



Role of Artificial Intelligence in Coping Stress Management Among Employees

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Abstract

Stress is a natural response to changes in life but Workplace stress has emerged as one of the most critical challenges in contemporary organizations. Rapid digital transformation, competitive performance expectations, hybrid work structures, and constant connectivity have significantly intensified psychological pressure among employees. Artificial Intelligence (AI) is increasingly being adopted as a strategic tool to detect, monitor, and manage workplace stress. This research paper provides a comprehensive analysis of AI-driven stress management systems, including predictive analytics, AI chatbots, workload optimization algorithms, and personalized wellness platforms. Using hypothetical survey-based organizational data, the study evaluates measurable outcomes such as stress reduction percentages and employee satisfaction improvements. The findings suggest that AI, when implemented ethically and responsibly, significantly enhances employee well-being while improving productivity and organizational sustainability. However, concerns related to data privacy, algorithmic bias, and over-surveillance require strong governance frameworks. The paper concludes by recommending a hybrid human-AI model for effective stress management in modern enterprises.

