

AI and Future of Work

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How is the rise of artificial intelligence reshaping the nature of work, skills, employment structures, and the human role in the future economy?

Abstract

The ubiquity of AI is evident as it is majorly affecting the employment structures, workplace dynamics, and human role in the workplace of the future. This paper seeks to understand the global impact of AI's advancements as well as focusing on the grassroots level of an economy.i.e. understanding the perceptions and awareness of students and working professionals. The results were collected through a structured survey questionnaire, which was circulated through messaging platforms. The findings suggest that there is a common fear amongst most students that AI will replace many jobs in the future. It also reflects that there is a dire need for integration of AI into education and reformation of teachers' training across different fields of education. Investing in education, vocational skill training programs and digital infrastructure is quite essential for nations' readiness to adapt with AI advancements in the future.

Purpose

To examine and comprehend how work, employment systems, human roles, and digital and soft skills will change in the upcoming generations. Also, to understand perceptions and awareness regarding AI.

Methodology

1.Research Design

This study uses a descriptive research design by circulating a survey made through Google Forms among the respondents.The descriptive design is appropriate because the purpose

of the study is to understand people's perceptions, awareness, and expectations regarding how artificial intelligence will impact future work patterns.

2. Population and Sample

The target population for this study includes:

- Students in junior and degree colleges,
- Working professionals (both tech and non-tech), and
- Job seekers/young adults preparing for careers.

A sample of 65 respondents was selected using convenience sampling, as these participants were easily available within the proposed time period.

3. Data Collection Methods

Two tools were used for primary data collection:

1. Survey Questionnaire

Closed-ended questions (Likert scale, yes/no, multiple choice) were included in a structured questionnaire. The survey gathered information on attitudes towards human-AI collaboration, job security perceptions, skill expectations, and awareness of AI.

2. Secondary data was also collected from reports, research papers, news articles, and government publications.

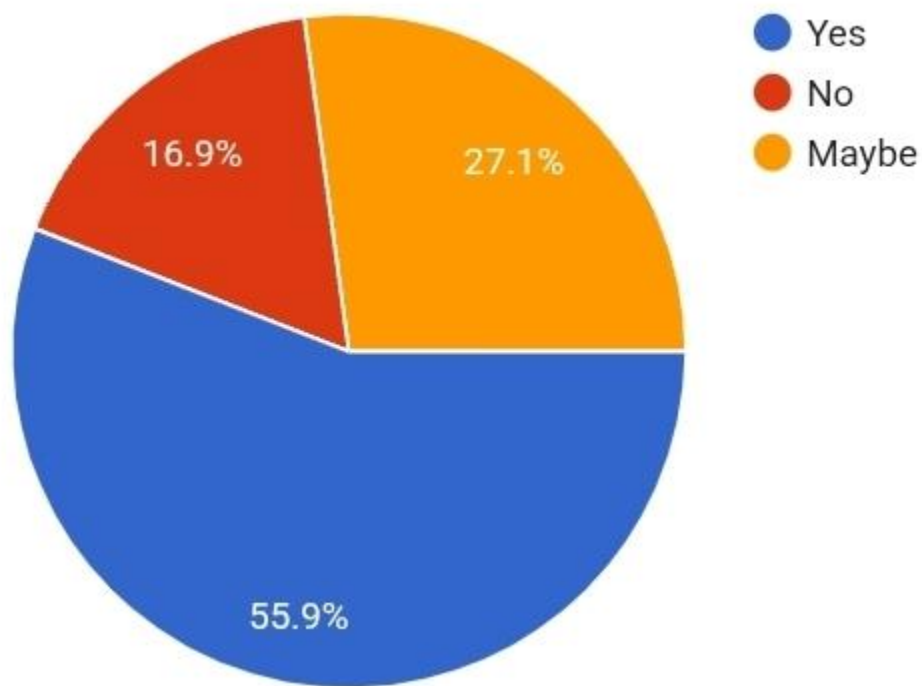
4. Data Collection Procedure

The survey was administered online using Google Forms and shared through social media and messaging platforms. Respondents were informed about the purpose of the study, and participation was voluntary. Data collection was completed over a period of 2-3 weeks.

5. Data Analysis Technique : Quantitative data from the survey was analyzed using descriptive statistics such as percentages, averages, and frequency distributions. Graphical representation (bar graphs, pie charts, and tables) was used to present the findings clearly.

