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"The Human Side of AI: Exploring Mindfulness as a Mediator Between AI Usage and Workplace Stress — A Systematic Literature Review Using the Power Framework"

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ABSTRACT
This systematic literature review explores how AI interacts with mindfulness practices in the workplace, particularly within the context of Human Resource Management (HRM). Guided by the POWER framework—Planning, Organization, Writing, Evidence, and Review—this study systematically analysed 40 high-quality research papers selected from an initial pool of 25,700 articles identified across major academic databases. Inclusion criteria focused on peer-reviewed studies published between 2012 and 2025 that examined the role of AI and mindfulness in employee well-being, stress mitigation, technostress, and workplace performance. The review reveals a growing recognition of AI's dual role as both a potential stressor and a facilitator of mental well-being when combined with mindfulness interventions. Key thematic findings include AI-assisted mindfulness tools, the moderating role of mindfulness in technostress, and the strategic integration of mindful technologies in HRM. The paper concludes with a research agenda highlighting the need for more empirical studies, theoretical models, and cross-disciplinary approaches to align AI innovation with human-centred well-being at work
Keywords: Artificial Intelligence, Mindfulness, Digital Mindfulness, Technostress, Workplace Stress, Power Framework, Systematic Literature Review

INTRODUCTION:

The introduction section of this review paper corresponds to the Planning phase of the POWER framework (Rana et al., 2023). As workplaces become increasingly digital, the integration of Artificial Intelligence (AI) into daily operations presents both advantages and psychological challenges. AI-driven tools enhance efficiency and automate complex tasks, yet they also contribute to technostress—a psychological strain resulting from excessive or maladaptive technology use (Rohwer et al., 2022). This digital overload can lead to diminished job satisfaction, burnout, and emotional exhaustion among employees. At the same time, mindfulness has gained recognition as an effective intervention for improving mental well-being, emotional regulation, and self-awareness. Rooted in present-focused awareness and an attitude of non-judgmental acceptance, mindfulness training has proven effective in improving self-regulatory abilities and alleviating stress in workplace settings. (Mitsea et al., 2023). However, traditional mindfulness programs often struggle with issues such as low engagement, accessibility limitations, and lack of personalization. Recent studies highlight the potential of AI-assisted mindfulness solutions—including AI chatbots, virtual coaches, brain-sensing headbands, and immersive technologies—as scalable and adaptable tools for supporting mental health and emotional self-regulation (Tan, 2025; Mitsea et al., 2023). This study aims to bridge that gap by systematically reviewing existing literature on how AI technologies can enhance mindfulness practices in the workplace and their impact on employee well-being and stress management.

Artificial Intelligence:

As we step into the twenty-first century, we stand at a critical juncture in the evolution of technology, where various ground breaking innovations are merging to transform our daily lives, workplaces, and social interactions (Y.C. Wang & Uysal, 2024). The applications of artificial intelligence (AI) are central to current national and international discussions on declarations and regulations (Shyamal et al., 2023). Scholars offer a detailed elucidation of artificial intelligence, defining it as the capacity of a computer system to perceive, reason, and interact with its environment (Xia, 2023). Artificial intelligence has achieved notable success across various domains, including visual recognition, natural language understanding, speech processing, language translation, and tone detection. (Hasnah Taureng et al., 2024).

Mindfulness:

Mindfulness is defined as a vibrant and attentive state of being fully aware and observant of the current moment without reacting or passing judgment (Vogus & Sutcliffe, 2012). It is closely linked to the ability to enhance emotional awareness, enabling individuals to recognize and regulate their emotional states effectively (Johnson et al., 2020). The conventional view of mindfulness emphasizes two key mental processes: attention and awareness (Sode et al., 2024). Both Buddhist and modern theories highlight the significance of attention and awareness in the objects and temporal aspects of mindful

awareness, essential for practicing mindfulness, nurturing it, and deriving its beneficial effects (Ioannou, 2023).

