

RELATIONSHIP MODEL OF MINDFULNESS PRACTICE AND CONSTRUCTION WORKERS' PERFORMANCE: AN EXPLORATORY STUDY IN INDONESIA

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ABSTRACT

Humans are the main resource in construction work. Therefore, attention to human well-being, including aspects of mental health, is key to the success of the construction industry. On the other hand, there is a close connection between mental health and mindfulness practice. However, mindfulness practices have not received proper attention in the construction project environment, especially in Indonesia. This research aims to enhance the understanding of the relationship between mindfulness practice and construction workers' performance. With a quantitative approach, this research presents a questionnaire survey to measure the perceptions of Indonesian construction workers. The data obtained were analysed using the Multiple Linear Regression technique, which established a relationship model between mindfulness practice and construction worker performance. This research highlights the positive influence of mindfulness practice on construction workers. Thus, construction organisations can utilise the results of this research to better understand how mindfulness practices can improve worker performance and, thereby, encourage sustainable implementation of mindfulness practices among their workers.

Keywords: Construction; Mindfulness; Model; Performance; Workers.

1. INTRODUCTION

In Indonesia, as in many developing countries, the construction industry employs many workers. Human resources are a key factor in the successful implementation of a construction project. Therefore, construction organisations must pay special attention to improving the quality of human resources and fulfilling the welfare of their workers (Hansen et al., 2023; Sunindijo & Kamardeen, 2017). Fulfilling the welfare of construction workers not only includes physical health and safety but also their mental health.

However, the issue of construction workers' mental health has not received much attention, especially in developing countries like Indonesia (Hansen, 2022). The construction industry still records high rates of poor mental health among its workers (Oni et al. 2023). In fact, there have been many studies that highlight the nature and characteristics of construction work, which requires working for long periods of time, paced work, tight budgets, competitive environment, dynamic and full of risks which

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have also influenced the mental health of construction workers (Batubara et al., 2021; Hansen, 2023). Various mental health disorders in construction workers such as depression, anxiety, and decreased cognitive ability (Frimpong et al., 2022) will have an impact on productivity, work quality, and worker safety (Hansen, 2025). All these publications remind the importance of mental health studies in construction, especially considering their socioeconomic implications (Tijani et al., 2023).

On the other hand, there is a close connection between mental health and mindfulness. Various mental health disorders such as stress, anxiety, depression, attention-deficit disorder, post-traumatic stress disorder, and drug addictions are treated with mindfulness practice (Blanck et al., 2018; Chiesa & Serretti, 2014; Reangsing et al., 2021; Sancho et al., 2018; Sharf, 2015). The term "mindfulness" is defined as a state in which attention is focused on current phenomena (Dane, 2011). In recent years, various studies have been conducted to examine the influence of mindfulness practices on worker and organizational performance (Daniel et al., 2022; Daniel et al., 2023; Leung et al., 2024; Melagoda & Rowlinson, 2022; Mellner et al., 2022). In contrast to the general management literature, mindfulness has not garnered as much scientific attention in the construction engineering and management discipline. Because of this troubling lack of study, mindfulness in construction project contexts still needs to be investigated. In Indonesia itself, which is the largest construction market in Southeast Asia, the mental health issue of construction workers has not been understood and studied. Even though there are 9.2 million people working in the construction sector (BPS, 2023), with a project environment that is dynamic, competitive, and interconnected with many parties (Batubara et al., 2021; Hansen, 2022). In carrying out their work, construction workers are often confronted not only with technical and administrative matters, but also with emotional matters such as dealing with clients, managing project conflicts, and mitigating the risk of work delays. These factors make construction workers more vulnerable to mental fatigue and reduce job satisfaction (Hansen et al., 2023).

Based on this background, this research aims to enhance the understanding of the relationship between mindfulness practice and construction workers' performance. This research is important considering the close relationship between mindfulness practices and the mental health of construction workers. Using an empirical approach, this research serves as a preliminary investigation by providing evidence to measure construction workers' perceptions of the influence of mindfulness practices on their performance. Construction organisations can utilise the results of this research to better understand how mindfulness practices can improve worker performance and, thereby, encourage sustainable implementation of mindfulness practices among their workers.

