

PalArch's Journal of Archaeology  
of Egypt / Egyptology

TESTING RELATIONSHIP BETWEEN FUNCTIONAL MEDITATION AND  
THE BEHAVIOR OF GREEN WORKERS: AN EXPLORATORY STUDY  
OF THE OPINIONS OF A SAMPLE OF AFFILIATES IN THE IRAQ  
MINISTRY OF FINANCE

*Mhsen Alwan Mohammed<sup>1</sup>, Rabab Ibrahim Kadhim<sup>2</sup>, Baqer Ali Balchat<sup>3</sup>, Auzby Z. Gusov<sup>4</sup>*

<sup>1,2</sup> Department of Business Administration, College of Administration and Economics,  
University of Al-Qadisiyah, Iraq.

<sup>3,4</sup> M Peoples' Friendship University of Russia (RUDN University), 6 Miklukho-Maklaya  
Street, Moscow, 117198, Russian Federation.

Email: [mhsen.alwan@qu.edu.iq](mailto:mhsen.alwan@qu.edu.iq), [baqur.balchat@qu.edu.iq](mailto:baqur.balchat@qu.edu.iq), [gusov-az@rudn.ru](mailto:gusov-az@rudn.ru)

**Mhsen Alwan Mohammed, Rabab Ibrahim Kadhim, Baqer Ali Balchat, Auzby Z. Gusov, Testing Relationship Between Functional Meditation and The Behavior of Green Workers: An Exploratory Study of The Opinions of a Sample of Affiliates in The Iraqi Ministry of Finance -- Palarch's Journal of Archaeology of Egypt/Egyptology 19(1), 1179-1194. ISSN 1567-214x**

**Keywords: Functional Meditation, Behavior of Green Workers, Sustainability of Work, Avoidance of Harm, Preservation, Influence of Others, And Initiatives.**

**ABSTRACT:**

The purpose of the current research is to test the relationship between career Meditation and green worker behaviour (sustainability of work, avoidance of harm, preservation, influence of others, and initiatives) of a sample of employees in the Iraqi Ministry of Finance, and the search has relied on resolution as the primary tool for collecting the data necessary and necessary to achieve its objective. 365 forms have been distributed to determine the level of availability of career meditation and the behaviour of green workers, 345 forms have been retrieved, as well as a range of statistical methods, consisting of the banal computational medium, standard deviation and a simple correlation factor, have been used. The results of the research showed a statistically significant positive correlation between career meditation and green worker behavior of the researched sample, and the research showed a direct impact relationship between career meditation and green worker behavior of the researched sample. The research came up with a series of recommendations, the most important of which is that there is a clear emphasis by the researched sample on providing opportunities for developing the skills of individuals by providing them with training, education and development programmers.

## **INTRODUCTION:**

In view of the evolution, complexity and rapid changes in the business environment and its departure from local borders to global borders, characterized by increased overlap, international and economic relations, the different nature of the functions and tasks required, and the diversity of skills and experience required for doing business, which has added tasks to the Organization's career Meditation in order to manage this new world. Hence, the function of green workers' behaviour is important in creating and maintaining value in business organizations, and the process of career Meditation is an important aspect that addresses the problems and issues experienced by employees in performing their jobs. Hence this research highlights the ways and methods in which green workers' behaviour can be addressed.

The research was divided into four researchers. The first researcher came out in the research methodology and included the problem, importance, objectives and hypotheses, while the second researcher included the theoretical aspect of the research, the third researcher was actually the operational aspect of the research, and the fourth researcher dealt with the conclusions and recommendations of the research.

## **THE FIRST PART: - RESEARCH METHODOLOGY**

### ***First: The Research Problem***

Rapid environmental developments and major leaps in the business world have contributed to business organizations supporting and strengthening their environmental aspects through functional Meditation, which is the foundation of each environmental conservation organization. This requires the Ministry to use a certain type of career Meditation, which is the foundation of the Organization's focus in promoting group diversity and promoting individuals working in the workplace by shifting attention away from affirmative action principles and strategies (Slack, 1997: In this sense, the following question arises (what is the best method of career Meditation through which the behaviour of green workers can be enhanced). The problem of research can therefore be explained in the following points: -

1. What's the level of functional Meditation on the research sample?
2. How do you handle the green personnel behavior of the research sample?
3. What is the nature and type of relationship between career meditation and green worker behavior?

