

INDEX

- Age group discrimination, 28
- Agreeableness, 180
- Amplified consciousness, 123
- Anhedonia, 20
- Anxiety, 20, 128
- Appreciation function, 170
- Automaticity, 122
- Big Five Personality model, 179–180
- Body mass index (BMI), 127
- Bravery, 155, 163
- British Teleco Group (BT Group), 46
- Buffering function, 170
- Character, 149–150
 - accepting hero in others and developing them, 166–168
 - definition, 159–162
 - finding Hero in self, 162–166
 - good, 146–147
 - Heroes and coping, 169–170
 - strengths, 146, 148–159
 - virtues, 150–159
- Chief Executive Officer (CEO), 47
- Citizenship, 133, 157
- Cognitive abilities, 19
- Collective mindfulness, 118–120
- Communication, 91–92
- Competitiveness, 110
- Conscientiousness, 180–181
- Conservation of resources theory (COR theory), 4–7, 32, 76, 81, 134, 149, 177–178, 185
- Contemporary work environment, 176
- Coping mechanism, 184
- Courage, 155–156, 163
- Creativity, 154
- Cross-cultural management, 148
- Curiosity, 154, 163
- Deciphering mindfulness, 120
 - amplified consciousness and regulation of physiological systems, 123

- decreased automaticity, 122–123
- disengage self from experiences, 121–122
- secondary processes, 123–125
- Decision-maker, 153
- Depression, 14–18
 - depression at workplace, 21–28
 - employer's roles, 32–39
 - examples to benchmark, 45–47
 - features, 20–21
 - impact to organisational well-being, 28–31
 - Malaysian scenario, 39–45
 - mental health
 - legislation, 47–49
 - remedy for, 31–32
 - understanding, 18–19
- Desperation principle, 6
- Deutsche Post DHL (DPDHL), 46
- Developing nations, 3–4
- Diagnostic and Statistics Manual of Mental Disorders V, 21
- Direct discrimination, 26
- Discrimination, 26–28
- Distributive justice, 196
- Eastern perspective of mindfulness, 114–117
- Employee Assistance Programme (EAP), 46
- Employee Opinion Survey (EOS), 46
- Employees, 176, 178
 - leadership, 194–195
 - organisational factors responsible for, 193
 - organisational justice, 195–197
 - performance, 132–133
 - psychological well-being, 189–192
 - work environment, 197–198
 - work place design, 193–194
 - work–life balance, 198–199
- Employees' well-being (*see also* Organisational well-being), 4, 9, 127
 - physiological health, 127–128
 - psychological health, 128–130
 - social relationship health, 130
- Employer's roles, 32
 - conservation of resources theory, 32–33
 - counselling and wellness, 38
 - creating awareness, 34
 - formulating proper rules and regulations, 35–36

- free health screening, 34–35
- implementing work-life balance policy, 33–34
- initiate event of
 - happiness, 36
- insurance cover, 37
- spotting sign, 33
- support group, 38–39
- tax exemption, 37–38
- workplace adjustments, 36–37
- Employment Act 1955 (EA 1955), 48
- Employment
 - discrimination, 26
- Energiser, 153
- Equality, 196
- Equity, 196
- Ethnicity, 28
- Extraversion, 180
- Extrinsic motivation, 187
- Fairness, 157
- Female discrimination, 27
- Female labour force
 - participation rate (FLFP rate), 69
- Free health screening, 34–35
- Gain paradox, 6
- Gender discrimination, 27
- Generation X, 65
- Home domain, 65
- Hope, Efficacy, Resilience, and Optimism (H. E. R. O), 164
- heroes and coping, 169–170
- Human civilisation, 96
- Humanity, 156–157, 163–164
- Idea creator, 153, 168
- ‘Ideal Muslim’ value, 67
- Immigrant status
 - discrimination, 28
- Implementer, 153
- Indirect discrimination, 26
- Individual demands and organisational resources at work, 77
- Individual mindfulness, 118–120
- Industrial Revolution, 65
- Influencer, 153
- Information gatherer, 153
- Instantaneous Intuitive
 - Moving Confession (IIUM Confession), 40
- Insurance cover, 37
- Integrity, 155
- Interactional justice, 196
- International Labor Organization (ILO), 26
- Intrinsic motivation, 187
- Job Demand Resource model (JD-R model), 186
- Justice, 157, 164
- Kindness, 156

