


DOES MINDFULNESS PRACTICE AFFECT THE QUALITY OF LIFE OF WORKING MOTHERS? AN EMPIRICAL TEST USING SEM ANALYSIS

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ARTICLE INFO	ABSTRACT
<p>Article history:</p> <p>Received 20 February 2023</p> <p>Accepted 18 May 2023</p>	<p>Purpose: Working mothers are leading several industries, and they strive to balance work and family. Mothers at work face their biggest challenges and live with constant guilt when they leave their children. Due to this stressful lifestyle, working mothers struggle to regulate their emotional health and may exhaust themselves, breakdown, or burnout. They can manage this chaos with mindfulness. Working mothers need mindfulness to stay sane. Mindfulness protects against stress, depression, anxiety and other mental health issues and improves human functioning and quality of life as well.</p>
<p>Keywords:</p> <p>Mindfulness; Quality of Life; Work-Life Balance; Stress Management; Emotional Intelligence.</p>	<p>Theoretical framework: Working mothers need mindfulness to stay sane. Mindfulness protects against stress, depression, anxiety and other mental health issues and improves human functioning and quality of life as well. Thus, by analyzing the significance of mindfulness among working mothers, this study was proposed to examine the relationship between mindfulness practice (MP) and the quality of life (QOL) of working mothers.</p>
	<p>Design/methodology/approach: Data was collected from the sample size of 217 respondents who were working mothers in different sectors. Mindfulness and QOL are measured using standardized questionnaires like the Cognitive Affective Mindfulness Scale (CAMS-R) and the World Health Organization's Quality of Life (WHOQOL) scale, respectively. Following data collection, structural equation modelling (SEM) analysis was employed using the partial least squares method.</p>
	<p>Findings: The findings reveal that there is a significant positive impact of Mindfulness practice on the Quality of work life of working mothers.</p>
	<p>Research, Practical & Social implications: The research results indicate that working mothers need to practice mindfulness in their routine lives to excel in parenting and to combat challenges in balancing work and life thus improving their QOL.</p>
	<p>Originality/value: There is meagre research conducted on mindfulness, thus this current study extends its originality on researching on impact of mindfulness practice on quality of life.</p>
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A PRÁTICA DA ATENÇÃO PLENA AFETA A QUALIDADE DE VIDA DAS MÃES QUE TRABALHAM? UM TESTE EMPÍRICO USANDO ANÁLISE SEMÂNTICA

RESUMO

Objetivo: As mães que trabalham estão liderando vários setores e se esforçam para equilibrar trabalho e família. As mães que trabalham enfrentam seus maiores desafios e vivem com culpa constante quando deixam seus filhos. Devido a esse estilo de vida estressante, as mães que trabalham têm dificuldade para regular sua saúde emocional e podem se exaurir, entrar em colapso ou se esgotar. Elas podem gerenciar esse caos com a atenção plena. As mães

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que trabalham precisam de atenção plena para se manterem sãs. A atenção plena protege contra o estresse, a depressão, a ansiedade e outros problemas de saúde mental, além de melhorar o funcionamento humano e a qualidade de vida.

Estrutura teórica: As mães que trabalham precisam de atenção plena para se manterem sãs. A atenção plena protege contra o estresse, a depressão, a ansiedade e outros problemas de saúde mental, além de melhorar o funcionamento humano e a qualidade de vida. Assim, ao analisar a importância da atenção plena entre as mães que trabalham, este estudo foi proposto para examinar a relação entre a prática da atenção plena (PM) e a qualidade de vida (QV) das mães que trabalham.

Projeto/metodologia/abordagem: Os dados foram coletados de uma amostra de 217 entrevistados que eram mães que trabalhavam em diferentes setores. A atenção plena e a qualidade de vida são medidas por meio de questionários padronizados, como a Cognitive Affective Mindfulness Scale (CAMS-R) e a escala de qualidade de vida da Organização Mundial da Saúde (WHOQOL), respectivamente. Após a coleta de dados, a análise de modelagem de equações estruturais (SEM) foi empregada usando o método dos mínimos quadrados parciais.