### ***Second: The Importance of The Research of The Research***

The importance of research stems from the testing of the relationship between research variables, as well as the lack of emphasis on the role and important contribution of most management research that enhances the relationship between career Meditation and green worker behaviour and what it can add to

the sample. This research also contributed to the identification of the researched sample with the subject of career meditation and the behaviour of green workers.

***Third: - Objectives of The Research:***

The objectives the search seeks to answer can be identified as:

1. Determining the level of functional Meditation that the research sample possesses.
2. Determining the contribution to career Meditation in order to improve the behaviour of green workers to protect the environment
3. To know the nature and type of relationship between career meditation and the behaviour of green workers.

***Fourth: The Hypothetical Research Scheme***

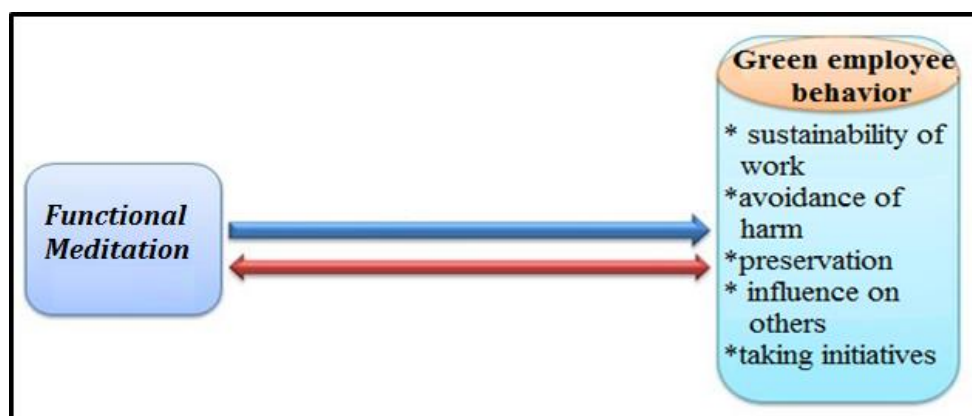
In the light of the methodology and objectives of the study, the hypothetical study outline was prepared, see figure 1, to reflect the relationship between the variables of the study.

***Independent Variable:***

It is represented by functional Meditation and is a one-dimensional variable.

***Dependent Variable:***

- Green worker behaviour in its dimensions (sustainability of work, avoidance of harm, preservation, influence on others, and initiatives).



**Figure (1)** The hypothesis of the research

***Fifthly: The Research Hypotheses :***

The increased interest of the Ministry concerned in improving the relationship of career meditators improves the behaviour of its green staff.

The increased interest of the Ministry to promote the impact of career Meditation on the behaviour of green workers leads to the development of workers' potential to increase the awareness and creativity of workers.

***Sixth: - Description of The Research Sample***

The sample community was represented in the Iraqi Ministry of Finance, while the research sample was for personnel within the Ministry. 365 had been distributed to a sample of the Ministry of Finance in Baghdad province and 345 had acquired usable identification for the purpose of measuring the availability of career meditation and the behaviour of green workers.

***Seventh: - Research Variables and Their Measures The***

The current research has relied on the resolution method as an information-gathering tool. The researcher has used the commonly used five-string Likert gradient, and the researcher has relied on a scale (Luu.K., 2016) to measure functional meditation. While a scale (McConaughy, 2014) was used to measure the behavior of green workers, the lower table indicates the axes addressed by the research variables.

**Table (1)** axis resolution and standards symbolic and characterization

<b>variables</b>	<b>dimensional</b>	<b>paragraphs</b>	<b>code</b>
Functional Meditation	one-dimensional	5	FM
behaviorgreen workers (EGB)	sustainability work	9	SS
	Avoid damage	7	RR
	save	10	TT
	influence others	6	EE
	Taking Initiatives	8	NN

***The Second Part: The Theoretical Framework for Research***

***First: Functional Meditation***

***The Concept of Functional Meditation***

meditation involves maintaining practices that emphasize increasing focus on the required attention group. Meditation (Luu, 2016) can involve either Focusing on a more specific group") focusing attention in meditation ("such as an intention (eg, gratitude) or a specific object (eg, a candle flame), or a broader set, which is consistent with the current state of the a priori (Luu, 2016:1) . While (Cahn & Polich, 2006) sees that meditation is used to describe