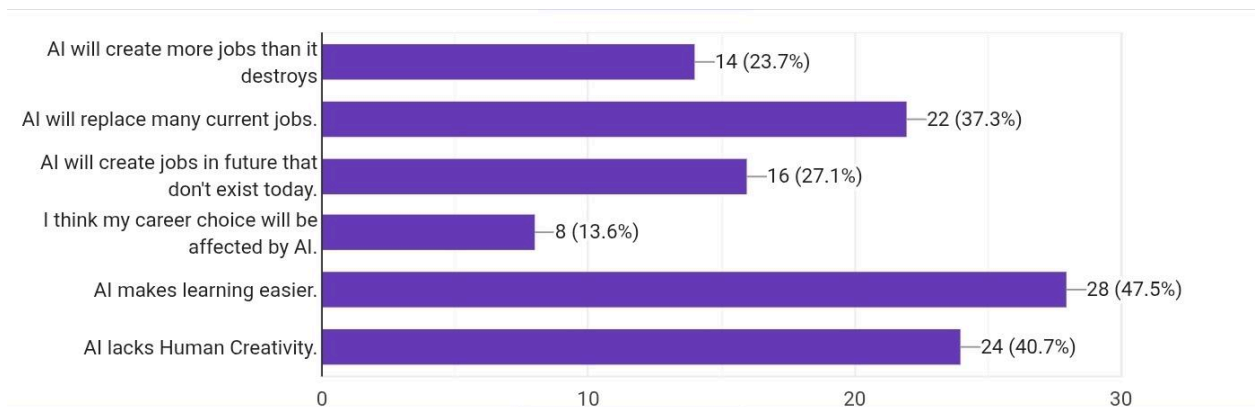
Findings

- Awareness regarding AI



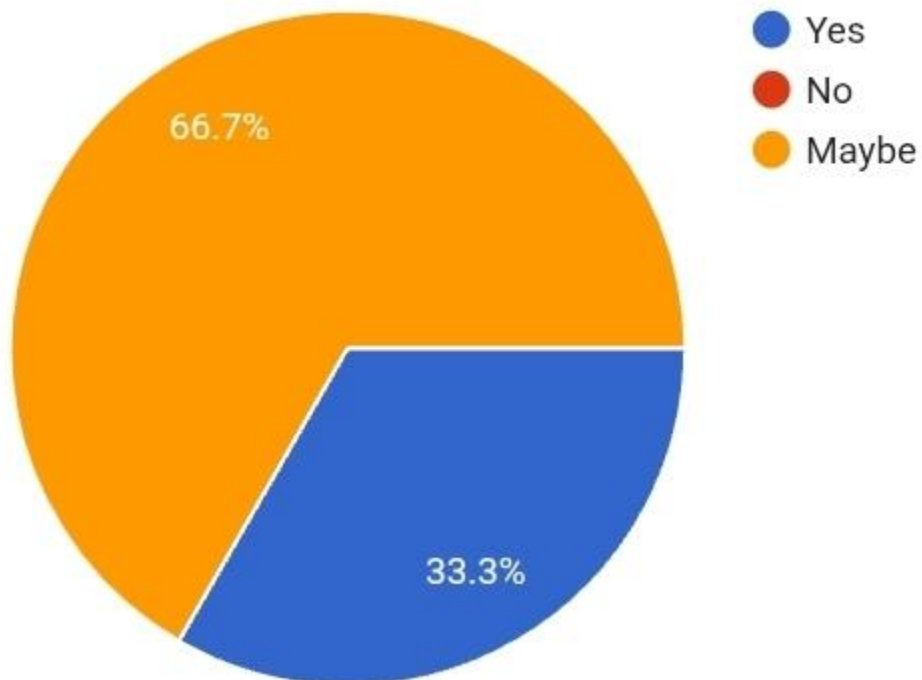
1. The pie chart depicts students' usage of AI tools generally. This pie chart proved to be essential to gain several insights which will be a key to further research.
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2. About 55.9% of the students use AI tools for many purposes in their daily lives.
 3. About 27.1% of the students are not sure whether they have used AI tools or not. This reflects students' limited awareness regarding AI. Also, 16.9% of the students have not used AI tools which shows unawareness or lack of interest despite high exposure to technology.
- Perceptions regarding AI



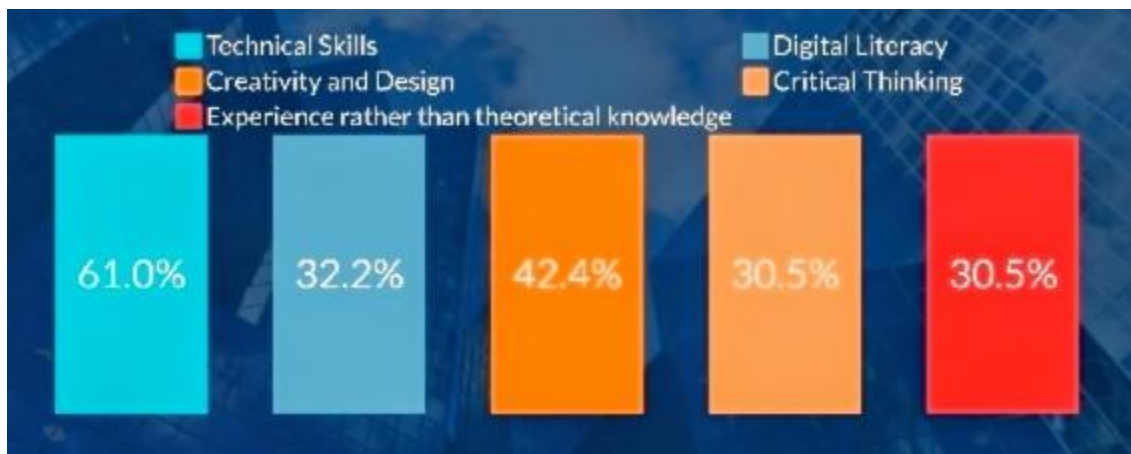
1. There is a common fear among students that AI will replace many current job roles. This number reaches upto 37.3% of respondents. This fear is often a result of insufficient knowledge and misinterpretation of AI's role in the workplace.
2. About 23.7% of students have an optimistic attitude towards AI's evolution that it will create more jobs than it replaces. On the other hand, an estimated 27.1% of the students agree that AI will create varied new professional roles in the near future.
3. The agreement upon the statement, 'I think my career choice will be affected by AI.' is only about 13.6%. This reflects students' lack of concern and awareness regarding their future and the impact of AI on it.

4. Nearly half of the people agree that AI makes learning easier. Also, about 40.7% agree that AI cannot match human creativity. This reflects students' faith in human ingenuity and imagination even with the rise of AI.
5. This bar graphs proves to be useful to understand personal perspectives as well as misconceptions of the students.

