

# Mindfulness at Workplace: A Conceptual Model of Its Effect on Readiness for Organisational Change

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## ABSTRACT

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Although organisations manage to sustain their global competitiveness by responding well to the dynamic business environment, a dark side implicates employees throughout the process. The frequent changes generate a stressful work environment and exhaustion that are likely to affect employees' well-being and work outcomes. Researchers have pointed out that adequate resources are essential for employees to manage organisational change effectively. Therefore, this conceptual paper explores the link between mindfulness and employee readiness for organisational change. The literature from various repositories was reviewed based on criteria that emphasise mindfulness in the organisation context. This exclusion is necessary as the construct is highly associated with clinical psychology studies. The proposed framework and propositions showed the relationship between mindfulness and readiness for change with employee engagement as a mediator. Based on the conservation of resources and social exchange theory, mindful employees are flexible and positive about work, leading to greater engagement and openness towards change efforts.

## Keywords:

Mindfulness, Readiness, Organisational Change