# Mindfulness at Work: A Bibliometric Analysis of Key Authors, Themes, and Trends

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## Abstract

**Background:** Mindfulness in the workplace has gained significant attention for its potential to enhance well-being, reduce stress, and improve productivity. As interest in workplace mindfulness has grown, a need arises to systematically analyze the influential studies, key authors, themes, and trends shaping this field. **Objectives:** This study aims to map the intellectual landscape of "mindfulness at work" through a bibliometric analysis, identifying key contributions, collaboration networks, thematic clusters, and publication trends over time. **Methods:** Utilizing data from Lens.org, we conducted a bibliometric analysis using VOSviewer and WordSift tools to examine co-authorship, keyword co-occurrence, and citation networks, as well as keyword frequency and thematic trends. **Findings:** The analysis identifies central figures such as Jochen Reb and Christopher J. Lyddy and highlights prominent themes including well-being, stress management, and engagement, with a peak in publication interest around 2019. The study also reveals isolated research clusters, suggesting limited interdisciplinary integration within the field. **Conclusion:** While mindfulness research at work is growing, opportunities exist for deeper cross-disciplinary collaboration and broader integration of themes. **Novelty:** This study provides a comprehensive overview of the field's development, offering insights into emerging trends, key influencers, and areas for future exploration, making it a valuable resource for researchers, practitioners, and policy-makers interested in advancing workplace mindfulness.

**Keywords:** Mindfulness, Workplace Well-being, Stress Management, Employee Engagement, Bibliometric Analysis, Co-authorship Network, Citation Analysis, Keyword Co-occurrence, VOSviewer, Organizational Psychology, Wordsift

## Introduction

Therapy will help people change their relationship with their suffering and make it less intense or overwhelming. While life has plenty of difficulties and pain, learning not to get overly upset by unpleasant experiences reduces our suffering (Germer, 2004; Glomb, Duffy, Bono, & Yang, 2011). And one way this is done is with mindfulness. But it is rather a skill that helps us become less reactive to what is happening around us, allowing us to experience life-whether bad or good-in a way that least causes suffering and rather adds to our well-being in general (Davis, Strasburger, & Brown, 2007; Siegel, 2009).

Mindfulness generally applies to paying attention to what is going on at the present moment. Most of the time, we are distracted, lost in our thoughts or judging what is going on around us (Yosep, Suryani, Mediani, Mardhiyah, & Ibrahim, 2024). The distracted state is what is termed "mindlessness." By contrast, the concept of mindfulness represents a state wherein one focuses their full attention on what they are doing right now, not captured by the past or in anticipation of the future (Degbey, Tarba, Zoogah, & Cooper, 2024; Vargas-Nieto, Zambrano, Montorio, & Sanabria, 2024). Being present this way brings more energy and clarity, and even happiness; states that can be learned and developed by anybody.

The word "mindfulness" is based upon the Pali word sati, part of the core of Buddhist teachings dating back some 2,500 years (Ferreira & Demarzo, 2024). In Buddhist psychology, sati means awareness and paying attention; it also has a sense of "remembering" to stay aware. Mindfulness teaches us to pay attention intentionally, and to accept whatever we notice-whether it's pleasant, unpleasant, or neutral.

Acceptance in mindfulness is the readiness to experience things as they truly are, without an immediate attempt at their change. It does not mean consent to harmful behavior or a bad situation-it just means that any modification should follow upon recognition and acceptance of reality for what it is. Indeed, true change takes place only after proper acceptance of things as they are, insofar as acceptance and change feed into each other to help us grow and adapt (Montero-Marin, van der Velden, & Kuyken, 2024).

There is a growing concern for employee welfare and performance at work, which has increased the interest in mindfulness for reducing workplace stress and improving mental health more generally **(Cox, et al., 2024)**. However, the current state of the literature on mindfulness at work is fragmented, with many isolated research clusters that do not wholly integrate diverse perspectives and findings. This can make it difficult to build more integrated interventions that take into account the multifarious challenges faced in the contemporary work environment. Moreover, notwithstanding important advances made to understand the key themes of mindfulness-like work engagement and resilience, there is still a need to investigate how such concepts interlink with emerging trends, including digital mindfulness and the distinctive challenges of remote working. Therefore, there is a dire need to have a systematic analysis that can explain the intellectual structure of the research associated with mindfulness, enumerate key contributors, and indicate the thematic evolution in such a stream of research for more effective usage in organizational settings.

