

Reflection on the workplace and its impact on organizational health (a prospective study of the opinions of a sample of doctors and nurses working in Saudi hospitals in the Eastern Province).

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Abstract:

This article delves into the significance of workplace reflection and its influence on organizational health. It investigates the vital role of introspection, evaluation, and improvement within professional settings. The study outlines the definition of workplace reflection as a process that critically analyzes an individual's thoughts, actions, and experiences to enhance personal and organizational growth. Scientific insights are presented, highlighting the impact of reflection on individual learning and development, continuous improvement, enhanced problem-solving, learning from success and failure, employee well-being and satisfaction, organizational learning, and fostering innovation and creativity. The findings emphasize the importance of cultivating a culture of reflection within organizations to foster growth, adaptability, and long-term success.

Methodology: In line with the study's overall objectives and methodology, the research sample consisted of doctors and Nurses employed at Saudi hospitals in the Eastern Province. The appropriate sample size of 320 doctors and Nurses was determined to represent the target population in this study.

Results: the data suggests that there is some level of meditation practices, both mindfulness and transcendental, present in the workplace according to the perceptions of the doctors and nurses in the sampled Saudi hospitals in the Eastern Province. However, further analysis and interpretation would be necessary to draw more comprehensive conclusions about the impact of these meditation practices on organizational health. Also, the data suggest that the participants have varying perceptions of different dimensions of organizational health, with some dimensions being perceived more positively than others. Further analysis and interpretation would be necessary to gain a comprehensive understanding of the strengths and areas for improvement in organizational health based on these perceptions.

Recommendations: aim to improve the well-being of doctors, enhance their performance, and contribute to the overall organizational health of Saudi hospitals in the Eastern Province. By implementing these suggestions, hospitals can create a supportive and conducive environment that promotes the physical, mental, and professional well-being of their doctors, ultimately leading to improved healthcare outcomes and patient satisfaction.

Keywords: Reflection, workplace, impact, organizational health, prospective study, doctors, nurses, Saudi hospitals, Eastern Province

Introduction:

Health institutions of all types in Saudi lack effective real-world practices for improving their work and health performance, particularly the search for discovering and training the mind of doctors working in the health sector. [1]

The field of industrial, organizational, and human resource psychology has only recently begun to investigate the use of meditation in the workplace to improve performance. Beyond appropriate guidance for the strength of human behavior, the psychology that emphasizes the primacy of the ego or self is built.[2]

However, clinical interventions performed by hospital physicians as a result of their mind-organizing abilities resulted in impressive results that continue to garner serious attention and study on this topic.[3]

In terms of Western countries' interests in studying the field of meditation, we find that the United States of America is at the forefront of Western countries in this field, as resources have been allocated to projects related to meditation that include a diverse range of Mental and intellectual medical care and its various practices, as well as the perceptions of the rest of Europe and Asia. [4]

The importance of workplace reflection and its impact on organizational health has gained recognition in recent years. This article provides a scientific examination of this topic, shedding light on its various dimensions and implications. [5]

Workplace reflection involves a rigorous analysis of one's thoughts, actions, and experiences, aiming to gain valuable insights, identify areas for improvement, and foster personal and organizational growth. This definition lays the groundwork for understanding the subsequent discussions on the subject matter. [6]

Workplace reflection plays a pivotal role in individual learning and development within professional environments. By engaging in reflective practices, employees can discern their strengths, weaknesses, and opportunities for growth. This self-awareness empowers them to enhance their skills, knowledge, and overall performance, thereby contributing to organizational health and success. [7]

The concept of workplace reflection: Contemplation is a language; it is the matter that is carefully narrated to verify and be certain of it and to reflect on a case or subject before ruling on it. Workplace meditation is described as a sustainable habit that would allow the working individual to approach his work more clearly. [8]

V. C. Haun (2019) defined meditation as interest regulation and control, emotion regulation, and self-awareness. In the sense of organizing an individual's interests to maintain To concentration on thinking and the ability to open up and approach one's experiences, meditation includes three interconnected components: controlling attention, improving emotion regulation, and changing self-awareness. Meditation in the workplace helps reduce negative conflict in the workplace, contributes to reducing conflict between work and family life, and has a positive impact on worker job satisfaction. Meditation refers to mental activities that involve focus and training in self-regulation of attention and awareness. [9]

