

WILL ARTIFICIAL INTELLIGENCE IMPACT EMPLOYMENT IN FUTURE ?

Comprehensive Analysis of Job Displacement Across All Sectors with Strategic Recommendations to overcome.

Hafsa Taj

Student

B.com Department

PES University

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Abstract: Artificial Intelligence (AI) adoption accelerated rapidly between 2023–2025. Organizations across industries deploy generative AI, automation, and decision-support systems to boost productivity and reduce costs. This paper examines the evidence that AI is reshaping employment across sectors — sometimes creating new roles but also displacing existing ones — and uses company-level case studies (TCS, Infosys, Google/Alphabet, Walmart, Disney, and real time survey data) to map these dynamics. India, with a large IT workforce and rising AI adoption, faces both significant opportunity and risk: while AI could add hundreds of billions to GDP, it could also cause structural job displacements in business process roles and routine software services. Using mixed-methods evidence (news reports, government documents, industry studies), I analyze which job families are most vulnerable, estimate likely transition challenges for Indian workers, and propose a comprehensive policy and enterprise roadmap: large-scale reskilling (national AI training, apprenticeships), incentives for human-in-the-loop AI deployment, social safety nets, localized employment transition plans, and university–industry partnerships. Concrete short-term, medium-term, and long-term interventions are provided with suggested metrics for monitoring. The paper concludes that managed AI adoption — combining rapid skill upgrades, regulatory safeguards, and incentivized job creation — can convert disruption into inclusive growth rather than mass unemployment.

1.1 INTRODUCTION: The rapid advancement of Artificial Intelligence (AI) marks one of the most significant technological transformations in human history. From early rule-based systems to today’s data-driven machine learning and generative AI models, artificial intelligence has evolved into a powerful force capable of performing tasks that were once considered uniquely human. AI systems can now analyze massive datasets, recognize patterns, generate content, make decisions, and even interact with humans in natural language. As a result, AI has moved beyond experimental laboratories into real-world applications across almost every sector of the global economy. Over the past decade, organizations have increasingly adopted AI technologies to improve efficiency, accuracy, speed, and cost-effectiveness.

Industries such as information technology, banking and finance, healthcare, manufacturing, education, retail, media, and agriculture are actively deploying AI-powered tools for automation, decision-making, customer interaction, and predictive analytics. While these developments have created new opportunities for innovation and economic growth, they have simultaneously raised serious concerns about employment displacement and job security. Historically, technological revolutions—such as mechanization during the Industrial Revolution or computerization in the late 20th century—have transformed labor markets by eliminating certain jobs while creating new ones. However, AI differs from previous technologies in a crucial way: it has the ability to automate not only manual and repetitive tasks but also cognitive, analytical, and creative tasks. This unique capability positions AI as a potential disruptor of white-collar and service-sector employment, which traditionally served as a buffer against automation.

1.2 OBJECTIVE OF THE STUDY :

1. To analyze the impact of artificial intelligence on employment across various sectors.
2. To assess the risks of job displacement associated with AI adoption.
3. To propose practical suggestions and policy recommendations to mitigate AI-related job displacement in India.

1.3 AI IMPACT ON EMPLOYMENT IN DIFFERENT SECTORS:

1.1.1 Technology & IT Services Sector

The Technology sector, paradoxically the creator of AI, has been the first to feel its disruptive force. Companies are aggressively eating their own dog food, automating internal processes to showcase efficiency to shareholders.

Major Company Actions

- TCS (Tata Consultancy Services)

In a move that sent shockwaves through the Indian IT industry, TCS reduced its workforce by approximately 12,000 employees (2% of its global workforce) in 2025. CEO K Krithivasan attributed this not to economic downturn but to "skill-mismatch" and limited deployment opportunities for certain roles. This marks a departure from the traditional linear growth model where revenue growth directly correlated with headcount growth.

- Microsoft

Following a reduction of 6,000 jobs earlier in the year, Microsoft laid off an additional 15,000 employees (approx. 4% of workforce) in July 2025. The company explicitly stated a shift in resources

toward AI infrastructure and products, signaling that legacy roles were being shed to fund AI expansion.

- **IBM**

IBM continued its strategic pivot, reducing 2,000-3,000 positions. CEO Arvind Krishna has been vocal about pausing hiring for roles that could be replaced by AI, specifically targeting back-office functions like HR and accounting. He termed recent reductions a "direct outcome of automation."

- **Dell Technologies & HP Inc.**

Hardware giants are also restructuring. Dell cut 12,500 jobs in August 2024 to reorganize around AI server demand. Similarly, HP Inc. cut 6,000 jobs in November 2025, citing AI-driven productivity gains that allowed them to do more with less.

1.1.2 Industry Dynamics

The traditional "pyramid model" of IT services—large bases of junior engineers performing routine coding and testing—is collapsing. AI tools like GitHub Copilot allow one senior engineer to do the work of three juniors. This creates an existential crisis for the service-based economies that rely on volume hiring.

- **Infosys:** Interestingly, Infosys adopted a divergent strategy, hiring 17,000 employees in Q1 2025 and planning for 20,000 fresh graduates. CEO Salil Parekh emphasized AI not just as a cost-cutter but as a revenue driver, betting that clients will need massive human help to implement AI systems, creating a temporary boom in implementation services.

1.1.3 Financial Services & Banking

Banking and finance are data-intensive industries, making them prime candidates for AI adoption. The focus has shifted from high-frequency trading algorithms (which have existed for years) to operational and administrative automation.

Major Institutions

- **Citigroup:** Has outlined a massive overhaul targeting 20,000 job cuts by 2026. CFO Mark Mason detailed plans to automate middle-office functions using AI-enabled operational systems, significantly reducing the headcount needed for compliance and risk reporting.
- **Goldman Sachs:** Announced layoffs in November 2025 with undisclosed numbers, but leadership communications explicitly linked the move to AI-driven productivity gains.
- **BlackRock:** The world's largest asset manager cut 300 employees in June 2025, following 200 cuts in January. The focus is on automating investment analysis and data processing tasks.

