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IMPACT OF ARTIFICIAL INTELLIGENCE ON EMPLOYEE WELL-BEING

Dr. V.P. Seena
Assistant Professor, Department of Management Studies, Easwari Engineering College, Chennai
Dhiya Devan K.P., Poorani C.S., Chelsia Bagyam, Sanjay S.
2nd year, Department of Management Studies, Easwari Engineering College, Chennai

Abstract

Integration of Artificial Intelligence (AI) into workplaces has transformed industries, offering opportunities for increased efficiency and productivity. However, these advancements also raise questions about their effects on employee well-being. This research article explores the multifaceted relationship between AI implementation and employee well-being, examining both positive and negative impacts. The paper highlights how AI can enhance job satisfaction, reduce stress, and create opportunities for growth, while also addressing concerns related to job displacement, over-surveillance, and increased workloads. Through an interdisciplinary approach that incorporates perspectives from psychology, organizational behavior, and human resource management, the study presents a comprehensive overview of the ways AI influences employees' physical, emotional, and psychological health.

Keywords - Artificial Intelligence, Employee well-being, Stress management

1. INTRODUCTION

Organizational landscapes across sectors have changed due to the adoption of artificial intelligence (AI), which has resulted in both new obstacles and revolutionary opportunities. Organizations are seeing notable increases in productivity and efficiency as AI technologies improve decision-making and automate repetitive operations. However, there are intricate ramifications for worker well-being associated with this technology transformation. The potential for AI integration to both boost job satisfaction and create stress-related problems, like job displacement, excessive surveillance, and increasing performance requirements, demonstrates its two-edged nature. Current research emphasizes the necessity of striking a balance between human-centered work practices and technical innovation. On the one hand, AI-driven advancements allow workers to transition from repetitive, boring jobs to more interesting and creative ones, which may promote greater job satisfaction and career advancement. However, the widespread use of AI presents serious issues with regard to privacy, job security, and the psychological toll that constant surveillance and quick changes in work dynamics take. An interdisciplinary strategy that integrates knowledge from organizational behavior, psychology, and human resource management is required in light of these disparate results.

This study looks at both the benefits and drawbacks of artificial intelligence in order to investigate the complex effects on worker well-being. By doing this, it hopes to advance a

more sophisticated comprehension of how AI might be successfully incorporated into the workplace without endangering workers' well-being. The analysis in this section sets the stage for the following sections, which will examine previous research, describe the methodology used, and talk about how the results may affect organizational policy and practice.

2. SCOPE OF THE STUDY

Workplace AI Integration Definition and Outline:

AI technologies are integrated into organizational procedures in numerous ways. Guidelines have been laid for using AI in a variety of sectors from automating repetitive jobs to sophisticated decision-making systems. Also, it lays the groundwork for comprehending how these applications provide the foundation for examining employee results.

Evaluation of Employee Well-Being Justification:

Here, the study lists and describes the primary indicators of employee well-being. This offers a thorough framework for assessment by incorporating both qualitative and quantitative metrics, such as employee opinions of work-life balance and general mental health, as well as quantifiable indicators, such as stress levels, productivity, and job satisfaction scores.

Impact on Job Roles and Work Dynamics:

This subsection examines how AI is changing the way jobs are designed and how people go about their everyday work. It looks at how employment responsibilities are changing due to automation, which could result in both job enrichment and job displacement. It also takes into account modifications to the dynamics of the workplace, such as changes in employee autonomy, teamwork, and communication styles.

An explanation of organizational adaptation and human resource policies

This section addresses how businesses modify their HR procedures and policies to promote employee well-being, with an emphasis on the organizational response to AI integration. It highlights the responsibility of management in striking a balance between efficiency and human- centric work settings by covering activities including ongoing training, employee engagement techniques, ethical monitoring practices, and steps to reduce job insecurity.

Future Consequences and Ethical Issues Justification:

The last subheading explores the moral implications of using AI in the workplace. It discusses possible long-term effects on employee well-being in addition to privacy, transparency, and fairness issues. This part offers a forward-looking viewpoint, outlining potential topics for further study and the creation of new regulations to guarantee that technological developments benefit businesses and their workforce.