The bibliometric review has meaning in regard to the constantly changing features of mindfulness studies at the workplace by mapping key authors, collaborative networks, and emerging themes. Using sophisticated analytical tools like VOSviewer and WordSift, this study identifies influential contributors while teasing out the main topics that dominate the discourse, including psychological well-being and employee productivity. Results have underlined the interdisciplinary nature of

mindfulness research and provided a foundation for future studies that may bridge gaps between disparate research clusters and foster an integrated understanding of mindfulness applications. This analysis also brings out the trends in publication frequency and citation impact that reflect the growing recognition of mindfulness as an important antecedent in promoting health organizations and resilient employees. The study, therefore, becomes of paramount importance to researchers, practitioners, and policymakers in regard to the exploitation of advantages of mindfulness practices in regard to modern workplace dynamics.

## Methodology

Bibliometric analysis is a very powerful quantitative method used for studying patterns, trends, and influence in academic literature (Neupane, Karki, & Neupane, 2024). In the case of the theme "mindfulness at work," bibliometric methods allow us to find out what the most influential studies are, as well as the common research themes and collaboration patterns. We would want to indicate how this field has developed and underline the most significant contributions with the help of data from Lens.org analyzed through VOSviewer, and WordSift (Neupane & Lourdusamy, 2024; Neupane & Lourdusamy, 2024; Neupane & Lourdusamy, 2024). Any bibliometric analysis must be based on previously established objectives. In this case, the established objectives were to identify key works, key authors, key institutions, key journals, and geographic regions contributing to "mindfulness at work". Other specific objectives included analyzing keyword trends, author collaboration networks, and citation impact aimed at characterizing the intellectual structure of the field.

The most crucial step involves the collection of data from the source of Lens.org (Neupane & Lourdusamy, 2024). For scholarly research, Lens.org provides free access to a powerful database. Our search query shall be "Mindfulness at work," and with no filtering, this captures a very wide-ranging dataset and therefore shows 463 results in all. No filtering is considered for capturing each kind of publication, including articles, reviews, and conference proceedings. Although we have not filtered this query, the search can be refined by the selection of certain years or document types as per the requirement of narrowing down the studies. Export the refined dataset in CSV format and then convert the data to a file type compatible with VOSviewer for network analysis or WordSift for keyword analysis (Neupane & Lourdusamy, 2024).

Cleaning will be done to have consistent data. For instance, in the case of Lens.org, there are different ways of having variations of an author's name, and there is also variation in journal names. In order not to have duplication, we standardized the names of authors, institution names, and abbreviations of journals, which is an important aspect of co-authorship and citation analysis. After cleaning and processing, duplicates were removed to ensure that results are not skewed.

VOSviewer has the capability to perform higher-order bibliometric analysis, namely the mapping of various types of relationships between authors, documents, and other things, like co-authorship, co-citation, and keyword co-occurrence. The cleaned dataset is then imported into VOSviewer in

order to explore network structures of the "mindfulness at work" research. The functionality of VOSviewer in mapping visual capacity will facilitate a more thorough analysis of links and clusters in the field. The description of the publication trends over time will provide insight into the growth trajectory of the research on "mindfulness at work". Time trend in a number of publications shows how growth in interest in the topic has evolved and possibly peaks to reflect increased interest due to societal trends in workplace wellness or psychological health.

The citation analysis has been carried out using VOSviewer, which plots the most frequently cited publications and most prolific authors. Citation mapping enables us to comprehend what works have created the biggest impact on the research area and have guided other scholars and practitioners in their work. A highly cited piece of work generally signifies a work that introduces an important, fundamental theory or a surprising breakthrough, and its results are crucial for grasping significant developments within the subject area. Through co-authorship analysis, one finds out with whom the authors are collaborating and then subsequently comes up with key contributors and their collaborative networks. We will create co-authorship maps in VOSviewer that show us groupings of these researchers who often collaborate in publishing. Such a visualization would tell us the research groups, cross-institutional, and cross-national collaborations behind such a collective effort to further knowledge on workplace mindfulness.

