

# The Future of Work: Exploring the Implication of AI On Job Designing and Task Development in India

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**Abstract**— *The advent of Artificial Intelligence (AI) marks a transformative juncture in the realm of job designing and task development, particularly within the Indian context. As AI technologies permeate various industries, they catalyze a paradigm shift in traditional work structures, posing both opportunities and challenges for the workforce. This research delves into the multifaceted implications of AI on job design and task development, with a specific focus on India. Through a comprehensive exploration of existing literature, empirical data, and case studies, this study elucidates the evolving landscape of work in India, under the influence of AI. By analyzing the interplay between AI technologies and job roles, the research unveils novel avenues for reimagining job design frameworks tailored to the Indian market. Moreover, it investigates the nuanced dynamics of task development in AI-integrated workflows, unraveling the intricate balance between automation and human labor. Furthermore, this research endeavors to identify key determinants shaping the future of work in India amidst the AI revolution. By scrutinizing factors such as skill requirements, workforce adaptability, and socio-economic implications, the study offers insights into fostering a conducive environment for sustainable employment growth. Additionally, it examines the role of policy interventions and organizational strategies in mitigating potential disruptions while harnessing the full potential of AI-driven advancements. The findings of this research not only contribute to scholarly discourse on the future of work but also provide actionable recommendations for policymakers, industry stakeholders, and educators in India. By fostering a deeper understanding of the implications of AI on job design and task development, this study aims to empower stakeholders to proactively navigate the evolving landscape, ensuring a resilient and inclusive future for India's workforce.*

**Index Terms**- Artificial Intelligence (AI), Job Design, Task Development, Future of Work, India, Implications

## I. INTRODUCTION

India's dynamic workforce stands at a crossroads. Artificial intelligence (AI) is rapidly transforming industries, prompting us to explore its impact on job design and task development. This research delves into this critical landscape, examining both the challenges and opportunities that AI presents. On the one hand, AI's automation capabilities threaten to displace workers in sectors with repetitive, rule-based tasks. Manufacturing assembly lines, data entry jobs, and even aspects of customer service are susceptible to automation. This raises concerns about potential unemployment, particularly in a country with a large young population seeking job opportunities. However, AI is not solely a job destroyer. It is also a powerful tool for augmenting human capabilities. By automating mundane tasks, AI can free up human workers to focus on higher-order functions that require creativity, critical thinking, and emotional intelligence – areas where machines currently struggle. This could lead to a redesign of jobs, with a greater emphasis on skills like problem-solving, complex decision-making, and human-machine collaboration. Furthermore, the rise of AI necessitates a new breed of professionals – data scientists, AI specialists, machine learning engineers, and robotics experts. These roles require a unique blend of technical expertise and business acumen, creating exciting new career paths for the Indian workforce. The Indian context adds another layer to this exploration. With a burgeoning tech industry and a large pool of skilled professionals, India has the potential to become a global leader in AI development. However, challenges like unequal access to education and skill development programs could exacerbate existing inequalities in the job market. This research will delve deeper into these themes, examining specific sectors in India most

impacted by AI. It will analyze case studies of companies successfully integrating AI while exploring government initiatives and educational reforms necessary to prepare the workforce for the future. Ultimately, the goal is to understand how India can harness the power of AI to create a future of work that fosters inclusive growth and shared prosperity.

## II. OBJECTIVES

- To investigate how AI technologies are altering the tasks and responsibilities within different industries in India.
- To assess the challenges and opportunities arising from AI integration in the Indian workforce, including issues related to job displacement, skill mismatches
- To explore strategies for effectively managing the transition to an AI-driven work environment in India,

