



Mindfulness and emotion regulation of Indian working professionals: General self-efficacy as partial mediator

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Abstract. *Purpose.* The current study aims to examine if and how Indian working professionals' mindfulness is associated with their emotion regulation strategies (cognitive reappraisal and expressive suppression) as general self-efficacy mediates these relationships. This is done by examining (a) the relationship between cognitive reappraisal and mindfulness through the mediation of general self-efficacy and (b) the relationship between expressive suppression and mindfulness through the mediation of general self-efficacy. *Method.* Participants were 500 Indian adult working professionals aged 21–36 years ($M_{age} = 28.8$ years; 68.4% male; 92.2% urban) who completed self-report measures. Correlation and mediation analyses were performed in line with the objectives. *Findings.* Findings suggest that the relationship between mindfulness and emotion regulation is partially (accounting for some, but not all, of the relationship) explained by general self-efficacy, as mindfulness was found associated with both strategies of emotion regulation: cognitive reappraisal and expressive suppression, and general self-efficacy partially significantly mediated both these relationship pathways. *Value of results.* Therefore, if organization psychologists pay attention to the impact and contribution of general self-efficacy while implementing mindfulness practice among working professionals or while administering (undertaking) mindfulness-based programs, training techniques, and even interventions for maintaining emotional balance, better work-related psychological outcomes can be expected, thereby elevating the promotion of healthy industrial and organization psychology. These objectives are novel for this sample, and the findings also promote professional collaboration between practitioners and researchers in organizational psychology.

Keywords: mindfulness, emotion regulation strategies, general self-efficacy, industrial and organization psychology.

Introduction

Major fractions of people with mental problems come from lower and middle-income nations, and India is one such example, even though the pervasiveness of mental health issues in the Indian

working population is found to be low because a lesser number of studies report such outcomes as compared to the western developed countries (Reddy, 2019). India will have about one billion working professionals in the next seven years or so, meaning that 25% of the total addition to the world's workforce in the next decade will be Indian working professionals and this will impact the organization psychology in the whole world (Anand, 2023). Therefore, it becomes very important to study and promote mental health among working professionals in countries like India and conduct studies with mental health variables that produce results that foster the understanding and implementation of better psychological care among working professionals. In coherence with this concern and idea, in this research, three variables are studied as the association-based relationship between the variable "Emotional Regulation" and the variable "Mindfulness" is looked at and is further tested to assess the influence of the variable 'General self-efficacy' acting as a potential mediator in this relationship.

Mindfulness

Mindfulness can be described with the help of a two-component system involving self-regulation of attention and adopting a particular orientation towards present-moment experiences (Bishop et al., 2004). It has always been a premier variable of psychological research, especially in the areas of building programs or techniques and testing their efficacy along with how mindfulness improves overall mental functioning (Baer, 2003; Grossman et al., 2004; Hofmann et al., 2010; Reibel et al., 2001). The mindfulness studied here follows more cognitive qualities underlying self-regulation of attention, which is more transient and freer of ongoing practice and may be captured to possibly promote, motivate, and enhance cognitive function (Hart et al., 2013). It is seen that how organizational members / workers focus attention rightfully affects how they can do decision-making, and hence, mindfulness is relevant to the rising collection of academic research on how working professionals concentrate their attention in organizations since it is an attention-related notion (Dane, 2010; Nadkarni, Barr, 2008). Stressful situations are better handled by those workers who can control their emotions in public and private both circumstances like, withdrawing one's focus from distressing stimuli might reduce arousal and negative emotions similarly can be reduced by concentrating on the good features or certain coping mechanisms (Eisenberg, et al., 2012). Thus, one of the areas where mindfulness practices find applications is the regulation of healthy emotions (Brown et al., 2007; Chambers et al., 2009). Mindfulness has been associated with many organizational psychology variables, including job performance, voluntary or involuntary exit from the organization, burnout in the workplace setting, work-family parity, work engagement, emotional expressivity etc. and many more (Allen, Kiburz, 2012; Dane, Brummel, 2013; Leroy et al., 2013; Rashid et al., 2021; Taylor, Millier, 2016).

One meta-analysis that methodically combined the findings of randomized controlled trials carried out in different work environments demonstrated that mindfulness-based programs may successfully advance workers' health and well-being in a variety of work environments (Vonderlin et al., 2019). Another systematic review and meta-analysis on the impact of mindfulness techniques on the well-being of workers showed that such techniques were linked to favorable outcomes and that mindfulness does seem to enhance workers' health as well (Lomas et al., 2019). In one study, after cumulating the results of 270 independent studies using meta-analysis, it was found that, in a professional setting, trait mindfulness may improve several organization psychology variables like performance and job satisfaction and mindfulness treatments, including workplace initiatives, professional therapies, and popular self-help programs, are effective in promoting attentive states (Mesmer-Magnus et al., 2017).

