

A Study on Work-Life Balance of Women Employees in the IT Sector: Exploring the Effects of Artificial Intelligence on Job Displacement

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Abstract—With the emergence of Artificial Intelligence (AI) tools “Technology Adoption Rate. (AI 1), Government Policies and Regulations. (AI 2), Labor Market Dynamics (AI 3), Technological advancements. (AI 4), Corporate Strategies. (AI 5), Socio Cultural Factors. (AI 6), There has been an increase in the level of concern regarding the ethical implications that may arise as a result of the automation of a variety of tasks and the subsequent job displacement that may result from this. The purpose of this research is to conduct a critical analysis of the ethical implications of artificial intelligence in terms of job displacement during the fifth industrial revolution. This analysis will be based on novel studies. This study also investigates the benefits and drawbacks that are associated with the incorporation of innovative artificial intelligence technologies into industrial policies. This study represents the first attempt to conduct a comprehensive evaluation of artificial intelligence (AI) and its influence on job displacement. The evaluation is based on the existing body of literature. At the end of the day, it highlights the critical nature of policy intervention that is urgently required to reestablish a balance between the benefits of artificial intelligence and the ethical ramifications that arise from these technologies, with a particular emphasis on job displacement.

Keywords: Artificial Intelligence, Job Displacement, Technology

I. INTRODUCTION

The current global agenda of the United Nations (U.N.), which aims to achieve sustainable development, consists of seventeen specific goals (Economist, 2015). The Sustainable Development Goals (SDGs), an amalgamation of social, economic, and environmental issues (United Nations, 2019), hold relevance for private organizations and governments worldwide (Madsbjerg, 2017). It is not unexpected that one of the Sustainable Development Goals (SDGs) places particular emphasis on work, given the critical role that employment and work play in the lives of individuals and as drivers of economic expansion. Goal 8, which aims to promote inclusive and sustainable economic growth, safe and secure working conditions, and decent labor for all, specifically targets the elimination of precarious employment and guarantees such conditions to employees (U.N., 2019). The promotion of decent work by the International Labour Organization (ILO) underscores the relationship between the quality of labor or employment and how employees perceive their safety and social protection (ILO, 2001). Dignite work is an exact definition of a type of compensated employment where the employees perform labor with intent, receive a satisfactory wage, and have their desires and expectations met (Nizami & Prasad, 2017). Thus, the United Nations is transitioning from a binary to a multidimensional objective for work and employment by emphasizing decent work; this objective takes into account qualitative and quantitative rewards (e.g., job satisfaction) alongside income and employment status. Unresolved in the employment literature is the extent to which emerging work practices, increased worker autonomy and responsibilities, and the transition from employers to employees affect qualitative aspects of work and employment. An elevated level of job insecurity and personnel strain may result from this phenomenon (Baruch, 2006; Baruch & Rosenstein, 1992; Greenhaus & Kossek, 2014; Sullivan & Baruch, 2009). On the contrary, there is a correlation between it and increased levels of trust, commitment, autonomy, and productivity (Timming, 2012; Doucouliagos, 1995; Timming). As stated in United Nations Sustainable Development Goal 8,

