

Mindfulness, Spirituality, and Work Balance in the Workplace: Increasing Productivity and Reducing Work-Life Disruptions

Fadli Adam¹, Nizar Zulfahmi Azhar³ , Sandi Nasrudin Wibowo^{3*}
Universitas Swadaya Gunung Jati Cirebon

Corresponding Author: Sandi Nasrudin Wibowo : sandi.nwibowo@email.ac.id

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ABSTRAK

Human resources or what are usually called employees are an important aspect of a company in achieving predetermined goals. To be able to achieve company goals, good performance productivity from employees is required. The importance of work productivity, so efforts are needed to minimize various disruptions to work life. The factors to increase productivity and reduce work life disruptions are mindfulness, spirituality and work balance. This study aims to explore the Workplace mindfulness, spirituality and work-life balance are factors that have the potential to influence individuals' performance and well-being at work. The method used is quantitative. This research uses two data collection techniques, namely questionnaires and literature study. The research results show that mindfulness, spirituality, and work balance have a significant effect on increasing productivity and reducing work-life disruption. This research suggests the need for the integration of mindfulness programs, emotional skills training, and an organizational culture that supports spirituality in the workplace. With a focus on work-life balance, this can improve overall employee productivity, well-being and satisfaction, creating a healthier and more productive work environment.

INTRODUCTION

Human resources play a very important role in planning and implementing work in an organization. Therefore, organizations must be enriched with employees who are able to meet needs and help the organization achieve its goals. These employees are expected to have a valuable contribution to the organization, and these values enable operational activities within the organization to run smoothly (Savitri & Gunawan, 2023). Individuals who enter and become part of an organization have a variety of expectations, needs, and past experiences that shape their expectations of the work environment. It is important for companies to understand employee needs to ensure their job satisfaction, considering the crucial role of employees in achieving organizational goals. So a strategy is needed to encourage employees to have optimal performance by understanding the factors that motivate them to work well (Nurjana et al., 2022).

In an era where work environments are often filled with high pressure and ongoing demands, companies are increasingly realizing the importance of accommodating non-material aspects such as work-life balance, mindfulness and spirituality. This awareness arises from the understanding that employee well-being and their quality of life not only influences individual productivity, but also has a direct impact on the company's overall performance. By integrating these practices into corporate culture, companies hope to create a balanced, resilient, and well-being-oriented workplace, which in turn will support continued productivity and steady organizational growth.

Previous research conducted by Jnaneswar & Sulphrey (2021) stated that the existence of spirituality in the workplace and the level of individual awareness are considered factors that have a significant impact on mental well-being. This suggests that the higher an individual's spirituality practices and level of awareness in the work environment, the greater the possibility of achieving a higher level of mental well-being. This highlights the importance of recognizing the spiritual and conscious dimensions in creating a workplace that supports and promotes psychological well-being for employees.

The novelty of this research comes from the research variables used, namely mindfulness, spirituality, work balance, as well as increasing productivity and reducing work life that has never been researched before. This research can make an important contribution to the development of theory and our understanding of how family law influences family dynamics and relationships between family members in the context of inheritance. The contribution of this research is to provide a deeper understanding of how these practices influence employee performance and well-being in the work environment. This study aims to explore the relationship between mindfulness, spirituality, and work-life balance with work productivity and the interference between these two aspects. Workplace mindfulness, spirituality and work-life balance are factors that have the potential to influence individuals' performance and well-being at work. By understanding the complex relationship between

these factors, this study can provide valuable insights for organizations and individuals to improve productivity and balance in work and personal life. Apart from that, this research can also provide a basis for further research in understanding how the implementation of family law can influence society more broadly, including in the context of social development and public policy.

METHODS

Quantitative is the methodology used in this research. Quantitative research methods are scientific approaches that utilize data in the form of numbers or quantities to test hypotheses, explain phenomena, and make generalizations about certain populations. The main goal of quantitative research is to measure relevant variables and determine the relationship between these variables using a structured approach that can be measured accurately (Yam & Taufik, 2021). This research utilized two data collection methods, namely questionnaires and literature study. First, a questionnaire is used to collect data directly from respondents related to the research topic. Meanwhile, a literature study was conducted to deepen understanding of the concepts of mindfulness, spirituality and work balance which influence productivity and work disruption. The population that is the focus of the research is employees of PT Syntax Corporation Indonesia. The research sample was selected using a probability sampling technique, this technique is the use of a sample where the entire population has the same opportunity to be selected (Firmansyah, 2022). A total of 145 respondents were selected as the research sample. The collected data was then analyzed using SPSS statistical software.

