The Impact of Artificial Intelligence on Human Workers

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ABSTRACT

The impact of artificial intelligence on human workers is a complex and ongoing topic of research and debate, and the extent to which AI will replace human jobs is still uncertain. Therefore, this research aims to answer following research questions. How does artificial intelligence affect human workers? What jobs will be replaced by artificial intelligence? What jobs can endure without being replaced by artificial intelligence?. This research was conducted in qualitative approach based on secondary data from previous studies. Data analysis techniques through four stages, namely data collection, data reduction, data presentation and drawing conclusions. After reviewing the remaining articles for eligibility in terms of the inclusion criteria, 45 papers were included in the data analysis. This study conclude that artificial intelligence has the ability to augment human talents, generate innovation, offer new career possibilities, and improve decision-making. Adopting AI technologies not only improves employee skills and productivity, but also enables organizations to function more efficiently. This study found that the negative effects of AI, such as job displacement, lower labour demand, employee deskilling, erosion of privacy and autonomy, exacerbation of wealth inequality, and shifting employee requirements. AI has the potential to disrupt traditional work functions in routine and repetitive tasks, manual labour, high-paying occupations, decision-making roles, HR operations, and certain service industry jobs. AI struggles to imitate creative endeavours, emotional intelligence, physical dexterity, human interaction, and complicated decision-making. These professions will continue to thrive as technology advances, reminding us that the essence of human experience is irreplaceable.

Keywords: *Artificial intelligence, human workers, technology, jobs, employee*

INTRODUCTION

Since its inception, artificial intelligence has become wide spread discussion among scholars and practitioners. The term artificial intelligence was created by J. McCarthy during a symposium in Dartmouth 1956 (Palos-Sánchez et al., 2022). McCarthy is credited with coining the term "artificial intelligence" and defining the field's perspective (Moor, 2006).

AI was supposed to rapidly grow into computers and robots with human-level cognitive skills in the 1950s and 1960s, but this did not occur until recently (Palos-Sánchez et al., 2022). Now, artificial intelligence is everywhere, and its development, deployment, and application are accelerating and benefiting the global economy. AI provides many benefits for example, increases in creativity, services, safety, lifestyle, and problem solving, but it also raises many anxiety and concerns such as adverse effects on human autonomy, privacy, and fundamental rights and freedoms (Rodrigues, 2020).

According to Mukherjee (2022) one of the primary goals of the development of this technology is to enable businesses efficiently manage vast amounts of data and information, to aid in effective decision-making, to access employee performance, to minimize repetitive work, and to maximize organizational productivity. It is a sophisticated computer operating technique that employs machine intelligence but mostly behaves like a human brain. Artificial intelligence is similarly concerned with efficiency, but it differs from earlier advancements in that it does not automate

manual jobs, but rather cognitive processes. In this sense, it is part of the digital revolution's continuation with the advent of computer science, making it possible to do administrative chores easily and swiftly. What distinguishes artificial intelligence (AI) from traditional algorithms, which are static, is its adaptable nature (Bordot, 2022).

AI can be defined as computing systems that emulate or imitate intelligent behaviours similar to those of humans, despite the fact that they behave differently (Vrontis et al., 2022). AI refers to computer software that uses highly advanced algorithmic approaches to discover patterns in data and forecast the future. According to patent text analysis, AI is capable of forming medical prognoses and recommending treatments, detecting cancer, and detecting fraud (Georgieff & Hyee, 2022). According to Arslan et al. (2022) the ability of a machine-based system to accurately read external data, learn from it, and apply and adapt that knowledge to achieve specified goals and fulfil tasks is referred to as AI.

AI as a concept is widely used to promote the development of systems that are endowed with human-like cognitive functions, such as the ability to reason, discover meaning, generalize, or learn from past experience. AI is defined as a program with learning capabilities that wants to be human-like but excels humans in capacity (Chilunjika et al., 2022). Although it is still far from equalling "Human Intelligence" in its entirety and complexity, AI is incredibly effective at doing specialized jobs, and its impact on the world and organizations is undeniably significant (Wamba-Taguimdje et al., 2020).

