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The Rise of Artificial Intelligence and Its Influence on Employee Performance and Work

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Abstract: *The objective of this paper is to investigate the impact of artificial intelligence (AI) on employee performance and work commitment within the workplace, while also acknowledging its limitations. The study employs a qualitative research approach and utilizes a simple random sampling method. Data collection is conducted through online questionnaires using Google Forms. The majority of the respondents (91.8%) fall within the age range of 20-30 years, with a total of 100 participants consisting of 58% females and 42% males. The findings reveal that AI can positively influence employee performance and work engagement. AI refers to the use of computers to simulate intelligent behavior with minimal human intervention. However, there are concerns raised by academics regarding potential job losses and an increase in unemployment rates due to AI. Consequently, this may pose challenges in terms of infrastructure reconstruction, ensuring vehicle safety, and adapting laws and regulations.*

Key Words: Artificial Intelligence, Employee Performance, Work, Google Forms

Introduction

The continuous improvement of data innovation empowers associations to present computerized function as the new ordinary. Hence, representatives are confronting new types of work that could diminish individual cooperation however increment collaboration with IT. (Charles et al., 2023) By and by, these better approaches for work involve that people cannot take care of their responsibilities with similar qualities and convictions as they are used to (Irshad et al., 2019). There is a steady change that could influence self-convictions comprising proficient personality at work, i.e., the view of one's job in the working environment (Kumar et al., 2022). Encountering what is going on that goes against one's character could prompt a deficiency of confidence and subsequently a danger to personality (Dhara et al., 2022). This could implement activities intended to safeguard confidence connected with way of life as arising innovations have changed the scene and encounter of an assortment of callings. The digitization of the work environment underlines the interest for advanced function as the new ordinary in associations (Asqah et al., 2023). These days, the test lie21st- century associations lie in the organization ability to develop despite an

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exceptionally powerful market wherein cutthroat positions are continually developing. With regards to internationalization and globalization of business sectors, advancement, item or administration quality and client necessities have driven organizations to coordinate Information Technology into their administrative methodology. (Hou et al., 2021) In highly competitive environments, organizations cannot maintain their advantage without innovation (Ranjbar et al., 2020). To cut costs and increase productivity, businesses have always sought to outsource more of their work to machines. Beginning with assembly lines, mechanical and repetitive tasks previously referred to as "manual labor" were replaced by human labor (Khokhar et al., n.d.). The world has already changed into one that is modern and characterized by data dominance in every business activity because of the digital revolution. Data no longer needs to be stored in data centers (Lam, 2018). Any object or environment can now measure and generate data thanks to sensors of any kind. Modern and computerized (data) transformations monetarily affect every part of our general public, life, business, and work. This infers the utilization of computerized assets, which shift contingent upon the occasion: Artificial Intelligence, 3D printing, quantum registering, big data or augmented reality (Liu et al., 2014). One central point driving this conversation is the continuous improvement of artificial insight (computer-based intelligence), which can be depicted as "the capacity of a machine to carry out mental roles that we partner with human minds, for example, seeing, interacting, thinking, collaborating with the climate, critical thinking, direction, and in any event, showing imagination (HOU et al., 2021)".

Today, artificial intelligence remains the most fantastic IT application, an innovation that has gone through an unparalleled improvement over the course of the past many years (Dwivedi et al., 2020). It is characterized as a bunch of hypotheses and methods used to make machines equipped for reenacting knowledge (Khokhar, Iqbal, et al., 2020). The use of a computer to model intelligent behavior with negligible human interference is referred to as Artificial Intelligence. On the contrary, Artificial Intelligence has sparked debate among scholars and practitioners alike. According to the academics, Artificial Intelligence will lead to the loss of millions of jobs and an increase in the number of unemployed people (Chaudhuri et al., 2023). This will bring with it new difficulties, such as the need to rebuild infrastructure, ensure vehicle safety, and modify laws and regulations. Artificial intelligence can foster Human Resource works however has many dangers, for example, changing people to machines, misjudging people and the framework being excessively high (Khokhar, 2019). In any case, simulated intelligence could prompt worth co-obliteration when disparities between clients arise. Moreover, the utilization of simulated intelligence could likewise uphold the improvement of vulnerability and intrusion of security (Chain et al., 2019). This negative peculiarity is often alluded to as the clouded side of artificial intelligence, alluding to how simulated intelligence presents gambles for people, associations, and society.