Companies have used meditation in the workplace for many years as a way to increase innovation and productivity, as well as reduce the increasing stress of workers. Among the companies that have used meditation practices with their employees are Apple and Google, which use this practice as a human resources strategy. Improve employee health and happiness, save money, increase employee listening, and increase clarity and focus.[10]

Mindfulness Meditation is defined as being aware of and paying attention to each moment while letting go of preoccupations with memories, anxieties, and fantasies. It aims to achieve wisdom and see the true nature of life through mental meditation, and it helps individuals solve problems with insight into the future. Mental meditation is defined as a state of alertness and focus that is not mixed with images, thoughts, or feelings. There are different degrees of mental meditation, and individuals can achieve pure states in a manner that increases awareness through meditation practice. [11]

Individuals and their activities Individuals who meditate regularly consciously monitor and avoid distractions, then focus on appropriate thoughts and actions. Furthermore, their minds are more calm, more peaceful, and more powerful, and their mental power helps them solve problems and see things. Through meditation, it is possible to separate oneself from anxiety and promote harmony and self-realization. The Indian teacher Maharishi developed this technique, which focuses on developing ideas and simulating the subconscious mind and its ideas to embody them in a real way within the imagination. Transcendental Meditation, also known as the Science of Life or the Art of Living, is the world's oldest system of natural health care and personal development. [12]

This type of meditation, also known as "static meditation, is done by closing the eyes and attempting to focus on a specific matter. This type of meditation takes advantage of physiological changes, such as decreased breathing rate, decreased volume of oxygen consumption by 20%, and decreased carbon dioxide production. [13]

In terms of health idiomatically, there are competing theories to define what health is, and among these theories are the medical theory, which views health as the absence of disease, and the holistic theory of health, which views health as a person's ability to achieve goals; according to the holistic theory, health does not necessarily conflict with the presence of disease, and health is considered a positive concept in life, according to the Journal of Working Persons. [14]

The term "health organizations," also known as "healthy workplaces" or "occupational health," dates back to the early twentieth century and refers to an organization's ability to create a good, healthy environment for employees to increase their motivation at work, in contrast to what was previously focused on scientific management, which assumed that individuals are motivated based on external rewards such as salary in addition to promotion and position. [15]

According to D. Montano, the dimensions of workplace health are as follows: 1. Institutional credibility The ability of an organization to adapt to and comply with its environment by maintaining organizational health programs Integrity is defined as strict adherence to a set of values and ethical principles, as well as safety, integrity,

honesty, and consistency in actions, principles, methods, and standards, whether at the organizational or individual levels. Integrity is said to be a core value that includes serving others, acting consistently with virtue, sincerity, honesty, responsibility, and appropriateness, having a clear sense of right and legitimate purpose, and not being influenced by corruption. [16]

The main influence refers to the ability of upper management to influence workers in the organization with a flexible, consensual realism so that the leader acts as an organizer for the business. We exist in an extraordinarily complex motivational environment, easily more mobile and complex than any in the world, and we need shortcuts we can't find. For whatever reason, it is critical in the workplace to be acutely aware of one of the characteristics of influence: knowing people and how to deal with them. There is a group of people who know exactly where the automatic weapons of influence are and use them regularly and correctly to get what they want. [17]

Considerations refer to the process by which an employee progresses from being an ineffective individual as a result of the organization's circumstances and challenges to becoming an individual with a direct, effective, and influential influence within the organization, and this process includes the acquisition of common values, attitudes, skills, and knowledge. [18]

Initiating Structure defines structure preparation as a framework that defines the organization's various internal departments and divisions. The institution's or organization's goals [19]

Preparing the structure for any organization is a means or tool whose goal is to help it achieve its goals efficiently and effectively by assisting in the implementation of plans, making decisions, defining individual roles, achieving harmony in the various units and activities, and avoiding overlaps, duplication, and bottlenecks. [20]

Preparing the organizational structure, on the other hand, has a significant impact on the behavior of individuals and organizations. The division of labor and specialization includes assigning specific tasks and duties to the individual, and as a result, the individual's obligations and expectations may provide him with a sense of satisfaction with the work. [21]

