

ARTIFICIAL INTELLIGENCE (AI) AND THE FUTURE OF HUMAN
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Abstract

One of the strongest forces that are influencing the future of is Artificial Intelligence (AI). but its effect on employment and human development is doubtful and contentious. Most of the debates have put AI in two extremes: that it is a supportive resource that enhances productivity or as a menace that dethrones human workers. This work is an attempt to dispute this easygoing view and points out that AI is not only increasing work but also changing its nature, not only increasing it. decreasing jobs. Not only technology, but also will determine the future of employment. how change brought on by AI is met by governments, institutions, and societies. The main issue that will be solved in this study is the increasing gap between the fast acceptance of AI and the gradual maladaptation of the labor markets, education systems, and policies. AI is enhancing productivity and developing new jobs in parts of the work like data analysis, system monitoring, and innovation. Simultaneously, it is lowering the need of routine, repetitive, and low-skill jobs. This brings the fear of unemployment, job insecurity and widening inequality. The benefits of AI in productivity do not necessarily result in increased employment or higher wages, particularly, when employees are not provided with a chance to acquire new knowledge. Another assumption that is being challenged in this paper is that AI-induced job losses are automatically so. be substituted by new work places. Reskilling will be impossible without the appropriate training programs. initiatives, and systems of social protection, online lots of workers can be left out. AI-based Further, management systems, monitoring the workplace, and automated decision-making can be used. reshape the worker-independence and augment the pressure on employees. As a result, AI affects not alone is worked, but also the organization and experience of work. The study points out that employment is more likely to have a hybrid form in the future, where AI and human beings collaborate. AI processes are used in this model to deal with heavy and repetitive data. whilst human beings concentrate on creativity, judgment, ethical reasoning and interpersonal work. Nevertheless, this balance will only be attained through sound policies, investment in education, and equity. regulation of AI systems. The conclusion of the study is that the influence of AI on employment is not predetermined and inevitable. It is influenced by human will, political decisions and societal values. If managed wisely, AI have the potential to sustain valuable and accommodating employment. When it is neglected or mismanaged, it becomes dangerous. growing disparity and lack of security. Thus,

the future of work is not humanistic. as opposed to AI, but of humans collaborating with AI through an equitable and sustainable manner

INTRODUCTION

One of the most radical forces of development has turned out to be the breakthrough in development of AI. this century redefining the world economies, industry and labour markets. The accelerating The emergence of the Artificial Intelligence (AI), especially the emergence of Generative AI has of development. unleashed a popular argument concerning the future of human employment. This is not the first The shift in the modern labor market is unlike the previous ones because time technology has substantially redefined it. because of the speed and the nature of works automated. AI is moving beyond automating mundane manual tasks and is now able to do complicated mental, problem-solving, creative and creative tasks. AI system is replacing human jobs by undertaking tasks. that at one time required the thought of men. This technological change has brought about serious issues concerning the. outlook of the human job (California Miramar University, 2025). This kind of correlation between AI and employment is significant to consider by the individuals. The concept of AI is thousands years old and the origin of AI is deemed in 1950. The term of This form of Intelligence became a possibility due to Turing test (test through which we can find out). whether machines are capable of being like humans or not)(Coursera, 2025). The first use was done in a workshop in 1955. Since that time, the improvement in this sphere began and even the U.S. government started funding. The original programming language was developed in 1958 that is. still in use these days. The earliest industrial robot was put into service in New Jersey in 1961. Association of the Advancement of Artificial Intelligence was established in 1979. The time of The 1980s can be referred to as the era of the Artificial Intelligence due to the prevalence of its use. technology. In 1980 the first conference of AAI was held and issued the warning in 1984. to the AI winter when the research work will be a task. The first driverless car was invented in. 1986. AI Winter happened in 1987, as the AAI had