While technology generally boosts productivity, AI has the potential to reduce some of today's valuable job prospects. As a result, experts and policymakers worldwide are concerned about the future of work in both industrialized and developing nations (Frank et al., 2019). While these technologies have sparked debate on a wide range of social, ethical, policy, and legal issues, few have attracted more attention than their implications for the future of labour. The potential possibility of widespread labour displacement (or substitution) is a source of tremendous concern in the public, scientific, and policy realms. While some projections are less startling, several prominent studies have indicated that due to automation, a considerable number of workers will be out of employment or will need to make a major adjustment in the near future (Nazareno & Schiff, 2021).

Li et al. (2023) argue that AI's rapid progress delivers enormous economic benefits as well as fundamental shifts in people's preferences and habits. From the standpoint of the enterprise, the new work pattern based on AI helps to better organizational decisions, better innovation management, and performance improvement. From the perspective of workers, the new work style including AI has a significant impact on their job, income, and well-being. There is widespread consensus that recent breakthroughs in Artificial Intelligence (AI), spurred by rapid growth in machine learning (ML) and related subfields, will have a disruptive impact on the labour market (Tolan et al., 2021).

AI adoption has ramifications for both knowledge workers and blue-collar workers, as AI has the ability to automate a number of functions currently performed by humans. While some argue that this transition will boost productivity and efficiency for knowledge workers, it may also result in job displacement (Morandini et al., 2023). In prediction tasks, artificial intelligence may directly substitute capital for labour (Agrawal et al., 2019).

RESEARCH METHODOLOGY

Based on the explanation above, the impact of artificial intelligence on human workers is a complex and ongoing topic of research and debate, and the extent to which AI will replace human jobs is still uncertain. Therefore, this research aims to answer following research questions:

RQ1: How does artificial intelligence affect human workers?

RQ2: What jobs will be replaced by artificial intelligence?

RQ3: What jobs can endure without being replaced by artificial intelligence?

This research was conducted with a qualitative approach. Research based on secondary data from previous studies by exploring various articles, report from various institutions, news and other literature. Data analysis techniques through four stages, namely data collection, data reduction, data presentation and drawing conclusions.

The stages taken throughout the data collection procedure are as follows: databases were identified by searching relevant academic databases such as Crossreff and Google Scholar for a wide range of papers relating to the impact of AI on human workers. Next, to lead the literature search, a collection of relevant keywords was constructed. The following keywords were used: "artificial intelligence, "AI, "human workers".

After collection, the data will be reduced first. Data reduction is a process of simplifying, classifying, and removing unnecessary data so that it can produce meaningful information and make it easier to draw conclusions (Saunders, Mark; Lewis, Philip; Thornhill, 2019). The literature data collected is reduced based on its relevance to research questions. Only the data that is relevant and related to the research questions will be used in this research.

The following are the steps followed during the data reduction procedure:

a. Inclusion and Exclusion Criteria: Inclusion criteria were established in order to choose publications that directly addressed the influence of AI on human workers. Included were studies that provided insights on AI technologies, applications, and their influence on human workers. Articles that were not directly relevant to the issue or lacked relevance to the scope of the review were excluded using exclusion criteria.
b. Screening and Selection: The titles and abstracts of the identified publications were first evaluated to see if they were suitable for inclusion. Then, relevant articles were chosen for full-text review. Articles were evaluated for their quality, relevance, and contribution to the research issue throughout the full-text review.
c. Data Extraction: Relevant information from the selected papers was extracted and arranged for analysis, such as major findings, techniques, and theoretical frameworks.

The significance, credibility, and contribution to understanding of the influence of AI on human workers were used to choose relevant research articles and publications. To verify the reliability and validity of the information acquired, peer-reviewed journal articles and respectable reports from recognized organizations were selected. The publications and sources chosen were reviewed for their relevance to the research topic, depth of analysis, and research methodological quality. Recent papers were prioritized in order to capture the most recent insights and achievements in the field of the impact of AI in human workers.

