Evaluating the Influence of Artificial Intelligence on Employee Engagement: Determinants and Strategic Recommendations for AI-Driven Workplaces

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Abstract: As AI is gaining wide application in work environments, it has come to the concern of workers' engagement. This paper seeks to establish the impact that AI is having on elements of Employee engagement. The study adopts quantitative questionnaires and aims at establishing causal factors that define good participation in settings that have incorporated AI solutions. On the basis of kregcie, morgan formula sample of 150 IT employees of Bengaluru was taken into consideration. Questionnaire was developed based on previous works done on the effect of AI usage in the engagement of employees. Cues like the AI system usage which is central to the employee engagement model interface, perceived job security, and AI-based system managerial support are further looked into as determinants of the engagement outcomes. The data are analyzed using the program of the applied statistics, the special SPSS and AMOS program. The evidence highlights the value of AI adoption while pointing to the conceptual gap of how to effectively deploy it to sustain and further engage employees in light of the sociotechnical transition. This work also provides ideas on when and how to engage and behave most effectively in workplaces that are influenced by artificial intelligence.

Keywords: Artificial Intelligence, Employee Engagement, AI Workplaces, Strategic Interventions

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