

Journal of Peace, Development and Communication



Volume 05, Issue 1, January-March 2021
 pISSN: 2663-7898, eISSN: 2663-7901
 Article DOI: <https://doi.org/10.36968/JPDC-V05-I01-10>
 Homepage: <https://pdfpk.net/pdf/>
 Email: se.jpdc@pdfpk.net

Article:	Mindfulness as a Predictor of Job Satisfaction and Job Stress in Print Media Journalists of Pakistan
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Published:	30 th March 2021
Publisher Information:	Journal of Peace, Development and Communication (JPDC)
To Cite this Article:	Abid, Shumaila, et al. (2021). "Mindfulness as a Predictor of Job Satisfaction and Job Stress in Print Media Journalists of Pakistan" <i>Journal of Peace, Development and Communication</i> , vol. Volume 5, no. Issue 1, 2021, pp. 109–116, https://doi.org/10.36968/JPDC-V05-I01-10
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Abstract:

The present research is aimed to determine the mindfulness as a predictor of job satisfaction and job stress among print media journalists in Pakistan. Convenient sampling has been used to gather the data of 126 print media journalists in Islamabad-Pakistan. Both males n=102 and females n= 24 were approached. The questionnaires were delivered comprising of three instruments. Scale of Mindfulness Attention Awareness Scale (MAAS) developed by (Brown & Ryan; 2003), Job satisfaction scale by (Peter Maclytyre; 1992) and job stress by Yonkers were given to the participants. The results indicate that mindfulness is a significant predictor of the job satisfaction among print media journalists while there is reported negative impact of mindfulness on job stress. There are no significant gender differences reported on the degree of consciousness, job satisfaction and task stress. The findings support the existing literature emphasizing the importance of mindfulness in the organization sector.

Keywords: Mindfulness, Job Satisfaction, Job Stress, Print Media, Journalists

Introduction

Stress of Job is considered as emotional and physical responses which are harmful and stress arises when the need of the employees, resources and capabilities do not match with the demand of the job. The stress of workplace is the major safety and health challenges faced by organization workers, companies and operational units as the output of fluctuations in running environment like rise in downsizing and restructuring, work demand and poor work life balance as well as job insecurity (Milczarek et al. 2009). Those all factors have lead toward the use such kind of methods which can lead toward the enhancement of abilities to reduce the level of stress at work place and to safeguard against different psychological symptoms (Wolever, 2012).

Brown and Ryan (2003) have define mindfulness “It is a condition to be attentive, to be present and to be conscious of what is going on, to be aware of our surroundings and environment”. Based on the concept described by the Brown, mindfulness is a conscious process whose basic capacities are awareness of the surroundings and to give attention to the information which we receive from our senses and focus the occurrence (Brown and Ryan 2003). The early concepts of awareness are described as “the clear and single awareness of what is happening in reality and what is happening in us at the successive moments of understanding”

Recent studies indicate that trait of mindfulness of workers is weakly positively related to the level of the job satisfaction (Andrews and Kacmar, 2014; Hülshager et al., 2013). There is also reported a qualitative study on mindfulness by (Foureur, 2013) demonstrated that it is very conceivable to positively influence the degree of perceived stress and job satisfaction by the use of mindfulness training. The trainings on awareness are also of great help for people who suffer from severe physical and psychological symptoms. A research also done on previous diagnosed workers with some psychological and physical symptoms also found that mindfulness training effects majority of workers and workers are free from the symptoms of stress, anxiety and depression that were related to workplace (Gold et al., 2010).

According to Hoppock job satisfaction is the integration of physical, mental and as well as environmental conditions that results a person to truthfully saying about the satisfaction of the job (Hoppock, 1935). This aspect indicates that although job satisfaction is surrounded by the influence of many external factors, but it is also something internal which focuses on how an employee feels.