Technostress

Technostress is often understood as a progressive experience, beginning with technology-related environmental factors—such as specific ICT features like push notifications—that place demands on an individual. The individual then evaluates whether these demands present a challenge or a threat, thereby identifying a techno-stressor. Over time, prolonged exposure to technostress can result in serious negative effects on health, including burnout, depression, and exhaustion (Berger et al., 2024).

Research Methodology: Operationalizing and Writing

The research methodology section of this review paper corresponds to the Operationalizing and Writing phase of the POWER framework (Rana et al., 2023).

2.1 Objectives:

To explore how Artificial Intelligence (AI) technologies are being integrated with mindfulness practices in workplace settings.

To explore AI-enabled systems on employee well-being, stress, and mindfulness at work.

To examine the role of mindfulness in reducing technostress caused by AI in organizational environments.

2.2 Research Gap:

Despite increasing academic interest in AI applications and mindfulness within organizational settings, research exploring their intersection remains scarce. This review highlights several key gaps:

Lack of comprehensive studies on their combined impact on employee well-being and performance, minimal empirical data on AI-driven mindfulness tools, and insufficient HRM frameworks integrating both concepts. Existing literature lacks diversity across industries and job roles, and theoretical foundations on mindfulness as a moderator for AI-induced technostress remain weak.

"Mindfulness" OR "Mindful" OR "Digital Mindfulness"

AND

"Artificial Intelligence" OR "Digital Technology"

AND

"Technostress" OR "Stress" OR "Burnout" OR "Emotional Health" OR "Mental Health" OR "Employee Wellbeing"

2.4. Methodology

This study employs a Systematic Literature Review (SLR) methodology to consolidate existing research on the interplay between Artificial Intelligence (AI) and mindfulness in workplace environments, with a specific focus on Human Resource Management (HRM). Several frameworks, including PRISMA (Page et al., 2021), TCM (Paul, Parthasarathy, & Gupta, 2017), TCCM (Paul & Rosado-Serrano, 2019) , ADO (Paul & Benito, 2017), and 5W+H (Rosado-Serrano, et al;, 2017), and 6W (Callahan, 2014) are widely available; however, most of these tend to be more focused on the authors' perspectives. This study, employ the POWER framework for conducting a Systematic Literature Review (SLR) (Rana et al., 2023). Current literature review (LR) frameworks such as TCCM, ADO, PRISMA/PICO, and 6W offer distinct advantages but also come with inherent limitations. These frameworks primarily reflect the viewpoints of authors, while a crucial gap remains: the criteria and elements used by reviewers and editors to assess LR papers. Additionally, understanding the preferences of decision-makers and readers regarding LR papers is largely unexplored. Addressing these questions requires an analysis of both the challenges faced by scholars writing LR papers and the expectations of the decision-makers evaluating them. Many of these frameworks propose overlapping as well as unique recommendations for scholars. This is the reason this study incorporate POWER Framework (Rana et al., 2022)

2.5. Study Design

The integration of AI and mindfulness in the workplace is a relatively new and less explored area of research. To examine it thoroughly and accurately, this study incorporates the POWER Framework. This version consolidated critical arguments from literature, advocating for a more structured approach to conducting literature reviews (Rana et al., 2023). Building upon this foundation, the updated POWER framework categorizes elements under five distinct parameters: Planning (P), Operationalizing (O), Writing (W), Embedding/Evaluating (E), and Reflection (R). Each parameter is meticulously designed to guide researchers in crafting impactful literature reviews. (Rana et al., 2022).

2.6. Identifying Research Questions / Planning

Guided by the previously established theoretical framework, this scoping review aims to investigate the following research questions.

How does the implementation of AI technologies in the workplace impact employee mindfulness and attention?

What are the perceived benefits and challenges of integrating AI and mindfulness in workplace settings?

How can a balance be achieved between technological efficiency (AI) and human-centric well-being (mindfulness) in HRM?