## III. REVIEW OF LITERATURE

Ganatra,et.al(2023)This review paper examines the impact of Artificial Intelligence (AI) on Human Resources (HR) practices and employee experience. It examines recruitment, training, performance management, and employee engagement, as well as job satisfaction, well-being, and work-life balance. It also discusses benefits, challenges, and ethical considerations.Menawy, Sara. (2022),This research explores employees' perceptions of AI and gamification in HR management practices, focusing on job insecurity. Findings show AI and gamification positively impact job insecurity, reduce stress, and improve efficiency. Using AI in training and development can increase motivation and engagement. Further research is needed to apply findings to all employees and develop effective training materials for AI in recruitment systems.El-Menawy, Sara. (2022),This research explores employees' perceptions of AI and gamification in HR management practices, focusing on job insecurity. Findings show AI and gamification positively impact job insecurity, reduce stress, and improve efficiency. Using AI in training and development can increase motivation and engagement. Further research is needed to apply findings to all employees and develop effective training materials for AI in recruitment

systems.M, Kiran & Elangovan, R. (2021).This study explores the use of Artificial Intelligence in HR practices, highlighting its potential benefits and risks, and its impact on various HR functions, including recruitment, performance appraisal, and on-boarding, and its potential impact on job losses.Kulshrestha, Dr. (2024),This research study examines the impact of AI adoption in Human Resources (HR) practices on organizational efficiency in the era of Industry 4.0. It aims to identify trends and best practices, focusing on employee recruitment, retention, development, and human capital management. The findings will guide organizations in optimizing HR functions.Apurva. (2021),This study investigates the impact of AI on Human Resources practices in UAE companies using a mixed-method design. Results show positive effects of planned training, tactical performance appraisal, and AI integration, with ease of use playing a negative role.Lopez, Marcelo. (2023),The 'AI in HR' debate explores the potential benefits of AI-powered tools in recruitment, staffing, and HR services. The research uses institutional bias and critical Race theory to examine the impact of AI on workplace processes. Through qualitative interviews, the study identifies a dichotomy between organizations marketing AI tools and actual users, emphasizing the importance of understanding the AI in HR debate.M, Kiran & Elangovan, R. (2021),This study explores the use of Artificial Intelligence in HR practices, highlighting its potential benefits and risks, and its impact on various HR functions, including recruitment, performance appraisal, and on-boarding, and its potential impact on job losses.Kulshrestha, Dr. (2024), This research study examines the impact of AI adoption in Human Resources (HR) practices on organizational efficiency in the era of Industry 4.0. It aims to identify trends and best practices, focusing on employee recruitment, retention, development, and human capital management. The findings will guide organizations in optimizing HR functions.Shaurya, Apurva. (2021). Apurva. (2021),This study investigates the impact of AI on Human Resources practices in UAE companies using a mixed-method design. Results show positive effects of planned training, tactical performance appraisal, and AI integration, with ease of use playing a negative role.Park,(2023),This study examines the effects of job overload on employees in small and medium-sized enterprises in Busan. Results show that job overload positively affects individual and

organizational deviation, job stress, and organizational unfairness. However, job stress and organizational unfairness mediate counterproductive task behavior. Som, Sanchita. (2023). This study explores the relationship between job engagement, job crafting, and meaningfulness of work in Indonesia and India. Results show task and cognitive crafting positively impact meaningfulness of work, while relational crafting mediates it. Sang-Soog. (2024). The study explores student-AI interaction (SAI) processes among students with varying drawing proficiencies and attitudes towards AI in a public advertisement drawing task. It suggests that educational AI should be designed holistically, interconnected to various learning activities, and capable of increasing students' metacognition and emotional engagement. Eric. (2024). The study proposes a hybrid Human-AI approach for maintenance task duration estimations, combining human forecasts with data-driven models. The results show that hybrid models outperform human expert models and historical data alone, suggesting that human forecasts are crucial for effective task duration estimation. Alex, Alen & CMI, FR. (2023). AI's rapid advancements have reshaped employment and job opportunities, disrupting traditional jobs like manufacturing and transportation. However, AI can also create new job openings by replacing certain tasks and enhancing human capabilities. Saurabh. (2023). The application offers job seekers a wide range of listings, an interactive community platform, and AI Assistant for personalized guidance, emphasizing the importance of efficient user logins. Gudela. (2023). This research investigates the effectiveness of AI in alleviating stress and enriching work conditions in Intensive Care Units (ICUs). It uses the socio-technical system framework COMPASS to assess five fundamental work characteristics: autonomy in decision-making, skill diversity and competence development, flexibility in time and location, problem-solving opportunities, and task identity and variety. The findings suggest that AI can positively impact work conditions, addressing the global shortage of skilled healthcare professionals and enhancing care quality. Ogunbukola, Matthew. (2024). The article explores the impact of Artificial Intelligence (AI) on the global economy, highlighting its transformative effects on productivity, business models, workforce, and sustainable development. It emphasizes the need for strategic adaptation and