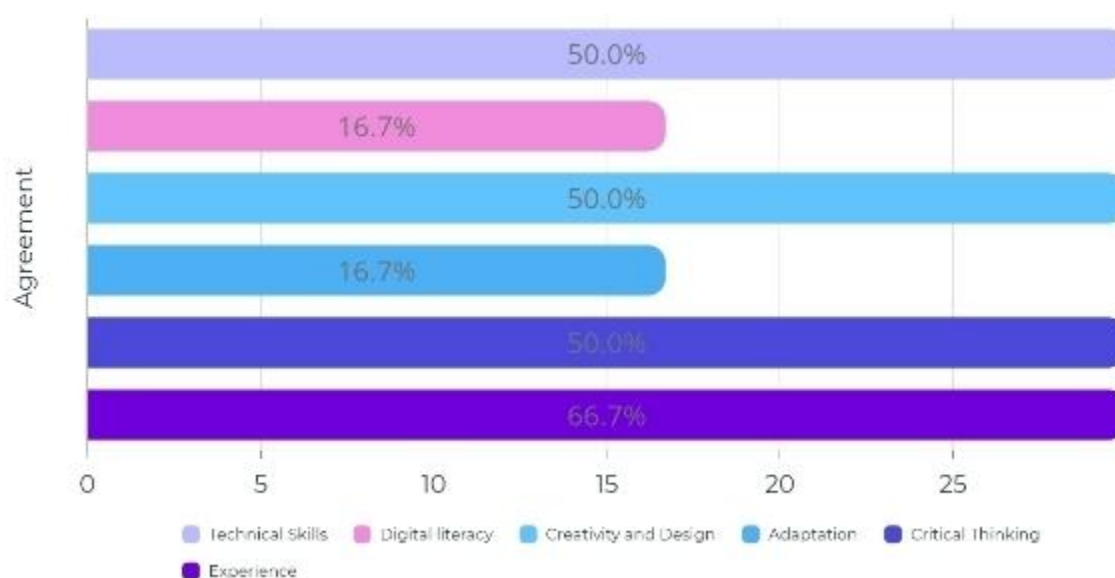


6. This pie chart shows the agreement of working professionals regarding job replacement caused by AI. Collectively, all the individuals agree that AI will replace many job
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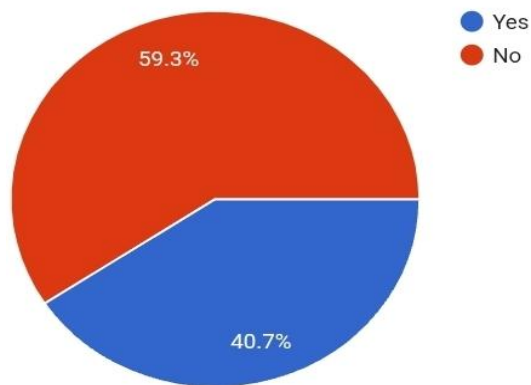
- Skills in AI era



1. This graph shows which skills are most essential for future job readiness according to students. It proves to be useful to understand students' views regarding the importance of skills in the upcoming future.
 2. 61% of the students believe that technical skills will prove to be more significant and relevant in the upcoming future. Additionally, 32.2% of students are of the opinion that digital literacy is an important skill to learn to adapt in the forthcoming future.
 3. Around 72.9% of the students give importance to creativity, design and critical thinking. This shows that even though more than half of the students consider some soft skills to be important, this number is less than students who consider technical skills and digital literacy to be important. This is concerning because as AI can automate routine tasks the need for more human-centric skills are increasing.
 4. Around 30.5% of the students are of the opinion that experience is more important than theoretical knowledge. Nevertheless, both theory and experience are important for adapting in the upcoming technological future.
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5. This graph shows the percentage of skills which are considered as important by currently working professionals. It helped in differentiating between views of students from individuals who have practical knowledge about technology.
 6. There is an equal agreement upon Technical skills and Creativity and Design by the individuals. This reflects that they consider both digital skills and soft skills equally significant. Also, they consider critical thinking as an important skill to adapt in the future.
 7. More than half of the individuals consider 'experience' important. This reflects that individuals now need experience and skills rather than educational credentials for job readiness.
 8. 16.7% of the students also prioritize digital literacy and adaptation noteworthy for future job readiness. This implies that individuals need to have a lifelong learning capacity to constantly adapt to the ever changing technological world.
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9. The adjacent pie chart shows the number of students who are learning new skills to actively adapt in the future.

10. The number of students learning new skills is 40.7% and students not learning are 59.3%. This is concerning because as for generation-z, skills are considered as more significant than educational credentials for job readiness.

11. As for working professionals, most individuals are learning and developing new skills to adapt and secure their place in the forthcoming AI age.
12. The skills learnt by students include photo or video editing, prompt engineering, graphic designing, public speaking and communication. Also, students are also learning to use different AI tools to increase their productivity and efficiency.
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- Perceptions about job growth and job displacement

According to the primary data, students' opinions about job growth in the era of artificial intelligence are conflicting but cautiously optimistic. 66.1% of participants think that AI will lead to the creation of new job categories, particularly in data management, technology, Cybersecurity, Business, Finance and Space Science. But there were also a lot of worries about job displacement. Concerns about automation replacing repetitive or routine tasks were voiced by about 69.4% of respondents, especially in industries like manufacturing, retail, Consultancy, Traditional job roles, Teachers, Artists, Data entry job roles and Mass media. While older respondents expressed greater anxiety, frequently citing doubts about AI, younger respondents generally saw it as a chance for career advancement. In essence, it is seen as an opportunity for change, there is a simultaneous fear regarding AI automating routine and predictable tasks. This indicates a dire need for upskilling and reskilling of the workforce to adapt to technological changes.

- Educational reforms suggestions

A majority of students think that more exposure to technology through education is important to increase students' enthusiasm to learn. Students' suggest that elective courses like Coding, Programming, Web designing, etc; should be included along with school curricula, making school education more diverse and inclusive. There are suggestions to organize seminars and workshops to make them more familiar to AI. There is also a dire need of teachers who are trained to make children adapt with AI and help them develop skills that will prove to be crucial in the future. The rapidly evolving nature of AI necessitates a holistic approach to the education of the younger generation.

Introduction

Artificial Intelligence, whose origins trace back to the 1950s, became widespread only as Generation-Z gained greater technological exposure. The term 'Artificial Intelligence' was coined by American computer scientist John McCarthy in 1955, as a proposal for summer workshops at Dartmouth College, which officially launched AI as a research field in 1956. Attendees of this workshop became the leaders of AI research for decades. Many of them predicted that machines as intelligent as humans would exist within a generation. The U.S. government provided millions of dollars with the hope of making this vision come true. However, investors' enthusiasm waned in the 1990s, and the field was criticized in the press and avoided by industry (a period known as an "AI winter"). Nevertheless, research and funding continued to grow under other names. Investment in AI boomed in the 2020s. The recent AI boom, initiated by the development of transformer architecture, led to the rapid scaling and public releases of large language models (LLMs) like ChatGPT. However, concerns about the potential risks and ethical implications of advanced AI have also emerged, causing debate about the future of AI and its impact on society.

AI is now considered an ever-evolving and dynamic force transforming not only the future of the workplace or a nation's economy but also human society and its welfare. AI is reshaping people's perceptions about jobs and ushering them to a new era of transition. The primary architects of this change are the members of Generation Z.

As a result of its growing presence, there are certain concerns about AI replacing many jobs, especially for the young workers. People's anxieties grow more as personalities like Elon Musk, Sam Altman make predictions regarding AGI (Artificial General Intelligence), which has human-level cognitive abilities and can solve problems like humans can.

This study explores how higher secondary students perceive AI tools and how they use them efficiently to make themselves more productive. It also reveals people's fears and hopes about job growth and job displacement. Understanding people's views about AI is vital to prepare for the upcoming AI-driven future. It will help authorities and policy-makers to formulate more holistic and sustainable plans for the coming generations. This study also investigates various future projections regarding jobs in the future workplace and its implications.

Two sides of the same coin:

Automation & Augmentation.