2.7. Search Strategy

Table 1. *Primary Search Terms Utilized in Search Strings*

2.8. Eligibility Criteria

Table 2. The criteria for inclusion and exclusion applied in the selection of studies

Inclusion	Exclusion
Research papers published between 2012 and 2025. *Research Papers, Conference Proceedings, Research Reports, Thesis and Dissertation.* *Studies employing both qualitative and quantitative research methods.* *Interventions where mindfulness was the primary focus, supported or facilitated by Artificial Intelligence.* *Participants included individuals with either clinical or non-clinical health conditions.*	*1. Research limited to presenting design models or theoretical protocols, lacking evaluation of practical implementation.* *2. Research papers that are not openly accessible (limited access or pay walled).* *3. Papers lacking clear outcome measures or insufficient data to assess the effectiveness of the intervention.* *4. Studies where Artificial Intelligence was used for purposes unrelated to mindfulness interventions, such as administrative tasks or data management only.*

2.9. Selection Process

The research paper selection process began with a broad search using the string "AI AND Mindfulness AND Employees," yielding 25,700 results. Filtering the timeframe to 2012–2025 reduced this to 17,000, and selecting only review articles narrowed it further to 1,970. Non-English papers, non-peer-reviewed studies, grey literature, and inaccessible papers were excluded, leaving 800–1,000 articles. Titles and abstracts were screened to eliminate studies outside workplace contexts, bringing the count to 200–300. A full-text review ensured relevance to workplace well-being, technostress, and HRM, reducing the pool to 60–70 articles. Finally, a quality assessment selected 40 articles for inclusion in the study.

Stage	**Criteria Applied**	**No. of Papers Remaining**
Initial Search	AI + Mindfulness + Employees	25,700
Date Filter Applied	2012–2025	17,000
Document Type Filter	Review Articles only	1,970
Language & Access	English, Full-text only	1,000
Title & Abstract Screening	Topic relevance (AI + Mindfulness + Workplace)	250
Full-Text Review	Alignment with research questions	70
Quality Appraisal	Rigor, relevance, outcomes	**40**

3. Literature Review: (Key papers)

This literature reviews considered 40 relevant papers; however, 24 selected papers have been presented here due to space constraints. This section constitutes the writing phase of the power framework (Rana et al., 2023) , emphasizing the synthesis and articulation of selected scholarly contributions.

No.	In-Text Citation	Country	Sample Description	Type of Study	Statistical Tool	Research Gap	Major findings
1	(Chies et al., 2025)	Italy	57 Students	Experimental Study, Pre-Post Group study Focused Attention Meditation (FAM) and	R-4.3.3	**Limited** Scope of Existing Mindfulness Protocols, **Scarcity** of Research on	Mindfulness Training enhanced social and cognitive skills, while Empathy Expansion

				Open Monitoring Meditation (OMM).		Teamwork Competencies	Training improved emotional awareness and openness.
2	(Sode et al., 2024)	India	287 participants	Quantitative Study	SPSS Macro Process (Model 15)	how workplace spirituality, mindfulness, and digital technology collectively influence psychological well-being, particularly regarding technology's moderating role.	Workplace spirituality and mindfulness enhance well-being, but excessive digital technology use may weaken their benefits, emphasizing mindful tech management.
3	(Ioannou et al., 2024)	UK	500 individuals	Quantitative Study	one-way analysis of variance (ANOVA)	Limited research examines how mindfulness and IT mindfulness mitigate technostres, particularly their effects on satisfaction, performance, and job fulfilment.	Mindfulness and IT mindfulness reduce technostress, boosting job and end-user satisfaction while enhancing performance.
4	(Marqués, 2024)	Spain	64 technology professionals	Quantitative Study	IBM SPSS Statistics 26.0	The study reveals a lack of stress and anxiety interventions for tech professionals during digital transitions, with mindfulness in such settings remaining underexplored.	The eight-week mindfulness intervention reduced stress and anxiety, with lasting benefits at 3- and 6-month follow-ups. It improved emotional regulation, coping, and adaptability in high-pressure, tech-driven workplaces.
5	(Wrede et al., 2024)	Germany	----	Qualitative Study	Worked on System theory	The study reveals a gap in integrating digital mindfulness interventions into large corporate	Digital mindfulness at work boosts mental health, teamwork, and productivity. Success depends on