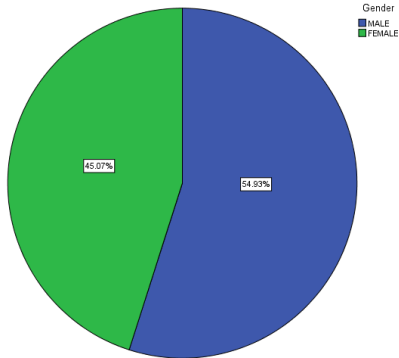
ethical governance to mitigate its challenges. Ravarini, Aurelio & Perozzo, Haiat. (2023). AI Job Crafting: exploring the impact of Generative Artificial Intelligence on Job Crafting. This article presents a framework to explain the impact of Generative AI on job crafting, focusing on the interaction between technology and people, using the sociotechnical system as a reference model. Shan. (2024). This paper develops an AIS-based deep learning model for maritime applications, using hierarchical blocks, signal decomposition methods, and image processing. Experiments show optimal results, including mean squared error, anomaly detection, and category accuracy, on a curated dataset.

## II. METHODOLOGY

The current study is based on empirical research. It consists of the scientific frame of research. It begins with finding research problems based on the review of literature. The major contribution of the study is to collect the facts of a particular area and to test the hypothesis of a cause-and-effect relationship between variables. The research design is exploratory and, exploring the problem tested with hypotheses and providing the solution from the analysis. Convenient sampling method is used. The sample size is 213. Primary data includes questionnaire-survey and interview and secondary data includes the articles, journals, reports and newsletters. The analysis is carried out for demographic statistics ( Age, Gender, Education, Occupation, Marital status) and hypothesis testing graphs are used. The analysis was done through SPSS, and the tools for analysis are clustered bar graph, pie chart linear regression ANOVA and customs table.

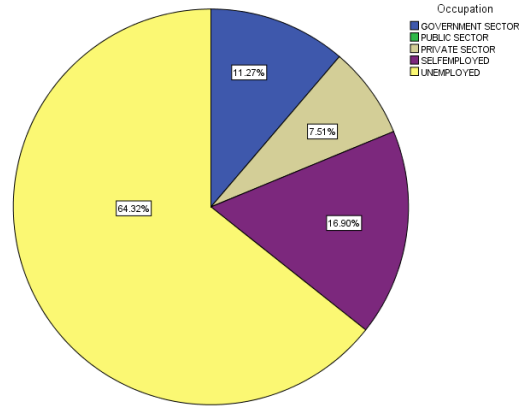
IV. DATA ANALYSIS

Figure 1



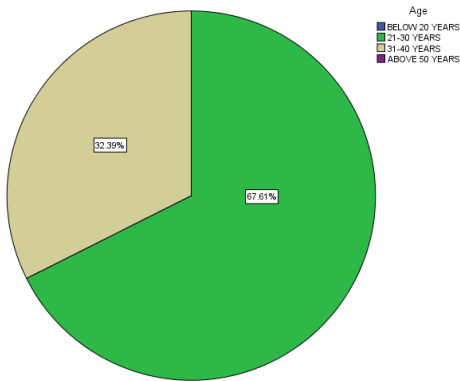
Legend: fig 1 show the pie chart showing respondent gender