AI can automate various predictable and routine human tasks which create job displacement. Jobs at high risk of automation involve routine tasks like data entry clerks, factory workers, telemarketers, customer service reps, bookkeepers, and some paralegal/administrative functions. On the other hand, AI can augment human capabilities, enhancing productivity and increasing efficiency. Jobs in augmentation include IT roles (developers, data scientists, AI engineers), Business Development/Sales (staffing/recruitment), and Human Augmentation (AI/robotics assistance in medicine/manufacturing). Staff augmentation also creates temporary roles for project-based needs across various sectors.

While the proportion of tasks performed exclusively by humans will decrease across all industries, the transformation will be defined by the balance between automation (machines taking over tasks) and augmentation (AI assisting and improving human work)(World Economic Forum,2025). In essence, the nature of AI's application-whether it automates or augments-is the critical factor determining employment outcomes.

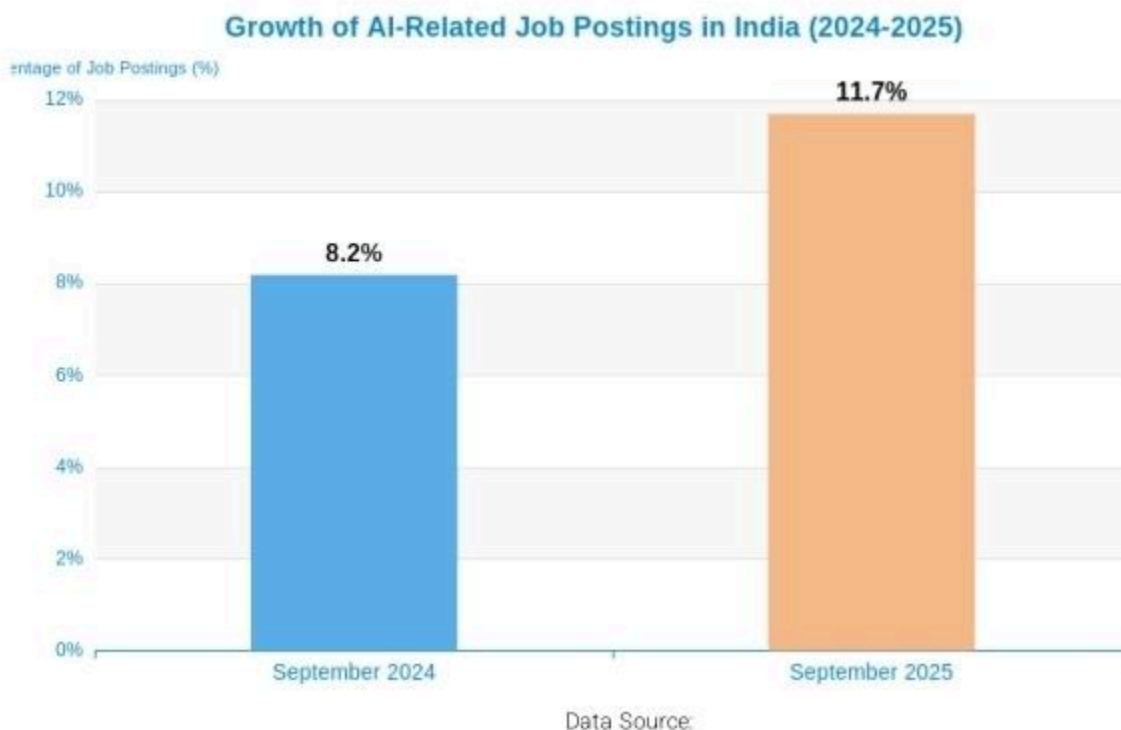
AI and Job Displacement and Creation

Mathew Wells, in his Ted talk on the future of work and AI, said, "The global consulting firm McKinsey and company along with lots of other interested parties in this phenomenon have estimated that one-third to well over half of all current jobs maybe at risk of being either fully automated or at least fundamentally transformed by the year 2030." Global projections indicate that AI and information-processing technologies will create an estimated 19 million new jobs while displacing 9 million existing ones over five years(Souvik Ghosh, 2025). This will result in a net positive creation of 10 million roles over the next few years(World Economic Forum,2025). This suggests that approximately 69.4% of students possess misconceptions about AI's impact on employment, primarily due to their concerns about routine human tasks being automated. The fastest growth is expected in frontline positions such as Farmworkers, Delivery Drivers, Construction Workers, also in care and education economies, including Nursing and Teaching(Souvik Ghosh, 2025). Research studies also state that early career workers(aged 22-25) in the most AI-exposed occupations have experienced a significant relative decline compared to older workers or less-exposed jobs. This suggests that AI's impact may manifest in unprecedented opportunities for new entrants in the workforce. Also, India Skills Report 2026, repeatedly frames AI as a productivity multiplier, a driver of new roles & a concrete reason for continuous upskilling. It also shows declining demand in routine cognitive tasks and also that entry-level roles are increasingly compressed or transformed.

While AI will replace many existing jobs, it will also create new ones, such as data analysts, AI technicians, machine learning specialists, etc. These new jobs will often require advanced digital skills, analytical thinking, and working with technology rather than replacing it. Additionally, businesses are increasingly embracing human-AI collaboration, in which humans perform critical thinking and judgment-based tasks while machines handle

efficiency-based tasks. As a result, AI is changing the nature of work and promoting a stronger focus on ongoing education and skill improvement.

The WEF's Future of Jobs Report 2025 predicts that AI and automation could create 69 million new jobs worldwide by 2028, even as 83 million existing jobs face disruption . The net balance (170 million new roles minus 92 million displaced) is expected to yield a net gain of 78 million jobs by 2028 . This positive perspective emphasises that the overall effects of AI on employment are not just negative; while many repetitive tasks will be automated, new jobs in AI development, maintenance, and management will also emerge. The World Bank reports that AI-related job vacancies surged ninefold from 2021 to 2024, indicating a rapid rise in demand for AI skills globally . Approximately one in five of these new AI jobs are in middle-income countries, suggesting that AI is not only a rich-world phenomenon . In India, job postings explicitly mentioning AI in their descriptions increased to 11.7% in September 2025, up from 8.2% a year earlier . This growth is even higher than the global average and reflects India's expanding AI adoption. Notably, India ranks second only to Singapore in the share of job postings mentioning AI, indicating strong interest in AI skills .



