

Impact of Mindfulness on Work-life Balance: A Study of Executive Level Employees in Central Bank of Sri Lanka

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Mindfulness is a well-studied phenomenon in many studies. Although the direct effect of mindfulness on work-life balance is well-documented, previous empirical findings of the relationship have been inconsistent. Thereby, the current research examines the impact of mindfulness on Executive Level Employees' work-life balance in the Central bank of Sri Lanka. The study was quantitative, and the cross-sectional survey design was followed. To conduct this research, primary data was collected through a structured questionnaire. The questionnaire was designed to measure the two variables, which were mindfulness and work-life balance of the executive level employees. The simple random sampling technique was applied to select the sample, and the final sample consists of 100 executive level employees who are currently working in the Central bank of Sri Lanka. The Statistical Package for Social Science (SPSS) was used to analyze the data. Further, to interpret the analyzed data and to obtain the results, graphical charts, descriptive statistical techniques such as mean, mode, standard deviation, and also correlation coefficient, simple regression analysis, and residual analysis were used. Also, to test the relationship between variables, Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the independent variable's impact on the dependent variable was analyzed by using the R square value. Accordingly, it was found that there is a significant moderate positive relationship between mindfulness and work-life balance. Hence, the present study would provide the direction to HR policy makers, employees, managers, and future researchers.

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