3. LIMITATIONS OF THE STUDY

Bias in Self-Reporting

The study mainly uses self-reported measures for markers of wellbeing and AI impact perceptions. Explanation: The accuracy of responses may be impacted by biases in self-report data, such as common method variance or social desirability. This could be lessened in future research by using third-party evaluations or objective performance data.

Designing Cross-sectionals

Description: Information was gathered all at once.

Justification: Using a cross-sectional method makes it more difficult to make conclusions about causality or track how AI's effects on worker well-being change over time. In order to comprehend long-term consequences and patterns, longitudinal study would be helpful.

Illustration of Representation

The participant sample may be biased toward workers in occupations or sectors where artificial intelligence is used more frequently.

Justification: This can restrict the findings' applicability to all industries. For example, the results might not accurately represent the experiences of workers in less AI-intensive contexts if the sample is primarily composed of highly educated or tech-savvy people.

Limitations of Measurement

Description: Different people may operationalize concepts like "AI opportunity perception" in different ways.

Explanation: Responses may vary depending on how important terms are interpreted. Although employing established scales and standardizing definitions might be beneficial, measuring perceptions will always involve some subjectivity.

Possible Confounding Factors

Although they are not entirely controlled in the analysis, other workplace variables (such as organizational culture and management style) may have an impact on employee well-being. Explanation: The association between AI integration and well-being may still be muddled by unobserved factors, even with statistical controls (such demographic and employment-related variables) included. To properly isolate the impact of AI, future research should employ experimental designs or include more controls.

4. REVIEW OF THE LITERATURE

4.1 Positive Impact of AI on the well-being of employees

Recent research has shown that by automating repetitive processes, AI adoption can significantly increase workplace productivity. According to Davenport and Ronanki (2018) of MDPI.COM, automation relieves workers of repetitive tasks so they may focus on more strategic and creative endeavors, which in turn increases job satisfaction and lowers stress levels. Furthermore, through flexible work schedules and adaptive job management, AI-driven systems can provide individualized development opportunities that promote ongoing learning and enhanced mental health.

4.2 Negative Impacts and New Issues

On the other hand, the literature also points out a number of difficulties in integrating AI. According to Stamate et al. (2021), increased monitoring and data-driven performance reviews may cause employees to feel distrusted and less in control of their work. Reduced well-being may result from these psychological pressures, especially if workers believe AI systems are being utilized to micromanage or take the place of human judgment. Additionally, fears surrounding job displacement and skill obsolescence have been widely reported, underscoring the necessity for robust upskilling initiatives and ethical safeguards (Susskind & Susskind, 2015).

4.3 Multidisciplinary Viewpoints and Prospects

García-Madurga et al. (2024) in his research work have classified AI applications into fields like risk management, emotional support, and mental health monitoring. An interdisciplinary strategy that connects technical innovation with human-centered organizational practices is promoted by these reviews. While the positive potentials of AI are promising, the literature consistently calls for longitudinal studies and the development of ethical frameworks to ensure that AI implementations contribute positively to employee well-being over the long term

4.4 Impact of Artificial Intelligence Readiness on Employee Experience in IT Sector

Adopting Artificial Intelligence (AI) in the Information Technology (IT) sector has led to successful transformation, especially how the workplace functions. The present study identifies employee experience with the adaptation of AI as significant for better outcomes, but how AI shapes employee experience calls for further research. The respondents of our study were the IT employees of Tamil Nadu. The study has the main objective of finding the relationship between AI readiness and employee experience with AI.