predicted(Coursera, 2025). AI Winter refers to the era of 1987-1993 when interest, financing and enthusiasm of around. artificial intelligence deteriorated significantly. This deterioration was spread to government and academic institutions that were also reduced to fund due to. increasing doubt regarding the potential of AI. The advancement of research decelerated, employment opportunities. reduced, and expectations of AI by the population fell greatly. This was period of low consumer interests and less financing but still inventions such as creation of AI Agents, step. in of AI in the daily life through innovations occurred in 1990s. The Deep Blue that was created by the IBM was the first program to win over the Human chess champion. The first Robot 2000 came out in 2000 capable of displaying the emotions in the facial expressions. The period between 2010 and 2020 is broadly recognized as the one when deep learning. made artificial intelligence a mighty and workable technology. A turning point it was realized in 2012, when a deep neural network called AlexNet attained an explosive. ImageNet competition performance improvement. In 2014, the introduction of The Generative Adversarial Networks (GANs) have created a new horizon in the creation of realistic. images, audio, and videos. New AI models such as BERT have emerged between the period of 2010 and 2020. and GPT enhanced computer interpretations and generation of language significantly(Coursera, 2025; Tableau, 2022). . They assisted AI in learning meaning, text writing, and even being able to write better than people. in some tasks.

Research design

This study assumes a qualitative research design, which is underpinned by a content analysis to understand the position. of artificial intelligence in the future of human jobs, and especially in the in particular. question of whether AI is a replacement of human workers or complements and transforms human labor. A qualitative

method will be applicable in this study as the research is a complex social topic. economic, and ethical aspects which are not entirely quantifiable using numerical data only. The qualitative content analysis enables one to interpret meanings, patterns and the same in depth. topics that are apparent in the extant literature and policy debate around AI and jobs.

Nature of the Study

The study is an exploratory and interpretive study. It tries to know how AI is. expressing itself through scholarly literature, policy reports, media articles, and professional views, and how these images influence discussions of job replacement, job change, and human- AI collaboration. The research is not the test of a hypothesis, but rather an attempt to define important themes. reasons, and fears over AI-driven transformations in work.

Ethical Considerations

Since the research will use secondary data that is publicly available, direct ethical threats do not exist. involving human subjects. Nevertheless, integrity and referencing have been upheld. fleece-dodge plagiarism and forgery of authorities.

Justification of Method

The qualitative content analysis would be fitting as it gives in-depth information regarding the manner in which AI is. effect among employment is explicated and perceived in varied contexts. This method helps to record different points of view and enables us to have a subtle grasp of whether AI is. replacing human being or restructuring of work in participatory forms.

ANALYSIS AND DISCUSSION

The qualitative discussion indicates employment to transform primarily through artificial intelligence because of the following reasons. in terms of automating work instead of completely substituting human worker. AI tackles best in managing. data based, routine and repetitive activities, making it more efficient and less demanded. to some low and median skill jobs. Nevertheless, the total job removal is not common, and most of them are substituted. Job

redesign not eliminated. The results also present evident AI drawbacks. Creativity, emotional, are human skills. Artificial intelligence, moral judgment, and multifaceted decision-making are still challenging to AI. replicate. Regarding fields such as health, education, management, and artistic endeavor, AI primarily. benefits human beings instead of overpowering them. The other major problem that has been pointed out is increasing inequality. AI generates new high skills but disfavor employees who do not get training and digital skills. Without effective This can increase the employment and income disparity with reskilling programs and facilitating policies. In general, the discussion indicates that AI does not take away humans all the way. Instead, the future Human-AI interaction is probable in of employment, and results will be determined. To a significant extent on education, capacity building and policy reactions.

AI as Threat or Blessing of Workforce?

There is a great deal of excitement and apprehension as artificial intelligence is rapidly transforming the global workplace. concern. On the one hand, AI is making the repetitive activities automated, workflow optimization and facilitating. Reduced decision-making time that can lead to a massive productivity in industries. Economic Forum [WEF], 2025). Occupations that seemed impossible in the decades past, e.g. AI. specialists, social media managers, data strategists- are now flourishing, which emphasizes AI. capability of generating new opportunities and not merely substituting the old ones. White-collar workers, especially in clerical and repetitive jobs are having their workload supplemented by AI and relieved. to concentrate on strategic and creative roles. Concurrently, there are soft skills, like critical thinking, problem-solving and empathy are getting more valuable, due to the reason of. AI is unable to imitate the human ingenuity (WEF, 2025; Gates, 2025). Nonetheless, this is problematic. There are some white-collar jobs in which the positions are clerical and are highly in demand. exposure to AI automation, which is overrepresented in women. these occupations. The developing nations such as Pakistan have