Furthermore, the presentation is carried out by compiling data in a systematic and easy to understand manner. The form of presentation of qualitative data can be in the form of narrative text (in the form of field notes), matrices, graphs, networks or charts. Through this presentation, the data will be organized and arranged in a relationship pattern so that it is easier to understand. To help understanding, data processed to answer research questions is presented in tabular form.

Next, conclusions are drawn through the results of data reduction while still referring to the analysis objectives to be achieved. This stage aims to find the meaning of the data collected by looking for relationships, similarities, or differences to draw conclusions as answers to existing problems.

It is critical to recognize any potential limits or biases in the review process. Some limitations are as follows:

1. Publication Bias: Because the review focused mostly on published publications and reports, publication bias may have been introduced. Studies with favorable results are more likely to be published, whereas those with negative or unclear results are less likely to be published.

2. Language Bias: Because the review was conducted in English, relevant papers published in other languages may have been excluded.
3. Time Constraints: Because the review was completed within a specific time window, it may have limited the inclusion of current studies published following the literature search.
4. Scope and depth: The review focused on the influence of AI on HR procedures and employee experience. As a result, additional potential areas of AI application in HR may have gone unexplored.

Despite these limitations, efforts were taken to reduce bias by using a systematic approach to literature search, utilizing a variety of databases, and maintaining transparency in the selection and inclusion process. The review paper's findings and conclusions should be considered in light of these limitations.

RESULTS AND CONCLUSIONS

In the target databases, we found 19,125 items that were potentially relevant. Following an examination of the titles and abstracts, we excluded papers that were unrelated to our study concerns, leaving us with a total of 176 journal articles. After reviewing the entire text of the remaining articles for eligibility in terms of the inclusion criteria, 45 passed the screening criterion. As a result, 45 papers were included in the data analysis.

A. How does artificial intelligence affect human workers?

AI does impact human workers. There is a lot of research on this topic, and the impact of AI on human workers can be both positive and negative as shown in below table

Table 1 The Positive and Negative Affect of Artificial Intelligence on Human Workers

No	Positive	Negative
1	Increase companies' labour productivity (Anantrasirichai & Bull, 2022; Bordot, 2022; Damioli et al., 2021; Georgieff & Hyee, 2022; Mukherjee, 2022; Sowa et al., 2021; Velarde, 2019)	Replace/decreasing human workers (Anantrasirichai & Bull, 2022; Deshpande et al., 2021; Huang & Rust, 2018; Meng-meng et al., 2020; Selenko et al., 2022; Su et al., 2021)
2	Increase employees' capabilities (Anantrasirichai & Bull, 2022; Davenport et al., 2020)	Reduce the demand for labour and wages (Acemoglu & Restrepo, 2019; Bordot, 2022; Rodrigues, 2020)
3	Providing new tools for creativity and innovation (Anantrasirichai & Bull, 2022)	Deskilling employees (Li et al., 2023; Su et al., 2021)
4	Increasing information access (Anantrasirichai & Bull, 2022)	Workers' privacy and autonomy (Selenko et al., 2022)
5	Create new jobs (Bordot, 2022; Deshpande et al., 2021; Freeman, 2018; Howard, 2019; Mukherjee, 2022; Rodrigues, 2020; Selenko et al., 2022; Su et al., 2021)	Wealth inequality (Rodrigues, 2020; Velarde, 2019)
6	Complement human decision making (Fridgeirsson et al., 2021; Meskó et al., 2018; Murugesan et al., 2023; Selenko et al., 2022)	Changes employee requirements (Rodrigues, 2020)
7	Cost savings/efficiency (Acemoglu & Restrepo, 2019; Damioli et al., 2021; Murugesan et al., 2023; Sowa et al., 2021)	

In recent years, the rapid advancement of artificial intelligence (AI) technologies has brought about transformative changes across various industries. Contrary to the prevailing notion that AI may lead to job displacement, an extensive body of research highlights the positive impact of AI on human workers and enterprises. Drawing insights from scholarly sources, this article found that how AI contributes to enhancing labour productivity, bolstering employees' capabilities, fostering creativity and innovation, expanding information access,

creating new jobs, complementing human decision-making, and driving cost savings and efficiency.

