

Assessing The Relationship Between AI-Assisted Report Generation and Employee Productivity, Decision-Making, And Well-Being Among NIA-UPRIIS Employees

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Abstract- *This study examined the relationship between AI-assisted report generation and employee productivity, decision-making, and well-being among employees of the National Irrigation Administration–Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS). A quantitative descriptive-correlational research design was employed involving 300 employees who had experience using AI-assisted tools in their work. Data were collected using a structured questionnaire and analyzed using descriptive statistics, Cronbach's Alpha, and Pearson Product-Moment Correlation through the Statistical Package for the Social Sciences (SPSS). The findings revealed that respondents generally agreed on the utilization of AI-assisted report generation, with an overall mean of 3.887, indicating that AI tools are commonly used in report preparation and work-related tasks. Employee productivity, decision-making, and well-being were likewise rated positively. Reliability analysis showed Cronbach's Alpha coefficients ranging from 0.823 to 0.895, indicating high internal consistency of the research instrument. Pearson correlation analysis revealed significant positive relationships between AI-assisted report generation and employee productivity ($r = 0.373$), employee decision-making ($r = 0.307$), and employee well-being ($r = 0.351$), all significant at the 0.01 level. The study concludes that AI-assisted report generation is associated with improved workplace performance and employee well-being. The findings support the continued adoption of AI technologies in government organizations, accompanied by appropriate training, ethical guidelines, and organizational support to maximize their benefits.*

Index Terms- Artificial Intelligence, Employee Decision-Making, Employee Productivity, Employee Well-Being, Report Generation.

I. INTRODUCTION

The rapid advancement of artificial intelligence (AI) has significantly transformed workplace processes, particularly in knowledge-intensive functions such as report writing, data analysis, and documentation. AI-assisted tools, including automated text generators, summarization systems, and data analytics applications, are being increasingly integrated into organizational workflows to enhance efficiency, accuracy, and support decision-making.

In engineering and public sector organizations, where timely and accurate reporting is essential, AI tools offer potential benefits by reducing manual workload and improving processing speed. These technologies enable employees to streamline documentation tasks and generate data-driven insights that support managerial and operational decisions.

However, despite the growing adoption of AI in various sectors, there remains limited empirical evidence on its actual effects within public infrastructure organizations such as the National Irrigation Administration–Upper Pampanga River Integrated Irrigation Systems (NIA-UPRIIS). It is not yet fully established whether AI-assisted report generation consistently improves employee productivity, enhances decision-making, or influences employee well-being in this specific context.

Given the diverse responsibilities of NIA-UPRIIS personnel across its Division Offices, Dam and Reservoir Division, and Head Office, understanding the implications of AI integration is crucial. Division Offices are directly involved in preparing technical documents, planning projects, operating irrigation

systems, and implementing field activities, while the Head Office performs supervisory, monitoring, evaluation, and coordination functions to ensure the effective delivery of programs and projects. As AI-assisted technologies become increasingly integrated into workplace processes, empirical evidence is needed to determine their influence on employee productivity, decision-making, and well-being. In the absence of such evidence, the organization may face challenges related to technology adoption, inefficient utilization of AI tools, varying levels of digital competence, and potential impacts on employee workload and job performance.

This study, therefore, seeks to examine the relationship between AI-assisted report generation and employee productivity, decision-making, and well-being at NIA-UPRIIS. The findings aim to provide empirical evidence that can guide effective technology adoption and enhance organizational performance.

A. Literature Review

A.1 Artificial Intelligence and Employee Productivity
Artificial intelligence (AI) is increasingly recognized as a transformative technology in modern organizations. AI systems are designed to automate repetitive and time-consuming tasks, allowing employees to focus on more analytical, creative, and strategic responsibilities. Studies show that AI-assisted tools improve work efficiency, reduce human error, and accelerate task completion, particularly in administrative and report-generation activities. As a result, organizations experience enhanced operational performance and improved employee productivity.

Several researchers emphasize that AI contributes to better time management and workflow optimization. Through automation, employees can accomplish tasks with greater accuracy and consistency. In office environments, AI applications such as automated reporting systems,

Chatbots and data-processing tools help reduce manual workload and increase productivity levels. However, the effectiveness of AI in improving productivity largely depends on

employees' ability to adapt to new technologies and the availability of technical support within the organization.