Resultados: Os resultados revelam que há um impacto positivo significativo da prática da atenção plena na qualidade de vida profissional das mães que trabalham.

Implicações sociais, práticas e de pesquisa: Os resultados da pesquisa indicam que as mães que trabalham precisam praticar a atenção plena em suas vidas rotineiras para se destacarem na criação dos filhos e para combater os desafios de equilibrar trabalho e vida, melhorando assim sua QV.

Originalidade/valor: Há poucas pesquisas realizadas sobre a atenção plena, portanto, este estudo atual amplia sua originalidade ao pesquisar o impacto da prática da atenção plena na qualidade de vida.

Palavras-chave: Consciência, Qualidade de Vida, Equilíbrio entre Vida Pessoal e Profissional, Gerenciamento de Estresse, Inteligência Emocional.

¿AFECTA LA PRÁCTICA DE MINDFULNESS A LA CALIDAD DE VIDA DE LAS MADRES TRABAJADORAS? UNA PRUEBA EMPÍRICA MEDIANTE ANÁLISIS SEMÁNTICO

RESUMEN

Objetivo: Las madres trabajadoras están al frente de múltiples industrias y se esfuerzan por equilibrar trabajo y familia. Las madres trabajadoras se enfrentan a sus mayores retos y viven con un sentimiento de culpa constante cuando dejan a sus hijos. Debido a este estresante estilo de vida, a las madres trabajadoras les resulta difícil regular su salud emocional y pueden agotarse, colapsar o quemarse. Pueden gestionar este caos con mindfulness. Las madres trabajadoras necesitan mindfulness para mantenerse sanas. El mindfulness protege contra el estrés, la depresión, la ansiedad y otros problemas de salud mental y mejora el funcionamiento humano y la calidad de vida.

Marco teórico: Las madres trabajadoras necesitan mindfulness para mantenerse sanas. Mindfulness protege contra el estrés, la depresión, la ansiedad y otros problemas de salud mental, y mejora el funcionamiento humano y la calidad de vida. Por lo tanto, al examinar la importancia de mindfulness entre las madres trabajadoras, este estudio se propuso examinar la relación entre la práctica de mindfulness (PM) y la calidad de vida (QoL) de las madres trabajadoras.

Diseño/metodología/enfoque: Se recogieron datos de una muestra de 217 encuestadas que eran madres trabajadoras de distintos sectores. La atención plena y la calidad de vida se midieron mediante cuestionarios estandarizados, como la escala cognitivo-afectiva de atención plena (CAMS-R) y la escala de calidad de vida de la Organización Mundial de la Salud (WHOQOL), respectivamente. Tras la recogida de datos, se empleó el análisis de modelos de ecuaciones estructurales (SEM) mediante el método de mínimos cuadrados parciales.

Resultados: Los resultados revelan que existe un impacto positivo significativo de la práctica de mindfulness en la calidad de vida laboral de las madres trabajadoras.

Implicaciones sociales, prácticas y para la investigación: Los resultados de la investigación indican que las madres trabajadoras necesitan practicar mindfulness en su vida rutinaria para sobresalir en la crianza de sus hijos y para combatir los retos que plantea la conciliación de la vida laboral y personal, mejorando así su calidad de vida.

Originalidad/valor: Son escasas las investigaciones realizadas sobre mindfulness, por lo que el presente estudio amplía su originalidad al investigar el impacto de la práctica de mindfulness en la calidad de vida.

Palabras clave: Consciencia, Calidad de Vida, Conciliación, Gestión del Estrés, Inteligencia Emocional.

