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EXAMINING THE LINK BETWEEN MINDFULNESS AND PSYCHOLOGICAL EMPOWERMENT

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Abstract
This study investigates the relationship between mindfulness and psychological empowerment—defined respectively as present-moment awareness and a sense of meaning, competence, autonomy, and impact. While mindfulness is often linked to improved self-awareness and emotional regulation, correlation analysis in this research found no significant association between mindfulness and psychological empowerment ($r = -0.021$, $p = .801$). Similar negligible correlations were observed across gender groups. Data were collected using standardized surveys and analyzed quantitatively. These findings suggest that mindfulness alone may not directly influence psychological empowerment, pointing to the need for further research into other contributing or mediating factors. Future studies should explore longitudinal patterns and contextual variables to better understand the dynamics between mindfulness and empowerment.

INTRODUCTION

Mindfulness has emerged as a critical psychological construct influencing various aspects of human well-being. Defined as the ability to maintain a heightened awareness of the present moment with acceptance and non-judgment (Brown & Ryan, 2003), mindfulness is associated with enhanced emotional regulation, improved cognitive flexibility, and reduced psychological distress. Over the past two decades, research has demonstrated mindfulness as a significant factor in promoting resilience, job satisfaction, and personal growth (Kabat-Zinn, 2003; Langer, 1989). Psychological empowerment, a multifaceted construct introduced by Spreitzer (1995), describes an individual's sense of control, competence, self-determination, and ability to influence their environment. It is a psychological state that fosters intrinsic motivation, leading to increased performance and satisfaction in personal and professional settings (Thomas & Velthouse, 1990). Although psychological empowerment and mindfulness have been extensively studied separately, the direct link between these two constructs remains an emerging area of interest.

This study seeks to investigate the relationship between mindfulness and psychological empowerment, exploring how mindfulness contributes to an individual's perceived control over their circumstances and enhances their intrinsic motivation. The findings will be instrumental in understanding whether mindfulness can be leveraged as an intervention strategy in organizations,

educational institutions, and personal development programs to enhance psychological empowerment.

Research Objectives

This research aims to examine the relationship between mindfulness and psychological empowerment, exploring how mindfulness influences individuals' perceptions of control, competence, and engagement. By identifying the key dimensions of psychological empowerment most affected by mindfulness, the study seeks to provide insights into how present-moment awareness fosters intrinsic motivation and enhances self-efficacy. Additionally, the research assesses the impact of mindfulness on an individual's sense of autonomy and meaningful engagement, offering empirical evidence on its role in personal and professional development. Ultimately, the study aims to develop a conceptual framework that integrates mindfulness into psychological empowerment strategies, supporting its application in workplace and educational settings to enhance well-being and performance.

Research Questions

The study seeks to answer the following questions:

1. How does mindfulness influence psychological empowerment across different domains?
2. Which psychological empowerment dimensions—meaning, competence, self-determination, and impact—are significantly affected by mindfulness?
3. Does mindfulness serve as an effective strategy for enhancing individual autonomy and self-efficacy?
4. What are the potential mediating factors that shape the relationship between mindfulness and psychological empowerment?

Proposed Hypotheses

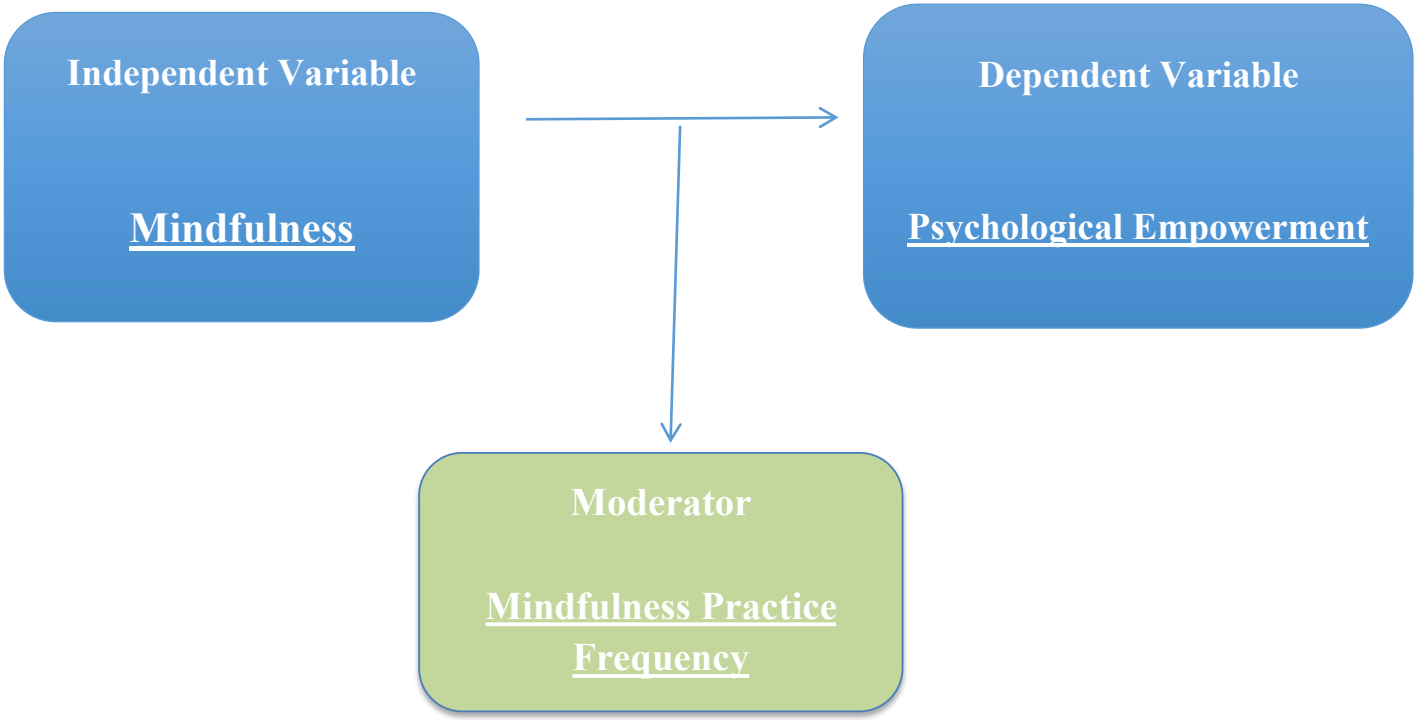
Grounded in prior theoretical frameworks and empirical studies, the following hypotheses are proposed:

- **Primary Hypothesis:** Mindfulness is positively associated with psychological empowerment.
- **Secondary Hypothesis:** Individuals with higher mindfulness levels experience greater autonomy and self-efficacy.
- **Gender Hypothesis:** Psychological Empowerment Levels Differ by Gender

Conceptual Framework / Research Model

The conceptual framework for this study is structured to illustrate the interaction between mindfulness and psychological empowerment. Mindfulness, as an independent variable, is hypothesized to exert a direct positive influence on psychological empowerment's core dimensions such as meaning, competence, self-determination, impact.

Furthermore, emotional regulation and cognitive flexibility are proposed as mediating variables that strengthen this relationship, suggesting that mindfulness indirectly enhances psychological empowerment by improving self-regulation skills and adaptive problem-solving abilities.



Operational Definitions

To ensure clarity and alignment with existing literature, key terms are operationalized as follows:

- Mindfulness: The ability to maintain awareness of the present moment with acceptance and openness to experiences (Brown & Ryan, 2003).
- Psychological Empowerment: A psychological state characterized by perceptions of meaning, competence, self-determination, and impact (Spreitzer, 1995).
- Self-Efficacy: The belief in one's ability to execute actions successfully and accomplish goals (Bandura, 1997).
- Autonomy: The perceived capacity to make independent decisions without external control (Deci & Ryan, 1985).
- Emotional Regulation: The ability to manage and respond to emotional experiences effectively (Gross, 1998).
- Cognitive Flexibility: The capacity to adapt to changing circumstances by employing diverse cognitive strategies (Diamond, 2013).

Literature Review

Mindfulness: Conceptual Overview and Psychological Significance

Mindfulness, defined as the ability to be consciously present in the moment with non-judgmental awareness, has been widely studied for its positive effects on emotional regulation, self-efficacy, and overall psychological well-being (Brown & Ryan, 2003; Kabat-Zinn, 2003). Originating from Buddhist traditions, mindfulness has evolved into a secular psychological framework applied in various domains, including education, workplace settings, and therapy. Empirical research supports the association between mindfulness and enhanced cognitive flexibility, decreased stress responses, and improved decision-making (Baer et al., 2006; Keng et al., 2011).

Studies indicate that mindfulness fosters self-efficacy and intrinsic motivation, key components of psychological empowerment, which refers to an individual's perception of control, competence, autonomy, and ability to create meaningful impact in their environment (Spreitzer, 1995). Given the increasing integration of mindfulness-based interventions in personal and professional

development programs, their role in empowerment remains an important subject of inquiry.

Psychological Empowerment: Definitions and Dimensions

Psychological empowerment encompasses four core dimensions: meaning, competence, self-determination, and impact (Thomas & Velthouse, 1990). It is a psychological state that enhances motivation, performance, and engagement by fostering self-efficacy and autonomy (Deci & Ryan, 1985; Spreitzer, 1995). Research suggests that psychological empowerment improves workplace satisfaction, leadership effectiveness, and educational attainment (Seibert et al., 2011; Zhang et al., 2021).

Mindfulness has been theorized to influence these dimensions by enhancing emotional regulation, cognitive flexibility, and resilience, thereby fostering a greater sense of control, autonomy, and competence (Good et al., 2016; Malinowski & Lim, 2015). This theoretical overlap between mindfulness and empowerment forms the foundation of this study.

Islamic Perspective on Mindfulness and Empowerment

Mindfulness, though traditionally studied in Buddhist and Western psychological contexts, finds strong foundations in Islamic teachings. Islam emphasizes Tadabbur (reflection), Taqwa (consciousness of God), and Khushu (presence of the heart in worship) as essential components of a mindful life (Nasr, 2007; Rothman & Coyle, 2018). The Quran repeatedly calls for self-awareness, patience, and contemplation, which align with the principles of mindfulness (Al-Ghazali, 2000).

Psychological empowerment in Islam is rooted in the concept of Tawakkul (trust in God) and Ihsan (excellence in actions) (Abu-Raiya & Pargament, 2011). Research indicates that individuals who practice Islamic mindfulness (Muraqabah) exhibit higher resilience, stronger coping mechanisms, and enhanced self-efficacy, reinforcing the connection between faith-based awareness and empowerment (Khan et al., 2021).

