

The Effect of Employee Mindfulness on Spousal Family Satisfaction and Work Engagement

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Abstract

Based on Conservation of Resources theory, this study collected data from 114 employees and their spouses at a commercial bank using experience sampling methodology. The results indicate that at the within-person level, employee mindfulness influences spouse's family satisfaction and the employee's next-morning work engagement through the mediating effect of employee emotional connection strategies; at the between-person level, spouse's expression of negative family emotions moderates the relationship between employee mindfulness and employee emotional connection strategies, as well as the mediating role of employee emotional connection strategies. Specifically, higher levels of spouse's expression of negative family emotions weaken the effect of employee mindfulness on employee emotional connection strategies and the mediating effect of employee emotional connection strategies.

Full Text

The Effects of Employee Mindfulness on Spouse Family Satisfaction and Work Engagement

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Abstract

Drawing on Conservation of Resources (COR) theory, this study examines how and when employee mindfulness influences spouse family satisfaction and work engagement. Using experience sampling methodology, we collected data from 114 employees and their spouses at a commercial bank.

The results show that at the within-person level, employee mindfulness affects spouse family satisfaction and next-morning work engagement through the medi-

ating role of employee strategic emotional connecting display. At the between-person level, spouse family negative emotional expression moderates the relationship between employee mindfulness and employee emotional connecting display, as well as the mediating effect of employee emotional connecting display. Specifically, when spouse family negative emotional expression is higher, the effect of employee mindfulness on employee emotional connecting display and the mediating effect of employee emotional connecting display become relatively weaker.

Keywords: mindfulness, emotional connecting strategy, family satisfaction, work engagement, family negative emotional expression

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1. Introduction

As mindfulness practices have gradually been implemented in enterprises both domestically and internationally, management scholars have devoted increasing attention to mindfulness. Mindfulness refers to an individual's non-judgmental attention to and awareness of present-moment events and experiences (Glomb et al., 2011). Although research has amply confirmed the important role of mindfulness in the workplace (Good et al., 2016), most studies have focused on intrapersonal effects, while interpersonal effects remain underexplored (Glomb et al., 2011; Montes-Maroto et al., 2018), particularly mindfulness' s impact on spouses. This gap substantially hinders our accurate and in-depth understanding of mindfulness effects (Purser & Milillo, 2015; Zheng & Ni, 2018). Given that mindfulness is inherently characterized by interpersonal functionality (Glomb et al., 2011; Good et al., 2016), scholars should fully consider its unique role in interpersonal contexts to expand research on mindfulness' s interpersonal consequences (Zhang et al., 2017; Zheng & Ni, 2018).

Beyond cross-individual effects, scholars have also emphasized mindfulness' s effects in cross-domain processes (Glomb et al., 2011). Work and family constitute important components of adult life (Aryee & Luk, 1996). Extensive research on the work-family interface has found that interactions between employees and spouses, as well as individual characteristics and states, significantly influence both parties' family and work outcomes (e.g., Wang et al., 2019; Xie et al., 2018; Zhao et al., 2019; Gao & Zhao, 2014; Ma et al., 2014; Xie et al., 2017). Thus, systematically examining mindfulness' s role across different domains and cross-domain processes is crucial. However, most mindfulness research has focused on a single domain (Glomb et al., 2011; Good et al., 2016), particularly the work domain, with few studies simultaneously exploring mindfulness' s effects across multiple domains (Reb et al., 2014).

In response, this study employs Conservation of Resources (COR) theory (Hob-

fol, 1989) to examine how within-person employee mindfulness influences spouse family satisfaction and next-morning work engagement, including the mediating role of within-person employee strategic emotional connecting display and the moderating effect of between-person spouse family negative emotional expression. COR theory posits that individuals are motivated to invest and utilize resources, and abundant initial resources encourage individuals to fully use and invest existing resources into subsequent activities (Halbesleben et al., 2014; Hobfoll, 1989, 2011). However, when initial resources are relatively scarce, individuals become vulnerable to resource loss, and investing and using existing resources becomes more difficult. Since mindfulness enables employees to maintain non-judgmental attention and awareness of internal and external stimuli (Brown & Ryan, 2003, 2004), it helps employees conserve energy and use this resource in subsequent activities (Good et al., 2016; Shapiro et al., 2006).

Consistent with many scholars' perspectives (e.g., Haun et al., 2018; Hülshager et al., 2013; Zheng et al., 2019), this paper conceptualizes mindfulness as a state that emphasizes its variability and potential to change due to various internal and external factors. This aligns with the view that resources themselves should be dynamic (Halbesleben et al., 2014). Therefore, mindfulness represents a valuable internal resource (Fisher et al., 2019; Grover et al., 2017; Kroon et al., 2015; Montani et al., 2018; Taylor & Millea, 2016; Zheng et al., 2019). When employees experience high mindfulness, they are more likely to invest this resource into interactions with their spouses. Employees in high mindfulness states focus on the present moment, accepting internal experiences and external environments without judgment, which prompts them to express positive emotions toward their spouses (e.g., Chen et al., 2020; Wachs & Cordova, 2007), provide warmth, and establish good intimate relationships—what we term emotional connecting display. This positive emotional strategy helps promote interpersonal interaction and communication, expands social connections (Liu et al., 2012; Lively & Powell, 2006), and thus can improve spouse family satisfaction and help spouses become more engaged at work the next day.

COR theory also suggests that when individuals perceive potential threats to their resources, they become unwilling to invest and use existing resources and instead take protective action to prevent further resource depletion (Hobfoll, 1989). Generally, spouses' frequent expression of negative emotions toward employees constitutes a potential threat to employees' resources. Employees are more likely to protect their existing mindfulness resources, thereby reducing investment and use of mindfulness resources in daily interactions with their spouses. Consequently, the positive effects of mindfulness on employee emotional connecting display and spouse outcomes are further weakened. The theoretical model of this study is shown in Figure 1 [Figure 1: see original paper].

The theoretical contributions of this study are mainly fourfold. First, by examining the effects of employee mindfulness on spouse family satisfaction and next-morning work engagement, this study expands the literature on mindfulness' s interpersonal consequences and further advances indigenous research on

the work-family interface. Second, this study opens the “black box” between employee mindfulness and spouse outcomes by highlighting the mediating role of employee emotional connecting display, expanding the antecedents of emotional connecting display and enriching its nomological network. Third, by examining the moderating effect of spouse family negative emotional expression, this study responds to previous research calls and enriches the boundary conditions of mindfulness research. Fourth, the use of experience sampling methodology helps us obtain a large ecological dataset to capture the dynamic nature of the processes in the model and strengthen causal inferences.

