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Editorial

Knowledge is not merely the accumulation of facts; it is the continuous awakening of human consciousness and the relentless pursuit of truth. With this profound belief, we humbly present the current issue of the **Writers Crew International Research Journal** to our thoughtful readers.

In the continuous flow of time and an ever-evolving global landscape, each generation carries the responsibility of shaping the future. Today's scholars, researchers, and youth, guided by awareness and critical inquiry, are no longer passive recipients of information but active architects of society. Their questions reflect a deeper engagement with global challenges, values, and human purpose. As the academic community moves toward higher ideals, platforms for robust research and reflection like the **Writers Crew International Research Journal** become essential spaces for intellectual dialogue and creative exploration.

A research journal is not sustained by digital pages and print alone; it thrives through the collective spirit of authors, reviewers, critics, and reflective readers. Their curiosity, rigorous discipline, and dedication breathe life into academic discourse. Thoughtful critique sharpens our collective understanding, while sincere

feedback guides the path toward intellectual integrity and research excellence.

We express our profound gratitude to the contributors of this issue—the visionary authors who dared to question the unknown, the peer reviewers who refined these thoughts, and the readers who engage with open minds. Your active participation strengthens the academic ethos of the **Writers Crew International Research Journal** and brings us closer to our aspiration of becoming a meaningful, transformative voice in the global world of research and educational thought.

With deep reverence for knowledge and steadfast faith in collective wisdom, we place this issue before you, trusting it will inspire reflection, spark constructive dialogue, and drive meaningful change.

“Let noble thoughts come to us from all directions, and may they illuminate our shared journey of discovery.”

Dr.Neeraj Tiwari

Editor-in-Chief

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Artificial Intelligence Surveillance and Its Impact on Psychological Safety, Stress, and Employee Productivity in Modern Workplaces

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Abstract

With the introduction of Artificial Intelligence (AI) into the workforce, the way workplaces track their operation and conduct their business has changed. The authors in this research paper analyze the psychological impact of AI surveillance on employees in today's workplace and how it impacts their psychological safety, stress levels, and productivity. The type of research that is conducted is qualitative, secondary research, descriptive research and thematic analysis. The sources of data were scientific journals, scientific articles, reports and online scientific databases such as Scientific Direct and Google Scholar. The results suggest that AI-based surveillance systems can enhance tasks' efficiency, safety, accountabilities, and optimization in real-time. But constant monitoring also brings along with it factors of psychological stress, loss of independence, brain burn out and stress of employee. The study also identifies a ‘paradox of productivity’ that monitoring too much can have the opposite effect, reducing creativity, trust and organisational commitment and increasing the ‘measurable' measures of productivity. The study reveals that while the use of AI surveillance can be beneficial for the organisation, overuse and unethical monitoring practices may pose a negative impact on employees' well-being and workplace culture. Therefore, it is essential for these companies to have an AI monitoring policy that is transparent and accountable, ensuring a balance between business productivity and employee psychological safety and trust.

Key words: *Artificial Intelligence Surveillance; Employee Psychological Safety; Workplace Monitoring; Employee Stress; Organisational Productivity*

. Introduction

1.1 Background and Context

The consistent growth of digital technologies has effectively revolutionised the modern workplace across various sectors. The firms are rapidly adapting to technology to improve workforce culture. AI-based surveillance systems raised several concerns for employees' psychological safety, helping employers to monitor employee performance and track efficiency in management against their will and questioning their ability (Kim, Kim, & Lee, 2025). The prospects of Artificial Intelligence-led surveillance also contribute to enhancing security and promoting a strict work culture. This AI-surveillance controls employees to go through facial recognition systems, productivity tracking, biometric attendance, location assessment, and keyboard and screen activity evaluation (Gandía et al. 2025). This method also observes employees through predictive analytics, which examines employee performance in real time. These technologies have become significant in the post-pandemic era, where hybrid work culture and remote work arrangements started to take over and created new adversities in supervision and organisational control (Mettler, 2024). The rigorous enhancement in AI surveillance usage has driven the organisations to attain their peak productivity and reduce inefficiencies while making data-driven information analysis. AI tools are used to provide employers with detailed insights into employee productivity gaps and improve their resource allocation. Various firms across the industries consider AI surveillance as a strategic mechanism for maintaining competitiveness in the fast-evolving business environment.