1.1.4 Functional Areas Affected

- **Back-Office:** Transaction processing, reconciliation, and KYC (Know Your Customer) checks are being fully automated.
- **Middle-Office:** Risk management and compliance monitoring are increasingly handled by AI models that can scan vast datasets faster than human analysts.

Customer Service: Chatbots and AI voice agents are replacing frontline support staff.

- Goldman Sachs' own research suggests that 300 million full-time jobs globally could be exposed to automation. J.P. Morgan Global Research found a "mildly negative correlation" between AI usage and employment growth in the sector, suggesting a slow but steady erosion of headcount rather than a sudden cliff.

1.1.5. E-commerce, Logistics & Retail

- Amazon eliminated approximately 14,000 corporate jobs in late 2025. Beth Galetti, Senior VP, pointed to AI efficiency as a key enabler for flattening management layers. The company is using AI to make faster decisions on inventory and logistics, reducing the need for middle management oversight.
- UPS announced its "Network of the Future" initiative, which included closing 93 facilities and cutting 48,000 jobs. The strategy relies heavily on AI-enabled logistics optimization to move higher volumes with fewer workers and facilities.
- Logistics giant C.H. Robinson cut 1,400 jobs after implementing AI pricing and tracking tools. Nike reduced its workforce by 1,600 positions, restructuring its tech division to focus on AI-driven demand forecasting, reducing the need for manual planning roles.

1.1.6. Software & Enterprise Solutions

- In August 2025, Salesforce cut 4,000 jobs, primarily in customer support. CEO Marc Benioff famously stated that AI agents were now handling 50% of customer interactions, allowing the company to "rebalance" its headcount away from support and toward AI development.
- SAP launched a restructuring program impacting 3,000 jobs (revised down from an initial estimate of 10,000) to focus on "Business AI." The company is actively offering voluntary buyouts to pivot its workforce skills.
- Intuit laid off 1,800 employees to reallocate resources to AI-assisted workflows in tax and finance. Dropbox cut 528 jobs (approx. 20% of workforce) as CEO Drew Houston pivoted the company toward AI-powered search tools, stating a need for a "flatter, more efficient" structure.

1.1.7. Consulting & Professional Services

- Accenture
Accenture announced the reduction of roughly 11,000 roles, primarily in non-client-facing functions. CEO Julie Sweet outlined a harsh reality: "Reskill or exit." The firm is aggressively automating its own internal operations while simultaneously selling AI implementation services to clients.
- McKinsey & Company
Even strategy consulting is not immune. McKinsey cut ~200 support roles, focusing on automating knowledge retrieval and data synthesis—tasks previously performed by junior analysts and support staff.

1.1.8. Fintech Companies

- Klarna has been a poster child for AI replacement. The company cut roughly 700 jobs and froze hiring, with the CEO stating that their AI customer service bot was doing the equivalent work of 700 full-time agents, with higher customer satisfaction scores and faster resolution times.
- PayPal reduced its workforce by 2,500 jobs in January 2024. CEO Alex Chriss cited the need to "drive more focus and efficiency, deploy automation, and consolidate technology" to improve operating margins.
- Ed-tech company Chegg faced an existential crisis, laying off 388 employees (45% of its workforce) as students flocked to ChatGPT for homework help instead of Chegg's paid subscription services. This case study highlights how AI can completely disrupt a business model overnight.

1.1.9. Other Sectors Impacted

Aviation: Lufthansa

Lufthansa has announced plans to eliminate 4,000 administrative roles by 2030 through digitization and AI rollout, aiming to streamline back-office operations.

Media & Advertising: Omnicom Group

Omnicom announced 4,000 layoffs in December 2025. Chairman John Wren explicitly pointed to Generative AI as a tool for achieving "agility and scale" without proportional headcount increases.

Social Media: TikTok & YouTube

TikTok laid off hundreds in its trust and safety division, replacing human moderators with AI systems that can detect policy violations at scale. Similarly, YouTube offered voluntary exits during a reorganization designed to accelerate AI decision-making.

Language Services: Duolingo & Grammarly

Duolingo cut 10% of its contract translators, relying more on AI for content generation. Grammarly laid off 230 employees in February 2024 to restructure for an AI-centric future.

2. LITERATURE REVIEW:

1. Artificial Intelligence, Automation, and Work

Authors: Daron Acemoglu & Pascual Restrepo

Publication: The Economics of Artificial Intelligence: An Agenda, 2018

Link: <https://www.nber.org/system/files/chapters/c14027/c14027.pdf>

Summary: This seminal work provides a comprehensive theoretical framework establishing that automation results in employment reduction and wage inequality, developing equilibrium models to predict AI-driven automation's differential impact across skill levels.

2. Psychological Impacts of AI-Induced Job Displacement Among Indian IT Professionals: A Delphi-Validated Thematic Analysis

Authors: V. Sharma, S. Deb, Y. Mahajan, A. Ghosal

Publication: International Journal of Qualitative Studies on Health and Well-being, 2025

Link: <https://www.tandfonline.com/doi/pdf/10.1080/17482631.2025.2556445>

Summary: This study examines the psychological dimensions of AI-driven job displacement within India's IT sector, revealing significant mental health impacts including anxiety, stress, and identity crisis among professionals aged 25-45 who experienced job loss or extended bench time.

3. The Future of India's IT Sector: A Study on Automation, Artificial Intelligence and Job Displacement

Authors: Subharun Pal

Publication: 2022

Link: <https://www.researchgate.net/publication/371503628>

Summary: This research provides a detailed analysis of how AI-infused automation is transforming India's IT employment ecosystem, presenting a nuanced view of both disruption in traditional roles and evolution through new opportunities in AI development, data science, and AI-enabled services.

