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DECODING EMPLOYEE EXPERIENCES IN AI-DRIVEN WORKPLACES: A QUALITATIVE STUDY OF WORK–LIFE BALANCE CHALLENGES

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ABSTRACT

The quick penetration of artificial intelligence (AI) into organizational workplaces is changing the nature of job design, the work processes, and the way employees are managed in a fundamental manner. Although AI-driven systems make the systems more efficient, flexible, and more adaptable in decision making, they also pose questions on employee wellbeing and work life balance. This paper explores how AI-based working conditions are changing employee work-life balance, bringing out new managerial issues in the AI age. The study follows the mixed-method research design and is premised on primary data that will be gathered among 450 employees who work in AI-enabled companies. The use of a structured questionnaire and descriptive statistics, independent samples t-test, Chi-square test and multiple regression analysis were used to collect quantitative data and to test the patterns, group-wise differences, associations and causal relationships. Besides, semi-structured interviews were performed to gather qualitative data and analyzed by means of manual coding and NVivo-aided thematic analysis to represent in-depth experiences of employees. The results have shown that flexible work schedules and automation with AI positively affect the work-life balance of employees significantly, but digital monitoring systems have a negative impact on stress and work pressure. The results of regression indicate that the factors of the AI-driven work environment can account for a significant share of the variation in the work-life balance of employees. The Chi-square and t-tests also suggest that there exist significant changes and relationships between the demographic and occupational variables. The qualitative data supports the quantitative data, as it identifies such themes as efficiency in the work, stress caused by surveillance, autonomy, and intelligent management of tasks. The study comes to the conclusion that although AI-centered workplaces have more benefits in terms of flexibility and productivity, managerial regulation and ethical AI governance are necessary to protect the welfare of employees. The results have strong implications on managers and

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policymakers who wish to reconcile technological innovation and sustainable work-life practices in the dynamic digital work place.

KEYWORDS: Artificial Intelligence, AI-Driven Work Environment, Work, Life Balance, Employee Wellbeing, Digital Monitoring, Mixed-Method Study.

1. INTRODUCTION

The blistering development of Artificial Intelligence (AI) has had a massive impact on the modern-day working conditions that have altered the job descriptions, decision-making, and the organization framework. The rise of AIs in the workplace is based on automation, algorithmic control, online surveillance, and smart systems of task distribution to improve work productivity and efficiency (Davenport and Ronanki, 2018). The technological advances are a new phase of the management where the working of machines alongside people takes the centre stage in influencing employee experiences at the workplace. Work life balance, which is a capacity of a person to be able to balance his work-related matters and personal and family life is a well-known factor that determines the well-being of an employee, job satisfaction, and organizational performance (Greenhaus and Allen, 2011). Over the last few years, researchers noted that the alterations of work structures predetermined by the use of digital technologies have far-reaching consequences on the psychological well-being and the quality of life of the workers (Kossek, Ruderman, Brady, and Hannum, 2012). As a result, the interpretation of the interconnection of the AI-enhanced work practices and the work-life balance has gained greater significance.

The available literature points on both the beneficial and adverse outcomes of AI implementation in the workplace. On the one hand, automation and intelligent systems developed on the basis of AI have the ability to eliminate repetitive tasks, improve efficiency, and facilitate flexible working conditions, including remote work and flexible time schedule (Brynjolfsson and McAfee, 2017). Such features can give more power and control to employees over their time hence enhancing work-life balance and minimizing work-related stress (Gajendran and Harrison, 2007). Employees can also cope with personal obligations better due to technological flexibility provided by AI. Conversely, scientists warn that work systems that rely on AI tools can increase the workload and erase lines between the work and personal life. Online tracking, machine-based assessment of performance, and being online all the time can lead to an escalation of psychological stress, a decline in the time of rest, and stress and burnout (Moore, Upchurch, and Whittaker, 2018). This creates a question of whether workers are being monitored, their autonomy is being taken away, and work-life boundaries are being destroyed in the AI-enabled enterprise (Parent-Rocheleau and Parker, 2022).