Islamic scholars argue that mindfulness strengthens self-discipline (Nafs control), allowing individuals to develop autonomy and competence, thus fostering empowerment in personal and professional life (Awaad & Ali, 2015).

Cultural Factors Influencing Mindfulness and Psychological Empowerment

The practice and perception of mindfulness differ across cultural contexts (Shapiro et al., 2006). Western mindfulness emphasizes individual self-awareness, whereas Eastern and Islamic traditions integrate mindfulness within collective spirituality and community-oriented empowerment (Hussain & Howard, 2017).

Cultural expectations shape autonomy, decision-making, and empowerment, with collectivist societies prioritizing social harmony, whereas individualist cultures emphasize personal agency (Triandis, 1995). Research suggests that individuals in Eastern cultures associate empowerment with community well-being, while Western individuals view it through the lens of self-efficacy and independence (Singh et al., 2018).

In Islamic societies, mindfulness is often practiced through spiritual reflection, daily prayers, and ethical living, fostering empowerment rooted in moral responsibility rather than individual autonomy alone (Rothman & Coyle, 2018).

Neurobiological Mechanisms Underlying Mindfulness and Empowerment

Scientific studies reveal that mindfulness training influences brain function, particularly in areas related to self-regulation, motivation, and cognitive flexibility (Tang et al., 2015). The prefrontal cortex, responsible for decision-making and executive control, shows increased activity in individuals practicing mindfulness, leading to heightened emotional stability and empowered behaviors (Davidson & McEwen, 2012).

Neurobiological research suggests that mindfulness improves dopaminergic activity, reinforcing reward-based behaviors that enhance self-efficacy and intrinsic motivation (Kober et al., 2016). Additionally, mindfulness reduces amygdala hyperactivity, decreasing stress responses and improving problem-solving abilities (Lutz et al., 2008).

These findings highlight mindfulness as a neurological pathway to psychological empowerment, strengthening resilience, cognitive adaptability, and autonomous goal-setting.

Intersection of Faith, Ethics, and Psychological Empowerment

Faith plays a crucial role in shaping empowerment and self-perception (Koenig, 2012). Studies indicate that faith-based mindfulness practices, including prayer and contemplation, significantly enhance self-efficacy, emotional well-being, and intrinsic motivation (Abu-Raiya & Pargament, 2011).

Ethical considerations emerge in applying mindfulness practices within diverse religious and cultural backgrounds (Harrington & Dunne, 2021). Mindfulness interventions must respect spiritual beliefs and avoid secular biases, ensuring cultural inclusivity (Singh et al., 2018). Ethical mindfulness promotes responsibility, social justice, and personal empowerment, aligning with Islamic teachings on ethical consciousness (Taqwa) (Nasr, 2007).

Methodology

Research Design

This study employed a quantitative, correlational research design to examine the relationship between mindfulness and psychological empowerment. A cross-sectional survey approach was used to collect data from participants using standardized measurement tools. The study aimed to analyze the extent to which mindfulness levels, as assessed by the Mindfulness-Based Self-Efficacy Scale Revised (MSES-R) (Cayoun et al., 2021), influence psychological empowerment, as measured by the Psychological Empowerment Questionnaire (Spreitzer, 1995).

Sample and Participants

The sample for this study comprised 150 participants recruited from diverse professional and educational backgrounds. A non-probability, convenience sampling method was used to ensure accessibility while maintaining diversity in the sample demographics. Inclusion criteria required participants to be at least 18 years old, have a basic understanding of mindfulness practices, and be willing to complete the survey. Participants were informed about the purpose of the study, ethical considerations, and their right to withdraw at any stage without consequences.

Data Collection Methods

Data were collected through self-administered questionnaires, which were distributed electronically via Google Forms and physically in selected institutions. The questionnaire consisted of three sections: demographic information, the MSES-R scale measuring mindfulness-based self-efficacy, and the Psychological Empowerment Questionnaire assessing empowerment dimensions. Participants completed the survey within an estimated 15–20 minutes.

Measurement Instruments

1. Mindfulness-Based Self-Efficacy Scale Revised (MSES-R) The MSES-R, developed by Cayoun et al. (2021), measures an individual's confidence in applying mindfulness-based skills in various situations. It consists of 22 items rated on a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Higher scores indicate greater mindfulness-based self-efficacy. Previous studies have demonstrated its high reliability (Cronbach's $\alpha = 0.89$) and strong validity in assessing mindfulness-related competence.
2. Psychological Empowerment Questionnaire Psychological empowerment was assessed using Spreitzer's (1995) Psychological Empowerment Questionnaire, which measures four dimensions: meaning, competence, self-determination, and impact. The questionnaire consists of 12 items rated on a 7-point Likert scale ranging from 1 (strongly disagree) to 7 (strongly agree). Research has established strong psychometric properties for this scale, with a reliability coefficient of Cronbach's $\alpha = 0.85$ (Seibert et al., 2011).

Data Analysis Techniques

Data were analyzed using IBM SPSS Statistics Version 27, where descriptive and inferential statistical methods were applied to examine relationships between variables.