Moreover, (Begum Siddiqui et al., 2023) states that artificial intelligence can assist organizations with moving along their presentation. A survey conducted by International Data Corporation indicates that 40 percent of advanced change initiatives in 2019 are expected to use artificial intelligence and that by 2021, 75% of business applications will be based on simulated intelligence. To further develop efficiency and foster new administrations, associations should depend significantly more on artificial intelligence to work on their exhibition (Castka et al., 2020). Accordingly, the development of computer-based intelligence does not supplant people's jobs yet makes their work more proficient and powerful. Regardless, the usage of artificial intelligence in organizations could not kill or on the other hand change current positions yet in addition make new areas of work, for instance, inside designing, programming, or even in friendly spaces (Kardinal Jusuf et al., 2023). There is continuous promotion of artificial intelligence and its monetary effects. Albeit the public conversation about artificial intelligence has turned more hopeful lately, the anxiety toward simulated intelligence killing current positions offsets the potential open doors for human Artificial intelligence joint effort (Madureira et al., 2022). Considering other factors, Artificial Intelligence may not have a direct impact on the performance of employees or engagement at work. To explain the effects of Artificial Intelligence on employee performance and work commitment, change leadership has

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been chosen as the moderating mechanism (Zeb Khaskhelly et al., 2022). It is the leadership of the organization that determines the success of the organization. By taking on the leadership role, the organization can maximize the potential of Artificial Intelligence implementation. To carry out hierarchical goals, authority refers to one's ability to make a positive impact on others (Manis & Madhavaram, 2023). Thus, this research reveals that change leadership is the mental mechanism that influences the performance of employees and their commitment at work because of artificial intelligence. Subsequently, this study plans to fill this hole by investigating the accompanying research questions:

1. Does the use of Artificial Intelligence enable employees to perform better and to be more engaged at work?
2. Regarding employee performance and work engagement, what moderating impact can be observed from the change leadership variable?

The emergence of Artificial Intelligence (AI) has raised a number of ethical and practical questions in the workplace. AI has the potential to increase productivity and efficiency and improve employee performance, but it also has the potential to disrupt employment opportunities and displace existing employees. As AI technology continues to evolve, it is important to assess the impact it may have on employee performance, job security, and overall work experience (Zameer et al., 2017). The purpose of this problem statement is to explore the potential implications of the emergence of AI on employee performance and productivity. Specifically, it seeks to identify how AI may affect the way employees work, the types of tasks they are asked to complete, and the impact it could have on job security (Mothafar et al., 2022). Additionally, it will explore the potential positive and negative effects of using AI in the workplace, including the potential for increased efficiency, improved accuracy, and speed, and decreased human error. Finally, it will assess the ethical implications of using AI to monitor and improve employee performance and consider the potential for job displacement and the potential for unfair labor practices (Gareta et al., 2006).

There are three vital ways in which this analysis will add to the literature of understanding how artificial intelligence affects employees' performance and dedication to their jobs. First, this study examines Artificial intelligence as beneficial to improved productivity and efficiency in Pakistan. A survey was carried out to fully understand its effect and collecting data will also help in the coming future studies. This investigation is a qualitative one in nature and data is collected through questionnaires. Additionally, a straightforward random sample procedure was used for this investigation. Online questionnaires were developed for data collecting using Google Forms, and for user convenience, they were dispersed throughout online social media platforms like Instagram, WhatsApp, and email. We decided to combine the online and in-person questionnaires since we could quickly access a larger number of audiences with the online questionnaires. Thus, the population organization consists of professional staff and interns (Bhatti et al., 2023). Out of the 100 responders. A culture of trust and teamwork can be expanded through the application of artificial intelligence, which will result in employees who are more engaged and driven. Similarly, to this, imitated intelligence can provide workers greater flexibility and convey them access to feedback on their performance, increasing their degree of devotion to their jobs. The objective of the present study is to find out the linkage between independent and dependent variables. Artificial intelligence would be Independent.