1.1 Within-Person Employee Mindfulness as an Individual Resource

Figure 1 shows the theoretical model of this study. Mindfulness, as an important and unique individual internal resource (Fisher et al., 2019; Grover et al., 2017; Kroon et al., 2015; Montani et al., 2018; Taylor & Millier, 2016; Zheng et al., 2019), reflects employees’ specific initial resource states that influence the strategies they adopt for emotional interactions with their spouses. Unlike traditional individual resources, mindfulness has distinct uniqueness.

First, past research has primarily focused on psychological capital resources (Xanthopoulou et al., 2007). These relate to individuals’ resilience and positive core self-concepts (Barbier et al., 2013; Hobfoll et al., 2003; Xanthopoulou et al., 2007), thereby providing opportunities to use and deploy available resources and helping individuals adopt positive coping styles. However, mindfulness is less connected to self-concept and more closely related to how people use their attentional resources (Grover et al., 2017). When employees experience high mindfulness, they are more likely to detach from future and past concerns and fully concentrate their attention on present-moment events or experiences (Grover et al., 2017). Second, while traditional individual resources are indeed closely linked to mastering and using resource opportunities, as Kroon et al. (2015) clearly pointed out, mindfulness provides an additional unique resource beyond these discovered individual resources. This is because mindfulness involves open awareness and attention to present-moment experiences and events rather than past or future ones. Mindfulness enables employees to observe internal and external stimuli without judging or evaluating, enhancing their awareness and discovery of other resources (including other individual and external resources). In other words, as an individual resource, mindfulness not only helps employees accept their current resource levels and reduce dependence on available environmental resources but also enables them to perceive more alternative resources (Kroon et al., 2015). Third, COR theory emphasizes that resources are things people value and that help achieve goals. Traditional individual resources mostly focus on helping individuals achieve these goals or values, whereas mindfulness not only does this but also helps employees identify what they truly value and care about (Deci & Ryan, 1985; Shapiro et al., 2006). This is because through awareness and attention to present-moment experiences and events, employees

have opportunities to identify and adopt values and goals that are significant to their lives (Montani et al., 2018). Therefore, mindfulness can promote employees to choose more authentic behaviors that align with their deep-rooted values, needs, and interests, thereby improving self-regulation (Brown & Ryan, 2003; Levesque & Brown, 2007; Shapiro et al., 2006). Finally, COR theory itself is a dynamic theory (Halbesleben et al., 2014) that emphasizes resources have dynamic, fluctuating properties (Halbesleben et al., 2014). In mindfulness literature, many scholars emphasize and confirm the variability of individual mindfulness experiences. However, some traditional individual resources (such as conscientiousness, self-efficacy) may not have sufficient variability. Therefore, variability is also an important factor distinguishing mindfulness from many traditional individual resources. In summary, as a special individual resource distinct from traditional resources, mindfulness will have important and unique impacts on employee and spouse performance.

1.2 Within-Person Employee Mindfulness and Emotional Connecting Display

Based on COR theory and mindfulness literature, this paper argues that within-person mindfulness promotes employees to adopt emotional connecting display. Emotional connecting display refers to individuals expressing positive emotions characterized by warmth, positivity, and inspiration, which serves the important function of establishing and improving interpersonal relationships (Liu et al., 2012). Using positive emotions in interpersonal interactions has become one of the important ways of interpersonal influence. Research has found that expressing positive emotions has important effects on improving interpersonal relationships (Glasø & Einarsen, 2008; Kopelman et al., 2006; Liu et al., 2012; Staw et al., 1994), but exploration of its antecedents is limited (Davila et al., 2017). Scholars note that people can control and regulate their emotional expression (Liu et al., 2012), such as suppressing or amplifying their display of positive emotions (Gordon, 1990; Guerrero & Andersen, 1998). Individuals usually consciously adopt certain emotional expression strategies (Goffman, 1959) to demonstrate specific purposes (Parkinson, 1997).

In this paper, sufficient mindfulness resources can help employees engage in emotional connecting display because when employees experience high mindfulness, their attention is continuously and stably focused on the present moment (Brown & Ryan, 2003). In interactions with their spouses, they can remain focused and sensitive and alert to their spouse's emotional states without being absent-minded or distracted by irrelevant matters. For example, when doing household chores or conversing with their spouses, high mindfulness prompts employees to focus on current family activities with their spouses rather than unconsciously diverting attention elsewhere. Employees in a focused state maintain high attention to internal experiences and external environments, making them more likely to skillfully display their positive emotions (Wachs & Cordova, 2007). In short, conscious focus on others and their feelings in interpersonal in-

teractions is a basic prerequisite and condition for individuals to adopt positive, adaptive emotional strategies (such as comfort, encouragement, etc.) (Wachs & Cordova, 2007).

More importantly, scholars have pointed out that mindfulness is closely linked to emotional intelligence, as mindfulness enables individuals to accurately and effectively perceive and regulate their own and others' emotional states (Chambers et al., 2009; Schutte & Malouff, 2011). Since mindfulness helps individuals not become immersed in past or future emotions or events (Brown & Ryan, 2003), it can help employees reduce excessive emotional reactions and emotional dysregulation (Arch & Craske, 2010; Hill & Updegraff, 2012) and achieve good self-emotional regulation states (Glomb et al., 2011; Good et al., 2016). Consequently, employees in high mindfulness states not only reduce their own negative evaluations of unpleasant events and repair negative emotions but also experience and display more positive emotions (Glomb et al., 2011; Good et al., 2016). For example, high-mindfulness employees can achieve positive reappraisal by adjusting their attention, viewing their emotions more clearly and objectively (Baer, 2003; Hülshager et al., 2014). That is, they can step back from subjective experiences and view them as mere objects (Good et al., 2016; Shapiro et al., 2006). Through re-perceiving, employees do not become entangled even when facing negative emotions such as sadness and despair. Therefore, high mindfulness states allow employees to detach from negative emotional states and effectively repair negative emotions (Broderick, 2005; Williams, 2008), reducing their negative evaluations of unpleasant events (Garland et al., 2009). Moreover, mindfulness enables individuals to accurately and effectively regulate their own and others' emotional states (Chambers et al., 2009; Schutte & Malouff, 2011), typically helping individuals experience and display more positive emotions (Glomb et al., 2011; Good et al., 2016), thereby increasing the likelihood of employees expressing beneficial emotions to their spouses. Empirical research has found that highly mindful individuals usually express more positive emotions to others (Turpyn & Chaplin, 2016). Wachs and Cordova (2007) also found that mindfulness improves emotional skills between couples, including emotion recognition and identification and showing more empathy. They noted that attending to others' emotions may prompt individuals to make constructive rather than impulsive emotional reactions to others. Therefore, mindfulness can promote individuals to show more beneficial emotions to others.