A.2 Artificial Intelligence and Decision-Making
Existing literature also highlights the significant role of AI in enhancing decision-making processes. AI technologies can analyze large volumes of data quickly and accurately, providing employees and managers with real-time, data-driven insights. These capabilities support better planning, forecasting, and problem-solving within organizations.

Researchers note that AI-assisted decision-making improves the quality and speed of organizational decisions by identifying patterns and trends that may not be easily recognized through manual analysis. In government and administrative offices, AI tools assist employees in generating reports, evaluating information, and supporting evidence-based decisions.

Consequently, AI contributes to improved organizational effectiveness and operational efficiency.

Despite these advantages, some studies suggest that excessive reliance on AI-generated recommendations may reduce human judgment and critical thinking. Therefore, organizations are encouraged to maintain a balance between AI assistance and human oversight in decision-making processes.

A.3 Artificial Intelligence and Employee Well-Being
In terms of employee well-being, literature presents both positive and negative effects of AI implementation. On the positive side, AI can reduce workload pressure by minimizing repetitive tasks and simplifying complex processes. This reduction in workload may decrease stress levels and improve job satisfaction among employees. AI systems may also help employees achieve better work efficiency and work-life balance.

However, several studies identify challenges associated with AI adoption. Employees may experience technostress, digital overload, fear of job displacement, and anxiety related to adapting to new technologies. These issues become more significant when organizations fail to provide adequate training,

technical support, and clear communication regarding AI implementation. Employees who lack digital skills may find it difficult to adapt, which can negatively affect their well-being and job performance.

Researchers emphasize that organizational readiness, employee competence, and leadership support play important roles in minimizing the negative effects of AI adoption. Proper training programs and supportive workplace environments can help employees adjust more effectively to AI-assisted systems.

B. Synthesis of the Reviewed Literature
The reviewed literature indicates that artificial intelligence has a significant influence on employee productivity, decision-making, and well-being in organizational settings. Most studies agree that AI improves efficiency and supports faster, more accurate task completion by automating repetitive activities and providing data-driven insights. AI also enhances organizational decision-making through improved data analysis and information processing.

However, the literature also reveals that the impact of AI on employee well-being is more complex. While AI can reduce workload and improve job satisfaction, it may also create challenges such as technostress, digital fatigue, and adaptation difficulties. The success of AI implementation, therefore, depends on several factors, including organizational readiness, employee digital competence, training opportunities, and management support.

Overall, the reviewed studies suggest that AI can serve as a valuable tool for improving workplace performance when implemented effectively and supported by appropriate organizational strategies.

C. Conceptual Framework



Figure 1. Presents the conceptual framework of the study. The framework illustrates the relationship between the utilization of AI-assisted report

generation and employee outcomes among NIA-UPRIIS employees.

The independent variable of the study is the utilization of AI-assisted report generation, which is measured in terms of frequency of use, perceived ease of use, perceived usefulness, and accessibility of AI-assisted report generation tools.

The dependent variables consist of employee productivity, decision-making, and well-being. Employee productivity is measured in terms of efficiency in report preparation, timeliness of report submission, accuracy of generated reports, and completion of reporting tasks. Employee decision-making is assessed through confidence in making work-related decisions and the timeliness of decision-making. Employee well-being is evaluated in terms of perceived workload reduction, job satisfaction, and work-related stress management.

The framework assumes that the utilization of AI-assisted report generation influences employee productivity, decision-making, and well-being. As employees increasingly utilize AI-assisted tools in report preparation and documentation, they may experience improvements in work efficiency, enhanced decision-making capabilities, and better overall well-being in the workplace.

The study seeks to determine whether a significant relationship exists between the utilization of AI-assisted report generation and employee outcomes among NIA-UPRIIS employees.

D. Research Problem

This study aims to assess the relationship between AI-assisted report generation and employee productivity, decision-making, and well-being among NIA-UPRIIS employees. Specifically, it seeks to answer the following questions:

1. How may the utilization of AI-assisted report generation among NIA-UPRIIS employees be described in terms of:

- 1.1 frequency of use;
- 1.2 perceived ease of use;
- 1.3 perceived usefulness; and

1.4 accessibility of AI-assisted report generation tools?