4.5 Impact of Artificial Intelligence Awareness on Employee Depression

AI machines have started replacing manpower not only in IT sector but also in manufacturing enterprises. Undoubtedly. the adoption of artificial intelligence (AI) in workplaces has made a significantly positive contribution to the economy. Nevertheless, AI adoption has an undeniable impact on the emotional and psychological well-being of the employees. Xu et al. (2023) has examined the impact of AI awareness on employee depression and has concluded that emotional exhaustion has a mediating role in the impact. The study has further concluded that perceived organizational support moderates the relationship between AI awareness and employee depression. The study provides guidance for the top management of companies that have adopted AI to formulate policies to ensure the smooth adoption of AI without causing any negative impact on the employees' well-being.

5. RESEARCH METHODOLOGY

5.1. Sample and Procedure

This study has adopted a cross-sectional research design and has used quantitative data collection methods. The proposed hypotheses are tested on a sample drawn from an IT Company in Chennai. The company that has undergone the AI adoption was chosen for the study. The e-mails were sent to the IT employees with a request to participate in the survey. Before going ahead with full scale investigation, a pilot study was conducted on a sample of 20 respondents. After assessing the validity of the questionnaire, full scale survey was

conducted. Anonymity of respondents was ensured to obtain genuine responses. Data were collected from 60 employees of the IT company in Chennai using convenience sampling method.

5.2. DATA COLLECTION METHOD:

Primary data were collected for meeting the objectives of the study. An online questionnaire was generated and been shared to all the respondents. The data were collected and analysed using IBM SPSS software.

5.2.1. SAMPLE POPULATION:

The employees of an IT company, SyberGate Technologies form the sample population of the study.

5.2.2 SAMPLE SIZE:

The sample size is 60 which includes male and female employees of the IT company in Chennai.

5.3. **STATISTICAL TOOLS**

Statistical analysis was done using SPSS 21. Techniques such as One-way ANOVA, and correlation analysis were used for this study. Data is collected from a total of 60 respondents.

5.4.1. **CORRELATION ANALYSIS:**

Correlation analysis is used to analyse quantitative data gathered from research methods such as surveys and polls, to identify whether there is any significant connections, patterns, or trends between the two.

5.4.2. **ONE WAY ANOVA:**

The one-way analysis of variance (ANOVA) is used to determine whether there are any statistically significant differences between the means of three or more independent (unrelated) groups.

5.4.3. **PERCENTAGE ANALYSIS:**

Percentage is used to describe relative terms the distribution of two or more series of data.

5.4.4 **HYPOTHESIS SETTING**

H_0: AI-driven automation has no significant impact on employee productivity.

H_1: AI-driven automation has a significant impact on employee productivity.

H_0: AI-driven automation has no significant impact on stress management.

H_1: AI-driven automation has a significant impact on stress management.

6. DATA ANALYSIS

ONE WAY ANOVA

Descriptives

Employee Productivity

	N	Mean	Std. Deviation	Std. Error	Lower Bound
By providing mental health support chatbots	21	2.6190	1.35927	.29662	2.0003

By forcing employees to work longer hours	17	2.4706	1.41940	.34426	1.7408
By eliminating work life balance	14	2.8571	.86444	.23103	2.3580
By increasing job uncertainty	5	2.8000	.83666	.37417	1.7611
5.00	2	2.0000	1.41421	1.00000	-10.7062
6.00	1	3.0000	.	.	.
Total	60	2.6333	1.20685	.15580	2.3216

	95% Confidence Interval for Mean Upper Bound	Minimum	Maximum
By providing mental health support chatbots	3.2378	1.00	5.00
By forcing employees to work longer hours	3.2004	1.00	5.00
By eliminating work life balance	3.3563	1.00	4.00
By increasing job uncertainty	3.8389	2.00	4.00
5.00	14.7062	1.00	3.00
6.00	.	3.00	3.00
Total	2.9451	1.00	5.00

ANOVA

Employee Productivity

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.231	5	.446	.288	.918
Within Groups	83.702	54	1.550		
Total	85.933	59			

RESULT

The significant value is greater than 0.05. Therefore, null hypothesis is rejected, alternate hypothesis is selected.