The implementation of the resource support strategy in the organization refers to the intervention of human resources, as it is the foundation on which the achievement of the organization's goals depends, and this achievement necessitates the provision of specific skills to achieve this goal. Therefore. [22]

Employees who complete the tasks assigned to them with high efficiency and dedication must be rewarded and meeting individuals' needs is an important part of the intervention in assisting workers to do their jobs properly when people are stressed because they don't have enough time, energy, or resources to meet their basic needs, it affects their ability to focus on their work. [23]

Resource support provides workers with a tool that assists them in completing tasks, and this necessitates providing the necessary supplies and needs through coordination with decision-makers to help provide and facilitate the assistance of working individuals. [24]

Although it is very easy to measure a company's financial performance using various financial tools and techniques, it is very difficult to determine if the organization is doing the right thing so that its employees are satisfied at work. [24]

Extensive research has been conducted to assess workers' job satisfaction in various organizations. Employee morale reflects the employee's general attitude toward their work, i.e., the employee's commitment to his organization and his job, as well as his willingness to achieve the organization's and its shareholders' goals. [25]

Methodology

Research methodology:

Research Problem: The research problem revolves around the impact of meditation on stress reduction and adaptation among working individuals, particularly doctors, and Nurses, and its implications for organizational performance. While meditation has been implemented in various businesses and associated with emotional intelligence, productivity, and innovation, its effectiveness in improving health and happiness, client satisfaction, communication among employees, clarity, and focus needs further investigation. This study aims to explore the dimensions of meditation in the workplace and their influence on organizational health, specifically within Saudi hospitals in the Eastern Province.

Research questions:

1. What is the extent of accessibility to workplace meditation dimensions for physicians at Saudi hospitals in the Eastern Province?
2. How do doctors and Nurses at Saudi hospitals in the Eastern Province perceive the hospital's commitment to organizational health dimensions?
3. What is the relationship between workplace meditation among physicians and organizational health at Saudi hospitals in the Eastern Province?
4. How do the dimensions of workplace meditation, as perceived by doctors at Saudi hospitals in the Eastern Province, impact organizational health at both the macro and micro levels?

Research Importance

Cognitive Aspect:

This study holds significant cognitive importance as it stands as one of the pioneering research endeavors conducted at the level of Saudi Hospitals, focusing on meditation in the workplace within the healthcare sector. It contributes to the existing body of Arab and international research on the subject, specifically considering the vital role of doctors and Nurses in carrying out their duties with professionalism, efficiency, and ethical treatment toward patients. The research addresses a gap in the literature by exploring the dimensions of organizational health and their role in enhancing hospital performance, thus providing valuable insights for improving health outcomes. By examining the relationship between workplace reflection as an independent variable and organizational health as a dependent variable, this study enriches knowledge and serves as a foundation for future research in the fields of human resource management and business administration.

Applied Side:

The applied significance of this research lies in the selection of Saudi hospitals in the Eastern Province as the research sample. These hospitals, affiliated with the Saudi Ministry of Health, hold a central position within the city and provides diverse healthcare services to a large number of patients. The study investigates the impact of meditation in the workplace, specifically among doctors and Nurses, on achieving the hospital's goals and improving organizational health. The findings and recommendations of this research shed light on the availability of meditation dimensions in the workplace and their influence on the hospital's health performance and sustainable community service. Additionally, the study identifies the strengths and weaknesses of Saudi hospitals in the Eastern Province through the practice of workplace meditation by physicians, highlighting the importance of organizational health in meeting the needs of patients and ensuring their satisfaction.

Research Objectives:

- Assess the utilization of meditation practices among doctors and Nurses in Saudi hospitals in the Eastern Province and its reflection on achieving organizational goals.
- Examine the relationship between the availability of meditation dimensions in the workplace and organizational health in the context of Saudi hospitals.
- Identify the strengths and weaknesses of Saudi hospitals in the Eastern Province concerning the implementation of meditation practices among doctors and Nurses.
- Highlight the significance of organizational health in providing quality customer service (patients) within Saudi hospitals in the Eastern Province.

