iJRASET
International Journal For Research in Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 14 **Issue:** V **Month of publication:** May 2026

DOI: https://doi.org/10.22214/ijraset.2026.82801

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International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 14 Issue V May 2026- Available at www.ijraset.com

Impact of Artificial Intelligence on Employment and Society

Sayali Nipane[1], Namrata Gadgil[2]
[1]*Department of Computer Science and Application, JSPM University, Pune, India*
[2]*Faculty of Science and Technology, JSPM University, Pune, India*

Abstract: ***Artificial Intelligence (AI) has evolved into a rapidly changing technological advancement that is altering nearly every aspect of human interaction—such as work and society. The penetrating utilization of AI-based methods to do tasks has drastically changed how jobs are performed; who works in them; and how work is executed.***
In this research paper Ai vs Employment and Society evaluates how AI is affecting employment and society. The paper will look at both positive and negative ramifications at both an individual level and a collective level. Areas such as automation, job loss, the creation of new jobs, and changing skill requirements are examined.
Beyond individual effects, this research also includes an evaluation of how AI may influence society as a whole — through issues such as ethics, economic inequality, and social adaptation. This paper examines evidence to conclude that although AI creates obstacles, it also has the potential to be an important tool for creating innovative opportunities and continued growth through sound management practices.
Index Terms: Artificial Intelligence, Employment, Automation, Society, Workforce Transformation, Economic Impact.

I. INTRODUCTION

In the 21st century, Artificial Intelligence (AI) is one of the main influences on technological advances. Through automation of activities performed on a regular basis, to using AI-based intelligent decision-making, to the way industries operate, Artificial Intelligence has completely changed how we work.

With Artificial Intelligence being adopted into various industries, there are significant issues related to how many jobs will be impacted, how companies are changing their workforce and subsequently, how many people will have their jobs automated.

At the same time, the rapid adoption of Artificial Intelligence has also created new job opportunities throughout the development of new technologies, such as data science, machine learning and robotics. To remain employable workers must continue to adapt and learn new skills in order to be skilled enough to find employment.

In addition to affecting employment, Artificial Intelligence also has an impact on the economy, society, how people interact with one another and ethical issues. Developing appropriate policies and strategies for the successful development of Artificial Intelligence will require a comprehensive understanding of the potential impacts of AI on all dimensions of society to achieve equitable and balanced growth.

This paper will examine the impact of Artificial Intelligence on employment and society. The paper will cover both the challenges and opportunities created by developing and implementing Artificial Intelligence.

II. BACKGROUND OF THE STUDY

Technological advances have always changed jobs throughout history. Job replacements due to technological changes have occurred since the industrial revolution through the digital age, and with the introduction of artificial intelligence, we enter a new era of technological advancement.

Artificial intelligence has the capacity to accomplish cognitive tasks such as making decisions, solving problems, and learning in ways that previous technologies could not. The ability to perform cognitive functions allows artificial intelligence to automate tasks that involve physical labor as well as those that are based on knowledge.

Many industries, including manufacturing and healthcare, as well as the financial and educational sectors of the economy, are in a very rapid period of transformation as artificial intelligence becomes more widely used.

The widespread use of artificial intelligence in the workplace has also led to changes to our social structures and the way that we interact, work within our communities, and access services; therefore, a focus on the study of artificial intelligence and its social implications cannot be overstated.

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III. PROBLEM STATEMENT

The widespread use of AI has caused many concerns for those who work with it because of the potential to automatically replace jobs or take them away completely. With more jobs becoming automated, many people fear they will lose their jobs because working with technology and having some technological training will be necessary to keep up with the changing workforce landscape.

The increased need for skills that many people don't have has resulted in a large gap between what types of skills workers have versus what types of skills are needed to be productive at work.

AI's impact on society raises ethical questions about people's rights, privacy, and the divide between wealthy and poor people.

So, we must examine the effects of AI on work life and society as a whole in order to develop a strategy that will increase the number of people and organizations that can benefit from AI while reducing the number of individuals and organizations that are harmed as a result of using it.

IV. OBJECTIVES OF THE STUDY

1) To analyze the impact of AI on employment and workforce dynamics.
2) To identify opportunities and challenges created by AI.
3) To examine the societal implications of AI adoption.
4) To propose strategies for managing the impact of AI.

V. SCOPE OF THE STUDY

The purpose of this article is to study how artificial intelligence will affect jobs, and society as a whole.

The author will address numerous aspects of AI, such as job loss through automation, required skills needed to obtain an AI-related job, AI's economic impact, and the effects of AI on society.