2. LITERATURE REVIEW

2.1 MINDFULNESS PRACTICES

Mindfulness is often defined as the process of paying attention in the present moment and non-judgmentally (Burmansah et al., 2022; Daniel et al., 2022; Sharf, 2015). A practitioner learns to focus their attention on external and internal stimuli while maintaining a nonjudgmental awareness of the present moment (Kaviani & Hatami, 2016). In psychology, mindfulness is viewed as a practice to develop knowledge and wisdom for oneself (Karunamuni & Weerasekera, 2019). As a cognitive skill, it is usually developed through meditation practice (Creswell, 2017).

Mindfulness has long been studied and practiced. Scholars argue that the understanding of mindfulness is rooted in Buddhism (Hulsheger et al., 2013; Sharf, 2015). This practice was first taught by Siddhartha Gautama, which is one of the essences of Buddha's teachings. In this case, the practice of mindfulness is a part of the Four Noble Truths and the Eightfold Path of Buddhism (Garrison, 2021). Even in the Dhammapada, one of the Buddhist scriptures, the first verse begins with the topic of mind as the pioneer: "Mind precedes all mental states. Mind is their chief; they are all mind-wrought." In practice, mindfulness is developed through mindful meditation. However, various forms of mindfulness practices, to a lesser extent, can also be found in other world religious teachings, such as Christian meditation and the Islamic method of muraqabah.

Research related to mindfulness has been carried out in various fields such as psychology (Brown et al., 2007; Frese, 2007; Garrison, 2021; Mellner et al., 2022), marketing (Bahl et al., 2016), leadership (Burmansah et al., 2022; Eisenbeis & van Knippenberg, 2015; Reb et al., 2014), organizational behaviour (Chandler & Hwang, 2015), information systems (Addas & Pinsonneault, 2018; Beck et al., 2011), religion (Garrison, 2021; Sharf, 2015), education (Ditrich, 2018; Weare, 2019), and project management (Daniel et al., 2022; Mellner et al., 2022). Much of this research is related to the theoretical concept of mindfulness practices (Brown et al., 2007), the benefits of mindfulness practices in the work environment (Daniel et al., 2023; Hulsheger et al., 2013), the application of mindfulness practices in behaviour organizations (Leroy et al., 2013; Li et al., 2021; Vogus & Welbourne, 2003), and the influence of mindfulness practices on project performance (Dane & Brummel, 2014; Daniel et al., 2022).

In the construction sector, research on the practice and benefits of mindfulness has recently become widely studied. For example, Liang and Leung (2015) analysed the relationship between mindfulness practices and stress experienced by construction workers. Feldbauer (2019) adopted mindfulness practice as a soft skill to enhance project management of a complex hospital construction in the Middle East. A mindful project management framework was proposed to improve major hospital building projects. Solomon and Esmaeili (2021) investigated the relationships among mindfulness practices, personality, national culture, and occupational safety in construction projects. Furthermore, Leung et al. (2024) conducted a study regarding the impact of mindfulness-based stress reduction on the performance of construction professionals.

2.2 MINDFULNESS CHARACTERISTICS

The main characteristics of mindfulness is awareness. Awareness is the ability to focus one's attention from one moment to the next (Davis & Hayes, 2011). It is the ability to watch how one is thinking, feeling, and perceiving in the moment. It necessitates paying close attention to the mind and body that are intertwined in one's genuine experience, without rejecting that experience (Primasari & Yuniarti, 2021). Furthermore, the non-judgmental aspect of mindfulness implied that one needed to embrace the experience for what it is with compassion, kindness, openness, acceptance, and curiosity (Daniel et al., 2022; Liang & Leung, 2015; Primasari & Yuniarti, 2021).

Kaviani and Hatami (2016) studied the relationship between mindfulness and enhanced personality characteristics, such as openness and pro-social behaviour and found an increase in cognitive function from mindfulness practice, which had an impact on the development of social and political behaviour. Mellner et al. (2022) view this as a form of mental development in a person who becomes more easily satisfied. This cognitive

function also helps a person observe and better explain various phenomena (Breuer & Gebauer, 2011; Daniel et al., 2022; Leung et al., 2024).