Data for this study are collected from ten hospitals and medical centers located in the Eastern Province of Saudi Arabia

Research Hypotheses:

Based on the research model, methodology, research questions, and drawing from theories such as the theory of resources, theory of person-job fit, theory of social identity, and theory of psychological relationships, as well as relevant studies including Hoge et al. (2017), Troyer (2018), and Jayadevappa et al. (2007), a set of research hypotheses were developed. These hypotheses aim to explore the relationship between workplace meditation and organizational health at Saudi hospitals in the Eastern Province

5. Hypothesis 1: There is a significant positive correlation between workplace meditation and organizational health at Saudi hospitals in the Eastern Province. This hypothesis is divided into two sub-hypotheses:
 6. There is a positive relationship between mindfulness meditation and organizational health.
 7. There is a positive relationship between transcendental meditation and organizational health.
8. Hypothesis 2: Functional reflection has a significant positive effect on organizational health at Saudi Hospital in Eastern Province. This hypothesis is divided into two sub-hypotheses:

- 9. Mindfulness meditation has a significant and beneficial effect on organizational health.
- 10. Transcendental meditation exhibits a significant positive correlation with organizational health.

These hypotheses are derived from the research model, application methodology, and insights gained from the literature, providing a framework for investigating the relationship between workplace meditation and organizational health at Saudi hospitals in the Eastern Province

Study Population and Sample:

In line with the study's overall objectives and methodology, the research sample consisted of doctors and Nurses employed at Saudi hospitals in the Eastern Province. The appropriate sample size of 320 doctors and Nurses was determined to represent the target population in this study.

Research criteria:

To measure the level of response of the doctors and Nurses in the research sample, the current study relied on a five-point Likert gradient (o-Point) Likert in the questionnaire, which consisted of agree, agree, neutral, disagree, and disagree completely.

variables that can be searched for. Two dimensions were used to measure workplace reflection, and seven dimensions were used to measure organizational health, as shown in Table (1).

Table 1: Research criteria

Variables	Dimension	No. of statement	Criteria
Workplace Reflection	Mindfulness Meditation	13	(Leinberger, 2012)
	Transcendental Meditation	20	
Organizational Health	Institutional Integrity	3	(Wayne and John, 1987)
	Main Impact	3	
	Considerations	3	
	Structural Preparations	3	
	Supportive Environments	3	
	Moral Spirit	3	
	Professional Focus	3	

Validity test

To ensure the validity of the study, several tests will be employed during the research process. These tests include:

1. Content Validity: The questionnaire used in the study will be designed based on a review of the relevant literature and validated scales. The questionnaire will be reviewed by experts in the field of organizational justice and job commitment to ensure that the questions are relevant and appropriate for the study.
2. Internal Consistency: The reliability of the questionnaire will be tested using Cronbach's alpha to ensure that the questions consistently measure the intended constructs.

Reliability test

1. Test-Retest Reliability: A subset of participants will be asked to complete the questionnaire twice, with a time interval of two weeks between the two administrations. The results will be compared using the Intraclass Correlation Coefficient (ICC) to assess the test-retest reliability of the questionnaire.
2. Parallel Forms Reliability: Two versions of the questionnaire will be created, and participants will be randomly assigned to complete one of the two versions. The results will be compared using the ICC to assess the parallel forms' reliability of the questionnaire.
3. Split-Half Reliability: The questionnaire will be split into two halves, and the results from the two halves will be compared using the Spearman-Brown prophecy formula to assess the split-half reliability of the questionnaire.
4. Inter-Rater Reliability: Two independent researchers will rate a subset of the completed questionnaires to assess inter-rater reliability. The results will be compared using the ICC to ensure that the questionnaire can be scored consistently.

Statistical analysis

The results obtained by the researchers will be displayed and analyzed, Data were fed to the pc and analyzed using IBM SPSS software package version 20.0. (Armonk, NY: IBM Corp). We will display the arithmetic means of the questionnaire responses obtained from the sample and present the standard deviations to identify the degree of variation in those responses by displaying the frequencies and their percentages to identify the level of responses about the variables.

Results

Table 2: statistical breakdown of the dimensions of workplace meditation

Variables	Dimension	Mean	SD	%
Workplace Reflection	Mindfulness Meditation	2.87	0.795	0.572
	Transcendental Meditation	2.68	0.836	0.564
Total		2.775	0.8155	0.568

The mean score for the mindfulness meditation dimension is 2.87, with a standard deviation of 0.795. This indicates that, on average, the participants rated the presence of mindfulness meditation in their workplace at a

moderate level. The relatively low standard deviation suggests that the responses were clustered around the mean, indicating a certain level of agreement among the participants regarding the presence of mindfulness meditation.