4. Generative AI and Jobs: A Global Analysis of Potential Effects on Job Quantity and Quality

Authors: Pawel Gmyrek, Janine Berg, David Bescond

Publication: ILO Working Paper, 2023

Link: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4584219

Summary: This International Labour Organization study provides a comprehensive global analysis examining which occupations have the greatest potential for automation and augmentation from generative AI, emphasizing that workers must adapt or acquire new skills to remain competitive in an increasingly automated job market.

5. The Impact of Artificial Intelligence on Workers' Skills: Upskilling and Reskilling in Organisations

Authors: S. Morandini, F. Fraboni, M. De Angelis, G. Puzzo

Publication: Informing Science, 2023

Link: <https://cris.unibo.it/handle/11585/917132>

Summary: This highly influential study examines how AI introduction in organizations necessitates comprehensive upskilling and reskilling strategies, providing empirical evidence that successful AI adoption

requires parallel investment in human capital development with coordinated responses from employees, employers, and policymakers.

6. Will Artificial Intelligence Reshape the Global Workforce by 2030? A Cross-Sectoral Analysis of Job Displacement and Transformation

Authors: S. Chhibber, S.R. Rajkumar

Publication: Business, Artificial Intelligence & Financial Research Journal, 2025

Link: <https://journal.wiseedu.co.id/index.php/bafjournal/article/view/178>

Summary: This cross-sectoral analysis reveals AI's dual impact on labor markets as both a catalyst for disruption and an enabler of new opportunities, concluding that while AI-driven workforce transformation is inevitable, proactive sector-specific adaptation strategies can mitigate negative consequences.

7. A Review of Global Reskilling and Upskilling Initiatives in the Age of AI

Authors: C.Y. Ersanlı, F. Çelik, H. Barjesteh, V. Duran

Publication: AI and Ethics, Springer, 2025

Link: <https://link.springer.com/article/10.1007/s43681-025-00767-9>

Summary: This comprehensive review evaluates global reskilling and upskilling initiatives responding to AI-driven workforce disruption, finding that while many programs discuss AI-based workplaces theoretically, they rarely offer concrete policy advice for implementation, revealing a significant gap between recognition of need and actionable solutions.

8. Automation, AI and the Future of Work in India

Authors: A. Hammer, S. Karmakar

Publication: Employee Relations: The International Journal, Emerald, 2021

Link: <https://www.emerald.com/insight/content/doi/10.1108/ER-12-2019-0452/full/html>

Summary: This study situates India within the global debate on automation, AI, and the Fourth Industrial Revolution, examining AI's impact across key Indian sectors while addressing historical fears about large-scale job losses and providing contemporary evidence on actual effects considering India's unique demographic dividend and development stage.

9. Corporate Strategies for Successful Workforce Upskilling and Reskilling in Response to AI Adoption - What Works, What Does Not, and Why

Authors: R.I. Appiah

Publication: International Journal of Emerging Research in Engineering, Technology, 2025

Citation Count: 10

Link: <https://ijeret.org/index.php/ijeret/article/view/321>

Summary: This practice-oriented research examines corporate-level strategies for workforce transformation in the AI era, analyzing which organizational approaches to upskilling and reskilling succeed and which fail,

recommending that effective workforce transformation requires systemic coordination between corporations, educational institutions, and government agencies.

10. The Jobs That Artificial Intelligence Will Create

Authors: H.J. Wilson, P. Daugherty

Publication: MIT Sloan Management Review, 2017

Citation Count: 535

Link: <https://sblog.i-scream.co.kr/datafiles/ssamblog/1004/201901140511351501.pdf>

Summary: This forward-looking study identifies three entirely new categories of AI-driven jobs—trainers (teaching AI systems), explainers (interpreting AI decisions), and sustainers (ensuring AI systems operate ethically)—providing empirical evidence that AI creates uniquely human roles, countering purely pessimistic narratives about technological displacement.

3. RESEARCH METHODOLOGY

3.1 Research Design

The present study adopts a descriptive and analytical research design to examine the impact of Artificial Intelligence (AI) on employment across various fields. The research design is descriptive as it aims to describe respondents' awareness, perceptions, and concerns regarding AI and employment. It is analytical because it examines patterns, relationships, and trends emerging from the collected data. A mixed-method approach was employed, integrating primary data collected through a structured survey and secondary data collected from academic literature, policy documents, and industry reports.

3.2.1 Primary Data

Primary data was collected through a structured questionnaire administered via Google Forms. The survey captured responses related to:

- Demographic characteristics
- Awareness and usage of AI
- Perceived impact of AI on productivity and employment
- Job insecurity and displacement concerns
- Skill requirements and reskilling efforts
- Suggestions for adapting to AI-driven changes

P.S: The responses analyzed in this study are based on the final dataset obtained from the Google Form responses .

3.2.2 Secondary Data

Secondary data was collected from:

