

FROM ANXIETY TO AWARENESS: ROLE OF IKS-BASED MINDFULNESS IN MANAGING BANI-INDUCED WORKPLACE BEHAVIOUR

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Abstract:

The BANI framework conceptualizes instability, uncertainty, and psychological strain as factors that progressively affect the modern organizational environment. This study employs narrative inquiry to investigate how employees deal with anxiety brought on by BANI and how Indian Knowledge Systems (IKS), in particular mindfulness techniques based on yoga and Vedantic philosophy, facilitate the shift from anxiety to awareness. Thematic and structural narrative techniques were used to evaluate semi-structured interviews. Results show a shift from uncertainty and anxiety to understanding and involvement. By fusing indigenous wisdom with contemporary workplace issues, the study advances organizational behavior.

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Introduction and Contextualization:

Rapid technological innovation, uncertainty, and emotional strain are characteristics of the workplace in the twenty-first century. This complexity can be viewed via the lens of the BANI framework. Workers deal with nonlinear changes, fear, and unclear organizational dynamics. A comprehensive framework that emphasizes self-control, ethical awareness, and mindfulness is provided by Indian knowledge systems. This study investigates how IKS-based mindfulness techniques assist workers in managing BANI circumstances and enhancing their behavior at work. Rapid technological innovation, uncertainty, and emotional strain are characteristics of the workplace in the twenty-first century. This complexity can be viewed via the lens of the BANI framework. Workers deal with nonlinear changes, fear, and unclear organizational dynamics. A comprehensive framework that emphasizes self-control, ethical awareness, and mindfulness is provided by Indian knowledge systems. This study investigates how IKS-based mindfulness techniques assist workers in managing BANI circumstances and enhancing their behavior at work. Rapid technological innovation, uncertainty, and emotional strain are characteristics of the workplace in the twenty-first century. This complexity can be viewed via the lens of the BANI framework. Workers deal with nonlinear changes, fear, and unclear organizational dynamics. A comprehensive framework that emphasizes self-control, ethical awareness, and mindfulness is provided by Indian knowledge systems. This study investigates how IKS-based mindfulness techniques assist workers in managing BANI circumstances and enhancing their behavior at work.



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This study investigates how IKS-based mindfulness techniques assist workers in managing BANI circumstances and enhancing their behavior at work.

Methodology:

A qualitative narrative inquiry approach is used in this study. Semi-structured interviews with professionals from various areas were used to gather data. Thematic and structural techniques were used in the narrative analysis process. Labov's framework, which emphasized direction, complicated action, evaluation, resolution, and coda, served as a guide for the structural interpretation of tales. A qualitative narrative inquiry approach is used in this study. Semi-structured interviews with professionals from various areas were used to gather data. Thematic and structural techniques were used in the narrative analysis process. Labov's framework, which emphasized direction, complicated action, evaluation, resolution, and coda, served as a guide for the structural interpretation of tales. A qualitative narrative inquiry approach is used in this study. Semi-structured interviews with professionals from various areas were used to gather data. Thematic and structural approaches were used in the narrative analysis. Labov's framework, which emphasized orientation, complicated action, evaluation, resolution, and coda, served as a guide for the structural interpretation of stories. A qualitative narrative inquiry approach is used in this study. Semi-structured interviews with professionals from various areas were used to gather data. Thematic and structural techniques were used in the narrative analysis process. Labov's framework, which emphasized direction, complicated action, evaluation, resolution, and coda, served as a guide for the structural interpretation of tales.

Narrative Structure (Restorying):

Participants reported feeling more stressed and emotionally spent after entering uncertain work conditions. When they started practicing mindfulness, things changed. They reported increased engagement, lucidity, and emotional control over time. A path from anxiety to awareness is reflected in these stories. Participants reported feeling more stressed and emotionally spent after entering uncertain work conditions. When they started practicing mindfulness, things changed. They reported increased engagement, lucidity, and emotional control over time. A path from anxiety to awareness is reflected in these stories. Participants reported feeling more stressed and emotionally spent after entering uncertain work conditions. When they started practicing mindfulness, things changed. They reported increased engagement, lucidity, and emotional control over time. A path from anxiety to awareness is reflected in these stories. Participants reported feeling more stressed and emotionally spent after entering uncertain work conditions. When they started practicing mindfulness, things changed. They reported increased engagement, lucidity, and emotional control over time. A path from anxiety to awareness is reflected in these stories. Participants reported feeling more stressed and emotionally spent after entering uncertain work conditions. When they started practicing mindfulness, things changed. They reported increased engagement, lucidity, and emotional control over time. A path from anxiety to awareness is reflected in these stories.

Thematic Analysis:

The emergence of awareness and resilience, anxiety as a dominant experience, detachment from the purpose of work, and mindfulness as a transforming tool are some of the major themes. These themes show how IKS procedures affect the results of organizational behavior. The emergence of awareness and resilience, anxiety as a dominant experience, detachment from the purpose of work, and mindfulness as a transforming tool are some of the major themes. These themes show how IKS procedures affect the results of organizational behavior. The emergence of awareness and resilience, anxiety as a dominant experience, detachment from the purpose of work, and mindfulness as a transforming tool are some of the major themes. These themes show how IKS procedures affect the results of organizational behavior. The emergence of awareness and resilience, anxiety as a dominant experience, detachment from the purpose of work, and mindfulness as a transforming tool are some of the major themes. These themes show how IKS procedures affect the results of organizational behavior.

Reflexivity:

Recognizing her own prejudice toward IKS, the researcher has embraced reflexive techniques like journaling and participant validation. Both participant and researcher views co-create and shape narratives. Recognizing her own prejudice toward IKS, the researcher has embraced reflexive techniques like journaling and participant validation. Both participant and researcher views co-create and shape narratives. Recognizing her own prejudice toward IKS, the researcher has embraced reflexive techniques like journaling and participant validation. Both participant and researcher views co-create and shape narratives.

Interpretation and Meaning-Making:

The results show that mindfulness exercises change people's reactions rather than their surroundings. Organizational structures did not change as participants gained resilience, underscoring the need for systemic changes. The results show that mindfulness exercises change people's reactions rather than their surroundings. Organizational structures did not change as participants gained resilience, underscoring the need for systemic changes. The results show that mindfulness exercises change people's reactions rather than their surroundings. Organizational structures did not change as participants gained resilience, underscoring the need for systemic changes. The results show that mindfulness exercises change people's reactions rather than their surroundings. Organizational structures did not change even as participants became more resilient, underscoring the need for systemic changes.

Conclusion:

IKS-based mindfulness techniques are essential for controlling BANI-induced behavior at work. The study offers implications for theory, practice, and policy by highlighting the fusion of traditional wisdom with contemporary organizational difficulties. IKS-based mindfulness techniques are essential for controlling BANI-induced behavior at work. The study offers implications for theory, practice, and policy by highlighting the fusion of traditional wisdom with contemporary organizational difficulties.



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