

Optimizing Remote Employee Performance at Rise N Shine Life Inc. through AI-Driven Insights.

Rise N Shine Life Inc.

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Submitted in Partial Fulfillment of the Requirements for the Degree
Bachelor of Business Administration



12 May, 2025



Career Services Office
UNIVERSITY OF LIBERAL ARTS
BANGLADESH

Internship/Project Report Approval Form

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INTERNSHIP/PROJECT INFORMATION

Internship Organization: _Rise N Shine Life Inc._____

Internship /Project Report Topic: _____Optimizing Remote Employee Performance at Rise N Shine Life Inc.
through AI-Driven Insights.

Term (Tick one): ☒ Spring 2025 ☐ Summer 2025 ☐ Fall 2025

SUPERVISOR APPROVAL

(Tick One)

☒ Approved ☐ Not Approved ☐ Partial Re-write ☐ Full Re-write

Remarks (For Not Approved): _____

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Date 02/05/25

LETTER OF TRANSMITTAL

15/09/2025

Nazmun Nur Eva
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688, Beribadh Road
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Subject: Submission of Internship Proposal.

Dear Ma'am,

I am pleased to submit my internship report for the BUS 499 course, which fulfills the final requirement for my BBA degree at the University of Liberal Arts Bangladesh. My internship at Rise N Shine Life Inc. served as the basis for this report, titled “The Impact of AI-Driven Strategies on Employee Productivity, Satisfaction, and Efficiency.”

Throughout this report, I have tried my best to follow the guidelines shared by the CSO and my supervisor, you. I’ve combined what I’ve learned during my BBA journey with practical insights from the work experience I got from the internship and supported it with relevant research findings.

I sincerely hope this report meets your expectations. I would greatly appreciate your valuable feedback.

Thank you for being such a wonderful mentor for me.

Sincerely yours,

Rehnuma Khayer Simran

ID: 211011120

BBA Program

School of Business

University of Liberal Arts Bangladesh

Acknowledgment

First of all, I would like to express my heartfelt gratitude to Allah for everything. He is the one to open a door and blessed me with the strength, patience and opportunity to complete this internship report successfully. I am also thankful to my family for their endless love, support and encouragement throughout my academic journey. I can't thank them enough.

I would like to express my utmost gratitude to my supervisor, Nazmun Nur Eva ma'am, Lecturer, ULAB School of Business, for her continuous guidance, constructive feedback and kind support during the completion of this report. She is the kind of person, one can never get tired of praising. A literal gem.

Additionally, I am grateful to my organizational supervisor at Rise N Shine Life Inc Shri Maha Rudraji for the valuable learning opportunities, support and professional insights shared with me throughout my internship.

Lastly, my appreciation goes to my friends and faculties at the University of Liberal Arts Bangladesh for their encouragement, cooperation and constant support.

I want to convey my special thanks to Reza Uncle, Rohon, Sara, Wasif and Labonno for the valuable time and the never ending support they gave to me whenever I needed them the most in the past few months regarding my internship.

Table of Contents

	PG:no.
Part-A	
Chapter One: Internship Preparation	8
1.1 Motivation to do an Internship	8
1.2 Internship searching process and why I choose This Organization	8
1.3 Internship Interview Experience	8
1.4 Information about the organization: Rise N Shine Life Inc.	9
1.4.1 Mission	9
1.4.2 Vision	9
1.4.3 Commitment	10
Chapter Two: About the Internship	11
2.1 Activities of Department	11
2.2 Work Environment	11
2.2.1 The Specific things I learned	12
2.3 Course-related topic that I learned here practically	12
Chapter Three: Self Reflection	13
3.1 Things I liked and disliked about my internship at that organization	13
3.2 How I could do better and how could the organization utilize me better	13

3.3 My insights into things I want to continue working on for my next position	14
3.4 Recommendations	14
Chapter Four: Personal Development Plan	15
4.1 A Brief Personal Development Plan	15
4.1.1 Alignment with HR learnings in the teaching field:	15
4.2 Skills to Develop	16
4.2.1 Technical Skills	16
4.2.2 Interpersonal Skills	16
Part-B	
Chapter One: Introduction	17
1.1 Research Title	17
1.2 Research Objective	17
1.3 Background of the study	17
1.4 Problem Statement	18
Chapter Two: Methodology	19
2.1 Type of Research	19
2.2 Research design	19
2.3 Methods for Sampling, Data Collection, and Analysis	20
Chapter Three: Findings and Discussion	21

Chapter Four: Recommendations	27
Chapter Five: Conclusion	28
References:	29
Appendix:	30
Survey Questionnaire	30

PART A

Chapter One : Internship Preparation

1.1 My motivation to do the internship

I basically grew up with few of the traits that align with HR. To learn more, nothing is better than learning from a practical demonstration through recruitment, employee relations and organizational culture. This is why, from the very beginning, it was always my wish to do an internship. For the completion of my bachelor degree, I could not think of anything, other than an internship. I am looking forward to learning the most crucial skills, communication, leadership and problem-solving skills while pursuing my internship.