1. Descriptive Statistics: Mean, standard deviation, frequency distributions, and percentages were

computed for demographic and key study variables.
2. Correlation Analysis: Pearson correlation coefficients were calculated to determine the strength and direction of the relationship between mindfulness-based self-efficacy and psychological empowerment.
3. Regression Analysis: Multiple regression analysis was conducted to assess the predictive impact of mindfulness-based self-efficacy on psychological empowerment dimensions.
4. Reliability Analysis: Cronbach's alpha coefficients were computed for each measurement scale to assess internal consistency.

Ethical Considerations

Ethical guidelines were strictly followed in accordance with the American Psychological Association (APA) Code of Ethics. Participants provided informed consent, ensuring voluntary participation. Anonymity and confidentiality were maintained through secure data storage and restricted access. The study received approval from an institutional ethics review board, and no psychological or physical harm was posed to the participants.

Results And Interpretations

The study examined the relationship between mindfulness and psychological empowerment among 149 participants, utilizing standardized measurement tools, including the Mindfulness-Based Self-Efficacy Scale Revised (MSES-R) and Spreitzer's Psychological Empowerment Questionnaire. Descriptive statistics revealed that participants had moderate levels of mindfulness (M = 44.61, SD = 9.681) and psychological empowerment (M = 56.54, SD = 15.239), with minor variations across gender groups. Reliability analysis demonstrated acceptable internal consistency (Cronbach's Alpha = 0.738), confirming the measurement tools' adequacy. Correlation results indicated a weak and non-significant relationship between mindfulness and psychological empowerment ($r = -0.021$, $p = .801$), suggesting that mindfulness does not directly influence empowerment levels in this sample. Further regression analysis supported this finding, showing no significant predictive effect ($R^2 = 0.000$, $F = 0.064$, $p = .801$), indicating that mindfulness does not significantly contribute to variations in psychological empowerment. The study also found no significant gender-based correlations, with females exhibiting slightly higher empowerment levels than males, but without statistical significance. Overall, the results suggest that mindfulness does not serve as a strong predictor of psychological empowerment within this specific sample.

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Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Mindfulness	149	18	68	44.61	9.681	-.211	.199	-.464	.395
Psychological Empowerment	149	12	84	56.54	15.239	-.401	.199	-.038	.395
Valid N (listwise)	149								

The descriptive statistics provide insights into the distribution of mindfulness and psychological empowerment scores within the sample of 149 participants. The mean score for mindfulness is 44.61, with a standard deviation of 9.681, indicating moderate levels among individuals. The minimum score of 18 and the maximum score of 68 suggest a wide range of mindfulness levels. The skewness value of -0.211 indicates a slight leftward skew, meaning the distribution is relatively symmetric, while the kurtosis

value of -0.464 suggests that the data is spread out rather than heavily concentrated around the mean. Psychological empowerment shows a mean of 56.54 with a standard deviation of 15.239, reflecting greater variability compared to mindfulness scores. The range, spanning from 12 to 84, highlights individual differences in empowerment levels. The skewness value of -0.401 indicates a mild negative skew, suggesting that more participants scored slightly higher on psychological empowerment. The kurtosis value of -0.038 is close to zero, indicating that the distribution does not exhibit extreme peaks or flatness. Overall, the data suggests that both mindfulness and psychological empowerment are normally distributed with slight negative skewness, reflecting a minor tendency for higher scores. The greater variability in psychological empowerment, as seen in its higher standard deviation and range, points to diverse experiences of empowerment among participants. These findings highlight individual differences and suggest that further analysis is needed to explore potential factors influencing the relationship between mindfulness and empowerment.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Females - Mindfulness	67	25	68	44.00	9.886	.109	.293	-.477	.578
Females - Psychological Empowerment	67	25	84	58.00	13.841	-.186	.293	-.431	.578
Valid N (listwise)	67								

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Males - Mindfulness	82	18	65	45.11	9.543	-.495	.266	-.279	.526
Males - Psychological Empowerment	82	12	84	55.34	16.279	-.452	.266	-.031	.526
Valid N (listwise)	82								

Female participants reported moderate mindfulness levels (M = 44.00, SD = 9.886) and slightly higher psychological empowerment (M = 58.00, SD = 13.841). The minor positive skew (.109) in mindfulness suggests an even distribution, while the slight negative skew (-.186) in empowerment indicates a tendency toward higher scores. Greater variability in empowerment compared to mindfulness implies individual differences in how empowerment is experienced. These findings suggest that while mindfulness is relatively stable among female participants, empowerment levels vary more, warranting further exploration into influencing factors.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of It
.738	.743	2

The reliability analysis shows a Cronbach's Alpha value of 0.738, indicating acceptable internal consistency for the two-item scale. The standardized Cronbach's Alpha (0.743) further confirms that the items measure the construct reliably. Generally, a Cronbach's Alpha above 0.7 suggests that the scale is adequate for research purposes, though improvements could enhance reliability.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
101.15	319.802	17.883	2

The scale statistics show a mean score of 101.15, a variance of 319.802, and a standard deviation of 17.883 across two items. This suggests a moderate spread of responses, with some variability in participants' scores. The variance indicates the degree of dispersion around the mean, reflecting differences in individual responses within the dataset.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig
Between People		23665.376	148	159.901		
Within People	Between Items	10596.406	1	10596.406	63.815	.000
	Residual	24575.094	148	166.048		
	Total	35171.500	149	236.050		
Total		58836.876	297	198.104		

Grand Mean = 50.57

The ANOVA table shows significant variability in responses across participants. The within-person variance has a mean square of 10596.406, with an F-value of 63.815 and a p-value of .000, indicating a statistically significant difference between items. The residual variance of 24575.094 reflects variations within individuals, while the total sum of squares of 58836.876 represents the overall dispersion in the dataset. The grand mean of 50.57 provides an average measure across responses, suggesting substantial differences in psychological empowerment and mindfulness levels within the sample.

