

ASOCIACIÓN DE LA PERSONALIDAD Y EL MINDFULNESS DISPOSICIONAL CON COMPROMISO EN EL TRABAJO Y EL DESEMPEÑO LABORAL.

Resumen

El mindfulness está adquiriendo cada vez más importancia en el ámbito laboral. El mindfulness disposicional hace referencia al mindfulness como rasgo y está claramente relacionado con variables relacionadas con el trabajo, como el compromiso y desempeño laborales. Este constructo, a su vez, puede verse influido por los rasgos de personalidad y se asocia con el bienestar subjetivo. El objetivo de este estudio fue explorar la relación entre el mindfulness disposicional y variables relacionadas con el trabajo, así como la felicidad en una empresa. Nuestras hipótesis fueron: (1) las puntuaciones de la escala del mindfulness disposicional estarían asociadas con compromiso y desempeño laborales; (2) las cinco facetas del mindfulness se relacionarían con las dos variables del laborales; (3) las dimensiones de estabilidad emocional y responsabilidad se relacionarían con compromiso y desempeño laborales; y, (4) el bienestar subjetivo estaría relacionado con las variables laborales evaluadas.. La muestra estaba compuesta por 73 trabajadores de una empresa de marketing online. Los cuestionarios usados medían la personalidad, mindfulness disposicional, compromiso y desempeño laborales, y bienestar subjetivo. Los resultados que se obtuvieron confirmaron parcialmente las hipótesis planteadas. De este modo, encontramos que las variables laborales estaban asociadas con el mindfulness, siendo con desempeño la relación más alta. Asimismo, solamente una de las facetas del mindfulness, no juzgar, se asoció con desempeño laboral. En cuanto a las dimensiones de personalidad, la responsabilidad fue la que más se relacionó con las variables del trabajo. Finalmente, la felicidad correlacionaba significativamente con las variables asociadas al trabajo. Se concluyó que el mindfulness y la dimensión responsabilidad son factores importantes a tener en cuenta en el contexto laboral, así como los aspectos positivos como el bienestar subjetivo.

THE ASSOCIATION OF PERSONALITY AND DISPOSITIONAL MINDFULNESS WITH WORK ENGAGEMENT AND PERFORMANCE.

Abstract

Mindfulness is becoming more and more important in the work context. Dispositional mindfulness refers to mindfulness as a personality-like trait and it is clearly associated with work-related variables such as work engagement and performance. This construct is also influenced by personality traits and associated with subjective well-being. The main aim of this study was to explore the relationship between dispositional mindfulness, work-related variables, and happiness in workers of an online marketing company. We also examined the association between subjective well-being and work-related variables. Our hypotheses were: (1) Dispositional mindfulness scores would be related to work engagement and work performance; (2) the five facets of dispositional mindfulness would be associated with work-related variables; (3) the personality dimensions emotional stability and conscientiousness would be associated with work-related variables; and (4) subjective well-being would correlate with work engagement and performance. Participants were 73 workers from a group of online marketing companies. The questionnaires used measured personality, dispositional mindfulness, work engagement and performance, and subjective well-being. The results partially confirmed the hypotheses. It was found that work-related variables were associated with mindfulness, especially work performance. In addition, the non-judging facet of dispositional mindfulness and the trait conscientiousness were also related to performance. Finally, happiness was significantly correlated with work-related variables. In conclusion, the non-judging facet of mindfulness and the personality trait conscientiousness are relevant factors in the work context, without forgetting the role of happiness.

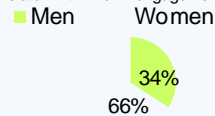


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INTRODUCTION

The workplace environment is where the highest levels of stress may be experienced (Kersemakers et al., 2018). Previous research has showed that mindfulness is positively associated with subjective well-being and work-related variables, such as work engagement and work performance (Coo & Salanova, 2017). Different studies have found that personality traits, such as (low) neuroticism, conscientiousness and openness are related to dispositional mindfulness (Giluk, 2009). Personality traits (McCrae & Costa, 2010), mainly conscientiousness, are also associated with work-related variables (Leuter & Chamorro-Premizic, 2018; Rodrigo & Jayasekara, 2016). Dispositional mindfulness is conceptualized as a personality-like trait that refers to the tendency or predisposition to be mindful in a non-judgmental and accepting manner in everyday life (Hanley, 2015; Chamberlain et al., 2016). Dispositional mindfulness may also predict improvement of work-related variables. (Malinowski & Lim, 2015). Finally, previous studies have found that subjective well-being is also associated with work-related variables (Coo & Salanova, 2017).

The main aim of this study was to explore the relationship between dispositional mindfulness, work engagement and performance in workers of online marketing company. We also examined the association between subjective well-being and work-related variables. Our hypotheses were: (1) Dispositional mindfulness scores would be related to work engagement and work performance; (2) the five facets of dispositional mindfulness would be associated with work-related variables; (3) the personality dimensions emotional stability and conscientiousness would be associated with work-related variables; and (4) subjective well-being would correlate with work engagement and performance.



