

Role of AI in Work Life Balance

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Abstract

Work Life Balance is the need of today. AI (Artificial Intelligence) is a new technology. In today's busy and stressful schedule, it is very important to balance personal and professional lives. AI is getting popular in every field. It is useful in every task. Hence, there is a need to integrate AI with Work Life Balance so that a stress-free and balanced life can be achieved. This is a secondary data based study. In this study impact of AI on Work Life Balance has been analyzed as well as advantages and challenges of AI on Work Life Balance have been evaluated.

Keyword: Artificial Intelligence (AI), Work Life Balance, Technology, Robotics

INTRODUCTION

Work= Professional Life

Life= Personal Life

Balance=Equilibrium

"Artificial Intelligence (AI) is a branch of computer science that allows machines to perform tasks that usually require human intelligence".

Work life balance means there should be an equilibrium between personal life and professional life. AI stands for Artificial Intelligence. AI is a technology which is growing very fast. AI has intelligence like human. AI based robots are able to perform many human tasks which makes work easier. We can integrate Artificial Intelligence with Work Life Balance. We can evaluate how AI is helpful in providing work life balance to employees in various jobs, especially married-working women who have to manage family and job both. Work Life Balance is needed for achieving job satisfaction and reducing stress. So if a machine can be used for performing complicated tasks on job then employees will get free time for balancing home duties. AI automates work. Thus reduces time of employees. Due to hectic schedule employees feel stressed. So to provide them comfort AI is helpful in achieving work life balance.

REVIEW OF LITERATURE

"Exploring the Impact of Artificial Intelligence on Work Life Balance: A Secondary Data Analysis". This is a secondary data based research. The study was conducted to know how AI is helpful in achieving Work Life Balance for employees. The research found that AI is helpful in workload management, employee well-being and time utilization. The study concluded that AI provides lots of opportunities for human like efficiency, growth and innovation.

“The Impact of Technology Change on Work Life Balance and Well-Being”. This research was done on Health Care Sector. According to this study technology is changing rapidly and it is affecting Work Life Balance of workers as well as it is improving well being of people. Artificial Intelligence provides error free results, it is fast, and it improves efficiency too.

“Disruptions of the Fourth Industrial Revolution: Implication for Work-Life Balance Strategies”. The fourth industrial Revolution is all about technology and especially AI (Artificial Intelligence) as well as Robotics. According to this research some employees will have to leave job due to Artificial Intelligence technology. A robot can do same work as human does with double capacity, speed and efficiency. So Artificial Intelligence causes disturbance in Work life Balance of employees.

“Harnessing Artificial Intelligence for Women Empowerment and Work-Life Balance Enhancement in Management”. The study was conducted to know how AI (Artificial Intelligence) provides opportunities to women. AI provides work from home facility as well as flexi hours for woman. Thus women can manage work and home both with the help of Artificial Intelligence. AI removes gender discrimination and wage discrimination at work place. AI also provides safe environment for women by AI-surveillance. So AI is helpful in obtaining work life balance for a woman.

“Work Life Balance: A Way to Employee Satisfaction”. This study stated that Work Life Balance brings satisfaction among workers. Nowadays smart work is preferred over hard work. Hence technology is the need of today’s fast era. That’s why Artificial Intelligence comes into picture. Flexi time is available due to Artificial Intelligence. By this, employees find free time to rest and to perform other home duties. Hence AI makes employee smart workers. Work from home is also possible due to Artificial Intelligence. So AI provides Work Life Balance to employees as well as job satisfaction.

“Factors affecting Work Life Balance in Technology Era”. This study discussed Work Life Balance difficulties for a woman. Especially, a married and working woman has to face a lot of problems in balancing personal and professional lives. Married woman has to take care of home, in-laws, and children, so she must be given some free time at job. All this is possible by AI (Artificial Intelligence). This study also discusses some problems which are due to technology. Technology brings home and work closer i.e. when employees are at home, they still are

doing job related tasks, thus, causing Work Life Imbalance as well as job stress.

“The Role of Artificial Intelligence in Facilitating Work Life Balance”. According to this study it is a challenge to balance work and personal life in today’s scenario. Nowadays, technology is affecting everybody. Hence everybody needs technology in every task. As technology is everywhere, now employees may have to do some official work by sitting at home with the help of technology, this cause work life imbalance among employees. Due to this they are unable to enjoy personal life. AI (Artificial Intelligence) is a new tool that helps to balance personal and professional lives of employees thus providing them work life balance. This study tried to find out various applications of AI in Work Life Balance. This is a case study based research.

“Innovative Machine Learning Approach and Evaluation Campaign for Predicting the Subjective Feeling of Work Life Balance among Employees”. The research study was conducted to know the effect of Machine Learning approaches on employee’s Work Life Balance. Machine Learning is the part of Artificial Intelligence. By applying Machine Learning Algorithms, it was found that employees want flexible working hours as well as free time more than weekends. These feelings of employees were predicted using ML (Machine Learning). After evaluation it was concluded that to provide Work life Balance to employees, flexible working hours must be given.

“An Experimental Analysis of Work Life Balance among the Employees using Machine Learning Classifiers”. Artificial Intelligence uses Machine Learning. Machine Learning is helpful in providing Work Life Balance to employees. Machine Learning fixes working schedule for employees by prioritizing tasks. Hence workers bring efficiency in tasks. Finally it leads to Work Life Balance of employees. Machine Learning Algorithms were used in this study.

“Technology and Its Role in Shaping the Future of Work Life Balance”. This research was done to find out the relationship between technology and Work Life Balance. The study was undertaken to examine the effect of smart phone, AI (Artificial Intelligence) and other remote tools on Work Life Balance. The research concluded that technology has blurred boundaries between personal and professional lives causing Work Life Imbalance.

“An AI Assistant Supporting Balance between Work and Personal Activities to Increase Wellbeing in

the Home Office. This study advocated that AI (Artificial Intelligence) helps in achieving Work Life Balance.

OBJECTIVES OF THE STUDY

1. To study the impact of AI (Artificial Intelligence) on Work Life Balance.
2. To evaluate the benefits and challenges of AI (Artificial intelligence) on Work Life Balance.

RESEARCH METHODOLOGY

1. **Research Design**-Descriptive research design was used.
2. **Population**- Population consisted of Organizations implementing Artificial Intelligence.
3. **Data Collection**- Secondary data was collected for the research using, journals, newspaper, magazine, books, e-books, e-journals and other published sources.

ADVANTAGES OF USING AI IN WORK LIFE BALANCE

- Work from home facility
- Flexible working hours
- Workload management
- Automates repetitive tasks
- Physical and mental health checkups
- Prioritizes tasks of employees based on importance and urgency
- Schedules tasks
- Remote access
- Virtual communication
- Personalized training and development opportunities
- Saves employee time
- Increases efficiency
- Less prone to errors
- Increases productivity
- Job Satisfaction
- Innovation
- Growth
- Removes gender inequality
- Opportunities for women
- Removes wage discrimination

CHALLENGES OF USING AI IN WORK LIFE BALANCE

- Job Insecurity
- Role Ambiguity
- Work Intensification
- Privacy Issues
- Dependency on machine
- Data security concerns
- Ethical constraints
- Skill obsolescence
- Stress
- Burnout
- Pressure
- Digital fatigue

CONCLUSION

We conclude that Artificial Intelligence has both advantages and disadvantages. For grasping advantages companies must have good working environment so that employees can get use to with this machine. Professional skills must be provided to employees so that they should not be worried about losing jobs. Also AI must be implemented well so that ethical problems must not occur. Hence in this way AI can be helpful in achieving work life balance.

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