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Effect of Mindfulness on Job Involvement and Self-Efficacy among Government Employees

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Abstract

Employees are the heart of any organization. For any organization to operate efficiently and without any interruption, employee cooperation is a necessary component. It is of utmost importance that the employees of an organization not only have a good relationship with the top management and coworkers but also, they maintain a healthy and professional relationship with the public or clients too. Government is the system in which many people are gathered together to serve the public under different departments. It is the place in which workers get a chance to interact with the public directly especially workers in local self-government. Government employees are regularly trained in their responsibilities and duties, while the approach may differ by agency or government level. But still, there are situations in which employers can not involve fully in their job because for some reasons. For example, the type of job they are involved in, unwanted anxieties and stress, and maybe lack of confidence too. Broadly conceptualized, mindfulness has been described as a non-elaborative, nonjudgmental present-centered awareness in which each thought, feeling, or sensation that arises in the attentional field is acknowledged and accepted as it is. So this study aims to find out the relationship between self-efficacy and job involvement among government employees and whether mindfulness can bring any positive changes in these variables.

Keywords: Self-Efficacy, Job Involvement, Mindfulness, healthy, government, employees, involvement, organization, variables

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Introduction

According to Buddhist philosophy, the concept of mindfulness is the literal translation of the Buddhist word *sati* – “intentness of mind,” “wakefulness of mind,” and “lucidity of mind” (Davids & Stede, 1959, p. 672) – highlighting attention, awareness, and intention, as key components of mindfulness. Mindfulness aims to increase the conscious awareness of the moment (Nyanaponika, 1998). Mindfulness by itself has no religious overtone despite its Buddhist origin (see Hagen, 2003, for a discussion of whether Buddhism is a religion). Nowadays mindfulness meditative practices are becoming more popular in different corners of the world, not just in Eastern countries (Mitchell, 2002). The government and health workers are now more aware of mindfulness largely because psychologists and medical practitioners have turned to the therapeutic use of meditation.

Mindfulness is the basic human ability to be fully present and involved, both physically and mentally. As already mentioned, mindfulness is an innate ability, but it can be developed through continuous practice of some techniques such as yoga, meditation, physical exercises, etc. The common method that we are using is meditation. There are so many techniques to meditate such as vipassana, prayer, pranayama, etc. But none of them offer instant benefits. Continuous practice is needed.

When we're mindful, we can reduce stress and enhance performance, gain insight and awareness through observing our own minds, and increase our attention to the well-being of others. Mindfulness meditation helps us to vent our unwanted natural curiosity about the functions of the mind, approaching our experience with kindness and warmth to others and ourselves.

Self-efficacy is the extent of one's expectations about their ability to perform various tasks and reach goals. Self-efficacy has an impact on all human endeavors. People's beliefs in their ability to affect situations have strong influences on both the power they have and the choices they are likely to make.

Job involvement is the extent to which individuals psychologically and emotionally engage in their profession, work, and tasks, but not simply going through the motions. Increasing mindful job

involvement is the best way to enhance your career performance. In some instances, people become over-involved in their jobs and which leads to stress.

In this study, we attempt to understand the effect/influence of mindfulness on self-efficacy and job involvement among government employees.

Literature Review

Martocchio, Joseph J.; Judge, Timothy A. (1997) conducted a field study of 97 employees and tested a model of the mediating influences of self-deception and task-specific self-efficacy in the relationship between conscientiousness and learning. The employees were enrolled in an introductory Windows 3.1 software training course. The findings suggested that the link between conscientiousness and learning was mediated by self-deception and self-efficacy. In particular, conscientiousness was positively correlated with self-efficacy and negatively correlated with self-deception, both of which were detrimental to learning. Fred Luthans, Suzanne J. Peterson, (2002) conducted a study on employee engagement and manager self-efficacy. The total sample is 170. The major goal of the study was to examine the theoretical understanding of employee engagement. Results indicate that the manager's self-efficacy is a partial mediator of the relationship between his or her employees' engagement and the manager's rated effectiveness.