METHOD

Participants: Seventy-three workers from a group of online marketing companies, of whom 48 were female and 25 were male, age range 18-57 years. The age average was 36.52 years.

Measures: The Big Five Personality Trait Questionnaire (BFPTSQ; Ortet et al., 2017), the Five Factor Mindfulness Questionnaire (FFMQ; Cebolla et al., 2012), the Utrecht Work Engagement Scale (UWES; Schaufeli & Bakker 2003), the Healthy and Resilient Organization (HERO; Salanova et al., 2012), and the Subjective Happiness Scale (SHS; Lvubomirskv & Lenner, 1999).

Procedure: The questionnaires were administered online using the application Qualtrics.

DISCUSSION

The main aim of this study was to explore the association between dispositional mindfulness and work-related variables in an online marketing company. The results indicated that work engagement and performance were related to dispositional mindfulness, in accordance with our first hypothesis (Coo & Salanova, 2017). The highest relationship was with work performance as found in previous studies (Kersemakers et al., 2018; Chamberlain et al., 2016). The non-judging facet of dispositional mindfulness was the only one associated with work-related variables, and only with performance in the regression analysis. Thus, our second hypothesis was partially confirmed, although we expected that all of the mindfulness facets would be relevant for work engagement and performance (Malinowski & Lim 2015). The results of our study indicated that the personality trait conscientiousness, but not emotional stability, was associated with work-related variables. Again, our third hypothesis was partially confirmed. In previous studies, conscientiousness was also the most relevant personality trait related to work performance (Giluk, 2009; Rodrigo & Jayasekara, 2016). Finally, and according to our fourth hypothesis, subjective well-being correlated significantly with work-related variables (Malinowski & Lim, 2015). Happiness is an important aspect that contributes to good organizational results. In conclusion, our results replicated previous studies about the relevance of mindfulness and personality at work and organizational context. The non-judging facet of mindfulness and the personality trait conscientiousness are among the most relevant factors for work-related variables, without forgetting the role of happiness.

RESULTS

Table 1. Correlations between Work-Related Variables and Dispositional Mindfulness, Personality and Subjective Well-Being.

Scales	Work Engagement (UWES)			Work Performance (HERO)			
	Vigor	Absorption	Dedication	Total score	In-role	Extra-role	Total score
Dispositional Mindfulness (FFMQ)							
Observing	.01	.02	-.00	.01	.08	.29*	.24*
Describing	.09	.20	-.05	.02	.09	.02	.07
Acting with Awareness	.30*	.20	.19	.02	.21	.13	.21
Non-judging	.28*	.26*	.22	.27*	.33**	.21	.33*
Non-reactivity	.11	.16	-.05	.08	.11	.35**	.29*
Total score	.27*	.24*	.11	.22	.30*	.35*	.42***
Personality (BFPTSQ)							
Openness	.26*	.18	.20	.23	.30*	.14	.26*
Extraversion	.42***	.33**	.17	.32**	.26*	.20	.28*
Agreeableness	.25*	.15	.20	.21	.11	.16	.17
Conscientiousness	.40***	.29*	.29*	.34**	.38**	.27*	.40**
Emotional Stability	.29*	.22	.16	.23*	.28*	.28*	.35**
Subjective well-being (SHS)	.42**	.34**	.26*	.36**	.38**	.32**	.43***

Note. UWES = Utrecht Work Engagement Scale; HERO = Healthy and Resilient Organization; FFMQ = Five Facet Mindfulness Questionnaire; BFPTSQ = Big Five Personality Trait Short Questionnaire. The BFPTSQ emotional stability scores indicate low neuroticism.

*p < .05. ** p < .01. *** p < .001.

Table 2. Multiple Linear Regression Analyses Predicting Work Engagement (UWES) and Work Performance (HERO) with Gender and Age in Step 1 and the Five Scales of Mindfulness (FFMQ) or the Five Factors of Personality (BFPTSQ) in Step 2.

Predictor	Work-related variables			
	Work engagement		Work performance	
	ΔR ²	β	ΔR ²	β
Step 1	.06		.02	
Gender		.18		.08
Age		.13		.08
Step 2	.08		.24	
Mindfulness				
Observing		.03		.21
Describing		.08		.10
Acting with Awareness		.13		.06
Non-Judging		.22		.36**
Non-Reactivity		.09		.24
Personality				
Step 2	.15		.21	
Openness		.09		.12
Extraversion		.22		.12
Agreeableness		.01		.06
Conscientiousness		.21		.29*
Emotional stability		.03		.16

Note. UWES = Utrecht Work Engagement Scale ; HERO = Healthy and Resilient Organization; FFMQ = Five Facet Mindfulness Questionnaire ; BFPTSQ = Big Five Personality Trait Short Questionnaire.

The BFPTSQ emotional stability scores indicate low neuroticism.

*p < .05. ** p < .01. ***p < .001.

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