Mindfulness is also characterised by non-reactivity (Good et al., 2015; Liang & Leung, 2015). In contrast to non-judgmental, which does not evaluate any experience as good or bad, non-reactivity allows experiences to come and go without responding to change them (Zou et al., 2020). Meanwhile, non-striving is an attitude without ambition to obtain a particular outcome (Radiani, 2021). The researchers also mentioned several other characteristics of mindfulness practice, namely self-regulation, connection, trust, patience, beginner's mind, flexible state of mind, sensitivity to phenomena, and the ability to let go (Burmansah et al., 2022; Daniel et al., 2022; Liang & Leung, 2015; Radiani, 2021; Yesilkus & Ozbozkurt, 2020).

2.3 MINDFULNESS BENEFITS

The practice of mindfulness is very beneficial in improving one's mental health. Various studies have agreed to state the health benefits of mindfulness practice in reducing stress, depression, anxiety, and other mental health disorders (Bazarko et al., 2013; Blanck et al., 2018; Chiesa & Serretti, 2014; Leung et al., 2024; Mellner et al., 2022; Reangsing et al., 2021; Sancho et al., 2018; Weare, 2019). Mindfulness practices are believed to improve the quality of human life by increasing awareness and curiosity (Kaviani & Hatami, 2016; Mellner et al., 2022; Scholtenhuis et al., 2014), strengthening experiences (Daniel et al., 2023; Leung et al., 2024), spurring conscious change (Burmansah et al., 2020; Huurne et al., 2022), and fostering self-regulation (Addas & Pinsonneault, 2018; Good et al., 2015; Hulsheger et al., 2013).

Research conducted by Daniel et al. (2022) shows that implementing mindfulness practices can foster awareness, creativity, and innovation, thereby creating space for flexibility of thinking and acting, which can influence the quality of a person's decision-making. Similarly, researchers also agree on the positive benefits of implementing mindfulness practices, which show increased observation and detailing skills, problem-solving, and leadership (Beck et al., 2011; Burmansah et al., 2020; Kaviani & Hatami, 2016; Leung et al., 2024; Radiani, 2021).

In relation to brain function, mindfulness practice is believed to increase cognitive capacity and brain plasticity (Breuer & Gebauer, 2011; Good et al., 2015; Yesilkus & Ozbozkurt, 2020). These researchers also examined how mindfulness practices can foster empathy and compassion, thereby increasing positive relationships and conflict avoidance. Apart from that, mindfulness practice can also slow down ageing and senility (Epel et al., 2009; Good et al., 2015).

The integration of mindfulness practice in a workplace environment has also been widely researched (Brown et al., 2007; Leung et al., 2024; Weare, 2019). The application of mindfulness practices in the workplace has been proven to increase team collaboration and coordination (Good et al., 2015; Scholtenhuis et al., 2014), help allocate resources effectively (Wilson et al., 2011), and improve team communication and understanding (Beck et al., 2011; Khan, 2018). Mindfulness practices applied continuously in the workplace can create a safe, respectful, and enjoyable work environment (Vogus & Sutcliffe, 2007; Yesilkus & Ozbozkurt, 2020). This reduces mental and emotional fatigue due to work and increases job satisfaction (Hulsheger et al., 2013; Weare, 2019). Vogus

et al. (2014) also examined the implications of mindfulness practices for reducing a team's turnover rate.

Finally, many studies have been conducted that reveal the benefits of mindfulness practice in improving individual performance (Addas & Pinsonneault, 2018; Daniel et al., 2022; Leung et al., 2024; Yesilkus & Ozbozkurt, 2020) and its benefits to the overall performance of the project organization (Breuer & Gebauer, 2011; Dane & Brummel, 2014; Eisenbeiss & Knippenberg, 2015; Khan, 2018; Leroy et al., 2013; Mellner et al., 2022; Reb et al., 2014). With so many benefits from mindfulness practice, it should receive proper attention from construction organisations to be implemented sustainably in construction projects.

2.4 MINDFULNESS AND WORKERS' PERFORMANCE

Mindfulness practices have become a new concept in efforts to improve worker performance and project success (Khan, 2018). Mindfulness practices can be applied by individuals and groups (Wright et al., 2009). Various studies on the effects of mindfulness practices on individual and group performance have been conducted. For example, Primasari and Yuniarti (2021) studied 28 teenagers aged 17-21 years and found significant improvements in their subjective well-being after participating in a mindfulness program. Likewise, studies on mindfulness practices among workers in the interactive services sector have found that participants experienced less emotional exhaustion and greater job satisfaction (Hulsheger et al., 2013).

