



ARTIFICIAL INTELLIGENCE AND LABOUR MARKET DYNAMICS: AN ECONOMIC STUDY

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Abstract

Artificial Intelligence (AI) has emerged as a transformative technology that is reshaping industries, business operations, and labour markets across the globe. By automating routine tasks, enhancing productivity, and creating demand for new skills, AI is significantly influencing employment patterns and the overall economic landscape. Although AI has created new opportunities in areas such as data analytics, machine learning, and digital services, it has also raised concerns regarding job displacement, skill obsolescence, income inequality, and workforce adaptation. From an economic perspective, understanding these labour market dynamics is essential for formulating policies that promote inclusive growth and sustainable employment. This study examines the relationship between AI adoption and labour market dynamics from an economic perspective, with particular emphasis on employment opportunities, workforce productivity, skill requirements, job displacement, and income inequality.

The study adopts a quantitative research approach using primary data collected through a structured questionnaire

administered to the selected respondents. Statistical tools such as percentage analysis and correlation analysis are employed to evaluate the relationship between AI adoption and key labour market variables.

The findings indicate that AI adoption has a significant positive association with workforce productivity, employment opportunities, and evolving skill requirements, while also highlighting concerns regarding job displacement in routine occupations and widening income disparities. The study emphasizes that the economic impact of AI extends beyond technological advancement, requiring continuous investment in education, skill development, and workforce reskilling to ensure inclusive growth. The study concludes that AI is both an opportunity and a challenge for modern labour markets.

While it enhances productivity, innovation, and economic efficiency, its benefits can be fully realized only through appropriate policy interventions, effective labour market reforms, and sustained human capital development. The findings provide valuable insights for policymakers, educators, employers, and researchers in designing

strategies that foster a resilient and future-ready workforce in the era of Artificial Intelligence.

Keywords: Artificial Intelligence (AI), Labour Market Dynamics, Employment Opportunities, Workforce Productivity, Skill Requirements, Job Displacement.

Introduction

Artificial Intelligence (AI) has emerged as one of the most transformative technological advancements of the twenty-first century, revolutionizing industries, businesses, and economies across the globe. Artificial Intelligence, commonly known as AI, is a branch of computer science that focuses on creating machines and computer programs capable of performing tasks that typically require human intelligence. These tasks include learning, reasoning, problem-solving, decision-making, understanding language, and recognizing patterns. The main goal of AI is to enable machines to think, learn, and act like humans, making processes faster, more efficient, and more accurate.

Artificial Intelligence (AI) is the capability of computational systems to perform tasks typically associated with human intelligence, such as learning, reasoning, problem-solving, perception, and decision-making. It is a field of research in computer science that develops and studies methods and software that enable machines to perceive their environment and use learning and intelligence to take actions that maximize their chances of achieving defined goals.

The development of AI has brought revolutionary changes in technology and society, but it also poses challenges such as job displacement, ethical concerns, and the need for skilled workforce to manage AI systems.

AI continues to grow rapidly and is considered a key driver of the future digital economy. The primary objective of AI in employment is to augment human capabilities, boost efficiency, and enhance decision-making by automating repetitive tasks, personalizing employee experiences, and providing data-driven insights, allowing humans to focus on creative, strategic, and complex work, ultimately leading to better productivity and engagement. It streamlines HR functions like recruitment and onboarding, improves workforce management, and fosters a more responsive work environment, though it also necessitates upskilling due to changing skill demands. The increasing integration of AI into economic activities has brought substantial changes to labour market dynamics.

Labour market dynamics encompass the patterns of employment, unemployment, job creation, job displacement, wage determination, labour demand and supply, workforce participation, and skill requirements. AI-driven automation has replaced many routine and repetitive tasks while simultaneously creating demand for new occupations requiring advanced digital, analytical, and technical skills. As a result, the structure of employment is undergoing a significant transformation.

From an economic perspective, AI contributes to higher productivity, reduced production costs, improved resource allocation, and enhanced economic growth. The labour market is experiencing a shift from labour-intensive activities towards knowledge-based and technology-driven occupations. While highly skilled workers often benefit from increased employment opportunities and higher wages, workers engaged in routine manual and cognitive tasks face greater risks of displacement.

