Frontiers of Multidisciplinary Exploration
Volume 2, Issue 1, March 2026, Page 1-7
ISSN: 3139-4086

Exploring the Impact of Artificial Intelligence on Employee Engagement and Productivity in Management Teams: A Sustainable Perspective

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Received 20 Nov 2025, Accepted 28 Feb 2026, Published online: 30 March 2026

Abstract

Artificial Intelligence (AI) is becoming a more popular tool in organizations to enhance decision-making and efficiency. This paper presents that how AI can influence the engagement and productivity of employees within management teams and how it relates to sustainability. The study relies on a survey of employees who work in AI-based organizations. The results show that AI solutions can be used to enhance productivity and aid in the making of improved decisions. Nonetheless, the extent to which AI is applied and combined with human work practices determines employee engagement. The research proposes that there is a need to have a balanced solution that would make AI adoption in organizations sustainable and human-centric.

Keywords

Artificial Intelligence, Employee Engagement, Productivity, Sustainable Management, AI Adoption

1. Introduction

Artificial Intelligence (AI) has been embedded in the operations of contemporary organizations and it has largely contributed to changing the managerial functions of decision-making, performance monitoring, communication, and strategic planning. As technologies, such as machine learning, data analytics, and automation systems, develop, organizations are turning to AI to perform more complicated tasks effectively. Automation of routine and repetitive processes also helps minimize human effort and minimize errors, as well as increase the accuracy of operations. Moreover, AI-based insights can help managers to make timely and informed decisions, which enhances overall organizational performance and competitiveness in a fast-evolving business environment [1, 2].

The common functions of AI tools in management teams include the evaluation of employee performance, customer relations, workflow optimization, and predictive analysis. Such applications will help in accelerated performance of the tasks, better utilization of resources,

and enhancement of coordination among the team members. This has made organizations to realize greater productivity and operational efficiency [3].

Nevertheless, on the one hand, the introduction of AI has many positive aspects, but on the other hand, it also has a serious implication on employees. Although AI can make the work process more productive by decreasing the workload and making the complicated tasks easier, it may also affect the levels of employee engagement, job satisfaction, and motivation. The trend of automation can result in a lack of human interaction in teams, which is also a significant consideration in keeping the work environment positive. Moreover, employees could feel issues associated with job security, change of roles, and continuous development of skills. Such aspects may influence their degree of participation, dedication and general engagement within the work place [4,5].

Employee engagement is a vital factor of organizational success because employees who are engaged are more motivated, productive, and devoted towards the realization of organizational objectives. Thus, the role of AI in employee engagement is important to understand to make sure that the technological progress does not have a harmful effect on the human side of organizations. Concurrently, organizations should aim at balancing technology and human resources [6,7].

Sustainability is a key factor in this respect. Sustainable AI adoption is the use of the AI technologies in a way that will facilitate the long-term development of the organization as well as employee welfare and ethical standards. It highlights the fact that it should be human-focused and technology should not supersede human abilities [8].

Consequently, the impact of AI on workers in the management teams is necessary to be considered. The study will conduct research to investigate the connection between AI adoption, employee engagement, and productivity with the consideration of the sustainability aspects. The results of this research should be useful to organizations that can embrace AI in a responsible, effective, and balanced way.

2. Literature Review

Past literature has continuously emphasized the beneficial aspect of the Artificial Intelligence (AI) in enhancing the effectiveness and decision-making of organizations. Data analytics, machine learning and automation are the examples of AI technologies that allow organizations to handle large amounts of data in a short duration and with precision. These tools can help managers to recognize patterns, predict trends, and make timely decisions. Consequently, organizations can increase operational efficiency, minimize costs, and increase overall performance. The systems also help in planning and resource distribution that is more effective through the use of AI and this is also critical in ensuring that the organization meets its objectives in a competitive environment [9,10].

Besides enhancing efficiency, employee engagement has been pointed out as important in determining productivity and organizational success due to research. Employee engagement is the degree of commitment, involvement and passion that employees are willing to put in their jobs and their companies. The motivated employees are more driven, are more dedicated and are beneficial to the team performance. Research indicates that more engaged employees are more likely to be productive organizations, reduce turnover and experience a high rate of job satisfaction [11,12].

Nevertheless, there are some issues connected with employee engagement because of the rising use of AI. Although AI could be effective to simplify work and decrease the workload, overdependence on systems can result in less human interaction in the teams. Engagement involves communication and collaboration that is vital, and its decline leads to adverse consequences to the employees in terms of morale and job satisfaction. Also, workers can have doubts about job security and job role changes and this can affect their engagement levels as well [13].

Recent research has thus emphasized on the need to embrace sustainable AI practices. Sustainable AI is concerned with adopting technology to balance organizational effectiveness and the welfare of employees. It focuses on ethical aspects, ongoing training of employees, and creating a positive working environment in which AI is a supplement to human capabilities and not the substitute. This will ensure that the positive side of AI is realized and the negative impact of AI on employees is minimized [14].

Altogether, the available literature suggests that although AI dramatically improves the performance and productivity of an organization, its influence on employee engagement is contingent upon the manner in which the AI is introduced. To attain sustainable results of AI-based organizations, a human-focused and balanced strategy is vital [15].

3. Objectives of the Study

The purpose of the current research is to investigate how Artificial Intelligence (AI) is utilized to affect the outcomes related to employees in management teams. The precise aims of the research are as follows:

- **To examine the effect of AI on employee engagement.**

The aim of this objective is to figure out the impact of the application of AI technologies on the extent of involvement, motivation, and commitment of employees to their job. It discusses the role of AI in increasing or decreasing employee interaction, satisfaction, and engagement in management teams.