The association of mindfulness and job satisfaction is also explained through the interpersonal association. The individuals who are more mindful are considered as more empathic and accepting and it results in good workplace relationship (Epstein, 2015; Glomb, 2011). Mindful employees are more attentive to their environment and do not focus on the negative evaluations given by the other people. On the other hand, they also avoid to compare themselves to others in demoralizing negative ways (Carson & Langer, 2006) and they also use the social support more effectively (Glomb et al., 2011). It is a high contributor to higher quality relationships with their colleagues (Charoensukmongkol, 2014).

Mindfulness is also shown to be related to the wellbeing of the employees partly because of its positive point to help the workers in regulating resources and conserve (Zivnuska et al. 2016). Thus there is also positive relationship of balancing the work life and mindfulness (Michel et al. 2014). For the people, the territory of work and the roles of attendant and the non-working territory (e.g., priority of family) and the role of attendants may benefit from the practice of mindfulness. If one focus only on the running time of the moment, he may be able to escape the stresses associated with family or work because they are able to understand and resolve the conflicts fully while in one domain, and give no chance to distract and mix both domains (Michel et al. 2014).

Print Media Industry and Journalists in Pakistan

The print media is the oldest media of mass communication in Pakistan. For many years newspapers were the only privately owned media that took an independent and critical stand towards the state authorities. Murders, physical attacks and mental pressure are constant concerns for many print media journalists in Pakistan. Journalists are relied upon to perform honestly and morally which adds to the reinforcing of democracy by sharing dependable data. However, the political economy of media suggests that managerial and monetary elites utilize the media for their inclinations. Political figures and media proprietors misuse working columnists. Media journalists are not generously compensated and they are compelled to do unscrupulous practices (Adnan, M. et al., 2019).

This is the time to investigate the mindfulness and job satisfaction level so current research has designed to study the role of mindfulness as a predictor in job satisfaction and job stress in print media journalists of Pakistan.

Hypothesis:

- Mindfulness has significant impact on job satisfaction.
- Mindfulness has significant impact on job stress.
- Male and females would show different levels of mindfulness, job stress and job satisfaction.

Measures

Mindfulness scale developed by Brown and Ryan was used (Brown & Ryan, 2003). The MAAS scale has 15-item and its purpose is to assess the core characteristic of mindfulness like acceptable condition of mind in which attention informed by a sensitive awareness of what is going on in the present situation. The measure takes 15 minutes to complete. To conclude the results, simply compute a mean (average) of the 15 item, higher scores represents the higher level of dispositional mindfulness and low scores show the low level of dispositional mindfulness. Mindfulness scale is reliable by cronbach's alpha 0.852. The scale was made by Scott Macdonald and Peter Maclytyre in 1992 on job satisfaction was taken. There are 10 items on this scale; all items a summed rating scale format is used with five choices from strongly disagree to strongly agree. This scale range from (10-50) with 50 indicating the highest score possible. Scores between 32 to 38 are written average range: scores below 31 to 10 suggest low level of job satisfaction. Workplace stress scale developed by, the marlin company & the American institution of stress, Younker's. Job stress scale consist into 8 items the item are measured by using a 5 point linker scale. Linker scale responses are scored at Never=1, rarely=2, Sometime=3, often=4, very often =5. Total score of 15 or lower=stress is not much issue. Total score 16 to 20 = fairly low .Total score 21-25=Moderate stress. Total score 26-30 severe. Total score 31-40=stress level is potential dangerous.

Procedure

The basic aim of the study was to explore the mindfulness as a predictor of job satisfaction and job stress in print media journalists in Pakistan. Survey method was employed in the study. Survey questionnaire was used as tool for data collection. The population of the study was print media journalists of Islamabad, Pakistan. Convenient sampling technique was applied to collect data from the population. Sample size was 126. The respondents were informed about the nature and objectives of the study and they were assured about the confidentiality of their responses.

Results

Table 1:

Respondent's Demographic profile

Variable	N= 126	%
Sex		
Male	102	81
Female	24	19
Experience		
0 to 5	54	42.9
6 to 10	45	35.7
11 and above	27	21.4
Age		
20-30 years	63	50
31-40 years	40	31
41-50 years	23	18

Table 2

Reliability analysis of Mindfulness Attention Awareness Scale and Job Satisfaction

Variable	N	A
Mindfulness	15	0.85
Job Satisfaction	10	0.80
Job Stress	8	0.72

Values of Cronbach's Alpha are above 0.80, which is considered to be really good whereas job stress yielded above 0.70 values, which is also acceptable.