Review of Literature

Abishek Anand (2025) stated that Artificial Intelligence (AI) is transforming workplaces by improving efficiency and decision-making across industries. While AI increases productivity, it also raises concerns about job displacement and ethical issues. The study highlights the need for reskilling and responsible AI adoption to ensure an inclusive future. Keshav Mishra and Aparna Srivastava (2024) investigated that AI boosts productivity but may lead to job losses in India.

They stress upskilling, human-AI collaboration, and strong regulations to protect workers and ensure inclusive benefits. Khaladun Nabi (2019) described that AI is transforming the workforce in emerging economies by replacing routine jobs and causing job displacement. While AI increases productivity, it negatively affects low-skilled workers. The study highlights the need for reskilling to balance AI's benefits and challenges. Puja Tripathi (2024) investigated that AI is transforming industries, creating

both opportunities and challenges for the workforce. The study emphasizes adaptation strategies and proactive planning for the AI-driven future of work.

Rajasekar and Sheeja Kumari (2022) explained that AI is transforming industries by automating tasks and improving efficiency. The study highlights the rapid growth of deep learning and emerging AI technologies. They conclude that AI will continue to expand and strongly impact business and society. Seun Emmanuel Faluyi (2025) demonstrated that AI transforms jobs by automating tasks and creating opportunities in AI and data science. The study emphasizes upskilling, lifelong learning, and ethical AI use to manage workforce transitions. Shashank Bhargav (2021) described that AI impacts jobs by causing displacement while creating new opportunities. The study emphasizes upskilling, reskilling, and policies to help the workforce adapt. Yogesh Kumar and Ram Ratan (2025) demonstrated that AI is transforming work in India, creating new jobs while replacing some traditional roles.

The study emphasizes reskilling, workforce readiness, and initiatives like Skill India for inclusive and sustainable growth.

Research Methodology

Statement of the Problem

The rapid adoption of Artificial Intelligence is transforming the labour market by automating routine tasks and changing skill requirements across sectors. While AI has the potential to create new employment opportunities, it may also reduce demand for

certain occupations and widen the gap between skilled and unskilled workers. There is a need to assess the economic impact of AI on employment and identify strategies to ensure that technological progress contributes to equitable and sustainable labour market development.

Need for the Study

The increasing use of AI in business and industry has significantly influenced employment patterns and labour productivity. Understanding these changes is important for students, policymakers, educators, and businesses to prepare for future workforce requirements. This study provides insights into the opportunities and challenges created by AI and highlights the importance of skill development, workforce adaptability, and policy interventions in promoting inclusive economic growth.

Scope of the Study

The study focuses on the economic impact of Artificial Intelligence on labour market dynamics. It examines the effects of AI on employment opportunities, job displacement, workforce skills, productivity, and income. The study may be confined to a selected geographical area or target group, such as college students, employees, or business professionals, depending on the research design. The findings are expected to provide insights into the changing employment landscape and support policy recommendations for workforce development.

Objectives of the Study

- To analyse the economic impact of AI on employment opportunities and job displacement.
- To assess the influence of AI on workforce skills, productivity, and income.
- To suggest measures for enhancing workforce adaptability and sustainable employment in the AI-driven economy.

Research Hypotheses

- **Ho:** Artificial Intelligence has no significant impact on labour market dynamics.
- **Ha:** Artificial Intelligence has a significant impact on labour market dynamics.
- **Ho:** There is no significant relationship between AI adoption and employment opportunities.
- **Ha:** There is a significant relationship between AI adoption and employment opportunities.
- **Ho:** AI adoption does not significantly influence workforce productivity and skill requirements.
- **Ha:** AI adoption significantly influences workforce productivity and skill requirements.
- **Ho:** AI adoption does not significantly lead to income inequality in the society.
- **Ha:** AI adoption significantly leads to income inequality in the society.

Research Design: Analytical research

- **Nature of Data:** The study used both Primary and Secondary data. Primary Data is collected by distributing Structured questionnaire to the respondents. Secondary Data Books, journals, research articles and publications.
- **Sampling Technique:** Convenience sampling is applied for selecting samples for analysis.
- **Sample Size:** 100 respondents
- **Statistical Tools:** Percentage Analysis and Correlation Analysis
- **Limitations:** Limited geographical coverage, time constraint, limited sample size, exclusion of other influencing factors and sectoral variations.