						settings, with limited guidance on adaptation and implementation in evolving digital workplaces.	alignment with goals, digital tools, commitment, and clear communication.
6	(Azpíroz-Dorronsoro et al., 2024)	Spain	1037 employees of the banking industry in Spain.	Quantitative Study	Structural Equation Modelling (SEM)	The paper identifies gaps in studying technostress's effects and the role of social support and mindfulness in coping.	Techno-stressors, worsened by the pandemic, heighten exhaustion and work-family conflict, but social support and mindfulness help reduce their impact.
7	(Wu et al., 2024)	China	Study 1: An online experiment with a total of 226 participants. Study 2: A three-wave lagged survey involving 350 participants.	Quantitative Method	Two-way ANOVA and t-tests analyze experimental conditions, while SEM tests relationships with a moderated mediation model in the survey.	While job insecurity arising from Human–AI collaboration (HAI-C) significantly impacts both professional and personal domains, technology-related learning anxiety within collaborative environments remains an underexplored area.	HAI-C job insecurity raises anxiety, harming work and well-being, but mindfulness eases its effects.
8	(Chang et al., 2024)	Guangdong Province, China	301 employees	Quantitative study (Descriptive Statistics)	The proposed theoretical model was empirically validated using confirmatory factor analysis and regression techniques, conducted via Mplus and the Process macro for SPSS.	The study examines AI-driven technostress's dual impact on adoption, linking stressors to behavior and technical self-efficacy.	Challenge stressors aid AI adoption via positive affect, while hindrance stressors hinder it through anxiety. Technical self-efficacy moderates both effects.

9	(Michaelsen et al., 2023)	Not Specify	91 Papers	Qualitative Study PRISMA checklist 2020	Meta Analysis	The study examines both MBIs and overlooked MIIs, evaluating their impact on workplace health.	MBIs and MIIs enhance mindfulness, well-being, mental health, resilience, and work-related outcomes while reducing stress.
10	(Mer & Virdi, 2023)	Uttarakhand, India	48 Papers	Qualitative Study	NA	-------	COVID-19 accelerated AI-driven HRM, improving remote work, talent management, efficiency, and well-being.
11	(R & L N, 2023)	India	110 Employees	Quantitative Study	analysed using SPSS software performing Factor analysis and regression.	-------	Workplace mindfulness eases AI-related fears, fostering adaptability, resilience, and openness to change.
12	(Mitsea et al., 2023)	Greece	66 Papers	Qualitative Study	PRISMA 2020	The study identifies gaps in research on smart technologies aiding mindfulness for self-regulation and well-being, especially in clinical settings.	The findings indicated that mindfulness interventions enhanced by smart technologies yielded positive outcomes.
13	(Berger et al., 2024)	Germany	171 Articles	Qualitative Study	Delphi Study	The study highlights the need for proactive strategies to prevent technostress in digital workplaces.	The study outlines 24 measures to prevent technostress, emphasizing proactive organizational strategies for well-being.
14	(Harunavamwe & Kanengoni, 2023)	South Africa	48 Articles	Qualitative Study	Job Demands-Resources (JD-R) model and the Technology Acceptance	The study highlights the need to explore how technology self-efficacy and mindfulness	Technology self-efficacy and mindfulness reduce technostress, boosting well-being and