The article will cover the use of AI in developing countries, as well as in developed nations, in order to obtain a complete understanding of AI's overall impact.

The article will focus on the effects of AI and will not require an extensive technical understanding regarding how different types of artificial intelligence systems actually work.

VI. LITERATURE REVIEW

The effect of artificial intelligence on work and society has been well researched in recent years because of its fast overall use within different types of businesses. Research has covered how automation technologies affect job markets and labour forces, and how they influence the economy as a whole.

Multiple studies have concluded that AI powered automation is replacing repetitive and menial jobs, especially in jobs such as manufacturing, customer service, clerical and administrative positions. While these systems provide better productivity and improved operating expense savings, they do create concerns regarding job loss.

Other studies have shown how AI is creating new career opportunities. For example, data science, machine learning engineering, and AI system development are some of the emerging industries that have created an urgent need for skilled workers. The majority however, require advanced technology expertise which creates a skill shortage.

Some work has also examined the effects of AI on society such as privacy, ethics, and social inequality. Most AI systems use large amounts of data to generate results and are therefore, subject to being misused or contain biases in their decision making.

In addition to examining how AI has affected the types of environments people work in, researchers are also examining the effect of AI on how people work in those environments (i.e. digital collaboration, remote work, intelligent automation
tools, etc.)

Although researchers have conducted a large amount of research into AI's impact on employment and society, more full studies that provide a combined employment and societal view of the impact of AI are still needed.

VII. RESEARCH GAP

While there are many studies on the impact of artificial intelligence (AI), there are still deficiencies.

The lack of comprehensive data on both job losses and job growth due to AI is the first deficiency in existing research. The two impacts of AI on a workforce need to be compared to give a clear understanding of both.

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The second deficiency in existing research is that most studies have been done done in isolation and do not take into account social, economic and technological factors for a more global understanding and comprehension of the impact of AI.

Third, little research has been done to evaluate how AI is affecting different sectors and regions of the economy. There is inequality in how different industries and economies are being impacted by AI. Most existing studies do not address this difference.

Most existing studies also fail to include a method for identifying, documenting and forecasting the impact AI will have on social and employment issues.

Last, few studies exist that have clearly identified existing or proposed new policies and strategies needed to effectively manage or mitigate the impact of AI.

This study will begin to fill these gaps and provide an exhaustive examination of AI's impacts on employment and social structures.

VIII. METHODOLOGY

This study's methodology is to analyze the effects of artificial intelligence on jobs and society. The research will first identify the many facets of job structure that AI influences: job automation, skills needed for certain jobs, economic effect and socio-economic change.

Second, data will be continuously collected from multiple sources (such as industries, economies, public agencies and case studies) and analyzed in great detail to establish trends relating to employment and AI deployment.

Third, once the key factors that affect employment and AI deployment are identified, the study will perform a comparison between traditional employment structures and AI-assisted employment structures.

Fourthly, the study will explore the relationship between AI adoption and workforce demand.

Lastly, the results of this study are intended to provide strategies for mitigating the adverse effects of AI.

IX. DATA COLLECTION

Data collection plays a crucial role in understanding the impact of AI on employment and society.

The study uses multiple data sources, including:

1) Employment statistics from various industries.
2) Reports on AI adoption and automation trends.
3) Case studies of organizations implementing AI technologies.
4) Surveys and studies on workforce skill requirements.

The info collected ranges from quantitive to qualitative data, with the quantitative data showing trend towards employment with AI, while the qualitative represents the changing nature of society.

Through the use of this info, a pattern (or lack thereof) between AI implements and their effects on both society employment will be analyzed.

The accuracy/diversity of the collected data will determine the validity of this project; thus, it is imperative to utilize reputable current (timely) sources of data.

X. PROPOSED ANALYTICAL MODEL

An analytic method that evaluates how AI affects jobs work and society will look at many different connected things.

Unlike traditional methods that looks at one part only, this method takes all three main areas (Tech, Economic and Social) and combines them together into a whole to provide more complete analysis.

The model will operate through the following stages:

1) Identify key indicators such as automation level, job displacement rate, and skill demand.
2) Normalize the collected data for consistent analysis.
3) Evaluate relationships between AI adoption and employment trends.
4) Analyze the societal impact based on economic and social indicators.
5) Generate insights to predict future workforce changes.

This multi-dimensional approach ensures a balanced and accurate assessment of AI's impact.

XI. SYSTEM FRAMEWORK

The system framework consists of interconnected modules (or sections) that can be used collectively (as one) to study and determine how Artificial Intelligence will impact jobs and society as a whole.