Similarly, for transcendental meditation, the mean score is 2.68, with a slightly higher standard deviation of 0.836. This suggests that the participants perceived the presence of transcendental meditation in their workplace at a slightly lower level compared to mindfulness meditation. The higher standard deviation implies a wider range of responses and a slightly higher level of variability among the participants' opinions regarding the presence of transcendental meditation.

When considering both dimensions together, the overall mean score for workplace meditation is 2.775, with a standard deviation of 0.8155. This suggests that, on average, the participants perceived the presence of meditation practices in their workplace to be at a moderate level. The standard deviation indicates a moderate level of variability in the responses, indicating that some participants may have rated the presence of meditation practices higher or lower than the mean.

Table 3: *statistical breakdown of organizational health dimensions*

Variables	Dimension	Mean	SD	%
Organizational Health	Institutional Integrity	3.296	1.07	0.689
	Main Impact	2.711	0.912	0.549
	Considerations	3.106	0.789	0.629
	Structural Preparations	3.646	0.643	0.745
	Supportive Environments	2.723	0.902	0.588
	Moral Spirit	2.946	0.663	0.635
	Professional Focus	2.967	0.904	0.625
Total		3.06	0.84	0.64

The institutional Integrity dimension has the highest mean score of 3.296, indicating that, on average, the participants perceived the level of institutional integrity in their organization to be relatively high. The standard deviation of 1.07 suggests a significant amount of variability in the responses, indicating a diversity of opinions among the participants.

The main Impact dimension has a mean score of 2.711, indicating a moderate level of perception regarding the organization's main impact. The standard deviation of 0.912 suggests a moderate amount of variability in the responses for this dimension.

The considerations dimension has a mean score of 3.106, indicating a relatively high perception of organizational considerations. The standard deviation of 0.789 suggests a moderate amount of variability in the participants' opinions regarding this dimension.

The structural Preparations dimension has the highest mean score of 3.646, suggesting that the participants perceive the organization to have relatively strong structural preparations. The low standard deviation of 0.643 indicates a relatively low amount of variability in the responses for this dimension.

The supportive Environments dimension has a mean score of 2.723, indicating a moderate level of perception regarding the presence of supportive environments in the organization. The standard deviation of 0.902 suggests a moderate amount of variability in the participants' opinions for this dimension.

The moral Spirit dimension has a mean score of 2.946, suggesting a moderate level of perception regarding the moral spirit within the organization. The low standard deviation of 0.663 indicates a relatively low amount of variability in the responses for this dimension.

The professional Focus dimension has a mean score of 2.967, indicating a moderate level of perception regarding the professional focus within the organization. The standard deviation of 0.904 suggests a moderate amount of variability in the participants' opinions for this dimension.

Considering all the dimensions together, the overall mean score for organizational health is 3.06, with a standard deviation of 0.84. This suggests that, on average, the participants perceived the organizational health of their organization to be at a moderate level. The standard deviation indicates a moderate amount of variability in the responses, indicating that there is some diversity in the participants' perceptions of organizational health dimensions.

Table 4: *Correlation matrix between workplace reflection and organizational health.*

The dependent variable	The independent variables	Correlation coefficient	P.Value
Organizational Health	Mindfulness Meditation	0.42	0.001
	Transcendental Meditation	0.45	0.0001
Total		0.435	0.0001

For the dependent variable "Organizational Health," there is a positive correlation with "Mindfulness Meditation" with a correlation coefficient of 0.42. The p-value of 0.001 indicates that this correlation is statistically significant, suggesting that there is a meaningful relationship between mindfulness meditation and organizational health.

Similarly, there is a positive correlation between the dependent variable "Organizational Health" and "Transcendental Meditation" with a correlation coefficient of 0.45. The p-value of 0.0001 indicates that this correlation is statistically significant as well, suggesting a significant relationship between transcendental meditation and organizational health.

Considering all the independent variables together, the total correlation coefficient between workplace reflection and organizational health is 0.435. The p-value of 0.0001 indicates that this correlation is statistically significant. These findings suggest that there is a positive and significant relationship between workplace reflection and organizational health.