INTRODUCTION

Full-time working mothers frequently struggle with the guilt of not devoting enough time with their kids. Being a mother is one of the hardest yet satisfying role and when mixed with a full-fledged professional life, a working mom has a huge responsibility to fulfil. They undergo a lot of pressure to manage the children, take care of the family, and balance these duties with her job, work commitments, and deadlines. One of mothers' never-ending struggles is deciding what to prioritize and how to balance work and family life. This continual, everyday sifting of priorities may make life tough for even the most hardened time managers. Subsequently, Women's sense of responsibility to their families is increasingly questioned once they enter the employment, and their priorities must be determined right away. A working mother can tackle these challenges and hardest situations by practicing mindfulness. Mindfulness practice will help in managing the tough emotions and eases anxiety and stress. The notion of mindfulness has grown importance as a result of the growing level of stress, load, and emotional suffering. The word “Mindfulness” is the translation from the buddhist word “Sati” that means “Intentness of mind”, “Wakefulness of mind” and “Lucidity of mind” that highlights attention, awareness and acceptance as the key aspects of mindfulness. In the perspective of Kabat-Zinn, Mindfulness is “the awareness that arises from paying attention, on purpose, in the present moment and non-judgmentally”. Mindfulness is defined as an awareness of thoughts feelings, body sensations, and surrounding environment on a moment-by-moment and caring basis. It involves accepting oneself and paying attention to our thoughts and feelings and sensing present moment. It has been scientifically proven that mindfulness reduces stress and anxiety of individuals and also increases overall happiness and ensures contented life. Mindfulness in the work place helps the individuals to overcome job stress, burnout, somatic disorders mental distress, absent mindedness and disengagement. By practicing mindfulness meditation, working mothers can develop the ability of psychologically detaching them from work related events and issues when not working and can come out of the guilt to develop and deepen greater calm and balance in their days. Mostly, working mothers who have just delivered the baby, encounters post-partum depression. Taking care of new born, sleepless nights, health issues, physical transformation, feeding issues and other complications may affect the new mothers very barely. Also, in spite of maternity breaks, working mothers feel it very stressful in tackling these issues and many find the maternity breaks to be insufficient in coping with these difficulties. In such hard times, mindfulness practice can be the right choice to deal with depression, anxiety and negative emotions. It should be noted that mothers’ mental

health will reflect and affect the child's mental and physical well-being. Therefore, working mothers with high risk of post-traumatic stress disorders should focus on mindfulness practice to improve their QOL. Thus, we intend to study the influence of mindfulness practice on working mothers' QOL. Based on this background, the derived research question is:

RQ 1: Does mindfulness practice affect QOL of working mothers?

LITERATURE REVIEW

Recently, the idea of mindfulness has grown in acceptance due to its far-reaching positive impacts (Paul & Perwez, 2023). (J. M. Williams & Kabat-Zinn, 2013) defined mindfulness as "intentional, non-judgmental awareness of moment-to-moment experience". Brown, Ryan, & Creswell, 2007; Dane, 2011 opines that mindfulness state comprises of momentary experience and dispositional tendency. Mindfulness is a "Lucidity of mind" (Davids T. W. R. Stede W. & Pali Text Society (London England), 1959) and it is a state of awareness and acceptance (Li et.al 2021; Faugère, 2016). Mindfulness practice considerably decreases psychological and physiological illness such as chronic pain, cancer, anxiety, depression, hallucination etc says Baer, 2006. Brown et.al. 2007, and reviewed that mindfulness increases positive affect and decreases negative effect. In the words of Brown Iannuzzi et.al, 2014, mindfulness provides positive mindset for those who are under depression, discrimination (Burton, J.P. 2019) and negative thoughts (Querstret et.al., 2017). Lueke & Gibson, 2015 identified in their research that mindfulness interventions influence positive human behaviour and inculcates non-judgemental awareness of thoughts and sensations. Condon et.al 2013, mentioned in his research that mindfulness training will help the individuals to reduce distress (Wasylikiw, L, 2015) and altruistic behaviours. Tim Hopthrow et.al (2017), states that individuals with mindfulness practice shows considerable reduction in correspondence bias in managing dispositions in situational factors. Julieta Galante et.al, (2014) have studied how kindness-based meditation impacts health and well-being and have identified that love, kindness and compassion mindfulness will improve health and well-being. According to (Lueke & Gibson, 2014), mindfulness has a significant impact on implicit age and racial bias, which is tested through implicit association tests (IATs). Sai sun et.al, (2015) mentions that mindfulness meditation improves neural mechanisms, psychological wellness, cognitive performance (Louise Kelly, Marina Dorian, 2017; Rojiani et al., 2017), emotional, physical and mental well-being (Dhandra; Park, 2018). Mindfulness is a key instrument in provoking emotional intelligence where the later helps in balancing work and life of the individuals