And employee performance and motivation would be dependent are independent variables. It's indicating or specifies the study, and the conclusion will be set out based on the findings.

The general objective of this study to analyze the effects of Artificial Intelligence on employee performance and work commitment, change leadership has been chosen as the moderating mechanism. This research answers the following questions:

- Does the use of Artificial Intelligence enable employees to perform better and to be more engaged at work?
- When considering employee performance and work engagement, what moderating influence can be observed from the change leadership variable?

Literature Review

The emergence of Artificial Intelligence (AI) has been a significant development in the modern professional landscape. AI has been used to automate and optimize processes, enhance data analysis and decision-making, and provide insights into customer behavior, among other things. This paper reviews the literature on the impact of AI on employee performance and work commitment.

First, this review will discuss the impact of AI on employee performance. Studies have shown that AI can improve employee productivity by automating tasks and eliminating tedious manual tasks. Additionally, AI can help in data analysis and decision making, allowing for more efficient and accurate decision making (Wang et al., 2022). Furthermore, AI can improve customer service by providing insights into customer behavior and preferences, which can help employees to better, serve customers (Hou et al., 2022). Finally, AI can enable employees to be more creative and innovative in their work, as AI can provide feedback on ideas and help them to develop and refine innovative solutions. Second, this review will examine the impact of AI on work commitment (Rejeb et al., 2022). Research suggests that AI can help create a culture of trust and collaboration within the workplace. This can lead to a more motivated workforce, as employees are more likely to be committed to their job when they feel that their work is valued, and their ideas and contributions are taken into consideration. Additionally, AI can provide employees with more flexibility, as AI-powered tools can help employees to manage their workloads more effectively and work more efficiently (Hou et al., 2023). Finally, artificial intelligence (AI) has the potential to enhance employee engagement through its ability to offer valuable insights into employee performance and facilitate the provision of feedback on their work. The research approach employed in this study is qualitative and interpretive in nature. This study examines the effects of progressing AI systems on management in the upcoming decade. Additionally, it is suggested that instead of solely replacing tasks, machine learning tools enhance human decision-making (Schafer et al., 2001). Nevertheless, supported by empirical data, the expert consensus regarding the influence of AI on management can be categorized into two distinct groups: revolutionary and evolutionary. The revolutionary faction maintains that managers' job responsibilities will be impacted across all levels due to the unforeseen capabilities of AI technology (Khokhar et al., 2022). Conversely, the evolutionary faction argues that while AI may have various effects on managers and even replace certain tasks, it will not bring about any unforeseen alterations in their work. Consequently, the consensus is that Artificial Intelligence can serve as either a tool for creation or destruction (Fossen et al., 2019). Halting or impeding technological advancement is both unfeasible and undesirable. However, in order to steer it towards a desired trajectory, competent leadership is crucial.

A separate study examines the influence of technology on employee behavior and performance, as well as the stress levels resulting from technology usage. It also explores how technology affects employees' interpersonal relationships. The study concludes that, overall, employees express satisfaction with technology and demonstrate a willingness to embrace new technological advancements without hesitation. Moreover, the study suggests that technology does not adversely affect employees' interpersonal relationships; instead, it facilitates improved communication among coworkers (Hailiang et al., 2023).

Study conducted by (Manis & Madhavaram, 2023) identified in this research are three key factors that contribute to AI identity threat in the workplace: changes to work, loss of status position, and the perception of Artificial Intelligence as a potential threat. The study utilizes a quantitative approach, employing a research model that includes measurement and structural analyses. Group differences are also calculated based on the latest considerations during the model development process. Research has been done that looks at how artificial intelligence effects. Moreover, the workplace environment Ulta Wilkins (Khaskhelly et al., 2023) studied artificial intelligence at workplace and qualitative approach has been used which shows that implementation of AI enhance individual learning and development in workplace to increase quality and develop and precision leading to higher motivational level however this evidence contradicts that non AI is equally important to enhance competencies.