Although there is an increasing literature on AI and work outcomes, empirical results about the

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combined impact of work practices produced by AI on the work-life balance of employees are scarce, especially in the emerging economies. Also, the available literature tends to emphasize either a quantitative or a qualitative methodology in isolation, which creates a gap in the knowledge of the subtle experiences of the employees operating within AI-powered settings. The management of this gap should take a holistic method that incorporates both statistical data and stories of employees. It is against this background that the current paper explores the effect of AI-based workplaces on labour work-life balance by considering the four central dimensions, including AI-based automation, computerized surveillance, flexible working practices, and AI-based work location. The mixed-method approach to the research will help to gain a better understanding of how the AI-based managerial practices can influence the well-being of the employees and help to introduce a new dimension to the management in the digital workplace.

Objectives of the Study

1. To examine the level of adoption of AI-driven work environment practices among employees.
2. To assess the overall work–life balance of employees working in AI-enabled organizations.
3. To analyze the influence of AI-driven work environment factors on employee work–life balance.
4. To examine demographic and occupational differences in perceptions of AI-driven work practices and work–life balance.
5. To explore employee perceptions and experiences related to AI-driven work environments using qualitative analysis.

Hypotheses of the Study

Hypotheses Related to Regression Analysis

H_1: AI-enabled automation has a significant impact on employee work–life balance.

H_2: Digital monitoring systems have a significant impact on employee work–life balance.

H_3: Flexible work arrangements significantly influence employee work–life balance.

H_4: AI-based task allocation has a significant impact on employee work–life balance.

Hypotheses Related to Independent Samples t-Test

H_5: There is a significant difference between male and female employees in their perception of AI-driven work environment factors.

H_6: There is a significant difference between male and female employees in their perceived level of work–life balance.

Hypotheses Related to Chi-Square Analysis

H_7: There is a significant association between demographic variables and employee work–life balance in AI-driven work environments.

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2. REVIEW OF LITERATURE

AI-Driven Work Environments

The concept of artificial intelligence has become a revolutionary element in the contemporary organizations that transform the way of work, decision-making, and organizational practices. The features of AI-driven work environments include automation, machine learning, algorithmic management, and data-driven systems to distribute work, control performance, and streamline workflows (Davenport and Ronanki, 2018). Researchers say that AI would lead to a more efficient system as it will minimize redundancy and repetitive work, increase accuracy, and speed decisions (Brynjolfsson and McAfee, 2017). Consequently, AI is finding its way into work processes in most industries including information technology, finance, manufacturing and services. Nevertheless, the application of AI also changes the conventional employer-employee relations. According to Parent-Rocheleau and Parker (2022), algorithmic management transforms the concept of job design by shifting the control to digital technologies. The change has the consequences of autonomy, accountability, and employee wellbeing, and requires empirical assessment of the work environment that is driven by AI through the lens of human-centricity.

AI Augmented Processes and Workforce Performance

Use of AI-based automation has been extensively studied as a method of removing monotonous and repetitive work thereby enabling employees to specialize in creative and value-based work. Research shows that automation may decrease cognitive demands and time constraints, which resulted in better job satisfaction and less work strain (Raisch and Krakowski, 2021). Enhanced work efficiency, and management of time that are key elements of work-life balance have also been associated with automation. However, other scholars warn of the possibility of automation driving performance increases and workload heightening unless productivity improvements are accompanied by actual workload standards (Moore et al., 2018). This two-fold effect underscores the importance of studying the role of automation in terms of the ability of employees to balance work and personal life at AI-based workplaces.

Digital Monitoring, Algorithms Control, and Stress

Electronic surveillance systems are a vital part of AI-powered workplaces. These systems monitor the output, the activity levels, and the performance of employees with real-time information and data analytics. Although transparency and accountability can be enhanced through monitoring, it is commonly linked to a rise in stress and loss of autonomy (Ball, 2010). Moore et al. (2018) note that too much digital surveillance can result in work intensification and constant task that implies emotional exhaustion and burnout. Empirical research has proven that algorithmic surveillance may lead to the blurring of work–life boundaries since employees believe that they are constantly under surveillance and are continuously linked to work even when they are not working during the standard

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hours (Parent-Rocheleau and Parker, 2022).