this trend is inextricably linked to whether or not progress can be made toward decent work for all. The emergence of artificial intelligence (AI) is engendering substantial upheaval in the operational procedures of organizations and individuals worldwide (Murray, 2015). It effects positions and responsibilities and has the capacity to increase organizational efficiency. AI implementations, including machine learning and chatbots, are already pervasive in the modern business environment (Holzinger et al., 2018). As a consequence of these technological advancements, the estimated value of AI by 2020 is \$47 billion (Montes & Goertzel, 2019). It is expected that the utilization of AI to automate tasks will enhance workplace productivity and generate interest in customized goods and services, in addition to superior-quality deliverables, in conjunction with an expanded labor force (PwC, 2018). An acceleration is probable in the current trend toward more autonomous work practices as AI becomes more pervasive in the workplace. Consequently, it is of the utmost importance to resolve immediately the issues of whether increased worker autonomy improves the quality of employment for workers and what role artificial intelligence may play in this regard. The purpose of this document is to rectify this inadequacy. Specifically, we investigate the subsequent research inquiry: "To what extent does artificial intelligence (AI) impact the determinants of employee trust, job satisfaction, and engagement with the employer?" AI and related technologies will undoubtedly affect labor and personnel, according to the consensus. In an attempt to determine which professions will ultimately cease to exist, research has focused on specific categories of work that are most vulnerable to automation. Huang and Rust (2018), for instance, analyze the extent to which artificial intelligence (AI) can replace humans in comparable tasks and delineate four classifications of work-related intelligence. At its inception, mechanical intelligence denoted the ability to perform mundane, repetitive duties. In order to solve problems, the capacity to learn from and process information constitutes the second element of analytical intelligence. Furthermore, intuitive intelligence encompasses the ability to think creatively and to adjust accordingly when confronted with novel situations. The ultimate form of intelligence, empathic intelligence, is distinguished by the ability to discern and understand the emotions of others, to respond appropriately emotionally, and to exert influence over others. AI-based automation is defined by Hengstler et al. (2016) and Lee & See (2004) as technologies that select data, convert information, and execute decisions or process controls in an efficient manner. Thus, occupations requiring mechanical and analytical intelligence have a greater potential for the implementation and replacement of human laborers with AI. Conversely, fields that require intuitive or empathic intelligence have a restricted capacity for AI to achieve this status. In their investigation to determine the effects of automation on wages and employment in a variety of industries, Frey and Osborne (2015) emphasize the substantial susceptibility of administrative, transportation, logistics, office, and work-related tasks to automation, which they forecast will lead to unemployment. Prominent corporations such as Amazon, Uber, Facebook, and Google are leaders in the development of artificial intelligence (AI) applications, encompassing big data, personalized activity and interest-based recommendations, and autonomous vehicles (Eitel-Porter, 2018). PwC (2018) projects that artificial intelligence will have an adverse effect on 326 million low-skilled jobs globally within a decade. Unavoidably, technological advancements and changes propelled by AI will generate apprehensions regarding labor displacement and heightened unemployment (Arntz, Gregory, & Zierahn, 2016; Mokyr, Vickers, & Ziebarth, 2015). Vulnerable populations, including disabled employees, will be particularly susceptible to these consequences (Lillywhite & Wolbring, 2020). This is contrary to Goal 8 of the Sustainable Development Goals established by the United Nations. Conversely, some scholars argue that the integration of artificial intelligence (AI) in professional environments will primarily affect the attributes of tasks as opposed to employment itself (Arntz et al., 2016). The organization accelerates the progression of transformations through the implementation of these technological advances (van den Heuvel, Freese, Schalk, & van Assen, 2017). Pluta and Rudawska (2016) posit that the implementation of AI-driven technological advancements or accelerations within an organization can result in the augmentation of organizational capabilities and the initiation of diverse adjustments in the conduct and anticipations of market participants, employees, and customers (p. 294). There is now considerable interest in the proposition that although AI could potentially enhance work efficiency, it could also erode employee engagement and compromise the relational aspects of psychological contracts. The objective of this study is to ascertain the impact of AI-enabled technological advancements on the interconnections among employee engagement, psychological contract, and employee trust. The following is a synopsis of the paper's structure. Following this, we initiate the process of developing the framework and hypotheses. Following this, we provide a description of the methodologies utilized in our analysis. We engage in a discourse regarding the ramifications of our discoveries subsequent to their presentation. The study culminates in an analysis of the findings, constraints, and prospective directions for further investigation.