Figure 4



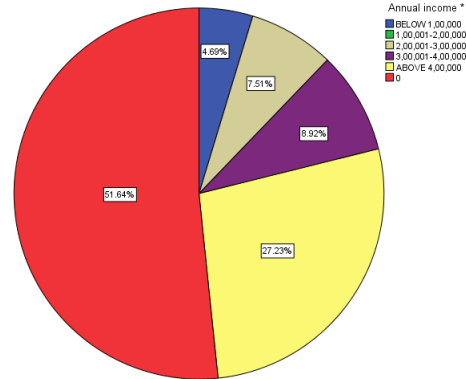
Legend: figure 4 shows the pie chart, showing respondent and occupation

Figure 2



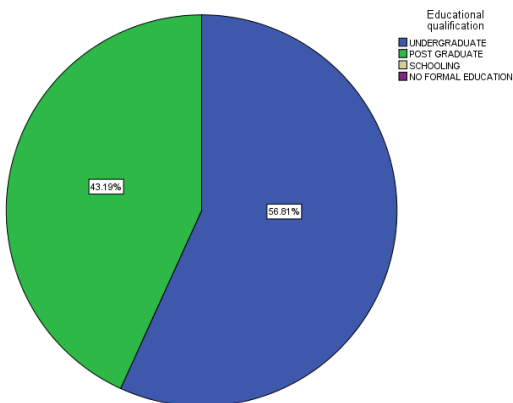
Legend: figure the shows the pie chart showing respondent age distribution

Figure 5



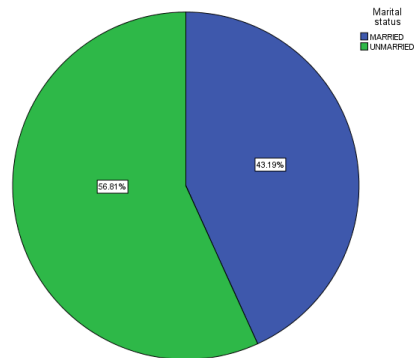
Legend: figure shows the bite chart showing respondent annual income

Figure 3



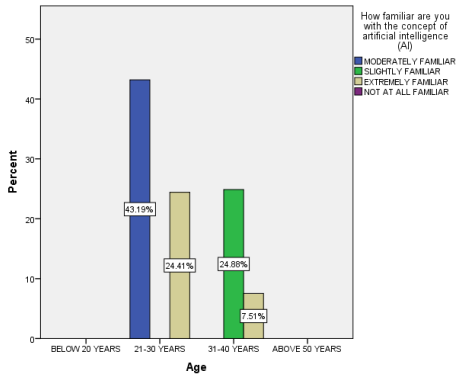
Legend: figure 3 shows the pie chart showing respondent and educational qualification

Figure 6



Legend: figure 6 shows the pie chart showing respondents marital status

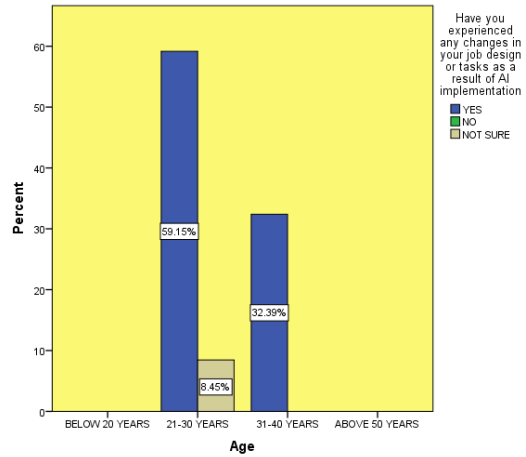
Figure 7



Legend: figure 7 shows the bar graph showing how familiar are the respondent with the concept of artificial intelligence

