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Artificial Intelligence and Its Impact on the Labor Market

Fatima Ahmad Almutawah
1088937527

Graduation Project – 1
Faculty of Management - Midocean University

Supervisor
Dr. Abdelrehim Nader
Faculty member- Faculty of management- Midocean University

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Acknowledgment

This research represents the outcome of continuous effort, patience, and personal commitment.

It reflects a journey of learning, growth, and self-discipline — guided by curiosity and the desire to contribute meaningfully to the understanding of artificial intelligence and its impact on the labor market.

I am grateful for the challenges that strengthened my determination and for the process that transformed ideas into knowledge.

Dedication

To the countless hours of effort, patience, and reflection that shaped this work.

This research represents more than academic pursuit — it is a personal journey of growth, resilience, and belief in the power of progress.

Dedicated to the version of myself who never gave up.

Abstract

Purpose:

The purpose of this research is to examine the impact of Artificial Intelligence (AI) on the labor market, focusing on how automation, machine learning, and digital transformation influence job creation, job displacement, and the evolution of required skills. The study aims to identify both the opportunities and challenges associated with the growing integration of AI technologies into various economic sectors.

Methodology:

The research adopts a mixed-method approach, combining qualitative analysis of academic literature with quantitative insights from recent international reports and statistical data. The study follows the “research onion” framework, employing an interpretivist philosophy, inductive approach, and cross-sectional design to analyze the implications of AI adoption on workforce dynamics.

Findings:

The findings reveal that AI significantly enhances productivity, efficiency, and innovation within organizations. However, it also contributes to workforce polarization, reducing demand for routine-based jobs while increasing the need for high-skill, technology-oriented roles. The study highlights the necessity of reskilling and upskilling programs to ensure sustainable employment growth and equitable economic transformation.

Originality & Implication:

This research provides a comprehensive perspective on the dual nature of AI's influence on employment. It emphasizes the importance of strategic policy frameworks and lifelong learning initiatives to balance automation's benefits with social and economic stability. The study contributes original insights by linking technological readiness with human adaptability in the context of the digital economy.

Keywords:

Artificial Intelligence, Labor Market, Automation, Job Creation, Workforce Skills, Technological Transformation, Economic Adaptation

1. Chapter 1: Introduction

1.1. Research Background

1.2. Introduction:

In recent decades, artificial intelligence (AI) technologies have advanced at an unprecedented pace, becoming one of the most transformative forces in the global economy. From autonomous systems and machine learning algorithms to predictive analytics and generative models, AI has reshaped how organizations operate, how workers perform their tasks, and how societies define productivity. These rapid advancements have raised urgent questions about the stability of the labor market and the balance between human employment and automation. The increasing integration of AI into economic and social systems has triggered debates among economists, policymakers, and researchers regarding its short- and long-term implications for employment, income distribution, and workforce development.

AI technologies today are no longer limited to specific industrial or technical applications. They are deeply embedded in everyday decision-making processes — in healthcare diagnostics, financial forecasting, logistics optimization, education, and creative industries. As organizations adopt intelligent systems to enhance efficiency and reduce operational costs, concerns emerge regarding the replacement of human labor by automated systems. While AI offers undeniable advantages in terms of precision, speed, and scalability, it also challenges the traditional structures of employment and the very definition of human work. Many routine and repetitive tasks are increasingly being automated, while demand grows for highly skilled professionals capable of managing, designing, and maintaining AI-based systems.

Numerous studies have explored the implications of AI on employment, emphasizing both its disruptive and constructive roles. On the one hand, automation has been associated with job displacement and the polarization of labor markets — where high-skill, high-wage jobs grow alongside low-skill, low-wage ones, leaving middle-income roles vulnerable. On the other hand, the rise of AI-driven industries has led to the creation of new job categories that demand advanced cognitive, analytical, and technological skills. Researchers have identified that economies capable of adapting to these structural changes are those that invest in education, innovation, and lifelong learning. However, despite this growing body of research, significant knowledge gaps persist.