					Model (TAM)	mitigate technostress in hybrid work settings.	productivity in hybrid work.
15	(Putriani & Putriana, 2023)	Indonesia	309 respondents	Quantitative Study	SEM-PLS	The study calls for research on IT mindfulness in easing technostress's effect on Fintech adoption among young Indonesians	IT mindfulness reduces technostress's impact on Fintech adoption, but technostress itself has no direct effect.
16	(Shyamal et al., 2023)	Sri Lanka			The Depression, Anxiety, and Stress Scale - 21 Items (DASS21)	The study highlights the need for AI and ML-driven solutions to detect and address workplace depression in IT employees.	AI and ML enhance workplace mental health by detecting depression in IT employees through face recognition, mood detection, and voice analysis.
17	(Hessari et al., 2023)	Iran	147 individuals	Quantitative study	SPSS Software and SMART-PLS software	The study highlights the need to explore AI-assisted mindfulness for workplace mental well-being across industries.	Technostress harms POC and innovation, while innovation boosts POC and mediates technostress's negative effects.
18	(Rohwer et al., 2022)	Germany	62 Research Papers	Qualitative Study	PRISMA	The study calls for more research on preventive measures for work-related technostress, beyond causes and coping strategies.	Leadership, IT mindfulness, and self-efficacy reduce technostress through problem- and emotion-focused coping strategies.
19	(Axelsen et al., 2022)	Denmark	623 healthy volunteers from Danish companies	Quantitative Study	2*3ANOVA	Limited studies explore app-based mindfulness and music interventions for enhancing workplace mental health.	Mindfulness boosted attention, memory, and stress relief; music cut stress by 38%, with no gains in the control group

20	(Feng, 2022)	China	458 employees and 114 leaders	Quantitative Study	Multilevel structural equation modelling and the Markov Chain Monte Carlo method were adopted to test all hypotheses	Few studies explore how leader and employee mindfulness influence flow experience, with work-related rumination as a mediator.	Leader and employee mindfulness ease rumination, boost problem-solving, and enhance flow, with leader mindfulness amplifying benefits.
21	(Nikolic & Yang, 2020)	China	focusing on philosophical discussions and creative processes through AI clone interactions,	Qualitative Study	NA	Few studies examine AI-generated creative content, machine mindfulness, and unsupervised robot creativity	AI clones generate artistic content, sparking debates on machine consciousness, ethics, and AI's creative role.
22	(Oosthuizen, 2019)	South Africa	48 research papers	Qualitative Study	smart technology, artificial intelligence, robotics and algorithms (STARA)	Few studies explore employees' perceptions and well-being in STARA-driven workplaces.	STARA awareness lowers commitment and career satisfaction while raising turnover, cynicism, and depression
23	(Ioannou & Papazafeiropoulou, 2017)	London, United Kingdom	440 working individuals	Quantitative Study	SEM	Few studies examine IT mindfulness as a way to ease technostress from extended ICT use in workplaces	IT mindfulness eases technostress, boosts user satisfaction, and enhances task performance.
24	(Arredondo et al., 2017)	Spain	40 participants	Quantitative Study	Generalized linear mixed model (GLMM) and (PSS-14).	Few studies assess M-PBI's workplace impact on stress reduction and well-being.	An 8-week M-PBI program reduced stress, boosted mindfulness, HRV, self-compassion, decentering, and burnout resilience.

4. Analysis and

Interpretation: (Embedding)

The embedding phase of the power framework is reflected through the critical analysis and interpretation, offering a comprehensive and nuanced understanding of the topic.

The review spans diverse global contributions on AI and mindfulness in workplaces, with China and the US leading, followed by Germany, the UK, Spain, and India. Other nations also show academic interest in this intersection (Figure 1).