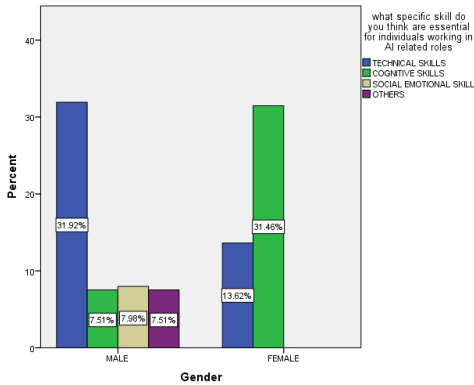
Legend: figure 9 shows the bar graph showing in your opinion. How has AI influenced job roles and responsibility in your industry or profession?

Figure 10



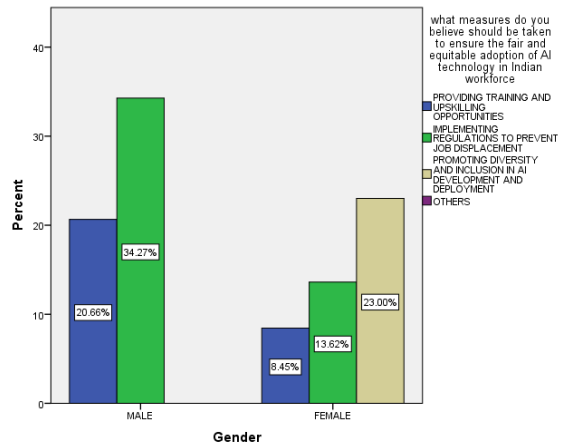
Legend: and shows the bar graph showing have you experience any changes in job design or task as a result of AI implementation

Figure 8



Legend: figure 8 shows the bargraph showing what specific skill, do you think are essential for individual working in AI related roles ?

Figure 11



Legend: figure 11 shows the bar graph, showing what measures do you believe should be taken to ensure the fair and equitable adoption of AI Technology in Indian force

Figure 9

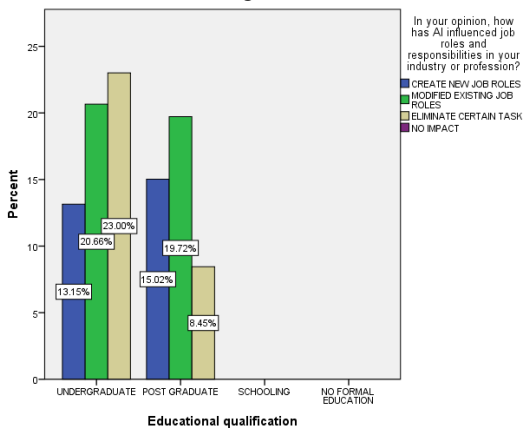
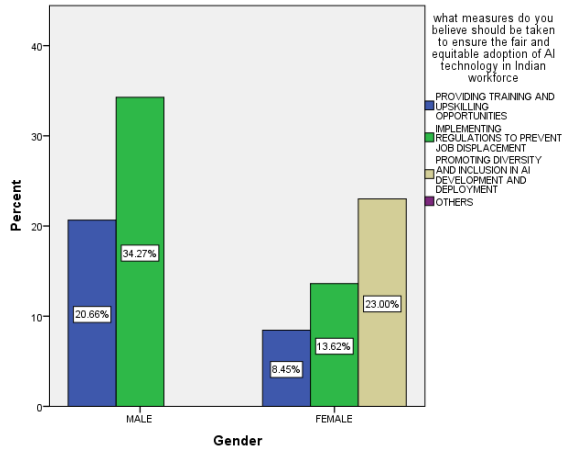
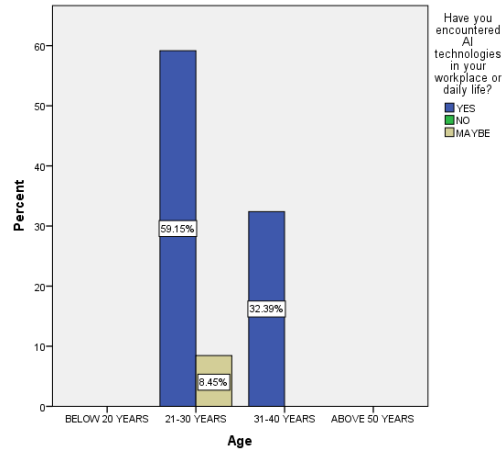