1.2 Internship searching process and why I choose This Organization

This has been one of the most challenging phases of my life - the "internship searching process". I was nervous yet I was confident that finding an internship wouldn't be terrifying at least. But it was worse than a nightmare. I have been trying since November right after the mid-term, to secure an internship. The reason was just that I am from the old town, and getting opportunities far from my location feels like a distant dream, especially in these times of safety concerns for women, so I had to find an internship in a commute friendly location. I got shortlisted by some organizations, I gave multiple interviews, and I even got rejected. Some of the time, I've sent my resume to various organizations only to get ghosted by them. I kept searching for an internship for two months. Then, one day, I saw someone on Facebook getting a remote internship in the United States. I thought it was the sign, let's redirect my path and spread my reach to job hunting on a global scale. I kept looking for ads for remote internships, and I secured one. I had a fair share of realizations, learning from mistakes and being consistent on the journey of the internship searching process, so I can't complain.

1.3 Internship Interview Experience

As I have mentioned earlier, I have given multiple interviews. It was different from all the other interviews I have given. Even though the interview was on Discord at 11 PM on 27th of January, 2025. Two people were there in the meeting, similar to most of the interviews I've given in Dhaka on-site. The interviewers of Rise N Shine Life Inc. were friendly and professional. I didn't expect that I would be selected. They proceeded with the most common question which

was, "Tell us about yourself", later they gave me insights about their organization and asked a few more questions. A cultural difference was there, I must admit. The interviews I gave in Dhaka were fun, maybe because I could relate to them on a deeper level. On the other hand, Rise N Shine Life Inc. interviewers were more into maintaining professionalism, which should be the case everywhere, but like the other interviews here, I couldn't make it feel more like home.

1.4 Information about the organization: Rise N Shine Life Inc.



Rise N Shine Life Inc. is a wellness company based in Irving, Texas, specializing in holistic approaches to health and vitality. They offer personalized programs and resources to support individuals in achieving their wellness goals.

Core Products/Services of Internship organization:

Rise N Shine Life Inc. offers services in life coaching, mentoring, financial consulting, credit repair and personal development. They provide seminars on topics like soul empowerment, wealth creation and life transformation. The organization also offers networking opportunities and wellness programs aimed at achieving life satisfaction, inner peace and empowerment.

1.4.1 Mission

Their mission is to empower individuals through holistic wellness programs, offering personalized life coaching, mentoring, financial consulting and personal development services that leads to inner peace, self satisfaction and personal growth. Rise N Shine Life Inc. is dedicated to providing transformative resources and guidance that help individuals unlock their full potential and achieve lasting success.

1.4.2 Vision

Their vision is to be a leading wellness organization recognized for transforming lives by providing resources and support thoroughly, enabling individuals to achieve their fullest potential

and lead a fulfilling and an empowered life. Rise N Shine Life Inc. wants to be the go-to for people struggling with a midlife crisis and having a hard time exploring their true potential.

1.4.3 Commitments

Rise N Shine Life Inc. is committed to empowering individuals through holistic wellness programs, life coaching and financial consulting, helping them achieve personal growth, inner peace and financial stability. That too with a focus on integrity, excellence and continuous innovation. I appreciate how the organization strives to provide high-quality services tailored to individual needs and preferences. By embracing new trends, including AI-driven insights and fostering a supportive community through networking and transformative seminars, Rise N Shine Life Inc. ensures long-term success and fulfillment for its clients.

Chapter Two : About The Internship

2.1 Activities of the department

My task is simply to go through many candidates' CVs and portfolios. The trainers, basically. Even if someone had strong qualifications on their CV, there were often significant gaps in their portfolio experience. On the other hand, some had excellent past work experience, but their portfolios didn't seem to fit up to the mark. Sometimes the candidates didn't provide their details properly. Because of these reasons, I had to put in extra effort to shortlist the right candidates for the company.

I had the privilege to be in the interview Zoom meeting a couple of times. I didn't take the interview, but I was there in the meeting.

Perhaps people in the United States are too gentle because I haven't seen anybody making up excuses by saying their cameras are not working properly, or they have a poor internet connection, the way I see it here in every other online session. I found them overly confident.

Many times, I had to set my alarms for odd hours because I didn't want to miss out on any scheduling tasks, since the company is based in the USA.

As an HR intern, helping to ensure smooth communication within the internal team was also a part of my regular responsibilities. Such as, scheduling regular meetings, setting documentation and reporting- meeting notes, project timelines, HR policies, also managing the feedback systems.