Despite these positive projections, job losses are observable. In India, the IT sector has seen job losses due to automation and AI in recent years. The Times of India reported that around 200,000 IT jobs were lost in India in 2020 due to automation and AI, with similar figures expected in the coming years as AI adoption accelerates. At the same time, the demand for AI-related roles in the IT sector is rising – NASSCOM projects that the Indian IT industry will add 1 million new jobs in AI by 2025, and about 80% of Indian IT firms plan to hire new AI talent in the next year. This suggests a shift in the IT workforce from routine roles to more specialized AI roles.

“We are not using machines to mimic what we already do. We are using them to augment our creativity.”(Marcus Du Sautoy, 2020). Learning to work with technology not only secures our job in the future but it also helps society in a broader perspective. In order to adapt to the impending AI-driven future, especially Generation Z, who have grown up with a high

level of technological exposure, must learn how to augment their tasks with AI and embrace lifelong learning.

In the next ten years, AI is expected to increase productivity by about 0.53%. However, only the top 10% income groups are projected to benefit from these gains, while nearly 50% of the population may experience a decline in income. This can result in income inequality amongst different sectors of economy. While the overall change isn't dramatic, the research notes that the occupational mix (what jobs people do) appears to be changing faster in the AI era than during previous technological shifts like the introduction of the internet or personal computers(Martha Gimbel,2025).

In general, AI will have a dual effect on future employment. Even though it upends established employment structures and automates some repetitive tasks, it also opens up new opportunities and motivates workers to adapt and improve their skills. How well people, businesses, and governments adapt to these technological advancements will probably determine the nature of work in the future.

AI and Skills Demands and Education

In the upcoming technological shift, Generation Z is leading the way as digital natives. A meritocracy founded on genuineness and proven ability is what they are constructing. They are laying the groundwork for the shift from credentialism to capability. Due to their high exposure to technology, they are the architects of the forthcoming technological future. The workforce of Generation Z places a higher value on skills than formal education because they think digital competencies are crucial for adapting to the near future.

The main factors influencing Generation Z's workforce to adopt AI tools are effort expectancy, performance expectancy, response efficacy, perceived severity, and response

costs, according to a study by Al-Sharafi et al. (2023) that integrates two well-known models—The Unified Theory of Acceptance and Use of Technology (UTAUT) and Protection Motivation Theory (PMT). The most critical skills demanded by employers are those that complement AI, led by AI and Big Data, followed by Networks and Cybersecurity, and Technological Literacy (World Economic Forum, 2025). Soft skills like Creative Thinking, Resilience, Flexibility, and Agility are also highly prized (World Economic Forum, 2025). Most employers (77%) plan to prioritize reskilling and upskilling their workforce to foster effective human-AI collaboration (World Economic Forum, 2025).

The OECD claims that since AI is currently unable to adequately handle tasks that involve problem-solving, creativity, critical thinking, and communication, the need for these abilities has been growing across all professions. On the other hand, skills like data entry and routine calculations that can be coded into algorithms are becoming less common. AI is essentially increasing the significance of "human skills" that support automation, like creativity, empathy, complex reasoning, and teamwork. Workers will constantly need to upskill or reskill in order to stay relevant and employable with the advent of AI.

Workers are eager to gain AI skills, more than their leaders realize, recognizing that proficiency with AI tools will be the new baseline for career success, echoing the shift seen with computer literacy decades ago (Hannah Meyer et al. 2025). This reflects employees' readiness for upskilling and reskilling to actively adapt to the new emerging roles in the future.

For workers to upskill and reskill, companies have to invest in vocational training focusing on AI-intensive roles. Not only individuals companies but also the government should improvise its training programs and provide more job-relevant skills to respective individuals. Along with training programs, there is a dire need to redesign and redefine the education system. As mentioned earlier, Generation Z is going to transform the landscape of employability. It is also very essential to educate these digital natives for the greater

good of the nation and its economy. According to the primary data, 83% of the students think that their curricula should be more digitally influenced.

In this context, Indian educational institutions have taken several significant measures: the Indian government has announced plans to incorporate AI courses in school curricula, starting from class 6. In higher education, many Indian Institutes of Technology (IITs) and National Institutes of Technology (NITs) have introduced specialized AI programs. As of 2025, about 10 IITs offer standalone BTech courses in AI, and IIT Madras has a BTech in Artificial Intelligence and Data Science. IIT Delhi has made at least one AI/ML course mandatory for all undergraduate and postgraduate programs, reflecting the recognition that AI is no longer an elective but a foundational skill.

Industries and governments are also working towards providing the best vocational skill training programs. The government of India launched a free skill-development scheme known as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) on 16th of July 2015. This scheme has been an epitome to different states across India, which adopted its model and laid down their own vocational training programs. Initiatives like *Naan Mudhavalan* in Tamil Nadu, Yuva Nidhi in Karnataka, Maharashtra State Skill Development Society have proved to be sustainable and effective, training youths across different sectors. Also, in June 2018, against the backdrop of an accelerating global race for technological supremacy, NITI Aayog released India's definitive strategic response: the national strategy paper on Artificial Intelligence.

Microsoft's "ADVANTA(I)GE India" initiative, launched in 2024, aimed to provide AI skills to 2 million individuals and successfully reached that milestone a year ahead of schedule. Building on this, Microsoft is now targeting to skill 10 million individuals in India by 2030 to ensure everyone is prepared for the AI era.

Despite these efforts, there is a growing skills gap in the field of AI. This growing skills gap calls for reshaping the reinforcing skilling-programmes along with reformation of the education system from credential-centered to more vocational training-centered.

Impact of AI on Indian Economy

A nation's readiness to navigate the AI revolution is fundamentally linked to its economic structure(IMF, 2024). India is placed as an early adopter in this space, with most people enrolling globally for Gen AI skills training, driven by corporate sponsorship(Souvik Ghosh,2025). Due to augmentation there is a corresponding decline in demand for skills like manual dexterity and precision, further shifting the focus towards cognitive and digital competencies. India ranks second globally (after Singapore) in the share of job postings mentioning AI. The percentage of job postings explicitly mentioning AI skills increased to 11.7% in September 2025, rising from 8.2% a year earlier in September 2024. This rate of growth is higher than the global average. The Indian AI market is projected to reach \$17 billion by 2027. India possesses advantages such as a large population of young, English-speaking professionals and a strong IT services sector, making it well-positioned to capitalize on the global demand for AI talent. India is sometimes described as the "back-office" for AI, supplying skilled workers who help develop and support AI solutions for companies worldwide.