There are two distinct forms of mindfulness practice: formal and informal. The formal practice is mindfulness meditation, paying close attention to one's thoughts, feelings, bodily sensations, and sensory experiences throughout each moment while sitting, lying down, standing, or walking. On the other hand, informal mindfulness practice involves practising awareness throughout routine tasks, including eating, walking, bathing, and engaging with others (Meiklejohn et al., 2012).

In Action Regulation Theory (ART) – a theory of self-regulated, goal-directed behaviour, there are three hierarchical modes of cognitive processing (Hacker, 2003). First is the automated processing, which is the lowest level and is used to regulate routine and specific tasks. Second is knowledge-based processing, which regulates schematic action patterns at the intermediate level. Meanwhile, mindful processing is the highest level of cognitive processing, which is used to analyse and synthesise new task information (Addas & Pinsonneault, 2018; Frese, 2007).

Mindfulness is especially useful when someone carries out non-routine or unfamiliar tasks (Addas & Pinsonneault, 2018). Mindfulness is better than automated processing since it enables people to assess and integrate new information effectively and modify action plans as necessary. Theoretically, an individual exhibiting high mindfulness is expected to be receptive not only to novel stimuli and insights but also to diverse perspectives viewed from a broader angle (Beitel et al., 2005). Hence, it creates opportunities to learn effectively and thereby improve one's performance (Addas & Pinsonneault, 2018).

3. METHODS

This research applies a quantitative approach to establish a relationship model between mindfulness practices and construction workers' performance in Indonesia. The literature

review identified 15 mindfulness practice variables (marked with code 'X') that can influence workers' performance (marked with code 'Y'), as presented in Table 1. A questionnaire survey was conducted to measure Indonesian construction workers' perceptions of mindfulness practice and its effects on their performance.

Table 1: Research variables

Code	Variable	Sources
<i>Mindfulness Practices (Independent Variables)</i>		
X1	I can focus on the present moment	Leung et al. (2024)
X2	When I notice an absence of mind, I gently return to the experience of the present moment	Leung et al. (2024)
X3	I feel connected to my experience in the present moment	Leung et al. (2024)
X4	I do not pay attention to what I am doing	Leung et al. (2024)
X5	I am easily distracted	Leung et al. (2024)
X6	I spend time identifying and prioritising my activities	Melagoda and Rowlinson (2022)
X7	I discuss alternatives for how to do my work activities better	Melagoda and Rowlinson (2022)
X8	When discussing emerging issues with coworkers, I usually discuss what to look out for	Melagoda and Rowlinson (2022)
X9	I discuss mistakes and ways to learn from them	Melagoda and Rowlinson (2022)
X10	When mistakes happen, I discuss how I could have prevented them	Melagoda and Rowlinson (2022)
X11	I understand my strengths and weaknesses	Leung et al. (2024)
X12	I can identify my coworkers' talents and skills	Melagoda and Rowlinson (2022)
X13	I discuss unique skills with my team so that we know who has relevant specialised skills and knowledge	Melagoda and Rowlinson (2022)
X14	When attempting to resolve a problem, I take advantage of the unique skills of my coworkers	Melagoda and Rowlinson (2022)
X15	When a crisis occurs, I rapidly pool our collective expertise to resolve it	Melagoda and Rowlinson (2022)
<i>Workers' Performance (Dependent Variable)</i>		
Y1	Mindfulness practices can improve my work performance on projects	Addas and Pinsonneault (2018); Breuer and Gebauer (2011); Daniel et al. (2022); Good et al. (2015); Leung et al. (2024); Mellner et al. (2022); Yesilkus and Ozbozkurt (2020)

The respondents in this study were selected using a purposive sampling method, based on their active involvement in construction projects. All participants have relevant work experience in the construction sector. However, this sample may not fully represent the broader Indonesian construction workforce, and this limitation should be considered when interpreting the results. A Likert scale is used with 1 representing 'never' to 5 representing 'always' for X (mindfulness practices), and 1 representing 'strongly disagree' to 5 representing 'strongly agree' for Y (performance). The questionnaire was distributed online via Google Forms and yielded 93 responses. However, the results of the

preliminary examination showed that 13 responses were invalid, so only 80 responses were used for analysis. Table 2 presents the respondents' profile.