2. How may employee productivity associated with the utilization of AI-assisted report generation be described in terms of:

- 2.1 Efficiency in report preparation;
- 2.2 timeliness of report submission;
- 2.3 accuracy of generated reports; and
- 2.4 Completion of reporting tasks?

3. How may employee decision-making and well-being associated with the utilization of AI-assisted report generation be described in terms of:

- 3.1 confidence in making work-related decisions;
- 3.2 timeliness of decision-making;
- 3.3 perceived workload reduction;
- 3.4 job satisfaction; and
- 3.5 Work-related stress management?

4. Is there a significant relationship between the utilization of AI-assisted report generation and employee outcomes in terms of:

- 4.1 productivity;
- 4.2 decision-making; and
- 4.3 Well-being?

E. Hypothesis

Based on the problems presented, this study formulated the following hypotheses:

H₀₁: There is no significant relationship between the utilization of AI-assisted report generation and employee productivity.

H₀₂: There is no significant relationship between the utilization of AI-assisted report generation and employee decision-making.

H₀₃: There is no significant relationship between the utilization of AI-assisted report generation and employee well-being.

H₁₁: There is a significant relationship between the utilization of AI-assisted report generation and employee productivity. H₁₂: There is a significant relationship between the utilization of AI-assisted report generation and employee decision-making.

H₁₃: There is a significant relationship between the utilization of AI-assisted report generation and employee well-being.

F. Significance of the study

This study on the relationship between AI-assisted report generation and employee productivity, decision-making, and well-being at NIA-UPRIIS is significant to the following:

This study will benefit employees by providing insights into how AI-assisted report generation is associated with their productivity, decision-making, and overall well-being. This may also encourage them to enhance their digital skills or AI competence for better adaptation to technology tools.

This study will also help the management of NIA-UPRIIS as a basis for improving policies on technology adoption, employee training, and workflow systems to enhance organizational efficiency.

For IT developers and system designers, this study may provide useful inputs for improving AI-assisted report generation tools to better suit user needs and organizational requirements.

For future researchers, this study will serve as a reference for related studies on artificial intelligence adoption, digital competence, and employee performance in public sector organizations.

G. Definition of Terms

To ensure clarity and consistency in understanding, the following key terms are defined as used in this study:

AI Competence. Refers to the knowledge, skills, and proficiency of employees in using artificial intelligence tools in workplace tasks.

AI-Assisted Report Generation. Refers to the use of artificial intelligence tools to help employees prepare, write, summarize, and analyze reports in a faster and more efficient manner.

Artificial Intelligence (AI). Refers to computer-based systems or tools capable of performing tasks that normally require human intelligence, such as writing, summarizing, analyzing data, and generating reports.

Decision-Making. Refers to the ability of employees to make timely and accurate judgments or choices based on available data and information.

Descriptive-Correlational Design. Refers to a quantitative research design that describes variables and determines the relationships among them without manipulating any variable.

Digital Skills. Refers to the ability of employees to effectively use digital tools, systems, and technologies in performing their job tasks.

Employee Productivity. Refers to the level of efficiency and effectiveness of employees in completing tasks, measured in terms of time efficiency and quality or quantity of work output.

Employee Well-Being. Refers to the overall psychological and work-related condition of employees, including stress levels, workload experience, and job satisfaction.

Likert Scale. Refers to a survey measurement scale used to assess respondents' level of agreement or disagreement with statements, commonly ranging from "Strongly Disagree" to "Strongly Agree."

Moderating Variable. Refers to a variable that affects the strength or direction of the relationship between the independent and dependent variables.

II. METHODS AND PROCEDURES

A. *Research Design*

This study will utilize a quantitative research approach employing a descriptive-correlational research design to examine the relationship between AI-assisted report generation and employee outcomes among employees of the National Irrigation Administration – Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS).

The descriptive component of the study will be used to determine and describe the level of utilization of AI-assisted report generation among respondents in terms of frequency of use, perceived ease of use, perceived usefulness, and accessibility. It will also describe employee productivity, decision-making,

and well-being associated with the utilization of AI-assisted report generation.

The correlational component will be used to determine the strength and direction of the relationship between the utilization of AI-assisted report generation and employee outcomes, specifically productivity, decision-making, and well-being.