Another research was done by (Waseem et al., 2022) which was a comprehensive literature review on the impact of technology in workplaces with the initial question being on how workplace affects employees' motivation. A quantitative approach was used for this study a four-step procedure was followed where papers were searched that fell under the category of technology and motivation in general as the result two hundred thousand paper were selected. These papers were further filtered out and 1451 abstracts were selected and finally 205 useful publications were selected that were related to technology and workplace motivation and it was concludes that advances in technology paves the way for motivational workplaces designs leading towards an overall motivated employee cohort (Khokhar, Hou, et al., 2020).

AI has gained significant prominence in the realm of employee engagement and performance, emerging as a widely discussed subject. Several studies have explored the potential of AI in enhancing employee engagement and performance. found that AI awareness can influence career competency and job burnout. built an AI-based employee psychology and performance analysis model using the analytic hierarchy process.

Proposed findings indicate that the human resource industry has the potential to undergo a transformative change through the integration of AI. This transformation is expected to occur through the automation of routine tasks, enhancement of decision-making processes, and improvement of employee engagement and retention. (Yumei Hou, 2020) in this study, AI was integrated into a talent management model to elevate employee engagement and performance. The researchers examined the crucial factors that contribute to AI's ability to enhance employee engagement in multinational companies. Furthermore, the researchers examined the effects of AI feedback on employee performance. Another aspect of the study involved introducing a model that assesses the impact of benign stress on employee happiness, which subsequently influences employee engagement indirectly. Moreover, an innovative framework was introduced for an Employee Experience Management platform powered by AI. This platform aims to tackle strategic human resources (HR) challenges, including employee engagement, personal and professional development, and job satisfaction. Lastly, the researchers investigated the connections between employees' appraisals of AI as either challenging or hindering and their impact on service performance. (Akhtar Bhatti et al., 2023) proposals have been made that leveraging AI to reduce employees' workload can lead to improved company performance in the current volatile, uncertain, complex, and ambiguous (VUCA) environment. These studies highlight the potential of AI to positively impact employee engagement and performance through various means, including the automation of routine tasks, enhanced decision-making capabilities, feedback provision, workload reduction, and increased employee retention. Nonetheless, additional investigation is required to delve into the possibilities of AI across various industries and contexts.

Emotional intelligence (EI) and artificial intelligence (AI) are two important concepts that have gained significant attention in the literature. Several studies have investigated the impact of these concepts on employee performance, retention, and well-being. The study revealed that emotional intelligence has a noteworthy impact on both employee retention and performance. Furthermore, it was found that AI plays a significant moderating role in employee performance. Similarly, revealed that emotional intelligence training was extremely beneficial to employees, leading to better emotional intelligence competencies and a happier work life.

Empirical research indicates a significant relationship between emotional intelligence and employee retention and performance. Furthermore, the study highlights the significant moderating role of AI in employee performance (Irlbeck and Dunn, 2020). From the perspective of human resource development, it is crucial for organizations to prioritize the development of emotional intelligence among their employees. By doing so, employees can enhance their productivity, job satisfaction, and commitment towards achieving organizational objectives. Moreover, fostering emotional intelligence contributes to maintaining a positive work environment (Nawaz et al., n.d.).

On the other hand, AI has been found to boost performance but also affects employee emotions. noted that emotional intelligence and AI have grown in popularity in the relevant literature. Emotional artificial intelligence is a

cutting-edge advancement within modern artificial intelligence. This field encompasses anthropomorphic robots, text, voice canoes, and video robots as key components. These technologies are already actively showcasing their expertise and capabilities in the realm of emotional psychology (Khadka, 2019).

Finally, found that AI can be used to humanize human resource management by reducing bias in personnel selection, personalizing training, analyzing the emotional state of employees, and managing their well-being. In summary, both emotional intelligence and artificial intelligence have substantial effects on employee performance, retention, and well-being. Therefore, organizations should prioritize the development of both concepts to attain superior outcomes.

H1: The introduction of AI has a notable influence on employee performance as it enables them to be supported by AI-powered tools in their daily tasks, ultimately resulting in enhanced outcomes.

