relationship between Quality of Life and Workplace Stress among Working Women.

Xiao (2020) conducted a study on burnout, working stress, mindfulness and quality of life among women working in different organizations and institutes i.e. educational institutes, banking sector and industrial sector. The result showed that there is significant relation between burnout, work stress, mindfulness and quality of life. A recent study highlights the need of workplace compatibility at workplace. Stress was measured and correlated and qualitative content analysis reveals themes encourages promoting more mindful work cultures (Wrede & Michaelson, 2023). So it is important to check the trend in different sectors.

H₂ (a): There would be a significant and negative relationship between Mindfulness and Workplace Stress among Working Women.

H₂ (b): There would be a significant and positive relationship between Quality of Life and Mindfulness among Working Women.

A recent study was conducted on health care workers to determine the prediction of workplace stress and quality of life. It was explored that nurses from the Czech Republic had less stress but quality of life was higher than nurses from Slovakia and Poland (Jarabíková et al., 2023). Study by Hyland and his co-mates (2014) described that mindfulness got increasing interest over the years. Researches indicate that it has benefits in different aspects including psychological, physical and even performance based. Some organization started offering mindfulness trainings for employees but yet organizational psychology community have been recognized it to the extent it should be. They provide an overview that mindfulness has a mediating role in different psychological variables. They also found that at work place settings, mindfulness plays a mediating role in quality of life and stress. Greens, Tohi, & Paris (2015) found that quality of life is predicted by mindfulness. Study was conducted on working stress and level of happiness among men and women. The result showed that there is significant negative relation between work stress and level of happiness.

H₃: Mindfulness would be a significant mediator between Quality of Life and Workplace Stress among Working Women.

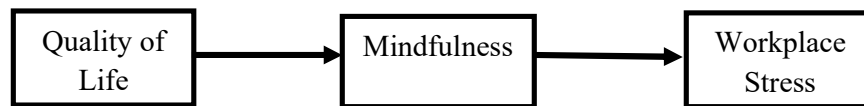


Figure 1. Model of the Study

3. Research Methodology

3.1 Sample/ Participants

The study sample consisted of 180 working women with an age range of 18-60. Data is collected from Public and Private Organizations (Hospitals, Universities Colleges and Schools). Purposive sampling technique was used to collect data from participants which is a technique of non-probability sampling. Correlational research design was used in this study. Only the working women (doctors and teachers) in public and private sectors having minimum qualification of graduation participated in this study. Women from all other professions and nonworking women were not included.

3.2 Measures

3.2.1 Mindfulness

Demographic form was designed to get basic information relevant to the study. Mindful Attention Awareness Scale (MAAS) was utilized to evaluate the level of mindfulness among working women. The MAAS is a 15-item scale intended to evaluate mindfulness. The measure takes 10 minutes or less to finish. Reaction choices run between 1-6 where 1=Almost Very Frequently and 8= Almost never. To score the scale, just figure a mean. Higher scores reflect larger amounts of mindfulness. MAAS has test-retest dependability list of 0.81 (Brown & Ryan, 2003).

3.2.2 Work Place Stress Scale

(WSS) developed by The Marlin Company (2001) was used in this study. It is an 8 items scale with 5 point Likert type response options. Total score of 15 or lower: Chilled out and relatively calm. Stress isn't much of an issue. Total score of 16 to 20: Fairly low. Total score 21-25: Moderate stress. Total score 26-30: Severe. Total score 31- 40: Stress level is potentially dangerous.

3.2.3 Quality of Life

WHOQOL-BREF is a 26 items scale developed by Skevington et al. (2004). It has four domains of physical health consist of 7 items, psychological health consists of 6 items,

environment consists of 8 items and social relationships consist of 3 items. Two statements are about overall Quality of Life and General Health.

3.3 Procedure

The mediating role of Mindfulness in Quality of Life and Work Place Stress among Working Women was assessed. For this purpose, participants from Public and Private Organizations were approached after approval. Informed consent form and demographic sheets were given to the working women. After that scales were administered on the participants. Social desirability bias was reduced by removing the titles of the scales and debriefing the participants about purpose of study of study and that data will be discarded for any sensitive information. Anonymity was ensured. They were given right to withdraw at any stage. This way ethical considerations were also followed for transparency and good outcomes of results without compromising ease and identity revelation of participants. After data collection, SPSS was used to run the statistical analysis according to study hypothesis. Pearson product-moment correlation has assessed the correlation between variables. To find out the mediating role of mindfulness and prediction Hierarchical multiple regression analysis was used. To find out differences among women working in government and private sector one-way ANOVA was employed.

