

THE IMPACT OF MINDFULNESS ON EMPLOYEES PERFORMACE AND TURNOVER INTNETION, BANKING SECTOR, KARACHI, PAKISTAN

BY
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A thesis submitted to the Business Studies Department, Bahria Business School, Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree



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BUSINESS STUDIES DEPARTMENT

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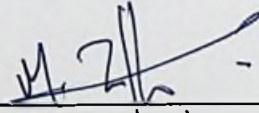
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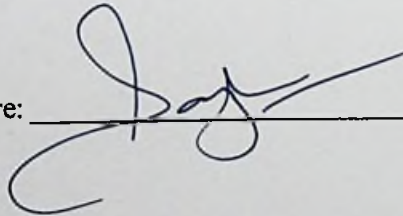
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ABSTRACT

Purpose

The objective of the study is to address the oversight by examining and testing workplace mindfulness – the extent to which an employee can be mindful in their working environment. The research analyzes the mindfulness impact on employee's performance and their turnover intentions in the banking sector of Karachi, Pakistani

Methodology

The Explanatory approach is used for this research. The data was collected by a sample size of 384. The data was collected on a 5-point Likert scale with the help of Google doc questionnaires. Research design is causal. The tests which are used are correlation, multicollinearity, and regression using SPSS.

Findings

The result of the research shows that there is an impact of distress on employee performance and turnover intentions. Impact of peace environment on turnover intentions but no impact of the peaceful environment on employee's performance and there is an impact of freedom of action on employee performance and turnover intentions.

Limitation

A limited number of respondents as the target population only consist the employee of Karachi banking sector for collecting the data. Employees having limited knowledge of mindfulness. Biasness can also come while filling the questionnaire.

Recommendation

Increase the sample size and target more population. Collect data from different cities. Since mindfulness cannot be derived from only three factors consider other factors too. Implement mindfulness programs in the banking sector as it is a need of time.

Keywords:

Turnover intentions, employee performance, work engagement, Distress, Peaceful environment, Freedom of action (Autonomy), Well-being.

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