2.2 Work Environment

Work environment matters a lot when you are working remotely, when you have to fight for a peaceful workplace, which is your study table, of course. On top of that, if you work for a US-based company, it wouldn't be a surprise if you work in a different time zone while staying in another, while everyone in your family is busy with their chores and you are busy with yours. - Typing. Well, it was actually fun on my part to work differently from my fellow peers.

Since it's a remote internship, I didn't set up a separate office space at home that is completely noise-free and professional. So sometimes, during meetings, noise from family members at gatherings in the other room would come through in your meetings. I agree that working from home comes with a lot

of distractions, but what is the point of a life without challenges and then not overcoming them, right? Luckily, I was able to handle distractions because I was not surrounded by too much chaos.

Moreover, once during a meeting with the company's HR Manager, there was sudden load shedding at my house and the Wi-Fi went out. So there was a disruption in the middle of the important meeting. Later, I joined again using mobile data, but since it was mobile data, the connection wasn't that stable.

2.2.1 The Specific things I learned

The most important thing that I learned was self-discipline. Working remotely, there was no one to monitor me from behind, which I could have gotten if I had worked in a traditional workplace.

Sometimes, I could have left my workspace and gone to another room, or while working on the laptop, I could have used my phone to scroll social media or chat. But there was no one to keep an eye on me. So, it was me who had to make sure not to do those things, which improved my self-discipline a lot and helped me throughout the journey. Sometimes, during my working hours, I logged out from all my personal social media and avoided all forms of distractions; I had to do it on my own. This self-discipline is helping me focus on everything beyond this remote internship because I have built a strong sense of discipline within myself that nobody instilled in me.

I also learned to use multiple software and tools, such as, Zoom, Notion, Google Workspace, and many more tools simultaneously, keeping different tabs open. So, I have also learned multitasking from this experience. I wouldn't say that I have mastered learning all of it; I still get confused at times, but the exposure to all these tools was necessary, and I am still learning.

2.3 Course-related topic that I learned here practically

My four year degree provided me with some valuable knowledge and skills for my internship experience. My major in human resource management and minor in media studies and journalism have helped me understand my tasks and responsibilities better. In my major courses like Human Resource Planning and Strategic Human Resource Management, I have learned how ensuring the organization has the right employees with the right

skills in the right places at the right times are important. Even though the organization Rise N Shine Life Inc. is a wellness company, I have seen how much importance they give to this, they ensure they have the right trainers to give their clients the best services.

Chapter Three : Self-Reflection

3.1 Things I liked and disliked about my internship at that organization

My internship here in this organization was a blend of understanding a new culture and learning from mistakes. I mean, a wellness company, who would've thought that something like this is what we are missing in Bangladesh. I loved working for them, they value their clients on a deeper level, they value time and they value their employees. From time to time, I used to be asked by someone from the Hr team if I was comfortable working for them or not, if I was facing any trouble understanding the work or anything. The work in itself is meaningful and engaging. The workloads were manageable.

I personally like the concept of remote internship in an organization across borders. It helps to know how the world's job market is in a single frame. It was convenient yet added value to my experience.

Certain things I felt a bit challenging at times due to coordination issues while working remotely, using better tools for communication and scheduling for collaboration might have helped.

And there were moments of uncertainty regarding tasks, clearer direction could have improved my experience. So I could understand exactly what they were expecting from me. Since I am from a completely different country and belong to a completely different culture, catching the grip was sometimes difficult. At those moments, I used to feel that I was not getting a clearer direction regarding my task. Otherwise everything was good to go.

3.2 How I could do better and how could the organization utilize me better

I could have asked for feedback from time to time, to know if any improvement was needed or not. I didn't do that while doing the internship, but I realize now that it would have been better if I could do that.

At first, I was hustling to manage time and work efficiently because my communication with my mentors was poor. As a result, I was pressuring myself to do things all at once and ended up getting caught up in mistakes

Rise N Shine Life Inc. could have utilized me better by providing a clearer direction and clearer

guidance.

I used to be a SEO content writer, they could have utilized my writing skills in their projects, or any other strengths of mine which could align with their goals.

3.3 My insights into things I want to continue working on for my next position

During my internship at Rise N Shine Life Inc, I faced challenges in employee engagement and productivity. For that reason, I wish to gain expertise in remote employee engagement and performance evaluation methods. This is a very essential part to focus on while working remotely, I believe. I want to learn employee behaviors, HR practices in remote workforce management and how to develop effective employee engagement strategies in my next position.

I am also looking forward to working on my research skills. This is something I personally believe is really important but I could not cope up with it efficiently. It took me a great deal of time to do research on databases, not only in my internship related tasks, but also (mostly) while preparing my internship report.

Also, I used to feel that my communication skills were good to go, but I realized, it's the listening that matters, especially when you are working for a foreign company. We talk a lot about communication skills but listening is the most essential part of communication, and this is what actually is the real game changer. I could express my queries to them, but sometimes I didn't pay much heed to what they were saying or sometimes I needed to confirm more than twice about what they were saying because of their accent, which impacted my task, they used to assign me. Hence, now I truly believe that listening is the actual communication. By expanding my learnings, I am hoping that I will be able to cope up with my future projects more effectively, as well as efficiently.