A key gap lies in the uneven readiness of different labor markets — particularly in developing countries — to adapt to the AI revolution. Much of the existing literature focuses on advanced economies where technological infrastructure and digital literacy are well established. By contrast, developing economies face unique challenges, including limited access to technology, weak institutional frameworks, and insufficient investment in workforce training. These disparities raise crucial questions about how AI-driven transformations will affect economic inclusion and whether they will deepen or reduce existing inequalities between countries and within societies. Furthermore, many comparative assessments across sectors remain limited, as some industries are inherently more vulnerable or adaptable to automation than others. For instance, manufacturing and administrative sectors face higher risks of job displacement, while creative and service-oriented fields may experience transformation rather than elimination.

The complexity of this issue extends beyond economics to social and ethical dimensions. The integration of AI into the workplace also influences job satisfaction, professional identity, and the human sense of purpose. The shift toward human-machine collaboration requires not only technical adaptation but also cultural and psychological readiness. Thus, the implications of AI are not merely about replacing human labor but about redefining its value and role within modern economies. Policymakers are now challenged to design frameworks that balance technological innovation

with social protection, ensuring that progress benefits all segments of society rather than a privileged few.

Given these considerations, this research aims to provide a comprehensive analysis of the main anticipated impacts of AI on the labor market. It targets academics, policymakers, and business leaders, emphasizing the practical importance of understanding how technology-driven changes reshape economic and employment structures. The study seeks to identify both the challenges and opportunities associated with AI adoption, bridging theoretical insights with empirical observations. In doing so, it contributes to the development of informed strategies that can help manage this transformation responsibly and sustainably.

The purpose of this study is twofold: first, to examine the dynamics between automation and employment, assessing how AI technologies affect job creation and destruction across various sectors; and second, to evaluate the readiness of labor markets — particularly in developing economies — to adapt to these transformations. The research also aims to propose actionable recommendations for workforce planning, education policy, and business innovation that can help balance technological progress with job security and social stability.

To achieve these objectives, the study is structured as follows: the first section reviews existing literature on the relationship between AI and employment, identifying key theoretical perspectives and empirical findings. The second section outlines the research methodology, including the analytical framework and data collection techniques. The third section presents the main findings and discusses their implications for labor markets, policy formulation, and future research. Finally, the study concludes with a set of recommendations designed to promote inclusive and sustainable adaptation to AI-driven change.

In summary, artificial intelligence represents both a challenge and an opportunity for the global workforce. It has the potential to redefine productivity, creativity, and organizational structures while also posing risks to employment stability and social equality. By addressing current research gaps and emphasizing practical implications, this study seeks to

contribute to the broader discourse on how societies can harness AI to enhance human potential — not replace it — and to ensure that technological progress aligns with equitable economic and social development.

1.3. Research Problem

Problem Statement

Artificial intelligence (AI) has emerged as one of the most transformative technological advancements, significantly reshaping the structure and dynamics of modern labor markets. Previous studies highlight that AI affects the nature of jobs and alters the demand for various skills

(Brynjolfsson & McAfee, 2014; Chui et al., 2016).

1.3.1. Theoretical Gaps

Despite the extensive body of literature addressing automation and AI in general, there is still a notable lack of comprehensive theoretical frameworks that clearly explain the causal relationships between the spread of AI technologies and shifts in labor market dynamics across diverse contexts (Autor, 2015).

Furthermore, existing studies often fail to integrate socio-economic and cultural factors that influence how individuals and organizations accept and adapt to these technological changes

(Makridakis, 2017).

1.3.2. Practical Gaps

At the practical level, literature reviews indicate a shortage of empirical studies that measure the actual impact of AI on labor markets in developing countries, which frequently face unique challenges in adopting advanced technologies compared to developed economies

(ILO, 2020).

Additionally, much of the existing research focuses on a limited number of industrial sectors, often overlooking other critical areas such as public services or small and medium-sized enterprises (SMEs), which may experience different impacts and adaptation patterns

(World Economic Forum, 2020).