II. REVIEW OF LITERATURE

Employees' views of the nature of the employer-employee relationship are known as psychological contracts, according to Rousseau (1995). A relational contract and a transactional contract are the two most common kinds of psychological contracts. The characteristics that set transactional contracts apart include a focus solely on materialistic outcomes, a lack of reciprocal involvement in each party's personal lives and endeavors, and a quick monetary character. Employees' primary motivation for working is to earn a living wage. However, relational contracts are characterized by mutual agreement and the exchange of socioemotional and monetary components. According to Bal, Kooij, & De Jong (2013b), the building block of the employee-employer relationship is an open-ended, long-term partnership. This partnership enables employees to grow and advance in their careers. Relational contracts are associated with win-win outcomes for businesses and their workers because of this focus. In contrast, the materialistic and short-term focus of transactional contracts is associated with less desirable outcomes, like reduced engagement and commitment (Raja, Johns, & Ntalianis, 2004; Rousseau, 1995). In light of research showing that employees with transactional psychological contracts are less invested in the organization's goals (Raja et al., 2004), Millward and Hopkins (1998) argue that organizations would benefit from minimizing these contracts. Building and refining relational psychological contracts can increase employee engagement and loyalty to their companies (Bal, De Cooman, & Mol, 2013a). Table 1 provides a concise comparison of relational and transactional psychological contracts. Cognitive work outputs, job satisfaction, trust in the workplace, and engagement in the organization can all take a hit when organizations break their promises or psychological contracts (Conway et al., 2011; Pate et al., 2000; Bal et al., 2013a). When employers do not live up to their employees' expectations, it is clear that they have violated their psychological contracts (Rousseau, 1995). Breach of psychological contracts causes trust to erode between employers and employees (Robinson & Rousseau, 1994; Rousseau, 1995). Psychological contract violations can have a negative effect on employees' well-being and, in turn, on the organization's performance. This is because job trust is dependent on the employer-employee relationship (Guest, 2004; van den Heuvel et al., 2017). Robinson (1996) tracked 125 managers over time to find out how employee trust in their employers correlated with the frequency with which employees violated their psychological contracts with those employers. Their study found a strong link between trust and keeping the terms of the psychological agreement. Contributing to employee satisfaction and commitment within an organization is the positive psychological contract fulfillment. According to Chambel and Oliveira-Cruz (2010), there should be positive relationships between employees' engagement and the fulfillment of their psychological contracts. Morrison and Robinson (1997, 1997), Robinson and Wolfe Morrison (2000), and Robinson (1996) are among the studies that have suggested a constructive psychological contract as an antecedent to trust in the workplace. The Fourth Industrial Revolution and the rise of AI-powered technologies bring both opportunities and challenges to workers (Nam, 2019). According to Ashford, Caza, and Reid (2018), new internet platforms help businesses and their employees find more opportunities in the global marketplace. Using American survey data from 2001, Nam (2019) looked at tech use, expected job sustainability, and security, and found a strong link between tech use and feelings of job insecurity. Implementing AI and related technologies weakens the psychological contract between employers and employees, which is especially problematic given the uncertainty that technological advancements create in the workplace. (Nam, 2019; Östhus, 2007; Conway & Briner, 2005) Hence, our hypothesis is that:

H₀: AI 1 to AI 6 Constructs have no significant impact on Job Displacement

H₁: AI 1 to AI 6 Constructs have significant impact on Job Displacement

Researchers, practitioners, and governments have all paid close attention to employee engagement (Bal et al., 2013; Lin, 2010; Rayton, Dodge, & D'Analeze, 2012; Saks, 2006). The words "employee engagement" and "job engagement" mean the same thing: when workers are enthusiastic about their work and contribute to the organization's success, both financially and otherwise (Bates, 2004; Richman, 2006). Per Saks, "engagement is a unique and distinct construct that comprises cognitive, emotional and behavioral components that are associated with individual role performance" (2006, p.602). Research by Bailey, Madden, Alfes, and Fletcher (2017) and Schaufeli and Bakker (2004) posits that engagement is the antonym of burnout in the workplace. Workers that care about what they do for a living are more invested in their companies and put in more time and effort (Schaufeli & Salanova, 2007). Not many studies have looked at the causes and effects of engagement, especially in dynamic workplaces where there has been little research on the topic (Bailey et al., 2017; Macey & Schneider, 2008; Rayton & Yalabik, 2014).

