

A Study on the Effect of AI in the Employees Empowerment

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Abstract

Promoting employee work compensation refers to the assistance of artificial intelligence tools and systems to enhance the capabilities, productivity, and well-being of employees. The effect of AI empowerment on workforce job satisfaction is sophisticated, as it presents both opportunities and challenges for employees. On one hand, AI integration can enhance productivity, reduce repetitive tasks, and foster innovation, leading to greater job satisfaction by set up employees to focus on higher- quality, creative, or strategic work. By exploring on statistical analysis, this article provideimportantunderstandings for firms taking into account or already existing operations with artificial intelligence. The impact of AI empowerment on remuneration for worker's remuneration can be analyzed from different viewpoint, as AI technologies are highly associated in working environment. This study exposed that when AI is incorporated into the place of work, it can helpemployees by automating regular activities, making understanding, effective decision-making, and develop them to highlight on difficult and dynamic of their roles.

Keywords: Artificial Intelligence, Workforce, Compensation, Automation, Empowerment.

Introduction

The impact of worker's remuneration problem that has collected important concentration as artificial intelligence technologies prolong influence in various sector.. As AI systems computerizeregular activity, effective decision making, and regulate work process, workers are often discharged from dull and routine activities.

It create opportunities for employees concentrate on their jobs with innovative ideas and responsibility and also increase satisfaction about their contribution to the firm. However, Implementation of technology in work place can lead to some challenges like gap between the existing employees skill and technology, availability of resources for restructuring and downsize of human resource.

The final outcome of technology implementation on employee job satisfaction will depend on effectiveness of transformation process from existing system to new system and scope for employees develop their skills with new technology dependable working environment. It is very difficult to the firms that recognize the issues associated with potential of technology and its influence on worker's satisfaction and motivation.

Continues development in AI will lead to make difficulties to measure job satisfaction of work force and its impact on operational efficiency and worker's welfare.

Employee level of satisfaction played important role to determine employee performance and reduce employee attrition. Level of satisfaction influenced by responsibilities associated with job, conducive working environment, and scope for growth in career. Implementation of new technologies like AI can influence this in different ways.

At the time of transition from existing system to new system, it is necessary to provide adequate support and resources for training and improve their skills with match with the new system. Otherwise it will create confusions in workforce mind regarding their role in organization in future.

Implementation of new technology like artificial Intelligence will create positive impact on productivity and operational efficiency. But, its effect on employee satisfaction is questionable. This study tries to explore the role of AI in changes in workforce in various perspective.

This study focused on to reduce gap between effects of Artificial Intelligence implementation and employee level of satisfaction in job. It will discover the circumstances under which AI can enhance job satisfaction, issues associated with AI implementation and make suggestions.

Objectives of the Study

- To evaluate the influence of AI-determined mechanization on employee job roles and satisfaction.
- To analyze the effects of AI-enhanced decision-making tools on employee performance and job satisfaction.
- To review the relationship between AI-induced work security concerns and overall work compensation.

Role of Artificial Intelligence in Employee Empowerment

Artificial intelligence roll in employee empowerment can be examined in various point of view. In the recent scenario, various technologies are associated with work place for enhance operational efficiency. This empowerment have positive as well as negative effects. These are as follows.

1. Operational efficiency.

Positive Impact: Artificial intelligence reduce employee burden automate of regular task. This will lead to employees focus their concentration to innovative process.

Negative Impact: Most of the regular tasks are automated due to increase operational efficiency, this will lead to dissatisfaction and low motivation to the employees.

2. Skill Development and Opportunities for Advancement

Positive Impact: Transformation of work process from existing system to new system create opportunities to develop their skills and career advancement.

Negative Impact: Transformation will lead to displace workers due to automation. This makes disappointment to workforce due to their perception that their role have diminished.

3. Job Security and Anxiety

Positive Impact: Introduction of new technology create chance to learn and develop employees skills. So employees confident level increase and feel secure.

Negative Impact: The introduction of AI into the workplace often raises concerns about job displacement and security. Employees may feel anxious about their long-term future within the company.

5. Work-Life Balance

Positive Impact: Automation of tasks will reduce work burden of employees. This helps employees plan accordingly to maintain their professional life and personal life .

Negative Impact: Industries implement new technologies with expectation of improve productivity. But employees allocate time to personal life will lead to issues on production.

Suggestions

“After analysis from different perspective, this study made some recommendations. These are as follows:

Enhance Efficiency with Innovative Process:

AI helps to the workforce in include innovative process to their tasks. It will reduce stagnation and improve work engagement.

Opportunities for Skill Development and Continues Learning:

Transformation of working environment provide opportunities for develop new skills and enhance expertise in a specialized area. It will lead to make more satisfaction if the workforce feel they are grow professionally.

Reduce fear Regarding job Stability

There is a common opinion in workforce mind that Introduction of new technology will lead to downsize the work force. This can make uncertainty which lead to dissatisfaction in employee mind. So convince the employees and reduce their fear regarding job displacement.

Development in Work Life Balance

New technologies like Artificial Intelligence helps to employees for effective time management. Automation of some works reduce work burden and stress for employees . It will lead to better work life balance.

Customized Working Environment

Employees are similar in terms responsibility but differ from each to other I terms of their personal need. Artificial Intelligence helps to employers t understand employee's personal need and provide customized solutions for development and work culture.

Facilitate for Better team work

With help of technologically advanced tools , it is easy to coordinate and communicate within the teams. If employees feel there is opportunity to express their opinion and reach to concern person within short time, it will increase job satisfaction.

Conclusion

Transformation of current system to new system will lead to introduce new technologies in the process of any organization. All the employers introduce new technology for the purpose of enhance productivity. Artificial Intelligence also one of new technology make positive impact and benefits to both employer and employee sides. Artificial intelligence helps to automation of routine works and reduce work burden to the employees from the less important tasks. So employees are able to concentrate on new innovative ideas in process and enhance their empowerment. Whenever introducing new technologies, it is necessary to employees learn and update their skill and knowledge of new technology. It will create confidence in employee minds which is major factor of determine level of satisfaction. Artificial intelligence played vital role various aspects like Reduce burden, Coordination, Faster communication, personalized service, work life balance and so on. So employee empowerment is the outcome of implementing artificial intelligence in firm.

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