4. Results

Working women were divided into two major groups i.e. private and government sectors. Both groups were also divided into four subgroups i.e. doctors, university professors, college professors and school teachers. The result found that there is no significant difference in the scores of work place stress between four groups of profession among working women. The same table showed that there is strong significant difference in the score of quality of life and mindfulness between four groups on profession among women. Government school teacher experience more quality of life as compared to others. While government university professor experience more mindfulness.

To check correlation Pearson Product Moment Correlation was used.

Table 1. Correlation Analysis

Constructs	QOL	MIND	WPS
QOL	1		
MIND	0.185	1	
WPS	-0.617	-0.175	1

It is significant at $p < 0.01$ level. The result of table showed that there is significant correlation between score on Mindfulness, Quality of Life, and Work Place Stress among Working Women. Pearson's product movement correlation between mindfulness and quality of life is $r = .185$, Mindfulness and stress is $r = -.175$ and Quality of Life and Stress is $r = -.617$ and it showed that there is positive correlation between score on mindfulness and quality of life, negative correlation between score on Mindfulness and stress and Quality of Life and Stress. The next hypothesis was that there would be a significant difference in the scores of workplace stress, quality of life and mindfulness in different profession among working women. To check this hypothesis one-way ANOVA was used. The study focused on the research objectives which evaluated the relationship between quality of life, mindfulness and workplace stress among working women. The study sample consisted of working women and data were collected from public and private organizations. Regression analysis was run. Results are as follow:

Table 2. Regression Analysis

	Estimate	S.E.	t	p
QOL → WPS	-0.617	0.029	-2.516	0.012
QOL → MIND	0.185	0.057	10.498	0.000
MIND → WPS	-0.175	0.03	-2.371	0.018

Notes: Quality of Life (QOL), Mindfulness (Mind), Workplace Stress (WPS)

Mediation analysis showed that Quality of Life is significantly negatively correlated with Workplace Stress. Secondly Quality of Life is significantly positively correlated with Mindfulness and in third step showed that Mindfulness completely mediated the Quality of Life with Workplace Stress relationship, the effect of Quality of Life on Workplace Stress controlling for Mindfulness. Mediation analysis was used to investigate the hypothesis that the mediating role of Mindfulness on Quality of Life and Workplace Stress among Working Women. Mediation analysis contains four steps. Results indicated that Quality of Life was a significant predictor of Work place Stress, $B = -.617$, $SE = .029$, $p < .05$, Hence H1 is accepted. Quality of Life was a significant predictor of Mindfulness, $B = .185$, $SE = .057$, $p < .05$, and Mindfulness was a significant predictor of Work place Stress, $B = -.175$, $SE = .030$, $p < .05$. These results support H₂(a) and H₂(b).

Table 3 has shown the direct and indirect relation of study variables. Mediation analysis was used to investigate the hypothesis that the mediating role of Mindfulness on Quality of Life and Workplace Stress among Working Women. Results indicated that Quality of Life was a significant predictor of Work place Stress that Quality of Life was a significant predictor of Mindfulness partially mediates the relationship between Quality of Life and Work place Stress.

Table 3. Indirect Effect /Mediation Analysis

Constructs	β	SE	t	p	CCLI	ULCI
Constant	0.59	0.22	2.74	0.01	0.17	1.01
QOL	0.64	0.05	11.74	0.00	0.53	0.75
MIND	0.21	0.06	4.03	0.00	0.11	0.31
Direct Effect of X on Y	0.64	0.05	11.74	0.00	0.53	0.75
Indirect Effect of X on Y	0.10	0.03			0.05	0.16

Notes: Quality of Life (QOL), Mindfulness (Mind), Outcome Variable= Workplace Stress (WPS)

5. Discussion

Current study focused on the psychological problems faced by female workers. Workplace stress was dependent variable and quality of life and mindfulness were taken as predictors of it. Objective of the study was to analyze relationships and direction of linkage between study variables. Three main hypothesis were analyzed in this particular research to meet objectives of the study. Three standard scales were used for data collection along with demographic variables.