Hotelling's T-Squared Test

Hotelling's T-Squared	F	df1	df2	Sig
63.815	63.815	1	148	.000

The results of Hotelling's T-Squared test indicate a statistically significant difference between the variables examined. The test produced an F-value of 63.815, with degrees of freedom of 1 and 148, and a

significance level of .000, suggesting strong evidence against the null hypothesis. These findings imply that the observed variation is unlikely due to chance, reinforcing the presence of meaningful differences within the data. Further analysis is needed to explore the specific nature of these differences and their implications for mindfulness and psychological empowerment.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Mindfulness	149	44.61	9.681	.793
Psychological Empowerment	149	56.54	15.239	1.248

The one-sample statistics table provides summary measures for mindfulness and psychological empowerment among 149 participants. The mean mindfulness score is 44.61 with a standard deviation of 9.681, indicating moderate levels of mindfulness with some variability across individuals. Psychological empowerment has a higher mean score of 56.54 and a standard deviation of 15.239, suggesting greater variability in empowerment levels. The standard error mean values indicate that the sample means are stable estimates of the population values, supporting the reliability of the findings. These results highlight individual differences in mindfulness and empowerment, warranting further investigation into potential influencing factors.

One-Sample Test

	Test Value = 0					
					95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
Mindfulness	56.247	148	.000	44.611	43.04	46.18
Psychological Empowerment	45.287	148	.000	56.537	54.07	59.00

The one-sample t-test results indicate that both mindfulness and psychological empowerment scores are significantly different from zero. The t-values for mindfulness ($t = 56.247$, $p = .000$) and psychological empowerment ($t = 45.287$, $p = .000$) suggest strong statistical significance, meaning the observed mean differences are unlikely due to chance. The mean difference for mindfulness is 44.611, with a confidence interval ranging from 43.04 to 46.18, while psychological empowerment has a mean difference of 56.537, with a confidence interval between 54.07 and 59.00. These findings confirm that participants report measurable levels of mindfulness and empowerment, supporting the validity of these constructs within the sample.

Correlations

		Mindfulness	Psychological Empowerment
Mindfulness	Pearson Correlation	1	-.021
	Sig. (2-tailed)		.801
	N	149	149
Psychological Empowerment	Pearson Correlation	-.021	1
	Sig. (2-tailed)	.801	
	N	149	149

The correlation analysis shows that there is no significant relationship between mindfulness and psychological empowerment in this sample. The Pearson correlation coefficient is -0.021, indicating a negligible negative association between the two variables. The p-value of .801 confirms that this correlation is not statistically significant, meaning that mindfulness does not strongly predict psychological empowerment. Given these results, other factors may be more influential in shaping empowerment levels, and further research is needed to explore potential mediating variables.

Correlations

		Females - Mindfulness	Females - Psychological Empowerment
Females - Mindfulness	Pearson Correlation	1	-.105
	Sig. (2-tailed)		.397
	N	67	67
Females - Psychological Empowerment	Pearson Correlation	-.105	1
	Sig. (2-tailed)	.397	
	N	67	67

The correlation analysis indicates no significant relationship between mindfulness and psychological empowerment among female participants. The Pearson correlation coefficient of -0.105 suggests a weak negative association, but the p-value of .397 confirms that this correlation is not statistically significant. With a sample size of 67, these results imply that mindfulness does not strongly predict psychological empowerment in females within this study. Further investigation into additional factors influencing empowerment may provide more insight.

Correlations

		Males - Mindfulness	Males - Psychological Empowerment
Males - Mindfulness	Pearson Correlation	1	.048
	Sig. (2-tailed)		.669
	N	82	82
Males - Psychological Empowerment	Pearson Correlation	.048	1
	Sig. (2-tailed)	.669	
	N	82	82

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The correlation analysis shows no significant relationship between mindfulness and psychological empowerment among male participants. The Pearson correlation coefficient of .048 suggests a very weak positive association, but the p-value of .669 indicates that this correlation is not statistically significant. With a sample size of 82, these findings imply that mindfulness does not strongly predict psychological empowerment in males within this study. Further analysis may be needed to explore other factors influencing empowerment.