Table 2: Respondent profiles

Profile	Sum	%	Profile	Sum	%
Age			Gender		
21 – 30 years	56	70,0	Male	54	67,50
31 – 40 years	21	26,25	Female	26	32,50
41 – 50 years	3	3,75	Total	80	100
Total	80	100	Job Position		
Educational Background			Project manager	8	10,00
High School	5	6,25	Supervisor/engineer	27	33,75
3-years Diploma	33	41,25	QS/estimator	30	37,50
Bachelor	39	48,75	Engineering staff	3	3,75
Master	3	3,75	Coelie	4	5,00
Total	80	100	Others	8	10,00
Affiliation			Total	80	100
Consultant	25	31,25	Working Experience in Construction		
Contractor	22	27,50	Less than 5 years	54	67,50
Employer	27	33,75	5 – 10 years	23	28,75
Government	6	7,50	10 – 15 years	2	2,50
Total	80	100	15 – 20 years	1	1,25
			Total	80	100

The data obtained was tested for validity and reliability with SPSS software. To assess the validity of the items, a comparison is made between the R count value (based on the Corrected Item-Total Correlation Value) and the R table. By considering the degree of freedom of 78 and probability 0.05, the R table value is 0.2199. A variable is considered valid if $R \text{ count} > R \text{ table}$. Meanwhile, reliability can be seen from the Cronbach's alpha value for each variable above 0.7. The data was then analysed using the Multiple Linear Regression (MLR) technique. It is a statistical technique that uses several independent variables to predict the outcome of a dependent variable. In this study, MLR is used to model the linear relationship between the explanatory variables (mindfulness practices) and the response variable (workers' performance).

4. RESULTS

The results of the validity and reliability test analysis for each research variable are presented in Table 3, which displays the Total-Item Statistics matrix. Based on this matrix, it can be concluded that all research variables except X4 and X5 are valid and reliable, as the Corrected Item-Total Correlation is greater than 0.2199 and the Cronbach's Alpha is greater than 0.7. X4 and X5 are declared invalid, so that all variables other than X4 and X5 are used as input for multiple regression analysis.

Table 3: Validity and reliability tests

Code	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	Validity	Reliability
X1	0.474	0.748	valid	reliable
X2	0.528	0.741	valid	reliable
X3	0.411	0.753	valid	reliable
X4	-0.171	0.817	invalid	reliable
X5	-0.288	0.826	invalid	reliable
X6	0.514	0.746	valid	reliable
X7	0.579	0.738	valid	reliable
X8	0.543	0.741	valid	reliable
X9	0.591	0.739	valid	reliable
X10	0.439	0.750	valid	reliable
X11	0.500	0.747	valid	reliable
X12	0.544	0.742	valid	reliable
X13	0.547	0.742	valid	reliable
X14	0.355	0.757	valid	reliable
X15	0.511	0.744	valid	reliable
Y1	0.540	0.743	valid	reliable

Likewise, in the reliability test, the Cronbach's Alpha value is considered reliable if it exceeds 0.7. The results of Cronbach's Alpha analysis for all items are greater than 0.7, so that all variables are reliable. Overall, the Cronbach's Alpha value obtained was 0.816, as seen in Figure 1.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.768	.816	16

Figure 1: Overall reliability

The next step is to carry out a multiple linear regression analysis. Figure 2 displays the results of the multiple linear regression analysis by SPSS. Based on these results, the following research model can be obtained (Eq. 1):

$$Y = 1.446 - 0.200X_1 - 0.003X_2 + 0.087X_3 - 0.013X_6 - 0.019X_7 + 0.210X_8 - 0.128X_9 - 0.017X_{10} + 0.204X_{11} + 0.356X_{12} + 0.040X_{13} - 0.083X_{14} + 0.198X_{15} \quad (01)$$

To test the suitability of the independent variable for the dependent variable by testing simultaneously, a simultaneous test (F test) is carried out, which can be found in the ANOVA table. Based on Figure 3, the significance value is 0.000, which is less than 0.05. This means that the independent variable (X) has a significant influence simultaneously on the dependent variable (Y).