The demand for AI talent is rising across various roles, with expertise in generative AI, cloud computing, cybersecurity, and AI/ML being highly valued. Approximately 80% of Indian IT firms plan to hire new AI talent in the upcoming year. The growing presence of AI startups and centers is observed in cities like Hyderabad, Pune, and Chennai, extending employment opportunities beyond the traditional IT hub of Bengaluru. Companies like Tata Consultancy Services (TCS) have announced plans to downsize the workforce in certain areas, such as mid-level employees, as they transit toward AI-driven solutions, emphasizing the critical need for reskilling.

Despite positive signs in employability for AI and machine learning roles, more than half of Indian organizations face a shortage of AI/ML professionals. NITI Aayog estimates that AI's transformative power could add an estimated \$500–600 billion to India's GDP by 2030. McKinsey projects that AI could have a \$15.7 trillion economic impact on India by 2035. NASSCOM forecasts AI will contribute \$967 billion to the Indian economy by 2035.

Research from IIT Delhi projects that AI adoption in the healthcare sector alone could generate nearly 3 million new jobs by 2028 in India. The country must prioritize developing digital infrastructure and digital skills to enable broader AI adoption. The government has launched the "IndiaAI Mission" with a corpus of \$1.25 billion to establish a National Compute Grid, support indigenous AI model development, and set up AI innovation centers.

India is in the process of formulating its own AI governance framework. In 2023, the Indian government released a draft "Principles for Responsible AI," followed by the announcement of the National AI Governance Framework in 2025, which emphasizes fairness, human-centric AI, transparency, and accountability in AI deployment. India is participating in international discussions, such as those initiated by the Group of Seven (G7) countries, to influence global AI norms. A significant gender gap exists: only about 20% of AI and ML professionals in India are women. India is addressing this by promoting women's participation in STEM education and AI training programs to help them transition into new AI-related roles. India still lags in certain aspects of AI infrastructure and its research output is not yet at the level of top research institutions in the US or China.

India faces unique challenges due to its large informal sector and a significant number of workers in low-skilled jobs (e.g., agricultural labor, basic manufacturing), which are currently less exposed to immediate AI disruption compared to advanced economies. Over 80% of the Indian workforce is engaged in the informal sector and 92.4% in informal employment.

The crucial strategic challenge for India is how to leverage its large labour population for high volume frontline jobs while simultaneously cultivating specialized talent required to compete in high-value technology and green sectors.

With India now positioned as the world's second-largest hub for Generative AI (GenAI) startups, the impact on the economy is visible through massive capital inflows, job creation, and productivity gains across traditional sectors. There has been a 3.7x surge in GenAI startup formation over the last 18 months. As of H2 2025, India hosts over 1,800+ AI-focused startups. While overall startup funding remained flat, AI startup funding rose significantly from \$782 million in 2024 to \$1.3 billion in 2025. India ranks 3rd globally in the total number of AI startups and 2nd in the growth rate of AI-based applications. The most significant impact is being felt in the MSME (Micro, Small, and Medium Enterprises) sector. AI adoption in MSMEs is projected to unlock \$500 billion in economic value by 2025. AI startups providing "SaaS-for-all" solutions have helped small businesses achieve 15–20% productivity gains and a 20–30% reduction in operating costs. Workers with AI skills in India currently command a 56% wage premium compared to their non-AI counterparts. India now has the highest AI skill penetration globally, with over 420,000 professionals working specifically in AI-related functions.

Sectoral Transformation :

AI startups are solving "India-specific" problems, creating a multiplier effect across the economy.

Sector	Nature of impact	Economic driver
Agriculture	Precision farming, pest prediction, and price forecasting.	AI-agri market projected to grow at 19.5% CAGR through 2033.
BFSI	Fraud detection,	Projected to contribute 25%

	personalised lending and automated underwriting.	of sectoral growth by 2035.
Healthcare	AI-driven diagnostics(eg., Qure.ai) and telemedicine.	Reducing diagnostic costs by up to 40% in rural areas.
Retail/CPG	Demand forecasting and hyper-personalization.	Driving a 10-15% increase in revenue for digital-first brands.

The government has shifted from being a regulator to an active "enabler" of the AI startup ecosystem. The IndiaAI Mission received a massive budget of ₹10,300 crore (approx. \$1.25 billion). The deployment of 38,000 GPUs under a public-private partnership is providing startups with affordable "compute" power, which was previously a major barrier to entry. India Stack 2.0: Integration of AI with Digital Public Infrastructure (UPI, Aadhaar, and Bhashini) allows startups to build inclusive products for the "next billion" users.

Despite the momentum, several hurdles remain that could throttle growth if not addressed:

- **Capital Gap:** While early-stage funding is robust, India lacks "patient capital" for deep-tech AI research that requires long gestation periods.
- **Infrastructure:** Despite government efforts, the cost of high-end GPU clusters remains high compared to the US and China.
- **Data Sovereignty:** Navigating the Digital Personal Data Protection (DPDP) Act remains a compliance challenge for many early-stage startups.

AI startups are the engine room of India's "Viksit Bharat 2047" vision. By moving beyond simple "wrapper" applications to building foundational models and verticalized AI for regulated industries, these startups are ensuring that India's economic growth is not just fast, but technologically independent.

Impact of AI on employment structures and organizational designs

The rise of AI is altering employment structures across sectors. Some sectors are being automated or transformed more rapidly than others, leading to changes in employment patterns. On the other hand, new industries and job categories are emerging around AI. The development, deployment, and maintenance of AI systems create a demand for new roles such as AI engineers, machine learning scientists, data scientists, AI ethicists, and AI trainers.

The growth of AI-driven positions in the services sector is one noteworthy trend. AI-related jobs are increasing in the service sector, which includes business process outsourcing, consulting, and IT services. The need for AI talent in non-tech positions is also growing. For instance, the manufacturing, healthcare, and finance industries are employing more data scientists and AI experts to apply AI solutions in those fields. AI and robotics are automating repetitive production tasks in manufacturing, which can increase productivity while decreasing the need for some manufacturing jobs. AI is being used in healthcare for patient monitoring, drug discovery, and diagnostic support, creating new jobs in AI-assisted healthcare delivery and diagnostics. By 2028, the use of AI in the healthcare industry could generate almost 3 million new jobs in India, according to research from IIT Delhi.

AI-powered drones and smart sensors are enhancing crop yields and farm management in agriculture, possibly eliminating the need for manual labour in some tasks while simultaneously generating new jobs in agritech and AI-based farming services. AI is being used in finance for algorithmic trading, fraud detection, and customer service, which is altering how financial institutions function and the kinds of skills they require. The IMF notes that AI will disproportionately affect workers in cognitive-intensive occupations (e.g., knowledge workers) and may increase wage inequality if higher-skilled workers benefit

more from AI; on the other hand, if productivity gains are significant, income levels could rise for most workers, potentially narrowing inequality over time.