CORRELATION ANALYSIS

Descriptive Statistics

Mean		Std. Deviation	N
Employee Productivity	2.6333	1.20685	60
Stress Management	2.2167	1.20861	60

Correlations

Employee Productivity			Stress Management
Employee Productivity	Pearson Correlation	1	.032
	Sig. (2-tailed)		.807
	N	60	60
Stress Management	Pearson Correlation	.032	1
	Sig. (2-tailed)	.807	
	N	60	60

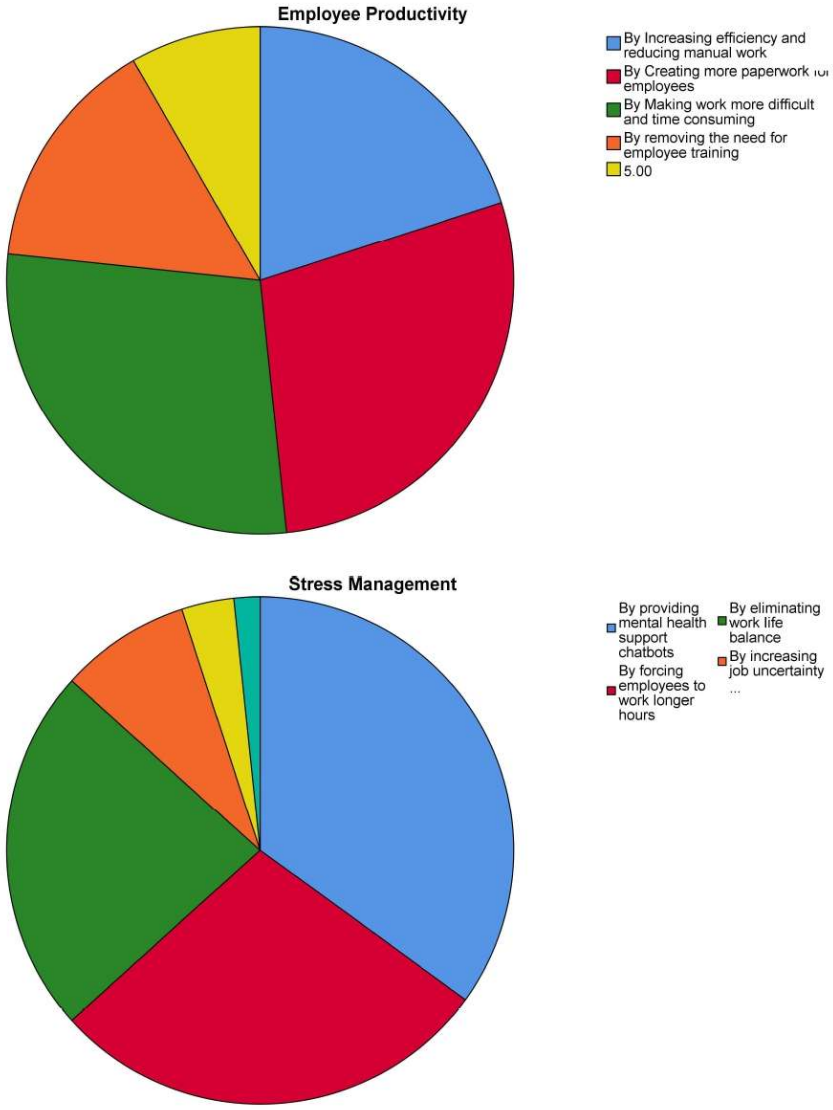
Correlations

Employee Productivity				Stress Management
Spearman's rho	Employee Productivity	Correlation Coefficient	1.000	.085
		Sig. (2-tailed)	.	.519
		N	60	60
	Stress Management	Correlation Coefficient	.085	1.000
		Sig. (2-tailed)	.519	.
		N	60	60

RESULT

The correlation analysis of the two variables is +1 indicates a strong positive correlation between the variables.

