

Questionnaire Reliability

Questionnaire Reliability was measured through Cronbach Alpha. Cronbach's alpha is a measure of internal consistency, that is, how closely related a set of items are as a group. It is considered to be a measure of scale reliability. A reliability coefficient of .70 or higher is considered "acceptable" in most social science research situations

Reliability Statistics

Constructs	Cronbach's Alpha	No of Items
Mindfulness on employee performance in service sector	0.72	4
Employee stress in service sector	0.75	4
Employee wellbeing in service sector	0.81	4
Role of leadership in service sector	0.79	4
Employee performance in service sector	0.83	4

Hypothesis Testing

Correlation analysis is used to determine whether the values of two variables are associated/linked. The two variables should be random samples, and should have a Normal distribution (possibly after transformation).

Pearson's correlation coefficient along with P-value was calculated for all hypothesis in this analysis. The correlation coefficient is a number between -1 and 1. In general, the correlation expresses the degree that, on an average, two variables change correspondingly.

Shapiro-Wilk normality test was performed to test the normality of both variables in each hypothesis. All the variables were found to be normally distributed.

Hypothesis1

Null: There is no significant link between mindfulness and Stress

Alternate: There is a significant link between mindfulness and Stress

Analysis Results

MEP-Mindfulness

ES-Employee Stress

Correlation Coefficients

	MEP	ES
MEP	1	0.728196
ES	0.728196	1

p-value		
	MEP	ES
MEP	NA	0.028417
ES	0.028417	NA

The correlation of 0.7 indicates that the variables are strongly positively correlated. The p value of less than 0.05 indicates that the null hypothesis is rejected in favor of alternative hypothesis, confirming that the correlation is statistically significant. Hence we may conclude that there exists a significant correlation/link between mindfulness and Stress.

Hypothesis 2

Null: There is no significant link between mindfulness and leadership.

Alternate: There is a significant link between mindfulness and leadership.

Analysis Results

MEP - Mindfulness

LS – Leadership

Correlation Coefficients		
	MEP	LS
MEP	1	0.079668
LEADERSHIP	0.079668	1

p-value		
	MEP	LS
MEP	NA	0.329234
LEADERSHIP	0.329234	NA

The correlation of 0.07 indicates that the variables are feebly correlated. The p value of greater than 0.05 indicates that the null hypothesis can be accepted, confirming that the correlation is not statistically significant. Hence we may conclude that there exists no significant correlation/link between mindfulness and leadership.

Hypothesis 3

Null: There is no significant link between mindfulness and wellbeing.

Alternate: There is a significant link between mindfulness and wellbeing.

Analysis Results

MEP - Mindfulness

EW – Employee Wellbeing

Correlation Coefficients		
	MEP	EW
MEP	1	0.75
EW	0.75	1

p-value		
	MEP	EW
MEP	NA	0.032
EW	0.032	NA

The correlation of 0.75 indicates that the variables are strongly positively correlated. The p value of less than 0.05 indicates that the null hypothesis is rejected in favor of alternative hypothesis, confirming that the correlation is statistically significant. Hence we may conclude that there exists a significant correlation/link between mindfulness and employee wellbeing.

Hypothesis 4

Null: Overall there is no significant impact of mindfulness on employee performance.

Alternate: Overall there is a significant impact of mindfulness on employee performance.

Analysis Results

MEP - Mindfulness

EP – Employee Performance

Correlation Coefficients		
	MEP	EP
MEP	1	0.651828
EP	0.651828	1

p-value		
	MEP	EP
MEP	NA	0.045
EP	0.045	NA

The correlation of 0.65 indicates that the variables are positively correlated. The p value of less than 0.05 indicates that the null hypothesis is rejected in favor of alternative hypothesis, confirming that the correlation is statistically significant. Hence we may conclude that there exists a significant correlation/link between mindfulness and employee performance.