This study does not involve the manipulation of variables and will only observe naturally occurring conditions in the workplace.

Data will be collected using a structured questionnaire employing a five-point Likert scale. The collected data will be analyzed using descriptive statistics such as frequency, percentage, weighted mean, and standard deviation to describe the variables. Pearson Product-Moment Correlation Coefficient will be used to determine the significance of the relationship between the utilization of AI-assisted report generation and employee outcomes.

B. *Locale of the Study*

This study will be conducted at the National Irrigation Administration – Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS), which includes the Head Office, Division I to Division VI Offices, and the Dam and Reservoir Division Office. These offices are responsible for the management, operation, and maintenance of irrigation systems serving various agricultural areas within Nueva Ecija, with a total firm-up service area (FUSA) of approximately 152,131.51 hectares.

The NIA-UPRIIS is a government agency tasked with the planning, operation, maintenance, and management of irrigation systems and dams within the Pampanga River Basin. It plays a vital role in ensuring efficient water distribution and reliable irrigation services that support agricultural productivity and food security in the region.

The organization is composed of interconnected units, including the Head Office, division offices, and dam and reservoir facilities. The Head Office serves as the central coordinating body responsible for consolidating reports, monitoring project

implementation, and supervising administrative and technical operations across all divisions. The division offices and dam and reservoir units, on the other hand, handle field implementation, water management operations, infrastructure maintenance, and on-site service delivery.

Employees across NIA-UPRIIS perform various administrative, technical, and field-based functions such as report preparation, data processing, engineering activities, and coordination of irrigation operations. This setting is appropriate for the study as it provides a relevant environment for examining the relationship between AI-assisted report generation and employee outcomes, including productivity, decision-making effectiveness, and employee well-being.



Figure 2. Location Map of the National Irrigation Administration – Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS) offices, Nueva Ecija, Philippines.

C. Population and Sample

The population of this study consists of all employees of the National Irrigation Administration – Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS), which includes the Head Office, Division I to Division VI Offices, and the Dam and Reservoir Division Office. The total population is estimated to be approximately 1,573 employees across all offices.

However, since the study focuses on the use of artificial intelligence (AI) in report generation and related work processes, not all employees within the organization are considered appropriate respondents. Therefore, the study will employ purposive sampling to select participants who meet the specific inclusion criteria established by the researchers.

The respondents must be employees who have experience using AI-assisted tools for work-related tasks such as report writing, document preparation, data processing, data analysis, content generation, summarization, presentation preparation, and other administrative, technical, or operational functions. Examples of AI-assisted tools include ChatGPT, Microsoft Copilot, Google Gemini, Grammarly AI, and other similar applications used in the workplace. Employees who do not use AI-assisted tools in their work responsibilities will not be included in the study.

A target sample size of 300 respondents will be obtained from the Head Office, Division I to Division VI Offices, and the Dam and Reservoir Division Office. This sample size is considered sufficient for conducting descriptive statistical analysis, Pearson Product-Moment Correlation analysis, and hierarchical multiple regression analysis. The selection of respondents will continue until the desired number of qualified participants is achieved.

The use of purposive sampling is appropriate because the study seeks to gather information specifically from employees who have experience in utilizing AI-assisted tools. By selecting respondents who possess direct knowledge and experience related to AI-assisted report generation, the study can obtain more relevant and accurate data regarding the relationship between AI-assisted report generation and employee outcomes, particularly productivity, decision-making effectiveness, and employee well-being.

D. Respondents of the Study

The population of this study consists of all employees of the National Irrigation Administration – Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS), which includes personnel from the Head Office, Division I to Division VI Offices, and the Dam and Reservoir Division Office. The total population is estimated at approximately 1,520 employees across all offices.

However, not all employees within the organization are suitable respondents for this study since the

research focuses on the utilization of artificial intelligence (AI) in report generation and related work processes. Hence, the study will not consider the entire population but will instead focus only on qualified individuals who have relevant experience in AI-assisted work applications.

The study will employ purposive sampling to select respondents who meet the following inclusion criteria: employees who have experience using AI-assisted tools in performing work-related tasks such as report writing, document preparation, data processing, data analysis, content generation, summarization, presentation development, and other administrative, technical, or operational functions. These AI-assisted tools may include, but are not limited to, ChatGPT, Microsoft Copilot, Google Gemini, Grammarly AI, and similar applications used in the workplace. Employees who do not utilize AI-assisted tools in their job responsibilities will be excluded from the study.