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The first section/module is the data acquisition section/module; in this area, data is collected regarding job trends, AI use/adoption and economy related data.
The second section/module is the processing section/module; this area consists of cleaning up and preparing the collected data for analysis.
The third section/module consists of an analytical engine; this area includes using statistics and predictive methods to identify patterns and determine relationships in the data that have been collected.
The final section/module is the output section/module; in this area, data and insights will be generated from the output of the analytic engine.
The System Framework provides a systematic way to analyze data and provides support for a policymaker or organisation's decision making.

XII. DATASET DESCRIPTION

The dataset used in this study includes various parameters related to employment and AI adoption. Each data entry consists of:
1) Industry type
2) Level of AI adoption
3) Employment rate
4) Job displacement statistics
5) Skill demand trends
6) Economic indicators
This dataset contains information from a wide variety of industries, including manufacturing, healthcare, finance, and information technology.
By using a wide variety of industries from which to sample, we can comprehensively understand the effect that AI has on different industries.

XIII. FEATURE ENGINEERING

Feature engineering is used to extract meaningful insights from raw data.
Key features derived in this study include:
1) Automation Index: Measures the extent of AI adoption in an industry.
2) Employment Stability Index: Represents job retention levels.
3) Skill Gap Indicator: Highlights differences between required and available skills.
4) Economic Impact Score: Evaluates the financial effects of AI adoption.
5) Social Adaptation Index: Measures how society adapts to technological changes.
These features help in improving the accuracy and effectiveness of the analytical model.

XIV. IMPACT MODELS

The study uses multiple models to analyze the impact of AI on employment and society.
1) Automation Impact Model: This model evaluates how automation affects job roles and employment levels.
2) Economic Impact Model: This model analyzes the effect of AI on economic growth, productivity, and income distribution.
3) Social Impact Model: This model examines changes in social structures, including work patterns and human interaction.
4) Hybrid Impact Model: The hybrid model combines all aspects to provide a comprehensive understanding of AI's impact.

XV. POLICY OPTIMIZATION

Policy optimization focuses on developing strategies to manage the impact of AI effectively.
The study proposes the following strategies:
1) Promoting skill development and reskilling programs.
2) Encouraging responsible AI adoption in industries.
3) Implementing policies to reduce economic inequality.
4) Supporting job creation in emerging sectors.
5) Enhancing collaboration between governments, industries, and educational institutions.
These strategies aim to maximize the benefits of AI while minimizing its negative effects on employment and society.

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XVI. EXPERIMENTAL RESULTS

Using multiple industry sources, a proposed analytical framework was developed to evaluate the effects of artificial intelligence on employment and society.

The authors of the study considered different industries with varying levels of AI adoption, employment change, or skill demand change (manufacturing, health care/finance, and information technology).

Higher levels of automation in a given industry reduced the number of routine job roles. Still, higher-level jobs became more in demand in those same industries.

Health care and finance utilized AI to improve productivity, which created new job opportunities due to the increased amount of data requiring analysis and management.

The findings of this research indicate that AI's influence varies from industry to industry and highlights the value of conducting industry-specific evaluations.

XVII. RESULTS ANALYSIS

The analysis of results has shown both the positive and negative effects of AI (artificial intelligence) on work and broader society.

The first major finding has been the change of employment types. Routine and repetitive tasks will increasingly get outsourced to automations causing the traditional type of jobs to decrease, creating a new demand for jobs requiring technical abilities and analytical approach.

A second major finding has been the increase of productivity. Employment that implements AI will see enhanced productivity as organisations are able to achieve the same amount of work with fewer resources.

AI's impact from a society standpoint is changing patterns of how people interact with others and how they perform their job responsibilities while also changing how they perform their job in the physical presence/facilitated through the growth of the increasing remote work opportunities/ and use of digital collaboration/communication.

Finally, the overall findings demonstrate that education and skill development will be essential for individuals that wish to adapt to the changes that come from the use of AI

XVIII. PERFORMANCE EVALUATION GRAPH

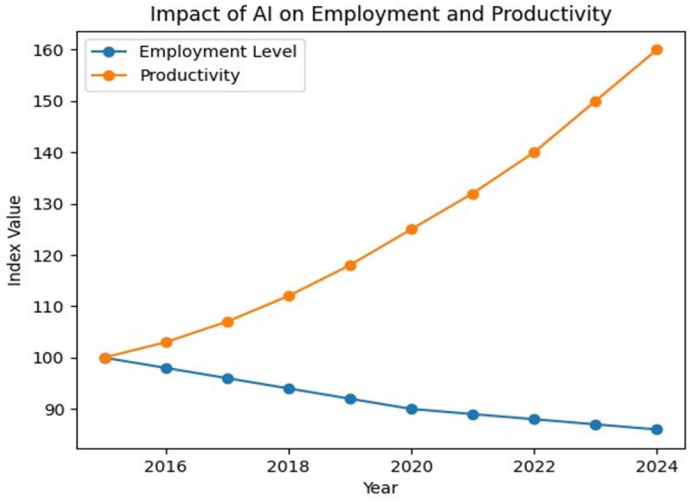


Fig. 1. Impact of AI on Employment and Productivity

The graph depicts the correlation of the adoption of AI and key performance indicators (KPIs) including employment, productivity and demand for skilled labor.