the practices that regulate the self and the body, which affects mental events through the participation of groups of workers in specific attention. These practices are a subset of those used to induce relaxation or alter events such as hypnosis, progressive relaxation, and extra effort techniques. (Vaitl et al., 2005:98) Given that task organization is a common feature among many disparate styles, meditative styles can be usefully categorized into two types of meditation and focus - (Andresen, 2000:17) depending on how attention processes are directed. Most meditation techniques fall somewhere on a continuum between these two features of mindfulness and concentration (Cahn & Polich, 2006: 180). (Froeliger et al., 2012) concluded that the practice of functional meditation is a means to achieve psychological consensus and self-awareness (Chiesa & Serretti, 2009:593), but it has only recently become a target for systematic research by fields such as medicine, psychology, and neuroscience as it relates to mentality. and physical health. Meditation is increasingly seen as having the therapeutic promise of these sciences (Ludwig&Kabat-Zinn, 2008:1350), and according to recent concepts, the practice of functional meditation (involving repetitively placing attention on a particular object by acknowledging alternation and letting go of distracting thoughts and emotions), Functional Meditation operates repeatedly over time (Gaylord et al., 2011:1678), and may accumulate into a trait (Teasdale et al., 2000:275.). The state of functional meditation is characterized by (perception of the moment of occurrence of a specific event, emotion, perception, and feeling) (Froeliger et al., 2012:1).

### ***The Importance Of Functional Meditation In***

1. reducing stress and improving clinical outcomes across issues as diverse as depression (Froeliger et al., 2012:1; Jayadevappa et al., 2007:74)
2. Providing psychological and physiological well-being for working individuals (Luders et al., 2009:672)
3. Enhanced emotional stability (Taylor et al., 2012:1)
4. Achieving integration and interdependence between the body and mind of working individuals (Tang et al., 2010: 15649)
5. Reorganization of cognitive resources (Xue et al., 2011: 570)

### ***Second: Employee Green Behavior***

#### ***The Concept of Green Worker Behavior***

The environment is the basic element for the existence of business organizations in the twenty-first century, as the issue of green worker behavior is the part of the hour being a specific place of rational behavior, (Ones & Dilchert, 2012: 85). Green worker behavior is any individual measurable behavior that contributes to reducing environmental impacts in the context of organizational work (Norton et al., 2015:103), in addition to this, (Norton)

classified the behavior of green workers into five important categories (Starik & Marcus, 2000:539), in order to maintain environmental sustainability and these categories are:

1. Work on sustainability.
2. Conservation of resources,
3. influence on others,
4. taking initiative,
5. avoiding harm and obstacles that stand in the way of achieving the desired goal (Norton et al., 2015:105)

To be environmentally sustainable, we need to promote, influence and change employee behaviors that are consistent with the objectives of sustainable environmental organizations (Anderson & White, 2011:55). Green employee behavior is a set of scalable actions and behaviors that employees engage in and contribute to, or contribute to, or lack of, environmental sustainability (Wiernik et al., 2016:2). These behaviors can be implemented as a condition of employment or voluntary organizational citizenship behaviors. Sometimes, these behaviors can be counterproductive because they actually detract from the organization's environmental performance (Ones & Dilchert, 2012:87), rather than enhance it. As 'scalable' measures, they can vary in how frequently or efficiently employees perform, and this scalability allows each employee's contribution to be quantified (McConaughy, 2014:1). In order to motivate employees to green practices within the organization, we have to motivate them first, and this is how (Tariq) (Dutta, 2012: 143) came to shed light on a set of practices, namely - :

1. Developing talented employees
2. Job design for employee participation and development
3. Training Health practices on environmentally friendly factors.
4. Monitoring and evaluation on the basis of green employee behavior practices.
5. Determining reward systems related to environmental performance (Tariq et al., 2016:242)

#### ***Dimensions Of Green Employee Behavior.***

***Business Sustainability - Are the Processes That Help the Sustainability of Work and Products at The Highest Level .This Dimension Refers to The Following Behaviors - :***

- Choosing responsible alternatives: they are the behaviors in which the employee chooses the option of work or the process that is more suitable for the environment.
- Change how work is done: they are the behaviors through which work processes are changed to become more sustainable (Ones & Dilchert, 2012:87)

- create sustainable products and processes: are behaviors that are the creation new products or processes are more environmentally friendly
- embrace innovation for sustainability: are behaviors that rely where the newest technology sustainability work (McConaughy, 2014: 70)

***Avoiding Harm :These Are Behaviors That Cause Harm to The Environment. This Refers Dimension To behaviors following- :***