H2: Emergence of AI is related to future of employees in a negative way because of potential destructive capabilities and affecting employees decision making capabilities

H3: Emergence of AI has potential to create a identity threat for employees and causing them to lose leadership therefore has a negative relationship.

Research Methodology

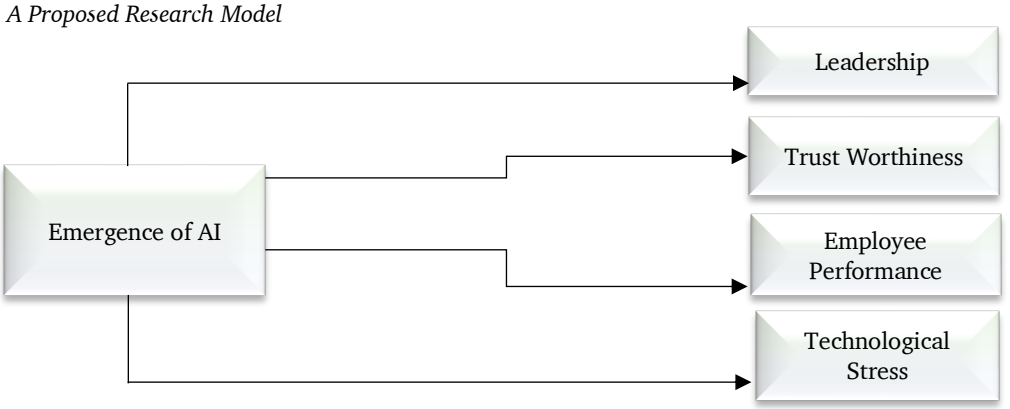
Research philosophy is deductive, which involves testing a theory or hypothesis through the collection of empirical data. The ontological approach is objectivism, which assumes that there is a real, external world that can be observed and measured. The research approach is deductive, which involves testing a hypothesis through the collection of empirical data. The objective of this study is to examine a theoretical framework encompassing factors that contribute to the emergence of artificial intelligence. The data collected will be used to test the theoretical model through statistical analysis.

Research Strategy

The main objective of this study is to comprehend the influence of artificial intelligence on employees' performance and work commitment. To get a deep understanding of the impact on individuals' primary data was collected through the distribution of surveys. This study is a part of qualitative research. Additionally, this study is based on simple random sampling method. For the collection of data, Google Form was used to create online questionnaires, and they were distributed across online social media platforms like Instagram, WhatsApp, and email for ease of use. We chose to disassemble the questionnaires online and in person because, through online questionnaires, we could access a more substantial number of audiences in no time. Thus, the population comprises of internees and professional employees working within an organization. 100 respondents were selected out of which 58% were female and 42% male. Additionally, the average age of the respondents lies between 20-30 years that covers 87% of the respondents.

Figure 1

A Proposed Research Model



Population and sampling

The target population for this study is the general public, specifically individuals who are familiar with the concept of renewable resources for this research we opt for our university peers. The sampling strategy will be a convenience sampling method, where participants will be recruited through social media platforms and online forums. This approach was chosen due to the ease of access to potential participants through these channels.

Data Collection and Data Analysis

Data will be collected through a self-administered online questionnaire that will consist of open-ended questions. The questionnaire will be pretested to ensure that the questions are clear and easy to understand. In addition to the questions related to the research question, the questionnaire will include demographic questions to allow for the characterization of the sample.

The data collected will be analyzed using qualitative research methods to gain in-depth insights and understanding of the participants' experiences and perspectives. Thematic analysis will be employed to identify patterns, themes, and categories within the data. This approach involves a systematic process of coding and categorizing the data, followed by the identification of overarching themes that emerge from the analysis.

During the analysis, the transcripts of the interviews or open-ended survey responses will be carefully reviewed, coded, and categorized based on recurring ideas, concepts, or themes. This iterative process will involve organizing the data into meaningful units and identifying connections and relationships between different codes and categories.

The findings will be presented in a narrative form, using quotes or excerpts from the participants' responses to illustrate the identified themes. The analysis will focus on providing a rich and comprehensive understanding of the participants' perspectives and experiences related to the research topic.

