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Jhelizniak D.

Ternopil Ivan Puluj National Technical University

THE FUTURE OF WORK: HOW AUTOMATION AND AI ARE CHANGING THE WORKFORCE

Supervisor: Moroz L.

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The future of work is rapidly evolving as automation and artificial intelligence (AI) become more prevalent in the workplace. While these technologies have the potential to increase efficiency and productivity, they also pose a threat to jobs traditionally performed by humans. In our work, we want to explore how automation and AI are changing the workforce, the implications for workers and potential solutions to mitigate the negative effects of these technologies.

With the rise of AI and machine learning, businesses are finding new and innovative ways to increase efficiency, productivity, and profitability [1]. However, these changes also present new challenges for employees and require organizations to adapt to the changing nature of work.

Automation and AI refer to the use of technology to perform tasks and processes that humans previously did. These technologies can range from simple robots that perform repetitive tasks to complex systems that use machine learning algorithms to make decisions and predictions. The use of automation and AI in the workplace has the potential to increase efficiency, reduce costs, and improve the quality of work [3; 5].

One of the most significant benefits of automation and AI in the workplace is increased efficiency and productivity. Automating repetitive and time-consuming tasks allows employees to focus on more complex and high-value work. Similarly, AI-powered tools can analyze large amounts of data and provide insights and recommendations that would be difficult or impossible for humans to do manually [4; 5].

Even as AI and automation bring benefits to business and society, we will need to prepare for major disruptions to work [2]. Automation and AI are already changing the way we work. Machines can now perform a variety of tasks that were previously done by humans, from assembly line work to data analysis. This has led to increased efficiency and productivity, but it has also led to job displacement. For example, self-driving trucks and drones threaten to displace truck drivers and delivery workers. In addition, many routine jobs that do not require much creativity or critical thinking are at risk of automation. Nearly all occupations will be affected by automation, but only about 5 percent of occupations could be fully automated by currently demonstrated technologies [2].

As automation and AI become more prevalent, workers will need to develop new skills and competencies to remain competitive in the job market. Jobs that require creativity, critical thinking, and problem-solving will likely become more valuable as machines take over routine tasks. This means that education and training programs will need to be reimagined to prepare workers for a changing job market. Workers will need to be trained in new technologies and must be adaptable to change.

The implementation of automation and AI in the workplace raises important ethical questions about the role of technology in society, particularly with regards to the displacement of human workers. While machines can increase efficiency and productivity, they do not have the same motivations or values as humans. This means that certain tasks may be performed with greater efficiency, but at the expense of human dignity and well-being. There is a risk

that automation and AI will exacerbate income inequality if the benefits of increased productivity are not distributed equitably among workers.

The rise of automation and AI also highlights the need for increased investment in education and training programs. Workers will need to be trained in new technologies and must be adaptable to change. In addition, workers will need to develop new competencies such as creativity, critical thinking, and problem-solving. This will require a significant investment in education and training programs to ensure that workers have the skills needed to adapt to a changing job market [5].

As machines become more capable of performing complex tasks, it is likely that the nature of work will shift towards more creative and innovative roles that require human creativity and intuition. Machines will take over routine tasks, allowing humans to focus on tasks that require human creativity and intuition. This means that the concept of "work" may need to be redefined to encompass activities that cannot be performed by machines.

In the search for appropriate measures and policies to address these challenges, we should not seek to roll back or slow diffusion of the technologies. The focus should be on ways to ensure that the workforce transitions are as smooth as possible. This is likely to require more actionable and scalable solutions in several key areas: ensuring robust economic and productivity growth; fostering business dynamism; evolving education systems and learning for a changed workplace; investing in human capital; improving labor-market dynamism; redesigning work; rethinking incomes; rethinking transition support and safety nets for workers affected; investing in drivers of demand for work; embracing AI and automation safely [2].

In conclusion, the future of work is undergoing a significant transformation. Automation and AI present new challenges for businesses and employees. It is essential for organizations to adapt to these changes and invest in employee training and development to ensure a smooth transition to new job roles and skillsets. It is also necessary to consider the ethical implications of automation and AI [4]. As machines become more capable of performing complex tasks, it is likely that the nature of work will shift towards more creative and innovative roles that require human creativity and intuition. It is up to us to ensure that we adapt to these changes in a way that is equitable and sustainable for all.

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