Disengaged workers cost companies more money, so it's crucial to know what factors lead to and what effects employee engagement has (Rayton et al., 2012). Management researchers seem to agree that engaging workers significantly affects their dedication, happiness, and productivity (Suhartanto, Dean, Nansuri, & Triyuni, 2018). Eldor and Vigoda-Gadot (2017) found that employees whose engagement levels were higher reported higher levels of satisfaction with self-actualization within their organization. To better understand the connections between information, employees' attitudes toward change, and the role of trust, psychological contract fulfillment, and engagement, van den Heuvel et al. (2016) examined data from 669 technology service organizations. According to their findings, trust and engagement go hand in hand. In most contexts, trust means having faith in the honesty and dependability of the other party (Morgan & Hunt, 1994). For Robinson, trust was "one's expectations, assumptions, or beliefs about the likelihood that another's future actions will be beneficial, favorable or at least not detrimental to one's interests" (1996, p.576). Relationships and contracts rely on job trust to govern the actions of the parties involved (Zand, 1972). Trust in the workplace is defined as the degree to which workers have faith in their managers' competence and honesty (Vanhala, Puumalainen, & Blomqvist, 2011; Nedkovski, Guerci, De Battisti, & Siletti, 2017). In order to avoid contract violations, trust is essential for employees. Because "there is no way to assure an appropriate return for a favor, a social exchange requires trusting others to discharge their obligations," as Blau (1964, p. 94) stressed, it does. Ugwu, Onyishi, and Rodríguez-Sanchez (2014) state that organizations are responding rapidly to market disruptions and technological advances, making organizational or job trust even more crucial for achieving positive company outcomes. Cooperation (Shockley-Zalabak, Ellis & Winograd, 2000), organizational commitment (Aryee, Budhwar & Chen, 2002), communication and problem-solving (Gillespie & Mann, 2004), and loyalty (Costigan, Iiter, & Berman, 1998) are all positively impacted by higher levels of trust in the workplace. Agarwal (2014), Ertürk and Vurgun (2015), and Mulki, Jaramillo, and Locander (2006) are among the scholars who have previously shown a positive correlation between employee engagement and job trust.

III. OBJECTIVES OF THE STUDY

1) To study the impact of AI capabilities on the Job Displacement.

III.I. HYPOTHESIS OF THE STUDY

H0: AI 1 to AI 6 Constructs have no significant impact on Job Displacement H1: AI 1 to AI 6 Constructs have significant impact on Job Displacement

H0a: Technology Adoption Rate. (AI 1) have no significant impact on Job Displacement

H1a: Technology Adoption Rate. (AI 1) have significant impact on Job Displacement **H0b:** Government Policies and Regulations. (AI 2) have no significant impact on Job Displacement

H1b: Government Policies and Regulations. (AI 2) have significant impact on Job Displacement

H0c: Labor Market Dynamics (AI 3) have no significant impact on Job Displacement **H1c:** Labor Market Dynamics (AI 3) have significant impact on Job Displacement **H0d:** Technological advancements. (AI 4) have no significant impact on Job Displacement

H1d: Technological advancements. (AI 4) have significant impact on Job Displacement

H0e: Corporate Strategies. (AI 5) have no significant impact on Job Displacement **H1e:** Corporate Strategies. (AI 5) have significant impact on Job Displacement **H0f:** Socio Cultural Factors. (AI 6) have no significant impact on Job Displacement

H1f: Socio Cultural Factors. (AI 6) have significant impact on Job Displacement

III.II. RESEARCH METHODOLOGY

Sample technique; probability sampling

III.III. SAMPLE SIZE

Numerous studies have investigated the process of determining an optimal sample size. The study deems a sample size of less

than 30 participants to be inadequate. Consider using a sample size of 100 or more when the population is sizable (Sekaran, 2006). The present study utilized a sample size of 500 individuals. According to Zikmund (2003), sample size is critical because the probability of error increases with decreasing sample size. Additionally, the researcher contended that a greater magnitude of the sample yields more precise research findings. When making decisions, the expenditure associated with data collection is a critical factor to take into account. Estimating sampling error is a critical aspect of SEM results interpretation, which makes the sample size vital. The criterion for determining the sample size is detailed in the table below.

Table 1: Sample Size Determination Criteria

Stated by	Criteria	Suggested Sample as per criteria
Hair et al,1999	Number of factors * 25	7 X 25=175 Sample Size.
General thumb-rule	Number of statements *5	37 X 5= 185 Sample Size.
Nunnally 1978; Friedel 2001	For factor analysis, 500 sample size is adequate	500

Structured questionnaire was used for the collection of data.

Data Analysis & Interpretation

Research model and hypothesis formulation - Job Displacement

Table No. 1: The manifest and latent variables of the factors that influence the Job Displacement (estimates) are considered.