PERCENTAGE ANALYSIS



CHI SQUARE

Crosstabs

Case Processing Summary

Cases

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Employee Productivity * Stress Management	60	100.0%	0	0.0%	60	100.0%

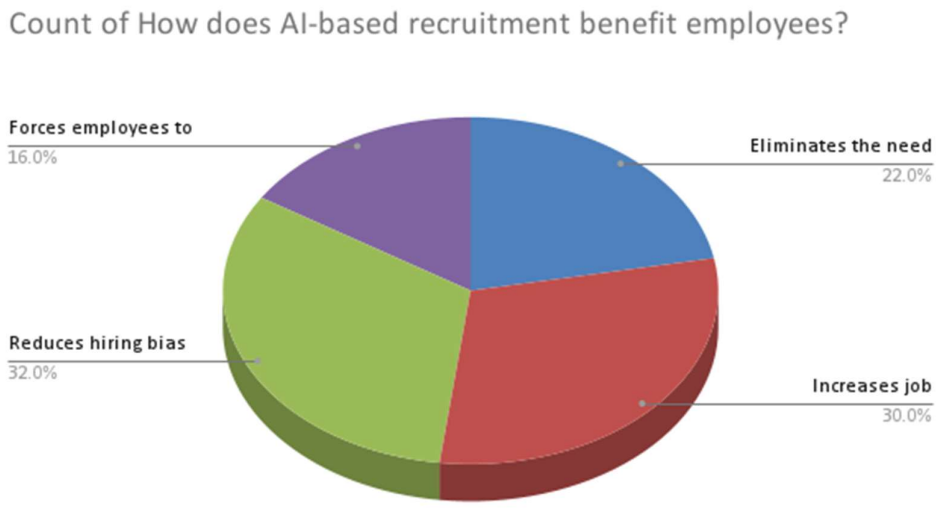
Chi-Square Tests

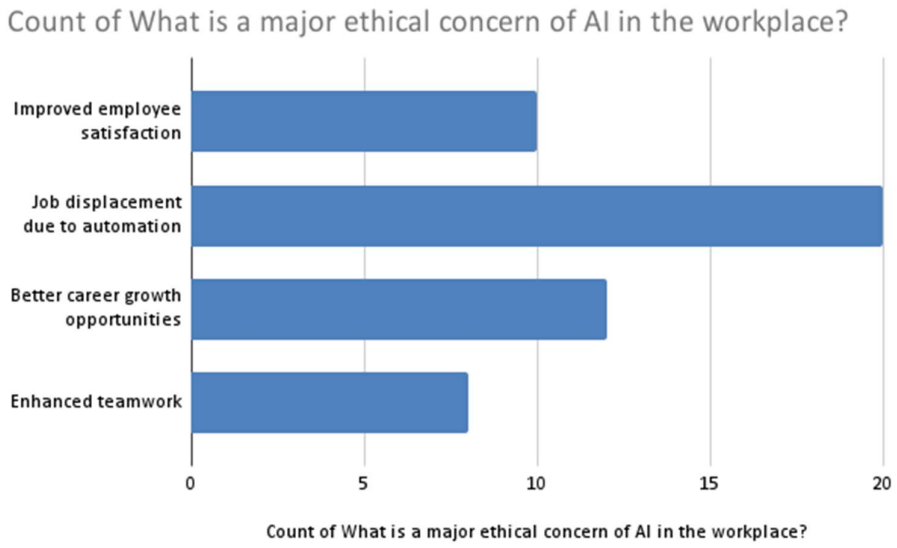
Value		df	Asymptotic Significance (2- sided)
Pearson Chi-Square	18.044a	20	.585
Likelihood Ratio	22.406	20	.319
Linear-by-Linear Association	.061	1	.805
N of Valid Cases	60		