Another significant change is the shift in the composition of the workforce. As some sectors decline and others grow, the overall employment structure will change. The share of low-skilled blue-collar jobs may decrease. The geographic distribution of AI jobs is also having an impact on employment structures. According to the World Bank report, AI is expanding to areas where there is a need for its applications rather than being limited to large cities. For example, AI startups and centres are becoming more prevalent in Indian cities like Hyderabad, Pune, and Chennai, opening up job opportunities outside of Bengaluru, the country's traditional IT hub. Lastly, new types of work are being incorporated into the idea of employment structures. Lastly, new types of work are being incorporated into the idea of employment structures. AI and gig economy roles are interacting; for instance, gig platforms use AI algorithms to match workers with tasks, etc. These modifications necessitate a reconsideration of the organisation of workers in the workplace and the structure of jobs. In order to increase productivity, gain a competitive edge, and streamline operations, businesses are implementing AI technologies, which necessitates reorganising and managing work.

AI is being used by many businesses to automate tedious administrative jobs like scheduling, payroll processing, and data entry. This can free up employees to concentrate on more strategic work and lessen the need for large support staff in some departments. For instance, routine HR enquiries can be handled by AI-powered chatbots, freeing up HR staff to focus on more difficult employee relations' problems. Similarly, AI algorithms can analyze documents and reports, reducing the workload on employees in finance and legal departments is also enabling more agile and data-driven decision-making within organizations. Executives are using AI analytics to make faster and more informed decisions. This often means that decision-making processes are being decentralized or democratized, as AI can provide insights to front-line managers who can then take action

without waiting for approval from higher-ups. As a result, there is a potential shift in the organizational hierarchy – some decisions that were once made by senior managers might be made by mid-level managers or even employees, with AI providing the data and analysis. Workplace culture is evolving as AI becomes more integrated.

There is a growing emphasis on continuous learning and innovation in the workplace. Employees are expected to stay updated with the new AI tools and techniques to remain effective. Many companies are investing in training programs and creating a culture where experimentation with AI is encouraged. There is also a cultural shift in how employees perceive AI. Some workers may feel anxious about AI taking over their jobs, while others see it as an opportunity to improve their work. To address these concerns, organizations are fostering a culture of transparency and collaboration.

Another organizational change is the increased importance of data and analytics. AI relies on data, so organizations are placing greater emphasis on data governance, data quality, and data literacy. This can lead to the creation of new roles like data stewards and data analysts who ensure that the data used by AI is accurate and secure.

Workplace culture is also being influenced by the ethical use of AI. Companies are developing guidelines on how AI should be used in the workplace, especially regarding issues like data privacy, bias, and job displacement. Some companies are forming ethics committees or AI governance boards to ensure that AI is aligned with the company's values and legal requirements.

In terms of workforce structure, organizations might see a reduction in certain headcounts (for roles being automated) and an increase in roles related to AI. This can affect workplace dynamics, such as the need for layoffs or redeployment of staff. Companies are addressing this by offering retraining and career transition support to employees who are affected. A supportive culture that encourages employees to embrace change and learning new skills is crucial during such transitions.

AI and human role

The role of humans in the future workplace is undergoing a transformation because of AI. Instead of seeing AI as a job replacer, it is fundamentally seen as a tool to augment human capabilities. While AI automates routine and repetitive tasks, humans can focus on more complex, interpersonal and emotional tasks. This shifts humans' role of completing their job on their own to overseeing and collaborating with AI. The 'human-AI collaboration' has now become an important factor in the growth of the economy.

The emergence of new roles has proved to be a key trend in the advent of AI. For instance, AI engineers are responsible for building and maintaining AI models, data scientists analyze data to train AI and derive insights, and machine learning scientists conduct research to advance AI algorithms. These roles often require a strong background in mathematics, computer science, and statistics. There is also a need for AI ethicists and governance specialists to ensure that AI is used responsibly, and for AI trainers and quality assurance specialists who refine AI models and monitor their performance. Another emerging role is that of the AI supervisor or AI assistant. As AI systems become more autonomous, there will be a need for humans to oversee them. This could involve roles like AI operations managers who ensure that AI systems run smoothly, AI auditors who check for bias or errors in AI outputs, and AI system integrators who connect AI with existing business processes.

AI is also creating new opportunities in customer-facing roles. With AI handling many routine interactions, human employees can focus on providing personalized service, solving complex customer issues, and building relationships. This can lead to higher-value roles such as customer experience managers who leverage AI insights to improve customer engagement. Additionally, AI is enabling new products and services, which in turn create jobs in product management, marketing, and sales to promote these AI-driven solutions.

It's important to note that some traditional job roles are being redefined by AI. For instance, a software developer is now using AI tools to write codes and debug, while focusing on more complex tasks like designing models and innovation. A customer service representative will automate routine queries while providing empathy and personalized solutions to customers' inconveniences. Similarly, a financial analyst might use AI to generate reports but study them to provide strategic recommendations to clients.

The human element in the workplace is becoming more crucial than ever in the AI era. Jobs that involve emotional intelligence, creativity, critical thinking, and complex problem-solving are less likely to be automated and are thus highly valued . These include roles like teachers, social workers, artists, designers, and human resources managers, among others. The ILO emphasizes that most jobs will be augmented by AI rather than fully automated , which means humans will continue to play a central role in managing and benefiting from AI.

From a workforce perspective, the human role is evolving toward roles that require collaboration with AI. Employees will need to learn how to work effectively with AI, which includes understanding AI capabilities, communicating with AI systems, and interpreting AI outputs. This is a new skill set in itself –often referred to as “AI literacy” or “AI collaboration skills.”

In essence, human roles are shifting from performing tasks to overseeing and collaborating with AI to do those tasks. New job roles are emerging, which don't threaten humans' employability, rather amplify it with AI augmentation. The role of humans in management is higher than ever in the AI age. While AI automates routine and repetitive tasks, humans excel in tasks which involve critical thinking, emotional intelligence, creativity and empathization. Hence, the workforce of the future will be characterized by a strong partnership between humans and AI. Thus to succeed, individuals and organizations will

have to adapt to this new paradigm by developing necessary skills and integrating AI into work processes with a human-centric approach.