Emotion regulation

Emotion regulation is a process (cognitive, behavioral, and physiological) that enables people to modify and balance the experience and expression of emotion (positive and negative). This has been prolifically explained through research as well (Bridges, Grolnick, 1995; Cicchetti et al., 1991; Gross, 1998; Kopp, 1989; Thompson, 1994). One way in which individuals want to control their emotions is by practicing strategies that influence their emotions (Gross, 1998). One means of distinguishing these strategies is in line with a “process model of emotion regulation” in terms of an “antecedent-oriented emotion regulation strategy”, “Cognitive reappraisal” and “response-oriented emotion regulation strategy”, “Expressive Suppression» (Gross, 1998). “Cognitive reappraisal” is a strategy that requires the notion of a cognitive transition to change the impact of an emotionally arousing situation in a certain way that its impact and sense change (Lazarus, Alfert, 1964; Gross, John, 2003), while ‘Expressive Suppression’ is a transition created at the response level that employs inhibition emotional expression on (Gross, 1998). Emotion regulation has also been identified to functionally be connected with several work-related outcomes, for example, occupation stresses (Kshtriya et al., 2022), employee creativity (Wongjunya et al., 2022), personal and group work density formation (Nordhall et al., 2021), emotional expressivity (Rashid et al., 2021), etc.

The interaction of mindfulness and emotion regulation

Studies in the past have reported that better mindfulness among people fosters improvements in emotion regulation. It is regarded as a feature of public mental health (Gross & Muñoz, 1995). Mindfulness meditation is found to be associated with a decrease in negative affect through a better standard of life (Hazlett-Stevens, 2017). Even difficulties in emotion regulation have been found related to certain aspects of mindfulness (Luberto et al., 2013; Roemer et al., 2009). Both mindfulness and emotion regulation have been studied effectively in the organizational psychology literature (Jamieson, Tuckey, 2017; Grandey, 2000; Sutcliffe et al., 2016). An interactional overlap can be foreseen between these variables, as these organizational outcomes of the variables directly affect working professionals. A few conducted studies have been performed that have specifically looked at the mediators in the existing interconnection between mindfulness and emotion regulation. For example, one significant study found that among a non-clinical student sample, the clarity of internal experiences caused mediation, although partially (with 50% variation) of the relationship between mindfulness (explained in terms of acceptance and attention) and negative affect regulation showed the presence of additional action processes too in action (Coffey et al., 2010). In another important study, it was shown that some mindfulness skills were found to be linked with better coping self-efficacy with this coping self-efficacy mediating (with 35–56% of variance) in the final mediation model of the relationship between these mindfulness skills and emotion regulation difficulties (Luberto et al., 2013).

General self-efficacy

A promising variable of organizational psychology that could possibly mediate the link between mindfulness and emotion regulation might be thought of as ‘general self-efficacy’. The definition and explanation of ‘Self-efficacy’ are “beliefs in one’s capabilities to mobilize the motivation, cognitive resources, and courses of action needed to meet given situational demands” (Wood, Bandura, 1989). General self-efficacy, which is defined as an “individual’s perception of their ability to perform across a variety of different situations” (Judge et al., 1997), is more inclined towards ‘trait’ and is considered as self-efficacy’s more generality dimension (the other two dimensions being strength and magnitude of belief to perform a difficult task) (Chen et al., 2001). Previous research established that self-efficacy has the power to predict major organizational variables like initial job adjustment

(Saks, 1995), job performance (Stajkovic, Luthans, 1998), and the finesse of training proficiency (Martocchio, Judge, 1997). Self-efficacy is also found to be associated with many work-related outcomes like organizational support (perceived) and psychological capital (Anand, 2022), unsaid knowledge sharing (Achoki et al., 2022), low complexity job performance (Judge et al., 2007), etc. Self-efficacy also influences an office-working professional's degree of endeavor and persistence when they pursue and grasp seemingly hard tasks (Chen et al., 2001). Our chosen variable of self-efficacy, general self-efficacy, has also been studied concerning some work-related variables, and it has been revealed that it is directly associated with motivation traits like conscientiousness and achievement-related needs (Chen et al., 2001). General self-efficacy can also be termed a 'universal variable' since it was found to be associated meaningfully with many psychological variables like anxiety, depression, academic performances, and several personality measures and can be replicated across cultures and languages (Luszczynska et al., 2005) and other variables as mentioned before.