(Luszczynska, A, et al. 2009) conducted a study on relationships between self-efficacy beliefs and psychological as well as somatic outcomes of collective traumatic events. A total of N = 8011 participants from 27 research with adult and adolescent survivors of acute, escalating, and chronic collective trauma were reviewed. The findings show that among collective trauma survivors, self-efficacy is a highly effective predictor of post-traumatic recovery.

Keller, Robert T (1997) conducted research on job involvement and organisational commitment as long-term predictors of job performance. A total sample of 532 scientists and engineers from 4 industrial R&D organizations showed that the scientist-engineer distinction had a moderating effect on the relation between job involvement and one-year-later job-performance ratings, as well as on counts of patents and publications. Compared to engineers, scientists exhibited greater associations between work participation and each of the performance indicators assessed one year later. The result shows that no moderating effect was existing for the scientist-engineer distinction on the association between organizational commitment and the performance measures and no

moderating effect was exhibited for an interaction term of job involvement and organizational commitment on the performance measures.

Brooke, Paul P.; Russell, Daniel W.; Price, James L (1988) conducted a study on discriminant validity of measures of job satisfaction, job involvement, and organizational commitment was evaluated using data collected from a sample of 577 full-time employees of Bed Veterans Administration Medical Centre. According to the findings, the measures of job satisfaction, job participation, and organisational commitment evaluate concepts with different empirical foundations.

Nikos Bozionelos (2004) conducted a study on the relationship between the big five of personality and work involved with a sample of 279 white-collar workers, who were employed on a full-time basis in clerical, administrative, and managerial positions. The result suggests the existence of an, albeit not strong or extensive, relationship between the big five of personality and work involvement.

Aim

The study aims to understand the effect of mindfulness on self-efficacy and job involvement among government employees

Objectives

1. To study the relationship between self-efficacy and job involvement among government employees
2. To investigate gender differences in self-efficacy and job involvement of government employees
3. To understand differences in self-efficacy and job involvement of government employees between groups (without meditation received and meditation received)

Hypotheses

H1. There will be a significant relationship existing between self-efficacy and job involvement of government employees

H2. There will be a significant difference between self-efficacy and job involvement based on gender

H3. There will be a significant difference between self-efficacy and job involvement among participants based on the group (without meditation received and with meditation received)

Sample And Procedure

To conduct the study 230 samples were selected from various departments of the government sector from Malappuram, Kozhikode, and Palakkad districts of Kerala between the age group of 25-60. Then the total sample was divided into two groups, such as the control group and the experimental group in which participants under the experimental group get the intervention of mindfulness. The vipassana meditation technique was administered to the experimental group. Then they were instructed to do it at home regularly. After two week intervals of time General Self-Efficacy Scale (Schwarzer, R., & Jerusalem, M.1995), and the Job involvement scale (Singh, 1984) were applied to check their self-efficacy, and job involvement was applied to both groups.

Statistical Analysis

The collected data were statistically analyzed by using Statistical Package for Social Sciences (SPSS). The correlation was done to find a significant relationship between the variables and the t-test was done to find a significant difference between the variables based on gender and group.

Result and Discussion

Table 1, The Mean, Standard Deviation, and t -value of Self-Efficacy and Job involvement based on the Gender of Participants.

SL.No.	Variable	Groups	Mean	SD	N	t-value	Sig.2 tailed
1	Self-efficacy	Female	32.95	4.79	123	2.13	.034
		Male	31.49	5.53	107		
2	Job involvement	Female	161.03	15.25	123	2.23	.026
		Male	156.41	16.01	107		

Table 1 shows the mean, standard deviation, and t values for self-efficacy and job involvement based on the gender of participants. t-test results showed that based on gender there is a significant difference in these two variables i.e., self-efficacy and job involvement.

The mean score and standard deviation of female participants are 32.95 and 4.79 respectively and for male, it is 31.4953 and 5.53 respectively. The t- value is 2.13.