Research Ethics

The study will adhere to ethical guidelines for research involving human participants. Participants will receive clear information about the study's purpose and will be asked to provide informed consent before taking part. Confidentiality will be maintained, and the collected data will be used solely for the research purposes. Any released survey results will be anonymized, ensuring that no identifying information about participants is disclosed.

In conclusion, this research methodology has been designed to provide a rigorous approach to data collection and analysis while also addressing ethical considerations. By using a survey method and leveraging existing research, this study aims to contribute to the understanding of the factors that influence the adoption of renewable energy solutions among the general public.

Data collection and Data Analysis

We chose closed-ended questions as they gave us better insight into the trend analysis, correlation and gave us the opportunity to identify the interesting differences. The questionnaire was developed by the team members which examines the following questions like:

- Do you think Artificial Intelligence could be useful in your area of work?
- How likely Artificial Intelligence can provide new economic opportunities for this country.
- Artificial intelligence might take control of people.
- Artificial intelligence can perform better than human.
- Do you think a good leadership is significant in implementing artificial intelligence within an organization?

Results and Discussions

The study will involve computer tabularizations, in form of frequency distributions, graphical representation. Resulting necessities for statistical examination will be talked about once the underlying information is assessed. Thus, this questionnaire was useful in many ways as it was convenient for the respondents as well as cost-effective for surveying a large sample. This research has been conducted to find out the impact of artificial intelligence on employee performance and work commitment and to what extent leaders in the organization can be helpful in implementing the modern technology and motivating employees.

Research Hypothesis

H0: Artificial Intelligence has a significant impact on employee performance in the means of technological stress , leadership and trustworthiness.

H2: emergence of AI is related to future of employees in a negative way because of potential destructive capabilities and affecting employees decision making capabilities

H3: emergence of AI has potential to create a identity threat for employees and causing them to lose leadership therefore has a negative relationship .

We conducted a survey through google forms regarding AI's impact on employee performance and work commitments where we targeted both male and female working in all sectors especially above 20 years of age as they are introduced in professional life by that time, to know how artificial intelligence have affected them workplace.

Through the analysis of the survey that we conducted, we have identified 3 main components that have a huge impact on how artificial intelligence effects the workers/ employee's performance and motivational level.

The 3 components that we have identified through our survey is the exposure of artificial intelligence, the technology stress that is created through the implementation of artificial intelligence and how trustworthy does employees consider the artificial intelligence and proper leadership.

Table 1

Relationship Analysis of the Significant

	AIN	ENT	TR	LA
AIN Pearson relationship	1	.619**	.154	.240
Sig.(2-tailed)		.004	.311	.117
N	100	100	100	100
ENT Pearson relationship	.619**		.209	.045
Sig.(2-tailed)	.004	1	.169	.770
N	100	100	100	100
TR Pearson relationship	.154	.209	1	.122
Sig.(2-tailed)	.311	.169		.431
N	100	100	100	100
LA Pearson relationship	.240	.045	.122	1
Sig.(2-tailed)	.117	.770	.431	
N	99	99	99	99

The relationship coefficient (r) value between artificial intelligence and employee performance is .619 which shows a moderate association between both the variables. The P value is <0.01 which means the relationship is significantly significant. So, we can say that the emergence of AI has a significant impact on employee performance.

Table 2

The Regression Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.419[a]	.515	.157	.24633

Predictors: (Constant), AIN[a]

As indicated in table 2, we can see that r square value is .515 which means that our independent variable that is Artificial intelligence causes 51.5% change in the dependent variable i.e. employee performance by means of trustworthiness and leadership.

Table 3

ANOVA Calculation

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.557	1	.557	9.175	.002[b]
	Residual	2.609	43	.061		
	Total	3.166	44			

a.Reliant on Variable: ENTa

b. Forecasters: (Constant), AINb

Based on the ANOVA table, the p-value of 0.002 is lower than the significance level of 0.05. Therefore, we can conclude that there is a statistically significant relationship between the independent variable, artificial intelligence, and the dependent variable, employee's performance.

