

ORGANIZATIONAL POLITICS AND EMPLOYEE COMMITMENT: THE MODERATING ROLE OF MINDFULNESS AMONG PUBLIC SECTOR EMPLOYEES IN SRI LANKA

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ABSTRACT

The Attention Regulation Theory suggests that individuals have a limited capacity for attention, which must be effectively managed to maintain focus and performance amidst distractions and stressors. In organizational settings, perceived politics can be a significant distraction, depleting cognitive resources and diminishing employee commitment. Mindfulness, characterized by heightened awareness and non-judgmental acceptance of the present moment, may play a critical moderating role in this context. Through the lens of the attention regulation theory, this study examines how mindfulness moderates the impact of perceived organizational politics on employee commitment. This study focused on individual public sector employees in Sri Lanka, employing a cross-sectional design to collect data at a single point in time. A quantitative approach was used, with convenience sampling used to gather the data. Of the 400 questionnaires distributed, 211 were returned and deemed to be usable. The data were analyzed using SPSS software, with rigorous measures taken to ensure the reliability and validity of the findings. Reliability was assessed using Cronbach's alpha, and all variables demonstrated strong internal consistency (Cronbach's alpha > 0.8). Validity was confirmed through factor analysis, ensuring that the questionnaire items accurately represented the constructs of perceived organizational politics, employee commitment, and mindfulness. The results reveal a significant negative relationship between perceived organizational politics and employee commitment. Importantly, the study found that mindfulness significantly moderates this relationship, suggesting that employees with higher levels of mindfulness are better able to regulate their emotional responses and maintain their commitment to the organization, even in the presence of political behavior. This study underscores the importance of organizations recognizing and mitigating the adverse effects of perceived organizational politics on employee commitment. Additionally, it highlights the value of promoting mindfulness, which can help employees better manage their focus and emotional well-being, ultimately sustaining or enhancing their organizational commitment despite the challenges.

Keywords: Employee commitment, mindfulness, perceived organizational politics, and public sector employees.