

Abstract

The present study investigated the relationship among psychological capital, mindfulness and work engagement in the employees of organizations in Pakistan. The sample was consisted of 302 (men = 187 and women = 115) employees. Correlational research designed was used and data collected with the help of purposive sampling technique. Psychological capital (Khan & Batool, 2018), Mindfulness (Brown & Ryan, 2003) and work engagement (Schaufeli et al., 2002) scales were used to collect the data. Results indicated positive correlation between psychological capital and mindfulness ($r = .53, p < .01$) and work engagement ($r = .48, p < .01$) of the employees. Independent sample *t-test* showed that men have higher score on psychological capital and mindfulness scores as compared to women score on psychological capital and mindfulness. The mediational analysis specified that mindfulness partially mediated the relationship between Psychological capital and work engagement. Furthermore, implications of the study were discussed.

Keywords: Work Engagement, Psychological Capital, Mindfulness