(Manikandan, G et al., 2022). In the context of working mothers, mindfulness can reduce the negative emotions and enhance positivity in their life (E Fourianalistryawati, 2019). If mindfulness is practised while performing daily chores, whether simple or complex, they may feel more gratifying and fruitful (Pyri F et al., 2021). According to (Group, 1993) WHO, QOL can be defined as, “individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards, and concerns” (WHOQOL, 1994) p.28). The general well-being of humans and society is known as QOL, which describes both the bad and positive aspects of existence. It tracks various factors that affect life happiness, such as physical and psychological wellbeing, family, career, affluence, religious convictions, and the environment. A person's level of independence, social ties, religious beliefs, physical and mental health, amount of independence, and interactions with important environmental factors are all intricately taken into account in the aspect of QOL. In relating with the literature reviews on QOL, working mothers are prone to high physical and mental exhaustion in managing both work and life. Stevanovic et al., 2013, described this emotional exhaustion is caused by lack of family support and various underlying family issues experienced by the working mothers. This state is called as a “Double burden hypothesis” (Drobnič and Guillén Rodríguez, 2011). Women who often try to balance work and life may also face increased stress if they have the additional responsibility of caring for a sick child at home. Therefore, the QOL of working mothers seems to be pathetic and it needs to be improved by self and support of others (Burckhardt, C.S, 2003). By self, working mothers can develop mindfulness practice to give meaning and satisfaction to their life.

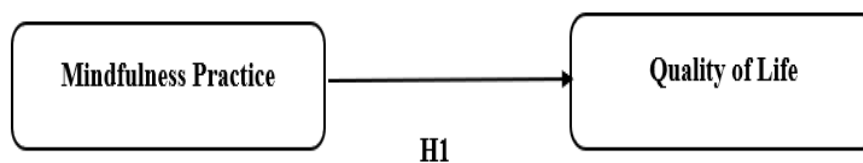
Majority of the studies, focused on QOL of employees in general. This study specifically addressed the quality of life of working mothers who are at the high risk of anxiety and PTSD. And also, the study extends its novelty by examining the impact of mindfulness practice on QOL of working mothers.

CONCEPTUAL FRAMEWORK AND HYPOTHESES DEVELOPMENT:

Based on this discussion, the derived hypothesis is as follows:

H1: Mindfulness practice has significant and positive impact on quality of life of working mothers. Figure 1. depicts the hypothesized conceptual framework based on the literature study.

Figure 1. Conceptual framework



Source: Prepared by Authors (2023)

METHODOLOGY

Methods

The study is cross-sectional and employs quantitative research design, which aimed to measure the impact of mindfulness practice on QOL among working mothers. Initially, the scales were selected to assess the constructs mindfulness practice and QOL of working mothers. Then, a survey was carried out using scale measurement of the aforementioned constructs. The attributes of each scale were measured using the gathered data by evaluating the structural model and confirmatory factor analysis measurement model. Eventually, it was determined whether MP has a positive impact on QOL. 217 Working mothers from different sectors like IT, Non-IT, teaching, Healthcare, self-employed have been included as a sample for this study. Optimal path modelling should be carried out using at least 200 samples, according to (Hoyle, 1995). Therefore, by gathering information from 217 samples, the study complies with the general rule. The study is appropriate for the respondents who are mothers and are employed in different professions and living with nuclear and joint family as well as single mothers. Mothers having children of life span development from infant to adult has been surveyed for this research. The demographic breakdown of the samples is displayed in Table 1. The data clearly shows that the majority of the responses (30.4%) are in the 25–35 age range. Most respondents (77.9%) stated that they are living with their spouse. The study reveals that the majority of the working mothers (88.9%) are living in a nuclear family type. It has been found that majority of the respondents (52.1%) are having one child, whereas 45.6 respondents are having two children and meagre percentage of respondents (2.3%) are having three children. The study indicates that large proportion of the respondents (79.3%) holds a bachelor's degree followed by 20.7% of the respondents holds a master's degree.