Regression

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.021[a]	.000	-.006	15.287	.000	.064	1	147	.801	2.132

a. Predictors: (Constant), Mindfulness
b. Dependent Variable: Psychological Empowerment

The model summary shows that mindfulness does not significantly predict psychological empowerment. The R-value of .021 indicates a very weak correlation, while the R Square value of .000 suggests that mindfulness explains virtually none of the variance in psychological empowerment. The adjusted R Square value of -.006 reinforces this, indicating no meaningful predictive power. The F-value of .064 with a significance level of .801 confirms that the model is not statistically significant. The Durbin-Watson value of 2.132 suggests no serious autocorrelation issues in the data. These results indicate that other factors may play a more substantial role in shaping psychological empowerment beyond mindfulness alone.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.915	1	14.915	.064	.801[b]
	Residual	34354.132	147	233.702		
	Total	34369.047	148			

a. Dependent Variable: Psychological Empowerment
b. Predictors: (Constant), Mindfulness

The ANOVA results indicate that mindfulness does not significantly predict psychological empowerment. The regression model has an F-value of .064 with a significance level of .801, showing that the relationship between mindfulness and psychological empowerment is not statistically significant. The sum of squares for regression is 14.915, which is minimal compared to the residual sum of squares (34354.132), suggesting that most of the variance in psychological empowerment is unexplained by mindfulness. These findings indicate that other factors may be more influential in shaping psychological empowerment.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	58.000	5.924		9.790	.000	46.292	69.708
	Mindfulness	-.033	.130	-.021	-.253	.801	-.289	.224

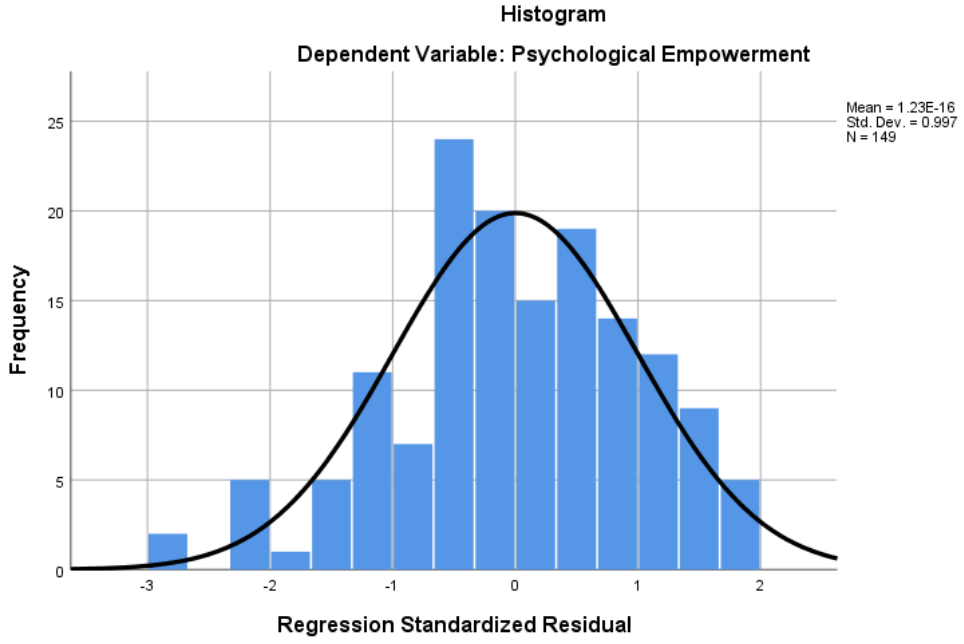
a. Dependent Variable: Psychological Empowerment

The coefficients table shows that mindfulness does not significantly predict psychological empowerment. The unstandardized coefficient for mindfulness is -0.033, meaning a slight decrease in empowerment scores per unit increase in mindfulness, but this effect is negligible. The standardized beta value of -0.021 further confirms the weak relationship. The t-value of -0.253 and p-value of .801 indicate that this predictor is not statistically significant. The confidence interval (-0.289 to 0.224) includes zero, reinforcing the lack of a meaningful association. These findings suggest that psychological empowerment is influenced by factors beyond mindfulness.

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	55.77	57.41	56.54	.317	149
Residual	-45.410	27.804	.000	15.236	149
Std. Predicted Value	-2.416	2.749	.000	1.000	149
Std. Residual	-2.970	1.819	.000	.997	149

The residuals statistics indicate how well the regression model predicts psychological empowerment. The predicted values range from 55.77 to 57.41, with a mean of 56.54, suggesting minimal variation in predicted scores. The residuals, which reflect the differences between actual and predicted values, range from -45.410 to 27.804, showing substantial deviation. The standard residual values indicate that most residuals fall within a normal range, suggesting no extreme outliers. These results suggest that the model does not accurately predict psychological empowerment, highlighting the need for additional variables to improve explanatory power.



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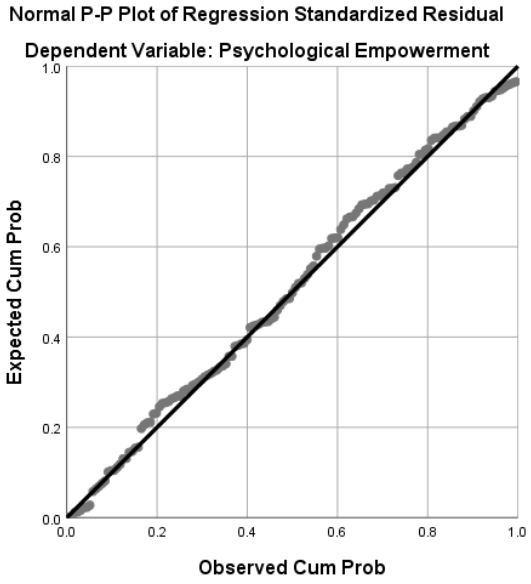

