

AI in the workplace: How can AI improve relationships and boost productivity?



Many organizations are turning to AI to streamline operations in the workplace, but what if its greatest potential lies in making workplaces more human?

Our [2025 trends report](#) uncovered a compelling truth: companies that effectively integrate AI into their workflows gain more time to focus on what truly matters—building and improving relationships at work. Imagine a workplace where technology not only automates mundane tasks but also empowers people to connect, collaborate, and thrive. This isn't just an ideal; it's a necessity for creating a people-first culture.

When employees feel seen, supported, and valued, productivity and innovation soar. AI in the workplace, when used thoughtfully, can help foster this type of environment by enabling organizations to focus less on repetitive tasks and more on meaningful human interactions. Let's explore how AI can strengthen workplace relationships, enhance collaboration, and boost overall productivity—all while keeping people at the core.

How is AI transforming the workplace?

AI is transforming workplaces across industries by automating repetitive tasks, analyzing data for insights, and enhancing decision-making processes. These innovations bring multiple benefits, including streamlined operations, better resource allocation, and the ability to focus on more [strategic initiatives](#). However, the true promise of AI lies in its ability to enable employees to engage in tasks that highlight creativity, emotional intelligence, and human connection.

Key findings from our 2025 workplace trends report reveal:

- **73% of professionals** agree AI will free up time to focus on human connection at work within the next two years.
- **90% of executives** feel optimistic about AI's ability to foster better workplace relationships.

The findings also reveal a “[disconnect effect](#)”: Executives and senior leaders feel more optimistic about AI's ability to foster human connection than those in less senior roles. While **90%** of executives believe AI will help free up time for human connection, this drops to **76%** for managers and just **32%** for non-supervisory employees. The disparity suggests that senior employees, who are often experienced in delegating tasks and managing workloads, are more confident in leveraging AI for better outcomes.

To address concerns about AI replacing jobs, organizations should focus on training and developing staff to handle tasks that require a human touch. Instead of replacing people, AI should automate routine work to allow employees to take on more complex and personalized responsibilities. By aligning


technology with a people-centered approach, companies can empower their workforce and build a more connected workplace culture.

How AI enhances workplace efficiency and human connection

One of the most significant ways AI reshapes workplaces is by improving efficiency while simultaneously enhancing [workplace relationships](#). This dual impact is achieved through:

- **Automating administrative tasks:** Tasks such as scheduling, data entry, and report generation can now be completed in seconds, freeing employees to focus on meaningful work.
- **Predictive analytics:** AI helps identify patterns and trends, enabling leaders to make proactive and data-driven decisions.
- **Feedback analysis:** AI streamlines the process of analyzing employee feedback, helping organizations improve workplace culture and address concerns more effectively.

Organizations leveraging AI for these purposes report higher productivity and job satisfaction. For example, **44% of professionals using AI for administrative tasks** strongly agree their organizations take adequate steps to address employee well-being, compared to only **26% of those not using AI**.



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Overall, AI's most common workplace applications include:

- **Predictive analytics (35%)**
- **Automating administrative tasks (33%)**
- **Feedback analysis (31%)**
- **Responding to inquiries (30%)**

While about one in five professionals report not applying AI in the workplace for any of these purposes, this gap highlights an opportunity for organizations to embrace this technology strategically. By focusing on aligning AI with a

people-centered approach, companies can [foster stronger collaboration](#) while driving efficiency.

Realizing the benefits of AI in the workplace

AI's potential goes beyond efficiency; it's also a driver of stronger workplace relationships and cultural transformation. Among the most impactful benefits are:

Improved collaboration:

By streamlining communication and task management in the workplace, AI fosters stronger teamwork and mutual understanding. Teams can use AI tools to schedule meetings, assign tasks, and track progress without manual effort.

Better decision-making:

Leaders can use AI in the workplace to access actionable insights, enabling them to make more thoughtful and impactful decisions. For instance, AI-powered dashboards provide real-time data on project statuses, [employee engagement](#), and customer feedback.

Work-life balance:

Automation reduces workloads, giving employees more time to focus on tasks that matter most—both at work and at home. This balance contributes to overall job satisfaction and employee well-being.

By adopting a strategic and human-focused approach to AI implementation, organizations can realize these benefits while addressing potential concerns. Regular training programs and open dialogues about AI can help employees embrace its transformative power.

The best way to introduce AI into your workplace

Technology, including AI, should always be designed and implemented to serve a people-first mission. AI in HR is a prime example of how organizations can use technology to empower employees rather than replace them. By automating routine administrative tasks, HR professionals can focus on fostering meaningful workplace connections and creating an environment where employees thrive.

Our research found that **40% of HR professionals** currently use AI for tasks like workforce planning and feedback analysis, demonstrating its ability to streamline operations. However, one of AI's greatest strengths is its capacity to free up time for human connection and collaboration—a cornerstone of Arbinger's mission.

For employees who may feel hesitant or resistant to adopting AI, tools like Arbinger's [Start in the Right Way](#) can help challenge assumptions and foster a positive mindset. This resource encourages employees to see AI as a supportive partner rather than a disruptive force, aligning their attitudes with the organization's broader mission.

AI in HR allows for:

- **Personalized career development:** AI insights help HR teams design growth opportunities tailored to each employee's strengths and aspirations.
- **Streamlined self-service:** Employees can quickly access HR resources, improving their overall experience and satisfaction.

By embracing AI as a tool for empowerment, organizations can [build trust](#) and create a workplace where employees feel valued

and supported. This approach not only aligns with Arbinger's values but also ensures a thriving and connected workforce.

More AI, more humanity: The future of work

Our report underscores the potential of AI to humanize the workplace. By automating routine tasks and supporting strategic initiatives, AI enables employees to engage in work that builds connections and drives innovation. However, the key lies in adopting AI with a clear focus on empowering people.

A workplace culture thrives when technology is used to enhance and elevate human potential, not replace it. This means aligning AI with Arbinger's mission of [bringing humanity to the workplace](#), transforming organizations into environments where people can thrive together. By adopting AI as a tool for connection and collaboration, organizations can take a meaningful step toward building more productive and people-centered workplaces.

To fully harness AI's potential in the workplace, consider:

- Investing in [continuous training programs](#) to ensure you have a strong foundation for introducing new tools.
- Creating open communication channels for discussing AI's role and addressing concerns.
- Developing strategies to integrate AI with a people-first mindset, ensuring technology supports—rather than replaces—human interactions.

Take action today:

[Download Arbinger's 2025 Workplace Trends Report: Building a](#)

[People-First Culture](#) to explore more insights on how AI can foster a people-first culture in the workplace.

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