Here are the locations in your manuscript where each reference fits naturally for in-text citation, with corresponding example lines or paraphrased content from the chapter that relate closely to the sources you listed. You can add these citations in the specified parts of your text to support claims, arguments, or data:

1. **Borgia, M. S., & Di, A. (2024)**  
   Used in sections discussing the overall impact of intelligent technologies on work-life balance, especially historical evolution and dual nature of AI effects:

* "The introduction of intelligent technologies into workplaces produces substantial changes in how work is performed and managed."
* "Understanding how intelligent systems affect work-life balance is critical to devising methods that maximise advantages while limiting negatives."

1. **Chuang, Y. T. (2025)**  
   Cited when covering the dual impact of intelligent systems, highlighting positive and negative effects on employee well-being:

* "The impact of these systems is not predetermined but shaped by design, governance, and organizational culture."

1. **Vasist, A. (2024)**  
   Relevant in sections describing conceptual frameworks linking intelligent system features with autonomy and well-being outcomes:

* "Intelligent systems influence work-life balance primarily through scheduling, monitoring, and flexibility."

1. **OECD. (2023)**  
   Cited for empirical data on AI’s effects on job quality and inclusiveness:

* "Large-scale surveys report that automation and decision-support tools reduce routine workloads and improve safety, outcomes linked to improved well-being."

1. **ISG. (2025)**  
   Used to support discussions of smart scheduling and workforce management technologies:

* "AI-powered scheduling tools leverage data analytics to optimize workforce allocation."

1. **PubMed Central (PMC). (2024)**  
   References research on workplace surveillance and its impact on worker well-being:

* "Continuous monitoring and algorithmic management correlate strongly with declines in job quality and increased stress."

1. **European Parliament. (2024)**  
   Included in policy and governance sections discussing the “Right to Disconnect” legislation and workplace policies:

* "European regulators have promoted measures such as the right to disconnect and algorithmic impact assessments to protect personal time."

1. **Kundi, A., et al. (2025)**  
   Supports analysis of algorithmic management's effects on employee engagement and psychological safety:

* "Algorithmic supervision fosters perceptions of surveillance, loss of autonomy, and diminished trust."

1. **Bajwa, J. (2021)**  
   Relevant to cases and sectors where intelligent systems transform healthcare practice and employee experience:

* "AI in healthcare improves patient management but may increase stress and reduce professional autonomy."

1. **Ma, F. (2024)**  
   Cited when highlighting how early autonomy over intelligent systems can boost motivation and well-being:

* "Systems that allow employee contestation and opt-in controls enhance perceived autonomy."

1. **Zhang, L. (2023)**  
   Supports observations on stress linked to algorithmic management, particularly in gig work:

* "Gig workers experience anxiety due to opaque scheduling and intensive algorithmic oversight."

1. **Schwabe, H. (2020)**  
   Used for literature on automation’s effect on worker skills and job satisfaction:

* "Automation can reduce monotonous tasks but also creates pressure to compete with AI benchmarks, impacting satisfaction."

1. **PMI. (2025)**  
   References case studies examining AI’s role in healthcare innovation and its organizational implications:

* "Case studies show AI increases healthcare efficiency while requiring practitioners to adapt to new workflows."

1. **Escalera, M. (2025)**  
   Supports the negative impacts of workplace surveillance on job performance and psychological well-being:

* "Surveillance contributes to reduced trust and affect employee engagement adversely."

1. **Atlashxm. (2025)**  
   Used to contextualize global legal frameworks on digital rights and work-life balance:

* "The adoption of right to disconnect policies worldwide provides a reference for protecting employees from digital overreach."

You can integrate these citations at relevant points in your book chapter text to strengthen evidence and ensure scholarly rigor. If you’d like, I can help format these into your final manuscript or generate inline citations precisely positioned within your text.

Let me know if you want specific citation insertion examples or a fully annotated manuscript with reference markers.

1. <https://www.jetir.org/papers/JETIR2411641.pdf>

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