Work-life Balance and Flexible Work Arrangements

Some of the best-known consequences of digital and AI-enabled workplaces that are most discussed positively include flexible scheduling and remote working. Studies have continually indicated that flexibility helps employees to juggle family duties, to alleviate stressing commutes, and to have a more successful work-family fit (Gajendran and Harrison, 2007). Flexibility is further promoted by AI-based scheduling and workflow management systems that enable the flexible working hours and output-based compensation performance assessment (Kossek et al., 2012). Nevertheless, researchers also caution that flexibility without clear-cutting can result in hours of overtime working and overlapping of roles as well as the need to have control measures in the managerial positions and enabling organizational culture.

Artificial Intelligence-Based Task Distribution and Job design

Task allocation systems based on AI involve algorithms of assigning work based on the matching of skills, balance of work, and productivity. Research indicates that these systems help to enhance equity and efficiency when distributing tasks, thereby eliminating conflict and imbalance in workload (Leicht-Deobald et al., 2019). When allocating resources in an ethical manner, employees tend to consider AI-driven allocation to be objective and transparent. On the other hand, employees might develop mistrust and stress due to non-transparent algorithms and the absence of human supervision (Rani and Furrer, 2021). Therefore, to assess what AI-based task allocation will do to job satisfaction and work-life balance, it is critical to comprehend how the employees perceive AI-based task allocation.

Work Life Balance in Technology Enabling Workplaces

The importance of work-life balance is one of the key topics in the organizational research because it is closely linked to wellbeing, job satisfaction, and organizational commitment. According to Greenhaus, and Allen, (2011) work-life balance refers to the extent at which people are able to balance between work and non-work. Boundary management has become more complicated in the technology-facilitated contexts (Kossek et al., 2012). There is empirical evidence that digital technologies have the potential to do both, increase and decrease work-life balance based on usage patterns, organizational expectations and regulatory mechanisms (Gajendran and Harrison, 2007). Artificial intelligence is increasing this dichotomy, and it is necessary to evaluate the overall impact of various AI practices on employee wellbeing.

Research Gap

The analysed literature indicates that although the work environment driven with AI has a substantial

impact on the experience of any employee, there are still few empirical studies that combine several AI variables, work-life balance results, and mixed-method designs, specifically within emerging economies, like India. The majority of the research is dedicated to individual AI elements or based on single-method research design. To fill this gap, the current paper analytically explores AI-driven workplaces and work life balance among employees through quantitative and qualitative methods to give a holistic picture.

3. RESEARCH METHODOLOGY

The current research takes a mixed-method research design in order to thoroughly assess the effects of AI-based workplaces on employee work-life balance. Mixed-method approach combines quantitative and qualitative methods and enables triangulation of results and a more comprehensive insight into the experience of the employees in the AI-enabled working environments. This is most effective to measure relations and subjective perceptions related to new AI-based working practices. The data used in the research were gathered through primary data by interviewing 450 individuals who are employed in AI-facilitated organizational environments in various sectors of choice. The data concerning demographic factors, dimensions of the AI-driven work environment (AI-enabled automation, digital monitoring system, flexible work arrangements, and task allocation by AI) and work-life balance of employees were collected using a structured questionnaire. The five-point Likert scale was undertaken to measure the responses, which include strongly disagree, strongly agree. The questionnaire was developed after a comprehensive literature review and then pilot study was done to prove its reliability and clarity.

In order to interpret the quantitative data, a descriptive statistical method was used including frequency, percentage, mean, and standard deviation to summarize the demographic characteristics of the respondents and estimate the general level of AI usage and work-life balance among the employees. Descriptive analysis offered a background idea of the current trends and patterns of AI application and employee wellbeing, which was used to conduct the additional inferential analysis. To analyze the differences in the perception of AI-driven work practices and work-life balance between two independent groups (and especially gender). The independent samples t -test was applied. It was the t-test that enabled the determination of whether males and females varied significantly in the perceived benefits of automation, digital monitoring stress, work flexibility, types of task assigned to them, and work-life balance in AI-powered workplaces.