1.2 Problem Statement

AI-surveillance in the modern workplace has delved into major concerns regarding employee well-being, privacy, and overall trust. Many organisations have imposed AI-surveillance on employees in the name of monitoring performance without the consent of employees (Pektaş,2024). With a vast personnel, humans can not be expected to handle this excessively huge job where monitoring each employee's performance requires equal attention; AI-based monitoring tools alone can control facial recognition and activity monitoring of numerous employees. Recent reports have shown that 76% of recent IT industry employees believe workplace monitoring promotes a culture of distrust, and 35% report showing an increased stress due to growing monitoring, and 56% are also tense and stressed about these assessments.

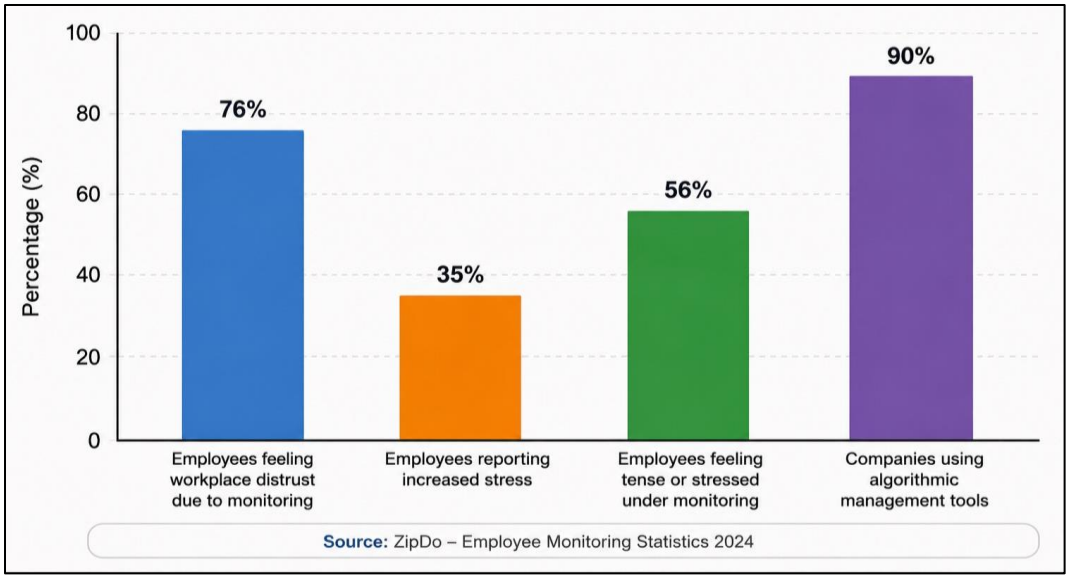

Figure 1: Impact of AI Surveillance in the Workplace

(Source: ZipDo, 2024)

1.3 Objectives

- To evaluate the influence of artificial intelligence-based workplace surveillance on employees' psychological well-being in modern organisations
- To examine the interrelation between AI surveillance practices and employee stress levels in the workplace
- To analyse the effects of an AI-driven monitoring system on employee productivity and work performance
- To investigate whether psychological safety and stress mediate the interconnectedness between AI surveillance and employee productivity.

1.4 Significance

This research aims to investigate the growing impact of AI-surveillance in modern workplaces. With the introduction of new-age technologies by business firms worldwide, aiming to have their employees perform better, numerous concerns regarding their privacy and ethics keep surfacing. This is intended to help comprehend how continuous AI-based surveillance affects employees' psychological safety, maintains their productivity, and controls their stress levels. This research also contributes to the academic literature fields of organisational behaviour and workforce technology by exploring the interrelation between AI surveillance and employee productivity. Moreover, the research is socially relevant as it outlines the importance

of employee mental health, and findings support the development of ethical AI practices and responsible workforce management.

1.5 Literature Review

The rapid adoption of Artificial Intelligence technologies in the workforce to control employee productivity has transformed the plethora of overall organisational outcomes. The technology-based monitoring systems effectively helped employers to avail easy facial recognition, biometric detection, and efficiency evaluation through predictive software. This AI-led supervision has impacted employees, influencing their personal working patterns and exploiting their potential (Tiwari et al. 2024; CONSTANTIN et al. 2024). The algorithmic evaluation has secured several advantages related to seamless operations, but many psychological consequences of employees emerged due to increased stress and excessive pressure. The workplace digitalisation primarily improved operational efficiency and accountability, but at the expense of employee trust and psychological disruptions.