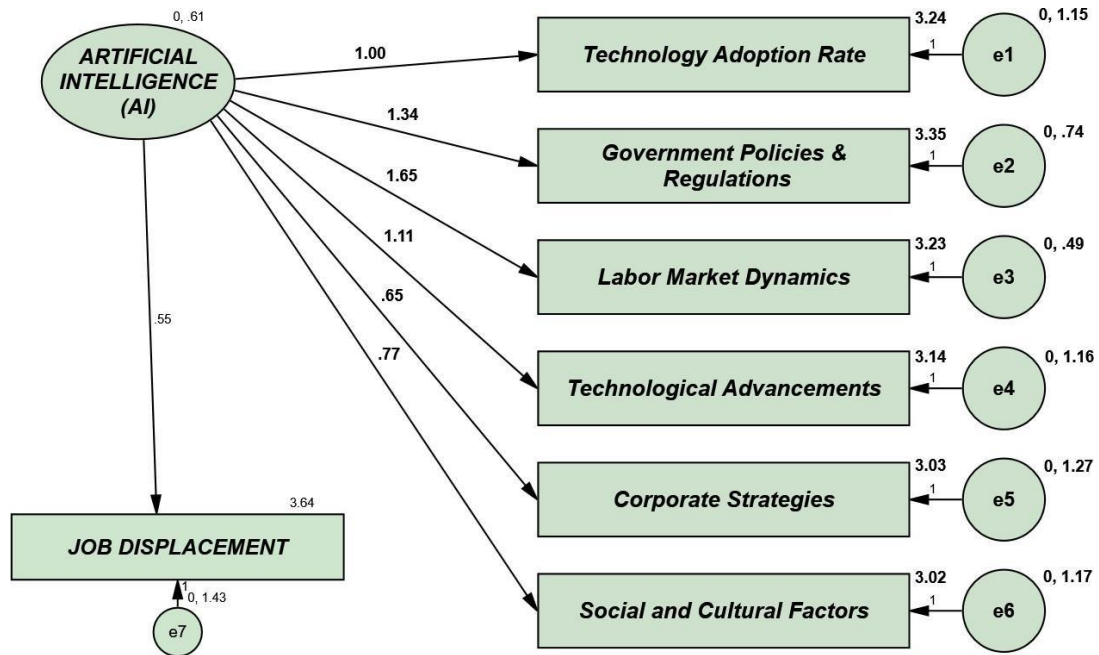
MANIFEST VARIABLES	LATENT VARIABLES
Technology Adoption Rate (AI 1)	JOB DISPLACEMENT
Government Policies and Regulations (AI 2)	
Labor Market Dynamics (AI 3)	
Technological Advancements (AI 4)	
Corporate Strategies (AI 5)	
Social and Cultural Factors (AI 6)	

H0: AI 1 to AI 6 Constructs have no significant impact on Job Displacement

H1: AI 1 to AI 6 Constructs have significant impact on Job Displacement

In order to examine the hypothesis Using a Structural Equation Model, the following figure presents the output in the form of a path diagram:

Figure No. 1: Path Diagram of Factors Influencing the Job Displacement



(Note: Chi-square = 101.196, Degrees of freedom = 19 & Probability level = .000) Regression coefficients are represented in the path diagram by the values connected to one-way arrows or directional effects. The correlations and regression coefficients quantify the strength of the associations among the variables.

A regression coefficient of 1.52 for Labor Market Dynamics (AI 3) indicates a very strong relationship with Job Displacement.

A regression coefficient of 1.32 for Government Policies and Regulations. (AI 2) indicates a very strong relationship with Job Displacement.

A regression coefficient of 1.05 for Technological advancements. (AI 4), indicates a very strong relationship with Job Displacement.

A regression coefficient of 1.00 for Technology Adoption Rate. (AI 1), indicates a very strong relationship with Job Displacement.

A regression coefficient of 0.77 for Socio Cultural Factors. (AI 6) indicates a very strong relationship with Job Displacement.

A regression coefficient of 0.65 for Corporate Strategies. (AI 5), indicates a very strong relationship with Job Displacement.

The analysis indicates that all the seven factors Technology Adoption Rate. (AI 1), Government Policies and Regulations. (AI 2), Labor Market Dynamics (AI 3), Technological advancements. (AI 4), Corporate Strategies. (AI 5), Socio Cultural Factors. (AI 6) and The researchers utilized model fit indices in order to determine whether the model should be accepted as-is or refined. The outcomes of the model fit test are displayed in Table 4.4.7.