Building rationale

In this study, mindfulness is taken as a measure of what is present or absent regarding awareness and attention, generally referred to as dispositional or trait mindfulness. It comprises a two-dimensional model that is composed of attention and awareness. This present-focused attention-awareness is the root and underpinned mindfulness (Brown, Ryan, 2003). It is possibly the most crucial personality trait for meditation-oriented interventions and may be regarded as a major factor of importance in impacting overall psychological health (Tang, Tang, 2020). Recent research has also depicted the close and significant relationship between mindfulness and emotion regulation (Oyanadel et al., 2022). Better mindfulness is associated with more emotional recovery, an increase in the capability to display goal-oriented behaviors, reduced extent of distress, and less negative self-referential processing (Roemer et al., 2015). Thus, previous research depicts a significantly important association between the two. Better workplace-related psychology can be fostered by the application-based use of mindfulness-based interventions and/or programs and exercises inclined towards psychological remedies that progress with targeted uses and are precise. This can be further strengthened by increasing psychoeducation around mindfulness, operationalizing it further along with improved background, mechanisms of action, research, and theory (Chambers et al., 2009; Shapiro et al., 2006). General self-efficacy has been studied to be associated with improved psychological functioning; individuals with higher general self-efficacy reported better subjective well-being (Tong, Song, 2004). In addition to this, general self-efficacy was also seen to impart its mediation effect in the relationship between global life satisfaction, a component of subjective well-being, and the strength factor of leadership (Weber et al., 2013). Confidence and fearlessness, along with a sensation of independence and the potential to control an individual's life, are seen to naturally result from mindfulness (Nydahl, 2012). Hence, mindfulness may also be linked with general self-efficacy. In fact, several kinds of research have shown a clear link between mindfulness and several different types / dimensions of self-efficacy, including general self-efficacy-affecting variables that are inclined towards emotions and their regulation as well. For example, general self-efficacy and mindfulness were found sensitive to change concerning improvements in mood more than anything else, and mindfulness meditation was found to have a positive association with general self-efficacy in the presence of emotional intelligence taken as a mediator variable (Charoensukmongkol, 2014; Forgeard et al., 2021). Self-efficacy has also been found to act as a predictor of well-being (Soysa, Wilcomb, 2013). Combining all these derivations, it can be inferred that the rationale to test the possibility of interactive relationships between the chosen variables seems evident i.e. to test if mindfulness is related to general self-efficacy while simultaneously existing as a better potentiality to regulate emotions.

Several pieces of research display how the chosen variables affect each other in the Indian population, more importantly among the young and adult Indians. Mindfulness and emotion regulation (adaptive strategies) have shown a positive link with adult Indians (Selvamani, Mathew, 2023). Another study examined the connection between self-efficacy and mindfulness in the Indian population and emphasized the potential benefits of mindfulness for improving self-efficacy (Chandna et al., 2022). The findings of one study suggested that emotional regulation among young Indian people is quite predictive of self-efficacy (Maity, Sahai, 2018). Notably, most research on the Indian working population mentioned here produced objectives similar to our study by working with the young and adult population and thus, an age range of 21–36 years was chosen for this research. Hence, it may be said by studying these previous researches that the prospect of working with an Indian sample may produce universally significant results.

Hypotheses development

Thus, analysis of the past literature (discussed in this paper) has demonstrated that self-efficacy and mindfulness have had some relationship with the strategies of emotion regulation (cognitive reappraisal and expressive suppression). Ours is a unique contribution to research since few studies have looked at the mediating function of general self-efficacy in this connection. With support from the literature review, we suggest that the flexibility needed for the reappraisal of cognition may be provided by mindfulness. Cognitive reappraisal, the adaptive technique for emotion regulation, may be used in conjunction with the accepting attitude that mindfulness encourages. It is also observed from previous research that mindfulness-based therapies have been shown to promote self-efficacy, which in turn improves emotional regulation. Therefore, it can also be understood that by maintaining emotional reactivity and raising awareness of one's own internal emotions, mindfulness may improve self-efficacy by giving one a stronger sense of control over their circumstances.

Similarly, literature also suggested that practicing mindfulness increases one's sense of self-efficacy, so it might lessen the desire to repress emotions and make people more conscious of their emotional experiences, or conversely, the need to employ expressive suppression as a coping mechanism for emotions may be reduced, as according to the literature above, mindfulness promotes acceptance of emotional emotions, which in turn raises overall self-efficacy. People who have a strong sense of their abilities to control their emotions might be less inclined to use expressive repression and are more assured of their capacity to do so. We saw that previous research has shown that self-efficacy is favorably related to mindfulness and thus, it may be speculated that the beneficial effect of mindfulness on self-efficacy may account for its detrimental effect on expressive repression or that self-efficacy should be negatively related to expressive repression and vice versa for cognitive reappraisal. Also, a type of self-efficacy (general) plays a new mediating function in this connection and has received less attention. Based on all the gathered knowledge and assessment in this paper overall, theoretical justification exists for the mediation hypotheses to be examined for the young Indian worker's sample, and we have a rationale to draw the following hypotheses:

Ho₁: General self-efficacy (M) does not significantly mediate the relationship between cognitive reappraisal (Y1) and mindfulness (X).

Ha₁: General self-efficacy (M) significantly mediates the relationship between cognitive reappraisal (Y1) and mindfulness (X).

Ho₂: General self-efficacy (M) does not significantly mediate the relationship between expressive suppression (Y2) and mindfulness (X).