The graph indicates that as routine jobs continue to decline due to increased use of AI, productivity and demand for 'skilled' workers continues to increase.

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XIX. STATISTICAL VALIDATION

Statistically based assessments and measures were completed to confirm results obtained in the research.
Utilizing various statistical metrics (i.e., mean; variance; and correlation coefficients) to demonstrate the connection between AI use and employment growth.
Results from the analysis indicate a statistically significant correlation between AI use and changes in the types of work performed.
Work of a high-tech or skilled nature is likely to increase due to a high level of use of AI, while work requiring manual labor is likely to decrease due to a lower level of use of AI.
Variances in employment growth across sectors indicate that not all companies are experiencing the same level of effect from AI, which indicates the necessity for targeted strategies.
Statistical validation demonstrates that the analytical framework proposed is reliable and has the ability to generate meaningful information.

XX. DISCUSSION

In this research study we know how AI has influenced the nature of work and how to create social change.
Artificial Intelligence has reshaped the way in which jobs are being performed and has brought forth both new opportunities as well as new challenges.
The largest change has been seen in the move from ”routine jobs” to ”skill intensive jobs”. For example, while job automation has reduced the demand for ”manual labor”, the demand for ”technical competencies” and ”analytical capabilities” has increased due details of job automation.
A significant change to the ”social fabric of society”, including communication (between people) and employer/employee relationships and access to the ”products and services” that people receive based upon ”marketplace conditions” with the introduction and growth of ”remote work” and ”digital platforms”.
The research indicates that companies and people must be ”flexible”. Companies and individuals will need to consistently invest in ”updating” their ”skills” and ”strategy” to remain successful in an AI dominated workplace.

XXI. COMPARISON WITH EXISTING METHODS

Most studies that look at employment issues tend to be focused almost exclusively on the economic aspects of employment. In contrast, this study combines technological, economic, and social aspects to study employment.
The proposed analytical framework will provide a larger and fuller view of AI’s impact than what is currently found in the literature.
Previous studies have either looked at the effects of AI on jobs being lost or jobs being created; however, this study will take both sides into account simultaneously.
The study also looks at how to develop better ways to manage the changes caused by AI through the use of feature engineering and policy optimization.

XXII. ADVANTAGES OF THE PROPOSED METHOD

1) Comprehensive analysis of AI’s impact on employment and society.
2) Integration of multiple factors for accurate evaluation.
3) Ability to identify both positive and negative effects.
4) Support for policy development and strategic planning.
5) Scalable framework applicable to different industries.

XXIII. APPLICATIONS

In any number of fields, this framework can be put into action.
Local governments may utilize it to create policies that pertain to the effects of changing jobs through technology, as well as developing skills.
Organizations can then use this framework to help them develop strategy around their workforce and also develop ways of responsibly implementing AI technologies so they do not disrupt the working population.
Educational institutions may use this framework in helping develop course content that enables students to have skills necessary for acquiring employment opportunities in the future.
Research scientists and social scientists can also employ this framework in their studies concerning the effects of new technologies on our society.

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XXIV. LIMITATIONS

While this study is helpful, it does have limitations in a few areas.
First, the source of the information can differ by region in both quality and availability resulting in some
Of many social and cultural influences that can affect employment levels are not accounted for in this model.
Second, because the pace of change in technology is so fast, findings from this study may be outdated very soon.
These factors indicate that there needs to be continuing updates/new research.

