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Impact of Yogic Mindfulness Practices on Employee Productivity and Workplace Well-being

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Abstract*— Yogic mindfulness practices is a traditional process for reducing stress. In relaxing muscles and enhancing concentration, this process can be used in modern organisation. This research aims to analyse the influence of yogic mindfulness in enhancing employee productivity and promoting well-being. In analysing these facts, 101 participants were chosen for this study through purposive sampling. Statistical data analysis methods are also used to support effective outcomes from this research. Correlation analysis shows a strong association between yoga-based physical practices and employee productivity, with a p-value at the 0.01 level. Regression also shows statistical significance with a p-value lower than 0.001.

Index Terms: Yogic Mindfulness Practices, Employee Productivity, Workplace Well-Being, Breathing Techniques, Meditation, Physical Practices.

I. INTRODUCTION

Employee well-being has become a concern for organisations as it is directly connected with organisational success. In this digital era, increasing competitiveness and rapid growth create a huge burden among employees (Rožman et al. 2023). Work burden enhances fatigue and decreases the mental health of employees. Ricciardi (2026) states that yogic mindfulness practices can boost employee productivity through sharpening mental focus and enhancing physical health. Meditation is a renowned process to control cortisol and anxiety levels (Miller-Fox, 2022). It enhances focus, which ensures higher task engagement and is effective for minimising absenteeism. Meditation involves berating exercise, physical exercise and cognitive exercise that freshen up the mind (Sharma & Sharma, 2024). This practice is rooted in the ancient Indian philosophy of yoga, promoting emotional well-being.

A. Research Aim and Objectives

The aim of this research is to find out the effect of yogic mindfulness practices among employees in enhancing productivity and workplace well-being

- To identify the impact of meditation and breathing techniques in influencing employee concentration and cognitive performance.
- To evaluate the role of yoga-based physical practices in reducing work-related fatigue and musculoskeletal discomfort to improve employee satisfaction.
- To analyse how self-awareness derived from yogic mindfulness contributes to stress reduction.
- To investigate the combined effect of yogic mindfulness practices on employee productivity.

B. Research Question

RQ1: How do yogic mindfulness practices involving meditation, breathing techniques and physical yoga influence workplace well-being and productivity in organisational settings?

II. LITERATURE REVIEW

Yogic mindfulness is a combination of physical movement, breath control and present-moment awareness that reduces stress. Working effectively in a stressful environment needs support for activities like meditation. From the viewpoint of Mascaro et al. (2022), individual variation in working suggests a compassion meditation method known as cognitively-based compassion training (CBCT). It shows the concept of mindfulness that has gained significant attention to promote positive psychology within the workplace. Wellness initiatives have become necessary for employees to enhance engagement (Arevin et al. 2024). Such practices work as a stress buster and motivator, creating a sustainable bond with organisations. Gupta (2025) argues that meditation involving mindful breathing clears mental fog that increases attention. Meditation can be considered a strategy for increasing employee productivity and needs to be discussed for enhancing organisational practices in India.

Employee wellness is a key factor for organisations that attracts employees towards daily working activities. In this modern age, employees demand well-being programs to enhance awareness and focus in work. From the perspective of Chems-Maarif et al. (2025), mindfulness in organisations is defined as the practice of maintaining awareness of the present moment with non-judgment. In this first-forward business landscape, employees need support from organisations to feel attached. Meditation is a wellness program that should be implemented in organisations to

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improve the mental strength of employees (Radheshyam et al. 2024). It creates health awareness that enhances feelings of value among employees. In the opinion of Hung et al. (2022), meditation improves emotional regulation and enhances the cognitive performance of employees. Yogic mindfulness practices integrate physical, mental and spiritual dimensions. This is a tool to emphasise the union of body and mind through practices; asana suggests postures. These practices cultivate concentration, which may improve workplace focus and productivity.

Mindfulness interventions improve task performance and reduce errors as it promotes mental wellbeing of employees. Burnout and extreme stress minimise connectedness of employees with organisation (Bondanini et al. 2025). It has become a threat for organisations as disengaged employees show a high turnover rate. In reducing such issues, promoting yoga as a wellness practice has become a crucial strategy for organisations. Yoga is a traditional practice of India for enhancing attention through reducing muscle tension (Yadav et al. 2022). Employees need to relax their muscles and mind to minimise cognitive fatigue. As an example, yogic breathing techniques are linked to oxygenation, which suggests stress reduction (Bentley et al. 2023). This process enhances energy levels and motivates employees to develop a long-term strategic connection with organisations.