The keywords go on to give a thematic overview of the field. Using VOSviewer, we visually create a keyword co-occurrence map to identify the core research themes, such as "stress reduction," "employee well-being," and "productivity." We took it a step ahead by using WordSift to analyze the frequencies of words in text and located some key concepts, emerging topics, and showed the relationships between different keywords. WordSift allows for deeper thematic investigation through the visual highlighting of most frequent terms in our dataset. We use word clouds and frequency within WordSift to highlight important terms and their contexts as an accessible view of major themes. This is useful in the establishment of shifting focuses, such as a greater emphasis on digital mindfulness or applications to remote work. Co-citation analysis identifies the repeatedly cited works together, which is an indication of shared foundational ideas or theories. We then use VOSviewer to create a co-citation map showing those clusters of highly related works that tend to represent subfields or methodological approaches in the field of "mindfulness at work." This helps in tracing the intellectual lineage and main theoretical influences in the field.

Bibliographic coupling depends on the studies that share common references which reflect a thematic connection. The said type of analysis, undertaken with the program VOSviewer, groups those articles which, even though they do not have direct citations from one to another, have been referenced to similar works and thus form groups of conceptually related research. It is often with more recent publications that build on the established research that emerging subfields are indicated. Drawing from a set of analyses, we interpret the findings that set a panoramic view of the field of "mindfulness at work." Certain trends emerge in influential studies, patterns of

collaboration, and thematic clusters that give an insightful view into the topic. This analysis also serves to underline how some aspects are at the core of fierce research activity and points out gaps or underexplored areas, thus opening avenues for further investigation. Thus, these findings are informative for scholars, practitioners, and policy actors interested in workplace mindfulness. Of course, it is not without its limitations; this particular dataset may show a certain kind of bias since it is obtained from Lens.org. Maybe the automated name standardization could also be one limitation that emanated from this study. Despite the many limitations, the bibliometric analysis offers a powerful framework for understanding the ontogenesis of "mindfulness at work," and further studies can take these results as a foundation to develop further knowledge within this growing field.

## Results and Analysis

This section presents the key findings from the bibliometric analysis of "mindfulness at work" research. It includes insights into influential authors, prominent keywords, commonly cited studies, and publication trends over time. Through network visualizations, we identify major research clusters, collaboration patterns, and central themes in the field.
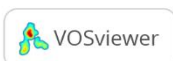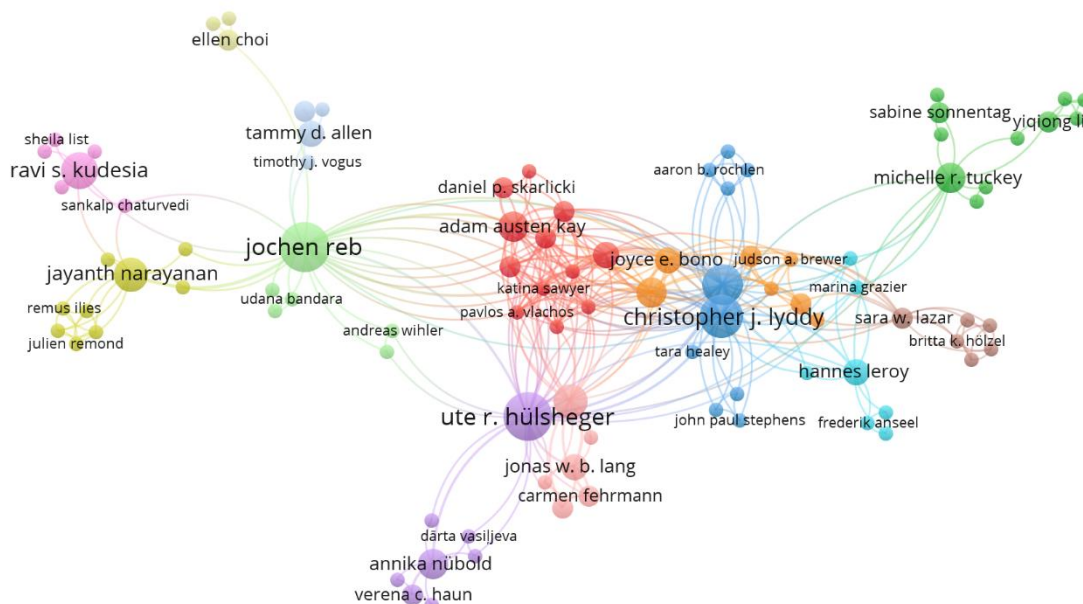
## Key Authors