Ha₂: General self-efficacy (M) significantly mediates the relationship between expressive suppression (Y2) and mindfulness (X).

Methodology

Participants

Participants were 500 Indian working professionals selected (after excluding redundant or partially filled or repeated entries) from the respondents who submitted their responses through one single form bearing all questionnaires with conditions to fill, inclusion and exclusion criteria, and informed consent, online (webpage). The inclusion criteria were: (a) Indian by nationality; (b) current working professional (either individuals employed by an organization / company / self or individuals who work as freelancers); and (c) age ranged between 21 and 36 years. The exclusion criteria were individuals devoid of having any clinically diagnosed physical or mental illness. Entries to this form could have been aided using social media ads. Apart from the review of literature providing references to the presence of interactions between chosen variables among the young and adult Indian population, this age arrangement was also chosen as close to approximately 65% of the total population in India is below the age of 35 years, and around 20% of the world's population is aged between 15 and 24 years, with the majority of them living in developing countries (International Labour Organization, 2023). The mean age of individuals who participated came out to be 28.8 years. 68.4% marked themselves as males, and the rest marked themselves as females. Most of them, i.e., 92.2% of them, filled their employment branch in an urban location.

Tools

The Emotion Regulation Questionnaire

The Emotion Regulation Questionnaire (ERQ) is often used widely in psychological research to measure emotion regulation (Gross, John, 2003). Cognitive reappraisal and expressive suppression are two subscales. The ERQ quantifies the propensity to reframe an emotionally charged scenario so that its emotional impact is altered (cognitive reappraisal) and measures a person's tendency to repress their feelings (expressive suppression). The cognitive reappraisal subscale has six items, while the expressive suppression subscale has four items, making it a total of ten items altogether. The ERQ employs a seven-point Likert scale, with 1 denoting "strongly disagree" and 7 representing "strongly agree." It does not contain any reversed items. There has been good internal consistency shown by the ERQ. The Expressive Suppression subscale has a Cronbach's alpha of 0.73, and the Cognitive Reappraisal subscale has a Cronbach's alpha of 0.79 (Gross & John, 2003), indicating that it is dependable. The ERQ has displayed solid discriminant and convergent validity, adequate test-retest reliability, and good internal consistency along with temporal stability (Ioannidis & Siegling, 2015) and criterion validity (Gross, John, 2003).

The Mindfulness Attention Awareness Scale

The Mindfulness Attention Awareness Scale (MAAS) evaluates a person's degree of mindfulness by concentrating on how often they pay open or receptive attention to and are aware of their current experiences (Brown, Ryan, 2003). With 15 items, it employs a 6-point Likert scale with «1» denoting "almost always" and «6» denoting "almost never." Because MAAS items are negative in nature, they are all reverse scored. Higher scores on the MAAS imply greater mindfulness since respondents assess how frequently they feel a lack of awareness. Strong internal consistency has been demonstrated by MAAS across a variety of samples, with Cronbach's alpha value of 0.87 for general adults (Brown, Ryan, 2003). The scale has been quite trustworthy for evaluating mindfulness across a range of demographics. Strong psychometric qualities like consistent convergent and discriminant validity of the MAAS make MAAS a popular tool for studies examining the connection between mindfulness and mental health.

The New General Self-Efficacy Scale

The New General Self-Efficacy Scale (NGSE) measures general self-efficacy, or the conviction that one can function effectively in a range of circumstances (Chen et al., 2001). It has eight items in total. There are no reversed items in the NGSE, and it employs a 5-point Likert scale with «1» denoting “strongly disagree” and «5» denoting “strongly agree.” Excellent internal consistency has been shown by the NGSE, whose Cronbach’s alpha coefficients for two different times were 0.86 and 0.90 (Chen et al., 2001). With consistently higher content validity and predictive validity, the NGSE measure is a trustworthy instrument for gauging overall general self-efficacy across a range of demographics. The NGSE is a useful tool for practical settings as well as research due to its strong psychometric qualities. NGSE has been tested and verified to generate favorable outcomes in terms of applicability with apt validity and test-retest reliability (Chen et al., 2001).

Procedure

The 500 Indian working professionals were selected as explained above. After the completion of self-report measures, the participant’s answers from all three questionnaires against which they provided their replies were taken and were then gathered to calculate their respective scores for the questionnaires. They all completed the self-report measures after providing informed consent in the online form. In the next step, data was maintained electronically, adhering to the privacy and security of the respondents, and was used for statistical analysis. After the statistical analysis was complete, the results were used to gather meaningful derivations, conclusions and inferences.