In addition, the Chi-Square test was used to examine the relationship in various categorical variables such as gender, age group, work experience, job role, level of AI use, and employee work-life balance. This comparison allowed the analysis to conclude whether the work-life-balance perception made a significant difference among various demographic and professional groups and thus generated the

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difference in the experience of an employee in the AI-generated work environment in terms of groups. Multiple regression analysis was performed to investigate the causal effect of the work environment factors brought about by AI on employees worklife balance. The model used showed work life balance as dependent variable and AI enabled automation, digital monitoring systems, flexible work arrangements and AI based task allocation as independent variables. Regression analysis was useful in defining the most important predictors of work-life balance as well as quantifying the direction and magnitude of their effect on employee wellbeing in AI-enabled organizational situations.

Along with the quantitative analysis, the study conducted the qualitative approach that can give deeper insights into the employee perception and lived experience. A sample of staff members was interviewed semi-structured and the data gathered were analyzed using the software-assisted coding and NVivo software as well as manual coding. The qualitative data were coded systematically into relevant themes and sub-themes including automation and work efficiency, surveillance induced stress, work flexibility and autonomy, intelligent task management and work life balance outcomes. The qualitative analysis that was facilitated by NVivo allowed to construct a hierarchical node, which visually illustrates the connections between AI-driven work practices and work–life balance of employees. The qualitative results were used to support the quantitative ones, as it brought explanations as to why the statistical associations were observed, which increased the validity and strength of the study. All in all, the combination of quantitative and qualitative methods provided the opportunity to thoroughly test the AI-driven work environments, providing both empirical data on the topic and background explanation of how they shape the employee work-life balance. The methodology used in the current study gives a good basis to the managerial implications and policy suggestions in the issue of AI-enabled workplaces.

4. ANALYSIS AND INTERPRETATION OF DATA

Quantitative Analysis

Descriptive Statistics

The descriptive statistical analysis is selected to give a vivid picture of the demographic features of the respondents as well as to investigate the degree of adopting AI-driven work practices and employee work-life balance. The data concerning the use of AI-based tools, flexibility of work schedules, workload levels, and the perceived balance between professional and personal lives of the employees are systematically summarized by using such statistical measures as frequency, percentage, mean, and standard deviation. The provided analysis gives the first impression of dominating patterns and trends among the employees who operate in AI-enabled settings.

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Table 1
Descriptive Statistics of AI-Driven Work Environment and Work–Life Balance

Variables	Mean	Std. Deviation
Use of AI-Based Work Tools	3.82	0.76
AI-Enabled Work Automation	3.67	0.81
Flexible Working Arrangements	3.91	0.72
Workload Intensity Due to AI	3.54	0.85
Work–Life Boundary Management	3.60	0.78
Overall Work–Life Balance	3.74	0.74

Source: Primary Data

According to the findings of Table 1, the 450 participants who engaged in the study have a moderate high degree of AI adoption, as shown by the mean scores of AI-based work tools and automation. The statistically significant higher mean of the flexible working arrangements is an indication that AI has had a positive role to play in making work flexible. Nonetheless, the average value of the workload intensity shows that the more the AI-based systems are relied upon, the more the work load can grow. In spite of such obstacles, the total work-life balance score represents a rather balanced perception of the employees and it means that adaptive coping strategies and effective managerial practices contribute greatly to ensuring work-life balance in AI-driven workplaces.

Chi-Square Analysis

The Chi-Square test will be used to test the relationship between the chosen demographic characteristics of employees and work-related variables and their degree of work-life balance in the work environment based on AI. Work life balance being a categorical perception which might not have a constant measure across the diverse groups of employees, Chi-square test can be used to determine whether there is any statistically significant difference. The variables in the analysis include gender, age, level of experience, job position and degree of AI use in order to comprehend the impact of personal and organizational factors on employee work-life balance in workplaces with AI.