A study conducted by Fiegler-Rudol et al. (2025), confirmed that a digital monitoring system through AI helped employers significantly gather accurate performance data and minimise human errors. Jetha et al. (2025), supported this fact by adding that technology-based surveillance has become paramount in the era of remote work due to its efficiency in addressing inefficiencies and increasing workflow.

Various negative aspects of this AI-led monitoring are also referred to as its excessive use, which impacts the workplace wellbeing, hampering the psychological safety of an employee. The safety of psychological means is defined as a belief that expresses ideas, opinions, concerns, without fear of humiliation or punishment. The usage of AI surveillance impacts the workers' sense of autonomy and trust. This aspect has negatively impacted culture by weakening organisational unity. Employees who feel constantly evaluated ignore indulging in creative risks or communicating openly with supervisors (Mohammad Aljelaifi et al. 2025; Kim & Lee, 2025). The panel of workers starts to feel confused and question their potential, which impedes their personal self-worth. Overdependence on the AI monitoring also promotes an unequal margin among employees, which reveals different abilities of workers and flaws of their own. This factor often results in demotivating the employees to a huge level.

The studies also underscored an effective relation between workplace surveillance and employee stress. The workers under the electronic evaluation process experience a higher level

of tension and anxiety (Tiwari et al. 2024; Mettler, 2024). The low levels of monitoring also create emotional exhaustion among employees. The growing observation generates pressure to maintain productivity even if it disrupts work-life balance. Intrusive monitoring practices have a negative effect on employee morale, and organisational commitment. Digital surveillance including keystroke and screen monitoring can exacerbate employee well-being concerns, their privacy attitudes, and work-life balance issues, in a hybrid and remote work setting.

The AI surveillance has also been touted as beneficial for organisational productivity. This has been proven by various researchers, and effective monitoring helps to enhance accountability and aid staff learning by providing them with feedback. The monitoring practice is part of the employee's duty, as it is essential to keep the process transparent and fair both in collecting and fully utilizing the data (Battal, 2025; Putri & Werdini, 2026). Hence, the retention of employees is actually one of the major elements to consider when thinking about how to make surveillance stressful or motivating.

1.6 Research Questions

- How does AI-dependent workplace surveillance affect employee psychological safety?
- What is the interconnectedness between AI surveillance and employee stress levels?
- How does AI-driven monitoring impact employee productivity in the modern workplace?
- Do psychological safety and stress mediate the interrelation between AI surveillance and employee productivity?

2. Methodology

2.1 Research Design & Methods

This research has implemented a descriptive design, which is suitable for examining the impacts of AI surveillance in both contexts, whether positive or negative. This design will, however, help in drawing a conclusion about the perceptions, attitudes, and experiences of employees towards technology based monitoring systems in the workplace. The process of this research involves a great deal of secondary data collection involving various sources from academic literature, article and authentic papers that were integrated and evaluated. These databases pertaining to the AI surveillance are the theoretical and conceptual basis. This specific design and approach to research is able to provide trustworthy insights because of its uniformity and large volume of data performance dynamics.

2.2 Data Collection Techniques

In the present study the secondary data is solely relied on, and various published sources are analyzed to produce this topic analysis. Data collection was done, and articles obtained from research papers, journals, books, company reports and government reports were selected and analyzed for their credibility as a trusted source of data. The literature was collected from multiple sources such as Google Scholar, ResearchGate, Statista and ScienceDirect, with a particular emphasis on literature related to the concept of workplace surveillance, employee wellbeing and AI technologies. These secondary sources helped in gaining insight into the current theories, literature trends and research results in order to fill gaps, patterns and relationships with this topic.

2.3 Tools and Instruments

Academic and digital data sources proved to be the main tool of this study. Various themes, graphs and tables were referred for analysis and presentation of data. These tools helped with the organisation of the huge amount of data and helped to interpret the trend that lead to positive outcome in a systematic manner. Four themes were developed to work out a comparative analysis and to make sure that the data in literature are accurate. The databases which were used very carefully were Google Scholar and ScienceDirect. These databases provide access to organised studies and scholarly articles to provide interpretation of the ultimate link between AI surveillance and employee psychological safety.