Economic Effects of AI on Employment Opportunities and job Displacement.**Employment Opportunities**

Artificial Intelligence (AI) is transforming the nature of work across industries. Instead of only replacing jobs, AI brings several advantages to employment by improving efficiency, creating new opportunities, and enhancing workforce capabilities. The major merits of AI on employment are explained below with suitable subheadings.

Creation of New Job Opportunities

AI has led to the emergence of new job roles such as AI engineers, machine learning

specialists, data scientists, cloud and AI consultants, cybersecurity analysts, and AI trainers are in high demand.

Increased Productivity and Efficiency

AI automates repetitive and routine tasks such as data entry, report generation, scheduling, and basic customer interactions. This reduces workload and saves time for employees, allowing them to focus on strategic, creative, and decision-oriented tasks.

Skill Development and Upskilling of Workforce

AI encourages continuous learning and skill enhancement. Employees are motivated to upgrade their technical, analytical, and problem-solving skills to work effectively with AI tools. This results in a more skilled, adaptable, and future-ready workforce, improving long-term employability.

Improved Decision-Making and Accuracy

AI systems can analyze large volumes of data quickly and accurately. This helps employees and managers make informed decisions, reduce errors, and improve operational efficiency. Better decision-making strengthens business performance, leading to job stability and organizational growth.

Enhancement of Workplace Safety

AI reduces the need for humans to perform dangerous or physically demanding tasks. In industries such as manufacturing, mining, construction, and healthcare, AI-powered machines and robots handle risky

operations, reducing workplace accidents and improving employee safety and job quality.

Flexible Work Environment and Remote Opportunities

AI-powered tools enable automation, virtual assistance, and collaboration across digital platforms. This supports remote and hybrid working models, giving employees flexibility and better work-life balance. It also opens global employment opportunities, especially in IT and service sectors.

Economic Growth and Innovation

AI drives innovation by enabling new products, services, and business models. As companies expand and become more competitive, they generate additional employment opportunities. Increased efficiency and profitability also contribute to overall economic growth.

Job Displacement

Job Displacement and Automation

One of the primary concerns surrounding AI's impact on the labour market is the potential for widespread job displacement and automation. This displacement creates significant challenges for affected individuals, potentially leading to unemployment and income insecurity. The impact of AI on employment is not evenly distributed across industries or skill levels.

Skill Polarization and Inequality

The rise of AI in the job market has increased the demand for new and advanced

skills, leading to job polarization. High-skill jobs that require technical and analytical abilities are growing, while many low-skill jobs are at risk of disappearing. This gap between skill levels is increasing income inequality in society.

Ethical Concerns and Biases

AI systems are not free from bias because they learn from data that may already contain human prejudices. As a result, AI algorithms can unintentionally repeat and even strengthen existing social inequalities.

Psychological Impact on Workers

The introduction of AI in the workplace can have profound psychological effects on workers. Fear of job loss, uncertainty about the future, and diminished human interaction can lead to increased stress and anxiety.

Capital vs Labour

AI-driven productivity gains tend to favour capital owners over workers. Companies investing in AI can significantly reduce labour costs and boost profits, leading to higher returns for capital holders (such as shareholders or business owners), while wage growth for regular workers stagnates or even declines. This could exacerbate wealth inequality, as the richest individuals and corporations may see a disproportionate share of economic growth.

Global Perspective

Wealthier countries could monopolize the development and benefits of AI, deepening the global divide between rich and poor nations. Ensuring that AI's benefits are shared internationally will be crucial in addressing global inequality.

Increased Unemployment and Reduced Entry-Level Job Opportunities

The growth of Artificial Intelligence (AI) has increased unemployment among low-skilled workers and reduced entry-level job opportunities. Many basic and routine tasks such as data entry, customer support, billing, and simple manufacturing work are now automated by AI systems.

Regional Employment Imbalance

AI development is mostly concentrated in urban and developed regions where good infrastructure, advanced technology, and skilled workers are available.

This results in more employment opportunities in cities, while rural and backward areas receive fewer benefits from AI growth.