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Table 2
Chi-Square Results Showing Association between Selected Variables and Work–Life Balance

Variables	χ^2 Value	df	Sig. (p-value)	Result
Gender	8.62	2	0.013*	Significant
Age Group	12.48	4	0.014*	Significant
Educational Level	5.31	4	0.257	Not Significant
Work Experience	15.67	6	0.016*	Significant
Job Role	18.42	6	0.005*	Significant
Extent of AI Usage	24.86	4	0.000*	Significant

Significant at 5 per cent level
Source: Primary Data

The findings of Table 2 indicate that there are several employee traits which are strongly linked with work life balance in workplaces that are driven by AI. Gender, age group, work experience, job role, and the level of AI use have statistically significant relationships with work-life balance implying that there is a difference in perceptions of work among employees in these categories. It is expected that the largest connection will be with the degree of AI use, as it may be assumed that those employees who use AI-based tools more often face tangible differences in their work life balance. The possible cause of this is differences in benefits of automation, flexibility, and intensity of digital workload. Likewise, job role and work experience have a profound effect on work-life balance, which could be due to variation in task and decision-making autonomy and exposure to AI monitoring systems. Conversely, the educational level lacks a substantial relationship with work-life balance, which suggests that the views on the balance are determined more by the nature of work and the use of technologies rather than the educational background. Altogether, the Chi-Square analysis reveals the significance of practicing differentiated managerial strategies and introducing AI-based work systems to provide the fair work-life balance final results among the culturally varied groups of employees.

Independent Samples t-Test

An independent samples t-test will be used to test the hypothesis whether there is a significant difference between male and female employees in terms of different dimensions of AI-driven work environments and work-life balance. As the gender-based differences can affect the experience of the employees to AI-enabled automation, monitoring, flexibility, and wellbeing, the t-test is relevant to compare the mean scores of two independent groups. Such an analysis can be useful in determining whether male and female employees are influenced by AI-driven work practices differently.

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Table 3
Independent Samples t-Test Showing Gender Differences in AI and Work–Life Balance Dimensions

Variables	Gender	Mean	Std. Deviation	t-value	Sig. (p-value)	Result
AI-Enabled Automation	Male	3.78	0.74			
	Female	3.92	0.71	-2.31	0.021*	Significant
Digital Monitoring Stress	Male	3.49	0.82			
	Female	3.68	0.79	-2.45	0.015*	Significant
Flexible Work Arrangements	Male	3.84	0.75			
	Female	4.02	0.69	-3.12	0.002*	Significant
AI-Based Task Allocation	Male	3.62	0.77			
	Female	3.71	0.74	-1.54	0.124	Not Significant
Overall Work–Life Balance	Male	3.65	0.76			
	Female	3.88	0.72	-3.27	0.001*	Significant

Significant at 5 per cent level
Source: Primary data

The findings observed in Table 3 show that there are differences in gender in regard to a number of dimensions of AI-driven work environments and work-life balance. There is a significant difference in perceptions of AI-enabled automation, digital monitoring stress, flexible work arrangements, and the overall work-life balance because the p-values indicate that the corresponding values are below 0.05. Female employees score higher means AI-enabled automation and flexible work organization, implying that they see more benefits of efficiency and flexibility brought by AI than is seen by male employees. Meanwhile, female workers also note much more stress with regard to digital monitoring systems, which means that they are more sensitive to constant performance tracking in AI-influenced workplaces. Surprisingly, there is no substantial difference when it comes to AI-based task allocation, which means that the process of algorithmic task division is viewed in the same way by both genders of employees. In general, the strong dissimilarity in the work-life balance score indicates that AI management requires gender sensitivity, so the use of technologies should not cause even greater

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health levels without augmenting the psychological load.

Multiple Regression Analysis

The extent to which AI-driven work environment factors have the effect on the employee work-life balance is analyzed using multiple regression analysis. According to this model, the work-life balance is considered the dependent variable, and AI-related automation, digital monitoring systems, flexible working schedules, and the use of AI to assign tasks are viewed as independent variables. This discussion assists in determining important predictors of work-life balance and in quantifying the direction and the influence of their effect on the wellbeing of employees in AI-based workplaces.