Model fit indices of (six) factors influencing Job Displacement

No.	Test Factor	Calculated Value	Acceptable Value
1	GFI (Goodness-of-fit index)	0.953	0.90 and above satisfactory fit 0.80 to <0.9 acceptable fit (Hair et al. 2006)
2	AGFI (Adjusted goodness-of-fit index)	0.890	
3	CFI (Comparative fit index)	0.929	
4	NFI (Normed fit index)	0.923	
5	TLI (Tucker-Lewis index)	0.882	
6	RMSEA (Root mean square error of approximation)	0.120	0.08 or less would indicate a close fit of the model

The Table No. 4.4.17 indicates that the model fit indices of factors influencing Job Displacement. The Goodness of fit index (GFI) score is 0.953, adjusted goodness of fit index (AGFI) score is 0.890, comparative fit index (CFI) score is 0.929, normed fit index (NFI) score is 0.923, Tucker Lewis index (TLI) score is 0.882. The Root Mean Squared Error of Approximation (RMSEA) secured 0.120 that indicates that the model is a close fit with a reasonable error of approximation.

From the analysis, it is inferred that all the other six variables influence the Job Displacement. Especially, Provision of loans stimulates production in order to satisfy demand. (FI 3), influences strongly on the Job Displacement of IT industry in Hyderabad Region.

TABLE NO. 2 Regression Weights for factors influencing the Job Displacement

	Estimate	S.E.	C.R.	P	Label
FI 6 <--- Job Displacement	1.000				
FI 5 <--- Job Displacement	1.315	.084	15.695	***	Sig
FI 4 <--- Job Displacement	1.519	.094	16.113	***	Sig
FI 3 <--- Job Displacement	1.053	.079	13.272	***	Sig
FI 2 <--- Job Displacement	.650	.067	9.768	***	Sig
FI1 <--- Job Displacement	.770	.068	11.309	***	Sig

The above table 2 shows the regression co-efficient of the exogenous variables and all 6 variables have significant at 1 percent. It is to be identified from the analysis, all 6 variables have significant impact on Job Displacement.

IV. FINDINGS AND SUGGESTION

IV.I. TECHNOLOGY ADOPTION RATE (AI 1) AND JOB DISPLACEMENT

Job displacement tends to increase in tandem with the rate of technology adoption, especially in sectors that are vulnerable to automation.

The expeditious integration of AI technologies expedites the mechanization of mundane duties, resulting in the displacement of personnel occupied with said duties.

Diverse sectors and industries adopt technology at varying rates, which has varying effects on the displacement of workers throughout the labor market.

IV.II. GOVERNMENT POLICIES AND REGULATIONS (AI 2) AND JOB DISPLACEMENT

The nature and scope of employment displacement spurred by the implementation of AI can be impacted by governmental policies and regulations.

Assisting with job transitions, workforce development, and reskilling initiatives are policies that can mitigate the negative effects of job displacement.

As a result of AI-driven labor market transformations, regulatory frameworks may address concerns regarding worker rights, social safety nets, and job quality.

IV.III. LABOR MARKET DYNAMICS (AI 3) AND JOB DISPLACEMENT

The labor market dynamics, encompassing factors such as job mobility, job creation, and unemployment rates, significantly influence the consequences of artificial intelligence on job displacement.

Strong labor market dynamics have the capacity to reintegrate displaced workers via job reallocation, retraining initiatives, and technologically-generated job prospects.

Nevertheless, divergences between the competencies required by sectors propelled by AI and those held by displaced laborers could result in protracted periods of unemployment and profound transformations within the labor market.

IV.IV. TECHNOLOGICAL ADVANCEMENTS (AI 4) AND JOB DISPLACEMENT

Ongoing technological progress in the field of artificial intelligence (AI) facilitates the automation of a growing variety of tasks, leading to the displacement of workers in diverse industries.

The proliferation of AI technologies, including machine learning, natural language processing, robotics, and others, has significantly broadened the domain of automatable tasks, thereby impacting an increased spectrum of professions.

The potential displacement of occupations that were previously deemed less vulnerable to automation as a result of the advancement of AI capabilities poses a challenge to conventional understandings of job security and skill prerequisites.

IV.V. CORPORATE STRATEGIES (AI 5) AND JOB DISPLACEMENT

The degree of workforce displacement within organizations is influenced by corporate strategies pertaining to AI adoption, talent management, and workforce planning.

Organizations that place automation above workforce augmentation may encounter increased rates of job displacement, especially in positions that are vulnerable to automation.