Sampling Procedure

For this research, a non-probability sample design employing purposive and snowball sampling was chosen. In purposive sampling, according to Huysamen (2005), the researcher

purposefully obtains respondents in a way that the respondents approached are seen as sample representative of the relevant community. Data is collected through well-structured questionnaire which was distributed to the respondents. The questionnaire comprises of questions that seeks demographic information about the respondents as well as questions about the constructs – MP and QOL respectively. The construct's items were evaluated on a five-point Likert scale.

Instrument

Mindfulness Practice (MP) scale: To estimate Mindfulness practice, Cognitive Affective Mindfulness Scale Revised (CAMS-R) tool developed and validated by Feldman, G., et al., (2007) was used. It is 10 item scale with 4 subconstructs namely: “Awareness, Present focus, Acceptance and Attention,” consisting of 2,1,4,3 items each respectively. One CAMS-R item under the sub-construct “Present attention” is reverse coded.

Quality of Life (QOL) scale: The WHOQOL tool, created by the World Health Organization consortium comprising fifteen international centres examining Quality of Life, is used to measure the QOL construct. It comprises of 26 items with 5 subconstructs namely: “Global item, Physical health, Psychological health, Social relationships, Environmental quality of life” with 1, 8, 6, 3, 8 items each respectively.

Statistical Tools

The data gathered from the respondents was evaluated using Partial Least Squares-based Structural Equation Modelling (PLS-SEM). This method was implemented to analyze the measurement model and the structural model in order to validate the variables and related hypotheses.

Table 1 – Respondents’ profile

Demographic Profile of the respondents	Occurrence	%
Age (in yrs)		
< 25	42	19.4
25-35	66	30.4
36-45	60	27.6
46-55	28	12.9
above 55	21	9.7
Total	217	100.0
Marital Status		
Single	21	9.7
Living with spouse	169	77.9
Divorced	14	6.5
Widowed	9	4.1
Other	4	1.8

Total	217	100.0
Family system		
Nuclear family	193	88.9
Joint Family	24	11.1
Total	217	100.0
Number of Children		
One	113	52.1
Two	99	45.6
Three	5	2.3
More than three	0	0.0
Total	217	100.0
Highest level of Education		
Bachelor's degree	172	79.3
Master's degree	45	20.7
Total	217	100.0

Source: Prepared by Authors (2023)