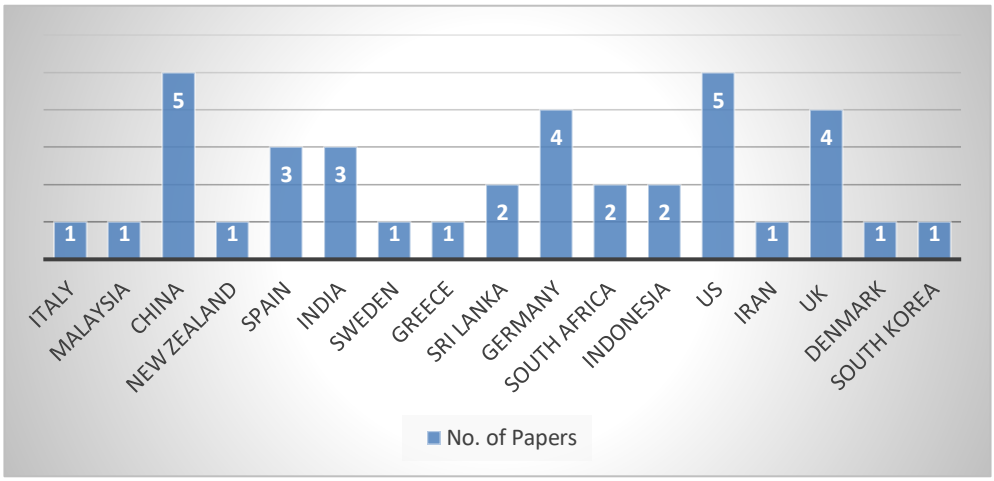


Figure1: No. of Studies per Country

The systematic literature review spans studies conducted between 2012 and 2025, reflecting the evolving academic interest in AI and mindfulness. Research contributions remained relatively steady from 2017 to 2022, with three studies published in several of these years. However, a significant surge occurred in 2023, with 14 studies, followed by nine in 2024 and two in 2025. This trend suggests growing recognition of AI-driven mindfulness interventions, particularly in recent years (Figure 2).

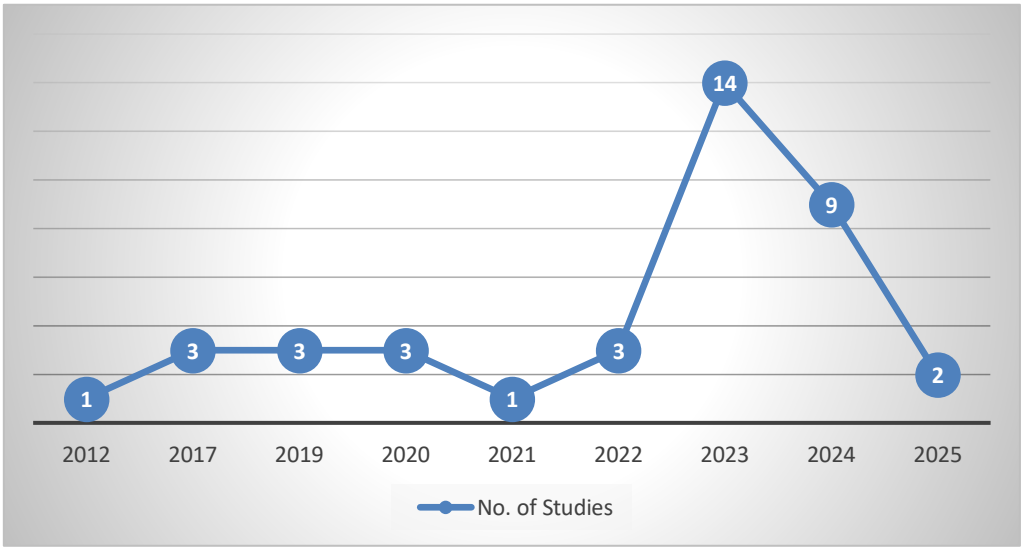
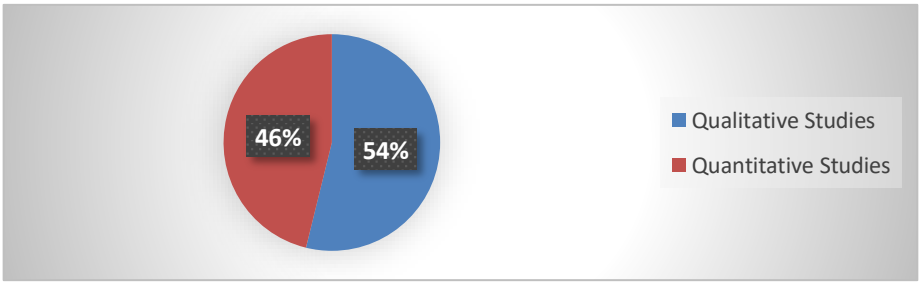