3.4 Recommendations

In my major course, Strategic Human Resource Management, I learned that to motivate and improve employee engagement, organizations can assign them with small projects and provide more hands-on experience to deal with real problems. This way they will be learning new things and gaining more exposure to the kind of work they will be doing in the future. For Rise N Shine Life, I would say they lacked it here. By allowing interns to learn real life cases and remote employee engagement sessions they can help the interns get more experience. Also by providing virtual training programs on

communication, technical skills and team management, they will cultivate those skills in the employees.

Chapter Four : Personal Development Plan

4.1 A Brief Personal Development Plan

Next steps: Completing my graduate degree, majoring in specialization in Human Resource Management, is a mere short-term goal for me. I mean, it does hold a valuable position, be it in my career or in my life.

But the next thing I want to do afterward is what I am looking forward to now more.

It may sound a bit surprising, but I do not wish to secure any corporate jobs after completing my bachelor's degree. My main focus is to get a job in a school right after my graduation. I am well aware of the questions that may arise, "Then why did you decide to study Human Resources?" - It is my perspective that students are the human resources in development since they are being nurtured and trained for future roles in society. I want to contribute a bit to society and the future of this nation. To be specific, I wish to teach students of Pre-O Levels and O Levels.

After a year or two, I am also planning to start a business for myself. Just a small clothing business, hoping to expand gradually. So my learnings of HR will be implemented. I am going to do this by connecting with professionals in the field and creating job opportunities.

4.1.1 Alignment with HR learnings in the teaching field:

Understanding student potential – In my HR major course, Managerial Skills Development, I have learned HR professionals assess and develop employees. Also, how HR evaluates the attitude and personality traits of each employee and, based on that, communicates with them. In the same way, teachers guide students in recognizing their true potential and understanding their nature to have a healthy conversation with them.

Motivation & engagement – HR strategies for employee engagement can be introduced by engaging students in the lectures and classwork to keep students motivated. Many incentives or rewards can be given based on the particular situation.

Conflict resolution – We all know how schools often deal with student conflicts. I dearly wish to implement HR training and teach the students the importance of discipline in every institute.

Performance evaluation – It already happens similar to employee assessments, teachers assess the

growth and learning outcomes of every student

4.2 Skills to develop

Even though I tried my best throughout my commitment to my role. I always tried to make sure my supervisor had no complaints about my performance. But there were things I still faced challenges in.

4.2.1 Technical skills

I want to get better at understanding workplace processes and using digital tools for communication and task fulfillment. Because in this fast growing time of technology learning to use different software that is required for the role and professional communication platforms has become necessities to fit into any given role.

4.2.2 Interpersonal skills

I want to work on my communication and teamwork skills. Understanding colleagues who are also from different cultures, like myself, is a huge challenge. Being able to express my thoughts clearly and adjusting to new work styles is very important in any job. I also want to work on my time management skills and problem solving skills to conduct any of my tasks more effectively in any role I would work in the future.

PART B

Chapter One : Introduction

1.1 Research Title

Optimizing Remote Employee Performance at Rise N Shine Life Inc. through AI-Driven Insights.

1.2 Research Objective

The primary objective of this study is to assess the impact of AI driven strategies on employee productivity, satisfaction and overall efficiency. This study will go deep into the details of how the implementation of AI can measure the performances of the remote employees at Rise N Shine Life Inc. and the impact of the strategies on employee productivity and the overall efficiency of it in their workforce.

1.3 Background of the study

The purpose of this report is to complete a requirement for the Bachelor of Business Administration degree. The 12-week internship program's objective is to introduce students to business administration in a practical (more of a virtual for me) setting. I was able to increase the scope of my practical expertise while working as an intern at Rise N Shine Life Inc.

While doing my internship, the gap I figured out is because of the rise of remote work, many organizations face challenges to keep their employees productive, engaged and connected within them. On top of that, companies that provide services, especially in wellness and personal development like Rise N Shine Life Inc, rely heavily on their teams to provide support and maintain stronger interpersonal relationships with their clients, even when they are working from different locations.

Remote work has its own drawbacks, challenges I would say. It has become so common these days that remote work can also lead to communication gaps, loss in motivation and a reduction

in productivity if not managed well. As a result, it is important for the organizations to search for ways to monitor the performances of their remote employees to maintain productivity.

1.4 Research question / Problem Statement

1. To identify how AI driven strategies can impact the productivity, satisfaction and efficiency of the remote employees at Rise N Shine Life Inc.
2. To search for ways to improve the performance of remote employees at Rise N Shine Life Inc. by utilizing correct AI tools and techniques.
3. To assess how AI driven insights can enhance employee engagement and help management make informed decisions for the remote employees.