Generally, society has a tendency to see men as superior and women as inferior without any particular reason. Especially in India still, the patriarchal system exists. Many females face discrimination from their own family and society who provide them an unsupportive environment and that affects their performance and overall personality including their adjustment to the situation and health. Discrimination and differentiation based on gender are very evident and it creates an inferiority complex among females in both rural as well as in urban settings and are resulting in disparities of achievement. The study conducted by Dona, Scholz, Schwarzer, and Sud, 2002 reported the superiority of males in self-efficacy as compared to females in various cultures. Some of these gender differences can be reduced when women realize their ability to perform the same activities in everyday situations in stereotypically masculine tasks. (Junge & Dretzke, 1995). Women's attitudes about their own capabilities and their career aspirations are heavily influenced by social practices within the family, the educational system, peer relationships, the occupational system, the mass media, and the culture at large (Signorielli, 1990).

Even in this 21st century, some parents of rural and urban backgrounds show discriminatory attitudes towards their children such as girls as inferior and boys as superior. But an exceedingly affectionate relationship with the boys might lead to underachievement compared to girls, who are being more resilient to tackle their vulnerabilities, as it is their responsibility to prove that they are capable to do the same.

In the case of job involvement also women show more involvement in work compared to men. The mean score and standard deviation are 161.03 and 15.25 respectively for females 156.41 and 16.01 respectively for males and the t- value is 2.239. This could be due to the greater importance women place on their interpersonal relationships at work compared to men. Other factors may include minimal travel time and hours away from home which makes their jobs compatible with their home responsibilities. The characteristics of the job are another factor. Since the data were collected from government employees most of them doing clerical work and most of their work is

laid down on the basic needs of the people. They are involved in a people-oriented profession. Personality-wise, generally, women tend to be more agreeable than men. Agreeable people are compassionate and polite. Hence, they tend to do better at people orient professions. If this study had been conducted in a mechanical workplace, maybe males would have shown high involvement in their jobs. An English psychologist Simon Baron Cohen conducted a study to find out the essential differences between the male and female brain. He found some differences and one thing which is actually not directly related to the brain is that female babies tend to respond more to faces while male babies tend to respond more to things. This difference is related to the difference in the concept of self-construal. According to Markus and Kitayama, 1991 Men are independent in their self-construal compared to Women who are more interdependent in self-construal, in which their sense of self includes others. These differences in self-construal are reflected in the behavioural and motivational aspects of women as they tend to have more affiliative and interconnected social groups (Cross and Madson, 1997). Therefore, women might be more motivated than men to maintain social and emotional bonds by showing more desirable traits. So, these could be the reasons for the male-female difference in this variable.

Table 2, The Mean, Standard Deviation, and t -value of Self-Efficacy and Job involvement based on Group

SL.No.	Variable	Groups	Mean	SD	N	t-value	Sig.2 tailed
1	Self-efficacy	Without Meditation	30.13	4.93	130	8.071	.000
		With Meditation	35.06	4.09	100		
2	Job involvement	Without Meditation	153.96	13.15	130	5.761	.000
		With Meditation	165.27	16.59	100		

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Table 2 shows the mean, standard deviation, and t-value for self-efficacy and job involvement based on the group of participants. t-test results showed that based on the group there is a significant difference between these two variables i.e., self-efficacy and job involvement.

From the result, we can understand that meditation has a great influence on these variables.

The mean and standard deviation of self-efficacy of participants doing meditation are 35.06 and 4.09 respectively and t- value is 8.071. Participants who weren't doing meditation got 30.13 and 4.93 respectively and got a t score of 8.07 on this variable. Like this, the mean and standard deviation of job involvement of participants doing meditation are 165.2700 and 16.59 respectively and participants not doing meditation got 153.96 and 13.15 respectively, and t- value is 5.761.