RESULTS (or, this section may be combined with Discussion)

Validity test

Validity testing is an assessment process to assess the instrument used so that it can accurately measure what has been previously determined. Validity measures how precisely the instrument can measure the variable or construct in question, and not other variables (Novikasari, 2016).

Table 1. Validity Test

Correlations					
		Mindfulness	Spirituality	Work_Balance	Work_Life_Disruption
Mindfulness	Pearson Correlation	1	,557**	,493**	,247**
	Sig. (2-tailed)		<.001	<.001	,003
	N	145	145	145	145

Spirituality	Pearson Correlation	,557**	1	,647**	,485**
	Sig. (2-tailed)	<.001		<.001	<.001
	N	145	145	145	145
Work_Balance	Pearson Correlation	,493**	,647**	1	,377**
	Sig. (2-tailed)	<.001	<.001		<.001
	N	145	145	145	145
Work_Life_Disruption	Pearson Correlation	.247**	,485**	,377**	1
	Sig. (2-tailed)	,003	<.001	<.001	
	N	145	145	145	145
**. Correlation is significant at the 0.01 level (2-tailed).					

Based on the data contained in table 1, each measuring instrument shows a sig value. all variables are below 0.05. so it can be interpreted that all statements in the questionnaire are considered statistically valid, and the questionnaire can be considered a valid instrument for use in this research.

Reliability Test

Reliability testing is a step to assess the extent to which a measuring device is consistent and reliable in producing uniform results over time. When a tool is considered reliable, the results will remain consistent if repeated in the same situation (Janna & Herianto, 2021).

Table 2. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
,774	4

The results of the reliability analysis show that the Cronbach Alpha value is 0.774. This figure passes the threshold of 0.600, indicating that the questionnaire shows high consistency so that it can be used for further research.

Linear Regression Test

The linear regression test is a test to help examine the relationship between two or more variables. Linear regression attempts to create a model of the relationship between independent variables and dependent variables or other variables (Darma, 2021).

Table 3. Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,822	2,483		,331	,741
	Mindfulness	,082	.128	,058	,639	.024
	Spirituality	,430	.101	,439	4,264	<.001
	Work_Balance	.136	.111	.121	1,231	,020

a. Dependent Variable: Work Life Interference

From the data documented in table 3, regression analysis shows that mindfulness, spirituality and work balance have a positive and significant impact on increasing productivity and reducing work life disruption, with the significance value of all variables being lower than the threshold set at 0.05.

DISCUSSION

Mindfulness Has a Significant Influence on Increasing Productivity and Reducing Work Life Disruptions

Based on research findings, mindfulness has a significant impact on increasing productivity and reducing distractions in work life. Individual emotions play a large role in human life, influencing many aspects of behavior and interactions. When someone experiences negative emotions, such as anxiety, depression, aggression, and stress, this can narrow their views and behavior in dealing with certain situations, and cause inappropriate emotional responses. These negative emotions also have the potential to affect a person's work life. One method that can help overcome emotional regulation dysfunction is through mindfulness meditation (Anggraeni, 2021).

Mindfulness is a mental state achieved by focusing on the present moment while calmly recognizing and accepting feelings, thoughts, and bodily sensations. This practice has roots in ancient meditation traditions, especially in Buddhism, but has been adapted for use in modern contexts such as health, fitness, and work environments (Joseph et al., 2024). The level of mindfulness will vary between individuals and will develop through consistent practice in managing the present experience. By practicing mindfulness regularly, symptoms of anxiety, depression, and stress can be reduced, which in turn will improve an individual's mental well-being (Bukhori et al., 2023). Key components of mindfulness include: 1) Awareness and attention involve full awareness of what is happening in the moment, without distractions. It involves observing thoughts, feelings, bodily sensations, and the surrounding environment without judgment. 2) Non-judgmental acceptance is the ability to observe and accept experiences without attaching labels of "good" or "bad", but rather with an open and curious attitude. 3) Presence is the ability to let go of

worries about the past or future, focus on the present experience, and engage fully with the current environment and tasks. 4) Mindfulness practices such as meditation, breathing exercises, and body scans help individuals develop greater awareness and acceptance. This brings benefits such as increased mental clarity, emotional balance, and overall well-being.

