

IMPACT OF EMPLOYEE MINDFULNESS ON INTENTION TO TURNOVER: MEDIATING ROLE OF EMPLOYEE PSYCHOLOGICAL WELL-BEING

Wijekoon, W.M.V.P.¹ and Ranasinghe, V.R.²

The purpose of this study is to analyze the influence of employee mindfulness and psychological well-being on the intention to leave among employees in insurance organizations in the Colombo district, Sri Lanka. Although there is sufficient literature on employee stress and turnover in Western contexts, there is limited research on the Sri Lankan insurance sector, especially in the context of the ongoing economic recession. This research is deductive and was conducted using a survey research strategy and a quantitative research method. The population of the study comprised 380 employees, and data was collected through a structured self-administered questionnaire using a convenience sampling technique. The researcher utilized a simple random sample approach with a sample size of 191, achieving an effective response rate of 95.50%. The Statistical Package for Social Sciences (SPSS) was used as a tool for data analysis, employing both descriptive and inferential statistics, namely correlation and regression analyses. The results indicated that employee mindfulness has a significant negative impact on employee intention to turnover. Furthermore, employee psychological well-being significantly mediates the relationship between employee mindfulness and intention to turnover. These findings suggest that organizational management should focus on enhancing employee mindfulness and psychological well-being with the support of supervisors and peers to reduce turnover rates. However, this study was limited to a single district and a specific industry in Sri Lanka. Therefore, it is recommended that future research consider a broader range of industries and geographic areas to provide more comprehensive insights.

Keywords: *Employee Mindfulness, Employee intention to turnover, Employee psychological well-being, Insurance industry*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [vindyaprabodani0823@gmail.com]

² Senior Lecturer (GII), Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [vimanshar@kln.ac.lk]