*Figure 1: Key Authors Network Visualization*

Figure 1 depicts the co-authorship network of the subject area "mindfulness at work." Each node-circle represents an author, while the size of the node can indicate an author's prominence or influence in the field, which usually is defined by the amount of publication(s) or citation(s) received. The links between the nodes represent collaborations between authors on scholarly papers. Authors who consistently collaborate with each other are located near to each other, forming clusters. Each member of this cluster is set in a different color, showing one of the important research communities or groups in the area.

The largest nodes include authors such as Jochen Reb, Christopher J. Lyddy, and Adam Austen Kay, which probably results from significant contributions to the research on mindfulness in the workplace. The authors that are connected with them, for instance, Joyce E. Bono and Ute R. Hülsheger, work on similar or complementary research themes that enable each other to take different perspectives in order to extend their research on mindfulness.

Distinct clusters of research groups seem to emerge: for instance, the green cluster around Jochen Reb may be completed by such authors as Michelle R. Tuckey or Sabine Sonnentag, focusing on the practical applications of mindfulness within organizational settings. The blue cluster, configured around Christopher J. Lyddy and Joyce E. Bono, may assume the psychological mechanisms of mindfulness or its effects on workplace outcomes.

From a critical perspective, this mapping shows that the field indeed stands on a few central figures who have greater influence over the research landscape. However, it also points to some limitations: clusters may indicate fragmentation within the field, in which each group focuses on specific aspects of mindfulness at work, perhaps limiting cross-collaboration and interdisciplinary insight. Additionally, while this may give great depth to those areas in which these central authors work, there might be a sense in which emerging authors or newer perspectives haven't yet been integrated, which could slow the expansion of diverse approaches in this particular area of inquiry.

## Keywords

Figure 2, network visualization shows the co-occurrence of keywords for the topic of "mindfulness at work" created in VOSviewer. Each circle represents one of the most frequently occurring keywords or concepts that are associated with research on the topic of mindfulness at work. The size of each circle depicts the frequency of use for that keyword in the literature. The lines between the keywords express the frequency of these concepts coming together and, therefore, likely to be related or associated.

The biggest nodes are the central keywords, "mindfulness" and "humans," since they are the largest, which indicates that they are the most frequently used terms. We notice some other key themes surrounding them: "work engagement," "mental health," "resilience," "emotional exhaustion," and "meditation." Those words would more than likely represent the key areas of