- pollution / pollution prevention: the behaviors that cause pollution or prevent (Ones & Dilchert, 2012:87)
- monitoring environmental impact: the behaviors that monitor work activities where to assess and understand how impact on environment
- strengthen Ecosystems: Behaviors that help protect or repair ecosystems from the effects of industry and business (McConaughy, 2014:70)

***Conservation :These Are Behaviors That Aim to Help Conserve Resources and Reduce Damage. This Dimension Refers to The Following Behaviors :***

- Reducing use: they are the behaviors that prevent the unnecessary use of new materials.
- Reuse: are the behaviors where materials are used several times for the same purpose (Ones & Dilchert, 2012: 87)
- Reuse: are the behaviors where Materials are used many times for new purposes
- Recycling: Behaviors in which materials are recycled (which ends up in a recycling center) (McConaughy, 2014:70) Influence

***On Others :Social Behaviors Used to Influence Others in Order to Integrate into Behaviors Environmental. This Dimension Refers To The Following Behaviors) - : (Ones & Dilchert, 2012: 87)***

- Encouraging and supporting others: Behaviors that promote and encourage green behaviors another employee
- Education and training for sustainability: Behaviors that help others build their knowledge about the environment (McConaughy, 2014: 71)

***Take initiatives:- Are behaviors That Involve The Exit Outside area Defined By organization And Events That Encourage Change. This Dimension Refers to The Following Behaviors - :***

- Putting environmental interests first: behaviors that help the environment bear some personal costs for the individual (Ones & Dilchert, 2012: 87)

- Initiating programs and policies: pushing for new programs and policies at work that will benefit the environment
- Pressure And Activity: Behaviors that involve fighting for environmental reasons (McConnaughy, 2014: 71)

***The Third Part: - The Practical Aspect***

***First: - Analysis of The Normal Distribution***

.We note from the results in the table above that the significant value of the normal distribution test is higher than (0.05), which means that the data follow the normal distribution, which can be relied upon that we can use laboratory tests.

**Table 2.** Analysis of the normal distribution

<b>Tests of Normality</b>						
	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
FM	.118	345	.000	.946	345	.000
SS	.092	345	.000	.965	345	.000
RR	.132	345	.000	.954	345	.000
TT	.059	345	.005	.981	345	.000
EE	.173	345	.000	.940	345	.000
NN	.105	345	.000	.974	345	.000
EGB	.050	345	.000	.985	345	.000

***Second - :Test Credibility and Consistency Questionnaire***

This paragraph shows the extent of the stability of the paragraphs of the research variables and the extent of the credibility of these paragraphs, and the stability of these paragraphs is extracted through the use of the Cronbach coefficient test alpha. between them.

**Table 3:** shows Cronbach coefficient alpha variables search

<b>variables</b>	<b>dimensional</b>	<b>Cronbach</b>	
meditation functional	one-dimensional	.934	.934
green employee behavior	sustainability work	.936	.929
	Avoid damage	.934	
	save	.931	
	influence others	.965	
	Taking Initiatives	.932	

**Statistical Description** - :address this paragraph define circles and standard deviation each One of the dimensions used in the search.



***Meditation Career Variable***

**Table (4)** circles and standard deviations lower and upper limits of answer and level and direction response to paragraphs career meditation

No.	mean	S.D.	lowest answer	top answer	order of importance
fm1	3.92	0.935	1	5	2
fm2	3.73	1.017	1	5	5
fm3	4	0.866	1	5	1
fm4	3.91	0.851	2	5	3
fm5	3.8	0.926	1	5	4
<b>FM</b>	<b>3.87</b>	<b>0.826</b>			----

We note from the above table that the highest arithmetic mean was the share of the third paragraph with a mean of (3.91), a standard deviation of (0.866). While the second paragraph ranked last, as it obtained the lowest arithmetic mean of (3.73), that is, with a standard deviation of (1.017)

***Green Employee Behavior Variable in The***

***Dimension Of Work Sustainability***

**Table (5)** Arithmetic means, standard deviations, minimum and upper limits of the answer, level and direction of response after work sustainability

No.	mean	S.D.	lowest answer	top answer	order of importance
ss1	3.92	0.897	1	5	3
ss2	4.04	0.928	1	5	1
ss3	3.77	0.896	1	5	8
ss4	3.95	0.864	1	5	2
ss5	3.86	0.802	1	5	5
ss6	3.85	0.927	1	5	6
ss7	3.84	0.841	1	5	7
ss8	3.9	0.937	1	5	4
ss9	4.04	0.89	1	5	1
<b>SS</b>	<b>3.91</b>	<b>0.676</b>			

