

Abstract

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„The benefits of the regular practice of mindfulness techniques on innovative work behaviour / Wpływ regularnych praktyk technik uważności na innowacyjne zachowania w pracy”

The dissertation investigates the impact of regular mindfulness practices, specifically mindful meditation, on innovative work behavior within a global corporate organization. The study focuses on employees whose roles require them to engage in innovative work behavior, particularly enterprise process architects. The research aims to determine how mindfulness techniques influence the three dimensions of innovative work behavior: idea generation, idea promotion, and idea implementation. The introduction highlights the accelerating rate of environmental, societal, and technological change, emphasizing the need for organizations to continuously innovate to maintain competitive advantage. It discusses the importance of nurturing employees' innovative capabilities to optimize the development of innovative responses and solutions. The literature review identifies a research gap, noting that while many studies have explored the impact of mindfulness on job-related competencies, none have investigated its effect on innovative work behavior. The dissertation aims to fill this gap by examining the long-term impact of mindfulness meditation on employees' wellness and innovative work behavior. The research questions and hypotheses are formulated to explore the positive impact of mindfulness meditation on wellness and innovative work behavior. The study involves long-term meditators and to-date non-meditators, with participants responding to questionnaires to gauge their wellness and innovative work behavior over three to six months. The dissertation provides a broad context for the application of mindful meditation in organizations, focusing on how innovation needs to be implemented and supported across multiple levels. It explores the concept of mindfulness and its effects on practitioners, mapping academically identified effects of

mindfulness training against the dimensions of innovative work behavior. The study design and methodology are detailed, followed by the analysis and interpretation of gathered data. The findings indicate that mindfulness meditation positively impacts wellness and innovative work behavior, with specific dimensions of innovative work behavior being of differing sensitivity to mindfulness interventions. The dissertation concludes with theoretical contributions and practical implications, highlighting the importance of mindfulness techniques in enhancing employees' innovative capabilities and overall organizational performance.