poor digital environments. low access to AI tools and resulting infractions, which can slow the gains of AI implementation (ILO, 2025). These cannot happen without due investment in education, training, and digital infrastructure. regions will increase the disparity between the AI-ready and AI-laggers economies. Regardless of these obstacles, AI has to be regarded as a blessing to the workers. It is a potent instrument which can strengthen and not eliminate human potential. With proactive workers, upskilling, investment in the digital infrastructure, and human-centered integration of AI, workers. is able to specialize in value-added operations, creativity, and problem-solving (ILO, 2025; WEF, 2025). Bill Gates also observes that AI will never take on the job of such areas as bio labs, energy and coded sectors. It is important to stress that human expertise cannot be replaced (Gates, 2025). In essence, AI offers unparalleled opportunities to develop and grow and advance professionally- so long as the societies are ready to utilize it through preparing its workforce.

Influence on Blue and White Collar Work.

The effect of AI on the work place is varied with regard to the type of work. According to the The potential of automating jobs is not evenly distributed by the International Labour Organization (ILO). White-collar workforce, including clerical, is more susceptible to AI automation, with 58 percent of this being in white-collar. Activities in these jobs with medium exposure and 24% Hopeful exposure. Women are over-involved as they are overrepresented in clerical jobs, and since they are overrepresented, they are disproportionately involved. Women compared to men are at risk of 3.7 percent of their jobs in the world. However, by contrast, most blue-collar occupations such as emergency medical technicians, food preparers, and so on are not included. and other critical services -are more difficult to automate. Such jobs tend to be physically demanding. presence, human judgment and adaptability, which makes them not as susceptible to AI-driven. displacement. This shows that even though AI is able to replace or supplement some white-collar activities, because of

its hands-on and interpersonal characteristics, blue-collar jobs are relatively immune. The report also mentions that AI is able to generate new opportunities in both industries. For example, robots can minimize repetitions, so that workers can dedicate more time to creative or strategic work. work. Yet, the availability of digital tools and training is the determinant of the realization of these benefits. is more restricted in developing countries. On the whole, AI impacts on white-collar and blue-collar. Workforce planning and specific upskilling are required, which is different in the jobs (ILO, 2025).

Bill Gates Future of Jobs Prediction.

Artificial intelligence is transforming the work environment, and the skills that are needed by AI are increasing rapidly. People are now more inclined to include AI competencies in their resumes than it was in 2018. Even jobs that hardly appeared to be in close connection to AI, with healthcare, marketing, and recruitment are experiencing. a rise in AI skills. This change is so pronounced that over half of the hiring managers claim that they do. would not recruit a person without basic knowledge in AI. The AI skills have become more in demand. six times over in the past year, and it demonstrates the significance that they have gained in the modern employment process. Nevertheless, human skills remain demanded even with the emergence of AI. Soft skills like More than ever before, creativity, problem-solving and emotional intelligence are valued. These human characteristics cannot be easily reproduced by AI, particularly in such spheres as leadership, decision-making. making, and communication. Companies are finding out that AI is capable of doing more routine tasks. strategic thinking and human imagination cannot be replaced. Their professionals are also increasing. their skill sets. The average individual is increasing their profile skills by 40 percent over and above what they did. in 2018. This is the indicator of the necessity of increasing technical (AI-related) and human skills in. today's workplace. Bill Gates has estimated that AI would not take over jobs in three main areas bio labs, the energy. sector, and coding. Although AI can be used in such spheres, human expertise

is critical. In bio labs, indicatively, breakthroughs require human creativity. The energy sector also needs human management in order to address complicated issues such as sustainability. Similarly, coding requires solving problems and creativity which AI is incapable of reproducing fully. As AI continues to shape the work place, employees who are ready to adopt both AI and human oriented skills will be in the best position. for the future of work. Citation: Gates, B. (2025). *The Prospects of Artificial Intelligence in Work and Innovation*.

Artificial Intelligence Implications.