We conclude from the above table that the highest arithmetic mean was for the second and ninth paragraphs, and this makes it the first place, as its arithmetic mean reached (4.04) and with a standard deviation of (0.928, 0.890), respectively, while the third paragraph came in the last rank with an arithmetic mean of (3.77), i.e. With a standard deviation of (0.896)

**Damage Avoidance Dimension**

**Table (6):** Arithmetic means, standard deviations, lower and upper limits of the response, level and direction of the response, the harm avoidance dimension

No.	mean	S.D.	lowest answer	top answer	order of importance
rr1	3.97	0.819	1	5	1
rr2	3.9	0.89	1	5	4
rr3	3.91	0.862	1	5	3
rr4	3.83	0.865	1	5	6
rr5	3.94	0.838	1	5	2
rr6	3.87	0.881	1	5	5
rr7	3.8	0.816	1	5	7
<b>RR</b>	<b>3.89</b>	<b>0.758</b>			---

We conclude from the results in the table above that the highest arithmetic mean was for the first paragraph, which makes it ranked first, with a mean of (3.97), that is, with a standard deviation of (0.819). While the seventh paragraph came in the last rank as it obtained the lowest arithmetic mean of (3.80), i.e. with a standard deviation of (0.816)

**In The Memorization Dimension**

**Table (7):** Arithmetic means, standard deviations, lower and upper limits of the answer and the level and direction of the response after memorization

No.	mean	S.D.	lowest answer	top answer	order of importance
tt1	3.89	0.833	1	5	6
tt2	3.94	0.796	1	5	3
tt3	3.82	0.872	1	5	7
tt4	4.07	0.893	1	5	1
tt5	4	0.781	2	5	2
tt6	3.94	0.991	1	5	4
tt7	3.7	0.915	1	5	10
tt8	3.9	1.014	1	5	5
tt9	3.79	0.83	2	5	9
tt10	3.81	0.942	1	5	8
<b>TT</b>	<b>3.89</b>	<b>0.624</b>			---

Can be relied upon based on the results in the above table that the highest arithmetic mean was for the fourth paragraph, with an arithmetic mean of

(4.05), that is, with a standard deviation of (0.893), and this makes it the first place. While the seventh paragraph ranked last, as it obtained the lowest mean of (3.70) and a standard deviation of (0.915)

***Dimension Of Influence on Others***

**Table (8):** Arithmetic means, standard deviations, minimum and upper limits of the answer, level and direction of response, dimension of influence on others

No.	mean	S.D.	lowest answer	top answer	order of importance
ee1	3.58	0.856	1	5	5
ee2	3.77	1.051	1	5	3
ee3	3.59	1.022	1	5	4
ee4	3.84	0.967	1	5	1
ee5	3.83	1.059	1	5	2
ee6	3.77	0.982	1	5	3
<b>EE</b>	<b>3.73</b>	<b>0.912</b>			----

The results in the table show the highest that the first rank was given to the fourth paragraph with an arithmetic mean of (3.84) i.e. with a standard deviation of (0.967) . While the last rank was for the first paragraph, with a mean of (3.58), that is, with a standard deviation of (0.856)

***The Dimension of Taking Initiatives***

**Table (9)** Arithmetic means, standard deviations, lower and upper limits of the answer, level and direction of the response after taking initiatives

No.	mean	S.D.	lowest answer	top answer	order of importance
nn1	3.76	1.141	1	5	6
nn2	3.93	0.893	1	5	3
nn3	3.9	1.009	1	5	4
nn4	3.9	0.89	1	5	4
nn5	3.79	0.91	1	5	5
nn6	3.97	0.819	1	5	1
nn7	3.79	0.819	1	5	5
nn8	3.95	0.996	1	5	2
<b>NN</b>	<b>3.87</b>	<b>0.664</b>			----

We conclude from the results shown in the above table that the highestMy calculation was in the first place, which is the share of the sixth paragraph of (3.97), that is, with a standard deviation of (0.819). While the first paragraph

was ranked last with an arithmetic mean of (3.76), that is, with a standard deviation of (1.141)

***Fourth: Testing Hypotheses***

***Correlation Relationship Between Research Variables***

This paragraph is concerned with clarifying whether there is a correlation between variables and research dimensions on the one hand, and testing the hypotheses developed on the other hand, using the simple correlation coefficient.