Furthermore, employees experiencing high mindfulness calmly accept their own experiences and external stimuli (Glomb et al., 2011), making them more likely to non-judgmentally consider issues from their spouse's perspective (Morgan & Morgan, 2005) and maintain an accepting and open mindset (Baer et al., 2004; Lau et al., 2006). Consequently, employees in high mindfulness states are more inclined to show thoughtful and friendly emotional reactions (such as comfort, inspiration, encouragement, and warmth) to their spouses (Wachs & Cordova, 2007). For example, employees with high mindfulness states are more likely to put themselves in their spouse's shoes, tolerate disagreements or conflicts in the family, and respond with a non-judgmental mindset; they offer comfort when

their spouse is disappointed and timely inspiration and encouragement when their spouse is confused. When employees have high mindfulness at home, they can self-regulate to avoid impulsive or negative responses, thereby providing their spouse with a warm and intimate interaction environment (Duncan et al., 2009). Many empirical studies have found that mindfulness, by effectively regulating individuals' emotional states, enables individuals to express empathy and generate more compassionate care toward others (Beitel et al., 2005; Chen et al., 2020; Wachs & Cordova, 2007). Thus, employees in high mindfulness states are more likely to provide their spouses with encouragement, support, and comfort, helping spouses obtain more resources (Bishop et al., 2004). Therefore, high mindfulness states increase emotional functioning performance (Chambers et al., 2009), helping employees actively express positive emotions, improve emotional interaction patterns with their spouses, and thereby maintain harmonious relationships (Karremans et al., 2015; Pakenham & Samios, 2013). We therefore propose that high mindfulness states can prompt employees to adopt emotional connecting display.

Hypothesis 1: At the within-person level, employee mindfulness is positively related to employee emotional connecting display.

1.3 The Mediating Role of Within-Person Emotional Connecting Display

Family satisfaction reflects individuals' overall satisfaction with family life (Ford et al., 2007). Given that positive emotional expression always plays an important role in marital relationships (Hershenberg et al., 2016), especially since emotional connecting display combines multiple functions such as warmth, positive energy transmission, and inspiration (Liu et al., 2012), this paper argues that this strategy helps improve spouse family satisfaction.

Since emotional connecting display has characteristics of providing comfort, inspiration, encouragement, and warmth (Liu et al., 2012), when employees adopt emotional connecting display, the emotional support they provide and their emphasis on current communication and exchange become prominent. Particularly, establishing emotional connecting display through empathetic communication can link one person's pain or concerns with another's, thereby deepening the empathy process between both parties (Miller, 2007). These manifestations will greatly improve the spouse's sense of interpersonal connection and intimacy in the relationship, making the target feel happier (Liu et al., 2012; Staw et al., 1994).

Moreover, emotional connecting display means employees express good emotions and demonstrate positive interpersonal interactions during interpersonal exchanges, thus having strong emotional appeal (Staw et al., 1994) and effectively improving spouses' evaluations of family life, thereby enhancing their family satisfaction. For example, in family conversations, employees' active expression of positive emotions and provision of support and inspiration can make

marital relationships more harmonious and improve spouses' satisfaction with the family. Research on work-family relationships has found that individuals' emotions (such as vitality) and attitudes produce crossover effects that significantly impact their spouses (Takeuchi et al., 2002; Westman et al., 2009). In this study, employees' display of positive emotions to their spouses through emotional connecting display can produce positive crossover effects. That is, employees' emotional connecting display can stimulate more positive emotions in spouses, help spouses recover from specific events (Gable et al., 2004), and make them more likely to feel the beauty of family life.

Empirical research shows that emotional connecting interventions for couples can result in higher relationship satisfaction and attachment (Pietrzak et al., 2016). Litzinger and Gordon (2005) also found that positive emotional expression methods can improve relationships between couples and enhance satisfaction. Therefore, employees' emotional connecting display helps improve spouse family satisfaction. Furthermore, this study proposes that employee emotional connecting display mediates the relationship between employee mindfulness and spouse family satisfaction.

Hypothesis 2: At the within-person level, employee emotional connecting display is positively related to spouse family satisfaction.

Hypothesis 3: At the within-person level, employee emotional connecting display mediates the relationship between employee mindfulness and spouse family satisfaction.

Work engagement is a positive, vigorous, persistent, and pervasive affective-cognitive state (Schaufeli et al., 2006). Given the characteristics of emotional connecting display, this paper argues that employees' emotional connecting display can increase spouse work engagement the next morning. As mentioned earlier, in the family domain, employees' use of emotional connecting display is actually a friendly and relationship-promoting behavior (Liu et al., 2012). It demonstrates supportive interpersonal interaction tendencies that promote good communication and exchange (Liu et al., 2012). Particularly, employees' transmission of positive emotions helps spouses accumulate more emotional resources (Halbesleben et al., 2012). Research shows that when employees display specific emotions or feelings to their spouses, crossover effects occur between both parties (Song et al., 2008; Song et al., 2011). Thus, when employees display more positive emotions at home to their spouses, crossover effects can improve spouses' emotional experiences.

According to spillover theory (Kanter, 1977), although work and family have temporary boundaries, emotions and behaviors in one domain produce spillover effects that influence individuals' performance in another domain. Research on work-family relationships has also confirmed significant cross-domain effects of individuals' work and family feelings (Bakker et al., 2009; Ford et al., 2007). Therefore, emotional resources accumulated by spouses in the family domain can spill over into the work domain, helping them become more engaged at work the next day.

Furthermore, the positive energy and support provided by emotional connecting display can greatly alleviate spouses' stress and negative feelings faced during the day (Cohen & Wills, 1985; Cutrona & Suhr, 1992), helping spouses recover more quickly. Thus, emotional connecting display provides spouses with adequate family support, which often has an important impact on individuals' work engagement (Wang et al., 2012). Therefore, high-level emotional connecting display enables spouses to effectively and positively cope with work the next day. Consequently, employees' emotional connecting display helps improve spouse work engagement the next morning. Furthermore, this study proposes that employee emotional connecting display mediates the relationship between employee mindfulness and spouse next-morning work engagement.

Hypothesis 4: At the within-person level, employee emotional connecting display is positively related to spouse next-morning work engagement.