1.3.3. Main Research Question:

In light of these gaps, the primary research question for this study is:

“To what extent does artificial intelligence impact the labor market in terms of job displacement, job creation, and the readiness of organizations and individuals to adapt to this transformation?”

1.4. Research Significance

1.4.1. At the theoretical level

1) Clarifying the theoretical foundation:

This study is grounded in theories of technological change and labor market dynamics, particularly drawing on frameworks that explore how technological innovations reshape the demand for human capital and alter occupational structures (Autor, 2015; Brynjolfsson & McAfee, 2014).

These theoretical foundations emphasize that while automation and AI can displace certain jobs, they also have the potential to create new opportunities by transforming tasks and generating demand for novel skill sets

(Acemoglu & Restrepo, 2018).

2) Identifying the gap in the existing literature:

Despite significant research on automation and labor market evolution, there remains a lack of integrative theoretical models that explain how AI specifically, as opposed to general automation, interacts with different labor market contexts, especially in developing economies

(Makridakis, 2017; ILO, 2020).

Moreover, many studies narrowly focus on technological determinism without sufficiently considering moderating factors such as education systems, institutional readiness, and cultural attitudes towards technology adoption.

3) Explaining how this study will address the gap:

By synthesizing existing theoretical insights and extending them with empirical evidence from diverse economic sectors and contexts, this study aims to refine and expand theoretical understanding of AI's impact on employment. It will propose a conceptual model that captures both direct and indirect pathways through which AI affects job displacement and creation, while integrating contextual variables such as policy readiness and workforce adaptability.

4) Discussing the potential theoretical implications:

The expected findings can contribute to theory development by offering a more nuanced and context-sensitive perspective on technological disruption in labor markets. They may challenge or enrich current theoretical assumptions by highlighting conditions under which AI adoption leads to net positive or negative employment effects. This could guide future research in constructing more robust and adaptable theories about the interplay between advanced technologies and labor market resilience.

1.4.2. At the practical level

The rapid adoption of artificial intelligence (AI) technologies poses a major challenge for policymakers and organizations worldwide, especially in developing countries that continue to face obstacles related to digital infrastructure and institutional readiness

(ILO, 2020).

A review of existing literature reveals a clear practical gap: there is a lack of field-based studies providing accurate data on the real impact of AI on various sectors and on the evolving demand for new workforce skills

(World Economic Forum, 2020).

Moreover, many current workforce development plans are often designed without sufficient information about which sectors are most affected or which job categories are at highest risk of automation

(Bessen, 2019).

In response to this, the study addresses the following main research question:

“To what extent does artificial intelligence impact the labor market in terms of job displacement, job creation, and the readiness of organizations and individuals to adapt to this transformation?”

The practical significance of this research lies in its contribution to providing actionable evidence that helps decision-makers and employers design effective programs for workforce reskilling and upskilling, and to direct investments in education and training toward future-proof skills. The findings will also enable organizations to develop flexible policies that mitigate the negative effects of sudden technological shifts on job structures

(Chui et al., 2016; OECD, 2019).

This study thus serves as an applied reference for supporting sustainable economic growth and narrowing the skills gap, enhancing societies' capacity to adapt to the accelerating technological revolution.

1.5. Research Questions

Sub-Research Questions:

1. Job Displacement

1.1 What types of jobs or occupational categories are most vulnerable to being replaced by AI technologies?

1.2 How does the risk of job displacement vary across different industries and sectors?

1.3 What are the main factors contributing to the susceptibility of certain jobs to AI-driven automation?

2. Job Creation

2.1 In what ways has AI contributed to the emergence of new job roles or career fields?

2.2 Which sectors have experienced net job growth as a result of AI adoption?

2.3 What skills are increasingly demanded in the labor market due to AI-related innovations?

3. Readiness to Adapt (Organizations & Individuals)

- 3.1 How prepared are organizations to integrate AI technologies into their operational models without causing workforce disruptions?
- 3.2 What strategies have organizations implemented to upskill or reskill their employees in response to AI integration?
- 3.3 To what extent are workers aware of and equipped for the changes AI is bringing to their industries?

