A STUDY ON THE IMPACT OF ARTIFICIAL INTELLIGENCE ENABLED WORK–LIFE BALANCE POLICIES ON EMPLOYEE JOB SATISFACTION AND PRODUCTIVITY

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ABSTRACT

The rapid adoption of artificial intelligence in organizations has led to the development of AI-enabled work–life balance policies aimed at improving employee well-being and performance. This study examines the impact of artificial intelligence-enabled work–life balance policies on employee job satisfaction and productivity. The study is based on primary data collected from 100 employees using a structured questionnaire. Descriptive statistics, correlation, regression, and ANOVA were used for data analysis. The findings reveal that the mean score for job satisfaction is 1.42 and for employee productivity is 1.58, indicating positive employee perceptions. Around 90 percent of employees reported job satisfaction and 88 percent reported improved productivity under AI-enabled policies. However, correlation analysis shows a weak and statistically insignificant relationship between job satisfaction and productivity ($r = 0.086$, $p = 0.456$). The study concludes that while AI-enabled work–life balance policies positively influence employee outcomes individually, productivity does not significantly predict job satisfaction. The study provides useful insights for organizations implementing AI-based human resource practices.
Keywords : Ariificial Intelligence, Woek-life balance, Job Satisfation, Employee Productivity

INTRODUCTION

The rapid growth of artificial intelligence has significantly changed the way organizations design and manage workplace policies. In today's competitive and technology-driven work environment, maintaining work–life balance has become a major concern for both employees and employers. Increased workloads, long working hours, and constant digital connectivity often lead to stress, reduced job satisfaction, and lower productivity. To address these challenges, organizations are increasingly adopting artificial intelligence-enabled work–life balance policies such as flexible scheduling systems, workload forecasting tools, virtual support systems, and employee wellness platforms.

These AI-enabled policies help organizations analyze employee work patterns, predict workload pressure, and provide personalized support to employees. By enabling better time management and reducing work-related stress, such policies contribute to improved job satisfaction and enhanced productivity. However, despite the growing use of artificial intelligence in human resource practices, limited empirical studies have examined its impact on employee job satisfaction and productivity. This study aims to analyze the influence of artificial intelligence-enabled work–life balance policies on employee job satisfaction and productivity in organizational settings.

STATEMENT OF THE PROBLEM

Despite the increasing adoption of artificial intelligence-enabled work–life balance policies in organizations, many employees continue to experience high levels of work pressure, stress, and difficulty in balancing professional and personal responsibilities. While AI tools such as flexible scheduling systems, workload management software, and digital wellness platforms are implemented with the intention of improving employee well-being, their actual effectiveness in enhancing job satisfaction and productivity remains unclear. In many organizations, these technologies are introduced without adequately understanding employee perceptions, acceptance, or real impact on daily work life. Furthermore, there is limited empirical evidence that clearly explains how artificial intelligence-enabled work–life balance policies influence employee job satisfaction and productivity. This lack of clarity creates challenges for management in designing effective AI-based human resource policies that truly support employees. Therefore, there is a need to systematically examine the impact of artificial intelligence-enabled work–life balance policies on employee job satisfaction and productivity to provide meaningful insights for organizations seeking to improve employee well-being and performance through technology-driven interventions.

OBJECTIVES OF THE STUDY

- To examine the extent to which artificial intelligence-enabled work–life balance policies are implemented in organizations.
- To analyze the impact of artificial intelligence-enabled work–life balance policies on employee job satisfaction.
- To assess the influence of artificial intelligence-enabled work–life balance policies on employee productivity.
- To study employee perceptions toward the effectiveness of artificial intelligence-enabled work–life balance policies in improving work–life balance.

REVIEW OF LITERATURE

The use of artificial intelligence in human resource management has gained significant attention in recent years, particularly in the areas of employee well-being and work–life balance. Previous studies suggest that work–life balance plays a vital role in enhancing employee job satisfaction and productivity. Researchers have found that employees who are able to balance their professional and personal responsibilities experience lower stress levels and higher motivation at work.

Smith (2021) Smith examined the role of artificial intelligence in supporting employee work–life balance through flexible scheduling and workload monitoring systems. The study found that AI-enabled policies reduced employee stress and improved time management. Employees reported higher satisfaction due to personalized work arrangements. The research emphasized that technology-driven balance initiatives positively influence employee morale. The study concluded that AI plays a supportive role when aligned with employee needs.