Statistical analysis

The scores and levels of mindfulness and emotion regulation (separately for both the strategies; expressive suppression and cognitive reappraisal) and general self-efficacy were taken for statistical operations. Correlations (Pearson) were made use of to examine the relationship (association) between mindfulness and emotion regulation. SPSS was employed to carry out the statistical operations of correlation and mediation (using the process macro extension in SPSS; added as an extended downloadable launching program file in the SPSS software). Process macro is a computer-based statistically coded program based on bootstrapping (Hayes, 2017). Bootstrapping enables re-sampling possibility, requires only fewer assumptions as compared to other similar methods, enhances the power of operational research, and lowers the probability of falsely rejecting the null hypothesis (Abu-Bader, Jones, 2021). The SPSS output matrix in this approach estimates ‘effects’ (direct effect, indirect effect, and total effect) for the relationships between the variables to investigate the significance and nature of mediation and how the mediator variable performs in the relationship between dependent and independent variables.

Results

Descriptive statistics

As seen from Table 1, the original data was found to be skewed for all variables upon analysis. Parametric testing may be deemed better preferred for a thorough examination of the features and makeup of the type of data we worked with (continuous, quantitative, greater sample size). Since our data was continuous, meaning that values might fluctuate across a large range, employing normalization improved interpretability. The data normalizing process helped in making the initially skewed data more symmetrical (closer to normal distribution). A transformation technique using the method of transformation of variables was applied for them to follow a normal distribution (Templeton, 2011). The skewness and kurtosis found after transformation across corresponding SE values for all the variables indicate that the data is normally distributed. Table 1 also helps note that

normally distributed data is obtained after transformation. Additionally, the three variables were measured on different scales, so normalization made them comparable for analysis.

Table 1. Descriptive statistics for the measured variables

Variable	N	M	SD	Original data		Dafter transformation	
				Skewness statistic	Kurtosis statistic	Skewness statistic	Kurtosis Statistic
Cognitive reappraisal	500	4.69	.86	-.38	-.28	.02	-.25
Expressive suppression	500	3.71	.72	-.16	-.63	-.03	-.40
Mindfulness	500	4.46	.80	-.69	.07	.03	-.25
General self-efficacy	500	3.18	.69	-.60	.12	-.02	-.34

Note. N represents the sample size. M and SD are used to represent means and standard deviations, respectively. The value of standard error (SE) for skewness was .11 and for kurtosis was .22.

Bivariate relationships and mediation analysis

The associations between the variables were investigated using correlations to calculate the required bivariate relationships. The correlations of mindfulness with all other variables are drawn. In this study, the research problem required the measurement of a linear link between two sets of continuous variables, mindfulness with emotion regulation (cognitive reappraisal and expressive suppression), and thus, Pearson’s correlation test was employed. The sample size was big enough to yield a reliable population correlation estimate and the variable’s data. After the transformation was applied to witness a normal distribution, it was seen that all prerequisites to undertake Pearson correlation were fulfilled, including homoscedasticity and outlier handling. Table 2 presents the values of the coefficients of correlation of mindfulness with the two strategies of emotion regulation and general self-efficacy. It can be seen from Table 2 that mindfulness is correlated with both cognitive reappraisal ($r_1 = 0.53, p < 0.01$) and expressive suppression ($r_2 = -0.43, p < 0.01$), and general self-efficacy is also found to be significantly correlated with mindfulness ($r_3 = 0.32, p < 0.01$). For the representation of the mediation along with both ‘direct effects’ and ‘indirect effects’, the ‘Mediation models’ of mindfulness with both emotion regulation strategies through general self-efficacy are drawn below (Figure 1a and Figure 1b).

Table 2. Correlations for the measured variables along with their respective scale reliability

	Scale	Scale reliability (Cronbach’s alpha)	Correlations (r) Mindfulness
Emotion regulation	ERQ: Cognitive reappraisal subscale	.79	Cognitive Reappraisal .53**
	ERQ: Expressive suppression subscale	.73	Expressive Suppression -.43**
Mindfulness	MAAS	.87	
General self-efficacy	NGSE	.86, .90	.32**

Note: ** — represents that correlation is significant at the 0.01 level (2-tailed). For each scale, the values of scale reliability indicated have been taken from literature made public by the developers of the scale itself.

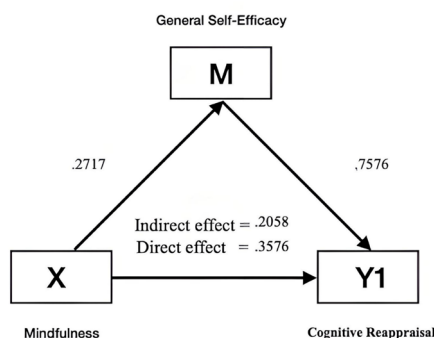


Figure 1. Mediation pathway 1: First Mediation model: General self-efficacy mediating the relationship of mindfulness with cognitive reappraisal

Note. Figure 1a demonstrates the regression coefficients of X => M and M => Y1 along with the direct effect and the indirect effect of ‘X’ on ‘Y1’ via ‘M’.