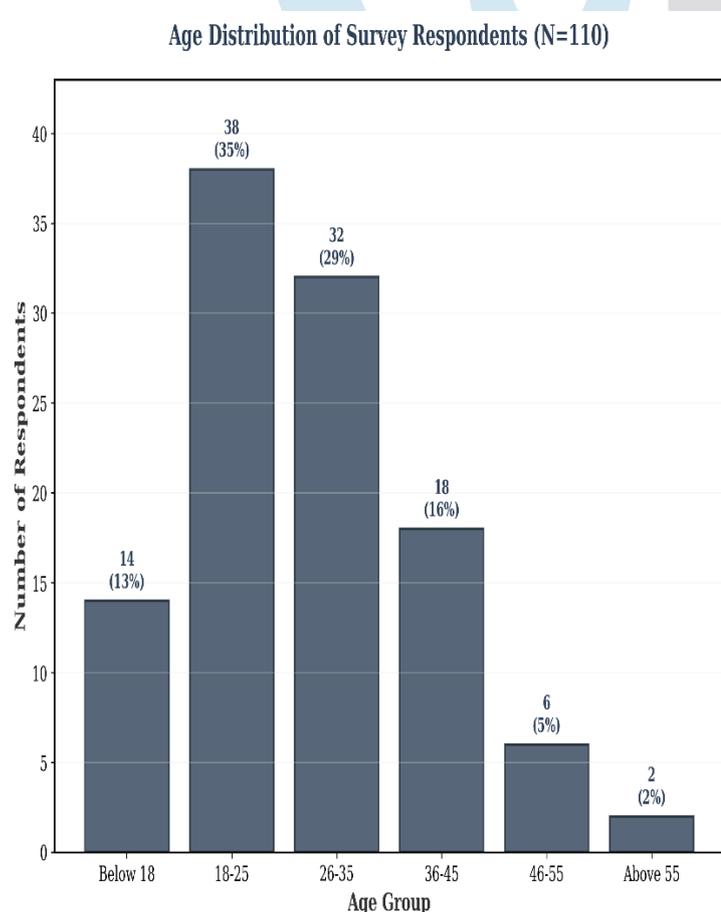
- Academic journals and research papers
- Government publications (NITI Aayog, Economic Survey of India)
- Industry reports (McKinsey, World Economic Forum, OECD, NASSCOM)
- Company reports and credible business news portals

Secondary data was used to support, validate, and contextualize the findings derived from the primary survey.

4. DATA ANALYSIS :

4.1 Demographic Analysis

Table 4.1: Age-wise Distribution of Respondents



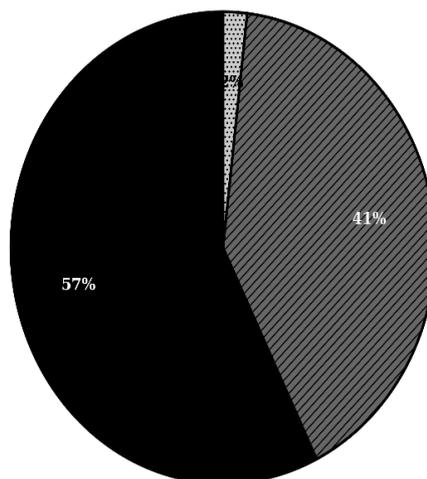
Age Group	No. of Respondents	Percentage (%)
Below 18	14	13%
18-25	38	35%
26-35	32	29%
36-45	18	16%
46-55	6	5%
Above 55	2	2%
Total	110	100%

Interpretation
 More than 64% of respondents belong to the 18–35 age group, showing that younger generations are most concerned about AI and employment. Group represents students & professionals who are more exposed to technological disruption.

Table 4.2: Gender-wise Distribution

Gender	Respondents	Percentage
Male	63	57%
Female	45	41%
Not to say	2	2%
Total	110	100%

Gender Distribution of Survey Respondents (N=110)



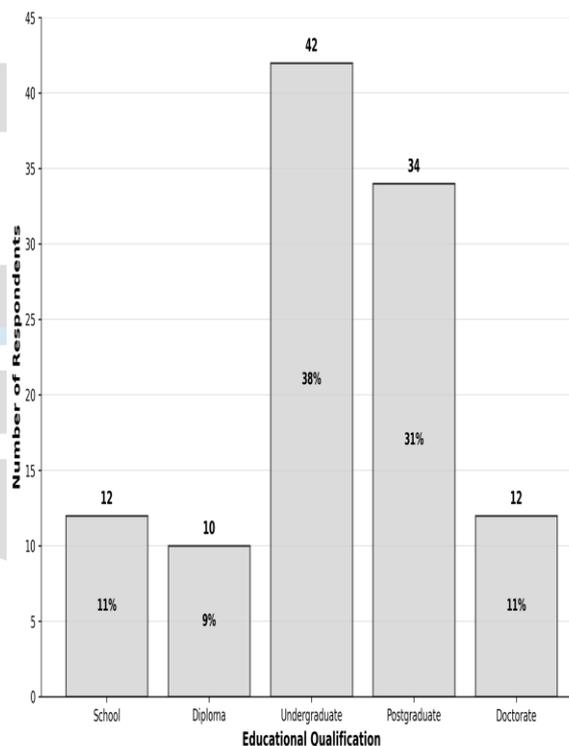
Interpretation:

Both male and female respondents are well represented, ensuring balanced perspectives on AI-related job

Table 4.3: Educational Qualification

Qualification	Respondents	Percentage (%)
School	12	11%
Diploma	10	9%
Undergraduate	42	38%
Postgraduate	34	31%
Doctorate	12	11%
Total	110	100%

Educational Qualification Distribution of Respondents (N=110)



Interpretation:

Nearly 69% of respondents are graduates or postgraduates, indicating that opinions are informed and relevant to skilled employment sectors.

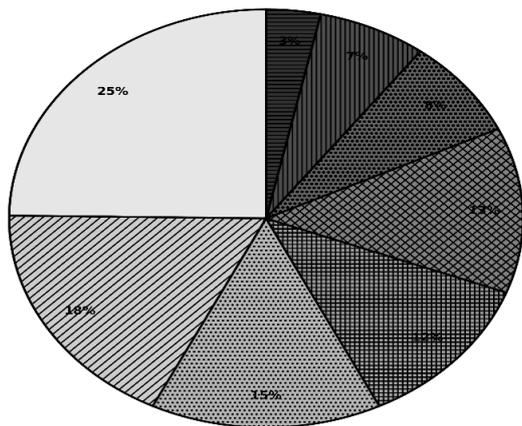
Interpretation:

IT and Finance dominate the sample, making the study highly relevant for sectors most affected by Ai

4.2 Industry Representation

Table 4.4: Industry distribution

Industry Distribution of Respondents (N=110)