Defense

The use of artificial intelligence (AI) is now one of the most radical technologies in the. defense is one of the industries in which its influence is fast expanding in the modern world. AI in the defense industry is the expansion of the military through decision-making, automation, logistics, cybersecurity, and surveillance. Militaries and governments all over the world are. investing massively in AI in order to obtain strategic benefits and national security. Intelligence, surveillance, and are one of the key uses of AI in defense. reconnaissance (ISR). Large volumes of satellite, radar data may be handled by AI systems. drones, and other sensors far quicker than men. In case, France has outsourced AI to. process satellite gathered data to enhance maritime surveillance, cybersecurity, intelligence, and communications network management, meaning what machine learning can do to assist in the interpretation. data obtained by sensors and help carry out military tasks (Reuters, 2025). AI is also relevant in recommendation systems and identification of the target. In recent conflicts, surveillance imagery and databases have been automatically reviewed using AI tools. to provide possible targets to human analysts. The Israel Defense forces were involved in the Israel-Gaza war. The forces were reported to use AI systems that were automatically scanning surveillance data to identify potential force. and resources of enemy, and then suggested targets to human decision-makers. Although these systems have the ability to accelerate the decision making process on the battlefield, they also bring in issues of civilian. harm and accountability. Autonomous

vehicles and drones are another important area of defense AI that is deployed. Companies and militaries also are coming up with AI-sourced unmanned technologies that can work with minimal human effort. intervention. Indicatively, the U.S. defense technology companies have developed autonomous drone technology. and AI-controlled planes that will be able to fly, detect targets, and do reconnaissance operations. with minimal pilot control. These systems are able to supplement or even substitute crewed aircraft in. perilous missions, which may decrease the risk associated with humans (Business Insider, 2025). Besides being in combat, AI is used in command and control systems. The U.S. Department The Joint All-Domain Command and Control (JADC2) program of the Defense seeks to provide a connection between sensors. integrate all arms of the military into an AI system. This means AI can help unify battlefield data, accelerating decision making and improving of situational awareness among various. realms (space, cyber, land, sea, air). The AI assists the military in logistics and planning. time and cost savings, such as in U.S. programs such as DART. AI is also important in where it identifies cyberattacks, conducts network surveillance, and responds in a shorter time than cybersecurity. humans to secure significant military systems. High-technology AI studies also investigate how. In future cyber conflict, autonomous systems may be used to protect against the intelligent malware. scenarios (arXiv, 2019).

AI and Space

Artificial intelligence (AI) is changing the field of space exploration, satellite systems, and so on rapidly. mission planning, and the plans to go to other planets in the future. Space missions are becoming more as time goes by. AI is resource-limited and complex and is useful in assisting spacecraft to work independently, as well as analyze gigantic data. datasets, and make real-time decisions without having Earth-based supervision. Autonomous robot piloting and one of the most important new applications of AI in space remain autonomous robot piloting. navigation. The most recent accomplishment was on the International

Space Station (ISS) where. A robot with four legs, named Astrobee, was piloted with the help of an AI system. This was an AI-based robot able to plan safe routes throughout the messy station setting much quicker than customary human planning systems, how intelligent algorithms can enhance autonomy in future missions, and decrease crew workload, as well as assist inspections or logistics in microgravity (Space, 2025). Elon Musk, the founder and CEO of SpaceX and co-founders of AI-based projects, such as xAI, have been especially loud with regard to this space-AI convergence. Musk argues that the future of AI is in the future. infrastructure will not stand on the ground. He states that as AI systems require hundreds of gigawatts to terawatts of power - much more than the Earth grid can provide - space has to provide necessary alternative. Musk wrote that the future of AI can not be powered by the earth due to the following reasons. There is inadequate terrestrial grids, land availability, cooling infrastructure and water resources. to scale the extended generation of supercomputers. He imagines AI swarms, which are solar-powered. Deep space satellites, with plentiful energy, and passive cooling, are the cheapest. how to expand AI processing power (The Times of India, 2025). The vision of Musk is not restricted to the infrastructure: he thinks that AI will transform the human fundamentally. life and work. In a recent investment conference, Musk proposed that AI and robotics would be able to. in the future, it will become possible to make work optional and money irrelevant as AI advances can change that. society to an age of abundance where the majority of labour becomes automated (People.com, 2025).

The AI Assistance vs Replacement

It is also a crucial issue. AI has become one of the hottest discussed issues in the present labor market: will AI enhance the human position or eliminate it completely? There are two in the center of the discussion. distinct pathways.

