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**Is Mindfulness Good for Everyone? A Cross-Country Impact on Effort-Reward Imbalance  
and Burnout**

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## Abstract

This research explores the moderating effects of mindfulness on the relationships between work effort-reward imbalance (ERI) and job-burnout (JBO). On the basis of a cross-lagged longitudinal research design across two different countries, e.g. Pakistan (T1, n= 338; T2, n= 191) and France (T1, n= 277, T2, n=146), results supported mindfulness as a moderator of the relationship between ERI and JBO. Two separate studies using structural equation modeling yielded similar results in both France and Pakistan. We suggest that mindfulness serves as a personal resource, as it helps employees to achieve a psychological balance when facing low rewards and high efforts. Altogether, these findings help reconcile divergent perspectives of traditional Buddhists and modern philosophers on mindfulness interventions.

**Keywords:** Mindfulness; effort-reward imbalance; burnout; resource; culture; reciprocal relationship

**Track:** Organizational Psychology