focus that are taken within this subject area. This is indicative of research topics exploring mindfulness in relation to employee well-being, mental health, and work performance.
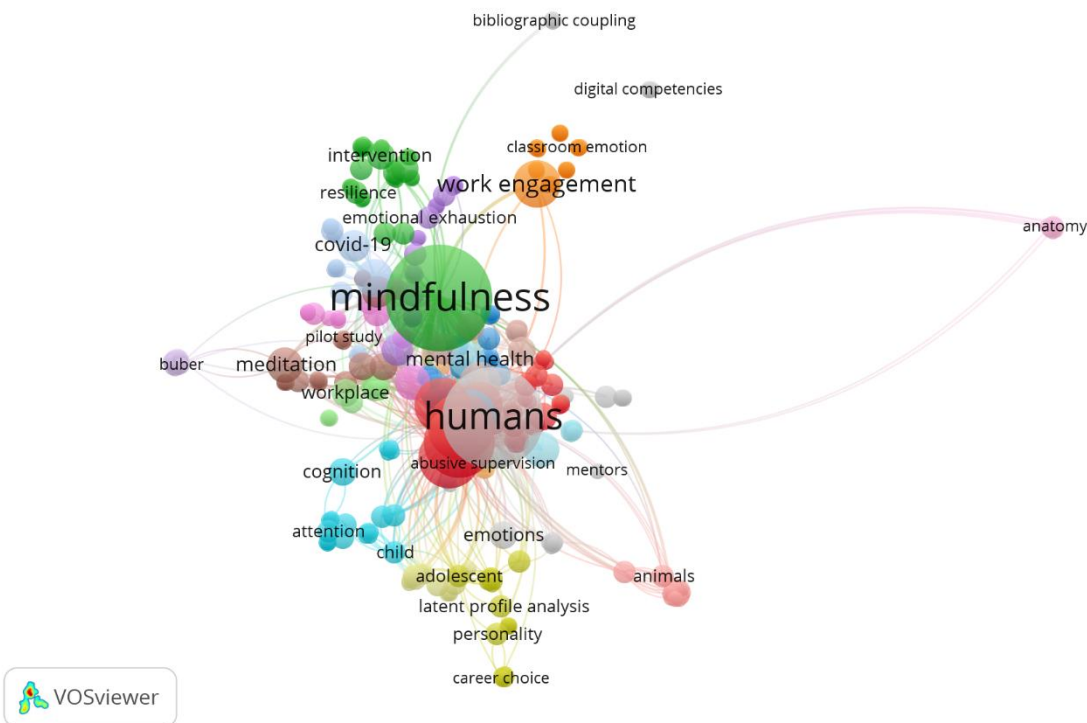


*Figure 2: Keywords Network Visualization*

Colors indicate a clustering of similar themes or research areas. For instance, the keywords included in the green cluster are "work engagement," "intervention," and "resilience." This implies that there is robust evidence linking mindfulness to work engagement enhancement and resilience. The blue cluster incorporates terms such as "attention," "cognition," and "child"; therefore, it reflects studies that relate mindfulness either to cognitive functions or to aspects of development and may extend beyond the workplace setting of adults. Other clusters only talk about a specific challenge or condition, like "abusive supervision," "emotions," and "adolescent." These hint at research into aspects of mindfulness concerning difficult work environments or stages of development.

The network in the visual provides a very good overview of the main research topics of mindfulness at work; however, it has some limitations. First, the huge centrality of the words "mindfulness" and "humans" are core concepts, yet perhaps too general and overshadow other themes at a lower level of specificity. The clusters are connected, yet somewhat in isolation, which may indicate that aspects such as "work engagement" and "mental health" are studied in parallel

rather than in an integrative way. For instance, studies on "emotional exhaustion" might be more in-depth in their connection to studies on "mental health" and "resilience."

On the other hand, some peripheral nodes, like "anatomy" and "digital competencies," suggest that the field is starting to research mindfulness in new, perhaps less traditional areas. These represent a weak connectedness, which implies that these new areas of research are currently being under-investigated. Extensions of research in these directions may lead to fresh perspectives and novel uses for mindfulness, both in creating a more integrated sense of the concept of its role in contemporary work settings. It has come up with the visualization that though the field is in foundational levels, it offers ample scope for more inter-connected and multidisciplinary approaches.

## Word Cloud from Wordsift



Source: Wordsift (https://wordsift.org/ )

*Figure 3: Word Cloud*

This word cloud gives a view of the most common themes discussed in research on "mindfulness at work." The size of each word represents how often it appears in the literature, with larger words-like "mindfulness," "work," "engagement," "stress," "burnout," and "health"-being more common focal points, and smaller ones being more specialized.

The most salient word in the center of this visualization is "mindfulness", which does indicate that research in this area is focused on mindfulness practices and their application in the workplace. Some of the words that come up in relation to "mindfulness" include "work", "engagement", "health", "stress", and "burnout"; these represent some key areas where mindfulness applies in an attempt to improve well-being and productivity in professional settings. It is likely that the studies will examine how such practices of mindfulness enable employees to cope with stress and avoid burnout, leading to better mental and physical health.

Other notable keywords here are "engagement" and "performance," showing that mindfulness is researched in its effects on work engagement and job performance. These suggest that mindfulness may positively influence the focus, commitment, and productivity of employees, probably influencing overall job performance and satisfaction.