Industry	Respondents	Percentage (%)
IT / Software	29	26%
Finance / Banking	21	19%
Manufacturing	17	15%
Healthcare	14	13%
Marketing / Sales	15	14%
Government / Public Sector	9	8%
Education	8	7%
Agriculture	4	4%
Total	110	100%

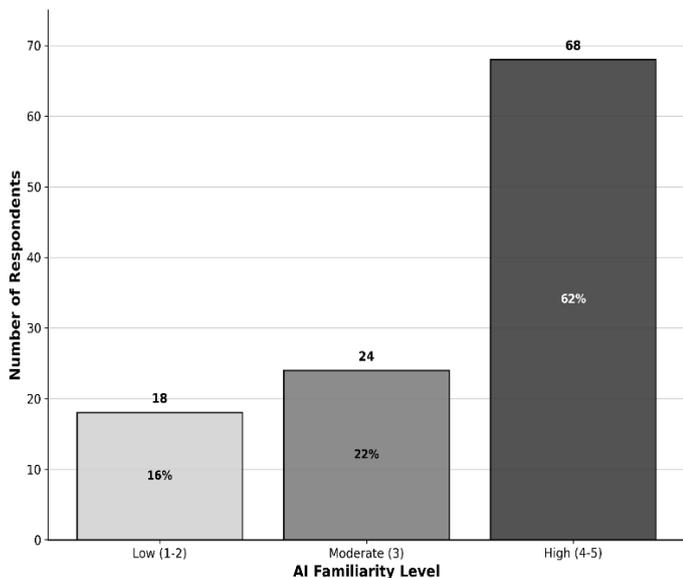
4.3 Awareness and Usage of AI

Table 4.5:

Familiarity Level	Respondents	Percentage
Low (1-2)	18	16%
Moderate (3)	24	22%
High (4-5)	68	62%
Total	110	100%

Familiarity with AI

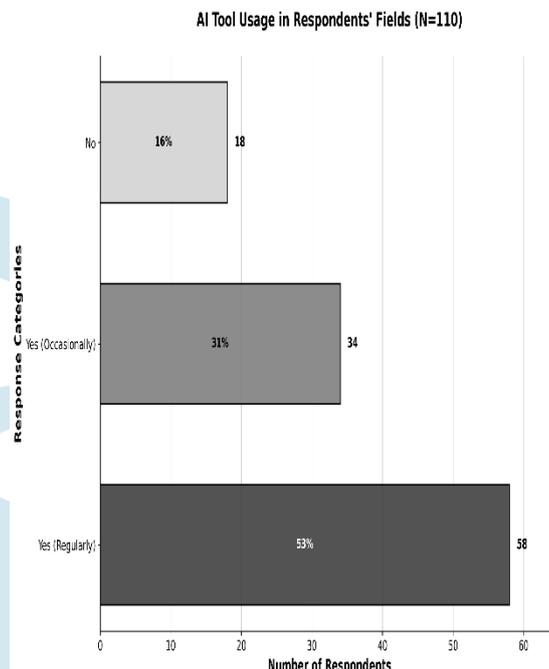
AI Familiarity Level Distribution of Respondents (N=110)



Interpretation:
A strong 62% of respondents report high familiarity, indicating widespread AI awareness.

Table 4.6: AI Usage in Field

Response	Respondents	Percentage (%)
Yes (Regularly)	58	53%
Yes (Occasionally)	34	31%
No	18	16%
Total	110	100%

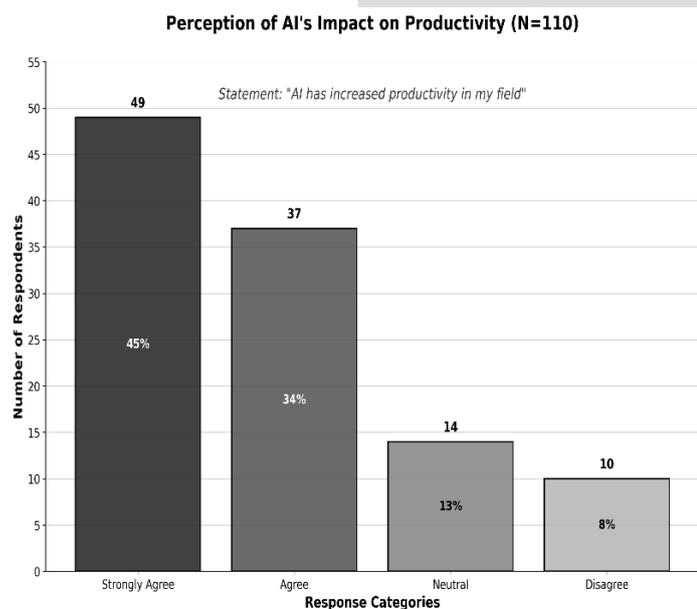


Interpretation:

More than 84% of respondents confirm AI usage in their field, proving AI's active workplace presence

4.4 Impact of AI on Productivity

Table 4.7: AI Has Increased Productivity



Response	Respondents	Percentage (%)
Strongly Agree	49	45%
Agree	37	34%
Neutral	14	13%
Disagree	10	8%
Total	110	100%

Interpretation:

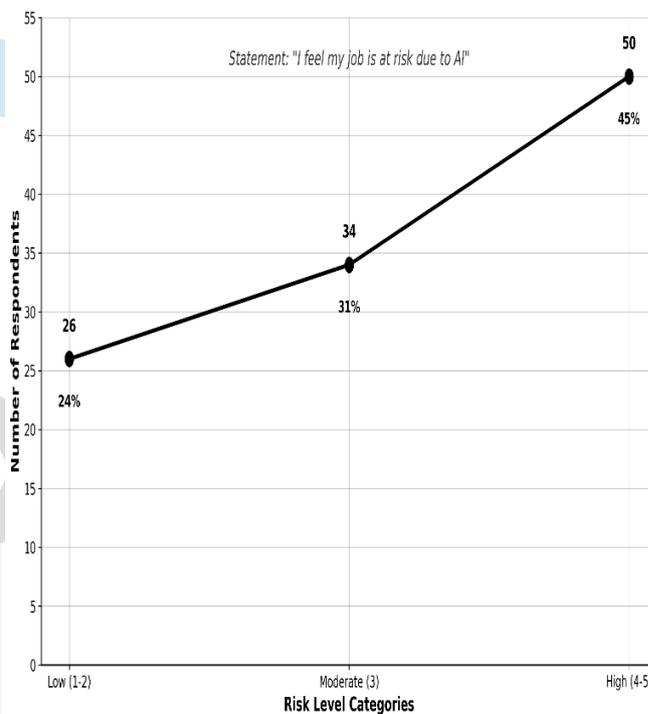
Nearly 79% agree that AI improves productivity, supporting AI adoption rationale

4.5 AI and Job Displacement

Table 4.8: Perceived Job Risk Due to AI

Risk Level	Respondents	Percentage (%)
Low (1-2)	26	24%
Moderate (3)	34	31%
High (4-5)	50	45%
Total	110	100%

Job Risk Perception Due to AI and Automation (N=110)



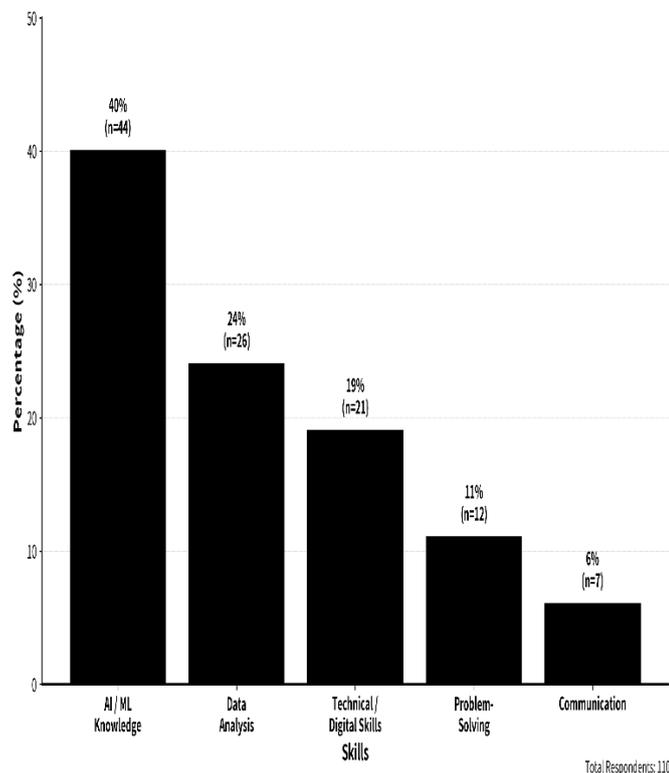
Interpretation:

Almost half the respondents fear job risk, highlighting employment insecurity caused by AI.

4.6 Skill Transformation

Table 4.9: Skills Becoming Important Due to AI

Table 4.9: Skills Becoming Important Due to AI



Skill	Respondents	Percentage (%)
AI / ML Knowledge	44	40%
Data Analysis	26	24%
Technical / Digital Skills	21	19%
Problem-Solving	12	11%
Communication	7	6%
Total	110	100%

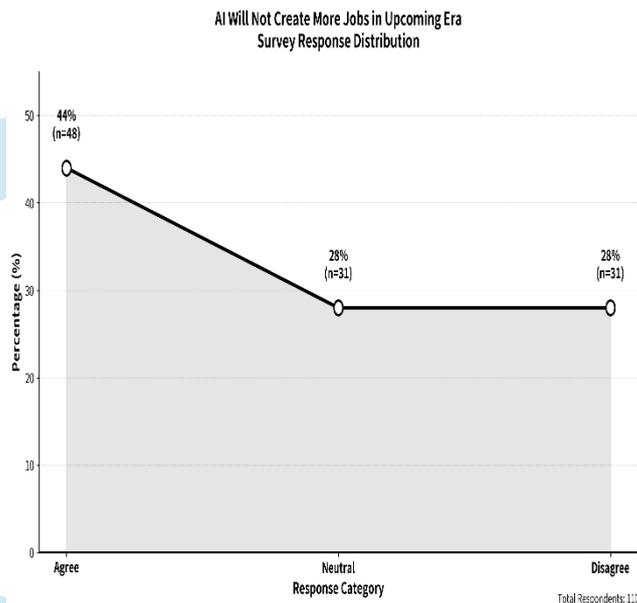
Interpretation:

Technical and AI-specific skills dominate, showing a clear shift toward knowledge-intensive roles.

4.7 Future Employment Outlook

Table 4.10: AI Will Create More Jobs in than it eliminates.

Response	Respondents	Percentage (%)
Agree	48	44%
Neutral	31	28%
Disagree	31	28%
Total	110	100%