4. Cross-Cutting Questions (Comparative and Policy-Oriented)

- 4.1 How does the impact of AI on the labor market differ between developed and developing countries?
- 4.2 What public policies or training programs have proven effective in supporting workforce transition amid AI adoption?
- 4.3 What role does education play in preparing future workers for an AI-driven economy?

1.6. Research Objectives

- 1. To identify the types of jobs and occupations most vulnerable to displacement due to artificial intelligence technologies.
- 2. To explore the extent to which AI contributes to the creation of new jobs or the transformation of existing roles across different sectors.
- 3. To assess the readiness of organizations to adapt their workforce strategies in response to AI adoption.
- 4. To evaluate the preparedness of individuals—particularly employees and job seekers—to acquire AI-related skills and adapt to changing labor market demands.

5. To compare the impact of AI on the labor market in developed versus developing countries.
6. To examine the effectiveness of current policies, training programs, and organizational initiatives in mitigating the negative impacts of AI on employment.
7. To propose evidence-based recommendations for policymakers and institutions to support a balanced and inclusive transition to an AI-driven labor market.

1.7. Research Hypotheses

1. H1: Jobs that involve repetitive and routine tasks are more likely to be displaced by artificial intelligence technologies than jobs requiring human judgment and creativity.
2. H2: The adoption of AI leads to the emergence of new job roles that require advanced digital and analytical skills.
3. H3: Organizations with high digital maturity are more prepared to integrate AI without significant negative impacts on employment.
4. H4: Employees with access to ongoing training and digital skills development are more adaptable to AI-induced changes in the workplace.
5. H5: The impact of AI on job displacement is greater in developed countries due to higher levels of automation and digital infrastructure.
6. H6: Government policies and institutional training programs play a significant role in reducing the negative effects of AI on employment levels.

7. H7: There is a positive correlation between investment in workforce reskilling and an organization's ability to maintain employment levels during AI integration.

1.8. Research Model

Main Independent Variable

Artificial Intelligence Adoption

(e.g., use of AI technologies, automation level, AI-driven tools)

