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Presented by: Josh Allen, BA, Graduate Student

The Impact of Dispositional Mindfulness on Work-Related Stress and Employee Burnout: A Meta-analytic Review

Josh Allen, Florida International University, Jessica Mesmer-Magnus, University of North Carolina Wilmington, Chockalingam Viswesvaran, Florida International University, SERC Invitee

Keywords: Mindfulness, Burnout, Work-related stress, meta-analysis

Objective: Mindfulness has long been believed to be a construct of importance (Conze, 1956). However, until recently mindfulness was generally overlooked by organizational researchers (Dane, 2011). The objective of this paper is to use meta-analytical techniques to determine the impact of mindfulness on work-related stress and burnout. Hypothesis 1: Higher mindfulness will decrease employees perceptions of work-related stress. Hypothesis 2: Higher mindfulness will decrease employee burnout.

Methods: A literature search was performed using Psycinfo, Proquest Dissertations and Abstracts, Google Scholar and Business Source Premier using the search terms: "mindfulness", "burnout" and "stress". The study was included if (a) an overall measure of mindfulness provided (b) the burnout or stress outcomes were work-related (c) correlations or statistics that could be converted into correlations were provided. The meta-analytical methods outlined by Rosenthal (1991) were used.

Results: Mindfulness and work-related stress resulted in a $k=9$, $n=1280$. Mindfulness and burnout resulted in a $k=5$, $n=596$. Our analysis resulted in an effect size of $r_{WM}=-0.27$ when assessing the relationship with mindfulness and work-related stress, providing support for hypothesis one. When assessing the relationship with mindfulness and burnout the analysis resulted in an effect size of $r_{WM}=-0.42$, providing support for hypothesis two.

Conclusion: Given the support of both hypotheses, the results of the meta-analysis suggest that dispositional mindfulness is related to employees perceiving less job-related stressors and being less susceptible to job-related burnout. The significant findings offer evidence that mindfulness could be an important variable of interest for organizational researchers.

Abstract #: 279

Presented by: Pamela Bambaren, MS, Graduate Student

A Review of Healthy Workplace Practices

Pamela Bambaren, Miryam Hernandez, Angie Levesque, Nicolle Provost, Florida International University, SERC Invitee

Keywords: Healthy workplace practices

Objective: This paper provides an extensive overview of a variety of healthy workplace practices. The review is based on the American Psychological Association's classification of five major healthy workplace practice categories. The categories consist of work-life balance, health and safety, employee growth and development, employee involvement, and employee recognition. Specific programs within each are defined and evaluated in terms of benefits to the employee and the organization with emphasis on how these practices contribute to a healthy workplace.

Methods: The comprehensive literature review was based on the five major healthy workplace practices, and led to a qualitative review of each. Research was gathered by using multiple search engines and using each category as key terms. The sources considered were from multidisciplinary fields. The information gathered primarily focused on the benefits of these practices for both the organization and employees. These findings were compiled and reviewed.

Results: Healthy workplace practices require continuous active participation and there is no "one-size-fits-all" approach (Kinnie, Hutchinson, Purcell, Rayton, & Swart, 2005). In order to respond to these needs, human resource investments should be made in healthy workplace practices (Huselid, 1995). This investment can enhance work attitudes and positive work behaviors (Schneider, Hanges, Smith, & Salvaggio, 2003).

Conclusion: Some corporations have taken care of their employee's needs not just by focusing on workplace productivity, but also by creating a solid, supportive, and vibrant organizational culture. The nature of this paper is exploratory and, therefore, provides a foundation and basic overview of the healthy workplace practices for future research.



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