According to research by Riyanty & Nurendra (2021), mindfulness has four main components as stated by Baer. The first aspect is observation, which emphasizes the importance of being aware of and paying attention to various stimuli, both internal phenomena such as bodily sensations and emotional thoughts, as well as external phenomena. The second aspect is description, which is the process of identifying phenomena that occur without providing judgment or conceptual analysis. The third aspect is acting mindfully, which refers to being fully involved in the activity being performed with focus and undivided attention. Finally, there is the aspect of accepting without judgment, which is related to accepting without adding judgment or evaluation to the experience.

Thus, mindfulness has a significant impact on increasing productivity and reducing distractions in work life. By practicing mindfulness, employees can increase their awareness of the present moment, improve focus, and manage stress more effectively. This means they are better able to complete tasks more efficiently and with quality, and face work challenges with a calmer and more centered attitude. In addition, mindfulness practices also help in developing emotional regulation skills, so that employees are better able to maintain a balance between their work and personal lives, reducing distractions and increasing overall satisfaction in work life. Thus, integrating mindfulness in the workplace can be a valuable strategy in improving individual performance and reducing the negative impact of stress and work-life distractions.

Spirituality Has a Significant Influence on Increasing Productivity and Reducing Work Life Distractions

The findings from the research results show that spirituality has a significant impact on increasing productivity and reducing disruptions in work life. These results are supported by previous research conducted by Nurgali et al., (2023) which explains that spirituality in the work environment has a significant effect on performance.

One of the many factors that has been empirically proven to influence employee performance is the value of spirituality in the work environment. Spirituality in the workplace reflects company values determined in company culture with performance, as well as providing various tools to employees related to the integration of each individual by providing inner satisfaction (Pariyanti & Najmudin, 2021). Spirituality in the work environment concerns the dimension of the soul or spirit, which in a religious context, is also related to controlling supernatural powers, especially God or gods, which is often expressed in the form of worship. For working individuals, spirituality is often seen as increasing perfection, motivation and satisfaction at work (Umam & Auliya, 2022).

According to Karakas in research conducted by Arisandhi & Atidira (2022), there are 3 perspectives of spirituality in the work environment. The first is the employee well-being perspective, which indicates that the integration of spirituality in the workplace can help develop employee well-being by increasing their morale, commitment and productivity, while also helping to reduce levels of stress, fatigue and addiction to work. The second is the philosophical and existential perspective, which is related to the concept of seeking meaning and purpose from the activities carried out by employees in the workplace. This perspective is ready to provide broader insight into employees' values and goals, so that they can work better, more productively and creatively. Third is the individual and group perspective which is related to property rights, groups and relationships in the workplace. According to this perspective, spirituality provides organizational members with a sense of community and connectedness that can increase attachment, loyalty, and a sense of shared belonging to the organization.

Thus, spirituality has a significant influence on increasing productivity and reducing distractions in work life. When individuals integrate spiritual values and principles into the work environment, they tend to gain a broader perspective, strengthen their connection to their purpose, and find deeper meaning in their work. The practice of spirituality can strengthen commitment to work tasks, encourage creativity and innovation, and improve overall well-being. Apart from that, spirituality can also be a source of support in overcoming stress and challenges that arise in work life, thereby reducing distractions and increasing job satisfaction. Thus, an approach that recognizes the role of spirituality in the workplace can be a useful strategy in improving employee performance and well-being.

Work Balance Has a Significant Influence on Increasing Productivity and Reducing Work Life Distractions

Findings from the research results show that work balance has a significant impact on increasing productivity and reducing disruptions in work life. Balance between work life and personal life is one of the many strategies implemented by companies to create a comfortable atmosphere for workers, with the hope of increasing productivity related to career development (Faeni et al., 2021).