**Table (10):** Correlation relationships between the organizational spectrum and the behavior of green workers in its dimensions and Functional Meditation

<b>Pearson Correlation</b>	<b>SS</b>	<b>RR</b>	<b>TT</b>	<b>EE</b>	<b>NN</b>	<b>EGB</b>	<b>FM</b>
SS	1						
RR	.849**	1					
TT	.702**	.755**	1				
EE	.267**	.217**	.734**	1			
NN	.714**	.676**	.931**	.809**	1		
EGB	.807**	.799**	.965**	.734**	.971**	1	
FM	.882**	.963**	.764**	.258**	.697**	.815**	1

It is noted from the results of the above table that there is a correlation relationship between the variables of the study, as the strength of the correlation between job meditation and the behavior of green workers reached (0.815), which leads to the interest of the studied sample in improving its capabilities towards caring for the environment and encouraging workers to develop their capabilities towards (work sustainability, avoiding harm, Preserving the environment, influencing others, and taking the necessary initiatives for that.

**CONCLUSIONS**

1. The statistical analysis proved the existence of a strong statistically significant correlation and effect between the organizational spectrum, the behavior of green workers (work sustainability, avoiding harm, saving, influencing others, taking initiatives), and Functional Meditation. Which means that the researched sample must emphasize the need to maintain effective performance.
2. There is a clear interest on the part of the surveyed sample to develop relations with its employees and various stakeholders in order to achieve its goals and the goals of its employees.
3. There is a clear affirmation by the surveyed sample on providing opportunities to develop the skills of individuals through the provision of training, educational and development programs for them.

4. The surveyed sample is keen to provide specialists in the field of information technology, especially in the field of maintaining the regulatory environment in order to avoid falling into the common mistakes that organizations make.

5. The surveyed sample is keen to develop the necessary goals and standards in order to maintain their level.

## **SECOND: RECOMMENDATIONS**

It is necessary for the surveyed sample to enhance the ability of its employees to participate in training courses, conferences and discussions in order to enhance the ability of the organization's employees to work intent.

It is necessary for the researched sample to confirm the possession of the appropriate talents and experiences in order to support its superior performance. The necessity for the researched sample to support and enhance health programs in order to achieve a balance between work and personal life of the individual.

The necessity for the surveyed sample to provide a database in order to facilitate internal operations and facilitate the process of completing tasks with ease and ease. It is necessary for the researched sample to be keen on setting different performance evaluation indicators for the different businesses and their units.

The necessity of focusing the researched sample on providing the necessary means for the welfare of its employees and developing various services for them that are in line with their needs in order to preserve them.

## **REFERENCES**

- Anderson, & White, R.A. (2011). *Business Lessons From A Radical Industrialist*. New York, NY: St. Martin's Griffin.
- Andresen, J. (2000). Meditation Meets Behavioural Medicine: The Story Of Experimental Research On Meditation. *Journal Of Consciousness Studies*, 7, 17–73.
- Brown, James Dean, (1997), "Skewness And Kurtosis", *Jalt Testing & Evaluation Sig Newsletter*, Vol. 1, No.(1), Pp:20-23.
- Cahn, B. R., & Polich, J. (2006). Meditation States And Traits: Eeg, Erp, And Neuroimaging Studies. *Psychological Bulletin*, Vol. 132, No. 2, Pp 180.-211
- Chambers, T. & Riccucci, N. M. (1997). Models Of Excellence In Workplace Diversity. In C. Ban And N. M. Riccucci (Eds.), *Public*
- Cheng, B-W., Bor-Wen Luo, C-M., Chiu, W-H. And Chen, K-H. (2009) 'Applying Cluster Analysis To Build A Patient-Centric Healthcare Service Strategy For Elderly Patients', *Int. J. Of Technology Management*, Vol. 47, Nos. 1/2/3, Pp.145–160.
- Chiesa & Serretti, 2009 "Mindfulness-Based Stress Reduction For Stress Management In Healthy People: A Review And Metaanalysis," *Journal Of Alternative And Complementary Medicine*, Vol. 15, No. 5,

Pp. 593–600.