Risk of Technological Unemployment in the Long Run

Technological unemployment refers to the permanent loss of jobs when machines and AI perform tasks more efficiently than humans. Continuous advancements in AI increase the risk of large-scale job losses in the long run. AI is now capable of doing not only routine and manual work but also complex

tasks such as analysis, decision-making, and customer interaction. This reduces the need for human labour across many sectors.

Risk of Economic Slowdown

The rapid adoption of Artificial Intelligence (AI) and automation can lead to a significant economic slowdown if the negative effects on employment are not managed properly. When AI replaces human labour, many workers, especially low-skilled and entry-level employees, lose their jobs, which reduces household income. Lower income leads to decreased spending on goods and services, weakening overall demand in the economy.

Testing of Hypotheses

Considered Factor: AI adoption and employment opportunities. There is a significant correlation between AI adoption and employment opportunities.

- AI Adoption is Variable X.
- Employment Opportunities is Variable Y.

AI adoption (X)	Employment opportunities (Y)	$X = \sum X$ $\sum X = 20$	$Y = \sum Y$ $\sum Y = 20$	x^2	y^2	XY
34	25	14	5	196	25	70
32	38	12	18	144	324	216
27	26	7	6	49	36	42
6	9	-14	-11	196	121	154
1	2	-19	-18	361	324	342
100	100	0	0	946	830	824

$$\bar{X} = 20, \bar{Y} = 20$$

Hence, the formula for calculating correlation is as follow:

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

$$r =$$

$$\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}$$

$$r=0.93$$

Inference: A correlation coefficient $r = 0.93$ indicates a very strong positive correlation between AI adoption and employment opportunities and implies that higher levels of AI adoption are strongly associated with an increase in employment opportunities. As organizations integrate AI technologies, they create demand for new job roles in areas such as AI development, data science, machine learning, cybersecurity, cloud computing, AI maintenance, and digital transformation.

Although AI may automate certain routine tasks, it also generates new employment opportunities that require advanced technical skills and continuous upskilling of the workforce. The high positive correlation implies that AI adoption plays a significant role in shaping employment opportunities, indicating that organizations embracing AI are more likely to experience job creation alongside technological advancement.

Conclusion: Since $r = 0.93$, there is a very strong positive correlation between AI adoption and employment opportunities. This indicates that increased AI adoption is closely associated with greater employment

opportunities, particularly in technology-driven and skill-intensive sectors. Therefore, the findings suggest that AI is a significant driver of employment transformation, emphasizing the importance of skill development, reskilling, and workforce adaptability to fully realize the employment benefits of AI.

Considered Factor: AI adoption significantly influences workforce productivity and skill requirements. There is a significant correlation between AI adoption influences workforce productivity and skill requirements.

Workforce productivity is variable X.
Skill requirement is variable Y.

Workforce productivity (X)	Skill requirement (Y)	$X = X - \bar{X} = 20$	$Y = Y - \bar{Y} = 20$	X^2	Y^2	XY
16	25	-4	5	16	25	-20
42	38	22	18	484	324	396
31	26	11	6	121	36	66
9	9	-11	-11	121	121	121
2	2	-18	-18	324	324	324
100	100	0	0	1066	830	887

$$\bar{X} = 20, \bar{Y} = 20$$

Hence, the formula for calculating correlation is as follows

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

$$r =$$

$$\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}$$

$$r = 0.94$$

Inference: A correlation coefficient $r = 0.94$ indicates a very strong positive relationship between AI adoption and workforce productivity and skill requirements. This means that as the adoption of Artificial Intelligence increases, workforce productivity tends to improve, while the demand for advanced skills and continuous skill development also increases significantly. The high positive correlation suggests that organizations implementing AI technologies experience greater productivity gains, but these gains are closely associated with employees acquiring new technical, analytical, and digital skills.

Therefore, the relationship is strong and direct, highlighting the importance of upskilling and reskilling initiatives to maximize the benefits of AI adoption.

Since $r = 0.94$, there is a very strong positive correlation between AI adoption and workforce productivity and skill requirements. This indicates that increased AI adoption is strongly associated with higher workforce productivity and a greater need for enhanced workforce advanced skills. Hence, the variables move together in the same direction to a significant extent.