ANALYSIS AND FINDINGS

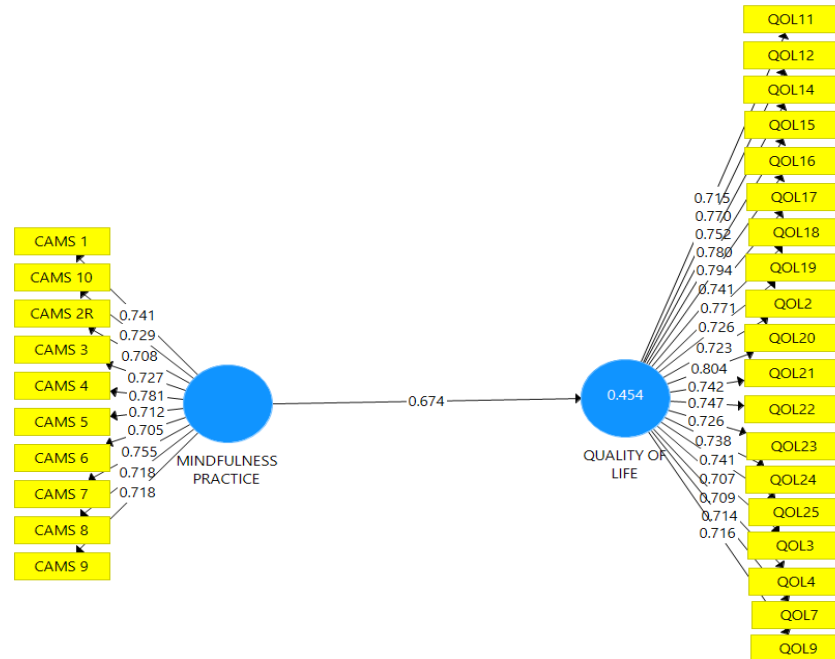
Reliability and Validity Analysis

In the pursuit of assessing the measurement model, the study examined the internal consistency, convergent validity and discriminant validity of the variables. Seven items of QOL construct (QOL1, QOL 5, QOL6, QOL 8, QOL10, QOL13 & QOL26,) from the assessment of measurement model were eliminated from the study due to lower factor loadings that are less than 0.700. (Gefen and Straub, 2005). The standardized factor values for each indicator in the developed model is greater than the standard lambda value 0.70 (Hair et al., 2017), which confirms that the indicators have established good reliability. In this study, the reliability of the constructs was examined using Cronbach's alpha and Composite Reliability (CR) values. Every Cronbach's alpha value and CR value was higher than the threshold of 0.700. and 0.80 respectively (Hair et al., 2014; Wasko & Faraj, 2005), which signifies that the construct has obtained high reliability, therefore confirming the model's statistical significance. (Refer Table 2)

Validity of the constructs is examined by performing convergent and discriminant validity analysis. Convergent validity assesses how closely connected the indicators are in order to identify the latent variables. If the average variance recovered from the constructs is 0.5 or higher, convergent validity is attained (Henseler et al., 2015), The findings (Table 2) show that all constructs' AVE values exceeded the necessary threshold of 0.50. According to empirical standards, discriminant validity describes how different a latent variable is from other latent variables. To evaluate the discriminant validity, the study adopts Fornell-Larcker criterion. Each factor's square root of AVE should exceed or equal to the correlation coefficients of the other components (Henseler et al., 2015). Hence, the results of the study exhibit acceptable

discriminant validity as per Fornell-Larcker criterion which is portrayed in table 3. Figure 2 depicts the measurement model, and Table 2 displays the construct validity and reliability results along with the corresponding item loadings.

Figure 2. Measurement model



Source: Prepared by Authors (2023)

Table 2 – Values of item loadings, CR, Cronbach’s Alpha and AVE

Items	Factor Loadings	Composite Reliability (CR)	Cronbach's alpha	Average Variance Extracted (AVE)
Mindfulness Practice				
CAMS 1	0.741	0.919	0.902	0.533
CAMS 2R	0.708			
CAMS 3	0.727			
CAMS 4	0.781			
CAMS 5	0.712			
CAMS 6	0.705			
CAMS 7	0.755			
CAMS 8	0.718			
CAMS 9	0.718			
CAMS 10	0.729			
Quality of Life				
QOL2	0.723	0.959	0.955	0.553
QOL3	0.707			
QOL4	0.709			
QOL7	0.714			
QOL9	0.716			
QOL11	0.715			
QOL12	0.770			
QOL14	0.752			
QOL15	0.780			
QOL16	0.794			

QOL17	0.741
QOL18	0.771
QOL19	0.726
QOL20	0.804
QOL21	0.742
QOL22	0.747
QOL23	0.726
QOL24	0.738
QOL25	0.741

Source: Prepared by Authors (2023)

Table 3 Fornell-Larcker criterion

Constructs	MP	QOL
MP	0.730	
QOL	0.674	0.743

Source: Prepared by Authors (2023)

Structural Model - Hypothesis Testing

The structural equation model was employed to test the correlation between the constructs. The structured model verified that the relationships ($p < 0.05$) validate the stated hypothesis. According to the findings, practicing mindfulness significantly and favourably impacts working mothers' QOL. Therefore, the structural model of this study confirms that proposed hypothesis establishes statistical significance and it is considered to be valid. The path coefficients and t-values were evaluated using the PLS algorithm at a significance threshold of 5 per cent. Table 4 depicts the relationship between the framed constructs.

Hypothesis 1: Mindfulness Practice and Quality of Life

Hypothesis 1 intends to figure out whether mindfulness practice significantly affects QOL of working mothers. The results (Table 4) show a statistically significant as well as positive relationship between MP and QOL ($\beta = 0.674$, $t=11.964$, $p<0.05$). As a result, MP significantly and favourably affects QOL.

