



## **A Study on Role of Artificial Intelligence in Employment**

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### **ABSTRACT**

SDG 8 emphasizes the importance of achieving full and productive employment for all. The integration of smart products such as robotics and the Internet of Things and comprehensive data analysis have revolutionized the supply chain and demand. Analyzing the impact of artificial intelligence on the labor market is especially important for a developing country with a large population and workforce like China. This study uses panel data of 30 provinces in China from 2006 to 2020, and uses two fixed effects and two-stage least squares method to measure the difference in work skills in different fields.

The introduction and use of smart technology, especially work robots, in Chinese enterprises has led to increased employment. Contrary to traditional notions that robots replace human labor, the mechanism analysis of this study shows that the adoption of robotic technology effectively alleviates the problem by contributing to an increase in labor productivity, an increase in capital investment and an improvement in the division of labor in industrial jobs. negatively affects performance. The overall impact on the labor market is good, not just unemployment.

This study highlights the differences in the positive impact of artificial intelligence on business; It is especially useful for women and workers doing heavy work. Research technology shows the importance of virtual agglomeration, which has evolved from traditional business agglomeration in the digital economy era, as an important channel for increasing employment. These findings lead to a better understanding of how modern technology affects the health of people in developing countries.

The study recommends strengthening health security, developing high-end domestic robots, and radical reform in education and training to fully reveal the positive role of artificial intelligence in the workplace system.

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**KEYWORDS:** Job displacement , division of labor , education and training reforms , modern digital technologies

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### **INTRODUCTION:**

In the dynamic realm of the global workforce, the infusion of Artificial Intelligence stands out as a transformative force, reshaping the contours of employment across diverse sectors. Positioned at the crossroads of technological innovation and human enterprise, the influence of AI on employment is undeniable, marking the onset of a new era that requires an in-depth understanding of its intricate effects. This research paper endeavors to unravel the complex relationship between artificial intelligence and employment, examining the multifaceted roles played by AI in the workforce and the intricate challenges and opportunities that arise.

The rapid evolution and widespread adoption of AI technologies have instigated profound changes in the nature of work, challenging conventional paradigms and fostering ingenuity. Whether automating routine tasks or augmenting human decision-making capabilities, AI has become an integral component across various industries, spanning manufacturing, finance, healthcare, and beyond. Yet, this technological revolution raises a spectrum of questions and concerns regarding its potential repercussions on the labor market, job displacement, and the broader socio-economic landscape.

This research seeks to scrutinize the diverse dimensions of AI's impact on employment, considering both the positive and negative aspects. On one hand, AI holds promise for enhancing productivity, efficiency, and innovation, opening new avenues for employment and reshaping job roles. Conversely, there are apprehensions about potential job displacement, skills mismatches, and the ethical dimensions of AI in decision-making processes. Striking a delicate balance between harnessing AI's benefits and addressing its challenges is pivotal to crafting a future workforce that is adaptable, resilient, and equitable.

Through an exhaustive examination of existing literature, empirical studies, and case analyses, this research aims to offer insights into the present scenario, the trajectory of AI's influence on employment, and potential policy frameworks to navigate this evolving landscape. By comprehending the nuanced interplay between artificial intelligence and employment, stakeholders—ranging from policymakers and industry leaders to educators and workers—can make informed decisions to shape a future where AI complements human capabilities, fosters inclusive growth, and cultivates a workforce prepared for the demands of the digital age.

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## OBJECTIVES OF THE STUDY:

The primary objectives of this research endeavor are as follows:

1. To find out the relationship between AI and Employment.
2. To study the impact of AI on employment opportunities.
3. To study about the benefits of AI with respect to employment.
4. To determine the impact of AI on the future of workforce.

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## REVIEW OF LITERATURE:

As per E. Ilzetzki's statement in 2017, a survey conducted by CfM-CEPR in May 2023 sought predictions from European experts regarding the anticipated influence of AI on global economic growth and unemployment rates in high-income countries for the next decade. The experts foresee the potential for AI to contribute to an annual global growth ranging from 4-6%, surpassing the 4% average observed in recent decades. However, opinions regarding the impact of AI on employment rates varied among experts, reflecting uncertainties arising from AI being in its early stages of development.

