

**The Effect of Leader Mindfulness on Employee Job Performance:
Investigating the Mediating and Moderating Role of Leader-Member
Exchange and Organization Culture**

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Various practices are considered by firms to enhance their employee performance. Among these, one of the emerging practices is mindfulness. Many studies discussed the immense impact of mindfulness on an individual's personality. However, little evidence in literature is available about a leader's mindfulness and its impact on employee performance through the leader-member exchange (LMX). The study also considered the suggested role of supportive and innovative organizational culture on the relationship between leader-member exchange (LMX) and employee performance (EP). Therefore, the purpose of this study was to examine mediating and moderating role of LMX and supportive and innovative organizational culture. To examine these effects, a causal study was conducted and data was collected from 230 clinical care providers working in different health care institutions of Rawalpindi and Islamabad through convenience sampling technique. Results obtained from PROCESS macros revealed that there exists a positive and significant relationship between leader mindfulness and employee performance, leader mindfulness and LMX, leader-member exchange (LMX), and employee performance (EP). The results of the study also revealed that innovative

organizational culture significantly and positively moderates the relationship between LMX and EP. However, the study did not support any moderating effect of supportive organizational culture. To end with, the study provided implications to theory and practice.

Keywords: Mindfulness, Employee Job Performance, LMX, Organization Culture