Table 4 Structural model assessment

Hypothesis	Path coefficient	Standard deviation	t-statistics	p values	Results
H1 MP -> QOL	0.674	0.056	11.964	1.000	Supported

Source: Prepared by Authors (2023)

Collinearity Assessment, R^2 , f^2 and Q^2

To calculate the scores of the variables' collinearity, the variance inflation factor (VIF) is applied. Collinearity assessment often determines whether or not the variables used in the model have a high degree of correlation with one another. The idea that one variable defines

the other is implied by a higher correlation between the two variables. The default VIF cut off values is < 0.50 for establishing good range of correlation among the variables. In this study, the findings reveal that there are no collinearity issues with the model, as shown by the fact that none of the VIF values for the constructs in Table 5 are greater than 5.

Table 5 VIF values

	MP	QOL
MP		
QOL		1.000

Source: Prepared by Authors (2023)

R^2 is the Coefficient of determination that measures how accurately the outcome is predicted by the statistical model. The viability of each structural approach is assessed, and the model's acceptance is determined, using the R^2 value for the dependent variable (Brione Penalver et al., 2018). R^2 must be greater than or equal to 0.1 (Miller and Falk, 1992). The results (Table 6) indicate that R^2 value is greater than 0.1, stating that the construct MP has total variance of 0.454 for the construct QOL. Thus, it can be concluded that MP is an effective predictor of the construct QOL, and predictive capability is established.

Table 6 Coefficient of Determination (R^2)

	R Square	R Square Adjusted
QOL	0.454	0.451

Source: Prepared by Authors (2023)

f^2 is the effect size of the coefficient of determination which is used to compare the R^2 value of the outcome variable before and after the inclusion of the predictor variable. Cohen f^2 value thresholds: 0.02 is regarded as low, 0.15 as moderate, and 0.35 as high (Cohen, 1988). In this study, the results signify that Cohen f^2 value is 0.831 (Table 7) and therefore it can be interpreted that MP has high positive effect on QOL.

Table 7 Effect size of coefficient of determination (f^2)

	MP	QOL
MP		
QOL		0.831

Source: Prepared by Authors (2023)

Q^2 further establishes the endogenous components' predictive value. Q^2 above zero illustrates how accurate the model's predictions are. The results show that the prediction of the

construct has a higher considerability (Refer Table 8.) From Table 8, it is evident that MP has a 23.8 per cent chance of increasing QOL.

Table 8 Assessment of Predictive relevance – cross validated redundancy (Q^2)

	SSO	SSE	$Q^2 (=1-SSE/SSO)$
MP	2170.000	2170.000	
QOL	4123.000	3142.707	0.238

Source: Prepared by Authors (2023)

DISCUSSION

This study's primary intention is to scientifically test the relationship between mindfulness practice and working mothers' QOL. By highlighting the relationship between MP and QOL, this study broadens the understanding of gender studies and psychology. The first proposed hypothesis that “Mindfulness practice has significant and positive impact on quality of life of working mothers”, is accepted. From this finding, it can be noted that MP is the key determinant and significant strategy in improving QOL of working mothers. Thus, the study demonstrates that by practicing mindfulness in daily life and activities will enhance the working mothers QOL. Practicing mindfulness involves living and focusing the present moment, accepting the life without prejudice, being aware of happenings and paying attention on purpose. Additionally, by examining the outcomes of collinearity assessment, R^2 , f^2 and Q^2 analysis, it was found that constructs were highly correlated with one another and also MP seems to be a substantial predictor of QOL. This effect indicates that MP has a high positive effect and significantly improves QOL. The study's cross-validated redundancy signifies that MP has a 23.8% possibility of increasing QOL. The demographic analysis results highlights that most of the working mothers are from nuclear family and with the age range of 25 to 35 years. The overall outcome of the study reveals that Mindfulness practice is a pivotal element in enhancing Quality of life of working mothers.