Considered Factor:

Artificial Intelligence and labour market dynamics. There is a significant correlation between Artificial Intelligence and labour market dynamics.

Artificial Intelligence is variable X.

Labour market dynamics is variable Y.

Artificial Intelligence (X)	Labour market dynamics (Y)	$X = X - \bar{X} = 20$	$Y = Y - \bar{Y} = 20$	X^2	Y^2	XY
23	13	3	-7	9	49	-21
39	22	19	2	361	4	38
18	41	-2	21	4	441	-42
18	17	-2	-3	4	9	6
2	7	-18	-13	324	169	234
100	100	0	0	702	672	215

$$\bar{X} = 20, \bar{Y} = 20$$

Hence, the formula for calculating correlation is as follows

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

$$r =$$

$$\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}$$

$$r = 0.31$$

Inference: A correlation coefficient (r) of 0.31 indicates a weak positive relationship between artificial intelligence and labour market dynamics. This means that as AI adoption increases, there is a slight tendency for changes in labour market dynamics – such as employment opportunities, job roles, skill requirements, and workforce participation – to occur in the same direction. However, the relationship is relatively weak, suggesting that AI alone does not strongly determine labour market changes. The low positive correlation implies that labour market dynamics are influenced by several other factors, including technological advancements, government policies, economic growth, globalization, industrial structure, education and skill

development, and organizational practices. Therefore, while AI contributes to changes in the labour market, its overall influence is limited when considered independently. This suggests that an increase in AI adoption is associated with changes in the labour market, but the relationship is relatively weak.

While AI may influence employment patterns, job creation, job displacement, skill requirements, and wage structures, these changes are also affected by several other factors such as technological advancement, government policies, education and training, economic growth, and industry-specific conditions.

Conclusion: Since $r = 0.31$, there is a weak positive correlation between artificial intelligence and labour market dynamics and the observed relationship is not strong. This indicates that AI has a positive but modest association with changes in the labour market, and other economic, technological, and institutional factors play a more significant role in shaping labour market outcomes.

Considered Factor: AI has increased income inequality in society.

AI adoption is variable X.

Increased income inequality is variable Y

16	25	-4	5	16	25	-20
42	38	22	18	484	324	396
31	26	11	6	121	36	66
9	9	-11	-11	121	121	121
2	2	-18	-18	324	324	324
100	100	0	0	1066	830	887

$$\bar{X} = 20, \bar{Y} = 20$$

Hence, the formula for calculating correlation is as follows

$$n(\Sigma xy) - (\Sigma x)(\Sigma y)$$

$$r =$$

$$\sqrt{[n\Sigma x^2 - (\Sigma x)^2] [n\Sigma y^2 - (\Sigma y)^2]}$$

$$r = 0.94$$

Inference: The Pearson correlation coefficient $r = 0.94$ indicates a very strong positive correlation between AI adoption and income inequality in society. This reveals that as the adoption of artificial intelligence increases, income inequality also tends to increase significantly.

Conclusion: The study concludes that there is a very strong positive relationship between AI adoption and income inequality $r = 0.94$. The findings support the view that rapid AI adoption is associated with greater economic disparities in society. Therefore, policymakers and organizations should complement AI implementation with inclusive measures such as skill development and reskilling programmes, equitable access to technology, social protection policies, and employment support initiatives to ensure that the economic benefits of AI are distributed more evenly and

AI adoption (X)	Increased income in equality in society (Y)	$X = X - \bar{X}$ $X = 20$	$Y = Y - \bar{Y}$ $Y = 20$	x^2	y^2	xy

to minimize the risk of widening income inequality.

Considered Factor: AI has increased income inequality in society. There is a significant correlation between AI and increased income inequality in society.

AI adoption is variable X.