Figure 2: Production of Studies Between the Year 2012 to 2025

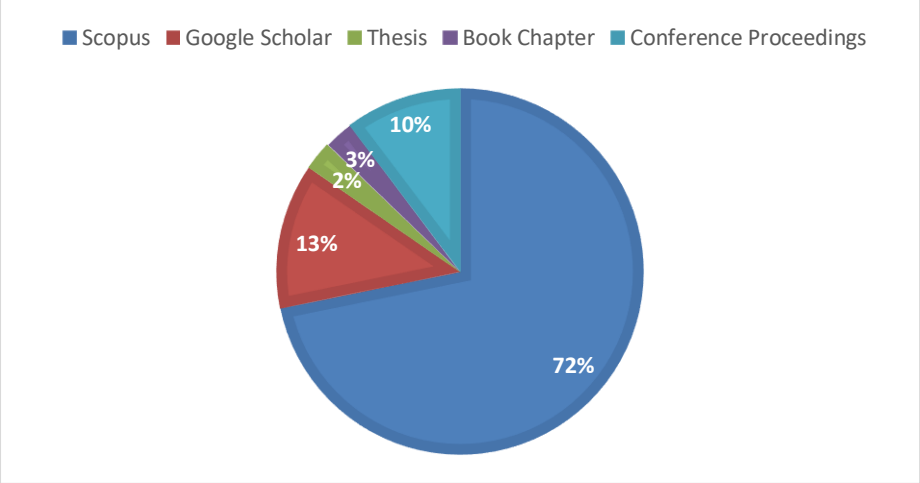
The systematic literature review includes a balanced mix of research methodologies, comprising 21 qualitative studies and 18 quantitative studies. This distribution highlights the diverse approaches used to explore the intersection of AI and mindfulness, providing both in-depth, interpretative insights and empirical, data-driven analyses (figure 3).

Figure 3: Type of Studies



The literature review draws from a range of reputable sources, with Scopus contributing the highest number of papers (28), followed by Google Scholar with five. Additionally, the review includes one thesis, one book chapter, and four conference proceedings. This diverse selection ensures a well-rounded examination of AI and mindfulness research, incorporating both peer-reviewed studies and academic contributions from various platforms (Figure 4).

Figure 4: Quality of Papers



Mindfulness and AI:

(Nikolic & Yang, 2020)Core mindfulness (Chies et al., 2025) training enhances perspective-taking, imagination, sociability, and relationship-building. However, when discussing AI, its approach is more mechanistic, focusing on attention regulation and the acceptance of complex phenomena (Tan, 2025). Digital mindfulness boosts mental health, team dynamics, and productivity, thriving with goal alignment, digital tools, and commitment. (Wrede et al., 2024) Sustainable AI integration needs clear communication, tailored strategies, and patience, as employee perceptions vary with understanding.

Figure 5: Key Themes Identify under Mindfulness & AI

Concerns such as job insecurity and fear of displacement are significant constraints. Human-AI collaboration (HAI-C) can heighten job insecurity, leading to tech-learning anxiety, which negatively affects creativity, informal learning, well-being, and psychological health (Wu et al., 2024). Workplace mindfulness reduces anxiety, eases job insecurity, and fosters adaptability, resilience, and openness to AI-driven changes (R & L N, 2023). Mindfulness fosters adaptability, while AI enhances recruitment, training, and workforce management, boosting efficiency, well-being, and engagement (Mer & Virdi, 2023). Additionally, AI clones can generate context-based artistic content through interactions with other AI systems, raising ethical questions about machine consciousness and the evolving role of AI in creative fields (Nikolic & Yang, 2020).

Mindfulness and technostress:

While studying research on mindfulness and technostress, several key themes stood out. Mindfulness plays a vital role in enhancing job satisfaction, while IT mindfulness (Ioannou et al., 2024,) ease technostress, boosting satisfaction, performance, and psychological well-being.(Sode et al., 2024). Mindfulness strengthens emotional regulation, coping mechanisms, and adaptability, enabling professionals to navigate high-pressure, technology-driven work environments more effectively (Marqués, 2024).