2.4 Data Analysis Methods

The method adopted in this study is Qualitative data analysis and secondary data analysis to gain understanding about the effect of AI on employee psychological safety. Thematic representation is used to provide the relevant information in different organisational case studies for the support of this research work, which is based on secondary qualitative research. Collected data is analyzed with thematic analysis to uncover recurring patterns and themes concerning AI monitoring and employee wellbeing. Thematic analysis helps to understand the perception of employees and their behavior in the use of AI-based working monitoring systems (Ahmed et al. 2025).

2.5 Ethical Considerations

This research has ensured ethical research conduct to ensure credibility and integrity of

this process. As the research is based on secondary data, the information collected were thorough checked and verified. Proper citation and referencing were considered to avoid the prospect of plagiarism, and it connected all the intellectual property rights to establish a reliable fellowship (Zhang et al. 2025). This study interpreted the information objectively and used no manipulation techniques. Several sensitive and confidential industry information items were not used without consent and authorisation.

3. Results

3.1 Thematic Coding

Themes	Codes	Outcome Mapping
Artificial Intelligence-based surveillance is a catalyst for occupational health tracking and staff psychological safety	AI-based surveillance, staff psychology, occupational health tracking, and psychological well-being	Through the AI-enabled tools, modern workplaces track the real-time occupational hazards and their direct impact on the staff's well-being index.
Continuous AI surveillance creates a high proximity of employee stress within the contemporary workplace	Loss of autonomy, quantified anxiety, and performative working	Constant monitoring through AI surveillance within the modern workplace prevents the workers' liberal decision-making style. The continuous tracking widens the scope of performative gestures, such as showcasing fake activities by the employees, resulting in mental and physical exhaustion.
AI-driven monitoring tracks workplace activities and	Positive impact of AI, task optimisation, independent	AI-driven monitoring tool minimises micromanagement

negatively affects employee autonomy	problem-solving, psychological distress, and performative work	by automating mundane tasks and providing objective data. In the negative approach, AI-enabled constant surveillance generates performative tasks, privacy concern errors, and psychological stress among the employees.
AI-enabled Surveillance is a productivity paradox for modern enterprises	Classic productivity paradox, modern workplace, hyper monitoring, automated accountability, and cognitive burnout	High AI oversight is closely linked to severe decision fatigue, eventually leading to cognitive burnout. Through the constant AI surveillance, automate the accountability and identify the employee outcomes against the high-performing staff.

Table 1: Thematic Coding Analysis

(Source: Self-developed)

3.2 Thematic Analysis

Theme 1: Artificial Intelligence-based surveillance is a catalyst for occupational health tracking and staff psychological safety

Figure 2: AI improves organisational productivity

(Source: Yaniz, 2024)

The statistical interpretation highlights that only 6% of the employees agreed that AI-driven tools are incorporated in developing the staff safety protocols. As per the above outlined graphical illustration, it has been outlined that only 45% has reported that the staff efficiency, as well as the productivity level, have been revamped due to the consideration of AI-driven surveillance within the modern workplace (Yaniz, 2024). For example, with the modern manufacturing setups, warehousing, and logistics segments, the wearable AI sensors easily track the movement of each employee. The tracking information is included in the detection of poor posture, identifying whether the staff is involved in doing their assigned work, and repetitive injury rates. The data-driven tracking with the AI-based surveillance process reduces the chances of human managerial bias and develops a more objective documentation of the work performance of each employee. The AI-driven surveillance enables ergonomic and biometric monitoring to track eye movement, heart rate, stress levels, and body gesture in real-time patterns (Paniagua-Gómez & Fernandez-Carmona, 2025). Besides, the AI-powered surveillance system assesses the facial cues and vocal patterns of the employees within the modern workplaces to identify the non-verbal signs of stress and overwork (Jiang & He, 2026).

Henceforth, this information allows modern workplaces to prevent the chances of staff burnout.

Theme 2: Continuous AI surveillance creates a high proximity of employee stress within the contemporary workplace

The constant surveillance of AI within the modern workplace creates an unprecedented level of staff stress, anxiety, depression, and fear. Under the productivity paradox, the employees working within the constant AI-driven surveillance protocols often feel pressured to emphasise the visible metrics, like active hours and daily performance score (Bokka et al. 2025). This results in the presence of a staff burnout culture and high proximity of staff absenteeism. Due to the continuous tracking of employee performance, activities, and gestures within the modern work culture, it directly enables the autonomy deficit scenario. This kind of loss is directly interconnected with psychological strain among the employees. There is a presence of a threat of algorithmic bias and automated disciplinary action, creating a persistent fight-to-fight response. According to the 2025 ExpressVPN Survey outcome, it has been disclosed that the staff facing both physical and online monitoring through AI-driven tools have been reported as having a 45% higher stress index (Torres, 2025). Due to the presence of excessive AI-driven surveillance within the modern workplace, around 1 in 6 employees resigned from their roles. Henceforth, the AI surveillance has created a risk for the employees, and this kind of surveillance is not welcomed by a certain number of staff within the modern workplace.