Table 4

Multiple Regression Results of AI-Driven Work Environment Factors on Work–Life Balance

Independent Variables	β Coefficient	t-value	Sig. (p-value)
AI-Enabled Automation	0.214	4.62	0.000*
Digital Monitoring Systems	-0.173	-3.98	0.000*
Flexible Work Arrangements	0.356	7.84	0.000*
AI-Based Task Allocation	0.141	2.91	0.004*
Constant	—	—	—
R^2	**0.48**		
F-value	**102.36**		**0.000**

Significant at 5 per cent level

Source: Primary Data

Table 4 indicates that the AI-driven work environment has a considerable impact on employee work life balance, which explains 48 per cent of the total variance in work life balance amongst the 450 respondents. Flexible work arrangements turn out to be the most powerful positive predictor of work-life balance which means that AI-facilitated flexibility increases the capability of the employees to efficiently manage both their professional and personal duties. The positive and statistically significant effect of the AI-enabled automation and AI-based allocation of tasks also indicates that efficient task management and automation decrease the work-related strain. On the other hand, digital monitor systems have a negative and significant impact on the work-life balance, which means that as the level of surveillance and performance tracking is high, the level of stress and blur in work-life boundaries may be higher. On the whole, the results show that AI has a two-sided impact on the workplace as, on the one hand, it contributes to flexibility and efficiency, and, on the other hand, failure of managers to

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control monitoring practices negatively influences the wellbeing of employees.

Qualitative Analysis

Although the quantitative analysis gives some statistical data on the impacts of the AI-driven work environment factors on employee work-life balance, there is no complete representation of the underlying experiences, perceptions of employees in AI-enabled jobs, and their feelings. In order to have a closer insight into the influence of AI practices on ordinary work life and personal welfare, qualitative approach is chosen in the following section. The qualitative analysis assists in examining employee stories concerning flexibility, work pressure, monitoring intensity, and managerial assistance, thus, augmenting the quantitative results and putting them in perspective.

Table 5
NVivo Coding Framework on AI and Work–Life Balance

Regression Variable (Quantitative)	NVivo Theme (Node)	Sub-Themes / Codes	Linkage to Regression Result
AI-Enabled Automation (+)	Automation & Work Efficiency	Reduced manual workload, Time-saving, Accuracy	Supports positive β value showing automation improves work–life balance
Digital Monitoring Systems (–)	Surveillance-Induced Stress	Continuous tracking, Fear of evaluation, Pressure	Explains negative β value indicating adverse effect on work–life balance
Flexible Work Arrangements (+)	Work Flexibility & Autonomy	Remote work, Flexible hours, Work autonomy	Reinforces strongest positive β coefficient in regression
AI-Based Task Allocation (+)	Intelligent Task Management	Fair task distribution, Priority scheduling	Qualitative support for positive effect on work–life balance
Overall Work–Life Balance (DV)	Work–Life Integration Experiences	Boundary blurring, Family time, Personal wellbeing	Integrates dependent variable interpretation

