

“The implementation of one additional industrial robot per 1,000 workers in the United States could reduce the employment-to-population ratio by between 18% to 34% percentage”

Acemoglu and Restrepo
(2017)

THE DARK SIDE OF ARTIFICIAL, ROBOTICS INTELLIGENCE AND DIGITALIZATION LITERATURE REVIEW



MAY 21, 2025

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THE DARK SIDE OF ARTIFICIAL INTELLIGENCE, DIGITALIZATION AND ROBOTICS

1. **Aims** – to examine the dark side and the positive sides of Artificial Intelligence, robotics and digitalization and how its effects on career decisions
2. **Methods** – Literature analysis (content analysis) – theoretical paper more critical
3. **The gap** – studies hardly examined the dark side of AI and its effect on career decisions and study more the positive sides (that's is why need critical view)
4. **Findings/conclusions** – The AI, Robotics and digitalization have serious negative implications on career decisions. There are career fields that are literally and gradually disappearing as translators, software testers etc and nit just production workers
5. **The contribution the work makes** (including ONE main take-away for the audience) – employees have to study more than one subject in academia, have to keep on alternative to the current job, have to be talents, multidisciplinary/multitasking, have several careers in parallel and to be moonlighters, they need to get along to change quickly and adopt learning skills quickly to survive and stay at work

WHAT IS THE POSITIVE SIDE AND DARK SIDE OF AI, ROBOTICS AND DIGITALIZATION?



- **The positive side:** The integration of (AI) and robotics into various industries has revolutionized operational processes, increase the profits, save costs and enhance service/work process/products quality. Firms do not depend on employees and units, strikes, or employees` job hopping. AI reduce workload, and increases organizational citizenship (OCB), innovation, competitive advantage, personalized Career Guidance & Skill Mapping

However, these advancements have also introduced challenges that impact career decisions that lead to :

- **The dark side:** challenges as job insecurity feelings, research showed that high risk of automation, disproportionately affecting low-skilled employment (Zierahn et al., 2024), while the option of AI to write a code can also replace skilled and talent employees as developers, software engineers/checkers work in the High Tech sector. In Israel, there are **layoffs and downsizing** in Tech companies as Intel, Nvidia, Microsoft, Apple, Dell, google etc`
- AI also **effects on psychological stress and anxiety** [(Uçar et al. (2025). This anxiety can deter individuals from pursuing certain career paths, leading to a mismatch between skills and job opportunities. **Technology stress** - Employees may experience technostress, a form of stress arising from the inability to **cope with new technologies, leading to decreased motivation and engagement** (Sharif et al., 2025). This phenomenon **can influence career decisions**, as individuals may avoid fields perceived as technologically demanding **or actually leave/ need to change career area.**
- Implementation of AI decreases **employee well-being**. A study by the Institute for the Future of Work (2024) found that increased interaction with AI technologies correlates with **poorer health and well-being**, potentially due to job insecurity and loss of work meaningfulness.
- AI might create a feeling of **ethical concerns in recruiting and assessing if it's done by robotics or AI** ; Scholars papers & AI increase OMB
- Finally, the literature review explores the adverse effects of AI and robotics on career choices, focusing on **job displacement, psychological impacts, skill obsolescence, and ethical concerns. Employees have to deal with employment instability/multi tasking, have an alternative to current job in parallel which also creates stress and anxiety.**

THANK YOU VERY MUCH FOR LISTENING

AND: WHAT ONE CAN TAKE ?

Nothing is
as stable as
change and
especially
technological
change

