



THE MENTAL HEALTH IMPACT OF AI-DRIVEN JOB AUTOMATION

A Study on Employee Perceptions and Workplace Anxiety

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Abstract : Because of AI, the world is developing very fast. Many new changes are happening everywhere. In almost all fields like Business, IT and the Service industry big changes can be seen. Technology is changing how employees work every day and how they look at their work. AI has many positive benefits, but there are also some negative effects. Many employees are scared that they might lose their jobs and be replaced by machines.

A study shows how AI is affecting people's daily lives. It is also affecting employees' mental health, especially their anxiety, stress and job security. These responses were collected from 108 people from different sectors like IT, banking, and students.

The study also shows that employees have fear about AI but also see new learning opportunities. Employees who get support and continued training from their organization have less fear of losing their job and are more interested in learning new skills. On the other hand, many employees who do not get support feel more scared about AI and job loss. The study also finds that AI will not only affect today's work, but it will also change future opportunities and work methods. Organizations can take steps like employee training, better communication, and mental health awareness sessions to support their staff.

- **Keywords - Artificial Intelligence, AI-driven job automation, Technostress, Job Security, Workplace Anxiety, Job displacement, Automation, Reskilling**

Introduction

Artificial Intelligence is now a big topic in today's workplaces. It helps companies do tasks automatically, analyse information faster and

and make fewer mistakes. This improves work speed and overall performance. But along with these benefits, there is an important question how does AI affect the employees who use it?

Many workers today experience something called technostress, which means stress caused by new technology. People worry that machines may take their jobs or that they may not be able to learn new systems quickly. These fears can lead to stress, anxiety, tiredness, and lower job satisfaction. In India, companies are adopting AI and digital tools very quickly. Because of this, employees feel both excited and worried. Some think AI will create new opportunities, while others fear it may reduce job security. Many workers also feel pressure to upskill, learn new software, or constantly adapt to changes, which can be mentally tiring. At the same time, some employees enjoy the ease that AI brings, like doing repetitive tasks faster or helping them make better decisions. This study aims to understand these mixed feelings and how AI affects employees' mental health. It wants to see what makes workers feel stressed and what helps them feel confident. The goal is to help organizations create a healthier and more supportive work environment for everyone, where employees can use AI as a helpful tool rather than something that increases fear or pressure.

II. REVIEW OF THE LITERATURE

Sharma, Pooja (2021) investigates how AI-powered automation is changing employment in banking. The research focuses on how artificial intelligence could replace routine jobs in banks and what that means for bank workers.

Radhamani, R (2020) looks into how stress at work affects IT professionals' happiness at their job and how strongly they feel committed to their company. The research studies how different levels of stress influence job satisfaction and loyalty to the organization, and suggests ways companies can support their employees better.

AI and the Perception of Workplace Stress in Employees (2025)

This paper examines how automation, task-monitoring by AI, evolving job roles and performance tracking contribute to workplace stress among employees. The focus is less on job displacement and more on how AI changes job experience and psychological stress.

Study on Employee Mental Health and Stress Management Due to Artificial Intelligence and Robotics

This 2024 paper explores how using AI and robotics at work affects employees' mental health. It looks at how stress arises and what strategies workers or organizations use to manage it.

The Role of Artificial Intelligence in Reducing Workplace Stress and Enhancing Work-Life Balance: An Empirical Study

This study suggests that AI can reduce stress at work by automating repetitive tasks. It uses survey data from employees in India banking, IT, healthcare and finds that AI helps improve time management and work-life balance though there are still worries about job displacement and privacy.

Psychological impacts of AI-induced job displacement among Indian IT professionals

This is a qualitative study with 24 Indian IT professionals who faced job loss or role change because of AI. It finds strong emotional effects: shock, loss of identity, anxiety, withdrawal, coping struggles, and a sense of betrayal from organizations.