- Coase, 1959 “The Federal Communications Commission,” *J. Law And Economics*, Pp. 1–40, .
- D. Hatfield And P. Weiser, 2005 “Property Rights In Spectrum: Taking The Next Step,” In *Proc. Of The First Ieee Symposium On New Frontiers In Dynamic Spectrum Access Networks*,.
- Dutta, S, 2012.: *Greening People: A Strategic Dimension*. *Zenith Intern. J. Bus. Econ. Manag. Res.* 2(2), 143–148.
- Froeliger, B., Garland, E. L., Kozink, R. V., Modlin, L. A., Chen, N. K., Mcclernon, F. J., ... & Sobin, P. (2012). *Meditation-State Functional Connectivity (Msfcc): Strengthening Of The Dorsal Attention Network And Beyond. Evidence-Based Complementary And Alternative Medicine*, Pp 1 -9.
- Gaylord, O. S. Palsson, E. L. Garland Et Al., 2011 “Mindfulness Training Reduces The Severity Of Irritable Bowel Syndrome In Women: Results Of A Randomized Controlled Trial,” *American Journal Of Gastroenterology*, Vol. 106, No. 9, Pp. 1678–1688,.
- Hair, J.F., Black, W.C., Babin, B.J., & Anderson, R.E. (2010). "Multivariate Data Analysis" ,7<sup>th</sup> Ed., Prentice Hall, Upper Saddle. , Chan, F., Lee, G., Lee, E., Kubota, C., & Allen, Ch., (2007), "Structural Equation Modeling In Rehabilitation Counseling Research", *Rehabilitation Counseling Bulletin*, 51:1, 53-66.
- Ileri, D. Samardzija, And N. Mandayam, 2005 “Demand Responsive Pricing And Competitive Spectrum Allocation Via A Spectrum Server,” In *Proceedings Of The First Ieee Symposium On New Frontiers In Dynamic Spectrum Access Networks*,
- Jayadevappa, R., Johnson, J. C., Bloom, B. S., Nidich, S., Desai, S., Chhatre, S., ... & Schneider, R. H. (2007). Effectiveness Of Transcendental Meditation On Functional Capacity And Quality Of Life Of African Americans With Congestive Heart Failure: A Randomized Control Study. *Ethnicity & Disease*, 17(1), Pp 72-77.
- Kim, L. (1998) ‘Crisis Construction And Organizational Learning: Capability Building In Catching-Up At Hyundai Motor’, *Organizational Science*, Vol. 9, No. 4, Pp.506–521
- Lehr & J. Crowcroft, 2005 “Managing Shared Access To A Spectrum Commons,” In *Proc. Of The First Ieee Symposium On New Frontiers In Dynamic Spectrum Access Networks*.
- Luders, E., Toga, A. W., Lepore, N., & Gaser, C. (2009). The Underlying Anatomical Correlates Of Long-Term Meditation: Larger Hippocampal And Frontal Volumes Of Gray Matter. *Neuroimage*, 45(3), Pp 672-678.
- Ludwig & Kabat-Zinn, 2008 “Mindfulness In Medicine,” *Journal Of The American Medical Association*, Vol. 300, No. 11, Pp. 1350–1352,
- Luu, K., 2016 " Comparing The Acute Effects Of Hatha Yoga And Meditation On Executive Function" A Thesis Presented To The University Of Waterloo In Fulfillment Of The Thesis Requirements For The Degree Of Master Of Science In Health Studies And Gerontology