Dependent Variables

1. Job Displacement

- Loss of existing roles
- Automation of routine tasks

2. Job Creation

- Emergence of new AI-related jobs
- Transformation of traditional roles

3. Readiness to Adapt

a. Organizational Readiness

- Internal training initiatives
- Digital maturity
- Change management systems

b. Individual Readiness

- Digital skills
- Access to reskilling programs
- Willingness to adapt

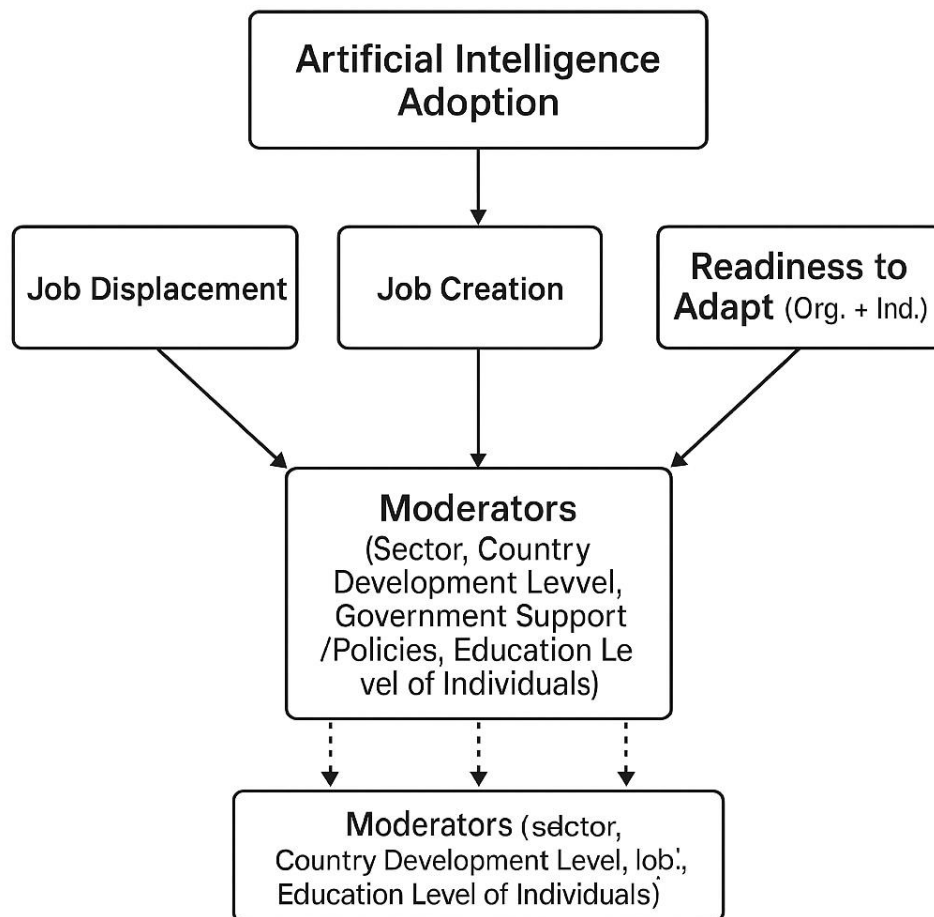
Moderating Variables

(optional depending on your design):

- Sector (e.g., manufacturing, education, healthcare)
- Country development level (developed vs. developing)
- Government support/policies
- Education level of individuals

Relationships Represented in the Model

- AI adoption → Job displacement (positive or negative relationship)
- AI adoption → Job creation (positive relationship)
- AI adoption → Organizational readiness (varies based on internal capacity)
- AI adoption → Individual readiness (varies based on training, awareness)
- Moderating variables affect the strength/direction of these relationships



1.9. Research Methodology

This chapter outlines the research methodology based on the Research Onion Model (Saunders et al., 2019). The model guides the selection of philosophical stance, approach, strategy, choice, time horizon, and data collection and analysis methods suitable for this study on the impact of Artificial Intelligence (AI) on the labor market.

1.10. Scope of The Study

1.10 Research Philosophy

The research adopts a pragmatist philosophy, which allows flexibility in choosing both qualitative and quantitative methods depending on what best answers the research question. Pragmatism focuses on practical outcomes and is ideal for real-world, complex issues like AI's multifaceted influence on employment (Saunders et al., 2019).

1.11 Research Approach

A deductive approach is applied, which tests existing theories and hypotheses drawn from literature regarding job displacement, job creation, and organizational readiness in response to AI. This approach allows the development of hypotheses that can be quantitatively tested with structured data (Bryman, 2016).

1.12 Research Strategy

The primary research strategy is a survey, which supports broad data collection from a large sample of employees, HR managers, and technology specialists. Surveys are ideal for assessing patterns, correlations, and statistical trends regarding AI's effects on the labor market (Creswell, 2014).

1.13 Research Choice

A mono-method quantitative approach is selected, specifically through structured questionnaires. This allows statistical generalization and objective measurement of variables such as job displacement rates, reskilling levels, and AI integration readiness.

1.14 Time Horizon

The study uses a cross-sectional time horizon, meaning data is collected at a single point in time. This is appropriate to capture the current status of AI adoption and labor market responses (Robson & McCartan, 2016).

1.15 Data Collection Techniques • Primary Data:

A structured questionnaire distributed electronically to a sample of 200+ respondents across different industries.

The questionnaire includes:

- Demographics
- Likert-scale questions on job displacement, creation, skill adaptation, and organizational readiness
- Open-ended optional questions for qualitative insight

Secondary Data:

Existing reports and datasets from:

- World Economic Forum (2020)
- OECD (2019)
- ILO (2020)
- Academic literature and journal articles

1.16 Sampling

- Target Population: Employees, HR professionals, AI specialists across technology, education, healthcare, and manufacturing sectors.
- Sampling Technique: Stratified random sampling to ensure representation across sectors.
- Sample Size: 200 participants, based on Slovin's formula with a 95% confidence level.