For the first mediation model

The regression coefficient of mindfulness on general self-efficacy (a) = 0.2717. The regression coefficient of general self-efficacy on expressive suppression = (b_1) = 0.7576. The indirect effect of mindfulness on expressive suppression through general self-efficacy = ($a \times b_1$) = 0.2058. The direct effect of mindfulness on cognitive reappraisal (c_1') = 0.3576. The total effect of mindfulness on cognitive reappraisal (c_1) is: $c_1 = c_1' + a \times b_1 = 0.5634$.

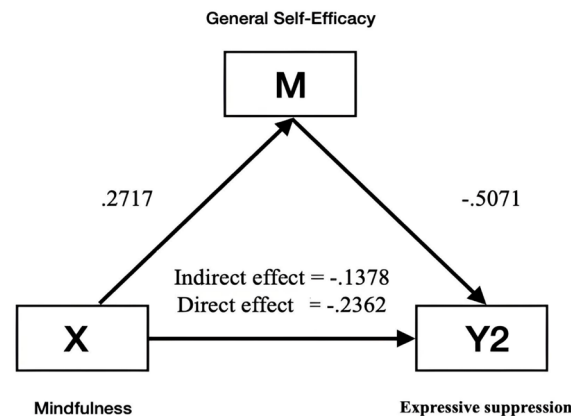


Figure 1b. Mediation pathway 2: Second Mediation model: General self-efficacy mediating the relationship of mindfulness with expressive suppression

Note. Figure 1b demonstrates the regression coefficients of $X \Rightarrow M$ and $M \Rightarrow Y2$ along with the direct effect and the indirect effect of 'X' on 'Y2' via 'M'.

For the second mediation model:

The regression coefficient of mindfulness on general self-efficacy (a) = .2717. The regression coefficient of general self-efficacy on expressive suppression = (b_2) = -0.5071. The indirect effect of mindfulness on expressive suppression through general self-efficacy = ($a \times b_2$) = -0.1378. The direct effect of mindfulness on cognitive reappraisal (c_2') = -0.2362. The total effect of mindfulness on cognitive reappraisal (c_2) is: $c_2 = c_2' + a \times b_2 = -0.3740$.

Process macro (Hayes, 2017) is used to perform mediation analysis to test our hypotheses to see whether the direct effect is significant or not. For the conclusion of the presence of a full mediation effect, a significant indirect effect and a non-significant direct effect should be observed. However, it shall be concluded as partial mediation if both direct and indirect paths come out to be significant. For the analysis, both mediation models were assessed independently for each of the emotion regulation strategies with mindfulness through general self-efficacy.

For mediation, the process macro extension in SPSS provides the values of all important factors and coefficients to understand the presence or absence and nature of mediation in its output matrix. The starting step was the investigation of the 'direct effect' (the effect of our study's independent variable, 'mindfulness,' on the dependent variables, 'cognitive reappraisal' and 'expressive suppression'). Following this, the 'indirect effect' (the effect of the independent variable on the dependent variables via the mediator variable) was examined. Direct and indirect effects are added up to generate the 'total effects' for each set of variables, which was used in the calculation of the percentage of variance.

Table 3 below, the mediation table, highlights various mediation-related coefficients, ratios, and factors that help understand how and with what influence, mediation is present in both the pathways drawn above. It also presents the type of mediation observed.

Table 3. Mediation table: Factors suggesting the presence, extent, and type of mediation

Relationship	Total effect	Direct effect	Indirect effect	Confidence interval		Type of mediation	Percentage of variance
				Lower bound	Upper bound		
Mindfulness → General-self efficacy → Cognitive reappraisal	.56	.36	.21	.16	.25	partial	36.53
Mindfulness → General-self efficacy → Expressive suppression	-.37	-.24	-.14	-.18	-.10	partial	36.84

Note. The *p*-values and t-statistic values for all cases in the output are first checked for significance before proceeding to note the values of effects, the type of mediation, and the % of variance.

Using Table 3, it can be seen that there is a significant direct and indirect effect present for both mediation pathways, as the lower bound confidence interval (LLCI) and the upper bound confidence interval (ULCI) for the indirect effect pathways are continuous or do not have zero in their range, accounting for the presence of significant mediation for both mediation models (the mediation output matrix was thoroughly checked for the presence of other noteworthy factors, including *p*-values for all regression analyses). The value of the indirect effect in Figure 1a also accounts for significance (indirect effect = 0.21, $p < 0.01$). Also, looking at the obtained significant direct effects, it can be inferred that more frequent use of cognitive reappraisal is associated with better mindfulness (direct effect = 0.36, $p < 0.01$) and thus, it is seen that both direct and indirect effect pathways are significant in this mediation model, and therefore, it can be inferred that general self-efficacy partially mediates the relationship between mindfulness and cognitive reappraisal. Similarly, the indirect effect in Figure 1b also accounts for significance (indirect effect = -0.14, $p < 0.01$). Also, it can be deduced that using expressive suppression at a good frequency is associated with better mindfulness (direct effect = -0.24, $p < 0.01$) looking at Figure 1b, and thus, it is seen that both direct and indirect effect pathways are significant in this mediation model too, like in the previous one, and therefore, it can be inferred that general self-efficacy occurs as a partial mediator in the relationship between mindfulness and expressive suppression too. Table 3 also presents the percentage of variance for both mediation pathways. The ratio 'indirect effect: total effect' is computed from the values given in mediation models, as this ratio displays the level of variance shown by the indirect effects of the mediator variable (Brown, 1997). The indirect effect of general self-efficacy accounts for a 36.53% variance in cognitive reappraisal and a 36.84% variance in expressive suppression.