The presence of such terms as "intervention," "therapy," "compassion," and "emotional" suggests that the other mindfulness concept studied refers to therapeutic benefits, which are aimed at emotional resilience and compassion amongst employees. This therefore shows a very strong focus on the use of mindfulness as an intervention to improve mental health outcomes that help people to manage their emotions and improve their interpersonal working relationships.

Other terms which appear are "depression," "anxiety," and "psychological," which place the use of mindfulness as a method of intervention into poor mental health. The application of mindfulness can thus be used either as a prevention or intervention strategy for dealing with mental health issues and provide employees with an active means by which to manage their mental well-being.

Notice the inclusion of terms like "COVID," "organizational," and "leadership." Recent research in the context of the COVID-19 pandemic evidences mindfulness as an area explored to support organizational resilience and leadership during challenging times when the workplace stress is likely to be extended.

Terms such as "job satisfaction," "workplace," "attention," and "cognitive" hint at studies dealing with the cognitive and psychological effects of mindfulness on job satisfaction and attention spans. This may suggest that mindfulness could be a good fit in improving abilities to focus and being satisfied with working, hence further contributing to a better workplace environment.

This word cloud provides an overall impression of the current research landscape on mindfulness at work. In fact, the wide applicability of mindfulness practices cuts across several dimensions of workplace well-being: mental health support and stress management, engagement, job satisfaction, and organizational leadership. The present focus is according to the recent interest in integrating mindfulness into workplace wellness programs as a potentially valuable tool in order to create a healthier, more productive, and resilient work environment.

## Citations

Figure 4 visualizes an overview of a citation network in the domain of mindfulness research at work. Designed using VOSviewer, it maps out academic papers, showing how different authors

and publications are connected through citations in this particular field. Larger circles represent authors or studies that are more frequently cited and, by that measure, more influential or central to this area of study. For example, "Britta K. Hölzel 2011" has the greatest circle size, indicating it is highly cited and influential work for the area of mindfulness.

The lines between nodes, in this case called connections, point out citation relationships, such as those studies or authors who more frequently cite one another. This structure will reveal clusters or groups of research that are interconnected through a common theme or methodology. So we have clusters around "Ute R. Hülsheger 2012" and "Tammy D. Allen 2012," indicating that this author's work is also central and frequently cited-a core part of the mindfulness research community.
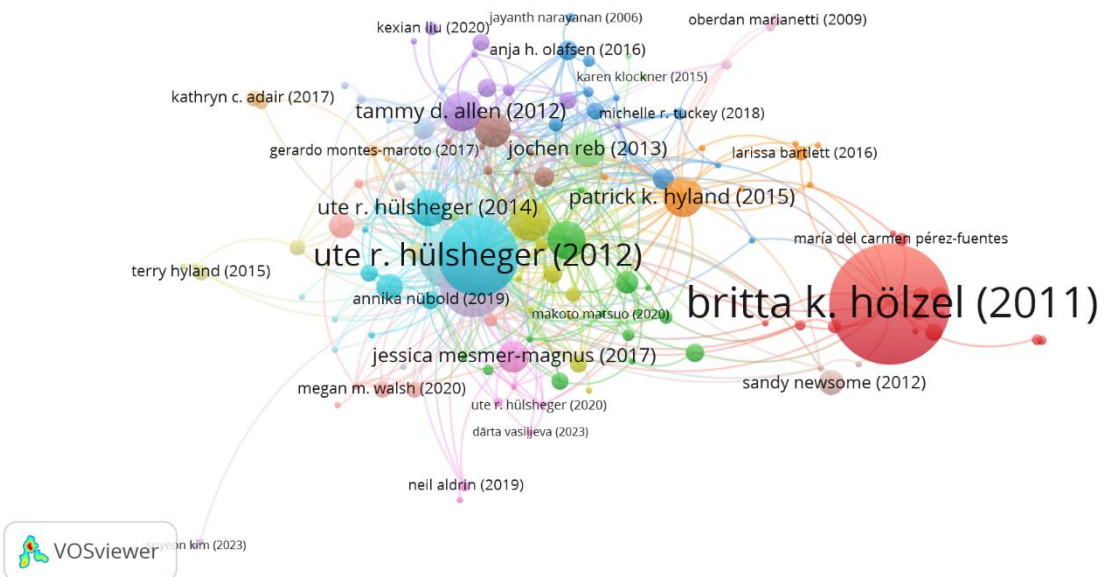