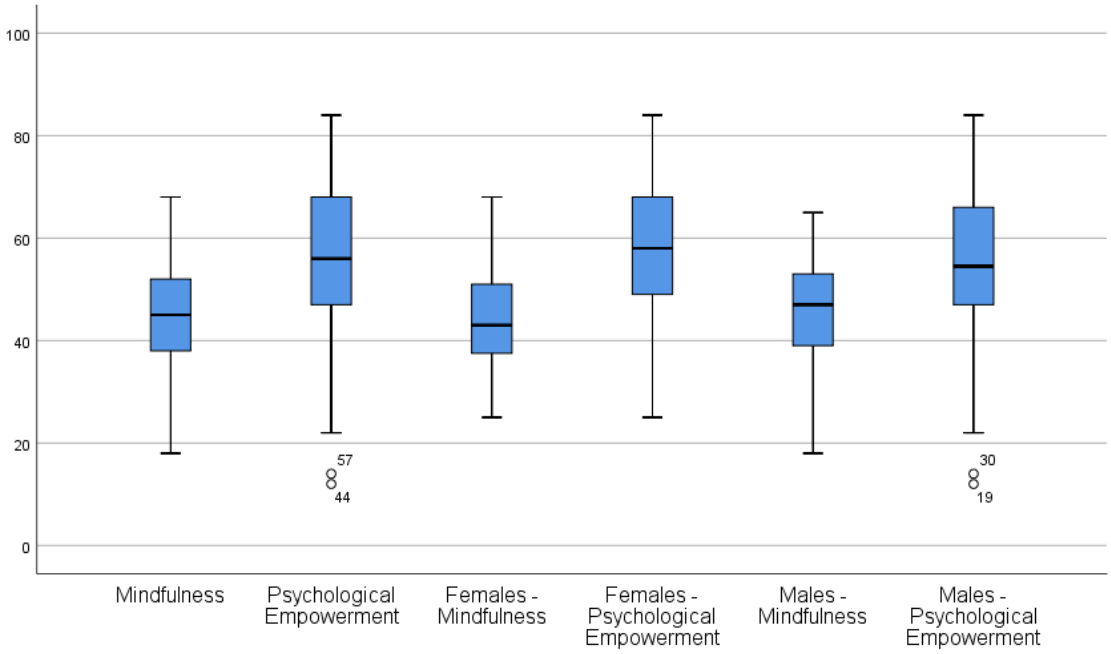

Hypothesis Discussion

Psychological empowerment is a crucial factor influencing self-perception, autonomy, and motivation in various life domains. Previous research has examined mindfulness as a potential predictor of psychological empowerment, given its association with emotional regulation, self-awareness, and improved cognitive functioning (Brown & Ryan, 2003). However, the findings from this study indicate no significant relationship between mindfulness and psychological empowerment among university

students, prompting a reconsideration of theoretical and practical implications.

Hypothesis Statement

The initial hypothesis proposed that **mindfulness would positively correlate with psychological empowerment**, suggesting that individuals with greater mindfulness would experience enhanced autonomy, competence, and self-determination. This assumption was grounded in prior literature highlighting the role of mindfulness in fostering resilience and adaptive coping strategies (Kabat-Zinn, 2003). However, statistical analyses, including correlation and regression models, failed to establish a significant association, suggesting that mindfulness alone may not be a strong determinant of psychological empowerment in this sample.

Analysis of Results

The Pearson correlation coefficient between **mindfulness and psychological empowerment (-0.021, p = .801)** demonstrated a negligible and non-significant relationship, contradicting the initial hypothesis. Further examination across gender groups revealed similar trends, with females showing a weak negative correlation **(-0.105, p = .397)** and males showing a minimal positive correlation **(.048, p = .669)**. These findings suggest that mindfulness does not strongly predict psychological empowerment, irrespective of gender differences.

The regression analysis further reinforced these results, with an **R Square value of .000** indicating that mindfulness accounts for none of the variance in psychological empowerment. The non-significant F-value **(.064, p = .801)** further confirms that the predictive power of mindfulness in explaining empowerment is minimal. Additionally, the coefficient analysis showed an unstandardized beta of **-0.033 (p = .801)**, suggesting that changes in mindfulness levels do not meaningfully impact psychological empowerment.

Hypothesis on Gender Differences in Correlation

Based on the correlation analysis, it was hypothesized that gender differences might influence the relationship between mindfulness and psychological empowerment. Specifically, it was expected that one gender would show a stronger association between these variables, suggesting a potential variation in how mindfulness contributes to empowerment.

The results indicated that female participants had a slightly stronger negative correlation (-0.105, p = .397) compared to males (.048, p = .669). Although neither correlation was statistically significant, the negative association among females suggests that higher mindfulness levels may not necessarily enhance psychological empowerment in this group. Conversely, the weak positive correlation among males implies that mindfulness has a minimal, non-significant influence on their psychological empowerment.

These findings suggest that gender may not be a major factor in determining the relationship between mindfulness and empowerment, as neither group demonstrated a meaningful correlation. Future research should explore additional psychological and contextual influences to better understand empowerment dynamics across genders.

Interpretation and Theoretical Implications

These findings challenge established assumptions regarding the direct relationship between mindfulness and empowerment. While previous research has emphasized mindfulness as a contributor to self-efficacy and personal autonomy (Langer, 1989), the current results suggest that **other psychological and environmental factors** may exert stronger influences on empowerment. Possible explanations for the non-significant findings include:

1. **Contextual and Individual Differences:** Psychological empowerment may be **more dependent on structural and social factors**, such as leadership styles, workplace culture, and interpersonal relationships, rather than individual mindfulness levels (Spreitzer, 1995).