Discussion

Therefore, in conclusion, it is established that among working professionals in India, a statistically significant link is found between the variable units of mindfulness and emotion regulation strategies (both cognitive reappraisal and expressive suppression) through general self-efficacy as the investigation of the mediation impact with the selected mediating variable, general self-efficacy on this relationship between emotion regulation and mindfulness reported the presence of partial mediation (with 36.53% variance for cognitive reappraisal and mindfulness and with general self-efficacy; and 36.84% variance for expressive suppression and mindfulness with general self-efficacy) and is found consistent with the hypotheses H_{a1} and H_{a2} . The total effect of mindfulness on cognitive reappraisal came out to be significant ($c_1 = 0.56$, $p < 0.001$). With the influence of general self-efficacy, the direct effect was reduced but remained significant ($c_1' = 0.36$, $p < 0.01$). The indirect effect through general self-efficacy was significant ($a \times b_1 = 0.21$, CI [0.16, 0.25]). The first mediation model therefore explained a significant portion (partially) of the variance in cognitive

reappraisal. Similarly, the total effect of mindfulness on expressive suppression also came out to be significant ($c_2 = 0.37, p < 0.01$). General self-efficacy's influence reduced the direct effect, but it remained significant ($c_2' = 0.24, p < 0.01$). The indirect effect through general self-efficacy also came out to be significant ($a \times b_2 = -0.14, CI [-0.18, -0.10]$). The second mediation model also explained a significant fraction (partially) of the variance in cognitive reappraisal. Mindfulness has been found associated with emotion regulation in the past (Hill, Updegraff, 2012; Lutz et al., 2013; Roemer et al., 2015) and with cognitive reappraisal and expressive suppression studied for their association with mindfulness (Zhou et al., 2023). The findings from the results indicate that better mindfulness among working professionals was found to be linked with more use of cognitive reappraisal ($r_1 = 0.53$) and less use of expressive suppression ($r_2 = -0.43$). One possible explanation of this finding can be that better mindfulness is associated with better receptivity to the awareness of an individual's inner experiences, as well as greater awareness of one's overt actions. Such individuals therefore become more likely to ensure basic psychological calls and needs because they are more "in touch" with and proficient in monitoring the state of their feelings. Inversely, people with lower levels of mindfulness are therefore slightly less odds-on to witness absorptive circumstances of cognizance and are also less likely to awkwardly react and be apprehensive and ruminative (Brown, Ryan, 2003) in their life settings. General self-efficacy was discovered to mediate partially the relationship between mindfulness and cognitive reappraisal and the relationship between mindfulness and expressive suppression as well. Partial mediation means that there might be 'other factors (variables) that might also explain how mindfulness reacts to emotion regulation. One such variable can be thought of as 'cognitive diffusion', which is not fixated on perceiving thoughts as images of reality that must be modified in fluctuating fractions form, frequency, quantity, etc., which increase cognitive flexibility, thereby making it possible for tasks to be addressed consciously (Chambers et al., 2009) and mindfulness has everything to do with flexible awareness (Baer, 2003). But, for many reasons, mediation analysis alone might be insufficient to prove causal relationships, even though it helps point out potential routes (Kline, 2015). The lack of data on temporal order (sequence of effects of variables) may also be seen as a hindrance in proving causality because, without knowing which variable precedes another, it is not possible to infer a causal direction here. For a causal link, the cause must come before the effect. However, cross-sectional data like in this study might miss the temporal order of events, making it more complex to ascertain if modifications to the mediator affect the result or whether the connection may be bidirectional or reversed (Maxwell, Cole, 2007). A point to note would be that if unmeasured confounding variables are present, both the mediator and the outcome may have been affected to produce biased results (Pearl, 2014). Thus, despite the limitations of mediation analysis, it can be inferred that this study was successful in presenting data-driven analysis to support the fact that among working professionals in India, general self-efficacy can potentially explain the relationship between mindfulness and strategies of emotion regulation, at least partially. Conversely, increasing a working professional's sense of general self-efficacy with mindfulness practice may result in more flexible emotional reactions and enhanced professional psychological health. Although mindfulness has been found in the past to be linked to other forms of self-efficacy, the findings of this paper, due to the study's framework, the combination of its variables and approach, sample and setting, operations, and interpretation, make it novel and unique.