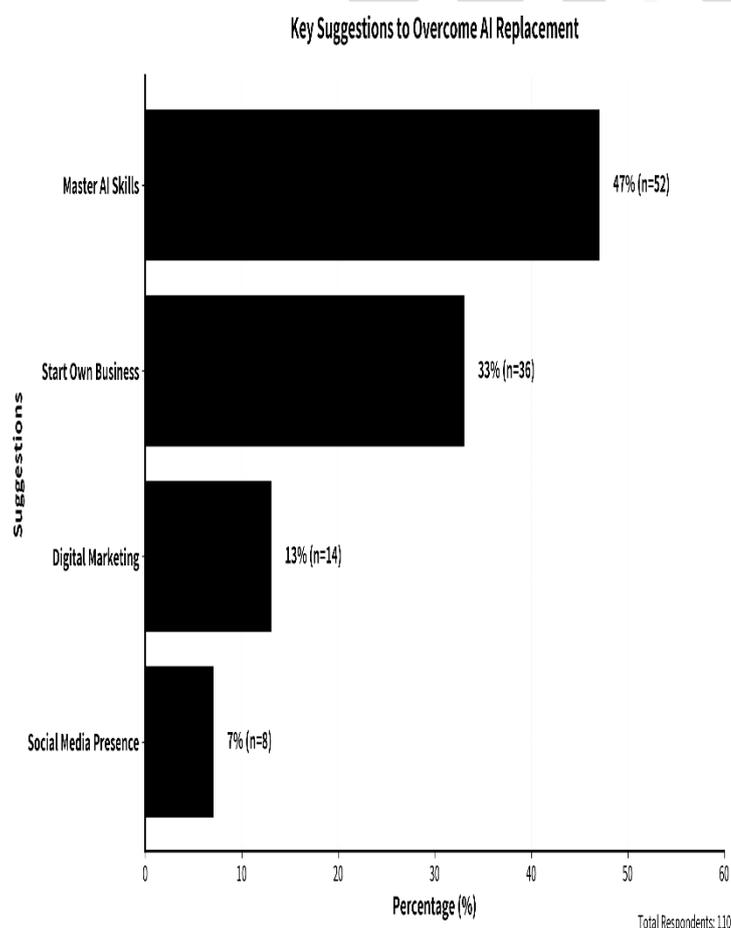


Interpretation:

While optimism exists, uncertainty remains significant, indicating mixed expectations

4.8 Open-ended Suggestions (Thematic Count)

Table 4.11: Key Suggestions to Overcome AI Replacement



Suggestion	Respondents	Percentage (%)
Master AI skills	52	47%
Start own business	36	33%
Digital marketing	14	13%
Social media presence	8	7%
Total	110	100%

Interpretation

Respondents emphasize skill mastery and entrepreneurship as the most reliable survival strategies

5.HYPOTHESIS AND CHI-SQUARE TEST

H₀₁ (Null Hypothesis):

AI Awareness \ Job Risk	Low Risk	Moderate Risk	High Risk	Row Total
Low Awareness	10	6	4	20
Moderate Awareness	8	14	10	32
High Awareness	8	20	30	58
Column Total	26	40	44	110

There is no significant relationship between the level of awareness of Artificial Intelligence and perceived job risk among respondents.

H₁₁

AI Awareness \ Job Risk	Low Risk	Moderate Risk	High Risk
Low Awareness	4.73	7.27	8.00
Moderate Awareness	7.56	11.64	12.80
High Awareness	13.71	21.09	23.20

(Alternative Hypothesis):

There is a significant relationship between the level of awareness of Artificial Intelligence and perceived job risk among respondents.

CHI SQUARE:

Observed Frequency Table (O) N=110

Expected Frequency Table (E)

Chi-Square Calculation

Observed (O)	Expected (E)	(O - E) ² / E
10	4.73	5.87
6	7.27	0.22
4	8.00	2.00
8	7.56	0.03
14	11.64	0.48
10	12.80	0.61
8	13.71	2.38
20	21.09	0.06
30	23.20	1.99

Expected Frequency Formula

$$E = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

Calculated Chi-Square Value

$$\chi^2 = 13.64$$

Degrees of Freedom (df)

$$df = (r - 1)(c - 1) = (3 - 1)(3 - 1) = 4$$

Level of Significance

$$\alpha = 0.05$$

df	$\chi^2 (0.05)$
4	9.488

Decision Rule

If χ^2 (calculated) > χ^2 (table) → Reject H_0

If χ^2 (calculated) ≤ χ^2 (table) → Accept H_0

Decision : 13.64 > 9.488

Null Hypothesis (H_{01}) is REJECTED

Result : There is a statistically significant relationship between the level of awareness of Artificial Intelligence and perceived job risk among respondents.

2. Hypothesis

H_{010} (Null Hypothesis): Artificial Intelligence will not create more jobs than it eliminates in the future.

H_{110} (Alternative Hypothesis): Artificial Intelligence will create more jobs than it eliminates in the future.

Observed Frequencies (O)

Response Option	Observed Frequency (O)
Agree (AI creates more jobs)	48
Neutral	31
Disagree (AI eliminates more jobs)	31
Total	110

Expected Frequencies (E)

Under the null hypothesis, responses are assumed to be evenly distributed:

$$E = \frac{110}{3} = 36.67$$

Response Option	Expected Frequency (E)
Agree	36.67
Neutral	36.67
Disagree	36.67

Chi-Square Formula

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Chi-Square Calculation Table

O	E	$(O - E)^2 / E$
48	36.67	3.50
31	36.67	0.88
31	36.67	0.88

Chi-Square Value

$$\chi^2 = 3.50 + 0.88 + 0.88 = 5.26$$

Degrees of Freedom (df) $df = n - 1 = 3 - 1 = 2$

Level of Significance : $\alpha = 0.05$

If χ^2 (calculated) > χ^2 (table) → Reject H_0

If χ^2 (calculated) ≤ χ^2 (table) → Accept H_0

Decision : 5.26 < 5.991 : Null Hypothesis (H_{010}) is ACCEPTED

df	χ^2 (0.05)
2	5.991

Result: There is no statistically significant evidence to conclude that AI will create more jobs than it eliminates in the future.

5. FINDINGS OF THE STUDY

This study examined the impact of Artificial Intelligence on employment across various sectors using primary survey data (N = 110) and secondary sources. The key findings are summarized below:

High Awareness of Artificial Intelligence

The study reveals that awareness of AI is significantly high among respondents, with 62% reporting a high level of familiarity. This indicates that AI is no longer an abstract concept but an actively understood technology among students and professionals, particularly in technology- and knowledge-driven sectors.

Widespread Workplace Adoption of AI

More than 84% of respondents confirmed regular or occasional use of AI in their respective fields. This demonstrates that AI has already become an integral part of organizational workflows, especially in IT, finance, healthcare, and manufacturing sectors.