The socio-cognitive model given by Bandura in 1997 self-efficacy refers to one's belief about his or her ability and capacity to accomplish a task or cope with environmental demands (K. Nielsen et al. International Journal of Nursing Studies 46 (2009) 1236–1244 1237). In the work context, the measurement of self-efficacy is usually done by one's belief about their ability to cope with the demands of work, considering the resources they have (Bandura, 2000). For example, those who are high in self-efficacy when faced with stressful situations at work are likely to undertake more proactive approaches, they are also likely to carry out a broader set of responsibilities compared to one's who are low in self-efficacy (Parker, 1994; Jex et al., 2001).

Job involvement refers to our psychological or emotional involvement with our position, workplace, or career. Dubin (1956, 1968) conceptualized job involvement as a “central life interest”, i.e., the degree to which it is perceived as a major source for the satisfaction of important needs. There are two types of people such as people who show high or low involvement in their job and people who always show critical or evaluative attitude about the company, co-workers, etc. Being over-committed to our company/work leads to superior performance but that may affect our mental health, being critical can cause conflict in the workplace if you think co-workers aren't taking their jobs as seriously as they should be.

Recently Mindfulness-based interventions (MBIs; Cullen 2011) are integrated into workplace settings to reduce psychological distress. Although these interventions may differ in various ways,

they are all aimed at helping employees cultivate mindfulness, which involves being aware of one's inner and outer worlds, and also consciously attending to one's moment-to-moment experience (Brown and Ryan 2003). These interventions provide employees with a variety of contemplative and experiential exercises on how to intentionally pay attention to their ongoing sensory, cognitive, and emotional experiences (Kabat-Zinn 2003).

The studies conducted thus far in the workplace suggest that Mindfulness-Based Interventions can help promote mental health among employees (Virgili 2013). But as these interventions can be time-consuming organizations aren't convinced to adopt these interventions (Bazarko et al. 2013).

Table 3, Correlation Value of Self-efficacy and Job Involvement

		General Self-Efficacy	Job Involvement
General Self-Efficacy	Pearson Correlation	1	.381**
	Sig.(2-tailed)		0.001
	N	230	230
Job Involvement	Pearson Correlation	.381**	1
	Sig.(2-tailed)	0.001	
	N	230	230

**. Correlation is significant at the 0.01 level (2-tailed).

From this table, we can understand that there is a positive correlation between self-efficacy and job involvement which means job involvement can increase as a result of an increase in self-efficacy. That is a person with high self-efficacy may show more involvement in their job than a person with low self-efficacy.

Overall, work-related performance is positively and significantly correlated with self-efficacy. This relationship though depends on the complexity of the task. The relationship between self-

efficacy and work performance is stronger for complex tasks compared to easier work-related tasks.

Several studies were conducted regarding the relationships between job satisfaction, self-efficacy, and job stress. Schwarzer&Hallum, 2008; Skaalvik&Skaalvik, 2010 found that among educators in the teaching field, high self-efficacy was positively correlated to job satisfaction, and low self-efficacy was strongly correlated to job stress. Research in Taiwan found a significant relationship between self-efficacy and organizational commitment among dispatch workers (Chuang et al., 2013). Occupational self-efficacy was identified as a predictor of employee engagement, by Pati and Kumar (2010) and their empirical examination in a large Indian software organization confirmed a significant correlation between self-efficacy and employee engagement. Research from Nigeria on young police officers revealed a significant positive correlation between self-efficacy and career commitment (Aremu, 2005).

The above-mentioned studies confirmed the expectancies proposed by Bandura which affect the behavior. One is the expectancy of self-efficacy; it refers to an individual's belief in his or her ability to perform the desired behavior. The other is the expectancy of outcome which focuses more on self-belief that a particular behavior will produce the desired outcome (Bandura 1977 a, 1977 b, 1982, 1986). So, these two expectancies will help in increasing job involvement.

Conclusion

From the result and discussion, we can conclude that there is a significant relationship existing between self-efficacy and job involvement of government employees; there is a significant difference between self-efficacy and job involvement among government employees based on gender; there is a significant difference between self-efficacy and job involvement among participants based on the group (without meditation received and with meditation received)

Conflict of Interest

The authors declare no conflict of interest.

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