Chapter Two: Methodology

2.1 Type of Research

My research type is descriptive. In descriptive research, data is collected and analyzed to understand the existing practices of performance management for remote employees at Rise N Shine Life Inc. This approach helps to determine how well current methods are working, identify areas where there are gaps and explore the potential impact of AI driven strategies. The descriptive analysis includes the use of survey questionnaires and a review of available performance data to gain insights into employee productivity, engagement and satisfaction. This method is particularly useful in highlighting areas where improvements can be made, especially in the context of remote work and how AI tools can be brought to enhance overall efficiency and organizational effectiveness.

2.2 Research Design

My research type is descriptive. Descriptive research collects and analyzes data to understand the existing situation of remote employees at Rise N Shine Life Inc. focusing on their productivity, engagement and performance levels. This type of research is useful for identifying what employees already experience, where there are gaps and how AI driven strategies might help improve their work outcomes.

The research will use methods such as questionnaires and observation of available performance data. These tools will help gather direct feedback from remote employees and management. By analyzing this data, the research aims to pinpoint specific challenges faced by remote employees, including communication barriers, productivity issues and engagement concerns.

Additionally, the study will explore how AI based tools can address these challenges by streamlining performance management processes, improving communication and providing real time insights. The findings will be helpful in recommending strategies and designing programs that enhance remote employee efficiency and overall organizational effectiveness.

2.3 Methods for Sampling, Data Collection, and Analysis

Methods for Sampling:

For this study, I have chosen a simple random sampling method. This approach allows each employee an equal chance of being selected for the survey, ensuring unbiased results. The simple random sampling method was used to select remote employees from Rise N Shine Life Inc, as they are the key focus of this research.

Data Collection:

For data collection, both primary and secondary data were utilized.

Primary Data:

The primary data was collected through an online survey questionnaire (using Google Forms). The questionnaire included 22 structured questions, covering areas such as employee productivity, satisfaction, engagement and the use of digital tools for performance management in a remote working environment. Participants were asked about their experience with existing performance management practices, their perceptions regarding fairness and transparency and their openness to AI driven solutions. The assumed sample size in the proposal was 25 to 30, but responses were collected from 28 employees of Rise N Shine Life Inc.

Secondary Data:

Secondary data was gathered through online sources, including research papers, articles and case studies of other companies that have implemented AI tools for remote employee performance management. This helped to compare Rise N Shine Life Inc.'s current practices with industry standards and explore potential areas for development.

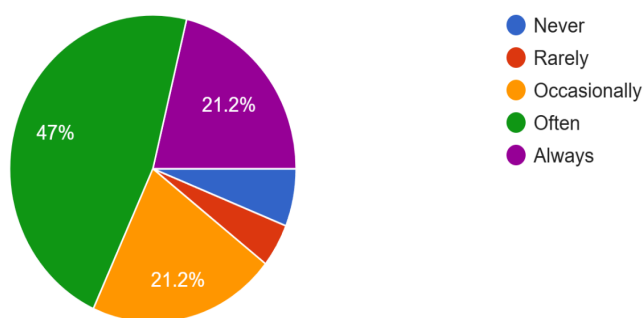
Chapter Three: Findings and Discussion

According to my survey I have included some questions under the Impact of AI-Driven Tools on Employee Experience and Performance.

Here are some close ended questions according to the survey:

6. How frequently do you use AI-driven tools in your work?

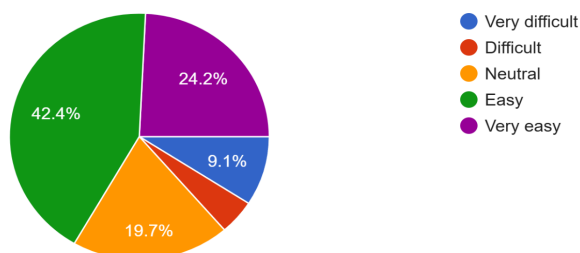
66 responses



As shown in the survey results, 47% of respondents reported using AI driven tools often in their work. Additionally, 21.2% mentioned they always use AI tools while another 21.2% said they occasionally use them. Only a small percentage of employees rarely use AI tools (7.6%) and an even smaller group (3%) reported never using them. This very evidently demonstrates that AI tools are frequently integrated into the daily workflow for most employees.