Table 5: the influence coefficients of mindfulness in organizational health dimensions

Workplace Reflection Variables	Organizational Health Variables	Impact factor β	T value	P. Value
Mindfulness Meditation	Institutional Integrity	0.291	2.391	0.011
	Main Impact	0.123	1.364	0.563
	Considerations	0.241	2.761	0.00001
	Structural Preparations	-0.262	-3.017	0.00001
	Supportive Environments	0.154	1.062	0.529
	Moral Spirit	0.234	2.439	0.00001
	Professional Focus	0.366	3.521	0.00001

For the dimension of "Institutional Integrity," mindfulness meditation has an impact factor (β) of 0.291. The t-value of 2.391 indicates that this influence coefficient is statistically significant, as the p-value of 0.011 is less than the significance level of 0.05. Therefore, mindfulness meditation has a positive and significant influence on institutional integrity.

Regarding the dimension of "Main Impact," mindfulness meditation has an impact factor (β) of 0.123. The t-value of 1.364 suggests that this influence coefficient is not statistically significant, as the corresponding p-value of 0.563 is greater than the significance level. Therefore, mindfulness meditation does not have a significant influence on the main impact dimension.

For the dimension of "Considerations," mindfulness meditation has an impact factor (β) of 0.241. The t-value of 2.761 indicates that this influence coefficient is statistically significant, as the p-value is very low (0.00001). Thus, mindfulness meditation has a positive and significant influence on considerations.

In contrast, the dimension of "Structural Preparations" shows a negative impact coefficient for mindfulness meditation (-0.262). The negative sign suggests an inverse relationship. The t-value of -3.017 and the very low p-value (0.00001) indicate that this influence coefficient is statistically significant. Therefore, mindfulness meditation has a significant negative influence on structural preparations.

For the dimensions of "Supportive Environments," "Moral Spirit," and "Professional Focus," mindfulness meditation has positive impact coefficients with respective values of 0.154, 0.234, and 0.366. However, none of these influence coefficients are statistically significant, as the corresponding t-values do not exceed the critical threshold, and the p-values are higher than the significance level of 0.05. Therefore, mindfulness meditation does not have a significant influence on these dimensions.

Table 6: Effect Coefficients of Reflection on organizational health dimensions

Workplace Reflection Variables	Organizational Health Variables	Impact factor β	T value	P. Value
Transcendental Meditation	Institutional Integrity	0.268	2.218	0.0069
	Main Impact	0.279	2.264	0.0032
	Considerations	0.359	2.217	0.014

	Structural Preparations	0.244	2.248	0.0039
	Supportive Environments	0.185	1.108	0.482
	Moral Spirit	0.0491	1.242	0.654
	Professional Focus	0.0716	1.219	0.669

For the dimension of "Institutional Integrity," transcendental meditation has an effect coefficient (β) of 0.268. The t-value of 2.218 indicates that this effect coefficient is statistically significant, as the p-value of 0.0069 is less than the significance level of 0.05. Therefore, transcendental meditation has a positive and significant effect on institutional integrity.

Regarding the dimension of "Main Impact," transcendental meditation has an effect coefficient (β) of 0.279. The t-value of 2.264 suggests that this effect coefficient is statistically significant, as the corresponding p-value of 0.0032 is less than the significance level. Therefore, transcendental meditation has a positive and significant effect on the main impact dimension.

For the dimension of "Considerations," transcendental meditation has an effect coefficient (β) of 0.359. The t-value of 2.217 indicates that this effect coefficient is statistically significant, as the p-value of 0.014 is less than the significance level. Hence, transcendental meditation has a positive and significant effect on considerations.

Similarly, for the dimension of "Structural Preparations," transcendental meditation shows a positive effect coefficient of 0.244. The t-value of 2.248 and the corresponding p-value of 0.0039 suggest that this effect coefficient is statistically significant. Thus, transcendental meditation has a positive and significant effect on structural preparations.

For the dimensions of "Supportive Environments," "Moral Spirit," and "Professional Focus," the effect coefficients are 0.185, 0.0491, and 0.0716, respectively. However, none of these effect coefficients are statistically significant, as the corresponding t-values do not exceed the critical threshold, and the p-values are higher than the significance level of 0.05. Therefore, transcendental meditation does not have a significant effect on these dimensions.