Coefficients ^a													
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	1.446	.624	2.319	.024	.201	2.692						
	X1	-.200	.121	-.199	.1659	-.442	.041	.167	-.200	-.158	.629	1.589	
	X2	-.003	.100	-.004	.977	-.202	.196	.156	-.004	-.003	.593	1.688	
	X3	.087	.109	.088	.796	.429	-.131	.305	.275	.098	.076	.742	1.347
	X6	-.013	.121	-.013	.110	.913	-.255	.229	.137	-.014	-.010	.650	1.538
	X7	-.019	.113	-.021	.165	.869	-.245	.208	.293	-.020	-.016	.574	1.741
	X8	.210	.116	.232	1.806	.076	-.022	.442	.437	.217	.172	.545	1.833
	X9	-.128	.128	-.131	1.007	.318	-.383	.126	.195	-.123	-.096	.534	1.873
	X10	-.017	.100	-.020	.171	.865	-.217	.183	.199	-.021	-.016	.660	1.516
	X11	.204	.123	.201	1.665	.101	-.041	.449	.326	.201	.158	.621	1.611
	X12	.356	.117	.374	3.034	.003	.122	.591	.511	.350	.288	.593	1.685
	X13	.040	.128	.041	.316	.753	-.215	.296	.336	.039	.030	.527	1.897
	X14	-.083	.111	-.089	.750	.456	-.304	.138	.220	-.092	-.071	.639	1.564
	X15	.198	.111	.224	1.781	.079	-.024	.421	.443	.214	.169	.572	1.748
a. Dependent Variable: Y2													

a. Dependent Variable: Y2

Figure 2: Multiple linear regression

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.730	13	1.210	3.448	.000 ^b
	Residual	23.158	66	.351		
	Total	38.887	79			

a. Dependent Variable: Y2

b. Predictors: (Constant), X15, X6, X10, X14, X3, X1, X2, X12, X11, X7, X9, X8, X13

Figure 3: ANOVA result

The final step is to measure the model's ability to explain how much influence the independent variables simultaneously have on the dependent variable. This is shown in the model summary table (Figure 4). Based on the analysis, it is known that the R-squared value is 0.476. This figure shows that the independent variable (X) exerts a moderate influence on the dependent variable (Y), at 47.6%. Meanwhile, the other 52.4% comes from various other factors outside the scope of this research.

Model Summary ^b									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.636 ^a	.404	.287	.592	.404	3.448	13	66	.000

a. Predictors: (Constant), X15, X6, X10, X14, X3, X1, X2, X12, X11, X7, X9, X8, X13

b. Dependent Variable: Y2

Figure 4: The coefficient of determinant test (R-squared)

5. DISCUSSION

This research established a model linking mindfulness practice to construction workers' performance in Indonesia. This model creates a linear relationship that best approximates all the individual data. It allows construction organisations to predict the effect of mindfulness practices on employee performance based on information available on multiple independent variables. Based on the analysis, the coefficient of determination was obtained, indicating that the independent variable accounts for 47.6% of the variance

in the dependent variable, which falls within the moderate influence category. Thus, 52.4% of the independent variables are outside the scope of this research.

This study includes 15 variables that primarily capture individual mindfulness, awareness, reflection, and team-interaction behaviours among construction workers. These variables provide a detailed view of how workers focus on the present moment, manage attention, learn from mistakes, and collaborate with coworkers. However, the model does not fully control for other important confounding factors, such as psychological conditions (e.g., stress, motivation, or fatigue), work environment (e.g., safety climate, workload, or supervision quality), project characteristics (e.g., project complexity, time pressure, or resource availability), and socio-cultural influences (e.g., communication style, hierarchy, or teamwork culture) (Adah et al., 2025; Hansen, 2026; Yu et al., 2026).

These external factors may also significantly influence worker performance and may interact with the measured mindfulness-related behaviours. For example, a supportive work environment or strong team culture could enhance both mindfulness practices and performance outcomes, while high stress or poor site conditions could reduce them (Yu et al., 2026). Therefore, although the study found that mindfulness-related variables explain 47.6% of worker performance, this result should be interpreted with caution, as the effect may not be attributable solely to mindfulness practices but may also be influenced by unmeasured contextual factors.