Hypothesis 5: At the within-person level, employee emotional connecting display mediates the relationship between employee mindfulness and spouse next-morning work engagement.

1.4 The Moderating Effect of Between-Person Spouse Family Negative Emotional Expression

Family emotional expression refers to verbal or non-verbal expression methods among family members, while negative emotional expression emphasizes individuals' venting of negative emotions (Halberstadt et al., 1995). This paper argues that high levels of between-person spouse family negative emotional expression weaken the within-person relationship between employee mindfulness and emotional connecting display.

When spouses frequently express negative emotions, this actually poses a resource threat to employees (Halbesleben et al., 2012), as employees must consume substantial resources to face and handle this negative emotional expression pattern. According to COR theory, when resources are threatened, employees usually take action to protect existing resources to prevent further loss (Hobfoll, 1989). Therefore, in this situation, employees are likely to stop investing their internal mindfulness resources and instead take action to protect them to prevent further loss. Consequently, the positive effect of mindfulness on emotional connecting display is weakened. Conversely, when spouse negative emotional expression is low, employees' resources are not severely threatened, making them more likely to fully use their mindfulness resources to invest in emotional connecting display.

Integrating all the above hypotheses, this paper proposes a moderated mediation model, where spouse family negative emotional expression moderates the relationship chain of employee mindfulness—employee emotional connecting display—spouse outcomes.

Hypothesis 6: Between-person spouse family negative emotional expression moderates the relationship between employee mindfulness and employee emo-

tional connecting display, such that high levels of spouse family negative emotional expression weaken the positive relationship between employee mindfulness and employee emotional connecting display.

Hypothesis 7: Between-person spouse family negative emotional expression moderates the mediating effect of employee emotional connecting display on the relationship between employee mindfulness and spouse family satisfaction, such that the mediating effect is weaker when spouse family negative emotional expression is higher.

Hypothesis 8: Between-person spouse family negative emotional expression moderates the mediating effect of employee emotional connecting display on the relationship between employee mindfulness and spouse next-morning work engagement, such that the mediating effect is weaker when spouse family negative emotional expression is higher.

2. Method

2.1 Sample and Procedure

The study data came from a commercial bank in northern China. The bank's main business includes deposits, loans, settlements, bonds, guarantees, and other services. With strong support from senior leaders and full cooperation from the Human Resources Department, the researcher invited all 449 front-line employees who met the requirements (i.e., married status, spouse with stable employment, and both parties living together long-term) and their spouses to participate in this study. Among them, 129 employees and their spouses were willing to participate. The researcher subsequently invited these employees and their spouses to an on-site research briefing meeting, where the purpose and significance of the study were explained in detail, and confidentiality was guaranteed. Senior leaders also expressed their support for the project and encouraged active cooperation. Before the end of the briefing meeting, we invited these 129 employees and spouses to complete demographic information, and spouses also assessed their own level of negative emotional expression. Given that this study involved questionnaires from both employees and spouses, the researcher emphasized the requirement for independent completion multiple times during the briefing meeting. Only after both employees and spouses agreed and promised to complete daily questionnaires as required did they enter the daily questionnaire completion phase. After the briefing meeting, the researcher collected baseline questionnaires from 126 employees and their spouses.

Next, employees and spouses were invited to complete questionnaires for 10 consecutive workdays. On the one hand, according to common practices in previous research (e.g., Barnes et al., 2015; Dimotakis et al., 2011; Ilies et al., 2017; Koopman et al., 2016; Sun et al., 2014; Zheng et al., 2019), daily data collection using experience sampling methodology only involves workdays, excluding rest days. On the other hand, to ensure and enhance the ecological validity of experience sampling methodology, we should measure variables as

close as possible to the location or time period when specific states occur (Ilies et al., 2017; Ilies et al., 2007; Sonnentag & Bayer, 2005). Considering that measuring spouse work engagement in real work situations can more accurately capture the actual level of this variable, the daily survey time in this study involved 10 consecutive workdays.

All daily questionnaires were administered online, with the researcher sending questionnaire links to participants via mobile social software from the backend. After receiving the questionnaire link, participants only needed to click the link to start completing it. Specifically, at 9 a.m. each workday, spouses received an electronic questionnaire link inviting them to assess work engagement. At 8:30 p.m. each workday, both employees and spouses received separate electronic questionnaire links. Employees needed to rate their mindfulness level and emotional connecting display, while spouses needed to rate their family satisfaction. To ensure independent completion, this study sent questionnaire links to employees' and spouses' mobile phones separately and set the rule that "one electronic device can only complete the questionnaire once within the specified time period." When sending daily questionnaire links, the questionnaire page also reminded participants to complete it independently. Additionally, to increase response rates, the researcher sent a reminder approximately one hour after sending the electronic questionnaire link to those who had not yet completed it, following Fisher and To' s (2012) recommendation.

After deleting data with substantial missing values, the final sample included 114 employees and their spouses. Among them, there were 1,133 employee daily evening questionnaires (potential questionnaires = 10×129 people; response rate = 87.83%), 1,107 spouse daily morning questionnaires (potential questionnaires = 10×129 people; response rate = 85.81%), and 1,121 spouse daily evening questionnaires (potential questionnaires = 10×129 people; response rate = 86.90%). In the final employee sample, 76.30% were female, with an average age of 28.96 years ($SD = 3.02$), 88.60% had bachelor' s degrees or higher ($SD = 0.37$), and average tenure at the bank was 6.35 years ($SD = 3.55$). In the final spouse sample, the average age was 30.11 years ($SD = 3.06$), 71.90% had bachelor' s degrees or higher ($SD = 0.58$), and average tenure at their current company was 5.84 years ($SD = 3.48$).

2.2 Measures

Since all scales used in this study originated from Western sources, we employed translation and back-translation procedures to ensure that the Chinese questionnaire instructions and items accurately expressed the meanings of the original English questionnaires (Brislin, 1986).

2.2.1 Employee Mindfulness Hülshager et al. (2014) revised Brown and Ryan' s (2003) scale by selecting 5 items to measure daily mindfulness states. In this study, we used the same scale to measure employees' mindfulness levels. The rating scale ranged from 1 (strongly disagree) to 7 (strongly agree). Participants

were asked to assess their states when interacting with their spouses at home today. A sample item is “I do things automatically without being aware of what I’m doing.” All items were reverse-scored, and we transformed item scores so that high scores indicated high mindfulness states. In this study, the mean reliability of this scale across 10 days was 0.90.

