

## **Impact of Employee Mindfulness on Employee Performance and Mediating Effect of Employee Psychological Well-Being of Executives in The Apparel Industry in Sri Lanka**

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The purpose of this research is to identify the impact of employee mindfulness on employee performance and the mediating effect of employee psychological well-being of executives in apparel manufacturing companies located in the Biyagama FTZ of Sri Lanka. In addition to that, this study intends to contribute to filling the knowledge gap and empirical gap by looking into the relationship between employee mindfulness and employee performance with evidence from the literature. There is less research context in Sri Lanka to test the Employee Mindfulness, Employee performance, and employee psychological well-being of apparel manufacturing companies located in the Biyagama FTZ of Sri Lanka. This study examined the relationship between Employee Mindfulness on Employee performance & mediating effect of Employee psychological well-being in apparel manufacturing companies located in the Biyagama FTZ of Sri Lanka. This research is deductive (theory–testing) research. This was a quantitative and cross-sectional study which was based on an organization in Apparel industry employees. Data were collected through a structured questionnaire using a convenient sampling technique. Correlation analysis and simple regression analysis were used to measure the relationship and to test the advanced hypotheses of the study by using Statistical Package for Social Sciences (SPSS). The analyzed results show that there is a significant positive impact on employee mindfulness and employee performance while there is a significant impact of employee psychological wellbeing as a mediator on the relationship between employee mindfulness and employee performance. Furthermore, this study is a move for organizational management to take necessary actions to maintain better employee mindfulness within the organization with the support of supervisors and peers. It will lead to more productive, effective, and Performative employees and decrease the high absenteeism and turnover within the organization. Moreover, this study was limited only to one company in the apparel industry in Sri Lanka. Therefore, the current study suggested that to conduct the study by considering all organizations in the business world within Sri Lanka to get an effective output from future research.

**Keywords:** *Employee Mindfulness, Employee Performance, Employee psychological wellbeing*

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