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EMBRACING THE AI WAVE: RETHINKING SKILLS, JOBS, AND OPPORTUNITIES

* Ms. Chetna Tharwani

Sahyog College of Management Studies, Thane

Abstract:

Artificial Intelligence is the up skilling tool that shape the today's young generation to use different ways and strategies to make their studies easier, reliable and interactive. So that teaching -learning process should be learning path to achieve the goals in the coming Future.

Research is to understand the Critical Skills and Perspective of AI. And to achieve the purpose of using AI in Teaching –Learning Process. Also to identify that AI Tools that can Transform Classroom Dynamics. It builds an awareness of tools among students to incorporate in their studies.

Research is to help the Educational Institutions to Redesign the Curriculum and it provides the balanced view between Humans and AI. Also this study Emphasis on up skilling the Technology among young Generation. It Encourages a Mindset where AI Systems leading to more Productive and Innovative Workplace.

Key Words: *Career Opportunities, Innovation, AI Driven Economy, Reskilling and Up skilling, Human –Machine integration.*

Introduction:

The rapid Advancement of AI gives us an idea to re-think about the skills that is prevalent in current market. Whereas as we know that along with technology, humans are equally involved to give the command to the machine as well as the economy gets boost up in different levels. As different companies and organizations adapt the AI Driven technology it is challenging for the employees to adapt those changes and to do it in practical way. Simultaneously employees critically think, consider ethical Judgments to build a future -ready Workforce.AI has now become the integral part of everyday life with respect to automation business processes, supporting decision-making across industries.

As AI Systems are taking over routine work of humans and data intensive tasks, traditional jobs roles are evolving and entirely new professions are emerging. This Technological skills is redefining and re-thinking that how to take the decisions, how task has to be performed and how value has to be created in every sector.

As we see the career opportunities are much more growing on a faster pace. So understanding the technology and practicing those aspects takes a lot of time and also through this innovation economy gets boost up and it effects the overall growth and development of the nation.

Need of the Study:

Embracing the Artificial Intelligence (AI) wave is no longer optional for career longevity; it is a fundamental shift transforming the global job market from one focused on manual, repetitive tasks to one defined by AI augmentation and strategic human oversight. By 2026, AI is expected to revolutionize industries, creating millions of new roles while simultaneously changing how existing work is performed. AI is automating routine and repetitive tasks while creating new job categories. There is a strong need to study how

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job roles are evolving and which sectors are most affected to prepare the workforce accordingly.

Objectives of the Study:

1. To assess students' awareness of AI and its impact on the job market.
2. To examine how different age groups perceive AI's role in transforming jobs and skills.
3. To identify which skills students consider important and irreplaceable in the AI era.
4. To explore students' understanding of AI applications across sectors and its benefits in workplaces.
5. To measure students' knowledge of AI-related job roles and concepts like reskilling.

Scope of the Study:

The scope of the study examines the growing influence of Artificial Intelligence (AI) on skills development, employment patterns, and emerging opportunities across various sectors. The scope focuses on understanding how AI is transforming job roles, creating new career paths, and reshaping the competencies required in the modern workforce. The study covers the changing demand for technical, cognitive, and soft skills due to AI adoption in industries such as education, business, healthcare, finance, and manufacturing. It includes analysis of new job roles created by AI, job redesign, and the shift from routine tasks to knowledge-based and creative work. The research also explores opportunities for reskilling and up skilling through digital learning platforms and AI-supported training systems.

Significance of the Study:

- ❖ The research will help students to make informed decisions and manage Projects more efficiently.
- ❖ It encourages integration of interdisciplinary learning, technology exposure, and skill- based education.
- ❖ It helps Students to understand not only to use AI tools but also the ethical concerns related to privacy, bias, and responsible AI usage.
- ❖ The study equips students to compete in international job markets and adapt to global technological trends.

Literature Review:

1.(Ekuma, 2023):- By examining complex causal relationships and incorporating case studies, this article aims to enhance the understanding of up skilling initiatives in the AI and automation era. The findings provide insights into key factors driving successful up skilling and reskilling and offer implications for organizations seeking to improve their initiatives, ultimately promoting workforce adaptability and competition.

2. (Maarten de laat2021):- This paper argues, the current notion of lifelong learning needs a revisit to embrace technology at its foundation. The paper draws on the capability approach to inform individuals and organizations of how they can support human development throughout lifelong learning and provide examples of how technologies underpinning workplace practices can be seen with the focus on capabilities as individuals learn to create value.

3. (Sabir Haque 2023):- The paper draws on the capability approach to inform individuals and organizations of how they can support human development throughout lifelong learning. We then move to provide examples of how technologies underpinning workplace practices can be seen with the focus on capabilities as individuals learn to creat**e** value.

4. (Stefano Scarpetta,2021):- Drawing on a review of the literature and insights provided by various experts in the fields of AI and training, this working paper sheds light on the potential opportunities and drawbacks of using AI for training, yielding

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valuable messages for policymakers, public and private employment services and firms that are considering introducing AI tools in the training they offer.