In a study conducted by Pauline Kim and Matthew T. Bodie in 2021, they highlighted the increasing reliance of employers on AI systems for managing their workforce, raising concerns about potential discrimination and privacy infringements. The article evaluates these concerns within the framework of existing U.S. laws, with a specific focus on discriminatory practices related to traits such as race or gender and the encroachment on employee privacy by AI technologies. Additionally, it explores how AI-driven decisions might compromise worker privacy and autonomy, scrutinizing the effectiveness of the current legal frameworks. The article briefly touches on the stricter data protection regulations in the European Union. In summary, the study argues that the growing presence of AI in workplaces poses significant policy concerns regarding discrimination, privacy, and autonomy, which are not adequately addressed by the current U.S. legislative landscape.

According to G. Abuselidze's 2021 study, contemporary scientific and technological progress, notably in artificial intelligence, has a substantial influence on the global business landscape. The research investigates the developmental phases of AI, its implications for employment patterns in Georgia, and its functions both during and post the pandemic, employing a combination of qualitative and quantitative methodologies.

According to J. Badet's 2021 findings, our study delves into the advantages brought about by automation on employment, highlighting the emergence of new and intricate tasks in addition to job displacement. The positive aspect of automation lies in the creation of these new tasks, demanding advanced skills, thus underscoring the importance of prioritizing education and training to effectively adapt to this evolving employment landscape. The extent of job displacement due to automation varies across countries, influenced by factors such as technology investment, economic structure, and educational attainment, posing a higher risk in countries with substantial automation.

In a 2022 report, P. Budhwar noted the growing utilization of AI and associated technologies in Human Resource Management (HRM) within both domestic and international organizations. This trend has resulted in an upswing of research activities. However, the existing body of research is scattered, underscoring the need for a systematic review to offer comprehensive insights and outline potential directions for future studies on the role of AI in HRM, especially within large multinational enterprises. The objective of the review is to establish a unified framework and propose testable propositions to guide forthcoming research endeavors in this domain.

In a 2022 statement, A. Jaiswal pointed out that proponents of AI anticipate a future in which machines take on repetitive tasks, allowing humans to engage in more creative pursuits. Despite ongoing worries about job displacement, this study contends, through the application of various theories, that the adoption of AI requires the enhancement of employees' skills. Through interviews with IT professionals in Indian multinational corporations, five essential skills for upskilling were identified: data analysis, digital proficiency, complex cognitive abilities, decision-making, and a commitment to continuous learning.

In a 2022 study, A. Georgieff discusses the growing apprehensions regarding the impact of recent artificial intelligence (AI) advancements on employment. The research explores the connection between exposure to AI and employment trends in 23 OECD countries. While a definitive correlation is not established, the study indicates that AI tends to benefit workers possessing robust digital skills by enhancing productivity and task quality. Conversely, individuals with weaker digital skills may face challenges in effectively utilizing AI, potentially resulting in negative effects on their employment prospects.

In a study conducted by J. Wang in 2023, the investigation explores the impact of AI technology on the concept of employee responsibility within organizations. The findings uncover a negative correlation, a relationship that is partially influenced by the costs associated with supervision. This impact diminishes under conditions of heightened market competition and is more pronounced in firms that are under government control. Furthermore, the research indicates that both AI and employee responsibility contribute positively to the overall productivity and innovation of the firms. However, it's noteworthy that while AI has a positive influence on firm innovation and efficiency, its impact on innovation output and efficiency is not deemed significant. This study provides valuable insights into the implications of AI in the workplace, specifically its interaction with employee responsibility, offering guidance for organizations contemplating the adoption of AI technologies.

According to a report by A. Zirar in 2023, workplace AI contributes to improved operational efficiency and decision-making, yet it also brings about challenges in coexisting with employees. The study delves into various emerging topics, such as employee mistrust, the augmentation of abilities through AI, the necessary skill sets, and the importance of continuous training, proposing potential avenues for future research in these areas.

A 2023 study by G. Xu found a positive link between AI technology advancement and employees' professional aspects. Using a moderated mediation model, the research explores how perception of AI opportunities influences workplace well-being (WWB) through informal workplace learning, moderated by unemployment risk perception. The results confirm a positive correlation between AI opportunity perception and WWB, with informal workplace learning mediating the link, while unemployment risk perception negatively moderates it. This study offers insights for companies aiming to improve workplace well-being during AI implementation.

