REVIEWER'S REPORT

Manuscript No.: IJAR-51734

Date: 20/05/2025

Title: The Use of Artificial Intelligence in Reducing and Management of Stress in Workplace.

Recommendation:

Accept after minor revision.

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

Reviewer Name: Dr. Bishwajit Rout

Date: 20/05/2025

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 highlights how artificial intelligence can transform workplace well-being by enabling early detection and management of stress, anxiety, and burnout. It emphasizes AI's capacity to proactively support mental health through sentiment analysis, wearables, and virtual assistants shifting from reactive intervention to real-time, preventive care. The study is especially relevant in post-pandemic work environments.

2. **Strength**: The study's strength lies in its comprehensive, interdisciplinary approach combining AI technology, psychological theory, and workplace well-being frameworks. It integrates empirical findings, ethical considerations, and practical applications of AI tools like chatbots, sentiment analysis, and wearables. By systematically categorizing AI solutions and their impacts, the paper offers actionable insights for organizations, HR leaders, and tech developers.

3. **Key Insight**: A key insight is that AI-powered tools can detect and respond to employee stress patterns before symptoms escalate, personalizing wellness interventions and reducing reliance on delayed human reporting. However, successful implementation depends on ethical use, data privacy, and integrating AI with human empathy, making AI a powerful supplement not a substitute for mental health support.

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Reviewer's Comment / Report

The paper titled "*The Use of Artificial Intelligence in Reducing and Management of Stress in Workplace.*" provides a well-structured and insightful exploration of how Artificial Intelligence (AI) can be leveraged to monitor, manage, and improve mental health in workplace environments. It presents an extensive literature review, practical use cases, and a comprehensive breakdown of AI tools, applications, and ethical considerations. The paper's relevance is strong given the post-pandemic emphasis on workplace wellness. However, the manuscript would benefit from improvements in academic tone, clearer articulation of the methodology, and deeper integration of critical perspectives in the discussion.

Suggestions for Improvement:

1. In introduction integrate recent data or statistics to reinforce urgency. Conclude the section with clearly defined research questions or objectives.

2. In Literature Review include a critical reflection on limitations in existing studies (e.g., scalability, data bias).

3. Mention inclusion/exclusion criteria for studies reviewed if this is a systematic review.

4. Def Add detail on how sources were selected (databases, search terms, time frame).

5. Further interpret the significance of findings in context (e.g., which tools are most promising and why).

6. Compare and contrast effectiveness of AI tools vs. human-led interventions.

7. Add more about potential psychological impacts of being monitored by AI.

8. Reflect on barriers to implementation, such as digital literacy or resistance to AI.

9. Address practical steps organizations can take to responsibly implement AI wellness tools.

The paper offers a timely and comprehensive analysis of AI's role in workplace stress management. With strong practical relevance and ethical reflection, it effectively synthesizes diverse tools and approaches. Minor revisions are needed in methodology clarification, formatting, and discussion depth. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.