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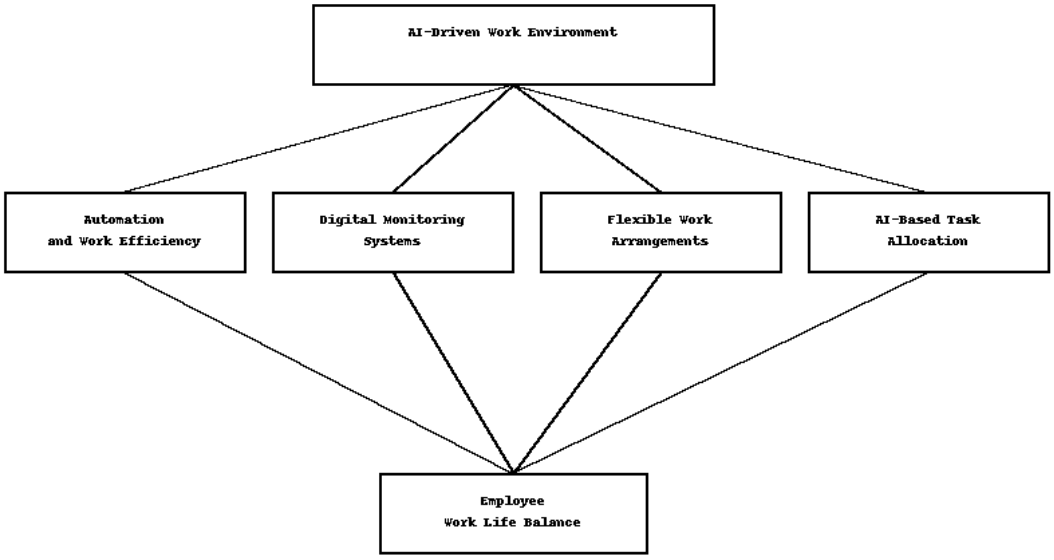
Source: NVivo Analysis based on Primary Interview Data

Figure 1
NVivo Coding Framework AI and Work–Life Balance



Source: Author's Compiled

Strong qualitative evidence of the quantitative regression results is supported by the NVivo coding results. Themes like automation and work efficiency and work flexibility and autonomy are correlated with the positive coefficients in the regression analysis meaning that AI-improved efficiency and flexibility improve employee work-life balance. Conversely, the motive of stress due to surveillance offers the explanation of the adverse effects of digital surveillance, since workers raised their concerns in terms of constant monitoring and a high level of psychological stress. Altogether, the qualitative data are the addition to the statistical findings, which helps to justify and situate the results in the context of the work–life balance issue.

Qualitative result of NVivo Node-wise

According to the manual and NVivo-aided analysis of the transcripts of interviews, the key themes (nodes) were revealed to comprehend how the employee views the AI-driven workplaces and the effect on their work-life balance. There are representative quotations of every node that are used to describe the qualitative findings.

Node 1: Automation and Work Efficiency

As noted by employees, AI-based automation greatly helped to minimize repetitive and time-

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consuming work enabling staff to concentrate on the main tasks and their personal lives. Automation was regarded as one of the significant factors of better job performance and decreasing work-related stress.

"Previously, I used to spend a big part of my time on repetitive reporting and data entry. Having AI tools to manage these tasks would make me have more time to both work and quality time with my family without work-related stress at home."

Node 2: Stress Due to Surveillance

The participants voiced their concerns about the digital monitoring systems based on AI. The ongoing monitoring of performance and work activity was seen to be intrusion and stress-inducing and this negatively affected their possibility of disconnection of work at non-working hours.

"AI monitoring tools monitor all the activities of logs in and the completion of a task. Although I work earnestly, the all-time sense of being monitored puts additional stress on me and it becomes difficult to unwind after work hours."

Node3: Work Flexibility and Autonomy

The excellent theme of flexible working with AI technologies appeared as highly positive. Workers said they had more freedom and more limited control over work hours that allowed them to better balance between work and their personal lives.

"The work systems that are based on AI give me the opportunity to decide on the nature of flexible working hours. I am able to cope with personal life without interfering with my work, which has largely enhanced the work-life balance."

Node 4: Managerial Task Management

The allocation of tasks with the help of AI was perceived to be systematic and fair, which resulted in the improved workload distribution. As employees believed, smart task management helped to eliminate the stress associated with unequal tasks allocation and better organization of work and personal engagements.

"The distribution of tasks with the help of AI is more organized and equitable. The allocation of workload is more appropriate as compared to manual distribution that curbs unnecessary stress and assists in scheduling the work and personal life."

Node 5: Work–Life Integration Experiences

Respondents acknowledged both the benefits and challenges of AI-driven work environments. While AI improved efficiency, constant connectivity occasionally caused boundary blurring between work and personal life. Managerial support played a crucial role in maintaining balance.