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## RESEARCH METHODOLOGY:

**Source of Data Collection:** The research methodology employed in this study encompasses the systematic collection and analysis of secondary data. The researcher conducted an extensive review of a multitude of articles, reports, and published papers relevant to the research topic.

From a pool of 50 papers scrutinized, a rigorous selection process was undertaken, resulting in the inclusion of 20 papers that directly align with the research objectives.

To ensure an exhaustive analysis, this research embraces a comprehensive approach by assimilating diverse sources of information. These sources encompass scholarly research articles, industry reports, and reputable surveys. By drawing upon a multifaceted array of perspectives and data, a holistic understanding of the implications of AI on employment in India can be ascertained. The employed methodology encompasses both qualitative and quantitative analysis techniques, enabling an in-depth examination of the subject matter.

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## DATA ANALYSIS

### RELATIONSHIP BETWEEN AI AND EMPLOYEMENT:

The recent surge in Artificial Intelligence (AI) has ushered in a wave of transformative changes across industries, economies, and societies, prompting concerns about its impact on employment. This in-depth exploration aims to unravel the complex relationship between AI and employment, delving into recent advancements and their implications.

#### Historical Context:

Understanding the contemporary dynamics of AI and employment necessitates tracing its historical trajectory. Although AI's roots extend to the mid-20th century, recent decades have seen substantial progress, marked by the shift from rule-based systems to the emergence of machine learning and deep learning, enabling AI's integration into diverse sectors.

#### AI's Impact on Employment:

The advent of AI presents a dichotomy of opportunities and challenges in the job market. While AI has successfully automated routine and repetitive tasks, leading to heightened efficiency and productivity, concerns have arisen regarding the potential displacement of human workers by intelligent machines.

#### Job Displacement vs. Job Creation:

Contrary to widespread fears of AI-induced unemployment, recent studies propose a nuanced perspective. While automation may affect specific job roles, AI has concurrently spurred the creation of new occupations and industries. The crux lies in adapting the workforce to the evolving demands of the digital era.

#### Transformation of Job Roles:

The nature of work is undergoing a profound transformation as AI increasingly augments human capabilities, prompting a reshaping of job roles. Automation of routine and manual tasks allows humans to concentrate on endeavors demanding creativity, critical thinking, and emotional intelligence.

#### AI and Skill Requirements:

The integration of AI into workplaces mandates a shift in the requisite skill set. Proficiencies in data analysis, problem-solving, and digital literacy are becoming increasingly vital. Upskilling and reskilling programs are imperative to ensure the workforce remains pertinent in the age of AI.

#### Sectors Affected by AI:

Different sectors witness varying degrees of AI impact. For instance, manufacturing experiences significant automation, altering the demand for skilled labor. In the service sector, the ubiquity of AI-powered chatbots and virtual assistants is reshaping the landscape of customer service jobs.

#### Ethical Considerations:

The ascent of AI introduces ethical considerations surrounding job displacement and fairness. Ensuring equitable distribution of AI benefits and addressing bias in AI algorithms are pivotal steps in navigating the ethical dimensions of this landscape.

#### **Government Policies and Regulations:**

Governments worldwide grapple with the challenges posed by AI, leading to the formulation of policies and regulations. Striking a balance between fostering innovation and safeguarding workers is critical. Initiatives supporting workforce development and ensuring a just transition for affected workers gain increasing importance.

#### **Case Studies:**

Examination of specific case studies provides valuable insights into how various organizations navigate the AI-employment terrain. Companies successful in AI integration often exhibit a commitment to retraining employees and cultivating a culture of adaptability.

#### **The Role of Education:**

Education assumes a pivotal role in preparing the workforce for an AI-driven future. Educational institutions must adapt curricula to encompass AI-related subjects, promoting interdisciplinary learning. Lifelong learning initiatives empower individuals to stay abreast of technological advancements.

#### **Global Perspectives:**

The impact of AI on employment varies globally, with developed economies facing distinct challenges compared to emerging ones. Collaborative global efforts and knowledge sharing are imperative to address the worldwide implications of AI on employment.

#### **Future Outlook :**

Predicting the future of AI and employment is inherently challenging due to rapid technological advancements. However, it is evident that adaptability and a proactive approach to skill development will be crucial for individuals and organizations to thrive in the evolving landscape.