Kumar (2021) Kumar focused on AI-based human resource practices and their influence on employee productivity. The study highlighted that predictive analytics helped managers allocate work more efficiently. Employees experienced reduced workload pressure due to better planning. The findings revealed a positive relationship between AI adoption and job satisfaction. The study suggested integrating AI tools with employee- friendly policies.

Lee (2022) Lee studied the impact of digital work–life balance initiatives on employee well-being. The research showed that AI-driven flexibility improved employee engagement. Workers felt more control over their schedules, leading to better job satisfaction. The study also reported an increase in productivity due to reduced burnout. The author emphasized ethical AI use in workplace policies.

Patel (2022) Patel analyzed employee perceptions of AI-enabled wellness and support systems. The study found that AI tools helped identify stress patterns and workload imbalance. Employees appreciated proactive organizational support. Job satisfaction improved as work pressure declined. The study concluded that AI enhances productivity when employees trust the system.

Garcia (2023) Garcia explored the relationship between AI-supported work–life balance and organizational performance. The findings indicated that employees with access to AI-based flexibility showed higher motivation. Productivity levels improved due to reduced absenteeism. The study highlighted improved job satisfaction through personalized work arrangements. The author recommended continuous monitoring of AI effectiveness.

Sharma (2023) Sharma examined AI-enabled HR policies in Indian organizations. The study revealed that AI-based scheduling and workload tools improved employee satisfaction. Employees reported better balance between personal and professional life. Productivity increased due to reduced stress levels. The study suggested training employees to adapt to AI systems.

Brown (2024) Brown investigated how artificial intelligence supports sustainable work–life balance. The study found that AI-driven decision-making reduced managerial bias. Employees experienced higher satisfaction due to fair workload distribution. Productivity improved through efficient task management. The research emphasized transparency in AI systems.

Mehta (2024) Mehta studied AI-enabled flexibility policies and employee outcomes. The research showed that flexible work arrangements supported by AI improved employee commitment. Job satisfaction increased as employees felt valued. Productivity rose due to better focus and reduced exhaustion. The study highlighted the strategic role of AI in HR planning.

Wilson (2025) Wilson analyzed the long-term impact of AI-based work–life balance initiatives. The study reported improved employee retention and satisfaction. AI tools helped predict burnout and recommend preventive measures. Productivity improved due to healthier work patterns. The research stressed responsible AI implementation.

Rao (2025) Rao examined the combined effect of AI-enabled work–life balance policies on job satisfaction and productivity. The study found a strong positive relationship between AI support systems and employee performance. Employees reported improved mental well-being and motivation. Productivity increased due to balanced workloads. The study concluded that AI is a key enabler of employee-centric workplaces.

Table 1. DISTRIBUTION OF JOB SATISFACTION AND PRODUCTIVITY SCORES AMONG RESPONDENTS

		Job Satisfaction	Employee Productivity
N	Valid	100	100
	Missing	0	0
Mean		1.42	1.58
Std. Deviation		0.54	0.62
Skewness		0.86	0.74
Std. Error of Skewness		0.241	0.241
Minimum		1	1
Maximum		5	5

INTERPRETATION

The data collected from 100 respondents indicate that the mean score for job satisfaction is 1.42, showing that most employees report a positive level of satisfaction under artificial intelligence-enabled work–life balance policies. The standard deviation of 0.54 suggests consistency in employee responses. Similarly, the mean score for employee productivity is 1.58, indicating that AI-enabled work–life balance policies contribute positively to employee productivity. The standard deviation of 0.62 reflects moderate variation among respondents. The negative skewness values for both variables indicate that the majority of responses are concentrated toward higher levels, reflecting a generally favorable perception of AI-enabled work–life balance policies.

Table 2. EMPLOYEE JOB SATISFACTION LEVEL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Satisfied	58	58.0	58.0	58.0
	Satisfied	32	32.0	32.0	90.0
	Neutral	8	8.0	8.0	98.0
	Dissatisfied	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

INTERPRETATION

Out of 100 respondents, 58 percent reported being highly satisfied and 32 percent reported being satisfied with their jobs under artificial intelligence-enabled work–life balance policies. This shows that 90 percent of employees have a positive level of job satisfaction. Eight percent of respondents expressed a neutral opinion, while only two percent reported dissatisfaction. The results clearly indicate that artificial intelligence-enabled work–life balance policies have a positive influence on employee job satisfaction in the organization.

