

A review of doctoral dissertation thesis *Application of Relational Mindfulness in Management Education: Development and Validation of Relational Mindfulness Training (RMT)* written by Ing. Marek Vich

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The thesis deals with the development and validation of a training programme in Relational Mindfulness and possible implementation of the method in educational and organizational settings. The dissertation is written in the English language, and it should be noted that the English language level of its author is excellent. Only in some cases, perhaps through the final adaptations of the text, the author missed out the use of a spell-checker, so there are rather rare misspellings, omitted spaces between words, etc. Only in one case, I identified a sentence, which seems not to sound as a proper English (it can be found on page 126, and it starts with This potential process ...). In all the other formal aspects, the thesis satisfies all possible criteria that might be asked for.

In the second chapter of the dissertation, the author describes contemplative science and mindfulness and the present state of the art. He describes in some detail its origins and its connections to the oriental philosophy and, especially, Buddhism. Then he continues with secular mindfulness, its benefits, measures, and mindfulness based interventions. He follows by describing different types of mindfulness, and leadership approaches related to mindfulness. This, together with his exposition of research of mindfulness in Czechia and in the world at large, shows that the author studied the field in earnest and in depth.

In the chapters that follow, the author describes the methods he employed, the results he gained, and discusses merits of the results obtained. An important part of the Methods section is the description of the Relational Mindfulness Training programme. The program was tested in two steps. The first step (Study 1) was conducted as a pilot study. The pilot study enabled the author to explore the principles of the training program, as well as the methods employed to measure its outcomes. While Study 1 focused on determining the effects of RTM in the short run, Study 2 focused on the effects of RTM in the long run, as well. Furthermore, the scope of the Study 2 was enlarged to include a bigger sample of subjects than the Study 1. From the training outcomes studied, Authentic Leadership seems to be especially important in connection to the intended use of the training with managers.

In both the studies, the author formulated a number of hypothesis. The testing of hypotheses was conducted as a comparison of the data from an experimental and a control group of subjects. Methods of mathematical statistics the author employed to this effect were t-test, analysis of variance, and chi-square. The data analysis was conducted with proper care, and I have not identified any errors there. However, I think it is a pity that the author have not considered other approaches to the data analysis. The outcomes of the training were measured by several questionnaire scales. The scales might have been factor-analysed. The results of factor analysis would provide information on similarities and differences of diverse theoretical approaches in the field. This, perhaps, the author may do sometimes in the future of his professional career. Another problem, which is not serious, but should be tackled in the case when several questionnaires are used at the same time, is called 'common method variance'. It seems that the concurrent use of methods of a similar kind might lead to a bias; actually, it might result in associations appearing to be stronger or weaker, as they really are.

Conclusions:

- The author is knowledgeable as goes on the present state of the art, and so his dissertation is based on the contemporary and current results of scientific studies in the field;
- The author formulated and tested a number of hypotheses concerning the outcomes of RTM. This means that he was able to identify issues which should be researched by scientific methods;
- The aim of the dissertation was “to develop and validate Relational Mindfulness Training (RMT)”. This aim was decidedly achieved;
- The methods employed in the thesis were well chosen and correctly employed;
- The development of RMT is an unique contribution of the author;
- The author deserves to be granted the scientific degree PhD.

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