

Artificial Intelligence and Work Life Balance of Faculties: An Attempt to Review the Optimistic Angles

Dr. Poonam Kakkad¹, Ms. Naveena Suresh²

¹Assistant Professor, Department of Management studies, Nirmala Memorial Foundation College, Kandivali.

²Assistant Professor, Sree Narayana Guru College of Commerce, Chembur (W) & Research Scholar, R.A.D.A.V College, Bhandup, Mumbai.

ABSTRACT

This review attempts to seek a comprehensive picture on the discussions in the field of artificial intelligence and work life balance. The review tries to throw light upon the happenings in the higher education sector thanks to artificial intelligence and how it's positively affecting the faculties' work life balance. A systematic review of the role of artificial intelligence (AI) in work-life balance can provide valuable insights into how AI technologies are optimistically impacting the well-being of faculties and in which all areas AI is used by faculties and their ability to balance their professional and personal lives.

Keywords: Artificial Intelligence, Work life balance, HRM.

INTRODUCTION

In an era marked by rapid technological advancements and changing workplace dynamics, understanding the impact of AI on the delicate equilibrium between professional responsibilities and personal life has become imperative. The modern work landscape has become very dynamic thanks to the spontaneous growth of technology. There is an increased complexity seen visibly demanding for improving the performance and productivity of the faculties. On one hand, AI technologies have the potential to enhance work-life balance by streamlining tasks, improving time management, and reducing workloads. On the other hand, concerns arise regarding job displacement, overreliance on technology, and the escalation of productivity expectations.

Work-life balance is a critical aspect of modern employment, influencing employee well-being and productivity. The advent of Artificial Intelligence (AI) has brought about transformative changes in the workplace, impacting how tasks are performed, data is managed, and decisions are made. This systematic review explores the role of AI in work-life balance, aiming to shed light on its implications for individuals and organizations.

METHODOLOGY

This study is based on secondary data collected from various E resources. The review is limited to few research papers and undertook different steps like Identification of the journals and resources, Screening them, Scrutinising the articles, and Reviewing.

LIMITATIONS OF THE STUDY

- This study is based on data collected from various websites and research journals. There could be inherent limitations of the secondary data.
- The scope of the topic taken under study is quite new and is still expanding. Hence a complete picture of the topic may not be available.
- The topic is related to human work life balance which may invite varied opinions from different individuals.
- Only the optimistic reviews have been considered.

LITERATURE REVIEW

Kapoor, Joseph (2012) talks about Business Intelligence and HR in organizations in their research paper titled “Human resources in an enriched environment of business intelligence” which was published in “Kybernetes: The International Journal of Systems & Cybernetics”. The paper mentions that Big data and data analytics can aid in making informed decisions at the workplace and those organizations who have successfully implemented Business Intelligence have been able to take decisions faster and with accuracy. Amla, Malhotra (2017) talks about digital transformation in HRM and how new technologies are helping various HR functions. This study was based in secondary data. The study mentions that use of the use of Artificial Intelligence (AI), HR Chatbots, Machine Learning, etc were helpful in making the basic functions of human resource management like recruitment, interviews etc smarter, faster and effective. Kothari et al (2023) mentions that the use of artificial intelligence in HR improves provability, activity of resource analysis, and also enables the HR department to save time since the majority of work can be completed by AI. When AI is used effectively, faculties become more invested in their jobs. This paper was titled as “Artificial Intelligence Applications-Its effects on Work-life balance of faculties (A Case Of Precision Camshafts Limited, Solapur) and was published in the Journal of the Oriental Institute. Wood et al., (2020) in the journal article titled “The Relationship Between Work Engagement and Work–Life Balance in Organizations: A Review of the Empirical Research” examined 37 articles that explained about work life balance and work engagement. Articles were searched using 11 different terms which are engagement work personal life balance, work life imbalance, work family balance, work family imbalance, work family conflict, family work conflict, work family enrichment, work family facilitation, work family interference, and work family spillover.

DISCUSSION

Pranjali, S. (2015) in his research paper titled “Role of Information Technology in work: Life Balance” which was published in the International Journal of Management, Innovation & Entrepreneurial Research mentions that there are numerous roles of IT which makes human beings integrally prominent, smart, and active, and makes an effective aura in between work-life. This study says that technology has contributed to work life balance by citing examples from various industries like education, communication, banking etc.