1. Enhancing Labour Productivity

AI, as a powerful tool, has demonstrated its potential in significantly increasing companies' labour productivity. Studies by Anantrasirichai & Bull (2022) and others have shown that AI-powered automation of repetitive tasks and workflows allows employees to focus on higher-value activities. This leads to streamlined operations, faster task completion, and improved overall efficiency, thereby enabling companies to accomplish more in less time.

2. Bolstering Employees' Capabilities

AI-driven tools provide employees with valuable resources to enhance their capabilities. As noted by Davenport et al. (2020), AI technologies offer personalized learning and development opportunities. These tools analyze individual skill gaps and deliver targeted training, enabling employees to upskill and adapt to changing industry demands effectively.

3. Fostering Creativity and Innovation

AI tools are not just limited to routine tasks; they also play a pivotal role in driving creativity and innovation. Anantrasirichai & Bull (2022) highlight how AI can generate insights from vast datasets, helping identify emerging trends and consumer preferences. This allows businesses to tailor their products and services accordingly, fostering innovation and maintaining a competitive edge.

4. Expanding Information Access

In the era of data abundance, AI tools serve as gateways to accessing and analyzing massive amounts of information. Anantrasirichai & Bull (2022) emphasize that AI-driven analytics tools assist employees in extracting valuable insights from complex data sets. This empowers decision-makers with accurate, timely information, enhancing their ability to make informed choices.

5. Creating New Jobs

Contrary to concerns about job displacement, AI has been a catalyst for creating new employment opportunities. Research by Bordot (2022) and others demonstrates that as businesses adopt AI technologies, demand for AI-related roles such as data scientists, AI engineers, and machine learning experts grows. This reflects a shift towards a skill-based economy, encouraging continuous learning and career growth.

6. Complementing Human Decision-Making

AI's role is not to replace human decision-makers but to complement their abilities. Studies by Fridgeirsson et al. (2021) and Meskó et al. (2018) indicate that AI can process and analyze vast datasets at speeds unattainable by humans. This assists decision-makers by presenting data-driven insights, ultimately leading to more informed and effective choices.

7. Driving Cost Savings and Efficiency

AI technologies offer significant cost-saving potential. Acemoglu & Restrepo (2019) and others emphasize how AI-driven automation reduces the need for manual labour in repetitive tasks, leading to reduced operational costs. Additionally, AI's ability to optimize processes contributes to overall efficiency improvements.

The impact of artificial intelligence on human workers and enterprises extends far beyond mere automation and job displacement fears. As evidenced by a range of scholarly sources, AI has the potential to amplify human capabilities, drive innovation, create new job opportunities, and enhance decision-making. Embracing AI technologies not only augments employee skills and productivity but also empowers businesses to operate more efficiently in an increasingly competitive landscape. To maximize the positive impact of AI, it is crucial for organizations to foster a culture of continuous learning, adaptability, and collaboration between humans and machines.

While AI promises improved efficiency and innovation, it is essential to acknowledge that its adoption is not without consequences. Drawing insights from studies by Anantrasirichai & Bull (2022), Deshpande et al. (2021), and others, this study also explores the negative impacts of AI on human workers, including job displacement, reduced demand for labour,

deskilling of employees, erosion of privacy and autonomy, exacerbation of wealth inequality, and evolving employee requirements.

1. Job Displacement and Decreased Demand for Labor

One of the most significant concerns surrounding AI is its potential to replace or reduce the demand for human workers. Deshpande et al. (2021) and Su et al. (2021) discuss how AI-powered automation can lead to job loss, particularly in tasks that are routine and repetitive. This displacement can result in unemployment and economic instability for workers unprepared to transition to new roles.