First and key objective of study was to explore the role of Mindfulness as mediator between Quality of Life and Workplace Stress among Working Women. The results on regression analysis reveals that Mindfulness mediates the relationship between Quality of Life Workplace Stress. A recent study finds out that mindfulness reduces stress and improves focus and creativity of employees (Ch et al., 2023). Another study by Hyland et al. (2014) is line with current research.

Next objective was to check correlation between quality of life, mindfulness and workplace stress. The result on Pearson product moment correlation indicates significant positive correlation between mindfulness and quality of life. Further it explains that there is a significant negative relation between mindfulness and workplace stress. It was determined that quality of life is negatively significantly correlated with workplace stress. Same result also declared by Letvak (2001) that there is significant positive correlation between mindfulness and quality of life. Letvak determined that there is the significant negative relation between mindfulness and workplace stress. Further, it was showed that quality of life is negative significant correlated with Work Place Stress. Another study evidence negative relation of mindfulness with stress and positive relation with wellbeing of workers (Ch et al., 2023).

The next hypothesis was that there would be a significant difference in the scores of workplace stress, quality of life and mindfulness in different profession among working women. To check this hypothesis one-way ANOVA was used. Working women were divided into two major groups i.e. private and government sectors. Both groups were also divided into four subgroups i.e. doctors, university professors, college professors and school teachers. The result found that there is no significant difference in the scores of work place stress between four groups of profession among working women. The same table showed that there is strong significant difference exists in the score of quality of life and mindfulness between four groups on profession among women. Government school teacher experience more quality of life as compared to others. While government university professor experience more mindfulness.

5.1 Theoretical Implications

Current study will be helpful in generating new theories by determining the direction of quality of life and mindfulness towards workplace stress. It is highlighted that working women may also face a lot of troubles so psychological impacts are clarified for neglected population.

5.2 Practical implication

This study will be useful to know the psychological issues faced by working women. More critical assessment of the employees should be considered. Present study results will aware the targeted population. Mindfulness can help overcome fatigue, uncertainty and overwork (Segev, 2023). Mindfulness training reduces stress and enhance subjective wellbeing (Rattan et al., 2023). Finding role of mindfulness will help organizations draw a strategy for employees. This study will lead future researchers to focus on mental health of women linked to different occupations.

5.3 Limitations & Future directions

Data was collected from one city of Punjab so generalizability of research is limited. Higher socioeconomic participants were not included. Educational and medical setups were analyzed. Other work places can be part of study in future. Role of mindfulness was explored but training were not given. This study gives future direction to employees and the management of organizations on how to manage workplace stress and promote mindfulness. In contextual aspect, this study gives the directional relation of quality of life and workplace stress and role of mediator between them. The present study sees the relation of workplace stress with quality of life. Workplace stress can be examine by employing more additional variables e.g positives emotions, soft skills of leadership, (Khan & Gul, 2022). The current study has selected the specific age group of working women as study population. Future study can see the quality of wok life with different age groups and gender differences (Khan et al., 2022). It gives a base for future research to study predictors of workplace stress. This

way positive approach might be used as by enhancing professional and personal quality of life and working on mindfulness techniques, workplace stress can be minimized. New theories can be formulated on evidence based results as currently no theory gives the exact direction of study variables. Workplace compatibility can be achieved through introducing mindfulness (Wrede & Michaelson, 2023). More mixed method studies may help explore multiple aspects and make environment for employees friendly to work.

5.4 Conclusion

Present study explored relationship between quality of life, mindfulness and workplace stress in working women. The result indicates significant positive correlation between mindfulness and quality of life. Further it explains that there is a significant negative relation between mindfulness and workplace stress. It was determined that quality of life is negatively significantly correlated with workplace stress. The results on mediation support the meditational hypothesis that Quality of Life a significant predictor of Workplace Stress after controlling for the Mindfulness. There is a significant difference in Quality of life and Mindfulness in terms of nature of job either government sector or private sector among working women.

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