- **To examine the impact of AI on the productivity of employees.**

Volume 2, Issue 1, March 2026, Page 1-7
ISSN: 3139-4086

The research will assess the role of AI tools to enhance the performance, efficiency, and completion of tasks among employees. It explores the issue of automation and data-driven systems that can assist employees in their working process and do it better and more correctly.

- **To investigate the sustainability aspect of AI adoption.**

This goal focuses on the issue of how companies can use AI in a sustainable way. It addresses the question of whether the implementation of AI contributes to the long-term organizational development and at the same time maintains the well-being of employees, ethical conduct and balanced working environment.

- **To determine the issues linked to the application of AI within the management teams.**

The research also seeks to draw attention to possible problems like the loss of human interaction, job insecurity, and lack of skills that can occur because of the adoption of AI.

4. Research Methodology

The research methodology offers a systematic way that is going to be employed to fulfill the objectives of the study. It offers a clear guideline in collecting, sampling, and analyzing data in an attempt to find out the relationship between Artificial Intelligence (AI), employee engagement, and productivity. The study is based on the descriptive research design, which is relevant in the investigation of the prevailing conditions, trends, and the perceptions of the workers regarding the use of AI in organizations. The methodology will allow the researcher to explain and analyze the effect of AI on employee behavior and performance in management teams.

The research paper is premised on the primary data, and the gathering of which has been structured into a questionnaire. The questionnaire will also feature the question that will dwell on the right information about the use of AI, employee engagement, productivity, and sustainability practices in the organizations. It contains a significant share of close-ended questions to make it understandable and simple to respond. The perceptions and opinions of respondents are also measured using Likert scale which is the scale of strongly agree, strongly disagree, etc. It is a scaling technique that may be employed in subjective answers and make it possible to analyze it successfully. It will be distributed to professionals in the organizations where AI tools are actively implemented into the management functions, and in such a way, respondents will be able to have a practical experience of the subject of the research.

The study sample will be 100 respondents comprising of managers, team leaders, and employees working in AI-enabled settings. The sample is selected to provide a different range of opinions regarding the use of AI in the management practices. The sample chosen will be deemed as adequate to conduct some general statistics and to make the conclusions that will be significant in the context of the descriptive research.

Volume 2, Issue 1, March 2026, Page 1-7
ISSN: 3139-4086

The research uses a convenience sampling technique, in which the respondents were chosen according to their availability and desire to take part in the research. This method is suitable in both the exploratory and descriptive research because it allows the researcher to obtain data quickly and effectively. It can be used to acquire preliminary knowledge of the research problem although it might have some limitations in its generalization.

In general, the methodology will offer an empirical and systematized examination of the effects of AI on employee engagement and productivity. The research will come up with valid and useful findings that can be used to comprehend and implement AI to management scenarios in a more relevant way through the organized data collection, and the straightforward analytics tools..

5. Results and Discussion

The results of the presented research indicate that Artificial Intelligence (AI) can greatly affect the effectiveness and the work of management teams. Most of the respondents reported that overall work efficiency increases when AI technologies are used to automate routine and repetitive tasks. This lessening of manual work enables the employees to concentrate on more of a strategic and value oriented work. Moreover, respondents stated that AI also allows making decisions faster and more precise, as it offers prompt data information and analytics. This leads to decreased workload among employees and tasks are achieved within shorter time.

The paper also notes that productivity of employees improves as AI tools are implemented. Respondents noted that AI systems help them to be more precise, consistent, and fast in their ability to execute tasks. This translates to better individual and team performance, hence, playing a positive role in the outcomes of an organization. Planning, monitoring, and evaluation are some of the management functions that can be better coordinated and integrated with AI that enhances efficiency in teams.

Nevertheless, the results also suggest that there are some difficulties related to the implementation of AI. Some of the respondents were worried about the lack of human interaction in a team because of the use of more automated systems. As interpersonal communication and collaboration are crucial elements of employee engagement, their deterioration can have unfavorable impacts on employee motivation, job satisfaction, and belonging. This indicates that AI enhances productivity, but it can also affect the human element of work unwillingly.

Interestingly, the research shows that when there is implementation of AI in organizations and appropriate training, guidance, and support systems, the rate of employee engagement increases. The employees will be more accepting and actively engaged in using AI technologies when they are provided with the required skills and when they are actively engaged in the transition process. This underscores the role played by an enabling organizational culture in the successful adoption of AI.

In general, the findings reveal that AI has a high positive effect on productivity and efficiency. The impact it has on employee engagement, however, is mostly dependant on the way it is executed. The balanced solution that considers the technological development and the human interaction is necessary in order to reach the sustainable organizational results.

6. Conclusion

The paper concludes that Artificial Intelligence is an essential tool of improving the productivity and operational efficiency of management teams. AI technologies can help organizations to make better decisions, decrease workload, and optimize performance, which makes a contribution to the overall organizational success. The conclusions evidently show that AI is an effective instrument of enhancing efficiency and effectiveness in contemporary management practices.

Nevertheless, not all effects of AI on employee engagement are positive and rely on the implementation process of AI. Although AI can make life easier and more productive, it might also jeopardize human communication and give rise to issues associated with losing jobs and shifting roles. These aspects may affect the motivation and satisfaction of employees as well as their engagement.

Thus, companies need a humanistic approach towards AI application. AI is not to be substituted with human interaction, but rather supplemented and complemented by the employee. The steps that are required to ensure engagement include proper training and promoting communication, as well as engaging the employees in the process of adopting.

Moreover, there should be a sustainable approach to the adoption of AI to achieve success in the long term. Organizations must aim at striking a balance between the development of technology and employee welfare and ethical issues. In this way, they will be able to establish a workplace where technology and human capital can play a significant role in organizational development.

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Volume 2, Issue 1, March 2026, Page 1-7
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