The 2017 National Education Plan Update of US titled Reimagining the Role of Technology in Education mentions that educators can collaborate beyond their schools, engage highly engaging lectures, be co-learners with the students etc using technology.

Neufeind et al. (2018) in their study titled “Work In The Digital Age Challenges of the Fourth Industrial Revolution” throws insight mentioning that the main challenge for labour and social policy in the digital

age is not the elimination of human labour by technology. The demand for human labour is likely to increase in sectors such as IT and education, but there could be a substantial reduction in the number of jobs in manufacturing industries, where the use of machines and technical equipment is widespread.

P.C Gita (2019) opines that artificial intelligence will enable HR professionals with more capability, time, information and thereby enhance their efficiency. It is also mentioned that artificial intelligence would redesign and re categorize the jobs and replace the routine methodical tasks of the workers.

An article published in ET HRWorld by Upadhyay et al (2020) has mentioned that AI-powered machines will raise the efficiency and effectiveness of the existing faculties. Experts believe that future faculties will find more time and energy to pursue their interests. It is expected that faculties, as well as organizations, will be able to have productivity gains.

Guilbaud et al (2020) says that institutions must have an enabling work environment to support greater use of technology and digitalisation in the campus. Also, a focus should be placed in order to integrate faculties into the system.

Malik et al (2021) identifies positive impacts of technology like work related flexibility, autonomy, creativity, innovation, and overall enhancement of job performance. This was in the study conducted in 32 professionals using primary and secondary data.

Deranty et al (2022) published in Springer, the online journal a research paper titled “Artificial intelligence and work: a critical review of recent research from the social sciences”. They identified both pessimistic and optimistic scenarios regarding AI and work.

Mariagrazia Squicciarini & Jacopo Staccioli, (2022) in the paper titled "Labour-saving technologies and employment levels: Are robots really making workers redundant?," which was published in the OECD Science, Technology and Industry Policy Papers Journal cites that the preliminary analysis does not find a negative impact of labour saving techniques on employment.

Paigude and Shikalgar (2022) mentions that the use of Artificial intelligence and machine learning would significantly impact the employee's life soon. A study was conducted by them in 150 female IT professionals. They cite that Machine learning could help improve faculties' work-life balance by allowing them to perform more efficiently at their jobs.

Tiefenthaler et al (2022) talks about online access to work tools outside work. 758 faculties were considered for this study. The study found that online tools strengthened the positive relationship between required temporal flexibility and work interrupting nonwork behaviours, and attenuated or reduced the negative relationship between required temporal flexibility and job satisfaction.

Capelli et al (2023) conducted a study on the work life balance of women surgeons and use of AI. Digital technology and tele mentoring can help in building a more diverse and inclusive environment, minimizing explicit and implicit bias, and offering solutions to practical challenges according to the authors. One way to create a fair and equitable work environment for all surgeons and eliminate outdated, traditional ideas about gender roles is to implement flexible work schedules, childcare facilities, paternity leave for surgeons, introduce and encourage it, and enforce mentorship and sponsorship for female surgeons. Technology has also been promoted as a potential remedy for gender discrimination in surgical departments; it might make it easier to evaluate surgical performances objectively and provide advanced training for doctors who are unable to attend in-person instruction.

AREAS WHERE AI IS USED IN ACADEMIA

- Research and data analysis.

- Teaching and learning process.
- Administrative tasks.
- Library and information.
- Personalised Learning.

RESEARCH GAP

This study aims to investigate few available literatures on Artificial Intelligence and work life balance of faculties in higher education sector. There are studies which exposes both positive and negative impacts of AI on human resource management. When the coming era is going to be dominated by AI, it is quite important to study its positive aspects than the negative ones because AI is going to be the part and parcel of human life.

CONCLUSION

Artificial intelligence can be considered contributing positively to the work life balance of faculties. Not ignoring the pessimistic view that AI may create a 24/7 work culture and it can even blur the boundaries between the work and personal life. But Artificial Intelligence have taken over almost all the functions across organizations and may soon take over the remaining ones too which are not yet explored. So, it is quite important to see how it can be best used for the advantage of the faculties as well as the employers. Artificial intelligence contributes to work life balance through various ways like automating repetitive tasks, enhancing efficiency, flexible working arrangements, virtual assistance etc.

To maximize the positive impact of AI on work-life balance, organizations and individuals should prioritize a thoughtful and ethical integration of AI technologies into the workplace. This includes setting clear boundaries, promoting digital well-being, and fostering a culture that values work-life balance.

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