Table 3

Regression Analysis showing impact of Mindfulness on Job Satisfaction

Predictors	B	Std.Error	Beta	T	P
Constant	26.93	2.36		11.40	.000
Satisfaction	2.13	.631	.291	3.39	.001

Note. $R^2 = 0.180$ Adjusted $R^2 = 0.162$, ($F=7.535$) $*p < 0.05$, $***p < 0.001$

Table 4

Impact of Mindfulness on Job Stress

Predictors	B	Std.Error	Beta	T	P
Constant	35.89	.431		12.73	.000
Stress	-.163	.074	-.191	-2.52	.001

a. Dependent Variable= stress

b. Constant=Mindfulness

Table 5

Gender differences in Mindfulness, Job Satisfaction and Job Stress

Variable	Group	N	Mean	SD	T	P
Mindfulness	Male	102	3.61	0.93	0.23	0.81
	Female	24	3.66	0.95		
Job Satisfaction	Male	102	34.76	6.66	0.24	0.80
	Female	24	34.33	7.87		
Job Stress	Male	102	25.16	4.54	0.68	0.08
	Female	24	24.45	4.57		

The findings show no significant differences among genders has been found among respondents.

Discussion

The present study has been conducted in an effort to check the relationship of mindfulness with job satisfaction and job stress in the field of journalism. The study has been divided into 2 phases where in phase 1 reliability of the three used instruments was determined. The original version of Mindfulness Attention Awareness Scale (MAAS) by Brown and Ryan showed internal consistency of ($\alpha \geq .82$) whereas in our study, the Cronbach's alpha value is 0.85. Job satisfaction scale showed Cronbach's alpha 0.86 in the original version whereas in the current study it came out 0.81. The reliability of Job stress scale by Yonkers relatively came low in our study but still fairly good as its 0.72 but already determined value is 0.89.

In phase 2 of the study, the variables were tested for impact and relationship. Despite the fact that Mindfulness has been given much importance in the current researches still it's a little deprived dimension in context of organizational researches particularly print media reports. The previous researchers do provide the evidences in support of the fact that mindfulness does contribute in a healthy work environment.

The current research has supported the previous researches of positive relationship of mindfulness and job satisfaction. (Adrews et al., 2014; Basharat Raza et al., 2018). Being mentally awake and aware of the workplace surroundings does contribute much to satisfaction level of job as being fully involved makes you feel important too. The findings are in line with the research conducted by Hulsheger et al. 2013 who also reported the positive association of the variables. Mindfulness leads to feelings of relaxation and calmness which improves the level of job satisfaction. (Wongtongkam et al., 2017).

Relationship of mindfulness and job satisfaction is better explained in the presence of job stress. The situations become less stressful when a mindful individual is dealing with it, mindful workers tend to report less stressors in work environment leading to more job satisfaction. (Foureur et al, 2013). Study conducted by Weintin and colleagues in 2009 found that mindful individual tend to stay more focused on work and use healthy coping strategies leading to having more positive emotions. (Hulsheger et al., 2013; Kiken & Shook, 2011).

The study generated non-significant results in the context of gender. Mindfulness, job satisfaction and job stress did not show much differences in male and females. There could be several reasons for this which includes limited data collected or it may be because mindfulness yields same benefits for both the gender. Male and females may equally make use of being mindful and increase their job satisfaction and lesson their job stress.

Conclusion

The present study is conducted to explore the impact of mindfulness on job satisfaction and job stress among print media journalists of Pakistan. The results clearly indicate that there is positive impact of mindfulness with job satisfaction. The results also explored that the mindfulness has negative impact on job stress. The print media journalists with high level of mindfulness are more satisfied from their job and journalists with low level of mindfulness are more prone to job stress. There were no gender differences reported on the level of mindfulness, job satisfaction and job stress.

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