The research model show that several variables have stronger positive influence on worker performance, especially X12 (identifying coworkers' talents and skills, $\beta = 0.356$), X8 (discussing what to look out for with coworkers, $\beta = 0.210$), X11 (understanding own strengths and weaknesses, $\beta = 0.204$), and X15 (rapidly pooling team expertise in crisis, $\beta = 0.198$). These findings suggest that team awareness, communication, and the ability to recognise both individual and collective strengths are key drivers of performance (Gao et al., 2026; Shaikh et al., 2023).

On the other hand, some variables show negative or very small effects, such as X1 (focusing on the present moment, $\beta = -0.200$), X9 (discussing mistakes, $\beta = -0.128$), and X14 (using coworkers' skills in problem-solving, $\beta = -0.083$). This indicates that not all mindfulness-related practices contribute equally to performance. Therefore, it highlights that collaborative and team-based mindfulness practices may have a more practical impact compared to purely individual-focused practices in the construction work context (Daniel et al., 2023; Leung et al., 2024).

This research contributes to the construction management discipline by providing an empirical study related to mindfulness in the construction sector. This research conforms to the influence of mindfulness practice on construction workers' performance as studied by Leung et al. (2024). Kutsch (2020) understands a project as a mindful entity existing for a finite period of time, supported by people, structures, and processes. Project managers and their teams face an increasing number of duties as projects grow in size and complexity. Interest in examining the applicability of current organisational theories to projects has grown since completing a project necessitates a combination of hard and soft skills (Reich et al., 2013). One hypothesis that has been identified as promising for the development of these skills is the mindfulness theory (Geraldi et al., 2021). Hence, mindfulness practice is essential for both individual and group project management (Daniel et al., 2023).

On the other hand, data obtained from construction workers in Indonesia provides strong practical implications of this research for the Indonesian construction context. This research quantitatively reveals the positive relationship between mindfulness practice and construction workers' performance. Thus, this study informs the significance of mindfulness practice for construction workers in Indonesia. Construction organisations should pay attention to this issue and incorporate this practice in their project management. Construction organisations can utilise the results of this research to better understand how mindfulness practices can improve worker performance and, thereby, encourage sustainable implementation of mindfulness practices among workers.

Construction organisations can consider implementing mindfulness training programs. In many studies, mindfulness training has become an important part of the therapeutic plan (Kaviani & Hatami, 2016). Langer and Moldoveanu (2000) believe that mindfulness practice will be useful for addressing various social problems. Similarly, Kaviani and Hatami (2016) encourage that mindfulness training be employed in a variety of social contexts. Huurne et al. (2022) encourage the adoption of construction technology innovation to prioritise a more mindful process instead of a disruptive implementation. All this concludes that mindfulness practice can help a person to be more effective in a complex environment, such as a construction project.

6. CONCLUSIONS

This research is among the few studies that quantitatively examine the relationship between mindfulness practice and worker performance in the construction sector. It highlights the significance of mindfulness practices for construction worker performance so that construction organisations can utilise the findings of this research to plan mindfulness training programs to improve both individual and organisational project performance. Apart from that, construction organisations can also use these mindfulness training programs as part of efforts to improve the mental health of construction workers, which has been the focus of attention from various groups, including the government. Fulfilling the mental well-being of construction workers is one form of achieving Sustainable Development Goal 3 (SDG-3), which was launched by the United Nations.

As an initial study, this research contributes to the emerging body of knowledge on mindfulness practice in the workplace by examining its influence on construction workers' performance. However, this study did not identify the type of mindfulness practice implemented. There are many types of mindfulness practices that can be done, such as Vipassana meditation, yoga, deep breathing, and mindful eating. Therefore, this research does not examine how a mindfulness practice operates and influences workers' performance. Clarifying this is recommended in future research so that comparisons can be made between one type of mindfulness practice and another on worker performance. This study also relies on self-reported data, which may introduce bias. Future studies should include objective measures, such as supervisor evaluations or performance KPIs, to improve accuracy. This will help provide a more complete understanding of the relationship.

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