In conclusion, the interplay between AI and employment is intricate. While concerns about job displacement persist, the transformative potential of AI presents avenues for innovation and growth. Achieving a delicate balance between harnessing AI benefits and mitigating challenges necessitates collaborative efforts from governments, industries, and educational institutions. As we navigate this evolving landscape, a proactive and inclusive approach is essential to ensure that the integration of AI into the workforce becomes a catalyst for positive change.

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### **IMPACT OF AI ON EMPLOYMENT OPPURTUNITIES:**

Artificial intelligence is changing the job market by offering new jobs and routine jobs. It is expected that 20-50 million new jobs will be created by 2030, especially in fields such as health and medicine. Despite potential job losses in some sectors, the economy as a whole should benefit from increased productivity and production. As AI continues to evolve, it is important to understand its impact on business and business. Employees are changing rapidly and this is evident in the current business and working environment. As artificial intelligence increases, businesses and employees must adapt to remain competitive and productive. This blog focuses on a deeper understanding of how AI impacts employees, highlights how it can benefit employees and businesses, and examines the advantages and disadvantages of widespread use of AI. Artificial Intelligence is changing the job market by introducing new roles and enhancing existing roles. As AI continues to evolve, it is important to understand its impact on employment, the emergence of new types of jobs, and its potential impact on unemployment and underemployment across the business world.

McKinsey & Company report predicts that artificial intelligence will create 20-50 million new jobs worldwide by 2030. These opportunities will expand across many aspects, including healthcare, manufacturing and finance. Some of the responsibilities brought by intelligence are as follows:

- 1. Technical trainers and trainers:** People responsible for ensuring that the guidance and training of artificial intelligence tools is accurate and efficient, and they also contribute to the development of new artificial intelligence applications.
- 2. Data analysts and researchers:** As the data generated by artificial intelligence systems proliferates, the need for experts who can analyze and interpret this data to gain better insights using artificial intelligence tools increases.
- 3. Human-machine interaction supervisor:** As the integration of artificial intelligence in the workplace increases, so does the need for managers who can supervise the interaction and effective collaboration between humans and machines to increase overall productivity and efficiency.
- 4. AI Ethics and Policy Experts:** The advancement of AI requires experts to address ethical and policy issues to fairly clarify the development and use of responsibilities and policies.

Artificial intelligence not only creates new jobs, but also improves existing jobs by making them more accurate and efficient. It's true for tasks like quality control and data analysis. For example, in the medical field, AI can assist doctors with diagnosis and treatment recommendations, ultimately improving patient outcomes and reducing doctors' workload. The impact of artificial intelligence on unemployment and the economy is a matter of debate. According to the World Economic Forum, by 2025, AI is expected to replace 75 million jobs globally but create 133 million new jobs, leading to an increase of 58 million jobs. But some industries, especially those that rely on day-to-day business, will face significant job losses. The impact of artificial intelligence on unemployment varies by region and economy. For example, there will be significant job losses in the manufacturing sector, while there will be

significant job increases in healthcare and education. Beyond its impact on business, AI has the potential to shape the economy as a whole. AI-driven increases in productivity and efficiency can accelerate economic growth. However, there are concerns that the gap between rich and poor will widen as those with artificial intelligence skills receive higher salaries than those without such skills.

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## **BENEFITS OF AI WITH RESPECT TO EMPLOYEMENT:**

Artificial intelligence has both positive and negative impacts on business, and this impact varies across different industries and professions. Here are some of the benefits of AI in the workplace:

### **Automation of Repetitive Tasks:**

AI automates increasingly repetitive tasks, allowing human workers to focus on hard work, creativity, and value. This can increase job satisfaction and lead to more skilled work.

### **Productivity increase:**

Artificial Intelligence technology can increase overall efficiency by speeding up processes, reducing errors and improving distribution resources. This can support the growth of the economy and its ability to create new jobs in new sectors.

### **Create new jobs:**

Although artificial intelligence can replace some jobs, it can also create new ones. Developing, maintaining and auditing AI systems requires expertise, leading to work in areas such as data science, machine learning, AI ethics and process implementation.

### **Advanced Decision Making:**

Artificial Intelligence systems can provide insights by processing large amounts of data quickly and accurately. This can help businesses make more informed decisions, potentially improving performance, competitiveness and job security.