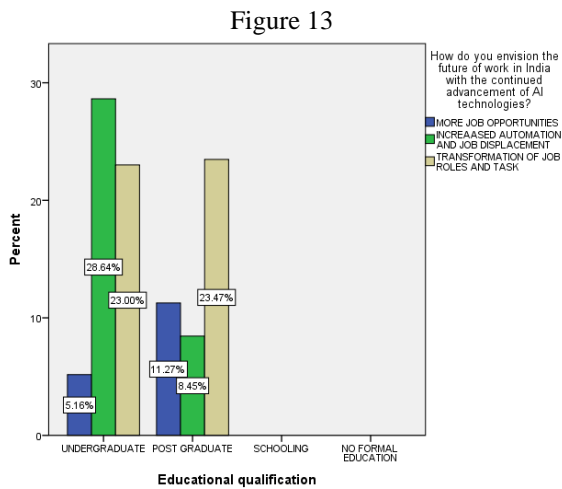
Figure 12



Legend: figure 12 shows the bar graph, showing what measures do you believe should be taken to ensure the fair and equitable adoption of AI Technology in Indian force

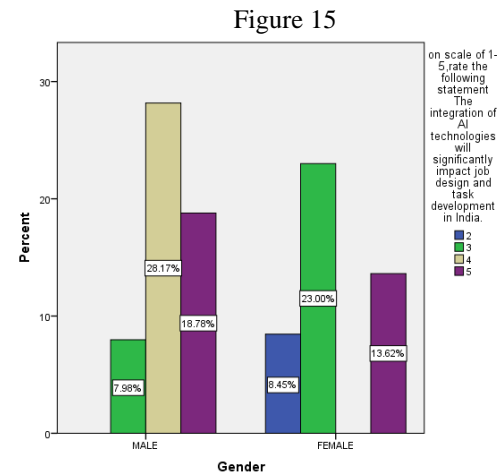


Legend: figure 14 shows the bar graph showing heavy encountered AI technologies in your workplace or daily life



Legend: figure 13 shows the bar graph showing how do you envision the future of work in India with the continued advancement of AI technologies?

Figure 14



Legend: figure 15 shows the bar graph showing on scale of 1-5 read the following statement. The integration of AI technology will significantly impact job design and task development in India.

Chart 1

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.363	1	18.363	35.741	.000 <sup>b</sup>
	Residual	108.407	211	.514		
	Total	126.770	212			

a. Dependent Variable: In your opinion, how has AI influenced job roles and responsibilities in your industry or profession?

b. Predictors: (Constant), Age

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.491	.249		14.032	.000
	Age	-.627	.105	-.381	-5.978	.000

a. Dependent Variable: In your opinion, how has AI influenced job roles and responsibilities in your industry or profession?

Legend: short one shows the linear regression between respondent age and how has influenced job roles and responsibility in industries are profession

Chart 2

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.415	1	7.415	26.746	.000 <sup>b</sup>
	Residual	58.500	211	.277		
	Total	65.915	212			

a. Dependent Variable: Have you experienced any changes in your job design or tasks as a result of AI implementation

b. Predictors: (Constant), Gender

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.625	.111		5.620	.000
	Gender	.375	.073	.335	5.172	.000

a. Dependent Variable: Have you experienced any changes in your job design or tasks as a result of AI implementation

Legend: Chart 2 show linear aggression between respondent gender and have you experienced any change in job design a task as result of AI implementation