7. How user friendly do you feel the AI systems used in your work are?

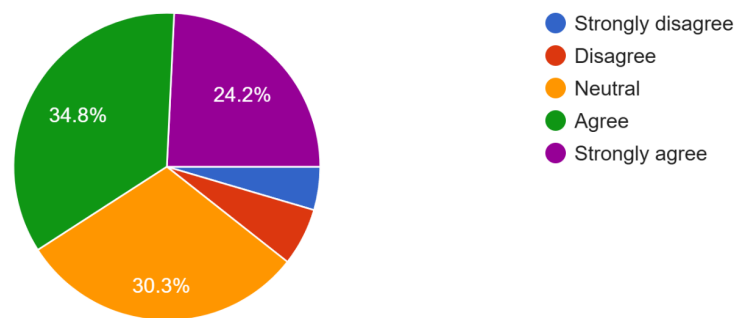
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According to the survey findings, 42.4% of respondents find the AI systems easy to use and 24.2% even described them as very easy. On the other hand, 19.7% remain neutral while a smaller percentage, 9.1%, find them difficult. Only 4.5% rated the systems as very difficult. These responses suggest that the majority of employees perceive AI systems as user friendly, enhancing their productivity and user experience.

8. Do AI tools reduce your work related stress?

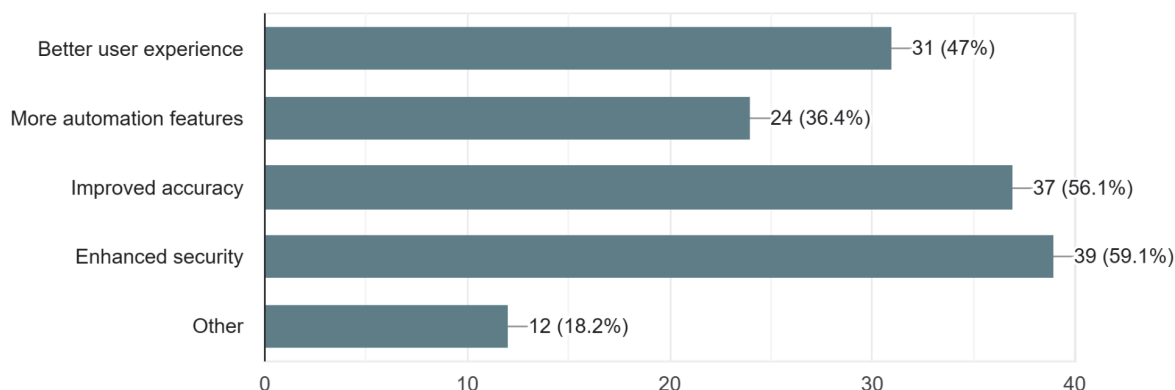
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The survey results show that 34.8% of employees agree that AI tools reduces their work-related stress and 24.2% strongly agree with this statement. Meanwhile, 30.3% remain neutral and 7.6% disagree. Only 3% strongly disagree. This indicates a positive perception of AI tools' role in managing work-related stress for most employees.

9. What improvements would you like to see in AI tools for your work? (Select all that apply)

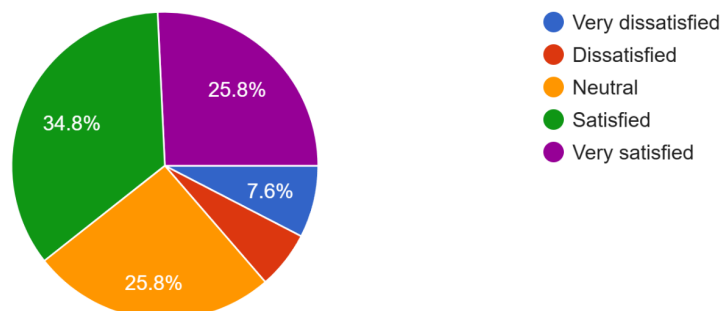
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According to the survey results, a majority of respondents (59.1%) indicated that they would like to see enhanced security in AI tools. Additionally, 56.1% of participants highlighted the need for improved accuracy, while 47% expressed a desire for a better user experience. Furthermore, 36.4% of the respondents suggested the inclusion of more automation features to organize their tasks smoothly. A smaller group (18.2%) mentioned other improvements they would like to see. These results suggest that employees are primarily concerned with the accuracy and security of AI tools, reflecting the need for more reliable and safe AI driven systems in their workplace.

14. How satisfied are you with the AI-driven tools at work?

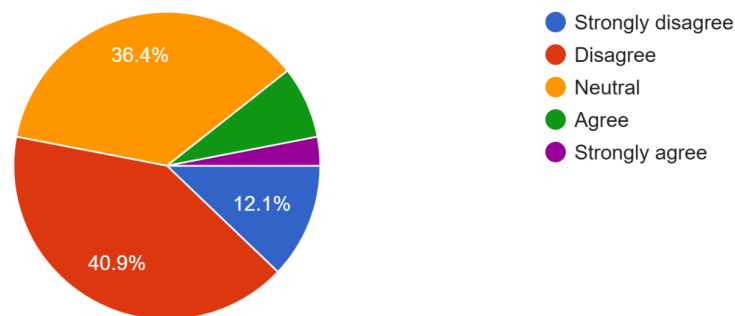
66 responses



The survey results indicate that 34.8% of respondents are satisfied with the AI driven tools they use at work. Additionally, 25.8% reported being very satisfied, reflecting a generally positive perception of these tools. However, 25.8% remained neutral and a smaller portion, 7.6%, expressed dissatisfaction with the AI tools in use. Notably, there were no respondents who reported being very dissatisfied. These results suggest that while the majority of employees are satisfied with AI driven tools, there is still room for improvement to address the concerns of neutral and dissatisfied users.