AI as an Assistant

The repetitive jobs will be made more effective as AI tools can assist human beings to work harder and quicker. quality of decisions, and processing

of large data loads which are otherwise impractical to undertake by humans. manually. The latest AI systems are aiding in activities such as patient follow-ups, medication. planning, and risk management, enhancing productivity and better results. A survey of global CEOs revealed that numerous leaders of businesses are sure that AI will in fact create jobs, particularly among lower-level jobs that are being adjusted to the AI age, like AI oversight jobs and hybrid human-AI positions (Business Insider, 2025).

AI Replacement What's Happening Now

Although the use of AI assistance is actively encouraged, numerous leaders accept that automation will. replace some jobs. AI has increased productivity in major U.S. banks, according to their reports. which may result in a reduction in the number of employees hired in some administrative and operational positions despite. headcount hasn't fallen yet. Others have AI on strategic plans that relate to potential employment. cuts (Reuters, 2025). According to a recent Business Insider article, tech thought leaders are divided with some on one side and others on the other. AI has more opportunities, and others are worried they will be replaced in most normal jobs. similar to data entry, customer service and basic creative duties (Business Insider, 2025). In such instances, AI will not only help, it may also even take over some roles or jobs therein. positions, particularly the repetitive, rule-based, and prediction-based positions.

AI and Policy Formation

Artificial intelligence (AI) is becoming a factor that shapes how states develop, analyze and evaluate. revise public policies. Governments are trying AI not only as one of the technical tools, but because it is an ally in the government that can process a lot of data, recognize trends, and even. propose policy options.

AI in Developing Countries

AI is transforming the world of work, and not equally across the world. The developed states are also frequently equipped with state-of-the-art digital infrastructures and AI-capabilities.

workforces, which enable workers to concentrate on creative and strategic duties. In contrast, The issues that developing nations, such as Pakistan, have to deal with are poor access to. low digital skills, lack of AI training, and computers. In areas ILO studies reveal that unemployment is a result of discrimination that one faces due to an unsightly appearance. similar to Latin America and South Asia, close to fifty percent of the jobs that may be improved with the help of AI. augmentation are not applying computers in the workplace, and the benefits of AI are constrained. adoption (ILO, 2025). This is a divide in the digital world where workers in some countries such as Pakistan may not be able to derive instant gains. |human|>because of the benefits of productivity that AI can bring. Although AIs can aid in the minimization of repetitive. benefits are conditional upon tasks and leave the workers to concentrate on more intricate or creative work. possessing the required facilities and education. In the absence of investment in digital skills and access to technology, the divide between the developed and developing countries would become even greater, stating the significance of policies and programs to make the workforce AI-ready. driven changes (ILO, 2025).

Skill Gap and Preparation of the Future

Artificial intelligence (AI) is transforming the labor force by bringing both opportunities and threats. difficulties in the process of people learning, working, and adapting to future professions. As organisations adopt Artificial intelligence tools in industries, they are already applying AI itself to detect and seal skill distances, train people with new skills, and strategize on a future where human-AI. collaboration is the norm. Compared to the human resource representative, AI can scan the trend of the workforce and identify the future skills requirements much faster. traditional methods. Job postings, internal can be scanned using big surveys and other analytics tools. firm data, and economic indicators to plot the emerging skill profiles to place emphasis on where. training is most needed. This assists governments and businesses to plan specific upskilling. policies that

concentrate on actual demand but not speculation (World Economic Forum, 2025). As an illustration, a report by the World Economic Forum indicates that upskilling and reskilling of the current ones is possible. one of the most expected workforce strategies in the world, particularly to prepare, is employing staff. workers to deploy AI successfully. The surveys by industries also point out that almost every company. appreciate the urgent necessity of AI-competency in order to be competitive and innovative. most of them are launching training programs to enable employees to adjust (SAP News Center, 2025)

The Future Is probably Hybrid, but not Zero-sum

Recent publications, such as the McKinsey study of human AI agent partnerships, report on the same. robots, imply that the future of work is not going to be binary (all humans vs all machines). Instead: Part of the job will be automatized by AI. Human beings will be oriented towards complexity, creativity, interpersonal and moral work. New positions will appear, which were not previously, like supervisors of AI, safety auditors, etc. and decision designers (McKinsey & Company, 2025) Simultaneously, most employees are afraid to be displaced in case they do not possess the skills in AI and business are. finding out that strategic training and role redesign are more long-lasting than worker replacement. entirely (UKG, 2025).