Table 4

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	.956	.228		4.194	<.001
	AIN	.412	.136	.419	3.029	.004

Reliant on Variable: ENT

In Table 4, the coefficient results reveal that the beta value is 0.419, indicating that a one-unit change in the independent variable (artificial intelligence) corresponds to a 0.419 unit change in the dependent variable (employee performance). Moreover, the positive sign of the beta value suggests a positive relationship between artificial intelligence and employee performance. In other words, an increase of 1 unit in the emergence of AI is associated with a 0.419 unit increase in employee performance. The emergence of artificial intelligence (AI) has had a significant impact on the modern professional landscape. Research has been conducted to examine the effects of AI and its influence on various factors. Overall, the research suggests that Artificial Intelligence can have a positive impact on employee performance and work commitment.

Reliability

Scale: All Variables

Case Processing Summary

Artificial Intelligence and around 74% of people were interested in using artificially intelligent systems in their daily lives. Artificial Intelligence remains the most fantastic IT application, an innovation that has gone through an unparalleled improvement over the course of the past many years. It is characterized as a bunch of hypotheses and methods used to make machines equipped for reenacting knowledge.

Table 5

Cases		N	%
01	Valid	80	93.6
02	Excluded [a]	10	6.4
03	Total	90	100.0

Delete wisely based on a list of all variables in the procedure reliability status.

Table 6

Cronbach's Alpha	No of items
.827	20

Table 7

Item Statistics	Mean	Std. Deviation	N
Have you ever heard of Artificial Intelligence?	1.5977	.25196	100
Do you think AI will have a significant impact on the job market?	1.3409	.68005	100
Do you think AI can Be biased?	2.2273	.74283	100
Are you Concerned about the security implications of AI?	1.3636	.71823	100
Do you think Ai Could be useful in your area of work?	1.5227	.84876	100
Do you think AI can provide new economic Opportunities for this country?	1.5682	.87332	100
Do you think Ai can replace human creativity?	1.9318	.84627	100
Are you wooried about the potential loss of privacy with the of AI?	1.688	.85651	100
Do you think that it is best when some complex decisions are left to AI system?	1.8636	1.8636	100
Do you think AI can help improve global education standards?	1.4091	.78705	100
Do you think AI can positively impact employee performance?	1.5455	.84783	100
Do you believe AI can enhance workplace productivity	1.4773	.76215	100
Are you worried that AI will replace you at your job?	1.8409	.88772	100
Are you concerned that AI wil replace human employees in the future?	1.6818	.80037	100
Do you thin Ai can improve decision making	1.4545	.79107	100
Do you believe AI technology can provide valuable data for employee performance evaluations?	1.5227	.84876	100
Are you worried that AI will add complexity to existing job responsibilities?	1.7500	.86603	100
Do you think AI can help identify areas for employee skill development?	1.7727	.91152	100
Do you believe that AI can increase employee engagement?	1.5909	.87120	100
Do you think AI can enhance job satisfaction for employees?	1.6364	.86511	100
Would you trust your savings to an artificially intelligent investment system?	1.7727	.85898	100
Do you think a good leadership is significant in implementing AI within an organization?	1.5682	.81833	100

Table 8

Item-Total Statistics	Scale Mean if item Deleted	Scale Variance if item Deleted	Corrected Item-Total Correction	Cronbach's Alpha if item Deleted
Have you ever heard of Artificial	34.5227	22.674	.831	.380

Item-Total Statistics				
	Scale Mean if item Deleted	Scale Variance if item Deleted	Corrected Item-Total Correction	Cronbach's Alpha if item Deleted
Intelligence?				
Do you think AI will have a significant impact on the job market?	34.7795	22.054	.347	.380
Do you think AI can Be biased?	33.8932	23.343	.116	.421
Are you Concerned about the security implications of AI?	34.7568	23.392	.118	.421
Do you think Ai Could be useful in your area of work?	34.5977	22.501	.187	.405
Do you think AI can provide new economic Opportunities for this country?	34.5523	22.177	.218	.398
Do you think Ai can replace human creativity?	34.1886	25.248	-.145	.475
Are you wooried about the potential loss of privacy with the of AI?	34.4386	23.614	.046	.436
Do you think that it is best when some complex decisions are left to AI system?	34.2568	23.287	.072	.432
Do you think AI can help improve global education standards?	34.7114	22.023	.283	.387
Do you think AI can positively impact employee performance?	34.5750	23.667	.042	.437
Do you believe AI can enhance workplace productivity	34.6432	23.173	.133	.418