*Figure 4: Citations Network Visualization*

These colors are used to represent clusters of highly related research; such as authors frequently cited together or working in similar research areas. This would mean that the red cluster around "Britta K. Hölzel 2011" is studies dealing with the psychological effects of mindfulness, while other colors stand for clusters such as the specific applications of mindfulness to workplace productivity or the decrease in workplace stress.

This citation map shows the overall leading contributors in mindfulness research at work; that is, it points out which works are foundational and how interconnected the field is. Researchers will find this map particularly useful for those seeking to identify influential studies concerning trends in mindfulness research, or relevant work within specific areas of this broadening field.

## Publication Trends over Time

Figure 5 is a line graph that shows the publishing trend across time on mindfulness at work. The x-axis shows the years from 2005 to 2024, while the y-axis reflects the document count or the number of publications.

Starting around 2010, the documents grow gradually, showing growth in interest in this topic. Then, in 2019, there is a peak where the document count reached a maximum. Right after that peak, there is an abrupt drop in 2020, then continuing at a steady but reduced rate through the subsequent years until 2024.

Conclusively, it would seem that if the trend is anything to go by, the research interest in mindfulness at work originated in the late 2010s and reached its zenith in 2019. The increased awareness about mental health and workplace well-being might have been a contributing factor to that. The constant decline thereafter might reveal signs of saturation or, rather, a shift in research focus within the same field.



Source: https://www.lens.org

*Figure 5: Publication Trends*

## Top Journals

Figure 6 is a word cloud image of the top academic journals publishing research on the topic of mindfulness at work. The size of each journal's name indicates the relative prominence or frequency of that particular journal's publications in this area; larger text represents those journals that have published more articles relevant to the area of interest.

Leading, and therefore perhaps the foremost, is "Mindfulness" with 42 publications. Similarly, the "Academy of Management Proceedings" follows with 18 publications, which suggests immense

interest in mindfulness regarding management and organizational research. Other leading journals with considerable contributions are "Frontiers in Psychology" with 14, "Current Psychology" with 9, "Industrial and Organizational Psychology" with 6, and "Journal of Business Ethics" with 6. These journals represent a wide interest in the study of mindfulness across diverse areas, such as psychology, business ethics, and organizational behavior.



Source: https://www.lens.org/

*Figure 6: Top Journals*

This word cloud, in short, draws on the interdisciplinary nature of mindfulness research represented through journals of psychology, business, ethics, and health. While this data shows the main home of mindfulness is within psychology, there is also strong interest in its applications within management, organizational studies, and ethics. This wide-ranging interest suggests that mindfulness practices are increasingly germane to a variety of professional and academic settings.

## Conclusion and Recommendation

This bibliometric analysis of "mindfulness at work" reveals substantial contributions from key authors and identifies central themes, including workplace well-being, mental health, and productivity. The study highlights an increasing interest in workplace mindfulness from 2010 to a peak in 2019, underscoring its interdisciplinary nature, which spans psychology, management, and organizational studies. Despite this growth, the field shows some fragmentation, with isolated research clusters and limited cross-disciplinary integration. This segmentation suggests an opportunity for more interconnected approaches that could provide a holistic understanding of mindfulness in diverse workplace contexts.

To advance this field, researchers should promote interdisciplinary collaboration that combines insights from psychology, management, and healthcare to tackle the complex dynamics of

mindfulness in the workplace. Future studies could expand on emerging themes, such as digital mindfulness, remote work, and resilience, to address the evolving needs of modern work environments. Additionally, connecting currently isolated research clusters—particularly linking mental health outcomes with productivity and engagement—may foster a more comprehensive understanding of mindfulness benefits. Expanding research to include longitudinal studies and diverse populations will also help ensure the relevance and generalizability of findings across various workplace settings and demographic groups.

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