Mohamed Al Salmani & Balgopal Singh (2025)

They studied how AI is being used in the workplace, focusing on finding a balance between machines doing tasks and humans keeping meaningful roles. This research is helpful for understanding how companies can bring AI into work responsibly. It's not just about automating work—it's about sharing work in a way that respects human roles, keeps control, and follows ethical principles.

III. OBJECTIVES OF THE STUDY

The present study was conducted with the following objectives:

1. To understand how AI-based job automation affects employees' mental health, especially their stress and anxiety levels.
2. To find out how employees feel about their job security as companies start using more AI.
3. To identify the main reasons why employees feel stressed at work, such as fear of losing their jobs or their skills becoming outdated.
4. To see how employees' knowledge and awareness of AI influence their mental and emotional well-being.

IV. RESEARCH METHODOLOGY

4.1 Research Design

This study followed a simple method to understand how employees feel about Artificial Intelligence and automation in their workplaces. The main aim was to describe their current thoughts, fears, and expectations. The study also tried to look at early signs of how AI may affect the way employees think, feel and behave. In short the research focused on understanding people's real experiences and emotions as technology continues to grow.

4.2 Population and Sample

The study included **108 people** working in different areas such as IT, banking, services, and even students who use AI tools for learning or work. The participants were selected on purpose. This means the study only chose people who actually use AI or automation in their daily work or studies. This helped make sure the information collected was meaningful and connected to the topic.

4.3 Data Collection

The information for the study was collected through an online survey (Google Form). The survey contained simple and clear questions about:

- basic personal details,
- how often they use AI or automation tools,

- their feelings about job security, and
- their mental health, including stress and anxiety levels.

Participants also had chance to share short opinions or comments so the researcher could understand their feelings in a deeper and more personal way.

4.4 Data Analysis Tools:

The data was analyzed with the help of Microsoft Excel and represented in percentages and charts.

Microsoft Excel

Microsoft Excel used to:

- Organize responses
- Prepare tables
- Calculate percentages
- And create charts and graphs.

Excel helped to visually present the findings, making it easier to compare the before and after scenarios in each sector.

4.5 Ethical Consideration:

The study followed all ethical rules to protect the participants.

- Everyone was clearly told about the purpose of the study before taking part.
- Participation was completely voluntary.
- No names or personal details were shared with anyone.
- All answers were kept private, confidential, and used only for research.

This helped ensure that every participant felt safe, respected, and comfortable while sharing their honest thoughts.

V. DATA ANALYSIS AND INTERPRETATION

The data collected from 108 respondents was analyzed using percentage and frequency methods. The responses were visualized with graphs to make interpretation easier and clearer. The purpose of this analysis was to understand how employees perceive AI at work, how it affects their mental health, and how they cope with changes brought by automation.

1. Feelings Towards AI at Work

Table 1: Distribution Of Respondents’ Feelings Towards Ai At Work

Feeling	Frequency	Percentage
Excited	37	34.3
Curious	51	47.2
Nervous	13	12.0
Stressed	7	6.5

When you hear about AI at work, how do you usually feel?

108 responses

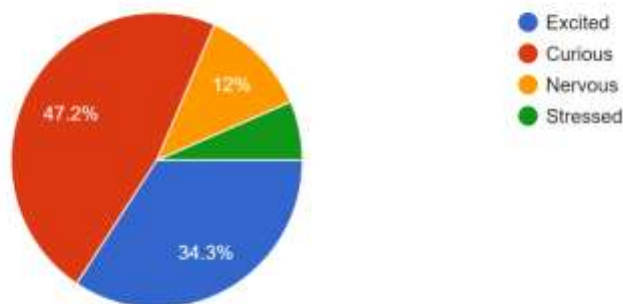


Figure 1: Respondents’ Feelings Towards Ai At Work This shows that most employees have a positive and open attitude toward AI, although some are still cautious about how it may affect them.

