

## REVIEWER'S REPORT

Manuscript No.: IJAR-51734

Date: 21-05-2025

**Title: The Use Of Artificial Intelligence In Reducing And Management Of Stress In Workplace**

### Recommendation:

**Accept as it is.....YES.....**

Accept after minor revision.....

Accept after major revision .....

Do not accept (*Reasons below*) .....

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

**Reviewer's Name:** Mr Bilal Mir

**Reviewer's Decision about Paper:** **Recommended for Publication.**

**Comments** (*Use additional pages, if required*)

### Reviewer's Comment / Report

#### General Overview:

The manuscript presents a well-structured and relevant exploration of the role of Artificial Intelligence (AI) in managing and reducing workplace stress. It successfully highlights how AI tools—such as sentiment analysis, wearable devices, virtual assistants, and machine learning algorithms—can offer innovative and proactive solutions to employee well-being challenges. The study demonstrates contemporary significance by addressing the intersection of technology, mental health, and organizational productivity.

#### Abstract:

The abstract effectively summarizes the study's scope and objectives. It introduces the central idea that AI, when implemented ethically and in coordination with human support systems, can foster healthier work environments. It outlines key technologies and their applications in stress detection and wellness

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support. The abstract is coherent and provides a clear snapshot of the study's intent, method, and thematic coverage.

### Keywords:

The keywords—*Artificial Intelligence, Stress Management, Productive Work Environment*—are accurate and reflect the study's focus areas. They help situate the manuscript within the domains of organizational psychology, AI applications, and human resource management.

### Introduction:

The introduction presents a compelling case for integrating AI into mental health management strategies at work. It clearly contrasts the reactive nature of traditional methods with the proactive capabilities of AI. The narrative flows logically, articulating the potential of AI to enhance early detection, provide personalized interventions, and improve employee well-being and organizational outcomes. Ethical considerations are also appropriately acknowledged.

### Literature Review:

The literature review is informative and draws on relevant studies to substantiate the manuscript's claims. It is structured into two focused subsections:

- AI in Stress Detection and Monitoring:**  
This section outlines how AI provides objective, real-time data for early stress detection, referencing technologies like sentiment analysis and wearable devices. The explanation is clear and well-supported by current academic references.
- AI-Powered Personalized Wellness Programs:**  
This segment discusses the customization of wellness initiatives through AI, emphasizing the benefits of personalized support. It uses cited studies to illustrate improved employee engagement and mental health outcomes as a result of tailored interventions.

The literature review balances breadth and depth, showing a good understanding of the evolving research landscape in AI and mental health.

### Scientific and Practical Relevance:

The manuscript presents significant theoretical and applied value. It aligns with current research priorities across disciplines such as AI, organizational behavior, digital health, and human-computer interaction. It also addresses practical challenges facing modern workplaces, such as burnout, productivity loss, and mental health crises.

### Structure and Clarity:

The manuscript is logically organized and clearly written. Each section transitions smoothly into the next.

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The use of subheadings enhances readability. Terminology is used appropriately, and technical terms are explained in an accessible manner.

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### Conclusion (Implied):

While the excerpt ends with a literature review, the direction of the manuscript implies a forthcoming discussion on implementation practices, challenges, and perhaps case-based evidence or recommendations. The manuscript is setting up a balanced analysis of both the opportunities and the ethical considerations involved.

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### Final Assessment:

This manuscript addresses an important and timely topic with clarity, relevance, and academic rigor. It synthesizes current research effectively and presents a compelling argument for the integration of AI in workplace stress management. The study is likely to be of interest to scholars and practitioners in AI applications, organizational psychology, and occupational health.