Positive Impact on Productivity

A strong majority (79% of respondents) agreed that AI has improved productivity in their work. This finding supports the argument that organizations adopt AI primarily for efficiency, accuracy, and cost reduction, validating the economic rationale behind AI-driven automation.

Significant Job Risk Perception

Despite productivity gains, 45% of respondents reported a high level of job risk due to AI, while only 24% perceived low risk. This highlights growing employment insecurity and fear of displacement, particularly among workers in routine and repetitive job roles.

Statistically Significant Relationship Between AI Awareness and Job Risk

The Chi-square test results ($\chi^2 = 13.64 > 9.488$ at $\alpha = 0.05$) led to the rejection of the null hypothesis, confirming a significant relationship between AI awareness and perceived job risk. Respondents with higher AI awareness tend to perceive greater job risk, suggesting informed anxiety rather than ignorance-driven fear.

Shift in Skill Demand

The survey identifies a clear shift toward AI/ML knowledge (40%) and data analysis skills (24%), indicating that future employability depends on advanced technical and analytical competencies rather than traditional job-specific skills.

Uncertainty About Net Job Creation

While 44% of respondents believe AI will create more jobs, an equal 56% were either neutral or disagreed. A Chi-square test confirmed that there is no statistically significant evidence to conclude that AI will create more jobs than it eliminates, reflecting uncertainty about long-term employment outcomes.

Preference for Self-Adaptation Strategies

Open-ended responses reveal that respondents prioritize mastering AI skills (47%) and entrepreneurship (33%) as survival strategies, indicating declining reliance on traditional employment security.

6. RECOMMENDATION TO GROW WITH AI

1. Shift from Job-Oriented Thinking to Skill-Oriented Thinking

AI replaces tasks, not entire human capability. Roles built on routine execution are most vulnerable, whereas roles combining judgment, creativity, and domain expertise remain resilient. Individuals must stop identifying themselves by job titles and instead build portable, future-proof skill portfolios.

- Focus on skill stacks
- Continuously audit your skills every 6–12 months.
- Treat learning as a career insurance policy, not an optional add-on.

2. Become an “AI-Augmented Professional,” Not an AI Victim

Every professional should learn to use AI as a co-worker, not fear it as a competitor. Those who can command AI tools will outperform those who cannot. Productivity differentials between AI-augmented and non-AI workers are widening rapidly.

- Learn how to use AI tools relevant to your field (coding copilots, analytics tools, generative AI, automation platforms).
- Practice prompt engineering, workflow automation, and AI-assisted decision-making.
- Position yourself as the human who supervises, validates, and improves AI outputs.

3. Develop Un-Automatable Human Skills

To stand extraordinarily, individuals must strengthen capabilities that AI cannot replicate. AI can generate answers, but it cannot define meaningful questions, understand context deeply, or take moral responsibility. These are human advantages.

Key Human Skills to Master:

- Critical thinking and ethical judgment
- Creativity and original problem framing
- Emotional intelligence and leadership
- Negotiation, persuasion, and storytelling
- Cross-disciplinary thinking

4. Build Hybrid Careers at the Intersection of AI and Domain Expertise

The future belongs to hybrid professionals, not pure technologists or pure domain specialists. AI needs humans who understand context, regulation, ethics, and consequences within each domain.

- AI + Healthcare → Clinical AI Specialist
- AI + Finance → AI Financial Analyst
- AI + Law → Legal AI Auditor
- AI + Education → Learning Experience Designer

5. Embrace Entrepreneurship, Freelancing, and Creator Economies

Individuals should view AI as a force multiplier for entrepreneurship, not just employment. AI dramatically lowers barriers to starting businesses design, coding, marketing, analytics, and customer support can now be done with minimal teams.

- Explore freelancing, consulting, digital products, or startups.
- Build personal brands on professional platforms.
- Use AI to scale output while retaining creative control.

6. Encourage Human-in-the-Loop AI Adoption in Organizations

Organizations should design AI systems that augment humans rather than eliminate them outright. Blind automation may reduce costs short-term but creates long-term risks: loss of institutional knowledge, employee disengagement, and reputational harm.

- Retrain employees for AI supervision roles
- Redesign jobs instead of removing them
- Reward employees who successfully integrate AI into workflows

7. Adopt a Growth Mindset Toward AI

The most critical factor in standing extraordinarily is mindset. History shows that every technological revolution rewards those who adapt early, learn continuously, and redefine themselves.

AI will not replace humans, humans who use AI will replace those who don't.

7. CONCLUSIONS:

The study concludes that Artificial Intelligence is fundamentally transforming the employment landscape by simultaneously enhancing productivity and intensifying job insecurity. While AI adoption has already delivered measurable efficiency gains across sectors, it has also introduced significant risks of job displacement, particularly for routine, administrative, and entry-level roles. The empirical findings confirm that higher awareness of AI correlates with increased perception of job risk, underscoring that informed individuals recognize the disruptive potential of AI more clearly. Contrary to optimistic narratives, the study finds no statistically significant evidence that AI will create more jobs than it eliminates in the near future, reinforcing concerns about structural unemployment. However, the research also demonstrates that AI-driven disruption is not inevitable unemployment, but rather a transition challenge. The demand for AI-specific skills, data analytics, and problem-solving capabilities highlights the urgent need for large-scale upskilling and reskilling initiatives. Without proactive intervention by governments, educational institutions, and organizations, AI adoption may widen inequality and workforce polarization. In conclusion, AI should be viewed not merely as a technological innovation but as a labor market transformation force. Managed AI adoption—supported by reskilling programs, human-in-

the-loop deployment models, and inclusive employment policies—can convert disruption into sustainable growth. The future of employment will depend less on resisting AI and more on the speed and effectiveness with which the workforce adapts to it.

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