2. Deskilling of Employees

AI's ability to automate tasks can inadvertently lead to the deskilling of employees. As discussed by Li et al. (2023) and Su et al. (2021), when workers rely heavily on AI systems, they might become less proficient in tasks that were once their core responsibilities. This can hinder personal and professional growth, limiting opportunities for career advancement.

3. Erosion of Privacy and Autonomy

The integration of AI into workplace environments raises concerns about worker privacy and autonomy. Selenko et al. (2022) point out that AI-powered surveillance systems can infringe upon employees' privacy rights, leading to a sense of constant monitoring and loss of autonomy. Such concerns can contribute to a negative work environment and decreased job satisfaction.

4. Exacerbation of Wealth Inequality

AI's impact on wealth distribution is a growing concern. Rodrigues (2020) and Velarde (2019) highlight how the benefits of AI implementation can be unevenly distributed, potentially exacerbating wealth inequality. If certain sectors benefit more from AI while others suffer job losses, the gap between high-skilled and low-skilled workers could widen.

5. Evolving Employee Requirements

As AI transforms industries, the skills required by employees are evolving rapidly. Rodrigues (2020) underscores that many traditional roles are becoming obsolete, demanding workers to upskill or reskill to remain relevant. This can create challenges for workers who may struggle to keep up with the pace of technological change.

While artificial intelligence brings undeniable benefits to businesses, it is imperative to recognize and address the negative impacts it can have on human workers. Job displacement, reduced demand for labor, deskilling of employees, threats to privacy and autonomy, wealth inequality, and evolving skill requirements are pressing concerns that require thoughtful consideration. Organizations must take proactive steps to mitigate these negative impacts through measures such as upskilling programs, ethical AI use, and policies that ensure workers' rights and well-being are prioritized. Balancing AI's potential with the preservation of human dignity and opportunity is a challenge that requires collaboration between policymakers, industry leaders, and society at large.

B. What jobs will be replaced by ai?

According to the findings of literature research, there are jobs affected by artificial intelligence as shown in the table below.

Table 2 The Job Will Be Replaced By Artificial Intelligence

No	Job Criteria	Job Title	Reference
1	Routine and repetitive tasks	Data entry, basic customer service, assembly line work. Administrative, clerical work, transportation	(Anantrasirichai & Bull, 2022; Damioli et al., 2021; Howard, 2019; Jarrahi et al., 2023; Mukherjee, 2022; Su et al., 2021; Velarde, 2019)
2	Manual labor and physical tasks	Manufacturing and warehouse operations	(Damioli et al., 2021)
3	High-paying jobs	Portfolio managers, physicians, and senior managers	(Huang & Rust, 2018)

4	Decision-making and problem-solving,	Financial analysis, legal research, and medical diagnosis	(Freeman, 2018)
5	HR professionals	Recruiting, selecting, talent management, learning and development, performance management, and workplace safety. promotion processes	(Crafts et al., 2018; Meskó et al., 2018; Murugesan et al., 2023; Wiryanto, 2020)
6	Service industry	Service delivery, service processes, frontline customer service	(Huang & Rust, 2018)

The rapid evolution of artificial intelligence (AI) has ignited a transformative wave across industries, revolutionizing the way work is performed. While AI offers unparalleled advantages in terms of efficiency and innovation, it is important to recognize that certain jobs are more susceptible to disruption than others. Drawing insights from authoritative sources like Anantrasirichai & Bull (2022), Damioli et al. (2021), and others, this article delves into the types of jobs that are most likely to be replaced by artificial intelligence.

1. Routine and Repetitive Tasks

Jobs that predominantly involve routine and repetitive tasks are at the forefront of AI disruption. These tasks often require limited decision-making and can be automated for greater efficiency. Data entry, basic customer service, and assembly line work, as highlighted by Anantrasirichai & Bull (2022), are prime examples of roles where AI technologies can excel. Administrative and clerical work, as well as certain transportation tasks, also fall within this category.