THEORETICAL AND PRACTICAL IMPLICATIONS

Mindfulness is a blooming concept and gaining its significance rapidly in today's hectic life situations. Both in mass media and the scholarly contributions on psychotherapy, mindfulness has had a huge increase in popularity in the last ten years. Since its emergence over 2600 years ago, as a largely unnoticed Buddhist idea, the technique has evolved into a widely used psychotherapy technique. Mindfulness is the practice of maintaining present-moment awareness of one's sensations, thoughts, feelings, and environmental stimuli. The practice of

mindfulness is deliberately focusing on one's current experience without judgement. Mindfulness can be extensively developed through meditation. Mindful meditation is a most popular technique that involves improving the functioning of the brain to make better decisions (Dietz et.al 2017). It involves developing a calm, focused, and upbeat state of mind. The two important constructs of mindful meditation are "Attention and Acceptance". Considering the importance and beneficial outcome of mindfulness, this study sought to investigate the potential association between MP and working mothers' QOL. Working mothers are often dwelled upon with multitasking, role conflicts, emotional imbalances (Hede, A. 2010), parenting stress, physical and psychological illness, stress, anxiety, guilt of leaving child unattended, depression and other possible negative emotions. QOL of working mothers is highly questionable and the solutions were hardly found. Lack of family support, spouse abuse and being a single mother are the major underpinning reason of low QOL of working mothers. Working mothers with infants, experiences post-partum depression. Lack of moral support at this period may result in suicidal thoughts and hallucinations, that deliberately affect both mother's and child's physical and mental development. In light of all these obstacles to women's wellbeing, this study intends to examine the role of MP in enhancing working mothers' QOL. According to empirical findings, MP significantly improves the QOL of working mothers. Mindfulness exercise can be practiced by working mothers to combat stress and negative emotions and to effectively balance work and life. Working mothers with post-traumatic stress disorder can include mindful activities in their routing for their well-being and improved QOL. Mindful exercise and strategies include mindful walking, mindful meditation, mindful breathing, mindful photography, concentration, awareness of your body, releasing tension, taking regular breaks, self-pampering and active listening. Added to this, organization employing working mothers can implement mindfulness programmes like Mindful leadership activity (Phillips, T. 2018; Kroon, B et.al. 2017), Mind games (Wheatcroft, J. 2016), Mindfulness based stress reduction (MBSR) (Tharaldsen, K.B. and Bru, E. 2012), programme and can facilitate therapies like Mindfulness based cognitive therapy (MBCT), Dialectal Behaviour therapy (DBT), Acceptance and commitment therapy (ACT) to build resilience (Pillay, D. 2020) and to promote their well-being and QOL. It is the responsibility of the family, organization and society to extend supportive hands to the working mothers to improve their QOL in all aspects.

LIMITATIONS AND FUTURE DIRECTIONS

The study has few limitations, that can be addressed by future studies. Firstly, the study is constrained to specific geographic location (a single state in India), so future research can be conducted in diverse geographical locations. Secondly, the sample respondents for the study are restricted to working mothers and the future research can focus with different sample groups and respondents possibly pregnant working women, working mothers having special child etc. finally, this study assessed two constructs namely MP and QOL. Future studies can employ different variables and can analyze direct and indirect test effect among the constructs.

CONCLUSION

The main objective of the current study was to determine how MP affected working mothers' QOL. Questionnaire was used to gather the data and a sample of 217 working mothers was included to empirically test the model using SEM analysis. The findings indicated that MP positively influences working mothers' QOL, which is empirically demonstrated depending on the level of significance. Therefore, the study outcomes satisfy the stated objective that Mindfulness practice has significant and positive impact on quality of life of working mothers. The study is limited to a particular geographical place and subsequent research can be undertaken in a variety of locations. Also, the study's sample respondents are limited to working mothers, whereas future research could focus on diverse sample groups and respondents, such as expectant employed mothers, employed mothers with special children, and so on. So, it can be concluded that practicing mindfulness will considerably reduce negative emotions and challenges of working mothers and will enhance their QOL. It is suggested that working mothers shall practice mindfulness meditation and exercises for improving their work-life balance and QOL.

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