2.2.2 Employee Emotional Connecting Display We used the scale developed by Liu et al. (2012) to measure employee emotional connecting display. This scale contains 3 items. Participants were asked to assess their states when interacting with their spouses at home today. A sample item is “I expressed positive emotions (such as joy, warmth) to build relationships with my spouse.” The rating scale ranged from 1 (strongly disagree) to 7 (strongly agree). In this study, the mean reliability of this scale across 10 days was 0.85.

2.2.3 Spouse Family Satisfaction We used 3 items from Kopelman et al.’s (1983) scale. Participants were asked to assess their feelings when interacting with their spouses at home today. A sample item is “I like my family very much.” The rating scale ranged from 1 (strongly disagree) to 7 (strongly agree). In this study, the mean reliability of this scale across 10 days was 0.79.

2.2.4 Spouse Work Engagement We used the short version of the scale developed by Schaufeli et al. (2006) to measure spouse work engagement. This scale contains 9 items. Participants were asked to assess their current work states. A sample item is “At work, I feel bursting with energy.” The rating scale ranged from 1 (strongly disagree) to 7 (strongly agree). In this study, the mean reliability of this scale across 9 days was 0.92.

2.2.5 Spouse Family Negative Emotional Expression We used the scale developed by Halberstadt et al. (1995) to measure spouse family negative emotional expression. This scale has 17 items. A sample item is “I blame my spouse when the family encounters difficulties.” The rating scale ranged from 1 (never) to 9 (very frequently). In this study, the mean reliability of this scale was 0.87.

2.2.6 Control Variables Since individuals of different genders have different perceptions and reactions to specific interpersonal interaction states (Thoits, 1986; Thompson & Cavallaro, 2007), which may affect mindfulness effects, and previous research on mindfulness’s interpersonal effects has controlled for gender differences (Reb et al., 2014; Schuh et al., 2019), this study included employee gender as a control variable in subsequent analyses.

2.3 Analytical Strategy

Since this study’s data have a nested structure (daily data nested within individuals), we first calculated the within-person variance percentages for employee mindfulness, employee emotional connecting display, spouse family satisfaction,

and spouse next-morning work engagement to examine whether these variables were suitable for cross-level analysis. We conducted cross-level confirmatory factor analysis for core variables using Mplus 8.0 software (Muthén & Muthén, 1998–2017). Before testing hypotheses, we performed group-mean centering on within-person level predictor variables (employee mindfulness) to ensure accurate estimation of within-person predictive effects (Hofmann & Gavin, 1998). We performed grand-mean centering on between-person level predictor variables (spouse family negative emotional expression) and control variables (employee gender) (Hofmann & Gavin, 1998). Additionally, since one outcome variable of interest in this study was spouse next-morning work engagement, in the analysis process we examined the effects of between-person level variables and within-person level predictor variables on spouse next-morning work engagement.

We used multilevel analysis in Mplus 8.0 software to test hypotheses. Specifically, following previous scholars' recommendations (Preacher et al., 2011; Preacher et al., 2010), we specified a 1-1-1 mediation model. When testing mediation effects, we used the Monte Carlo method (Preacher et al., 2010) with 20,000 replications to estimate the significance of mediation effects at the 95% confidence interval. Furthermore, to test cross-level moderation effects, this study included the within-person mean of employee mindfulness predicting the within-person level random intercept in the model, thereby examining the impact of different levels of between-person spouse family negative emotional expression on the relationship between employee mindfulness and employee emotional connecting display (Bauer et al., 2006; Preacher et al., 2007). Additionally, we used the Monte Carlo method (20,000 replications) to test moderated mediation effects (Selig & Preacher, 2008), examining whether the indirect effects of employee emotional connecting display between independent and outcome variables were significant at the 95% confidence interval under high (one standard deviation above the mean) and low (one standard deviation below the mean) levels of spouse family negative emotional expression. Finally, we calculated pseudo R-square (Snijders & Bosker, 1999) to assess the variance in outcome variables explained by mediators in this study's model as an estimate of effect size.

3. Results

3.1 Descriptive Statistics

This study first examined the within-person variance percentages for within-person level variables. Results showed that these variables all had sufficient within-person variance percentages (see Table 1), making them suitable for cross-level analysis. The means, standard deviations, and correlation coefficients of study variables are shown in Table 2. At the within-person level, employee mindfulness was significantly positively correlated with employee emotional connecting display ($r = 0.15, p < 0.001$). Employee emotional connecting display was significantly positively correlated with both spouse family satisfaction ($r = 0.09, p = 0.003$) and spouse next-morning work engagement ($r = 0.08, p =$

0.011).

Table 1. Within-Person Variance Percentages of Variables | Variable | Within-Person Variance | Between-Person Variance | Within-Person Variance Percentage | | Employee Emotional Connecting Display | 0.39 | 0.61 | 38.79% | | Spouse Family Satisfaction | 0.51 | 0.49 | 51.44% | | Spouse Next-Morning Work Engagement | 0.44 | 0.56 | 43.71% |

Note: Within-person variance percentage = within-person variance / (within-person variance + between-person variance).

Table 2. Descriptive Statistics Results

[Note: The original table formatting was corrupted. Based on the text description, it shows correlations among variables with appropriate sample sizes and significance levels.]

Note: Within-person level sample = 998-1133; between-person level sample = 114. Reliability of within-person level variables is the average internal consistency coefficient based on 10 days of observations; results above the diagonal are correlation coefficients calculated after aggregating within-person level variables to between-person level variables. Gender: male = 0, female = 1. $p < 0.05$, $p < 0.01$, $p < 0.001$.

3.2 Confirmatory Factor Analysis

Since the ratio of sample size to total number of items affects overall model fit, scholars recommend using item parceling (Little et al., 2013; Williams et al., 2009). As the number of items for work engagement and family negative emotional expression in the model was relatively large, this study used the item-to-construct-balance approach to parcel these items. Items for work engagement and family negative emotional expression were parceled into three indicators each. Results showed that the hypothesized model (five-factor model) fit the data well ($\chi^2(180) = 336.37$, $p < 0.001$, TLI = 0.96, CFI = 0.97, RMSEA = 0.03, SRMR_{within} = 0.03, SRMR_{between} = 0.05), while the fit indices of the other four alternative models were significantly worse (see Table 3). Therefore, the five core variables in this study’s model had good discriminant validity.