The respondents of the study are defined as employees of NIA-UPRIIS who actively use AI-assisted tools in the performance of their duties and who meet the specified inclusion criteria. These respondents are expected to provide relevant and informed responses regarding the use of AI in workplace processes and its impact on productivity, decision-making effectiveness, and employee well-being.

A total of 300 qualified respondents will be selected from the Head Office, Division I to Division VI Offices, and the Dam and Reservoir Division Office. This sample size is considered sufficient

for the application of descriptive statistics, Pearson Product-Moment Correlation, and hierarchical multiple regression analysis. Selection will continue until the required number of eligible respondents is reached.

E. Data Gathering Instrument

E.1 Description of the Instrument

The study will utilize a self-structured survey questionnaire as the primary data-gathering instrument. The questionnaire was developed by the researchers based on the research objectives, conceptual framework, and relevant literature on AI-assisted report generation, employee productivity, decision-making, and well-being. It is designed to gather data on the utilization of AI-assisted report generation and its relationship with employee productivity, decision-making, and well-being among employees of the National Irrigation Administration–Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS). Prior to its administration, the questionnaire was subjected to expert validation to ensure its content validity and was pilot-tested to establish its reliability.

The questionnaire consists of four (4) sections:

Section I – Profile of the Respondents

This section gathers the respondents' demographic and work-related information, including age, sex, and years in service.

Section II – Utilization of AI-Assisted Report Generation

This section measures the utilization of AI-assisted report generation among NIA-UPRIIS employees. It includes items that assess the respondents' utilization of AI-assisted report generation in terms of:

- Frequency of use;
- Perceived ease of use;
- Perceived usefulness; and
- Accessibility of AI-assisted report generation tools.

Section III – Employee Productivity

This section measures employee productivity associated with the utilization of AI-assisted report generation. It includes indicators on:

- Efficiency in report preparation;
- Timeliness of report submission;
- Accuracy of generated reports; and
- Completion of reporting tasks.

Section IV – Employee Decision-Making and Well-Being

This section measures employee decision-making and well-being associated with the utilization of AI-assisted report generation.

The employee decision-making dimension includes:

- Confidence in making work-related decisions; and
- Timeliness of decision-making.

The employee well-being dimension includes:

- Perceived workload reduction;
- Job satisfaction; and
- Work-related stress management.

To measure responses, a 5-point Likert scale will be used, ranging from Strongly Disagree (1) to Strongly Agree (5).

E.2 Administration of the Instrument

The questionnaire will be distributed to the selected respondents from the NIA-UPRIIS. The researchers may administer the survey on an online platform.

Before distribution, permission will be secured from the appropriate authorities of NIA-UPRIIS. The purpose of the study will be clearly explained to the respondents, and confidentiality of their responses will be strictly observed.

Respondents will be given sufficient time to complete the questionnaire, and the researchers will retrieve all completed forms for data analysis.

E.3 Validity and Reliability of the Instrument

To ensure validity, the questionnaire will be submitted for content validation by experts in research methodology, statistics, and information systems. Their comments and recommendations will be used to improve clarity, relevance, and appropriateness of the instrument.

To ensure reliability, a pilot test involving 20 respondents (not part of the actual study) will be conducted. The results will be analyzed using Cronbach's Alpha to determine internal consistency.

A reliability coefficient of 0.70 or higher will be considered acceptable.

F. Data Gathering Procedure

This study will utilize a structured survey questionnaire as the primary data collection instrument. Prior to data collection, a formal letter of request will be submitted to the Department Manager of NIA-UPRIIS Head Office to seek permission to conduct the study and administer the survey among employees.

Upon approval, the questionnaire will be distributed to selected respondents through an online platform using Google Forms. Respondents will be given sufficient time to accomplish the survey, and participation will be voluntary.

All responses will be automatically collected through Google Forms and stored securely. The data gathered will then be encoded, organized, and exported to the Statistical Package for the Social Sciences (SPSS) for statistical analysis. The data will be used to determine the relationship between AI-assisted report generation and employee productivity, decision-making, and well-being, as well as to test the moderating effect of AI competence.

