

Impact of Mindfulness on Employee Performance: A Study of the Executive Level Employees in a Tire Manufacturing Company in Sri Lanka

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The purpose of this research is to identify the Impact of Mindfulness on Employee Performance on Executive Level Employees in a Tire Manufacturing Company in Sri Lanka. The study is conducted within the context of a one of the leading tire manufacturing company in Ekala, Sri Lanka. This study intends to contribute to filling the knowledge gap by looking into the impact of mindfulness on Employee performance of Executive Level Employees. There is less research context in Sri Lanka to test mindfulness on Executive Level Employee performance of local Tire manufacturing company. This research is deductive (theory–testing) research. This research was conducted using a survey research strategy and quantitative research method. Executive Level Employees in a Tire Manufacturing Company as the population of the study. The sample size was 283, data collection was done through a self-administered questionnaire and simple random sample technique. A Google form was created and distributed to collect data. The number of employees who responded was 187 among 283 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis descriptive statistics, namely correlation and regression were used to analyze data. The results indicate that Work life balance is mediated between the employee mindfulness and employee performance. The results of the study show that there is a significant positive impact of mindfulness on employee performance through Employee work life balance.

Keywords: *Employee mindfulness, Employee Performance, Work Life Balance, Tire manufacturing company*

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