III. METHODOLOGY

Current research follows a quantitative research strategy to design data collection and analysis processes. Quantitative research adopts positivism research philosophy to support measurable outcomes. In analysing observable facts, positivism research philosophy plays an important role (Dulal, 2025). It is a crucial strategy to examine the relationship between yogic mindfulness practices and employee productivity. In this research, a survey-based approach is chosen to collect data from diverse employees. A quantitative data collection method is used, and a questionnaire is developed for conducting surveys. Google Form has been created to provide survey questions to relevant participants.

Employees are approached through email; Google Forms are also provided to the personal email of employees. Participants are chosen using purposive sampling as it is useful for involving only required candidates (Zickar & Keith, 2023). It reduces time to screen as it only focuses on the representative of the required group. 101 participants were chosen by using a sampling calculator to find the relevant number of employees for the survey. The target population of full-time employees working in corporate organisations, as they can provide the right information regarding stressful environments. Participants are required to have at least one year of work experience who participates in workplace wellness programs.

A statistical data analysis process is followed in this study that provides measurable outcomes. Quantitative data analysis offers numerical results that clarify trends related to chosen phenomena (Galindo, 2026). Descriptive statistics, correlation analysis, regression models and demographic analysis are involved in this research. Reliability was tested through Cronbach's alpha, which helps to analyse the credibility of research instruments. In analysing relationships between IVs and DV, statistical analysis is important. Ethical guidelines are followed during the data collection process through taking verbal consent. Data is collected through maintaining privacy protocols and not used for other purposes.

IV. FINDINGS

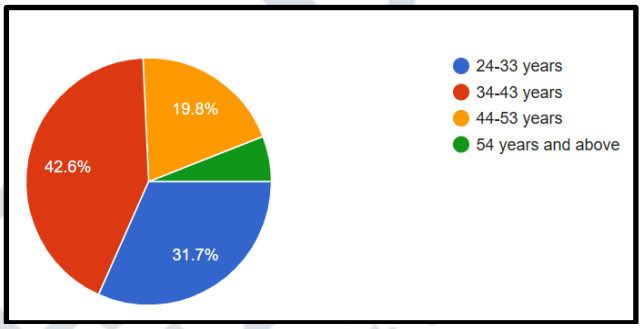


Figure 1. Age group
(Source: Google-Form)

Distribution of age groups are highlighted in figure 1, showcasing involvement of four groups like 24-33 years, 34-43, 44-53, 54 years and above. This data indicate that the 34-43 age group is highly involved in this research. It is significant as this age group represents young professions who can provide right information regarding wellbeing initiatives in stressful environment.

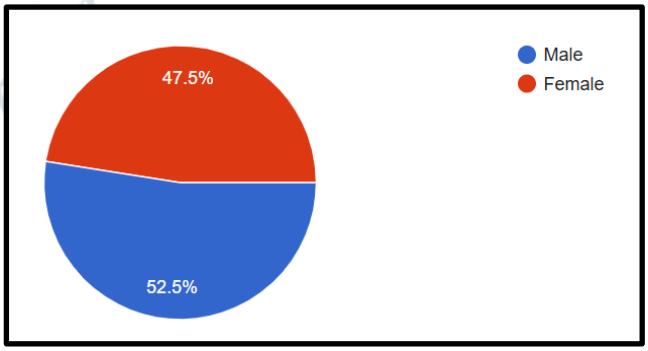


Figure 2. Gender distribution
(Source: Google-Form)

Figure 2 showcases gender distribution that is between male and female. In this research 52.5% of male involvement is analysed and 47.5% of female involvement is recorded. As male and female both have different perspectives regarding yogic intervention in wellbeing, involving these gender categories helps to involve different perspectives.

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A. Descriptive

Table I: Descriptive statistics

Statistics													
		Age group	Gender	Educational qualification	Years of managerial experience	MBT1	MBT2	YPP1	YPP2	SA1	SA2	EPW1	EPW2
N	Valid	101	101	101	101	101	101	101	101	101	101	101	101
	Missing	0	0	0	0	0	0	0	0	0	0	0	0
Mean		2.00	1.48	2.59	2.37	1.83	1.86	1.96	2.04	1.84	1.85	1.72	1.82
Std. Deviation		.872	.502	.982	1.102	1.132	1.175	1.166	1.414	1.223	1.276	1.087	1.284
Minimum		1	1	1	1	1	1	1	1	1	1	1	1
Maximum		4	2	4	4	5	5	5	5	5	5	5	5

(Source: IBM-SPSS)

Table 1 suggests descriptive statistics involving deviation of variables with each other. Mean value of educational qualification is 2.59 showing respondents are moderately educated. It is required to involve qualified candidates as they know about organisation policies to promote wellbeing. Managerial experience suggests a mean value of 2.37 highlighting mid-level management experience. Based on Appendix A variables are coded as IVs and DV, showcasing means between 1.83-1.86 for mindfulness and productivity. YPP1 and YPP2 represent yoga Physical Practices with mean between 1.96-2.04, indicating moderate engagement. Standard deviations (SD) are in between 1.1-1.4 that prove moderate variability in responses.