Approaches that prioritize employee upskilling, reskilling, and redeployment have the potential to alleviate job displacement through the utilization of AI to augment human productivity and innovation

IV.VI. SOCIO-CULTURAL FACTORS (AI 6) AND JOB DISPLACEMENT

Sociocultural elements, such as societal values, cultural norms, and attitudes toward artificial intelligence, influence the adoption and integration of AI technologies.

AI adoption may occur more rapidly in societies that have a favorable outlook on technological advancement and innovation; this, in turn, may result in greater rates of job displacement.

Informing policy responses and societal support mechanisms, cultural factors also impact public perceptions of fairness, equity, and social responsibility in the context of managing the repercussions of job displacement.

The results of this study underscore the intricate relationship between technological, economic, regulatory, and socio-cultural elements that determine the extent to which AI affects job displacement. Comprehending these dynamics is critical in order to formulate efficacious approaches that can alleviate the adverse effects of job displacement while capitalizing on the prospective advantages of AI-driven innovation.

V. SUGGESTIONS

V.I. TECHNOLOGY ADOPTION RATE (AI 1) ON JOB DISPLACEMENT

Training and Upskilling Initiatives: Establish training and upskilling initiatives to assist employees in acclimating to emerging technologies and augmenting their skill sets. By imparting knowledge and developing competencies in job-relevant skills and emerging technologies, employers can enhance employees' prospects for future employment and reduce the likelihood of downsizing.

Advocate for the Advancement and Implementation of User-Friendly Technologies: Foster the creation and acceptance of technologies that prioritize usability and accessibility. Bystreamlining technological interfaces and offering comprehensive user training, it is possible to mitigate resistance to adoption and streamline workforce transitions. **Promote Early Adoption:** Employ various incentive programs, including tax credits and subsidies, to entice enterprises to responsibly adopt and integrate novel technologies. Prominent adopters can function as exemplars of effective integration, thereby motivating others to emulate their approach and mitigating the adverse consequences of displacement.

V.II. SUGGESTIONS RELATED TO GOVERNMENT POLICIES AND REGULATIONS (AI 2) ON JOB DISPLACEMENT

Allocating resources towards education and training initiatives that provide individuals with the requisite skills for future employment is a prudent investment strategy. Retraining programs funded by the government can facilitate the transition of displaced workers into new positions within industries experiencing expansion.

Labor Market Regulations: Enforce labor market regulations that ensure the protection of workers' rights and offer assistance throughout transitional phases. Policies that provide assistance with job placement, income support, and unemployment benefits have the potential to alleviate the negative consequences of displacement and promote more seamless adjustments for the workforce.

Collaboration with Industry: Encourage government agencies and industry stakeholders to work together in order to develop policies that strike a balance between workforce stability and innovation. Policymakers can enhance their ability to anticipate technological shifts and proactively address the employment implications by actively participating in dialogues with businesses.

V.III. SUGGESTIONS RELATED TO LABOR MARKET DYNAMICS (AI 3) ON JOB DISPLACEMENT

Promote the implementation of flexible work arrangements, including remote work and part-time employment, as a means to adapt to the evolving dynamics of the labor market. The implementation of flexible employment arrangements can assist employees in adjusting to changing job prospects and alleviate the consequences of displacement. Allocating resources towards sectors and industries that exhibit substantial potential for job creation is advisable, beginning with information technology, healthcare, and renewable energy. **Fostering expansion in these industries** can counterbalance employment reductions caused by technological progress and enhance employment stability as a whole. **Assistance for Entrepreneurship:** Offer assistance for the development of small businesses and entrepreneurship in order to generate fresh opportunities for employment. Promoting entrepreneurial endeavors has the potential to foster economic expansion, innovation, and employment prospects, while also

providing displaced workers with viable alternatives to reintegrate into society.

V.IV. SUGGESTIONS RELATED TO TECHNOLOGICAL ADVANCEMENTS (AI 4) ON JOB DISPLACEMENT

The development of AI technologies should prioritize human-centric design principles, with the aim of complementing human labor rather than substituting it. Placing emphasis on technologies that augment job functions and enhance human capabilities can effectively mitigate the risk of displacement while fostering environments that encourage collaboration. Implementing continuous learning initiatives is crucial for ensuring that employees maintain the requisite skills to effectively navigate and incorporate technological advancements. Placing an investment in lifelong learning initiatives can enable individuals to maintain their relevance in a dynamic labor market and alleviate the consequences of displacement.