2. Manual Labor and Physical Tasks

The manufacturing and warehouse sectors are ripe for AI-driven changes. Damioli et al. (2021) emphasize that manual labour and physically demanding tasks, such as those found in manufacturing and warehouse operations, are areas where AI-powered robotics and automation can substantially improve efficiency and reduce human involvement.

3. High-Paying Jobs

Contrary to the notion that high-paying jobs are immune to disruption, certain roles within this category are not exempt. Huang & Rust (2018) suggest that jobs held by portfolio managers, physicians, and senior managers might be impacted by AI advancements. While the complexity of these roles may seem immune to automation, AI's ability to process vast amounts of data and derive insights could alter the landscape.

4. Decision-Making and Problem-Solving

Jobs that involve decision-making and problem-solving based on data analysis are also within the AI disruption sphere. Freeman (2018) indicates that tasks like financial analysis, legal research, and medical diagnosis, which heavily rely on data interpretation and pattern recognition, could be augmented by AI tools. While human expertise remains crucial, AI's data-driven insights can enhance decision-making processes.

5. HR Professionals

Even roles within human resources (HR) are not immune to AI-driven changes. HR tasks such as recruiting and selecting candidates, talent management, and learning and development could see shifts due to AI. Crafts et al. (2018) highlight that AI's ability to process vast amounts of data can streamline recruitment processes, while Meskó et al. (2018) emphasize AI's role in performance management and workplace safety.

6. Service Industry

In the service industry, jobs involving service delivery, service processes, and frontline customer service might also experience changes due to AI intervention. Huang & Rust (2018) suggest that AI-powered chatbots and automated service processes can streamline customer interactions and improve service efficiency.

The impact of AI on the job landscape is undeniable. As AI technologies continue to advance, certain roles and tasks are more susceptible to automation than others. Routine and repetitive tasks, manual labour, high-paying jobs, decision-making roles, HR functions, and certain service industry jobs are all areas where AI has the potential to disrupt traditional job functions. Preparing the workforce for this transformation entails upskilling, reskilling, and a proactive approach to harnessing AI's potential while preserving the unique skills and qualities that humans bring to the workplace.

C. What jobs can survive and not be replaced by artificial intelligence?

According to the findings of literature research, there are jobs which can be survive and not affected by artificial intelligence as shown in the table below

Table 3 The Jobs Survived and Not Affected By Artificial Intelligence

No	Job Criteria	Job Title	Reference
1	Creative professions	writers, musicians, designer and artists	(Anantrasirichai & Bull, 2022; Damioli et al., 2021; Felten et al., 2019; Howard, 2019; Su et al., 2021)
2	Emotional intelligence, empathy and social skills	management, healthcare workers, teachers, and social workers	(Anantrasirichai & Bull, 2022; Arslan et al., 2022; Meskó et al., 2018)
3	Physical dexterity and mobility	Plumbers, construction workers and maintenance technicians	(Acemoglu & Restrepo, 2019; Anantrasirichai & Bull, 2022; Howard, 2019; Meng-meng et al., 2020)
4	Human interaction and communication	Counseling and coaching	(Ahmad et al., 2023; Meng-meng et al., 2020; Meskó et al., 2018)
5	Complex decision-making	Medical diagnosis and treatment planning,	(Anantrasirichai & Bull, 2022; Jarrahi et al., 2023; Meskó et al., 2018; Murugesan et al., 2023)

As the world enters the era of artificial intelligence (AI) and automation, concerns often arise about the potential displacement of human workers. However, there is a subset of professions that are poised to withstand the transformative power of AI. These jobs are characterized by qualities that remain distinctly human, encompassing creativity, emotional intelligence, physical dexterity, human interaction, and complex decision-making. Drawing insights from sources such as Anantrasirichai & Bull (2022), Damioli et al. (2021), and others, this article explores the types of jobs that are likely to survive and remain unaffected by the rise of AI.