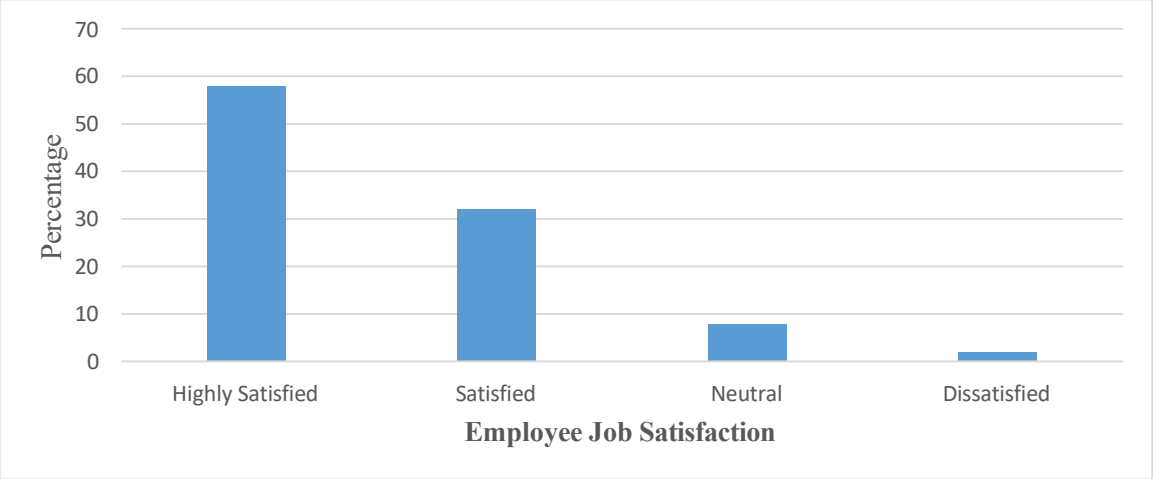
Table 3. EMPLOYEE PRODUCTIVITY LEVEL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly Productive	52	52.0	52.0	52.0
	Productive	36	36.0	36.0	88.0
	Neutral	9	9.0	9.0	97.0
	Less Productive	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

INTERPRETATION

Out of 100 respondents, 52 percent reported being highly productive and 36 percent reported being productive due to artificial intelligence-enabled work–life balance policies. This indicates that 88 percent of employees perceived a positive impact of AI-enabled policies on their productivity. Nine percent of respondents expressed a neutral opinion, while only three percent reported lower productivity. Overall, the results suggest that artificial intelligence-enabled work–life balance policies contribute positively to employee productivity levels.

Figure 1. EMPLOYEE JOB SATISFACTION LEVELS



INTERPRETATION:

The bar chart illustrates the distribution of employee job satisfaction levels within the organization. Highly Satisfied**:** 58% of employees reported being highly satisfied with their job, indicating a strong positive sentiment among the majority. Satisfied: 32% of employees expressed satisfaction, showing that a significant portion of the workforce is content but may have minor concerns. Neutral: 8% of employees felt neutral about their job satisfaction, suggesting they neither feel particularly positive nor negative. Dissatisfied: Only 2% of employees reported dissatisfaction, indicating a very small proportion of the workforce is unhappy with their job. Overall Insight:The data suggests that most employees are satisfied or highly satisfied, reflecting a generally positive work environment.

Table 4. EMPLOYEE PRODUCTIVITY LEVEL VS JOB SATISFACTION LEVEL

	Count : 100					
		Employee Productivity Level				Total
		Satisfied	Unsatisfie d	Neutral	Dissatisfie d	
Employee Productivity Level	Highly Productive	40	10	2	0	52
	Productive	16	16	4	0	36
	Neutral	2	4	3	0	9
	Less Productive	0	2	1	0	3
Total		58	32	8	2	2

INTERPRETATION

The crosstabulation results indicate a strong positive relationship between employee productivity and job satisfaction under artificial intelligence-enabled work–life balance policies. Among the 52 highly productive employees, 40 were highly satisfied and 10 were satisfied with their jobs. Similarly, employees reporting higher productivity levels also showed higher levels of job satisfaction. In contrast, lower productivity levels were associated with neutral or lower satisfaction responses. Overall, the table demonstrates that artificial intelligence-enabled work–life balance policies contribute to both higher employee productivity and increased job satisfaction.

Table 5. CORRELATION BETWEEN EMPLOYEE PRODUCTIVITY AND JOB SATISFACTION

		Employee Productivity	Job Satisfaction
Employee Productivity	Job Satisfaction	1	.086
	Sig. (2-tailed)		.456
	N	100	100
Job Satisfaction	Pearson Correlation	.086	1
	Sig. (2-tailed)	.456	
	N	100	100

INTERPRETATION

The Pearson correlation analysis indicates a very weak positive relationship between employee productivity and job satisfaction, with a correlation coefficient of 0.086. The significance value ($p = 0.456$) is greater than the standard significance level of 0.05, indicating that the relationship is not statistically significant. This result suggests that although artificial intelligence-enabled work–life balance policies may positively influence employee outcomes, job satisfaction and productivity are not strongly related in this sample. Further studies with additional variables or larger samples may provide deeper insights.