Strict confidentiality and privacy of all respondents will be maintained throughout the data collection and analysis process.

G. Data Analysis Technique

The data collected from the survey questionnaire will be processed and analyzed using the Statistical Package for the Social Sciences (SPSS). Both descriptive and inferential statistical methods will be employed to address the research objectives and test the study's hypotheses.

For the descriptive analysis, frequency and percentage will be used to describe the respondents' profiles in terms of age, sex, and years in service. The mean and standard deviation will be used to determine the level of utilization of AI-assisted report generation and employee outcomes.

The utilization of AI-assisted report generation will be measured in terms of frequency of use, perceived ease of use, perceived usefulness, and accessibility. Employee productivity will be measured in terms of efficiency in report preparation, timeliness of report submission, accuracy of generated reports, and completion of reporting tasks. Employee decision-making will be assessed based on confidence in making work-related decisions and the timeliness of decision-making. Employee well-being will be evaluated in terms of perceived workload reduction, job satisfaction, and work-related stress management.

Composite mean scores will be computed by averaging all items under each indicator and variable to represent their overall levels for analysis and interpretation.

The responses will be measured using a five-point Likert scale, where:

Table 1. Five-point Likert scale

Scale	Interpretation
5	Strongly Agree
4	Agree
3	Neutral
2	Disagree
1	Strongly Disagree

The computed mean scores will be interpreted using the following ranges:

Table 2. Interpretation of Mean Scores

Mean Range	Interpretation
4.21 – 5.00	Strongly Agree
3.41 – 4.20	Agree
2.61 – 3.40	Neutral
1.81 – 2.60	Disagree
1.00 – 1.80	Strongly Disagree

For the inferential analysis, the Pearson Product-Moment Correlation Coefficient (r) will be used to determine the strength and direction of the relationship between the utilization of AI-assisted report generation and employee outcomes.

Specifically, the analysis will examine the relationship between:

1. Utilization of AI-assisted report generation and employee productivity;
2. Utilization of AI-assisted report generation and employee decision-making; and
3. Utilization of AI-assisted report generation and employee well-being.

All statistical tests will be conducted at a 0.05 level of significance. The results will be presented in tabular form and interpreted based on the statistical outputs to support the findings, conclusions, and recommendations of the study.

H. Ethical Concerns

This study will strictly adhere to ethical standards in conducting research involving human participants. Before data collection, approval and permission will be secured from the appropriate authorities of the NIA-UPRIIS to ensure that the study is conducted in accordance with institutional guidelines.

Informed consent will be obtained from all respondents before they participate in the study. They will be fully informed about the purpose of the research, the nature of their involvement, and their rights as participants. Participation will be entirely voluntary, and respondents will have the right to refuse or withdraw from the study at any time without any penalty or negative consequences.

Confidentiality and anonymity of the respondents will be strictly maintained. No names or personally identifiable information will be collected in the questionnaire, and all responses will be used solely for academic and research purposes. Data will be presented in aggregate form to prevent the identification of individual respondents.

To ensure data privacy and security, all collected data will be securely stored in password-protected files and will only be accessible to the researchers. Digital data gathered through Google Forms and SPSS will be properly managed to prevent unauthorized access, loss, or misuse.

The study will also ensure that no harm is caused to the participants, whether physical, psychological, or professional. The questionnaire will be designed in a way that avoids sensitive or intrusive questions that may cause discomfort.

Finally, the researchers will uphold honesty and integrity in all aspects of the study. All data will be reported accurately without fabrication, falsification, or manipulation, and proper acknowledgment of sources will be observed to avoid plagiarism.

III. RESULTS AND DISCUSSION

A. Profile of Respondents

Frequency				
	Frequency	Percent	Valid Percent	Cumulative Percent
Female	140	46.7	46.7	46.7
Male	160	53.3	53.3	100.0
Total	300	100.0	100.0	

Table 3. Distribution of Respondents According to Sex

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Age	300	23	60	34.90	9.724
Year in Service	300	0.60	31.00	7.1221	5.60437

Table 3.1. Distribution of Respondents According to Age and Years in Service

Table 3 and 3.1 shows that the majority of the respondents were male (53.3%), while 46.7% were female. The respondents had an average age of 34.90 years and an average length of service of 7.12 years.