15. Do you feel AI tools are threatening your job security?

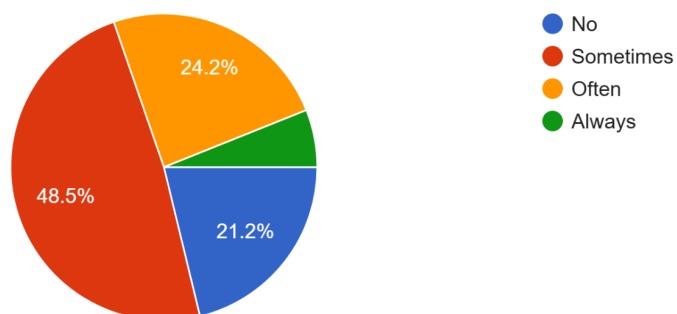
66 responses



The survey results reveal that 40.9% of participants disagree with the notion that AI tools are threatening their job security. Additionally, 36.4% chose to remain neutral, indicating uncertainty about AI's impact on their future roles. On the other hand, 12.1% strongly disagree, while a small percentage of respondents agree or strongly agree that AI tools pose a threat to their job security. These insights suggest that although most employees do not currently perceive AI as a threat, there remains an underlying concern among some regarding the long term implications of AI in the workplace.

19. Are there any such tasks where you feel manual work is better than AI-driven processes?

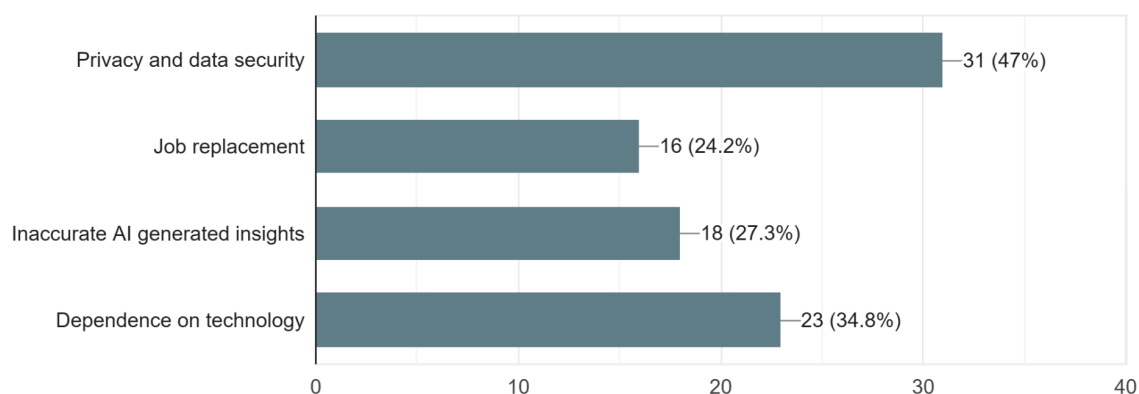
66 responses



The survey responses reveal that 48.5% of employees believe there are often tasks where manual work is superior to AI driven processes. Additionally, 24.2% reported that this happens sometimes, while 21.2% stated that manual work is never better than AI. A smaller group, 6.1%, felt that manual work is always preferable to AI driven processes. These findings indicate that while AI enhances efficiency, employees still recognize the importance of human involvement in certain tasks.

20. What is your biggest concern regarding AI in workplaces?

66 responses



The most prominent concern among employees regarding AI in workplaces is privacy and data

security with 47% of respondents selecting this option. Additionally, 34.8% expressed concerns about over dependence on technology, while 27.3% highlighted inaccurate AI generated insights as a major issue. Lastly, 24.2% of employees were worried about job replacement due to AI. These results suggest that while AI adoption is increasing, employees remain cautious about its implications for security, accuracy and job stability.

21. Do you think AI helps enhance performance? Why or why not?

Here, in this question, the responses were majority all yeses keeping only a few in otherwise. “In the right context, yes. AI boosts productivity when processes are aligned.” “In some areas, yes. But there’s a learning curve and I often find it easier to rely on manual methods.” “Definitely. It saves time in recruitment and candidate screening.” These were some of the responses of people who agree that AI enhances their performances. “Not really. We’re still heavily reliant on personal interaction.” This response can't be taken for granted because for a wellness company, they mostly rely on human interaction, they need to connect with their clients on a personal level to give services to them.

