Chapter 13
Ethical AI in Psychiatric Care:
Balancing Compassion and Computational Intelligence for Employee Well-Being

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ABSTRACT

Psychiatric treatment is undergoing a transformation through computational intelligence (CI) in neurodisorder diagnosis and management for disorders like depression, schizophrenia and autism for employee welfare in organizational culture. CI leverages advanced algorithms such as machine learning and neural networks to discover complex relationships found in brain imaging, genetics, and behavioral metrics more accurately than ever before. The integration of CI into

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psychiatry, however, creates important ethical challenges. Considerations like data privacy, algorithmic bias and misdiagnosis need to be examined closely. A lack of transparency in AI systems could damage the relationship between patients and clinicians, with decisions based on biased datasets having the potential to reinforce inequities within society. These endeavors would allow the development of new, but still ethically sound, psychiatric practices that would restore public trust in mental healthcare and deliver better outcomes.

1. INTRODUCTION

There is always the challenge of not sacrificing human touch to technological efficiency. Interdisciplinary engagement is needed to create CI that is transparent, equitable and patient-centred while avoiding the ethical dilemmas identified here. Ultimately although this means of implementing computational intelligence will transform psychiatric care in accurate and individualized ways, establishing these ethical guidelines is necessary to implement it with empathy, patient-centeredness, as well as equity. With incorporating machine learning and AI into neurodisorder diagnosis, along with supporting treatment options, computational intelligence stands poised to increase diagnostic efficacy while simultaneously enabling a more personalized care plan that can intervene sooner rather than later. But the move is leading to major ethical questions; it has its dark sides and some really big things need to be done very carefully (Sellers et al., 2024).

1.1. Significance of Computational Intelligence (CI) in Psychiatry

This demand is primarily driven by the increase in neurodisorders, which are among some of most common disorders around including but not limited to stroke, Parkinson's disease and dementia etc. Major contributors who provide treatment have finger-pointed strokes, attention deficit hyperactivity disorder (ADHD), functional neurological disorder (FND). Such conditions not only affect greatly the quality of life for an individual but also pose a heavy burden on healthcare systems and society as a whole. These types of technologies have the potential to increase diagnostic accuracy, personalize treatment approaches and improve earlier intervention. These are a group of diseases referred to as neuro disorders, specialised conditions that affect our brain and spinal cord (Singh et al., 2025). These range from cognitive, through motor and sensory to emotional disorders. These may improve diagnostic