Theme 3: AI-driven monitoring tracks workplace activities and negatively affects employee autonomy

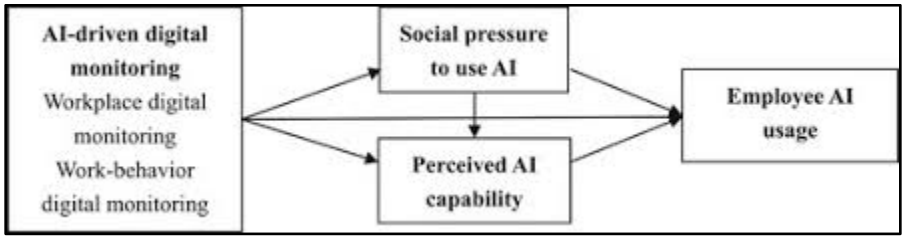

Figure 3: AI-driven monitoring concept

(Source: Li, He & Sun, 2026)

The AI-driven digital monitoring or surveillance concept within the modern workplace enables the ideologies of workplace digital monitoring and work behaviour-based digital monitoring. It indicates that AI-driven surveillance within the modern work culture tracks each employee's performance, active screen time, app usage intensity, movements, gestures, and break time-taking frequency (Li, He & Sun, 2026). Based on AI-based surveillance protocols,

the employees' digital footprints are recorded in the quantitative form of application usage, keystrokes, and mouse movements to evaluate the period of inactivity and activity. On the contrary, the AI-driven surveillance process effectively minimises staff autonomy by transforming the control from man-made judgment to the rigid AI algorithm (Navneet & Chandra, 2025). The continuous surveillance prevents the employees from freely managing their own work methodologies and time.

Theme 4: AI-enabled Surveillance is a productivity paradox for modern enterprises

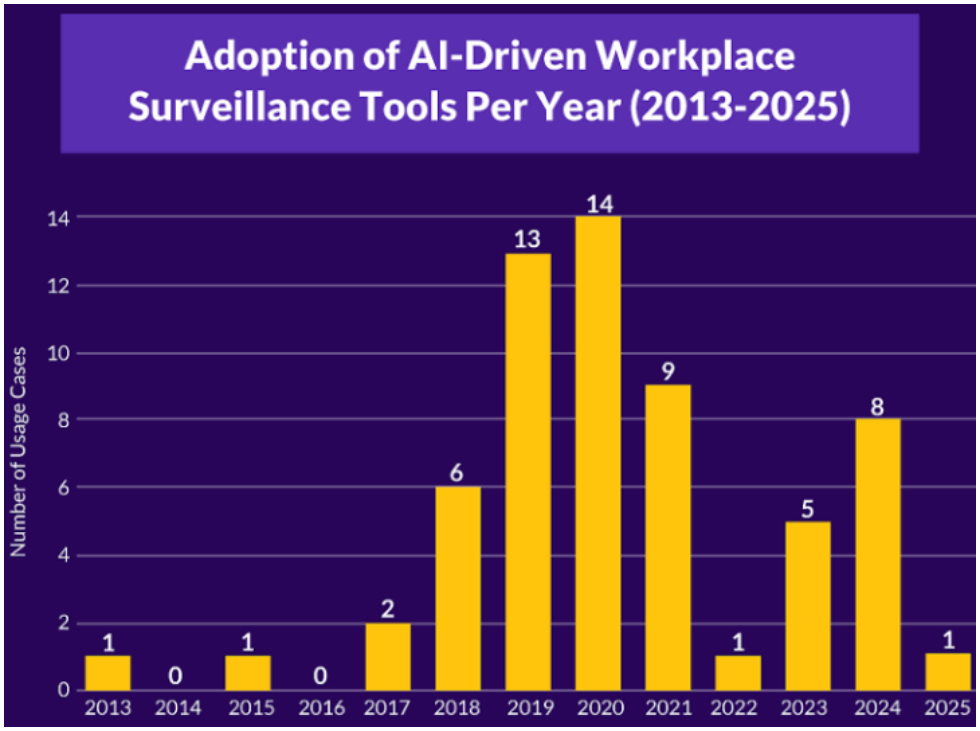

Figure 4: The adoption rate of AI in 2025 is decreasing

(Source: Gregory, 2026)