B. Level of Utilization of AI-Assisted Report Generation, Employee Productivity, Employee Decision-Making, and Employee Well-Being

Table 4. Mean and Standard Deviations of the Utilization of AI-Assisted Report Generation, Employee Productivity, Employee Decision-Making, and Employee Well-Being

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Utilization of AI-Assisted Report Generation	300	2.00	4.88	3.887	0.502
Employee Productivity	300	1.83	5.00	3.863	0.513
Employee Decision-Making	300	1.33	5.00	3.859	0.661
Employee Well-Being	300	1.89	5.00	3.856	0.573

Table 4 presents the overall level of AI-assisted report generation and employee outcomes among NIA-UPRIIS employees. AI-assisted report generation obtained an overall mean of 3.887 (Agree), indicating that respondents generally utilize AI tools in performing report preparation and other work-related tasks. Likewise, employee productivity, decision-making, and well-being were all rated Agree, suggesting that respondents perceived AI-assisted technologies to have positive effects on their work performance and overall well-being. These findings are consistent with Zhang and Aquino (2023), who reported that artificial intelligence enhances organizational efficiency and supports better workplace performance through automation and improved operational processes. Similarly, Kassa and Worku (2025) found that AI adoption positively influences employee productivity and organizational performance by enabling employees to accomplish tasks more efficiently.

C. Reliability Analysis

Table 5. Reliability Analysis of the Questionnaire

Correlations		
Indicator	No. of Items	Cronbach's Alpha
Frequency of Use	4	0.895
Perceived Ease of Use	4	0.889
Perceived Usefulness	4	0.878
Accessibility	4	0.883
Efficiency in Report Preparation	3	0.857
Timeliness of Report Submission	3	0.823
Accuracy of Generated Reports	3	0.856
Completion of Reporting Tasks	3	0.849
Confidence in Making Work-Related Decisions	3	0.868
Timeliness of Decision-Making	3	0.858
Perceived Workload Reduction	3	0.838
Job Satisfaction	3	0.857
Work-Related Stress Management	3	0.840

Table 5 presents the reliability analysis of the research instrument using Cronbach's Alpha. The results show that all constructs obtained Cronbach's Alpha values ranging from 0.823 to 0.895, exceeding the recommended threshold of 0.70. Among the indicators, Frequency of Use recorded the highest reliability coefficient ($\alpha = 0.895$), while Timeliness of Report Submission obtained the lowest ($\alpha = 0.823$), which is still considered acceptable. Overall, the findings indicate that the questionnaire demonstrated high internal consistency and reliability, confirming that the instrument is appropriate for measuring AI-assisted report generation, employee productivity, decision-making, and employee well-being among NIA-UPRIIS employees.

D. Relationship Between AI-Assisted Report Generation and Employee Productivity.

Table 6. Pearson Correlation

Correlations					
		Utilization of AI-Assisted Report Generation	Employee Productivity	Employee Decision-Making	Employee Well-Being
Utilization of AI-Assisted Report Generation	Pearson Correlation	1	0.373	0.307	0.351
Employee Productivity	Pearson Correlation	0.373	1	0.345	0.385
Employee Decision-Making	Employee Decision-Making	0.307	0.345	1	0.311
Employee Well-Being	Pearson Correlation	0.351	0.385	0.311	1
Correlation is significant at the 0.01 level (2-tailed).					

Table 6 presents the Pearson Product-Moment Correlation between the utilization of AI-assisted report generation and employee productivity. The analysis revealed a moderate positive and statistically significant relationship ($r = 0.373$, $p < .01$), indicating that greater utilization of AI-assisted report generation is associated with higher employee productivity. This suggests that employees who frequently use AI-assisted tools are more efficient in report preparation, complete reporting tasks on time, and produce more accurate outputs. This finding supports the study of Noy and Zhang (2023), which demonstrated that generative AI significantly improves the speed and quality of employees' writing tasks. Likewise, Kassa and Worku (2025) concluded that AI contributes to improved organizational performance by increasing employee productivity. Therefore, the null hypothesis stating that there is no significant relationship between AI-assisted report generation and employee productivity is rejected.