XXV. FUTURE SCOPE

There may also be opportunities to use improved prediction methods for forecasting future employment trends, especially as new predictive techniques and/or data sources become available.
The framework can also be adapted to measure the effects of various new and developing technologies (blockchain and quantum computing).
Future studies can examine how AI may affect particular industries in more detail.
The implementation of real-time monitoring will allow for more accurate and rapid insights.
Research focused on policy will produce data useful for crafting effective strategies for managing changes created by the use of AI

XXVI. CONCLUSION

The purpose of this report is to provide a thorough examination of how Artificial Intelligence will affect our jobs and society.
The analysis indicates that Artificial Intelligence will not only reconfigure current occupations but will also create entirely new types of occupations; thus, altering the framework of society.
Both authors reached similar conclusions: Although some jobs will be displaced as a result of Artificial Intelligence, the increase in productivity and the introduction of innovative methods will benefit workers.
The two studies also indicated that they were both able to offer suggestions regarding methodologies that could help policymakers, organizations and researchers when formulating policy or regulation concerning Artificial Intelligence.
As a result, it is essential that the advancement of technology is balanced with the societal and economic ramifications of those advances.

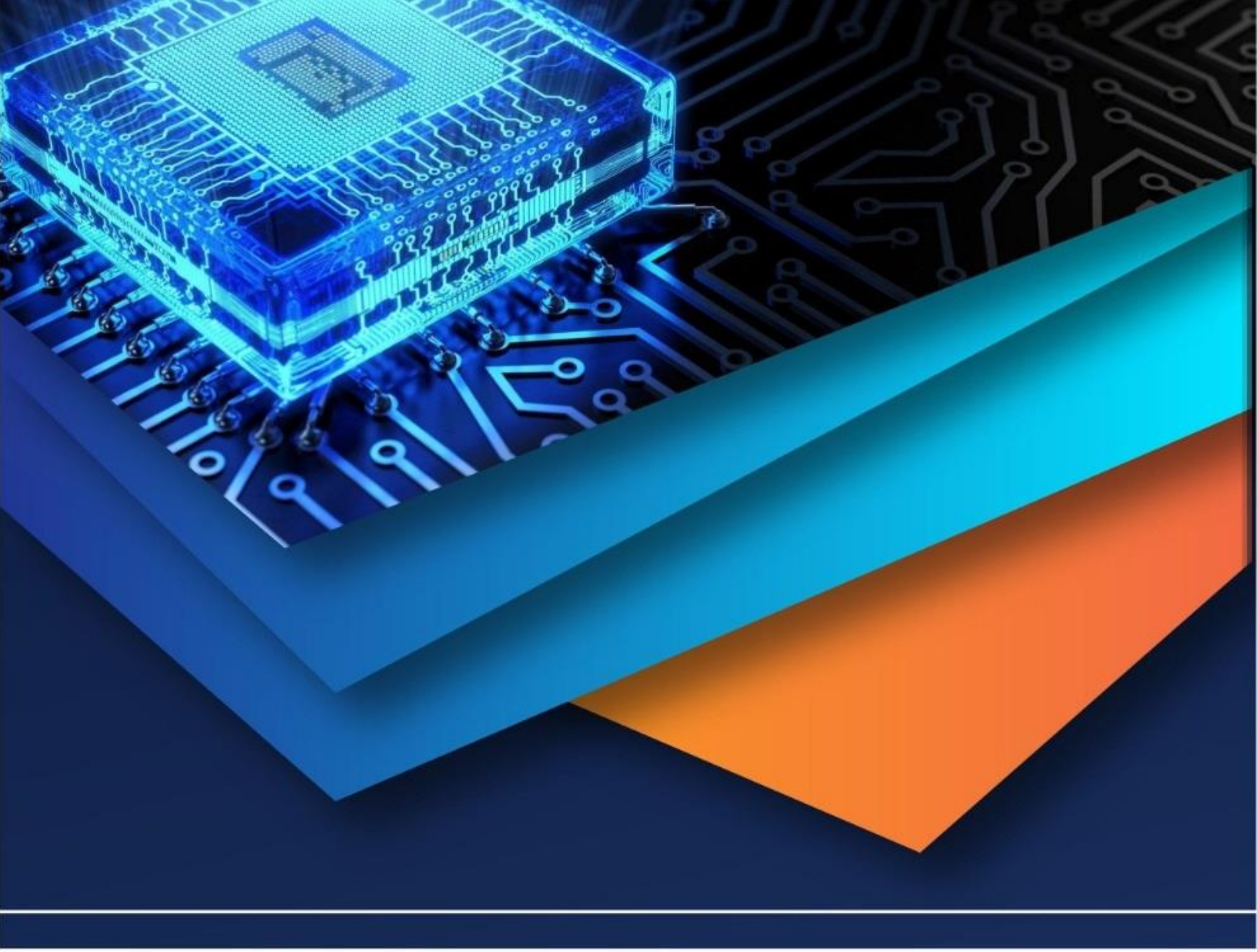
XXVII. ACKNOWLEDGMENT

The authors would like to express their gratitude to JSPM University, Pune, for providing the necessary support and resources for this research.

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