Increased income inequality is variable Y

AI adoption (X)	Increased income in equality (Y)	$X = X - \bar{X} \quad \bar{X} = 20$	$Y = Y - \bar{Y} \quad \bar{Y} = 20$	x^2	y^2	XY
16	25	-4	5	16	25	-20
42	38	22	18	484	324	396
31	26	11	6	121	36	66
9	9	-11	-11	121	121	121
2	2	-18	-18	324	324	324
100	100	0	0	1066	830	887

$$\bar{X} = 20, \bar{Y} = 20$$

Hence, the formula for calculating correlation is as follows

$$n(\sum xy) - (\sum x)(\sum y)$$

$$r =$$

$$\sqrt{[n\sum x^2 - (\sum x)^2] [n\sum y^2 - (\sum y)^2]}$$

$$r = 0.94$$

Inference: The Pearson correlation coefficient $r = 0.94$ indicates a very strong positive correlation between AI adoption and income inequality in society. This reveals that as the adoption of artificial intelligence increases,

income inequality also tends to increase significantly.

The result implies that AI adoption is strongly associated with widening income disparities, possibly because high-skilled workers and technology-intensive industries benefit more from AI, increased the demand for workers with expertise in data science, programming, machine learning, and digital technologies, while low-skilled workers may experience job displacement, wage stagnation, or reduced employment opportunities. Many workers, especially in rural areas, lack access to quality education and AI-related training which in turn limits their ability to adapt to technological changes and secure high-paying jobs.

Many displaced workers cannot afford or access reskilling programmes and without new skills, they may experience prolonged unemployment or lower wages. AI technologies are largely adopted by large corporations with sufficient financial resources and hinders small business units from adopting AI technology. While AI has the potential to increase productivity, innovation, and economic growth in India, its benefits are not distributed equally. Hence, AI adoption can widen income inequality by disproportionately benefiting skilled workers, technology-intensive firms, and urban regions while leaving low-skilled workers and disadvantaged communities behind.

Conclusion: The study concludes that there is a very strong positive relationship between AI adoption and income inequality $r = 0.94$.

The findings support the view that rapid AI adoption is associated with greater economic disparities in society. Therefore, policymakers and organizations should complement AI implementation with inclusive measures such as skill development and reskilling programmes, equitable access to technology, social protection policies, and employment support initiatives to ensure that the economic benefits of AI are distributed more evenly and to minimize the risk of widening income inequality. This makes inclusive AI governance essential for ensuring equitable economic development.

Suggestions

- Emerging Job Roles and Skill Requirements
- Job Loss Due to Automation
- Government and Corporate Measures
- Strengthening Industry-Academic Collaboration
- Preparing People for Career Growth
- Promoting AI-Based Startups
- Inclusive Employment Policies
- Investment in Digital Infrastructure
- Continuous Research and Labour Monitoring
- Ethical and Responsible AI Implementation
- Upskill and Reskill
- Emphasize Human Skills
- Explore Hybrid Roles
- Lifelong Learning
- AI-Augmented Jobs
- Focus on High-Demand Areas
- AI-Powered Freelancing

- AI in Traditional Industries
- Personalized Learning with AI
- AI-Driven Research

Conclusion

The study titled "Artificial Intelligence and the Changing Employment Landscape in Chennai City" has comprehensively examined the influence of Artificial Intelligence (AI) on employment Opportunities, job roles, productivity levels, skill requirements, and job security among employees in Chennai. Based on the detailed data analysis and interpretation, it is clear that Artificial Intelligence is playing a transformative role in reshaping the employment structure of the city. Chennai, being one of India's major industrial, automobile, manufacturing, and IT hubs, has rapidly adopted digital technologies and AI-based systems.

The findings of the study indicate that most Respondents are aware of AI and recognize its growing presence in workplaces. A majority agree That AI improves efficiency, reduces human errors, increases productivity, and enhances Decision-making through data-driven insights. This positive perception reflects that AI is gradually Becoming an integral part of modern organizational functioning. At the same time, the study also highlights concerns related to job displacement. Employees Involved in repetitive, routine, and manual tasks feel more vulnerable to automation. Clerical work, Data entry, basic accounting, tele-calling, and certain machine operations are increasingly being Automated.

The statistical analysis and hypothesis testing confirm that there is a meaningful Relationship between AI adoption and changes in employment patterns. This indicates that as AI Implementation increases, traditional job structures experience significant transformation. The future labour market will not be about "humans vs AI" but about "humans with AI". The economic challenge is to align technological progress with human capital development. Countries and economies that invest early in upskilling, flexible labour policies, and equitable access to AI tools will be best positioned to harness the benefits of AI while minimizing its disruptions.

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