"While AI has improved efficiency, sometimes work and personal life still overlap, especially with

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continuous system access. However, supportive managers help ensure that technology benefits do not turn into burnout."

5. DISCUSSION

The results of the research give empirical data on the impact of AI-based workplaces on the work-life balance of employees in the modern organizational setting. The numerical outcomes confirm the beneficial and significant effect of AI-facilitated automation and flexible working roles on the work-life balance, suggesting the importance of efficiency and autonomy in the elimination of work-related strain. Contrary to that, the digital systems of monitoring have a negative impact, which signifies that overmonitoring and algorithmic control may increase the level of stress and degrade the distinction between work and life. Regression, t-test and Chi-square analysis all give indications that employee perceptions differ among demographic and occupation groups and highlights the heterogeneous influence of AI adoption. These statistical results are also supported by the qualitative results, received with the help of NVivo, which demonstrate the lived experiences of the employees in terms of efficiency benefits, the stress caused by surveillance, flexibility of work, and intelligent assignment of tasks. Combined, both the mixed-method findings reinforce the duality of AI in the work environment as a facilitator of balance and the possibility of an imbalance depending on how managers apply it.

Policy Implications

The research has relevant policy implications on organizational leaders and policymakers in the age of AI-based management. Human-centric AI policies should be formulated by organizations that emphasize on employee wellbeing in addition to productivity benefits. It is necessary to have clear directions on how digital monitoring systems can be used ethically without violating employees by over-surveillance in order to ensure their psychological well-being. The work-life balance can be improved through a combination of policies that encourage flexible working schedules with AI-based scheduling and assessment schemes, provided that the limits of working hours are clearly stated. Also, clear and understandable AI systems are to be implemented in task assignment and evaluation of performance with the purpose of creating trust and equality. At policy level, the labour laws might require revision to tackle the issues pertaining to digital surveillance, algorithmic control, and right to disconnect in AI-driven workplaces.

Scope of the Study

The area of the current research is narrowed down to the analysis of the effects of AI-based workplaces on employee work-life balance through the chosen aspects of AI including automation, digital surveillance, flexible workspace, and AI-driven task distribution. The research targets employees that work in the AI-enabled organizations and gives quantitative and qualitative information on the perceptions and experiences of the employees. The mixed-method approach helps to provide the in-

depth picture of how the combination of technological and managerial aspects influence the work-life balance in the contemporary workplaces.

Limitations of the Study

Irrespective of the contributions, the study has some limitations. The results are founded on cross-sectional data, which limits the possibility to form long-term causal associations between work practices that are driven by AI and the work-life balance. The data are based on self-perceptions which can be biased in response. Furthermore, the research targets at selected AI dimensions and demographic variables and other factors that might be relevant in this case like organizational culture, leadership style, and individual coping mechanics were not directly investigated. Lastly, the study might have a geographical and sectoral bias and the results might not be generalizable to different settings.

Scope for Future Research

The study can be expanded in future studies by using longitudinal designs to understand how the effects of adoption of AI on work life balance may change over a period of time. It would be desirable to compare research on multiple industries, different geographical locations, or nations in the future to generalize the results and to receive cross-cultural information. Future research can also explore the intermediary or mediating role of organizational culture, management support, digital literacy, and psychological resilience in determining worker reactions to AI-based workplaces. Also, the causal effect of the algorithmic management practice on the wellbeing of the employees could be tested by using advanced analytical methods and experimental designs.

6. CONCLUSION

The study concludes that AI-enhanced workplaces are a new management era with great implication in terms of employee work-life balance. On the one hand, automation based on AI, flexible working environments, and automated distribution of tasks may help to increase efficiency and other personal wellbeing factors, but, on the other hand, improper regulation of digital monitoring systems can result in stress and work-life conflict. The findings of the mixed-method highlight that the effect of AI on work-life balance is not universal and differs among groups of employees and practices in organizations. Consequently, proper managerial oversight, ethical AI management, and organizational supportive policies play a paramount role in making AI-led workplaces advocacy of sustainable employee wellbeing as well as the performance of organizations.

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