## V. RESULT

From the data analysis from the above graph, shows that majority 54.93% of the respondent are male and 45.07 percentage of the respondent are female(fig 1), 67.61% of the respondent are between 21 to 30 years and 32.39% of the respondent are between 31 to 40 years(fig 2), 64.32% of the respondent are unemployed 16.90% of the respondent are self-employed and 11.27% of the respondent works in government sector(fig 3), 51.64% of the respondent annual income is zero 27.23% of the respondent annual income is above 4 lakhs and 8.90% of the respondent income is between 3lakh to 4,00,000(fig 5), 56.81% of the respondent are unmarried and 43.19% of the respondent are married(fig 6), 43.19% of the respondent has voted moderately familiar with the concept of AI and 24.4% of the respondent are extremely familiar(fig 7), 31.92% of the male respondent has voted technical skill is essential for individual working in AI related roles and 31.46% of the female respondent has voted cognitive skill(fig 8),

23% of the undergraduate responded has voted eliminate certain task, For the question in opinion, how has AI influenced job roles and responsibility in industry or profession, and 20.66% of the undergraduate has also voted, modify existing job roles and 13.15% of the first graduate respondent has water. It creates new jobs and roles.(fig 9), 51.95% of the respondent between 21 to 30 years has responded. Yes, they have experienced changes in job Design as result of the AI implementation and also 8.45% of the respondent between 21 to 30 years has also voted , not sure(fig 10), 34.27% of the male respondent has ordered implementing regulation to prevent job displacement should be taken to ensure the fair and equitable adoption of a technology technology in India workforce and 20.66% of the male respondent has also water provide training and up skilling opportunities and 23% of the female respondent has also voted promoting diversity and inclusion in AI development and deployment should be taken for Fare and equitable adoption(fig11),34.27% of the male respondent has ordered implementing regulation to prevent job displacement should be taken to ensure the fair and equitable adoption of a technology technology in India workforce and 20.66% of the male respondent has also water provide training and up skilling opportunities and 23% of the female respondent has also voted promoting diversity and inclusion in AI development and deployment should be taken for Fare and equitable adoption(fig 12), 28.64% of the undergraduate has sorted the future of work in India with the continued advancement of a technology technology lead to increase in automation and job displacement and 23.47% of the post graduate has ordered transformation of job roles and task and 11.27% of the respondent has also water. It leads to more job opportunities.(fig 13), 59.15% of the respondent between 21 to 30 years has ordered as they have encountered a technology in workplace or daily life and 32.39% of the respondent between 31 to 40 years has also voted, yes(fig 14), 28.17% of the male respondent has ordered for for the statement. The integration of a technology will significantly impact job design and task develop development and 23.00% of the respondent has ordered three(fig 15), table 1 shows the linear regression between respondent age and their opinion on how influence job roles and job responsibilities in industries and profession has the value is 14.032, which is greater than significant value

0, hence it shows significant relationship, Table 2 shows the linear regression between a respondent and gender and the respondent opinion on how experience any change in job roles are task as a result in a implementation and as the value was 5.620 which is greater than significant value. zero, hence it also significant relationship.