Table 3. Confirmatory Factor Analysis Results | Model | χ^2 | TLI | CFI | RMSEA | SRMR_{Within} | SRMR_{Between} | | Five-factor model | 336.37*** | 0.96 | 0.97 | 0.03 | 0.03 | 0.05 | | Four-factor model | 948.80*** | 0.85 | 0.87 | 0.07 | 0.07 | 0.09 | | Three-factor model | 1166.73*** | 0.80 | 0.83 | 0.08 | 0.08 | 0.11 | | Two-factor model | 2015.79*** | 0.62 | 0.66 | 0.12 | 0.11 | 0.16 | | One-factor model | 3742.23*** | 0.27 | 0.34 | 0.17 | 0.15 | 0.23 |

Note: *** $p < 0.001$.

3.3 Hypothesis Testing

3.3.1 Direct Effects Hypothesis 1 proposed that employee mindfulness is positively related to employee emotional connecting display. Results (see Table 4) supported this hypothesis, showing a significant positive relationship between employee mindfulness and employee emotional connecting display ($\gamma = 0.15$, $SE = 0.05$, $p = 0.001$). Meanwhile, Hypotheses 2 and 4 proposed that employee emotional connecting display is positively related to spouse family satisfaction and spouse next-morning work engagement, respectively. Results showed that employee emotional connecting display had positive relationships with both spouse family satisfaction ($\gamma = 0.07$, $SE = 0.03$, $p = 0.016$) and spouse next-morning work engagement ($\gamma = 0.06$, $SE = 0.02$, $p = 0.016$). Thus, Hypotheses 2 and 4 were also supported.

3.3.2 Mediation Effects Hypothesis 3 proposed that employee emotional connecting display mediates the relationship between employee mindfulness and spouse family satisfaction. Results showed that the mediation effect coefficient of employee emotional connecting display in the above relationship was 0.011, significant at the 95% confidence interval [0.002, 0.024]. Therefore, Hypothesis 3 was supported. Similarly, Hypothesis 5 proposed that employee emotional connecting display mediates the relationship between employee mindfulness and spouse next-morning work engagement. Results showed that the mediation effect coefficient of employee emotional connecting display in the above relationship was 0.009, significant at the 95% confidence interval [0.001, 0.019]. Therefore, Hypothesis 5 was also supported.

3.3.3 Moderation Effects Hypothesis 6 proposed that between-person spouse family negative emotional expression moderates the relationship between employee mindfulness and employee emotional connecting display. Results showed that spouse family negative emotional expression had a significant moderating effect on this relationship ($\gamma = -0.10$, $SE = 0.04$, $p = 0.018$). The interaction effect plot (see Figure 2 [Figure 2: see original paper]) and simple slope test results showed that when spouse family negative emotional expression was low (one standard deviation below the mean), there was a significant positive relationship between employee mindfulness and employee emotional connecting display ($\gamma = 0.25$, $t = 3.70$, $p < 0.001$). However, when spouse family negative emotional expression was high (one standard deviation above the mean), there was no significant relationship between employee mindfulness and employee emotional connecting display ($\gamma = 0.05$, $t = 0.87$, $p = 0.384$). Therefore, Hypothesis 6 was supported.

3.3.4 Moderated Mediation Effects Hypothesis 7 further proposed that spouse family negative emotional expression moderates the mediating effect of employee emotional connecting display on the relationship between employee mindfulness and spouse family satisfaction. Results showed that the indirect effect of employee mindfulness—employee emotional connecting display—spouse

family satisfaction was significant under low spouse family negative emotional expression, with an indirect effect of 0.018 (95% CI [0.003, 0.038]), but not significant under high spouse family negative emotional expression, with an indirect effect of 0.004 (95% CI [-0.005, 0.014]). The difference between the two was significant (95% CI [-0.037, -0.001]). Thus, Hypothesis 7 was supported. Similarly, Hypothesis 8 proposed that spouse family negative emotional expression moderates the mediating effect of employee emotional connecting display on the relationship between employee mindfulness and spouse next-morning work engagement. Results showed that the indirect effect of employee mindfulness—employee emotional connecting display—spouse next-morning work engagement was significant under low spouse family negative emotional expression, with an indirect effect of 0.014 (95% CI [0.002, 0.030]), but not significant under high spouse family negative emotional expression, with an indirect effect of 0.003 (95% CI [-0.004, 0.011]). The difference between the two was significant (95% CI [-0.028, -0.001]). Therefore, Hypothesis 8 was also supported. Finally, results showed that the moderated mediation model in this study explained 2.21% of variance in the mediator (emotional connecting display) and 4.75% of variance in the outcome variables (spouse family satisfaction and spouse next-morning work engagement).

Table 4. Cross-Level Path Analysis Results | Predictor | Employee Emotional Connecting Display | Spouse Family Satisfaction | Spouse Next-Morning Work Engagement | |——|——|——|——|

	Employee Mindfulness	Employee Emotional Connecting Display	Spouse Family Satisfaction	Spouse Next-Morning Work Engagement
Within-person level				
Employee Mindfulness	0.15** (0.05)			
Employee Emotional Connecting Display	0.07* (0.03)	0.06* (0.02)		
Between-person level				
Spouse Family Negative Emotional Expression	-0.23* (0.16)	-0.33*** (0.07)	-0.34*** (0.20)	
Cross-level interaction				
Employee Mindfulness × Spouse Family Negative Emotional Expression		-0.10* (0.04)		

Note: Values in parentheses are standard errors (SE). Employee mindfulness was group-mean centered; spouse family negative emotional expression and employee gender were grand-mean centered. The research model remained supported when control variables were not included. $p < 0.05$, $p < 0.01$, $p < 0.001$.

3.4 Supplementary Analyses

Since employee mindfulness, emotional connecting display, and spouse family satisfaction were collected at the same time, we could not completely rule out alternative relationships. To address this, this study further tested three potential alternative relationships to alleviate concerns about causal inference. First, spouse family satisfaction might increase employee mindfulness. Results showed that spouse family satisfaction was not significantly related to employee mindfulness ($\gamma = 0.02$, $SE = 0.04$, $p = 0.575$). Second, the model of “employee emotional connecting display—employee mindfulness—spouse family satisfaction” showed that employee emotional connecting display was significantly related to employee mindfulness ($\gamma = 0.13$, $SE = 0.04$, $p = 0.001$), but employee mind-

fulness was not significantly related to spouse family satisfaction ($\gamma = 0.01$, $SE = 0.03$, $p = 0.822$). Additionally, the model of “employee mindfulness–spouse family satisfaction–employee emotional connecting display” showed that employee mindfulness was not significantly related to spouse family satisfaction ($\gamma = 0.02$, $SE = 0.03$, $p = 0.558$), but spouse family satisfaction was significantly related to employee emotional connecting display ($\gamma = 0.11$, $SE = 0.04$, $p = 0.008$). These results partially ruled out explanations based on the two alternative relationships.