In 2020, the AI-driven surveillance rate was projected to be the highest rate, but the acceptance rate of AI for workplace monitoring is decreasing. The productivity scores may be misleading due to the consideration of an AI-driven surveillance model within the modern workplace (Gregory, 2026). The modern enterprises with AI-driven surveillance systems are unable to prioritise offline discussions, offline problem-solving, idea generation, brainstorming, and time spent on specific work for innovative design. The productivity level of the employees, as well as the organisation, is attributed to certain attributes, such as screen time, mouse clicks, and keystrokes, indicating a failure in capturing the effectiveness and quality of a staff member's work. The AI productivity paradox enables the concept of "*More-Work-Not-Less*". The scenario

demonstrates that AI-driven surveillance makes the employees active with their tasks and completes them on time, and more work is allocated eventually, leading to a classic productivity paradox (Lichtenberg, 2026). According to the American Psychological Association report, 56% of the workers under the AI-driven surveillance have been classified as stressed individuals. The constant AI-driven monitoring creates a trust-autonomy gap among the employees and employers.

4. Discussion

4.1 Interpreting Outcomes

The AI-driven surveillance within the modern workplace enables an effective trade-off. It can maximise the operational efficiency, while the intrusive monitoring through AI creates a psychological safety error and increases the stress level among modern workers. According to the secondary data collection and thematic interpretations, it has been outlined that the modern workplace is gradually shifting to an AI surveillance system to track the employees' performance and workplace-based movement. This scenario has positive aspects, such as operational efficiency improvement, minimisation of repetitive work, workplace safety strengthening, and reducing the staff demotivation level. The negative essence is the presence of a high degree of staff turnover and employee dismissal due to the hyper or consistent AI-driven monitoring.

4.2 Drawing comparison with previous studies, unexpected findings, theory and future scope

The previous studies outlined the background, problem statement, research objectives, and significance of the relevant research topic. The thematic analysis closely clarified both the negative and positive aspects of the AI surveillance system within the modern workplace. The unexpected finding of this study highlights the "*Technostress Burden*", indicating that despite successful speeding up of single task completion, the continuous surveillance creates a cognitive load and high psychological stress among the employees. The "*future scope*" of this study is to develop an ethical AI protocol for the modern workplace to avoid the chances of employee dismissal (Evans-Uzosike et al. 2022). The "*Social Exchange Theory*" is entitled to this study's outcomes by explaining the formation of the workplace relationship through the reciprocal obligations and trust (Ahmad et al. 2023). The AI surveillance via communication sentiment, webcam tracking, and keystroke monitoring erodes organisational trust.

5. Conclusion

5.1 Summary of findings

AI-driven employee tracking within the modern work culture is associated with tracking every physiological metric, screen time, keystrokes, and mouse usage, resulting in an inherent distrust among employers. This leads to a psychological safety issue, productivity loss, and distress among the employees. AI surveillance enables occupational health tracking by reviewing repetitive strain, monitoring posture, injury rate, leave-taking intensity, and stress indicators in a real-time pattern. These quantitative metrics allow HRs to make alterations in the employment perks for enhancing occupational safety and ergonomics for the staff, leading to an improvement in the staff acquisition rate through AI surveillance.

5.2 Limitations

The study limits the suggested actions to overcome the negative impact of AI surveillance, along with the development of ethical AI policies to avoid the psychological distress, occupational safety issues, and loss of autonomy or employee productivity. As this study only focuses on the secondary data collection method, there is an absence of sufficient survey quantitative information on the relevant topic. There is a lack of specificity, accessibility error to the most credible information, and dependence on others' research outcomes, rather than collecting information through the first-hand acquisition tactic.

5.3 Recommendations

The methodological recommendation of this study is to consider the "*Mixed Data Collection Method*", by which the study will be entitled to both the primary quantitative survey and secondary qualitative analysis to enhance the credibility of the research outcomes (Takona, 2024). The strategic recommendation for this study is to design the "*Ethical AI Policies*" for maintaining a culture of consent and a culture of transparency, rather than commanding the decisions.

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