Human plans on how to prepare the future of AI

In order to maximize the potential of AI, human beings need to learn how to collaborate with AI. instead of just automating work. The reality is that employers and even the workers are realising that. traditional technical literacy is not sufficient any longer: it should be supplemented by AI literacy, innovativeness, problem-solving and flexibility. The SHRM report indicates that the adoption of AI is growing, but sophisticated training and upskilling are underway. programs are necessary to success. Approximately 51 percent of employees indicate that advanced training is the highest. preferential treatment to enhance AI performance, and most employees believe that AI

must be an addition. Not replace it, human talent (SHRM, 2025). It is not only learning to use AI tools but also understanding AI outputs and assessing them. quality, and ethical decision making. Literacy through tasks is suggested in academic research. real job evaluations, with a focus on skills that employers require in the current world (arXiv, 2025).

Obstacles and Headaches in the Preparation of AI Skills

The skills gap is hard to seal even with the assistance of AI. Availability and uptake of training is still present. uneven. According to the surveys, fewer than 20 percent of workers have been trained in AI and many have not. organisations do not have structured programmes of reskilling in place, even when employees are highly desirous. to learn (The Australian, 2025). A common pitfall is the perception versus actual preparedness of the employers. Most employers think that they are providing career growth and AI learning opportunities, yet. this makes employees feel weaker and not ready to operate under new demands (TriNet, 2025). Individual organisations have obstacles: low investment in reskilling, expensive, and. rival strategic tasks tend to demote AI training to the business objectives list. As one HR survey observations, a very minor proportion of HR departments are focusing on skill. AI adoption development versus other organisational requirements (S&P Global, 2025). Other structural obstacles include: poor access to good education, poverty, etc. and inadequate infrastructure- can increase inequality particularly in the developing world. A study conducted on several African nations reveals that there is a wide awareness of the significance of AI, yet access to AI learning opportunities and industry partnerships is also limited, which emphasizes the existence of capacity -. gap that needs to be resolved (arXiv, 2025)

Conclusion

Artificial intelligence is evidently revolutionizing the future of work but not a force that it automatically destroys or saves jobs. This evidence presented in this paper demonstrates. that AI

transforms the way work is performed and not because work will be performed entirely by humans. The majority of jobs are not being eliminated, but their work is being redefined. AI takes over data intensive, repetitive and routine tasks, and humans do not lose their creative power. judgment, emotional intelligence, moral decision-making, and complicated problem solving. The study indicates that the effect of AI on jobs is not even. White-collar clerical and robotic office work are also at risk of being replaced, and blue-collar and many other jobs. The reason as to why service-based jobs are less susceptible is because they are physical, interpersonal, and adaptive. nature. Meanwhile, AI is also producing new positions in technology like system oversight, information. analysis, artificial intelligence safety, and mixed human-artificial intelligence labor. This indicates that both job loss and job creation exist. occurring concurrently but not necessarily in the same places and at the same rate. A major concern determined is the widening skills gap. AI productivity does not necessarily result in more. better jobs or higher wages. Employees who do not have digital means, education, and training. risk being left behind. This is a major issue particularly in third world countries such as. In Pakistan, where fewer infrastructures and low levels of digital literacy make it harder to gain advantage. from AI. AI can take away jobs unless serious investment in education, reskilling, and inclusive policies are made. enhance inequality between and among states. The results also indicate that the future of work is bound to be hybrid as opposed to competitive. A human and AI will cooperate, although AI will not be a replacement but an assistant. Nevertheless, this is a good thing that depends on human decisions. Governments need to come up with equitable. institutions, labor policies need to control the use of AI in a responsible manner, and organizations should invest in it. workforce training. There is also the need to have social protection systems that assist workers during. transitions. To conclude, AI is not only a threat but also not only a blessing. Its impact will rely on the way societies handle it. Under the guidance of powerful policies, ethics,

and AI can facilitate significant, fruitful, and inclusive employment, which is human-centered planning. Otherwise, it can pose a threat of augmenting job insecurity and inequality. The future of work is not human versus machine, therefore, but rather human and AI working together. an equitable, balanced and sustainable approach.

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