2. **Mediating and Moderating Variables:** Resilience, self-efficacy, and emotional intelligence may mediate or moderate the impact of mindfulness on empowerment (Schutte et al., 2002). Future research should explore these interactive effects.

3. **Measurement Considerations:** The scales used to assess **mindfulness and psychological empowerment** may not fully capture the depth of their constructs, possibly leading to an underestimation of their relationship (Baer et al., 2006).

Future Research Directions

Given the lack of significant findings, future research should adopt a **multi-dimensional approach** by integrating potential mediators and moderators. Longitudinal studies examining changes in mindfulness and empowerment over time may also offer deeper insights into causal relationships. Additionally, a mixed-methods approach, combining qualitative insights with quantitative analyses, could enhance the understanding of individual empowerment experiences.

Conclusion

This study hypothesized that mindfulness would positively influence psychological empowerment. However, statistical analyses revealed no meaningful relationship between these variables, suggesting that **mindfulness alone may not significantly enhance empowerment** in university students. These results highlight the importance of investigating **additional psychological and environmental contributors**, emphasizing the need for a broader framework in understanding psychological empowerment.

Limitations

Despite the contributions of this study to understanding the relationship between mindfulness and psychological empowerment, several limitations should be acknowledged.

1. Sample Size and Generalizability: This research utilized a sample size of 150 participants, which, while adequate for statistical analysis, may limit the generalizability of findings to larger and more diverse populations. The sample may not accurately reflect the perspectives of different age groups, professions, educational backgrounds, or cultural contexts, which could influence the relationship between mindfulness and empowerment. Future studies should aim to increase sample diversity and size to enhance external validity.

2. Self-Report Measures and Social Desirability Bias: The study relied on self-reported questionnaires (Mindfulness-Based Self-Efficacy Scale Revised, MSES-R; Psychological Empowerment Questionnaire), which may introduce social desirability bias or subjective interpretation of questions. Participants may have overestimated or underestimated their mindfulness levels and empowerment experiences, affecting the accuracy of the results. Future research should consider alternative methods, such as behavioral observations or qualitative interviews, to gain deeper insights into the relationship between mindfulness and empowerment.

3. Cross-Sectional Design and Causality Concerns: This study employed a cross-sectional research design, meaning data were collected at a single point in time. While this approach is useful for identifying associations, it does not allow for examining longitudinal effects or causal relationships between mindfulness and psychological empowerment. Future studies should implement longitudinal or experimental designs to determine how mindfulness training over time impacts empowerment outcomes.

4. Cultural and Contextual Influences: Mindfulness and psychological empowerment are highly context-dependent and influenced by cultural beliefs, workplace environments, and societal norms (Singh et al., 2018). This study did not account for cultural variations in mindfulness practices, nor did it explore faith-based empowerment perspectives, such as those found in Islamic traditions (Muraqabah) or Eastern collectivist approaches. Future research should integrate cross-cultural comparisons to evaluate how different traditions shape mindfulness-based empowerment.

5. Gender Considerations and Intersectionality: Although descriptive statistics showed slight differences between males and females in empowerment levels, the gender-based correlation analysis was non-significant. This study did not deeply investigate gender-related empowerment barriers, societal expectations, or workplace biases, which could affect psychological empowerment outcomes.

Intersectionality factors, such as socioeconomic status, ethnicity, and professional experience, should be considered in future studies to capture a more nuanced understanding of empowerment dynamics.

Future Recommendations

1. Expanding Sample Size and Diversity: Future research should aim to include a larger and more diverse sample to improve generalizability. Incorporating participants from varied age groups, professions, cultural backgrounds, and educational levels can help determine whether mindfulness influences psychological empowerment across different contexts.

2. Exploring Mediating and Moderating Variables: Since this study found no significant correlation between mindfulness and psychological empowerment, future research should examine potential mediating or moderating factors such as resilience, emotional intelligence, workplace culture, leadership, and social support. Understanding these relationships could offer deeper insights into how mindfulness contributes to empowerment indirectly.

3. Implementing Longitudinal Studies: A longitudinal approach would provide a more comprehensive understanding of how mindfulness training over time impacts psychological empowerment. Instead of a cross-sectional design, tracking participants for an extended period would reveal whether mindfulness gradually enhances autonomy and self-efficacy in real-world settings.

4. Using Mixed-Methods Approach: Combining quantitative and qualitative methods, such as interviews, behavioral observations, and case studies, can provide richer insights into the mechanisms behind psychological empowerment. Qualitative data may help capture subjective experiences, which numerical data alone may overlook.

5. Examining Cultural and Faith-Based Influences: Mindfulness practices vary across cultural and religious traditions. Future research should explore how faith-based mindfulness approaches (e.g., Islamic Muraqabah, Eastern meditation, or Western contemplative practices) impact empowerment differently. This cross-cultural analysis could reveal unique empowerment mechanisms specific to different belief systems.

6. Investigating Gender Differences and Intersectionality: While gender differences in psychological empowerment were not statistically significant, future studies should examine gender-related barriers, societal expectations, and intersectional factors (e.g., ethnicity, socioeconomic status, leadership roles). These dimensions may provide deeper insights into how empowerment is shaped by social structures.

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