Conclusion

Implications and suggestions for future

The results favor practitioners, policymakers, researchers, and managerial staff to create modules and plans keeping the findings in perspective. It is suggested that future research should

investigate how other potential variables (one or multiple) and more intricate pathways influence the pathways. More research on mindfulness in organizations, such as quasi-experimental, longitudinal, and active-controlled intervention studies, will advance this topic and provide further evidence for its benefits (Good et al., 2016). Control factors for such studies should also be carefully evaluated. The use of more sample divergence and categorization for future investigations including clinical and 'program-undergoing' populations is encouraged for future research. Inferences (like this research) can be helpful in manipulating the levels of mindfulness to generate desired specific workplace outcomes (Carmody, Baer, 2009).

In consistency with the purpose of this paper, the contribution towards the understanding of variables and their pathways affecting working professionals is aimed so that by making use of obtained findings, humanity could advance further by providing better mental health and well-being with the local organizational psychologists applying the conclusive findings into practice and creating motivation to foster transitions later with the unification of a global consortium of working professionals and mentoring agencies for better organizational mental health outcomes internationally.

Limitations

This study serves many limitations. One limitation is that the explanation of mindfulness is pre-reflexive here, so there is little scope for investigation of subjective experiences that might be argued to form an important basis for mindfulness-related interventions (Grossman, 2011). Another limitation is that mechanisms and patterns of pathway interaction cannot be covered in this paper. As emotion regulation strategies are mapped using a scale once only, the study ignores measuring cumulative change it may go over time (Gross, 2001). The analysis is also prone to methodological concerns that may arise when applying mindfulness research to the workplace (Good et al., 2016). The presence of measurement error (if any) in the study may weaken the assessment of mediation effects, especially in the mediator variable, and thus inaccurate conclusions regarding the existence or strength of the mediation may result from the mediator's estimated influence on the outcome being diminished if the mediator is assessed with low reliability (Shrout, Bolger, 2002). Because the study was carried out in a particular type of population, its conclusions might favor applicability in other demographics and cultures as well but not surely. To corroborate these findings, more studies from a variety of samples and backgrounds might be required. Another limitation of the study is that with the use of self-reported data, response bias may have occurred; causing participants to provide answers that were more socially acceptable than honest. Also, another limitation may include the use of single-mediator models, like in this study. This may lead to oversimplification of intricate interactions (Fairchild, McDaniel, 2017). There could be several moderators, feedback loops, or mediators involved, which may impact findings forming a limitation to the findings of the assessment and analysis. While mindfulness, and mindfulness specifically in work environments, is still a developing field that might benefit from cross-sectional research, it is advanced enough to require more rigorous study designs (Edmondson, Mcmanus, 2007), the lack of which is another limitation of this study. However, despite constraints, the findings effectively nourish organization psychology research.

Conflict of interest statement: "On behalf of both the authors, the corresponding author states that there is no conflict of interest".

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Received 10.08.2023

Осознанность и регуляция эмоций у индийских специалистов: общая самоэффективность как частично опосредующая переменная

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Аннотация. *Цель.* Цель настоящего исследования — изучить, связана ли и как связана осознанность у индийских специалистов со стратегиями регуляции эмоций (когнитивная переоценка и подавление экспрессии), поскольку общая самоэффективность опосредует эти связи. Исследование проводится путём изучения (а) взаимосвязи между когнитивной переоценкой и осознанностью через посредничество общей самоэффективности и (б) взаимосвязи между подавлением экспрессии и осознанностью через посредничество общей самоэффективности. *Метод.* Участниками исследования стали 500 взрослых индийских специалистов в возрасте от 21 до 36 лет (средний возраст = 28,8 лет; 68,4% мужчин; 92,2% городских жителей), которые заполнили самоотчётные анкеты. Корреляционный и медиаторный анализы были проведены в соответствии с поставленными задачами. *Результаты.* Результаты показывают, что взаимосвязь между осознанностью и регуляцией эмоций частично (то есть объясняет некоторую, но не всю взаимосвязь) объясняется общей самоэффективностью, поскольку было обнаружено, что осознанность связана с обеими стратегиями регуляции эмоций: когнитивной переоценкой и подавлением экспрессии, а общая самоэффективность частично и в значительной степени опосредует оба этих пути взаимоотношений. *Ценность результатов.* Следовательно, если организационные психологи обращают внимание на влияние и вклад общей самоэффективности при внедрении практики осознанности среди работающих специалистов или при администрировании (проведении) программ, основанных на осознанности, обучающих методик и даже вмешательств для поддержания эмоционального баланса, можно ожидать улучшения психологических результатов, связанных с работой, что способствует продвижению здоровой индустриальной и организационной психологии. Эти цели являются новыми для данной выборки, и полученные результаты также способствуют профессиональному сотрудничеству между специалистами и исследователями в области организационной психологии.

Ключевые слова: осознанность; стратегии регуляции эмоций; общая самоэффективность; организационная психология.