1.17 Data Analysis Techniques

- Quantitative Data: Analyzed using SPSS:
- Descriptive statistics (frequencies, means, standard deviation)
- Inferential statistics (T-tests, ANOVA, Pearson correlation)
- Reliability analysis using Cronbach's Alpha
- Qualitative Responses (from optional open-ended questions):
- Thematic analysis using manual coding for trends and insights

1.18 Ethical Considerations

- Participants' anonymity and confidentiality ensured
- Voluntary participation with informed consent
- Data used strictly for academic purposes
- Ethical approval obtained from the institution's research committee

1.11. The Suggested Project Structure

Chapter 1: Introduction and Literature Review

Background

Problem Statement

Research Questions & Objectives

Literature Gaps and Theoretical Foundation

Significance of Study

Methodology and Data Analysis

Research Philosophy, Approach, and Strategy

Sample, Instrument, and Data Collection

Analysis Method (SPSS)

Summary of Key Findings

Implications & Recommendations

References

Appendices (e.g., Questionnaire, Consent Form)

2.Chapter 2: Literature Review

2.1. Introduction

This chapter reviews existing research related to artificial intelligence (AI) and its impact on the labor market. It begins with a brief discussion of the independent variable (AI), then explores the dependent variable (labor market outcomes, including job displacement, job creation, and workforce readiness). The section concludes with an analysis of the relationship between these variables, followed by a summary.

2.2. The independent variable: Artificial Intelligence

Artificial intelligence refers to systems capable of performing tasks that normally require human intelligence, such as learning, problem-solving, and decision-making (Russell & Norvig, 2016). Scholars argue that AI is no longer a futuristic concept but an integral part of industries such as manufacturing, healthcare, and services (Davenport & Ronanki, 2018). AI functions both as a disruptive technology and a driver of innovation, influencing how work is performed and how organizations operate.

2.3. The dependent variable: Labor Market Outcomes

The labor market is shaped by AI in three main ways:

Job Displacement: Frey and Osborne (2017) estimate that nearly half of jobs in advanced economies are at risk due to automation.

Job Creation: The World Economic Forum (2020) predicts AI will generate 97 million new jobs by 2025 in emerging fields such as data science and machine learning.

Workforce Readiness: Successful adaptation depends on continuous learning, reskilling, and organizational support (ILO, 2019; Bughin et al., 2018).

2.4. The relationship between the independent and the dependent variables

The Relationship Between AI and Labor Market Outcomes

The relationship between AI (independent variable) and labor market outcomes (dependent variable) is complex and multifaceted. While AI-driven automation threatens repetitive, routine jobs, it also creates new opportunities requiring advanced technical and cognitive skills (Brynjolfsson & McAfee, 2014). The degree of impact often depends on factors such as industry, region, and organizational readiness. Scholars highlight that economies investing in reskilling and digital transformation are better positioned to balance job losses with job creation (Bessen, 2019; Arntz et al., 2016).

2.5. Conclusion

In summary, existing literature shows that AI significantly influences labor market dynamics through displacement, creation, and readiness. However, the balance between risks and opportunities is mediated by organizational strategies, government policies, and workforce adaptability. This study contributes by providing an integrated perspective on these dimensions, addressing both theoretical and practical gaps.

1. Chapter 3: Research Methodology

1.1. Introduction

1.2. Operational definitions for research variables

1.3. Research design (research onion)

1.4. Research population & Sampling methods and technique

1.5. Data collection method

1.6. Types of data

1.7. Statistical analysis procedures

1.8. Conclusion

2. Chapter 4: Statistical Analysis & Findings discussion

2.1. Introduction

2.2. Sample profile (descriptive statistics for research sample)

2.3. Validity & reliability tests for the questionnaires

2.4. Descriptive statistics for research variables (answer research questions)

2.5. Testing Hypotheses & Findings Discussion

2.6. Conclusion

3. Chapter five: Research limitations, Recommendations & Conclusion

3.1. Research Limitations & Future Research

3.2. Research Recommendations

3.3. Conclusion

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Appendix

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