2. Impact of AI on Job Security

Table 2: Distribution On The Basis Of Perceptions About Ai And Job Security

Perception about AI and Job Security	Frequency	Percentage
No, my job feels safe	18	16.7
It might change things, but not too much	43	39.8
It may reduce my job stability	32	29.6
It could replace my job	15	13.9

Do you think AI will affect your job security?
108 responses

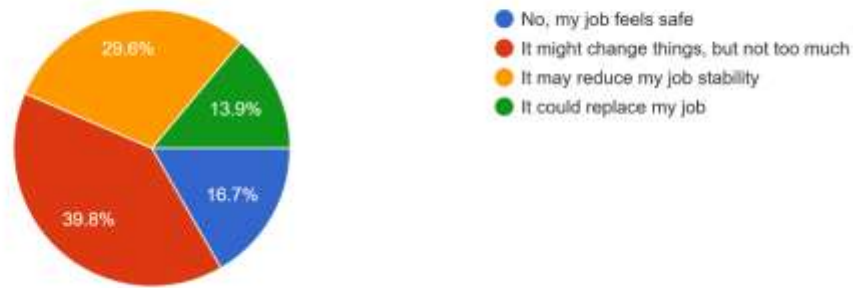


Figure 2: Respondents' Perceptions About Ai And Job Security

This suggests that while people acknowledge the usefulness of AI, concerns about long-term job security remain significant.

3. Main Worries About AI in Jobs

Table 3: Distribution On The Basis Of Worries About Ai In Jobs

Worry About AI in Jobs	Frequency	Percentage
Losing my job completely	27	25.0
My skills becoming outdated	53	49.1
Struggling to learn new things	46	42.6
I don't really worry about AI	34	31.5

What worries you most about AI in jobs?
108 responses

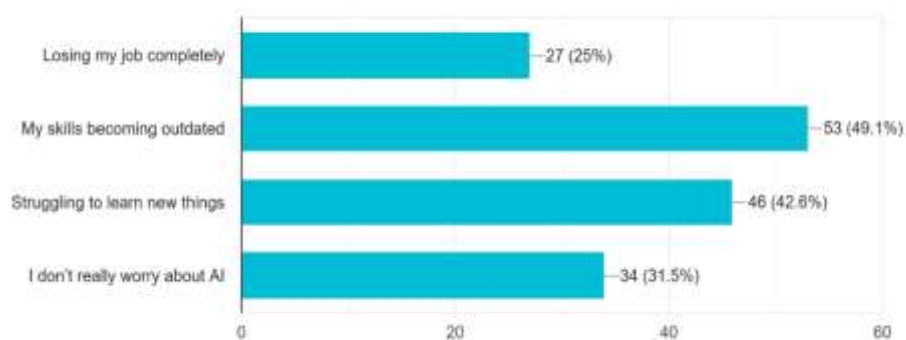


Figure 3: Respondents' Main Worries About Ai In Jobs

These results highlight that reskilling and continuous learning are the key needs for employees to cope with technological change.

4. Factors Helping Employees Stay Calm About AI

Table 4: Distribution On The Basis Of Factors Helping To Stay Calm About Ai

Factor Helping to Stay Calm About AI	Frequency	Percentage
I trust my ability to reskill	53	49.1
I have supportive managers/colleagues	38	35.2
I believe AI will open new roles	54	50.0
Nothing helps, it still stresses me	24	22.2