Furthermore, this study focused on how employees’ emotional display at home affects spouse next-morning work engagement. However, theoretically, spouse’s own family satisfaction may also have a positive relationship with spouse work engagement. To address this, we conducted supplementary analyses. Results showed that when considering the effect of spouse family satisfaction on spouse next-morning work engagement, employee emotional connecting display still had a significant effect on spouse next-morning work engagement ($\gamma = 0.05$, $SE = 0.02$, $p = 0.029$), and this effect was more significant than the relationship between spouse family satisfaction and spouse next-morning work engagement ($\gamma = 0.07$, $SE = 0.04$, $p = 0.043$).

4. Discussion

4.1 Theoretical Contributions

This study makes several important theoretical contributions to the mindfulness literature. First, by examining the effects of employee mindfulness on spouse family satisfaction and next-morning work engagement, this study enriches the literature on mindfulness’ s interpersonal effects and advances research on the work-family interface. As mentioned earlier, few studies have focused on mindfulness’ s interpersonal effects. This study expands mindfulness consequences by deeply exploring how employee mindfulness affects spouses’ family experiences and work states. Thus, this study also responds to scholars’ calls to further examine interpersonal effects of individual mindfulness (Brown & Ryan, 2003; Glomb et al., 2011; Pratscher et al., 2019; Zhang et al., 2017; Zheng & Ni, 2018) and confirms previous views that mindfulness promotes positive work-family interface perceptions (e.g., Ni & Zheng, 2019; Zheng et al., 2019). More importantly, although a few previous studies have examined mindfulness’ s effects on spouses (Pakenham & Samios, 2013; Williams & Cano, 2014; Chen & Yang, 2020), they were mainly limited to a single domain. This study not only explores mindfulness’ s interpersonal effects within the same domain but also examines its important role in cross-domain processes. By connecting the family domain and work domain, this study reveals how employee mindfulness at home affects spouse work states (family-work process). Therefore, this study more systematically elaborates employee mindfulness effects from both cross-individual and cross-domain perspectives. More broadly, work-family interface research has received increasing attention from scholars both domestically and internationally. Research has basically confirmed that interactions between employees and

spouses have significant impacts on both parties' family outcomes (such as emotional and stress states, marital satisfaction) and work outcomes (such as work engagement) (e.g., Song et al., 2008; Song et al., 2011; Wang et al., 2012; Xie et al., 2017). This study links employee mindfulness with spouse family and work outcomes, emphasizing that mindfulness as a resource promotes healthy, friendly family interpersonal interactions that improve spouse states. Thus, this paper will further advance mindfulness and work-family interface research and encourage future scholars to continue examining indigenous work-family research topics in China.

Second, this study opens the "black box" between employee mindfulness and spouse outcomes. By exploring the mediating mechanism of employee emotional connecting display between employee mindfulness and spouse family satisfaction and spouse next-morning work engagement, this study further clarifies how employee mindfulness influences spouse family feelings and work experiences. This exploration will greatly expand mindfulness and work-family interface research. As mentioned earlier, previous research has not fully examined how mindfulness exerts positive interpersonal effects to bring good family and work outcomes to spouses (e.g., Pakenham & Samios, 2013; Williams & Cano, 2014). Consequently, the influence mechanism remains unclear, hindering our comprehensive understanding of mindfulness' s interpersonal effects. According to recent mindfulness review articles, mechanisms of mindfulness effects are emphasized, and scholars encourage future research to fully explore mindfulness' s unique effects and mechanisms (Good et al., 2016; Zhang et al., 2017; Zheng & Ni, 2018). Thus, this study precisely responds to the "how" question by further clarifying the important mechanism through which employee mindfulness affects spouse family feelings and work experiences.

Third, this study also contributes to emotional connecting display research. Although previous studies have confirmed that employee emotional connecting display can improve interpersonal connections and enhance acquisition of interpersonal relationship networks (Liu et al., 2012), the important role of this concept between employees and spouses remains unclear. Thus, exploring this mediating role not only helps us more comprehensively understand how employee mindfulness affects spouse outcomes but also greatly expands antecedent and outcome research on emotional connecting display. Particularly, emotional connecting display literature has mainly focused on how specific strategies affect individuals themselves or interpersonal relationships, but exploration of emotional strategy antecedents is limited. This study examines the positive effect of employee mindfulness on emotional connecting display, demonstrating that mindfulness is an influencing factor of emotional connecting display, thereby enriching the nomological network of emotional connecting display and expanding related research on emotional display and expression.

Fourth, this study further enriches boundary conditions of mindfulness research by examining the moderating effect of spouse family negative emotional expression on the relationship between employee mindfulness and emotional connect-

ing display. This study found that when spouses consistently express negative emotions, the effect of employee mindfulness on emotional connecting display is weakened, consequently weakening the mediating effect of employee emotional connecting display. By integrating spouses' emotional expression patterns to examine their impact on mindfulness effects, this study more comprehensively demonstrates the interaction process between employees and spouses, emphasizing that specific emotional expression patterns of spouses affect employees' use of their own mindfulness resources. Thus, this study also responds to previous scholars' suggestions that future research should focus on mindfulness boundary conditions (Glomb et al., 2011; Good et al., 2016; Sutcliffe et al., 2016). Particularly, previous research has emphasized mindfulness' s powerful predictive power in affecting positive outcomes for individuals and others (for reviews, see Glomb et al., 2011; Good et al., 2016), while this study' s results show that mindfulness effects also have certain boundaries. This exploration and discovery will help us more comprehensively and accurately understand the boundary conditions of mindfulness effects.

Fifth, given that core variables in this study have obvious fluctuating properties (Glomb et al., 2011; Liu et al., 2012), we adopted experience sampling methodology for data collection. This method helps capture the dynamics and changes in the series of processes in the research model, obtains participants' feedback in natural situations, and strengthens the study' s ecological validity (Moskowitz & Young, 2006). This research method also helps us more accurately infer causal relationships between variables. Especially regarding the transmission effects of mindfulness across different domains, this study provides a more complete and dynamic perspective for examining the important influence of employee mindfulness on spouse outcomes through experience sampling methodology.

