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REVIEWER'S REPORT

Manuscript No.: IJAR- 59575

Title: AI at Work: Effects on Work-Life Balance.

Recommendation:

Accept after minor revision.

Rating	Excel.	Good	Fair	Poor
Originality	✓			
Techn. Quality		✓		
Clarity	✓			
Significance		✓		

Reviewer Name: Dr. Bishwajit Rout

Reviewer's Comment for Publication.

(*To be published with the manuscript in the journal*)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

1. **Significance**: This research addresses an important workplace concern: whether anxiety surrounding artificial intelligence accompanies poorer work life balance. Its Indian employment context offers potential relevance for organisational communication, employee support, and technology adoption policies. However, its significance currently rests on an observed association, because unclear measurement, inconsistent sample descriptions, and limited methodological reporting restrict broader interpretation and practical application of findings.

2. **Strength**: The paper presents a clear employee centred concern, accessible writing, explicit objectives, and a straightforward quantitative structure. Reporting means, standard deviations, correlation, and regression provides an initial empirical foundation. Its acknowledgement of cross sectional limitations is useful. Recommendations concerning training, communication, and boundaries offer practical relevance, although these proposals require stronger connections to measured variables and independently evaluated organisational outcomes.

3. **Key Insight**: The central insight is that greater reported job insecurity accompanies poorer reported work life balance within the analysed sample. The strong negative correlation suggests that employee perceptions deserve attention during technological change. However, the evidence does not establish that AI adoption causes imbalance, nor that proposed interventions work. Distinguishing technological exposure from perceived insecurity would substantially sharpen the research contribution.

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The paper titled *"AI at Work: Effects on Work-Life Balance."* examines how artificial intelligence tools affect employees' work-life balance, focusing on job insecurity and related stressors. Surveying 100 IT and banking workers, it finds moderate-to-high job fear (mean 3.07) alongside low work-life balance (mean 2.35). A strong negative correlation ($r = -0.874$) and regression analysis show that rising job insecurity substantially reduces balance, explaining 76.4% of the variance. While AI removes routine tasks, it intensifies monitoring and skill pressures. The authors recommend practical measures training, transparent communication, after-hours boundaries, and well-being support to help organisations harness AI without harming employee well-being.

Suggestions for Improvement:

1. Define AI automation separately from ordinary workplace digital technologies.
2. Support broad claims about productivity, monitoring, and employee adaptation with relevant citations, while specifying the Indian sectoral context.
3. Distinguish theoretical significance from practical and contextual contributions clearly.
4. Explain what this study contributes beyond existing Indian research, particularly given the limited sample and narrow statistical model.
5. Compare previous studies by design, measurement, sample, and context to establish the precise empirical gap addressed here explicitly.
6. Integrate an appropriate theoretical framework and explain whether job insecurity functions as an exposure, mechanism, or contextual response.
7. Resolve inconsistencies between declared constructs and reported statistical variables.
8. Provide the complete questionnaire, scoring instructions, anonymised analytical data where permissible, and statistical procedures supporting every reported result.
9. Explain how individual correlations and regressions were calculated when the limitations section states only sector averages were available.
10. Explain why this observational design addresses the research question, while acknowledging its inability to establish temporal causal ordering.
11. Report inclusion and exclusion criteria, including employment status, minimum tenure, occupational roles, and required experience using relevant technologies.
12. Verify the strong correlation against item overlap, coding errors, influential observations, and the stated availability of individual responses.

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I recommend minor revision before publication. The topic is relevant, and the reported association merits further investigation. However, inconsistent variable definitions, contradictory sample descriptions, and uncertainty about the underlying data prevent confident evaluation. The authors should provide verifiable participant level analyses, validated measures, transparent sampling procedures, ethical disclosures, and appropriately qualified conclusions. Publication should depend on resolving these foundational issues and demonstrating that all reported statistics are reproducible and credible. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.