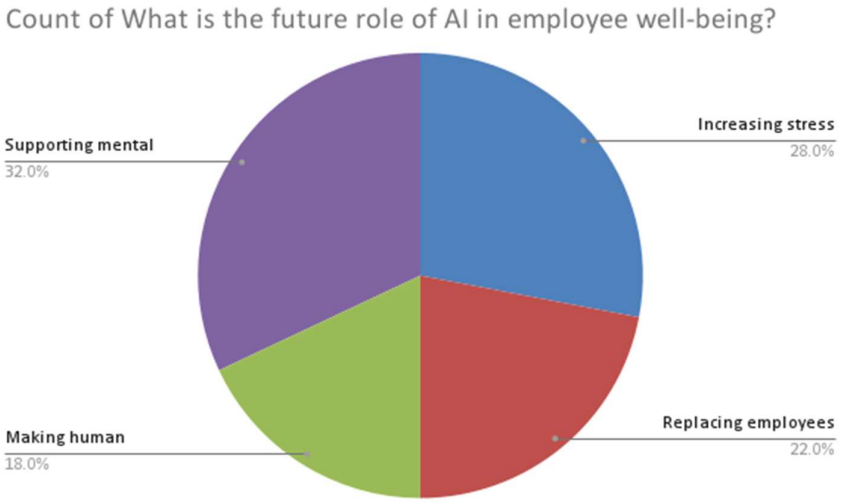
RESULT

The higher the chi square score, the more likely it is to be significant, and the more likely it is we'll reject the null hypothesis and conclude the variables are associated with each other.

CHART ANALYSIS







7. RESULTS

The workplace has seen a tremendous transformation due to artificial intelligence (AI), which has a variety of effects on employee well-being. Positively, AI frees up workers to concentrate on more strategic and creative parts of their work by automating monotonous tasks, reducing workload, and increasing efficiency. Additionally, it promotes work-life balance by facilitating flexible work schedules and offering productivity-boosting technologies. Organizations can monitor employee engagement, identify burnout, and provide individualized well-being initiatives with the aid of AI- driven analytics. But AI also has drawbacks that have a detrimental effect on worker wellbeing. Workers experience uncertainty and anxiety as a result of their worry of losing their jobs to automation. Stress and discontent might result from a greater dependence on AI-powered monitoring systems, which can give rise to sentiments of micromanagement and privacy violation.

Employees may also find it difficult to adjust to AI-powered products, which could cause them to feel inadequate and frustrated. Isolation may result from AI-driven workflows' lack of human connection, particularly in distant work settings. Organizations must guarantee ethical AI adoption, offer ongoing chances for up skilling, and cultivate a positive work environment that places a high priority on employee mental health in order to optimize the advantages and reduce the risks. How companies integrate AI technology while striking a balance between productivity and human-centric values will determine the overall effect of AI on employee well-being.

8. CONCLUSION

Employee well-being has been greatly impacted by the introduction of artificial intelligence (AI) in the workplace, which has presented both benefits and difficulties. On the one hand, automation powered by AI increases output, eliminates monotonous work, and frees up staff members to concentrate on more strategic and creative work, all of which can lead to greater job satisfaction. Better work-life balance is also made possible by AI-powered solutions that offer efficient workflows, flexible scheduling, and mental health support. Employee stress and anxiety, however, can be exacerbated by issues like job displacement, heightened surveillance, and the need to upskill. The secret to optimizing AI's advantages while reducing its disadvantages is to apply it responsibly, making sure that staff members have the necessary training, assistance, and flexibility. A well-rounded strategy that uses AI to enhance human abilities rather than replace them can result in a more robust, engaged, and healthy workforce in the rapidly changing digital age. Employee well-being has been greatly impacted by the introduction of artificial intelligence (AI) in the workplace, which has presented both benefits and difficulties. On the one hand, automation powered by AI increases output, eliminates monotonous work, and frees up staff members to concentrate on more strategic and creative work, all of which can lead to greater job satisfaction. Better work-life balance is also made possible by AI-powered solutions that offer efficient workflows, flexible scheduling, and mental health support. Employee stress and anxiety, however, can be exacerbated by issues like job displacement, heightened surveillance, and the need to upskill. The secret to optimizing AI's advantages while reducing its disadvantages is to apply it responsibly, making sure that staff members have the necessary training, assistance, and flexibility. A well-rounded strategy where AI enhances in the rapidly changing digital world, human capabilities may enhance, rather than replace, a workforce that is healthier, more engaged, and more resilient.

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