

Impact of Mindfulness on Work Life Balance; Moderating Effect of Marital Status

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Among the various resources in an organization, employees are a valuable asset. Moreover, employee work-life balance is an essential component of an overall healthy work environment. The purpose of this study was to identify the impact of mindfulness on work life balance. In addition to that, this study intended to contribute to address the boundary conditions of work life balance by examining the moderating effect of marital status on the relation between mindfulness and work life balance. Although prior researchers have examined the predictors of poor work life balance, still this is one of the critical issues in many organizations. Thus, this study aimed to narrow it down the extant gap. This study is based on a quantitative research approach and data were collected at one point in time. Using a structured questionnaire, we collected data from 108 management assistants. In line with the research model, we developed two hypotheses and hypotheses were tested using regression. Results of this study showed that there is a significant impact of mindfulness on work life balance. Moreover, results of moderation analysis indicated that the relationship of employee mindfulness and work life balance does not vary across employee marital status. This study suggested that managers should establish a mindfulness-based intervention in the organization. Cross validation of the findings of this study to be done in cross industry or cross organizations comparatively among the bigger sample in subsequent studies is recommended, which will add more insights to the substance of the present study.

Keywords: *-Mindfulness, Work life balance, Marital status, Management Assistants, Economic crisis*

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