B. Reliability

Table II: Reliability analysis

Reliability Statistics	
Cronbach's Alpha	**N of Items**
.840	12

(Source: IBM-SPSS)

Reliability statistics is relevant for identifying viability of research instruments. Based on table 2, the value of Cronbach's Alpha is 0.840 across 12 items. It indicates high internal consistency of the measurement scale and is considered a strong reliable measure of the constructs.

C. Validity

Table III: Validity analysis

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.763
Bartlett's Test of Sphericity	Approx. Chi-Square	341.331
	df	28
	Sig.	.000

(Source: IBM-SPSS)

Table 3 demonstrates validity with KMO and Bartlett's Test that showcases KMO value as 0.763. This is greater than the acceptable threshold value, confirming sampling adequacy for factor analysis. Such trends suggest that correlations among variables are sufficiently compact. Chi-Square value is 341.331 with a Sig. value of 0.000, indicating factor analysis is appropriate.

D. Correlation

Table IV: Correlation analysis

Correlations									
		MBT1	MBT2	YPP1	YPP2	SA1	SA2	EPW1	EPW2
MBT1	Pearson Correlation	1	.712**	.381**	.417**	.327**	.426**	.360**	.330**
	Sig. (2-tailed)		.000	.000	.000	.001	.000	.000	.001
	N	101	101	101	101	101	101	101	101

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Correlations									
		MBT1	MBT2	YPP1	YPP2	SA1	SA2	EPW1	EPW2
MBT2	Pearson Correlation	.712**	1	.536**	.304**	.298**	.366**	.369**	.375**
	Sig. (2-tailed)	.000		.000	.002	.002	.000	.000	.000
	N	101	101	101	101	101	101	101	101
YPP1	Pearson Correlation	.381**	.536**	1	.590**	.353**	.278**	.433**	.510**
	Sig. (2-tailed)	.000	.000		.000	.000	.005	.000	.000
	N	101	101	101	101	101	101	101	101
YPP2	Pearson Correlation	.417**	.304**	.590**	1	.524**	.419**	.313**	.500**
	Sig. (2-tailed)	.000	.002	.000		.000	.000	.001	.000
	N	101	101	101	101	101	101	101	101
SA1	Pearson Correlation	.327**	.298**	.353**	.524**	1	.536**	.441**	.441**
	Sig. (2-tailed)	.001	.002	.000	.000		.000	.000	.000
	N	101	101	101	101	101	101	101	101
SA2	Pearson Correlation	.426**	.366**	.278**	.419**	.536**	1	.496**	.490**
	Sig. (2-tailed)	.000	.000	.005	.000	.000		.000	.000
	N	101	101	101	101	101	101	101	101
EPW1	Pearson Correlation	.360**	.369**	.433**	.313**	.441**	.496**	1	.552**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000		.000
	N	101	101	101	101	101	101	101	101
EPW2	Pearson Correlation	.330**	.375**	.510**	.500**	.441**	.490**	.552**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	
	N	101	101	101	101	101	101	101	101
**. Correlation is significant at the 0.01 level (2-tailed).									

(Source: IBM-SPSS)

Pearson correlation represents a statistically significant relationship between all variables. This connection is relevant to the fact that meditation, breathing techniques, yoga, self-awareness and productivity are strongly related since the correlation coefficient is at the 0.01 level. The stronger relation is witnessed between two meditation and breathing technique items, which reinforces the presence of internal consistency with an r value of 0.712. Similarly, yoga-based physical practices show a strong relation with two indicators, with an r value of 0.590. Self-awareness items also show strong correlations along with employee productivity and workplace wellbeing items. However, moderate correlation is noted between yoga-based physical activities and employee productivity and well-being since r values are 0.433 and 0.510. From these findings, it is evident that mindfulness is an enabler of improved employee productivity and workplace well-being. It supports the internal relationships of variables to explain the strong relevance of the subject to modern workplaces.

E. Regression

Table V: Model Summary

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	.647[a]	.419	.381	1.010
a. Predictors: (Constant), Self-awareness, Yoga-based physical practices, Meditation and breathing techniques				

(Source: IBM-SPSS)

From the model summary, it is also explained that 41.9% of the variance in employee productivity and workplace well-being shows strong explanatory power after considering the predictors in the model, given that the R-square value is 0.419 and the adjusted R-square value is 0.381.

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Table VI: ANOVA

ANOVA[a]						
Model		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
1	**Regression**	68.970	6	11.495	11.276	.000[b]
	Residual	95.822	94	1.019		
	Total	164.792	100			
a. Dependent Variable: Employee productivity and workplace well-being						
b. Predictors: (Constant), Self-awareness, Yoga-based physical practices, Meditation and breathing techniques						

(Source: IBM-SPSS)

The multiple regression analysis suggests the influence of meditation and breathing techniques, yoga-based physical practices, and self-awareness on the productivity of employees and well-being in the workplace. The regression model is statistically significant since the F value is 11.276 and the p-value is less than 0.001 suggesting that the variation in the dependent variables is collectively explained by the independent variables.