22. Strategies and feedback recommended by employees that the organization may consider implementing.

“Balance AI automation with personalized human support.” “I strongly recommend that the organization should implement AI bots to improve user experience, give clear feedback, offer personalized help and keep improving the bots to make work easier and better.” “Regular training on ethical AI use and data privacy” “Invest in AI tools that support the creative process, not replace it.” “Ensure AI supports, not replaces, employee engagement efforts.” These were the kind of responses mostly, mainly AI should be used but should not replace human employees because the empathy, human connection and insights can't be provided by mere artificial intelligence,

Chapter Four: Recommendations

Rise N Shine Life Inc. is a growing wellness-focused organization that strives to empower individuals through holistic development and personalized coaching. As the workplace becomes increasingly digital and remote, the integration of AI driven strategies can offer a significant edge in managing performance, ensuring productivity and enhancing employee satisfaction. This study sheds light on the current use, challenges and perceptions surrounding AI tools within the organization.

To help Rise N Shine Life Inc. grow sustainably and maintain a competitive edge, it is recommended that the organization actively seeks input from employees regarding the effectiveness and implementation of AI driven tools. Encouraging feedback from various departments can generate innovative ideas to improve workflow, address existing gaps and align AI tools with the unique values of the company. This employee-centric approach will also foster a more engaging work environment, ultimately leading to higher satisfaction, improved overall performance and efficiency.

Chapter Five: Conclusion

So now finally on concluding the report, I want to say that the report explored the impact of AI driven strategies on employee productivity, satisfaction and efficiency at Rise N Shine Life Inc. The findings highlight that while AI tools have the potential to improve workflow and decision making, their success depends on how thoughtfully they are integrated into the organization's wellness focused culture. Employee feedback revealed both hopefulness and concern, regarding the need for balance between technology and the human touch. When used with intention and care, AI can support the company's mission of empowerment by making work more meaningful, efficient and aligned with individual growth.

By listening to employees and implementing AI in a way that enhances rather than replaces the human experience, Rise N Shine Life Inc. can create a future for the company where both people and performance would thrive.

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Appendix

Survey Questionnaire

Survey Title: Impact of AI-Driven Tools on Employee Experience and Performance

Assalamualaikum. I am Simran, a student of the University of Liberal Arts Bangladesh, currently working on my academic internship report. This survey is a part of my research and will be used solely for academic purposes. I assure you that all the information you provide will remain strictly confidential and will not be disclosed under any circumstances. Your honest responses will be highly valuable for the success of this report. Thank you for your time and cooperation.

Questionnaire

1. Your full name (Optional): _____

2. Your Age:

- 21-25
- 26-30
- 31-35
- 36-40
- Above 40

3. What is your role in the organization?

- CEO
- HR or Admin
- Manager
- Employee

AI Driven Tools & Employee Experience

4. What AI driven tools do you currently use in your work?

- None
- Basic AI tools (i.e. chatbots, scheduling tools)
- Advanced AI tools (i.e. predictive analytics, automation software)
- A mix of both

5. How frequently do you use AI driven tools in your work?

- Never
- Rarely
- Occasionally
- Often
- Always

6. How user friendly do you feel the AI systems used in your work are?

- Very difficult
- Difficult
- Neutral
- Easy
- Very easy

7. Do AI tools reduce your work related stress?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

8. What improvements would you like to see in AI tools for your work? (Select all that apply)

- Better user experience
- More automation features
- Improved accuracy
- Enhanced security
- Other: _____

Productivity & Performance

9. Do AI tools help you manage your workload more efficiently?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

10. How did AI impact your time management?

- Made it worse
- No impact
- Little improvement
- Significant improvement

11. Has your decision making skill improved by AI driven recommendations?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

12. In your remote work setting how do AI tools influence team collaboration?

- Make it worse
- No impact
- Little improvement
- Significant improvement

Job Satisfaction & Work Experience

13. How satisfied are you with the AI driven tools at work?

- Very dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very satisfied

14. Do you feel AI tools are threatening your job security?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

15. Does AI support your work life balance well? If yes, then how?

- Very poorly
- Poorly
- Neutral
- Well
- Very well

16. Do AI tools help you receive feedback timely on your work?

- Never
- Rarely
- Sometimes
- Often
- Always

Overall Efficiency & Future Expectations

17. How do you feel about the overall impact of AI driven strategies on your work efficiency?

- Very negative
- Negative
- Neutral
- Positive
- Very positive

18. Are there any such tasks where you feel manual work is better than AI driven processes?

- No
- Sometimes
- Often
- Always

19. What is your biggest concern regarding AI in workplaces?

- Privacy and data security
- Job replacement

- Inaccurate AI generated insights
- Dependence on technology

20. Do you likely recommend AI driven tools to your colleagues?

- Very unlikely
- Unlikely
- Neutral
- Likely
- Very likely

21. Do you think AI helps enhance performance? Why or why not?

(Answer)

22. Strategies and feedback recommended by employees that the organization may consider implementing.

(Answer)