- Leadership, 149, 157, 193–195
- Life domains, 65
- Love, 156
 - of learning, 155
- Malaysia Mental Health Association (MMHA), 44–45
- Malaysia(n), 1
 - changing Malaysian households, 69–71
 - depression scenario in, 39–45
 - workforce, 67–69
- Malaysian Employers Federation (MEF), 43
- Mental health, 128–129
 - legislation, 47–49
- Mental Health Act (2001), 47–48
- Mental Illness Awareness and Support Association (MIASA), 45
- Mind, 132
- Mindfulness, 92–93, 110, 135
 - building inner resource reservoir, 133–136
 - deciphering, 120–126
 - employee performance, 132–133
 - employees' well-being, 127–130
 - function, 170
 - individual *vs.* collective, 118–120
 - lenses of, 114
 - in organisations, 131
 - trait *vs.* state, 117
 - Western *vs.* Eastern perspective, 114–117
 - at work, 126
- Mindfulness based interventions (MBIs), 127
- Mindfulness-Based Stress Reduction (MBSR), 115, 127
- Mindlessness
 - attack of, 108–110
 - at work, 110–114
- Multi-taskers, 113
- National Health Morbidity Survey (NHMS), 40
- National Institute of Occupational Safety and Health (NIOSH), 42
- National Transformation 2050 (TN50), 2, 110
- Need, 196
- Negative emotions, 19
- Neuroticism, 180–181
- New Economic Policy, 1
- Open-mindedness, 154
- Openness, 180
- Organisational well-being (*see also* Employees' well-being)

- accidents at workplace, 30
- health, 29
- high-cost safety and health, 30–31
- impact to, 28
- inability to make right decision, 30
- unfair dismissal claims, 31
- Organisations/
 - organisational, 177, 187, 210
 - justice, 195–197
 - management, 198
 - mindfulness processes, 119
- Persistence, 155
- Personal traits, 151
- Personal well-being, 162
- Personality
 - characteristics, 154
 - traits, 179, 181
- Perspective, 155
- Physical anhedonia, 20
- Physiological systems
 - regulation, 123
- Primacy of resource loss, 5
- Priming function, 170
- Proactive personality, 89–91
- Procedural justice, 196
- Psychological capital (PsyCap), 164–166
- Psychologically robust employees, 4
- Reappraisal function, 170
- Relationship manager, 153
- Religion, 86–88
 - religious beliefs, 86
- Resilience function, 170
- Resource investment, 5–6
- Resource-Based View
 - theory (RBV theory), 167
- Returns on investment (ROI), 131
- Secondary processes
 - of mindfulness, 123–125
- Self-regulation, 149
- Sexual harassment, 23–24
- Social
 - anhedonia, 20
 - interactions, 64
 - undermining, 80
- Spillover effect, power of, 71–78
- Spirituality, 88–89
- Stimulus, 193
- Stimulus, Organism, Response model (S–O–R model), 187–189, 192
- Stress, 110, 177
 - changing Malaysian households, 69–71
 - communication, 91–92
 - crossover perspective, 78–86
 - dilemmas at work, 64–66
 - flexible roles, 94–95
 - at home, 86
 - mindfulness, 92–93

- partners roles, 86
- power of spillover effect, 71–78
- proactive personality, 89–91
- religion, 86–88
- spirituality, 88–89
- tolerance, 93–94
- understanding
 - developing economy, 67–69
- Stressors, 73
- Sustaining well-being, 209–211
- Tax exemption, 37–38
- Teamwork, 166
- Temperance, 157–158, 164
- Tolerance, 93–94
- Total fertility rate (TFR), 69
- Trait, 117
- Transcendence, 158–159, 164
- Values in Action Inventory (VIA), 162
 - classification of character strengths, 153–154
- VIA Inventory of Strengths (VIA-IS), 162
- Virtues, 151
 - and character strengths, 152
 - VIA Classification of character strengths, 153–154
 - courage, 155–156
 - humanity, 156–157
 - justice, 157
 - temperance, 157–158
 - transcendence, 158–159
 - wisdom, 154–155
- Vision 2020, 1
- Vitality, 155
- Well-being
 - from developing economy perspective, 87
 - organisational well-being, 28–31
 - in workplace, 207–211
- Wellness of employees, 38
- Western perspective of mindfulness, 114–117
- Wisdom, 154–155
- Work
 - demands, 80, 110–114
 - domain, 65
 - environment, 197–198
 - mindfulness at, 126–130
 - mindlessness at, 110–114
 - pressure, 72
 - work-related stress, 184
 - work–home domains, 72
- Work-life balance (WLB), 3, 78, 198–199
 - policy implementation, 33–34
- Workaholism, 85
- Workplace, 177
 - accidents at, 30

- adjustments, 36–37
- behaviour, 178–179
- bullying, 24–26
- causes, 22–23
- character strength in, 147
- depression, 7
- depression at, 21
- design, 193–194
- discrimination, 26–28
- employees’
 - psychological well-being, 189–192
- environment
 - contribution, 187
- individual factors,
 - 179–182
- organisational factors,
 - 192–199
- resource, 184
- as second home,
 - 182–184
- sexual harassment,
 - 23–24
- signs, 21–22
- S–O–R model, 188–189
- World Health
 - Organisation (WHO), 29