Table 7: Coefficient

Coefficients[a]						
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**
		B	**Std. Error**	**Beta**		
1	**(Constant)**	.149	.241		.618	.538
	MBT1	-.064	.137	-.056	-.464	.643
	MBT2	.090	.140	.083	.648	.519
	YPP1	.304	.124	.276	2.454	.016
	YPP2	.149	.104	.165	1.441	.153
	SA1	.102	.107	.097	.956	.341
	SA2	.288	.100	.286	2.886	.005
a. Dependent Variable: Employee productivity and workplace well-being						

(Source: IBM-SPSS)

Unequal contributions of the predictors are understood from the regression model, as the yoga-based physical practices show a β value of 0.276 with a p-value greater than 0.001 (0.016). Similarly, self-awareness shows a β value of 0.286 with a p-value of 0.005, which is greater than 0.001.

V. RESULTS AND DISCUSSION

The findings of the research have shown that there is a positive relationship between yogic mindfulness practices and workplace well-being and employee productivity. The correlation analysis has demonstrated that there are statistically significant relationships between the breathing techniques and meditation, self-awareness, employee productivity and yoga-based physical practices, as each of the dimensions has shown a p-value at a level of 0.001 CI. The regression model that is developed for the research study has significantly shown that these parameters considered to test yogic mindfulness are showing statistically significant results ($F=11.276$ and $p<0.001$), and it has explained more than 41.9% of the variance that exists in workplace well-being and Yoga-based physical practices. These parameters, such as Yoga-based physical practices, are significantly predicted in the study dependent variables, and it showed ($\beta = 0.276$, $p = 0.016$), the other parameters, such as self-awareness, have indicated that there is a positive significant impact, and it is showing the values as ($\beta = 0.286$, $p = 0.005$). The findings of the research study have demonstrated that the importance of yogic practices are important in contemporary workplaces.

VI. CONCLUSION

From the above understanding of the research findings, it is seen that yogic mindfulness is able to contribute positively to workplace well-being and employee productivity. The analysis of the 101 respondents has comprehensively shown that Yoga-based physical practices and self-awareness have a significant impact on the dependent variable, and it is statistically significant to show that workplace stress can be significantly reduced with yogic mindfulness. These kinds of

activities are important to improve employee focus, support well-being, and address workplace stress. The breathing techniques and meditation have shown positive relationships, but the individual regression does not show any impact on the model. Therefore, it can be concluded that integration of yoga in the workplace can develop wellness for employees to provide higher productivity.

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APPENDIX 1: SURVEY QUESTIONS

Independent variables (IV): Yogic Mindfulness Practices

IV1: Meditation and breathing techniques (MBT)

IV2: Yoga-based physical practices (YPP)

IV3: Self-awareness (SA)

Dependent variables (DV): Employee productivity and workplace well-being

[A Likert scale is a rating tool used in surveys to measure opinions at the level of Strongly agree=1, Agree=2, Neutral=3, Disagree=4 and Strongly disagree=5.]

Demographic

1. Age group

a. 24-33 years

b. 34-43 years

c. 44-53 years

d. 54 years and above

2. Gender

a. Male

b. Female

3. Educational qualification

a. Diploma and related degree

b. Undergraduate

c. Post graduate

d. Doctorate

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4. Years of managerial experience
a. Less than 3years
b. 4-6 years
c. 7-10 years
d. More than 10 years

Independent variables (IV): Yogic Mindfulness Practices

IV1: Meditation and breathing techniques

MBT1: Meditation practices help you improve concentration, reducing workplace distractions.
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

MBT2: Breathing techniques involving pranayama assists in managing stress during work.
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

IV2: Yoga-based physical practices

YPP1: Do you think that practicing yoga poses increases physical energy and reduces fatigue at work?
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

YPP2: Do you feel that incorporating yoga-based physical practices enhances strength to perform daily tasks?
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

IV3: Self-awareness

SA1: Self-awareness practices help to make thoughtful and ethical workplace decisions.
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

SA2: Mindfulness techniques improve ability to regulate emotions and maintain positive workplace relationships.
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

Dependent variables (DV): Employee productivity and workplace well-being (EPW)

EPW1: Do you believe that productivity contributes to maintaining high-quality standards in workplace outcomes?
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree

EPW2: Workplace support is necessary for a healthy balance between professional responsibilities and personal well-being.
a. Strongly agree
b. Agree
c. Neutral
d. Disagree
e. Strongly disagree