### **Customization and personalization:**

Artificial intelligence recognizes individual customers by identifying personal preferences and behaviors. This can lead to the creation of new roles in marketing, customer service and user experience design as businesses look to tailor products and services specifically to customers.

### **Medical Efficiency:**

Medical intelligence can help develop faster and more accurate diagnoses, personalized treatment plans and information management. treatment is good. This could improve patient outcomes and potentially create jobs for doctors specializing in AI applications.

### **Safe workplace:**

Artificial intelligence can be used in hazardous areas or used to reduce workplace injuries. This can create a safe working environment, especially for those working in industries such as manufacturing, construction and mining.

### **Economic Growth:**

The use of smart technology can lead to economic growth, thus creating more jobs in various industries. The growth of new businesses and the expansion of existing businesses can have positive effects on employment. Artificial intelligence is being used in many ways to improve efficiency, productivity, and decision-making in the workplace. Here are some specific uses of intelligence at work.

### **Recruitment and Talent Acquisition:**

Artificial Intelligence algorithms can analyze resumes and job applications to identify the best candidates for the role, saving time and action to be effective. AI-powered chatbots can interact with candidates, respond, ask questions, and schedule interviews to ensure communication and recruitment.

### **Employee Recruitment and Training:**

AI-powered systems can streamline the hiring process by handling administrative tasks, providing employees with new information, and guiding them through onboarding and training programs. Virtual reality (VR) and augmented reality (AR) applications, often developed with artificial intelligence, can be used to train staff interaction and communication, especially in jobs with complex processes.

### **Job Planning and Analysis:**

Smart tools can analyze job data to help employees plan work, helping organizations identify trending skills, improve team structures, and make informed decisions about hiring and training needs.

### **Employee Engagement and Feedback:**

Artificial intelligence-powered surveys and sentiment analysis tools measure employee satisfaction and engagement. This information can be used to identify areas for improvement and implement strategies to improve the overall workforce.

**Performance Management:**

Artificial intelligence can help measure employee performance by analyzing key performance indicators, identifying patterns, and extracting data from insight. This allows for a more fair and objective analysis.

**Chatbots for HR Support:**

Chatbots equipped with natural language processing (NLP) can answer routine HR questions, provide employees with access to policies, benefits, and procedures.

**Health and Safety:**

Smart technology, including sensors and devices, can monitor work in the environment and the health of employees to comply with safety regulations. This helps prevent accidents and create a safe working environment.

**Scientific Analysis for Employee Retention:**

Artificial Intelligence algorithms can analyze historical data to identify patterns associated with employee turnover. This information can be used to predict which employees are at risk of turnover and implement strategies to improve retention rates.

**Robotic Process Automation (RPA) for Operations:**

AI-powered robots can perform daily tasks such as data entry and processing, freeing up staff to focus on additional ideas and complex responsibilities on a regular basis.

**Employment and Development:**

Artificial Intelligence can analyze employees' skills, performance and career goals to suggest the development of individual jobs and opportunities. This helps employees plan their career development in the organization.

However, it is worth noting that artificial intelligence also raises concerns regarding job displacement, ethical issues, and the need to train these employees. Governments, businesses and institutions need to work together to solve these problems and ensure that the benefits of AI are distributed fairly. The application of AI in the workplace shows that the technology can improve every aspect of employees' lives, from recruitment to development and engagement. To ensure transparency and trust, it is important for organizations to use AI responsibly and ethically, consider potential biases, and engage employees in the process.

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**IMPACT OF AI ON THE FUTURE OF WORKFORCE:**

The integration of artificial intelligence into many industries has sparked debate about its profound impact on the future of the workforce. Artificial Intelligence technologies, including machine learning, natural language processing, and robotics, have the potential to transform the way we work, interact, and live. This article explores the various impacts of AI on the workforce and examines the opportunities and challenges it presents.