Amidst all this transition, humans should take the ethical responsibility of using AI for the welfare of economy, state and its society. To address this issue, Daron Acemoglu in his paper on 'Simple Macroeconomics of AI', urges the creation of new tasks and classifies them as 'good'(productive, like better diagnostics) and 'bad'(manipulative, like deepfakes or addictive algorithms). New laws are being created in many nations for making the use of AI ethical and preventing it from falling into bad hands. India has also taken several steps concerning the ethical use of AI. For nations to ensure responsible use of AI tools, it should ensure data security, strong implementation of laws and formulation of sustainable policies. Nations should invest in strengthening AI security systems as it not only concerns a single citizen's life but also concerns the matter of national security. Enemy tech experts can use our sensitive personal information to defame or threaten us on social media platforms, calls, etc. Hence, the government should implement different laws and also invest in education as it inculcates a sense of responsibility in individuals from a young age.

Conclusion

The rise of artificial intelligence is inevitable, and it must be acknowledged and addressed. To succeed in the forthcoming future, it is necessary to develop a set of AI-augmentative skills which will help to complement AI instead of competing with it. Though AI will replace many jobs by automating routine and predictable tasks, it also created new opportunities and new job roles that are growing and are in high demand. The role of humans in the workplace is more crucial than ever in the upcoming technological future. Thus, the vanguard of the fourth industrial revolution, the Generation Z has to develop critical thinking, creativity, emotional intelligence and the ability of empathization.

AI is continuously evolving and is proving to be a game changing factor for economies around the world. Hence, many advanced economies have formulated significant strategies to create AI an asset for their economy. For instance, the US focuses on leveraging AI for economic prosperity, national security, and improving quality of life, driven largely by private sector investment and foundational academic research. China aims for global leadership by 2030, with a state-driven approach focused on using AI to deliver public services in sectors like education and healthcare, supported by massive public funding. Japan aims to transition from "Industry 4.0" to "Society 5.0," focusing on industrial productivity and healthcare, and is investing in digital infrastructure like 5G networks.

These advanced economies have deployed these strategies to increase the readiness to adapt to AI. India, too, has its own landscape regarding AI. Research from Accenture estimates that AI has the potential to boost India's annual growth rate by 1.3 percentage points by 2035. This translates into a significant uplift for the national economy, with AI projected to add approximately \$957 billion to India's Gross Value Added (GVA) by 2035(NITI Aayog,2018).

According to NITI Aayog's #AIforAll strategy, A central pillar of India's strategy is the concept of becoming the "AI Garage for 40% of the world." The argument is that the complexity and scale of India's challenges make it an ideal testbed for developing robust, scalable, and cost-effective AI solutions. Strategically, this is not just a concept but a core pillar of India's technology export and foreign policy, positioning it as a direct competitor to China's "Digital Silk Road" by offering readily adaptable solutions for other developing nations.

A McKinsey Global Institute survey reveals a significant gap between sectors with clear commercial incentives and those with high social value but less immediate profitability.

AI adoption status	Relevant sectors
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Leading in AI adoption	Financial services, High Tech and Telecommunications, Transportation and Logistics, Automotive and Assembly.
Falling behind in AI adoption	Healthcare, Education, Energy & Resources, Media & Entertainment, Construction.

This disparity underscores a critical insight. Sectors like healthcare and education which directly cause societal welfare are falling behind in AI adoption. This highlights the dire necessity for government intervention to act as a catalyst, steering investments and development towards areas where societal benefits are greatest.

To maximize social impact and channel resources effectively, NITI Aayog has identified 5 priority sectors for AI intervention: Healthcare, Education, Agriculture, Smart Cities and Smart Mobility. India's healthcare sector faces deeply entrenched challenges, including a severe shortage of qualified professionals, inequitable access to services, and issues of affordability that push millions into poverty. AI offers a powerful set of tools to address these issues. Proposed use cases include AI-driven diagnostics to support general practitioners, personalized treatment plans, early identification of potential pandemics, and automated analysis of medical images for cancer screening, etc. As the bedrock of India's economy, the agriculture sector supports nearly half the workforce but is plagued by low productivity, weak supply chains, and dependence on unpredictable factors like weather. AI applications can be deployed across the entire agricultural value chain. Potential solutions include real-time advisories for sowing and pest control based on weather and soil data, AI-powered soil health monitoring, increased efficiency in farm mechanization, and predictive analytics to improve price realization for farmers. Despite achieving near-universal enrollment at the elementary level, India's education sector struggles with high dropout rates and poor learning outcomes, limiting the potential of its vast youth population. While the Gross Enrolment Ratio (GER) at the elementary level is an impressive 97%, the retention rate falls to just 70.7%, meaning about one-third of enrolled children drop out before completing Class 8. AI-driven solutions can help create more personalized

and effective learning environments. The strategy proposes the use of adaptive learning tools for customized instruction, intelligent tutoring systems to assist teachers, and predictive analytics to identify students at risk of dropping out, allowing for timely intervention. The government's Smart Cities Mission, which has selected 99 cities for development with an expected investment of INR 2.04 lakh crores, aims to address these challenges. AI can elevate a "smart city" into an "intelligent city" by transforming vast amounts of data into actionable insights. In Surat, for instance, the implementation of AI-powered safety systems led to a 27% decline in the crime rate. India's transportation sector is burdened by severe congestion, an alarmingly high rate of road accidents, and inadequate public transport infrastructure, resulting in significant economic and human costs. AI applications are poised to make transportation safer and more efficient. Key areas for intervention include autonomous trucking to optimize logistics, Intelligent Transportation Systems (ITS) to manage traffic flow in real-time, and predictive maintenance for railways to prevent derailments.

To translate vision into reality and overcome the common challenges of data access, research capacity, and skilled talent, the NITI Aayog report proposes a comprehensive, multi-faceted strategic framework. This approach is built on four key pillars: fostering world-class research, skilling the workforce for the AI age, accelerating AI adoption across the economy, and ensuring the development of responsible and ethical AI.

Adaption to AI is not the ultimate goal, instead it is the very first step of acknowledging the fourth industrial revolution. Instead of viewing AI as a job replacer, we should treat it as a key component of success in the future. Jensen Huang, the president and CEO of NVIDIA, has stated that AI will not replace jobs of people who understand AI and possess the necessary skills to integrate AI into their work. Rather, it is likely to replace those who lack awareness and competence in using AI. Therefore, to make AI an efficient aide, it is essential to develop productive and relevant AI skills.

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