The implementation of ethical AI governance frameworks is crucial in order to provide guidance for the responsible development and deployment of AI technologies. Policymakers and industry leaders can promote confidence in AI systems and alleviate adverse social and economic repercussions by acknowledging and resolving issues pertaining to privacy, bias, and job displacement.

V.V. SUGGESTIONS RELATED TO CORPORATE STRATEGIES (AI 5) ON JOB DISPLACEMENT

Employee Reskilling Programs: In order to equip personnel for evolving job roles and technological advancements, organizations should establish employee reskilling programs. Developing employees not only improves the capabilities of the workforce but also cultivates loyalty and retention, thereby mitigating the necessity for workforce displacement-related layoffs. **Promoting Diversification of Workforce Skills:** In order to mitigate the potential for extensive displacement, it is advisable to foster diversity and skill diversification among employees. The implementation of multidisciplinary teams comprising individuals with diverse areas of expertise has the potential to bolster the resilience and adaptability of an organization when confronted with technological disruptions. **Stakeholder Collaboration:** Cultivate partnerships with labor unions, employees, and other relevant parties to jointly devise approaches for effectively navigating technological transitions and alleviating the adverse effects of job displacement. By encouraging open communication and worker participation in decision-making processes, organizations can foster trust and reduce resistance to change. **Suggestions related to Socio-Cultural Factors (AI 6) on Job Displacement:**

Advocate for Inclusive Decision-Making: Foster processes of inclusive decision-making that take into account the varied concerns and viewpoints of all stakeholders, including but not limited to workers, communities, and marginalized groups. Policymakers and organizations have the ability to mitigate displacement risks and overcome socio-cultural barriers to technology adoption through the promotion of dialogue and active participation.⁷ **Community Support and Engagement:** For a comprehensive understanding of the distinct socio-cultural dynamics of local communities, tailor interventions to meet their specific requirements. Allocating resources towards community support initiatives, including social programs and job placement centers, can serve as a precautionary measure for displaced workers and promote social unity amidst periods of transition. **Public Education and Awareness:** Enhance public education and awareness regarding the potential ramifications of technological progress on employment and means of subsistence.

Providing individuals with information regarding emerging trends, opportunities, and challenges can enable them to make well-informed decisions and proactively adjust to labor market fluctuations.

VI. CONCLUSION

In summary, a comprehensive approach is necessary to analyze the multifaceted and varied impacts of technological advancements on disruptions in employment. This approach should take into account labor market dynamics, technological policies and regulations, corporate strategies, socio-cultural factors, and technological progress. Job displacement is the result of the Technology Adoption Rate (AI 1). Incentives for early adoption, user-friendly technologies, and training and upskilling programs can facilitate a smoother transition for both organizations and employees. Government policies and regulations (AI 2) are crucial for mitigating job displacement and ensuring a fair and inclusive transition. Aiding displaced workers and bolstering economic resilience require investments in education and training, collaboration with industry stakeholders, and enforcement of

labor market regulations. Technological advancements, economic conditions, and demographic trends all influence labor market dynamics (AI 3). Flexible work arrangements, job creation, and entrepreneurship can assist workers and communities in adjusting to the shifting employment landscape and displacement. Particularly AI 4, technology generates numerous employment opportunities and obstacles. Ensuring continuous learning initiatives, human-centric design, and ethical AI governance are critical for optimizing the advantages of technology while mitigating its adverse impacts on livelihoods and employment. Corporate strategies (AI 5) are essential for reducing job displacement and facilitating workforce transitions. Collaboration among stakeholders, reskilling of personnel, and skill diversification have the potential to cultivate innovation and adaptability amidst technological disruptions. AI There are six sociocultural factors that influence perspectives on technology adoption and job displacement. By means of public education and awareness, inclusive decision-making, and active community engagement, it is possible to surmount socio-cultural obstacles and guarantee that technological advancements benefit all individuals. In general, the resolution of job displacement necessitates the cooperation of stakeholders hailing from various sectors. This necessitates the implementation of collaborative initiatives, proactive policies, and strategic investments in order to foster sustainability, inclusivity, and resilience in the face of technological change. These recommendations have the potential to assist communities in effectively managing workforce reductions and harnessing groundbreaking technologies for the collective good.

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