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Leveraging Agile Mindfulness to Mitigate Burnout in Agile Environments: A Transactional Model of Stress and Coping Perspective

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Leveraging Agile Mindfulness to Mitigate Burnout in Agile Environments

A Transactional Model of Stress and Coping Perspective

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Agile is currently the most widespread project management method in software development. However, the dynamic nature of agile methods may create excessive demands for individuals involved in agile software development such as developers, business analysts, and project managers, causing work exhaustion and burnout (Venkatesh et al. 2020). Given that agile methods will stay for a while, mitigating the strain induced by such methods is important. This study draws insight from the transactional model of stress and coping (TMSC) (Lazarus and Folkman 1984) theory and introduces agile mindfulness (Thatcher et al. 2018) as a dynamic personal resource that helps individuals mitigate burnout through coping behaviors. Our theoretical model contends that mindful individuals have a better ability to find solutions, alleviating their perception of burnout. This research contributes to both research and practice. Theoretically, this is the first research that contextualizes mindfulness in the context of agile environment. In addition, drawing upon TMSC, this study provides a theoretical explanation of how agile mindfulness promotes desirable coping behaviors, which eventually reduce perceived burnout. From a practice perspective, this research helps organizations and agile teams with practical recommendations to leverage mindfulness and introduces coping behaviors that help them manage and even prevent burnout in agile environments.

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