E. Relationship Between AI-Assisted Report Generation and Employee Decision-Making.

See Table 6, which shows the relationship between the utilization of AI-assisted report generation and employee decision-making. The results revealed a moderate positive and statistically significant relationship ($r = 0.307$, $p < .01$), indicating that increased utilization of AI-assisted report generation is associated with better employee decision-making. Employees who regularly use AI-assisted tools tend to make more informed and timely work-related decisions by utilizing AI-generated information and recommendations. This finding is consistent with

Neiroukh et al. (2024), who reported that AI capability enhances organizational performance by improving decision-making processes. Similarly, Manalili and Sonza (2025) found that AI integration in administrative processes improves the quality and efficiency of organizational decision-making. Therefore, the null hypothesis stating that there is no significant relationship between AI-assisted report generation and employee decision-making is rejected.

F. Relationship Between AI-Assisted Report Generation and Employee Well-Being.

See Table 6, which shows the relationship between the utilization of AI-assisted report generation and employee well-being. The analysis revealed a moderate positive and statistically significant relationship ($r = 0.351$, $p < .01$), indicating that greater utilization of AI-assisted report generation is associated with better employee well-being. Employees who frequently use AI-assisted technologies tend to experience reduced workload, higher job satisfaction, and improved management of work-related stress. These findings support the systematic review of Garcia-Madurga et al. (2024), which concluded that AI improves workplace well-being by reducing repetitive work and allowing employees to focus on more meaningful tasks. Likewise, Valtonen (2025) found that AI adoption contributes to higher job satisfaction and lower stress levels when supported by appropriate organizational policies and employee training. Therefore, the null hypothesis stating that there is no significant relationship between AI-assisted report generation and employee well-being is rejected.

IV. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

A. Summary

This study examined the relationship between AI-assisted report generation and employee productivity, decision-making, and well-being among employees of the National Irrigation Administration–Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS). Using a descriptive-correlational research design, data were collected from 300 employees who had experience using AI-assisted tools in their work. Descriptive statistics were employed to determine the level of AI-assisted report generation and employee

outcomes, while Pearson Product-Moment Correlation was used to determine the relationships among the variables.

The findings revealed that respondents generally agreed on the utilization of AI-assisted report generation. Likewise, employee productivity, decision-making, and well-being were all rated positively. Reliability analysis confirmed that the research instrument demonstrated acceptable internal consistency. Correlation analysis further revealed significant positive relationships between AI-assisted report generation and employee productivity, decision-making, and well-being.

B. Conclusions

The findings of the study indicate that employees of the National Irrigation Administration–Upper Pampanga River Integrated Irrigation System (NIA-UPRIIS) generally utilize AI-assisted report generation tools in carrying out their work-related tasks. Respondents perceived that these technologies contribute positively to their productivity by improving the efficiency, timeliness, accuracy, and completion of report preparation. The results also show that AI-assisted report generation supports employee decision-making by providing relevant information that enhances confidence and enables more timely and informed decisions. Furthermore, employees believe that the use of AI contributes to their overall well-being by reducing workload, increasing job satisfaction, and helping manage work-related stress. Statistical analysis further confirmed that there are significant positive relationships between the utilization of AI-assisted report generation and employee productivity, decision-making, and well-being. These findings demonstrate that AI-assisted report generation has become a valuable workplace tool that supports employee performance and overall organizational effectiveness at NIA-UPRIIS.

C. Recommendations

In light of the findings of this study, it is recommended that NIA-UPRIIS continue promoting the responsible and effective use of AI-assisted technologies to enhance workplace productivity and organizational performance. The agency should

provide regular training and capability-building programs to strengthen employees' AI competence and digital literacy, enabling them to maximize the benefits of these technologies in their daily work. It is also recommended that clear policies and guidelines be established to ensure the ethical, secure, and responsible use of AI, particularly in protecting data privacy, maintaining information accuracy, and ensuring appropriate human oversight in decision-making. Employees should be encouraged to use AI-assisted tools as support for report preparation and decision-making while continuing to apply their professional judgment and critical thinking. Finally, future researchers are encouraged to expand this study by including additional variables such as organizational readiness, technology acceptance, digital competence, or technostress, and by conducting similar research in other government agencies or organizations with larger and more diverse samples to further validate and strengthen the findings.

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