1. Creative Professions

The realm of creativity stands as a stronghold against AI disruption. Professions such as writers, musicians, designers, and artists, highlighted by Anantrasirichai & Bull (2022), require the nuanced touch of human imagination and emotional depth that AI cannot replicate. While AI can assist in certain creative processes, it cannot replicate the inherent human essence that defines these professions.

2. Emotional Intelligence, Empathy, and Social Skills

AI may excel in data analysis, but it lacks the capacity for genuine emotional intelligence, empathy, and nuanced social interaction. As stated by Arslan et al. (2022), jobs involving management, healthcare workers, teachers, and social workers necessitate deep connections with individuals. These roles require understanding, compassion, and personalized care that only humans can provide.

3. Physical Dexterity and Mobility

Occupations that demand physical dexterity and mobility, such as plumbers,

construction workers, and maintenance technicians, remain resilient in the face of AI disruption. Anantrasirichai & Bull (2022) affirm that the unpredictable and dynamic nature of physical tasks is beyond AI's scope. These roles require adaptability, spatial awareness, and problem-solving skills that uniquely define the human touch.

4. Human Interaction and Communication

Jobs that center around human interaction and communication are unlikely to be replaced by AI. Counseling and coaching, as highlighted by Ahmad et al. (2023), entail deep understanding, active listening, and dynamic responses to human emotions. These roles require an empathetic connection that AI cannot replicate.

5. Complex Decision-Making

Professions that involve intricate decision-making processes are another stronghold of human expertise. Medical diagnosis and treatment planning, mentioned by Anantrasirichai & Bull (2022) and Jarrahi et al. (2023), demand the integration of vast medical knowledge with contextual understanding and compassion. These roles hinge on the fusion of intricate data analysis and human intuition.

While AI and automation are undoubtedly shaping the future of work, there are professions that will endure due to their quintessentially human attributes. Creative pursuits, emotional intelligence, physical dexterity, human interaction, and complex decision-making are realms that AI struggles to replicate. As technology evolves, these professions will continue to thrive, reminding us that the essence of human experience remains irreplaceable. Balancing the integration of AI with the preservation of uniquely human qualities is crucial in shaping a harmonious and productive workforce for the future.

CONCLUSION

This study's major goal was to perform a review of existing studies on the influence of artificial intelligence on human workers. This review yielded 45 journal papers that provided us with an overview of the state of the art on this subject. The articles are then evaluated in order to address the research questions mentioned in this article. The conclusion of this study are as follows:

First, how does artificial intelligence affect human workers? Artificial intelligence has the ability to augment human talents, generate innovation, offer new career possibilities, and improve decision-making. Adopting AI technologies not only improves employee skills and productivity, but also enables organizations to function more efficiently in an increasingly competitive environment. Organizations must develop a culture of constant learning, adaptation, and collaboration between humans and machines in order to maximize the positive impact of AI.

While AI offers increased efficiency and creativity, it is critical to recognize that its implementation is not without costs. This study investigates the negative effects of AI on human workers, such as job displacement, lower labour demand, employee deskilling, erosion of privacy and autonomy, exacerbation of wealth inequality, and shifting employee requirements.

Second, what jobs will be replaced by ai? AI has the potential to disrupt traditional work functions in routine and repetitive tasks, manual labour, high-paying occupations, decision-making roles, HR operations, and certain service industry jobs. Upskilling, reskilling, and a proactive strategy to exploiting AI's potential while conserving the unique talents and attributes that humans offer to the workplace are all part of preparing the workforce for this shift.

Third, what jobs can survive and not be replaced by artificial intelligence? There are some occupations that will remain because they are fundamentally human. AI struggles to imitate creative endeavours, emotional intelligence, physical dexterity, human interaction, and complicated decision-making. These professions will continue to thrive as technology advances, reminding us that the essence of human experience is irreplaceable. Balancing AI integration with the preservation of uniquely human characteristics is critical in developing a peaceful and productive workforce of the future.

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