According to research conducted by Sipayung et al. (2023), balance between work life and personal life can help reduce stress and fatigue levels, improve physical and mental health, and increase productivity in the work environment. Factors that influence work balance include the following:

- 1) Work environment: Factors such as long working hours, high levels of work pressure, or a work culture that lacks flexibility can make it difficult for individuals to maintain a balance between work and personal life.
- 2) Job demands: Excessive workloads, irregular work schedules, or unrealistic job demands can affect a person's work-life balance.
- 3) Social support: Support provided by family, friends, or co-workers can help individuals maintain a healthy work-life balance.

- 4) Personal needs: Individual needs such as free time, hobbies, or interaction with family and friends also play a role in maintaining a balance between work life and personal life.
- 5) Health: Poor physical and mental health conditions can disrupt a person's balance between work life and personal life.
- 6) Values and priorities: An individual's values and life priorities can influence a person's ability to maintain a balance between work and personal life. For example, individuals who prioritize family life may have difficulty maintaining balance if their work requires a lot of time and energy.
- 7) Lifestyle: An individual's social activities and hobbies can also influence the balance between work life and personal life.

Companies that are active in supporting a balanced balance between work and personal life will reduce absenteeism, while increasing employee well-being and productivity. Employees will also feel the benefits of having a balance between work responsibilities and family responsibilities, where they do not feel they have to sacrifice either one. Therefore, it is important for an organization to implement policies that promote this balance, because this can increase job satisfaction, employee commitment, and reduce work disruptions that they may experience (Nurhabiba, 2020).

Thus, it can be concluded that work balance has a significant influence on increasing productivity and reducing disruptions in work life. When employees are able to achieve a healthy balance between the demands of work and personal life, they tend to be more enthusiastic, more focused, and more effective in completing their tasks. Good balance also allows them to have adequate time to rest and recover, which in turn can reduce stress and fatigue levels. By having a good balance, employees can also prioritize non-work activities that are important to them, such as hanging out with family, exercising, or pursuing personal interests, all of which can increase overall life satisfaction. Therefore, achieving a good work-life balance is not only beneficial for the individual themselves, but also has a positive impact on productivity and the overall quality of work life.

CONCLUSION

The results show that mindfulness has a significant influence in increasing productivity and reducing distractions in work life. Mindfulness is a mental state achieved by focusing on the present while calmly recognizing and accepting feelings, thoughts, and bodily sensations. With regular mindfulness practice, symptoms of anxiety, depression, and stress can be reduced, which in turn improves an individual's mental well-being. Mindfulness practice also helps in developing emotion regulation skills, so that employees can maintain a balance between work and personal life, reduce distractions, and increase overall job satisfaction. Spirituality also has a significant influence in increasing productivity and reducing distractions in work life. When individuals integrate spiritual values and principles into the work environment, they tend to gain a

broader perspective, strengthen their connection to their purpose, and find deeper meaning in their work. The practice of spirituality can strengthen commitment to work tasks, encourage creativity and innovation, and improve overall well-being. In addition, spirituality can also be a source of support in coping with stress and challenges that arise in work life, thereby reducing distractions and increasing job satisfaction. Work-life balance also has a significant influence in increasing productivity and reducing work-life distractions. When employees are able to achieve a healthy balance between work and personal life demands, they tend to be more enthusiastic, more focused, and more effective in accomplishing their tasks. A good balance also allows them to have adequate time for rest and recovery, which in turn can reduce stress levels and burnout. By having a good balance, employees can also prioritize activities outside of work that are important to them, such as getting together with family, exercising, or pursuing personal interests, all of which can increase overall life satisfaction. In conclusion, mindfulness, spirituality, and work-life balance each have a significant impact on increasing productivity and reducing work-life distractions. The integration of these practices in the work environment can be a valuable strategy in improving individual performance and well-being, as well as reducing the negative impact of stress and work-life disruption. Therefore, efforts to recognize the role of mindfulness, spirituality, and work-life balance can be an important step in improving productivity and the overall quality of work life.

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