4.2 Practical Implications

This study also has important practical implications. First, this study found that employee mindfulness has positive effects on spouse family satisfaction and next-morning work engagement. Therefore, we recommend that enterprises appropriately introduce mindfulness meditation training in employee training sessions to cultivate employees' mindfulness awareness and improve their mindfulness levels. From employees' perspective, they can actively improve their mindfulness levels through formal or informal mindfulness training methods, thereby transmitting positive emotions to spouses and improving spouse family satisfaction and work engagement. Second, this study found that employees' emotional connecting display has significant positive effects on spouse outcomes. Therefore, we encourage employees to engage in positive and effective communication with their spouses at home, transmit positive emotions, and demonstrate good interpersonal emotional behaviors such as warmth, encouragement, and inspiration. For example, in family conversations, employees can actively display positive emotional states and provide emotional support to spouses to improve interpersonal connections. Third, this study found that spouse family nega-

tive emotional expression has negative effects on mindfulness effects, which is not conducive to improving spouse family satisfaction and work engagement. Therefore, we suggest that individuals in family life try to restrain their negative emotions, actively show their positive and optimistic side to their partners, thereby improving spouses' family feelings and work states. For example, individuals can adopt effective soothing and regulation methods to cope with their negative emotions and try to control excessive expression of negative emotions.

4.3 Limitations and Future Directions

Despite important theoretical contributions and practical implications, this study has several limitations. First, this study mentioned some potential mechanisms between variables when developing hypotheses but did not actually measure these contents. For example, when explaining the relationship between employee emotional connecting display and spouse outcomes, we elaborated that the emotional connecting display adopted by employees would provide spouses with more emotional resources, thereby improving their family satisfaction and next-morning work engagement. It should be noted that this study did not actually measure the resource states perceived by spouses. Therefore, we suggest that future research measure the potential mechanisms between variables in this study, which will greatly improve our understanding of relationships between variables and make important contributions to mindfulness research.

Second, although this study proposed and confirmed that employee emotional connecting display transmits the effects of employee mindfulness on spouse family feelings and work states, other potential mediating mechanisms may still exist. For example, empathy and emotion regulation displayed by employees in high mindfulness states may also explain how mindfulness produces specific effects (Glomb et al., 2011). Meanwhile, employee emotional connecting display mainly focuses on the emotional path, but instrumental or cognitive paths are also worth further exploration. To deepen our understanding of employee mindfulness mechanisms, future research could combine multiple perspectives to integratively examine how employee mindfulness affects spouse attitudes or behaviors through different paths.

Third, by emphasizing spouse family negative emotional expression as a resource threat, this study examined the boundary condition between individual mindfulness and emotional connecting display. Although starting from spouses' general characteristics helps us understand when mindfulness' s positive effects will be weakened, thereby providing new insights for exploring mindfulness boundary conditions, employee-related factors and work-related factors may also affect the effectiveness of mindfulness (Sutcliffe et al., 2016). For example, when employees face high work pressure and demands, resource threats encountered at work may affect the effectiveness of mindfulness in the family domain; specific leadership styles of employees' direct supervisors (such as family-supportive supervisory behaviors) may also affect mindfulness effects. Therefore, this paper

suggests that future research further examine other important moderating variables affecting the relationship between employee mindfulness and emotional connecting display.

Fourth, from a methodological perspective, this study adopted experience sampling methodology, which can capture dynamic changes between variables to some extent and more effectively help us infer causal relationships (Moskowitz & Young, 2006). Meanwhile, this study collected corresponding data from different sources (i.e., employees and spouses) and partially ruled out possibilities of alternative relationships through supplementary analyses. However, we still cannot provide sufficient evidence for causal relationships between variables. Previous research has pointed out that individual characteristics or states and situations have reciprocal relationships (e.g., De Jonge et al., 2001; Li et al., 2014), and emotional display patterns, emotional support, or communication patterns between couples also have reciprocal characteristics (e.g., Sanz-Vergel et al., 2012; Wright et al., 1998; Yoo et al., 2014). Therefore, we suggest that future research collect core variables at different time points or adopt experimental or longitudinal research designs to further test this model and obtain more effective causal inferences. For example, spouse states and feelings may further affect employee mindfulness levels. Especially given that few studies have examined antecedents of mindfulness, we encourage future research to fully consider how family or other contextual factors affect individual mindfulness to expand the nomological network of mindfulness. Additionally, although this study used multiple methods to ensure independent completion of daily questionnaires by employees and spouses, we still encourage future research to adopt more effective control methods to achieve questionnaire independence.

Fifth, the generalizability of research conclusions is somewhat limited. This study's data came from a commercial bank in China, which has certain representativeness for the banking industry. However, whether research results still apply to other industries, especially vastly different industries (such as construction), needs further examination. As Sutcliffe et al. (2016) mentioned, future research could further examine how cultural differences affect mindfulness and its effects. Given that couple interaction patterns, relationship situations, and views on mindfulness may differ greatly across cultural backgrounds, we look forward to future research examining the generalizability of this study's model across different cultural contexts. Finally, although coefficient values between variables in this study were relatively small, they all significantly supported research hypotheses and were comparable to previous studies using experience sampling methodology. Nevertheless, we call for future research to further replicate this study's results by collecting more daily data through experience sampling methodology to test the model's explanatory power.

5. Conclusion

Based on COR theory and mindfulness literature, this study explored how and when employee mindfulness affects spouse family satisfaction and next-morning

work engagement. Using experience sampling methodology, this study found that: (1) at the within-person level, employee emotional connecting display mediates the relationship between employee mindfulness and spouse outcomes; (2) at the between-person level, high spouse family negative emotional expression weakens the within-person relationship between employee mindfulness and emotional connecting display; and (3) high spouse family negative emotional expression further reduces the mediating effect of employee mindfulness—employee emotional connecting display—spouse outcomes. These findings expand individual mindfulness consequences, enhance our understanding of mindfulness' s interpersonal effects, and have important theoretical significance for mindfulness literature.

References

[References section remains unchanged from the original English-language references provided in the source material.]

The effects of employee mindfulness on spouse family satisfaction and work engagement

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Abstract: Based on conservation of resources theory, this paper collected data from 114 employees and their spouses at a commercial bank using experience sampling methodology. The results show that at the within-person level, employee mindfulness influences spouse family satisfaction and next-morning work engagement through the mediating role of employee strategic emotional connecting display. At the between-person level, spouse family negative emotional expression moderates the relationship between employee mindfulness and employee emotional connecting display, as well as the mediating effect of employee emotional connecting display. Specifically, when spouse family negative emotional expression is higher, the effect of employee mindfulness on employee emotional connecting display and the mediating effect of employee emotional connecting display become relatively weaker.

Keywords: mindfulness, emotional connecting strategy, family satisfaction, work engagement, family negative emotional expression

Note: Figure translations are in progress. See original paper for figures.

Source: ChinaXiv –Machine translation. Verify with original.