

# AI-Powered Wellness Platform and Employee's Well-Being: Moderating Role of Work Mode

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## ABSTRACT

The shift towards future work models, supported by human-centred development and digital transformation, has made employee wellbeing a critical focus area for Human Resource Development (HRD) professionals. This case examines the growing use of Artificial Intelligence (AI)-powered wellness platforms and their impact on employee wellbeing and performance outcomes. Specifically, it explores whether these systems help reduce workplace stress, burnout, and anxiety, while strengthening employee resilience, emotional competence, and self-regulation-key outcomes aligned with digital HRD practices. The case is based on data collected from 350 professionals in South India working in the IT, healthcare, and education sectors who had exposure to AI wellness interventions. The findings suggest that AI wellness tools contribute significantly to improved employee well-being and performance outcomes. However, their effectiveness varies across work modes, with remote and hybrid employees benefiting more than in-office employees. The case discusses the implications for organizations, highlighting the need for adaptive HRD practices, flexible work systems, and ethical implementation strategies while integrating AI wellness tools into employee well-being programs.

**Keywords:** Artificial Intelligence, Employee Wellbeing, Workplace Stress, HRD Practices, Hybrid Work