- Mcconnaughy, J. C. (2014). "Development Of An Employee Green Behavior Descriptive Norms Scale." California State University - San Bernardino, Electronic Theses, Projects, And Dissertations, Pp 1- 105
- Mitola,2000, Software Radios: Wireless Architecture For The 21st Century. John Wiley & Sons Inc, .
- Norton, T. A., Parker, S. L., Zacher, H., & Ashkanasy, N. M. (2015). Employee Green Behavior: A Theoretical Framework, Multilevel Review, And Future Research Agenda. *Organization & Environment*, 28(1), Pp103-125.
- Norton, T. A., Zacher, H., & Ashkanasy, N. M. (2015). Pro-Environmental Organizational Culture And Climate.
- Nunnally, J.C. & Bernstein, I.H., (1994)," Psychometric Theory", New York: Mcgraw-Hill.
- Ones, D. S., & Dilchert, S. (2012a). Employee Green Behaviors. In S. E. Jackson, D. S. Ones, & S. Dilchert (Eds.), *Managing Human Resources For Environmental Sustainability* (Pp. 85-116). San Francisco, Ca: Jossey-Bass
- Ones, D. S., & Dilchert, S. (2012b). Environmental Sustainability At Work: A Call To Action. *Industrial And Organizational Psychology: Perspectives On Science And Practice*, 5, 444-466.
- Park, Hun Myoung, (2008), "Univariate Analysis And Normality Test Using Sas, Stata, And Spss", Working Paper, The University Information Technology Services (Uits) Center For Statistical And Mathematical Computing, Indiana University.
- Practices And Organizational Citizenship Behavior For The Environment: A Social Exchange Perspective. *International Journal Of Human Resource Management*, 24, Pp 3552-3575.
- Raman, R. Yates, And N. Mandayam,2005 "Scheduling Variable Rate Links Via A Spectrum Server," In Proceedings Of The First Ieee Symposium On New Frontiers In Dynamic Spectrum Access Networks, Pp. 110–118, .
- Resca.A,Za.S&Spagnoletti.P,2013 "Digital Platforms As Sources For Organizational And Strategic Transformation: A Case Study Of The Midblue Project" *Journal Of Theoretical And Applied Electronic Commerce Research*, Vol 8, Pp 71-84
- Robertson & J. Barling (Eds.), *The Psychology Of Green Organizations* (Pp. 322-348). New York, Ny: Oxford University Press.
- Slack, J. D. (1997). From Affirmative Action To Full Spectrum Diversity In The American Workplace: Shifting The Organizational Paradigm. *Review Of Public Personnel Administration*, 17(4), Pp 75-87.
- Sreenivasan Jayashree.S&Yang.X,2015 "Firm's Typology And Strategic Innovation Among Chinese Cosmetic Industry – A Strategic Transformation Tool" *Int. J. Technology Management*, Vol. 67, Nos. 2/3/4, Pp 132-147
- Starik, M., & Marcus, A. A. (2000). Introduction To The Special Research Forum On The Management Of Organizations In The Natural Environment: A Field Emerging From Multiple Paths, With Many Challenges Ahead. *Academy Of Management Journal*, 43, 539-546.
- Stockport, G.J. (2000) 'Developing Skills In Strategic Transformation',

- European Journal Of Innovation Management, Vol. 3, No. 1, Pp.45–52.
- Tang, Y. Y., Lu, Q., Geng, X., Stein, E. A., Yang, Y., & Posner, M. I. (2010). Short-Term Meditation Induces White Matter Changes In The Anterior Cingulate. *Proceedings Of The National Academy Of Sciences*, 107(35), Pp 15649-15652
- Tariq, S., Jan, F. A., & Ahmad, M. S. (2016). Green Employee Empowerment: A Systematic Literature Review On State-Of-Art In Green Human Resource Management. *Quality & Quantity*, 50(1), Pp237-269.
- Taylor, V. A., Daneault, V., Grant, J., Scavone, G., Breton, E., Roffe-Vidal, S., ... & Beauregard, M. (2012). Impact Of Meditation Training On The Default Mode Network During A Restful State. *Social Cognitive And Affective Neuroscience*, 8(1),Pp 4-14.
- Teasdale, R. G. Moore, H. Hayhurst, M. Pope, S. Williams, And Z. V. Segal, 2002 "Metacognitive Awareness And Prevention Of Relapse In Depression: Empirical Evidence," *Journal Of Consulting And Clinical Psychology*, Vol. 70, No. 2, Pp. 275–287,
- Vaitl, D., Birbaumer, N., Gruzelier, J., Jamieson, G. A., Kotchoubey, B., Kubler, A., Et Al. (2005). Psychobiology Of Altered States Of Consciousness. *Psychological Bulletin*, 131, 98–127.
- Wiernik, B. M., Dilchert, S., & Ones, D. S. (2016). Age And Employee Green Behaviors: A Meta-Analysis. *Frontiers In Psychology*, 7. Pp 1-15
- William Acar Kenneth E. Aupperle Ronald M. Lowy, (2001), "An Empirical Exploration Of Measures Of Social Responsibility Across The Spectrum Of Organizational Types", *The International Journal Of Organizational Analysis*, Vol. 9 Iss 1 Pp. 26 – 57.
- Xu, R. Tonjes, T. Paila, W. Hansmann, M. Frank, And M. Albrecht, 2000 "Drive-Ing To The Internet: Dynamic Radio For Ip Services In Vehicular Environments," In *Proc. Of 25th Annual Ieee Conference On Local Computer Networks*, Pp. 281 – 289,
- Xue, S., Tang, Y. Y., & Posner, M. I. (2011). Short-Term Meditation Increases Network Efficiency Of The Anterior Cingulate Cortex. *Neuroreport*, 22(12), 570-574.
- Zhao, Q & Sadler, B, 2006 "Dynamic Spectrum Access: Signal Processing, Networking, And Regulatory Policy" Submitted To *Ieee Signal Processing Magazine*, September, Pp 1- 20