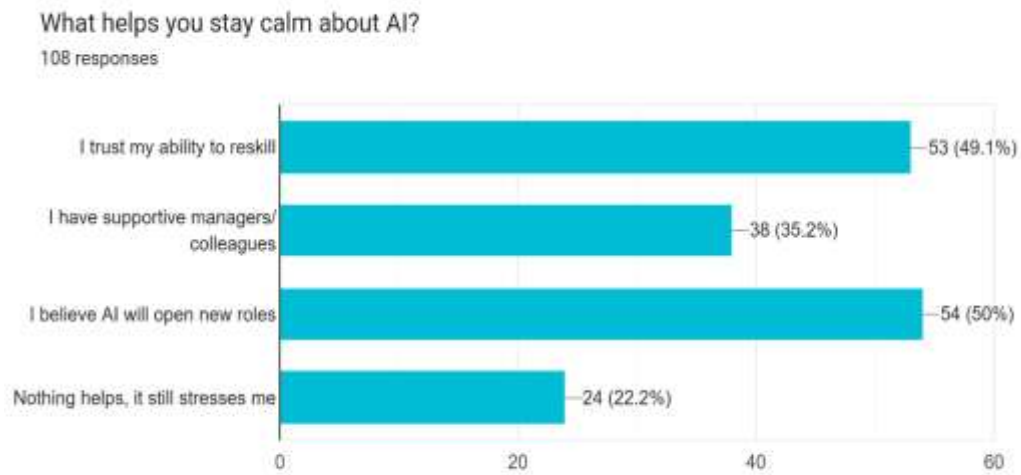


Figure 4: Factors Helping Respondents Stay Calm About Ai

This shows that optimism and confidence are closely linked to emotional well-being. Workers who trust their ability to adapt feel less anxious about the future.

Summary of Data Interpretation

The overall analysis shows a mixed but balanced view among employees. Most respondents are curious and open minded about AI, yet many still experience uncertainty about their job future. Those who have opportunities to learn and who receive support from their organizations show better mental health and more positive outlooks.

AI, therefore, acts as both a motivator and a stressor. The key takeaway is that the way organizations communicate, train, and support employees during technological transitions strongly determines whether AI will be seen as threat or as a partner in progress.

VI. FINDINGS OF THE STUDY

The findings of the study provide several important insights:

a. Demographics:

Most respondents were between 18 and 34 years old, indicating that younger professionals are more exposed to AI-related changes. They represent a techsavvy yet vulnerable group when it comes to dealing with rapid automation.

b. Perceptions of AI:

Around 71% of participants felt that AI pushes them to grow and learn new skills, while 26% reported feeling anxious or sleepless because of it. This shows that AI brings both inspiration and insecurity.

c. Job Security Concerns:

About 40% of respondents believed AI would slightly change their jobs, whereas 30% feared it could reduce their job stability. Some worried that repetitive or routine work might soon be automated, increasing job uncertainty.

d. Factors of Anxiety:

Nearly half (49%) said their main concern was that their skills would become outdated. Others (43%) felt anxious about keeping up with new technologies. Only a small group said AI does not worry them at all.

e. Coping and Confidence:

Employees who trusted their ability to learn new things or had supportive managers showed less stress. About 50% believed AI would open new roles, suggesting optimism among those who see learning as a way forward.

f. Awareness and Information Overload:

While most participants knew about AI impact, some found that too much information made them anxious. Awareness can therefore help or hurt, depending on how it is managed.

Overall, the results show that AI affects both emotional and professional aspects of work. Fear and hope exist side by side and the difference often depends on workplace culture and employee readiness.

VII. CONCLUSION

The study concludes that Artificial Intelligence affects employees in two major ways: it can motivate them to grow and learn, but it can also create stress and fear if not handled properly. Many employees feel more confident when their organization supports them through training, explains clearly how AI will be used, and offers guidance during change. But when companies ignore employees' worries or fail to communicate openly, AI becomes a source of anxiety, making people stressed about losing their jobs or not being able to keep up. To create a healthy balance, organizations need to focus on helping employees learn new skills, being transparent about how AI will change their roles, and providing mental health support through counselling, workshops, or wellness activities. Overall, technology should not only make work faster and more efficient it should also make the workplace healthier and more comfortable. AI can truly become a partner in progress when employees feel valued, supported, and prepared for the future. The study makes it clear that the impact of AI depends largely on how organizations guide their employees through the transition. When workers feel included, informed, and supported, AI becomes something positive that helps them grow in their careers. But without proper support, the same technology can create confusion, fear, and emotional pressure. Therefore, companies must take responsibility for helping their workforce adjust, not just by teaching new skills but also by building trust and ensuring that employees feel mentally and emotionally secure.

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