Item-Total Statistics				
	Scale Mean if item Deleted	Scale Variance if item Deleted	Corrected Item-Total Correction	Cronbach's Alpha if item Deleted
Are you worried that AI will replace you at your job?	34.2795	22.419	.181	.406
Are you concerned that AI wil replace human employees in the future?	34.4386	22.935	.151	.414
Do you thin Ai can improve decision making	34.6659	22.738	.181	.408
Do you think AI can positively impact employee performance?	34.5750	23.667	.042	.437
Do you believe AI can enhance workplace productivity?	34.6432	23.173	.133	.418
Are you worried that AI will replace you at your job?	34.2795	22.419	.181	.406
Are you concerned that AI will replace human employees in the future?	34.4386	22.935	.151	.414
Do you think AI can improve decision making processes in the workplace?	34.6659	22.738	.181	.408
Do you believe AI technology can provide valuable data for employee performance evaluations?	34.5977	24.389	-.045	.455
Are you worried that AI will add complexity to existing job responsibilities?	34.3705	25.824	-.209	.490

Item-Total Statistics				
	Scale Mean if item Deleted	Scale Variance if item Deleted	Corrected Item-Total Correction	Cronbach's Alpha if item Deleted
Do you think AI can help identify areas for employee skill development?	34.3477	22.547	.156	.412
Do you believe that AI can increase employee engagement?	34.5295	23.593	.045	.437
Do you think AI can enhance job satisfaction for employees?	34.4841	22.524	.178	.407
Would you trust your savings to an artificially intelligent investment system?	34.3477	22.408	.195	.404
Do you think a good leadership is significant in implementing AI within an organization?	34.5523	22.615	.186	.406

Conclusion

The primary purpose of this study is to understand the impact of Artificial intelligence on employees' performance and work commitment. We chose closed-ended questions as they gave us better insight into the trend analysis, correlation and gave us the opportunity to identify the differences. We inquired our sample population about their understanding of AI from which almost 88.2% of people affirmed that they were aware of what Artificial Intelligence is while on the contrary a small percentage of 7.8 % had no idea about it. By using our survey We also attempted to assess how comfortable and trustworthy people thought AI applications were and around 40% gave a rather negative reply they were concerned that AI will breach their personal information and around 40% of employees were concerned that AI might take control of people whereas a 7.4% said that it will not, provide that they use it in limit. Furthermore, 12.9% of employees think that AI will replace them from their jobs. Around 32.9% of people think that AI in organizations will decrease employee motivation. The emergence of Artificial Intelligence (AI) has been a significant development in the modern professional landscape. Research has been concluded that looks at how artificial intelligence effects. Overall, the research suggests that Artificial Intelligence can have a positive impact on employee performance and work commitment.

Future Recommendations

Our framework emphasizes the significance of identity in comprehending how workers respond to the implementation of AI and the resulting outcomes. It is evident that AI has the potential to enhance employee satisfaction. By automating repetitive tasks, AI can collaborate with humans to enhance their work, enabling them to perform tasks more efficiently and effectively. Artificial Intelligence has sparked debate that Artificial

Intelligence will lead to the loss of millions of jobs and, possibly, an increase in the number of unemployed people. This will bring with it new difficulties, such as the need to rebuild infrastructure, ensure vehicle safety, and modify laws and regulations. Furthermore, AI provides you agents with invaluable opportunities to advance their career. Strategies that should be adopted by organizations use Artificial Intelligence successfully is by understanding What AI Is and What AI Is Not and Identifying and Analyzing Current Business Problems also by Adopting a Strong Data-Driven Culture and Interacting with People from the Industry or Like-Minded Organizations. AI can also help employees become more efficient by providing real-time feedback and insights. AI can also aid in the development of new skills, such as data analysis, by providing training and guidance. Overall, AI can be a powerful tool for improving employee performance.

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