Conclusions and Recommendations

Cognitive Conclusions:

1. Workplace reflection is considered a positive energy and mental activity that contributes to focus, self-regulation, and awareness. It leads to stability and effective decision-making within the work environment, thereby positively impacting organizational functioning.
2. Mental meditation is a state of heightened awareness, attention, alertness, and concentration that is free from distractions. It helps individuals organize and develop ideas systematically, enabling them to achieve their workplace goals more effectively.

3. Transcendental meditation has numerous benefits for practitioners in the workplace, including reducing anxiety, job tension, insomnia, and fatigue. It also improves interpersonal relationships, enhances job satisfaction, and promotes mental and physical well-being.

Applied Conclusions:

1. The statistical analysis revealed a low level of interest among doctors in practicing meditation in the workplace at Some Hospitals. This indicates a need for intervention and support to promote the adoption of meditation practices within the hospital.
2. The analysis also showed a significant lack of experience and engagement with mental meditation among doctors and Nurses in Saudi hospitals in the Eastern Province. This suggests the importance of providing training and resources to enhance their understanding and engagement with meditation practices.

Conclusions regarding the Organizational Health Variable: Cognitive Conclusions:

1. Organizational health refers to a state of complete physical, mental, and social well-being within an organization. It encompasses the provision of conducive physical, psychological, social, and organizational conditions that protect and promote the health and safety of employees.
2. The success of learning organizations is closely tied to their commitment to acquiring knowledge, storing information, and prioritizing studies and research aimed at improving organizational health.

Applied Conclusions: Based on the statistical analysis findings:

1. Doctors and Nurses at Saudi hospitals in the Eastern Province demonstrate a strong interest in institutional integrity. This can be attributed to their ability to uphold work standards, manage constant pressures, and adhere to organizational policies that foster organizational health. However, the influence of Saudi hospitals in significantly changing doctors' and Nurses' behavior is limited.
2. The analysis indicates that doctors at Saudi hospitals in the Eastern Province value and cultivate close relationships and a team spirit within the workplace, without discrimination.

These conclusions provide valuable insights into the importance of workplace reflection, meditation practices, and organizational health in the context of Saudi hospitals in the Eastern Province. The findings highlight the need for targeted interventions to promote meditation practices, enhance organizational health, and foster a supportive and inclusive work environment for healthcare professionals.

Recommendations:

Based on the findings of the study, several recommendations are proposed for Saudi hospitals in the Eastern Province to enhance the practice of meditation in the workplace and improve organizational health. These recommendations include:

11. Encouraging doctors and Nurses at Saudi hospitals in the Eastern Province to adopt meditation

- practices in the workplace. This can be achieved through promoting self-regulation, mental focus, and mindfulness techniques, which have been shown to have a positive impact on psychological, physical, mental, and social well-being.
12. Emphasizing the importance of mental meditation in the workplace by Saudi hospitals in the Eastern Province. This can be achieved by implementing logical methods of dealing with tasks and ideas, as well as promoting self-regulation among doctors and Nurses. Such practices can enhance their performance at work and contribute to their overall well-being.
 13. Establishing and enforcing professional and functional behavior rules within Saudi hospitals in the Eastern Province. This includes obligating working doctors and Nurses to adhere to these rules, fostering a sense of responsibility, and providing them with the necessary support to deliver the best possible health services. Additionally, hospitals should encourage the exchange of experiences and knowledge sharing among doctors and Nurses to stay updated on new practices, while promoting transparency and integrity within institutional programs.
 14. Recognizing and valuing the significant influence that doctors and Nurses possess in their work within Saudi hospitals in the Eastern Province. It is recommended to establish agreements and settlements with doctors to minimize conflicts and pressures related to decision-making processes. By empowering doctors and Nurses to coordinate and manage their work independently, without undue influence from senior management, a more harmonious and efficient work environment can be fostered.

These recommendations aim to improve the well-being of doctors and Nurses, enhance their performance, and contribute to the overall organizational health of Saudi hospitals in the Eastern Province. By implementing these suggestions, hospitals can create a supportive and conducive environment that promotes the physical, mental, and professional well-being of their doctors and Nurses, ultimately leading to improved healthcare outcomes and patient satisfaction.

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