Additionally, IT mindfulness can lessen the negative impact of digital technostress on Fintech adoption while also influencing its increased use. However, digital technostress itself does not directly affect the intention to use Fintech (Putriani & Putriana, 2023). (Xia, 2023) Understanding human-AI collaboration is crucial; IT

Figure 6: Key Themes Identify under Mindfulness & Technostress

mindfulness eases technostress, boosts ICT satisfaction, and enhances task performance. (Ioannou & Papazafeiropoulou, 2017). The findings presented here underscore the relevance of mindfulness and technostress, particularly IT mindfulness, in shaping employee experiences and workplace dynamics.

AI and Technostress:

This section of the analysis explores the relationship between AI and technostress. (Hasnah Taureng et al., 2024) AI reduces healthcare burnout with personalized tools but faces privacy, engagement, and evaluation

Figure 7: Key Themes Identify under AI & Technostress

challenges. Challenge stressors boost adoption, while hindrance stressors fuel AI-related anxiety.(Harunavamwe & Kanengoni, 2023) Technical self-efficacy plays a key role in these dynamics, strengthening the positive effects of challenge stressors while minimizing anxiety caused by hindrance stressors. This dual perspective provides actionable insights for organizations seeking to optimize AI integration. Transformational leadership eases technostress, fostering AI adoption. AI-driven tools enhance workplace mental health with facial recognition, mood analysis, and personalized recommendations, promoting a supportive work culture (Shyamal et al., 2023).

Additionally, the research offers three key insights into Perceived Organizational Commitment (POC): Technostress harms POC and innovation, while individual innovation boosts POC and mitigates technostress effects (Hessari et al., 2023). STARA awareness harms commitment and career satisfaction, increasing turnover, cynicism, and depression. Organizations must counter technostress with resilience strategies (Oosthuizen, 2019).

5. Conclusion: (Reflecting)

The reflecting phase of the power framework is captured through the articulation of the conclusion, acknowledgment of limitations, and exploration of future research avenues—offering a critical overview and setting the stage for continued inquiry.

This systematic literature review examines the relationship between Artificial Intelligence (AI) and mindfulness within the framework of workplace well-being and Human Resource Management (HRM). Based on 40 carefully selected studies from an initial pool exceeding 25,000, it provides a comprehensive perspective on the conceptualization, application, and evaluation of AI technologies and mindfulness practices in organizational settings.

The findings highlight AI's dual role—on one side, contributing to workplace stress and cognitive overload (commonly referred to as technostress), and on the other, serving as a tool for personalized mindfulness interventions that enhance employee focus, emotional regulation, and psychological resilience. Mindfulness, in turn, moderates the adverse effects of AI-driven transitions, promoting employee adaptability, job satisfaction, and overall mental well-being. Although these intersections show great promise, the integration of AI and mindfulness remains an underexplored area, particularly in HRM strategies.

6. Limitations:

Scope Restriction: The focus on AI and mindfulness within HRM and workplace contexts may overlook related research in fields such as healthcare, education, and therapy.

Rapid Technological Evolution: Given the rapid advancements in AI, some reviewed literature may become outdated or less applicable to emerging capabilities.

Variability in Studies: The selected studies employ diverse methodologies, tools, and conceptual frameworks, making direct comparisons and meta-analysis more challenging.

7. Future Scope of the Study:

Future research in organizational settings can explore the effective integration of AI-driven tools into employee wellness programs to deliver personalized mindfulness interventions, reducing stress and enhancing productivity. Organizations can also assess how mindfulness supports employees during AI-related transitions, fostering adaptability and mitigating technostress.

From a human resource management perspective, there is potential to develop human-centric models that blend AI efficiency with mindfulness-based leadership, ensuring ethical AI practices and psychological safety in the workplace.

In educational institutions, future studies can examine the incorporation of mindfulness and AI literacy into curricula to equip students with emotional intelligence and technological resilience for their careers. Institutions may also implement AI-assisted mindfulness platforms to enhance faculty and student well-being while establishing interdisciplinary research centres to drive innovation at the intersection of technology and mental health.

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