**Opportunities:**

One of the great opportunities brought by artificial intelligence is automation. AI-driven automation can improve repetitive tasks, increase efficiency and reduce human error across businesses. For example, in production, AI-supported robots can perform assembly tasks accurately and quickly, thus increasing productivity and reducing production costs. Additionally, AI enables data to be used to make decisions, allowing organizations to gain valuable insights from large amounts of data. Data analysis and predictive modeling using artificial intelligence can help companies improve their processes, identify trends and make strategic decisions. This creates a demand for experts in data science, analysis and development skills. Additionally, artificial intelligence-supported personalization improves customer experience in areas such as e-commerce, healthcare and entertainment. Recommendations are made using smart algorithms that analyze user preferences and behavior to provide content, products and services. This not only increases customer satisfaction personally, but also increases sales and trust.

**Challenges:**

While artificial intelligence brings opportunities, its widespread adoption also creates problems for employees. One of the issues of concern is unemployment due to automation. Day-to-day operations in industries such as manufacturing, transportation and customer service are increasingly being driven by AI-powered systems, resulting in job losses and underemployment. Additionally, the digital skills gap is increasing as traditional jobs evolve to require skills in AI-related technologies. Many workers lack the education and training necessary to adapt to these changes, leading to higher unemployment and inequality. Closing this skills gap requires investing in education, training and lifelong learning programs to ensure the workforce remains competitive in the AI industry. Another challenge is the ethical implications of AI on the workforce, including concerns about privacy, bias, and job discrimination. AI algorithms trained on biased data will increase inequality and encourage discrimination. Addressing these ethical issues requires transparency, accountability, and governance to ensure AI processes are fair, inclusive, and consistent with outcomes.

In summary, the impact of artificial intelligence on the future of the workforce is complex and multifaceted. While AI provides opportunities for automation, data-driven decision-making, and personalized experiences, it also creates challenges such as mobility, intelligence, and ethics. To respond

to this rapid change, stakeholders need to collaborate to develop policies, strategies, and plans that leverage the benefits of AI while mitigating its risks. Investing in education, training and AI leadership is critical to creating a workforce that can thrive in the AI-driven future of business.

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## FINDINGS AND SUGGESTIONS:

### Findings:

1. **Increased productivity:** Artificial intelligence (AI) increases productivity in the workplace by automating repetitive processes.
2. **Concerns about unemployment:** Some people worry that working in certain jobs will lead to unemployment in a particular industry.
3. **Skills Change:** As new job and skill requirements emerge, the need for continuing education and job skills will increase.
4. **Ethical decision making:** Intellectual decision making should be based on fairness, fairness and transparency.
5. **Data privacy concerns:** Since the management of sensitive data is a part of the application of artificial intelligence, data privacy concerns and demands for strong data protection have been raised.
6. **Cost Efficiency:** Although there is an upfront cost to using artificial intelligence, it can reduce costs over time by reducing errors through automation.
7. **Impact on global workforce:** The impact of AI on global employment will vary, with employment changes in some regions being more significant than others.

### Suggestions:

1. **Ethical AI:** Advances in ethical AI increase fairness, accountability, and transparency.
2. **Continuous learning measures:** Provide employees with ongoing training with the knowledge and abilities needed to coordinate skills.
3. **Clear communication:** Eliminate anxiety, increase employee confidence, and make the role of intelligence in the workplace clearer.
4. **Adaptable work culture:** Foster a work culture that values flexibility and change and create an atmosphere where employees feel supported while integrating intelligently.

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## CONCLUSION:

The ongoing debate about the impact of artificial intelligence (AI) on employment centers is based on two main arguments. On the one hand, there are concerns that AI-supported automation could lead to job losses. But there is an argument that AI has the potential to create new jobs. Artificial intelligence is not only changing jobs but also driving job growth by introducing new roles and jobs. Proponents of AI adoption cite its effectiveness and efficiency in many areas, allowing people to become more creative again with AI controlling decision-making and daily operations. There is a widespread belief that the integration of artificial intelligence into daily life is inevitable, leading to the realization that people from all professions need to embrace the technology. The benefits of AI go beyond efficiency, with the ability to boost business growth, improve manufacturing processes, and provide insight. The integration of businesses such as logistics, manufacturing and cybersecurity with intelligence reveals that it is versatile and flexible. In addition, even small businesses are using AI technology, such as developing speech recognition software for mobile devices, demonstrating the independence and practical applications of AI for the general market. Ultimately, intellectual property protection may prove ineffective as it becomes an integral part of our daily lives. The important thing is to realize the potential to increase profitability, create new opportunities and stimulate industry-wide innovation.