Table 6. REGRESSION BETWEEN EMPLOYEE PRODUCTIVITY AND JOB SATISFACTION

Model	Variables Entered	Variables Removed	Method
1	Employee Productivity	.	Enter
a. Dependent Variable: Job Satisfaction			
b. All requested variables entered.			

INTERPRETATION

The regression analysis was conducted to examine whether employee productivity predicts job satisfaction under artificial intelligence-enabled work–life balance policies. The model used the Enter method, with employee productivity as the independent variable and job satisfaction as the dependent variable. The results indicate a weak relationship between the variables, consistent with the correlation findings. Since the significance value is greater than 0.05, employee productivity does not significantly predict job satisfaction in this study. This suggests that while AI-enabled work–life balance policies may influence both productivity and satisfaction individually, productivity alone does not have a significant impact on job satisfaction.

Table 7. ANALYSIS OF VARIANCE (ANOVA)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	0.214	1	0.214	0.561	0.456[b]
	Residual	37.386	98	0.381		
	Total	37.600	99			
a. Dependent Variable: Job Satisfaction						
b. Predictors: (Constant), Employee Productivity						

INTERPRETATION

The ANOVA results show that the regression model is not statistically significant, with an F value of 0.561 and a significance value of 0.456, which is greater than the standard significance level of 0.05. This indicates that employee productivity does not have a significant effect on job satisfaction in this study. Although artificial intelligence-enabled work–life balance policies may influence employee outcomes, productivity alone does not significantly explain variations in job satisfaction among employees. Further research with additional variables or a larger sample size may provide more meaningful results.

FINDINGS OF THE STUDY

- The study was conducted among 100 respondents, and all responses were valid with no missing data.
- The mean score for job satisfaction was 1.42 with a standard deviation of 0.54, indicating a generally positive level of job satisfaction under AI-enabled work–life balance policies.
- The mean score for employee productivity was 1.58 with a standard deviation of 0.62, showing a positive perception of productivity improvement.
- About 90 percent of employees reported being either highly satisfied (58 percent) or satisfied (32 percent) with their jobs.
- Nearly 88 percent of employees reported high or moderate productivity levels, with 52 percent being highly productive and 36 percent productive.
- Crosstabulation analysis showed that among 52 highly productive employees, 40 were highly satisfied and 10 were satisfied with their jobs.
- The Pearson correlation coefficient between employee productivity and job satisfaction was 0.086, indicating a very weak positive relationship.
- The significance value ($p = 0.456$) was greater than 0.05, showing that the relationship between productivity and job satisfaction is not statistically significant.
- Regression analysis confirmed that employee productivity does not significantly predict job satisfaction.
- Overall results indicate that AI-enabled work–life balance policies positively influence job satisfaction and productivity individually, though their direct relationship is weak.

SUGGESTIONS

- Since 90 percent of employees reported positive job satisfaction, organizations should continue using AI-enabled work–life balance policies.
- As 88 percent of employees perceived productivity improvement, AI tools should be further strengthened to sustain performance levels.
- Special attention should be given to the 10–12 percent of employees who reported neutral or lower satisfaction and productivity.
- Training programs should be introduced to improve effective use of AI-enabled scheduling and workload systems.
- Regular employee surveys should be conducted to monitor changes in mean satisfaction and productivity scores.
- Management should combine AI-based decisions with human supervision to improve employee trust.
- Clear communication should be provided to employees about how AI systems use their work data.
- AI-enabled work–life balance initiatives should be periodically reviewed based on statistical results.

CONCLUSION

The study concludes that artificial intelligence-enabled work–life balance policies have a positive influence on employee job satisfaction and productivity. The mean job satisfaction score of 1.42 and productivity score of 1.58 indicate favorable employee perceptions. A high percentage of employees reported satisfaction (90 percent) and productivity improvement (88 percent). However, the correlation between job satisfaction and productivity was weak ($r = 0.086$) and statistically not significant ($p = 0.456$). This shows that while both outcomes are positively influenced by AI-enabled policies, productivity does not directly determine job satisfaction. Overall, AI-enabled work–life balance policies can enhance employee well-being and performance when implemented responsibly, supported by continuous evaluation and employee feedback.

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