## VI. DISCUSSION

Fig 7 shows The reason 43.19% of respondents voted as moderately familiar with AI concepts and 24.4% as extremely familiar is likely due to differing levels of exposure, education, and experience with AI technologies among the surveyed individuals. Fig 8 shows 31.92% of male respondents emphasized technical skills, possibly reflecting societal expectations, while 31.46% of female respondents prioritized cognitive abilities, indicating a focus on problem-solving and creativity. Fig 9 shows 23% of undergraduate respondents indicated that job roles and responsibilities have been influenced by eliminating certain tasks, while 20.66% mentioned modifying existing roles. Additionally, 13.15% of first-graduate respondents believed it creates new job opportunities and roles. Fig 10 shows 51.95% of respondents aged 21 to 30 reported experiencing changes in job design due to AI implementation, while 8.45% expressed uncertainty regarding these changes. Fig 11 shows 34.27% of male respondents suggested implementing regulations to prevent job displacement for fair and equitable technology adoption in the Indian workforce. Additionally, 20.66% of male respondents mentioned providing training and upskilling opportunities. On the other hand, 23% of female respondents advocated for promoting diversity and inclusion in AI development and deployment for fair and equitable adoption. Fig 12 shows 34.27% of male respondents advocated for implementing regulations to prevent job displacement to ensure fair and equitable adoption of technology in the Indian workforce. Additionally, 20.66% of male respondents suggested providing training and upskilling opportunities. Meanwhile, 23% of female respondents emphasized promoting diversity and inclusion in AI development and deployment for fair and equitable adoption. Fig 13 shows 28.64% of undergraduates foresee increased automation and job displacement with the continued advancement of technology in

India's future of work. In contrast, 23.47% of postgraduates anticipate transformation of job roles and tasks. Additionally, 11.27% of respondents believe it will lead to more job opportunities. Fig 14 shows 59.15% of respondents aged between 21 to 30 years reported encountering technology in their workplace or daily life. Additionally, 32.39% of respondents aged between 31 to 40 years also indicated the same. Fig 15 shows 28.17% of male respondents agreed that the integration of technology would significantly impact job design and task development. Additionally, 23.00% of respondents shared this view.

## VII. LIMITATION OF THE STUDY

One limitation of the study could be the reliance on available data and case studies, which may not fully capture the dynamic nature of AI adoption and its impact on job design and task development in India. Additionally, the research may face challenges in accurately predicting future scenarios and anticipating the long-term implications of AI on the workforce due to the rapidly evolving nature of technology and its interaction with socio-economic factors. Another limitation could stem from potential biases in the data sources or methodologies used, which may influence the interpretation of results and the generalizability of findings across different industries and regions within India. Furthermore, the study may be constrained by the scope of analysis, as it may not be feasible to comprehensively cover all sectors and subgroups within the Indian workforce. Additionally, the study's effectiveness in providing actionable insights and practical recommendations for policymakers and stakeholders may be limited by factors such as resource constraints, competing interests, and institutional barriers to implementation. Finally, ethical considerations regarding the use of AI in the workplace and its potential impact on job quality, privacy, and social equity may pose challenges in fully addressing the complex implications of AI on the future of work in India.

## VIII. SUGGESTION

Further research on "The Future of Work: Exploring the Implications of AI on Job Design and Task Development in India" could involve longitudinal



studies tracking AI adoption trends, qualitative research to understand human experiences, cross-sectoral analysis to compare implications, policy evaluations to assess effectiveness, stakeholder engagement for knowledge exchange, and ethical and social impact assessments to ensure fairness and accountability. By combining these approaches, researchers can provide a comprehensive understanding of AI's impact on the Indian workforce, informing policy reforms, organizational strategies, and ethical guidelines to navigate the challenges and opportunities posed by AI adoption in the workplace effectively.

### CONCLUSION

In conclusion, the impact of Artificial Intelligence (AI) on job design and task development in India presents both challenges and opportunities for the future of work. Through an analysis of current trends and future projections, this research has shed light on the transformative effects of AI technologies across various sectors and regions. While AI adoption has the potential to streamline processes, enhance productivity, and foster innovation, it also raises concerns about job displacement, skill mismatches, and ethical implications. To navigate these challenges effectively, policymakers, industry leaders, and other stakeholders must prioritize lifelong learning and upskilling initiatives, promote inclusive growth strategies, and develop ethical frameworks to ensure fairness and accountability in AI deployment. Moreover, fostering interdisciplinary collaboration, stakeholder engagement, and knowledge exchange will be essential for addressing the complex socio-economic implications of AI on the Indian workforce. By embracing these strategies and leveraging the opportunities presented by AI, India can position itself as a global leader in the future of work, driving sustainable growth, and equitable development in the digital age.

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