Research Methodology:

Research methodology refers to the systematic process through which researchers design, conduct, and analyze their studies to answer specific questions or solve problems. It encompasses the principles, strategies, and tools used to collect and interpret data, ensuring the validity and reliability of the results. The choice of methodology depends on the nature of the research question, objectives, and the type of data needed. Effective research methodology provides a structured approach that enhances the quality of findings, allowing for replication and validation.

In conclusion, this scale is designed to be a self-reporting tool, easily administered by filling the Google form. It helps assess the use of AI among different sectors as well as the percentage of jobs and opportunities. Who are using different strategies to equip themselves to survive and thrive in the current market .

Hypothesis:

1. Alternative Hypothesis:- Students' age group significantly influences their perception of which skills are becoming more important in the AI era.
2. Null Hypothesis:- Students' age group does not influence their perception of which skills are becoming more important in the AI era.

Sample:

A sample size of 41 was utilized in the study to ensure comprehensive data collection and enhance the accuracy of the results. By selecting this specific number of participants, the research aimed to achieve a representative sample that reflects the broader population's characteristics. The Chosen sample size was carefully determined based on factors such as the research objectives, different sectors, impact on job market, and many others.

Procedure for data collection:

The data collection procedure involved sending Google form and approaching various teachers and students. This method ensured broad coverage of the general population by engaging with AI Tools across different educational institutions. By electronically delivering the form and interacting with the people, the research aimed to gather responses from a diverse sample, thereby enhancing the representativeness and reliability of the data collected.

Analysis &Interpretation of Data:

Introduction:

The rapid advancement of Artificial Intelligence (AI) has initiated a profound, irreversible transformation in the global workforce, shifting from a period of experimental technology to an economic force that is restructuring jobs and redefining necessary skills. As AI automates routine, repetitive, and rule-based tasks such as data entry, basic customer service, and report generation it creates a paradox where the need for human judgment increases, even as the entry-level roles that historically fostered that judgment disappear.

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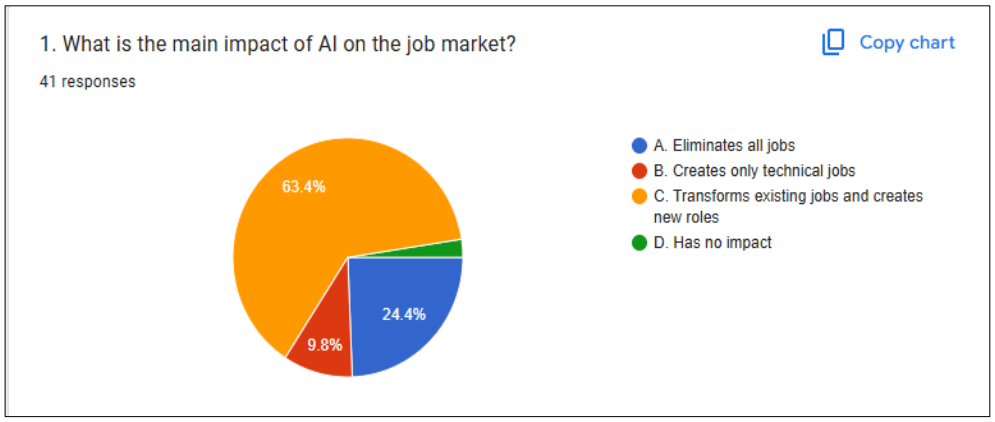
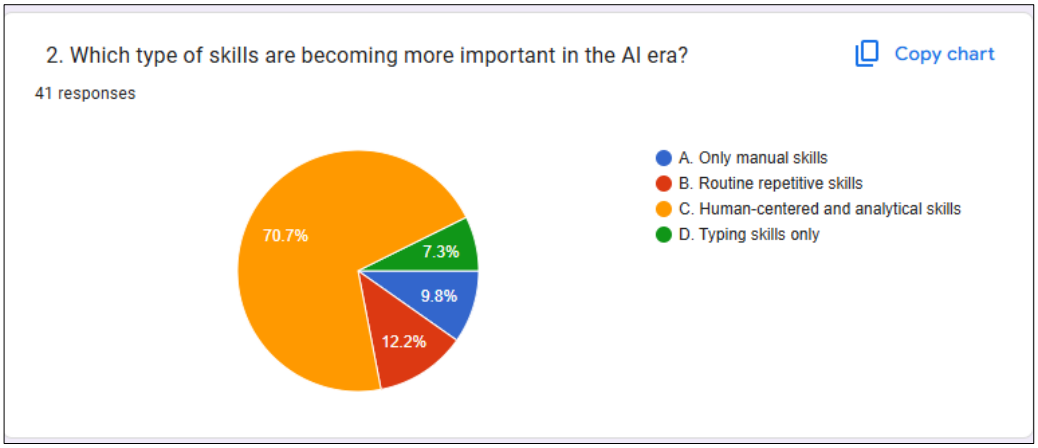
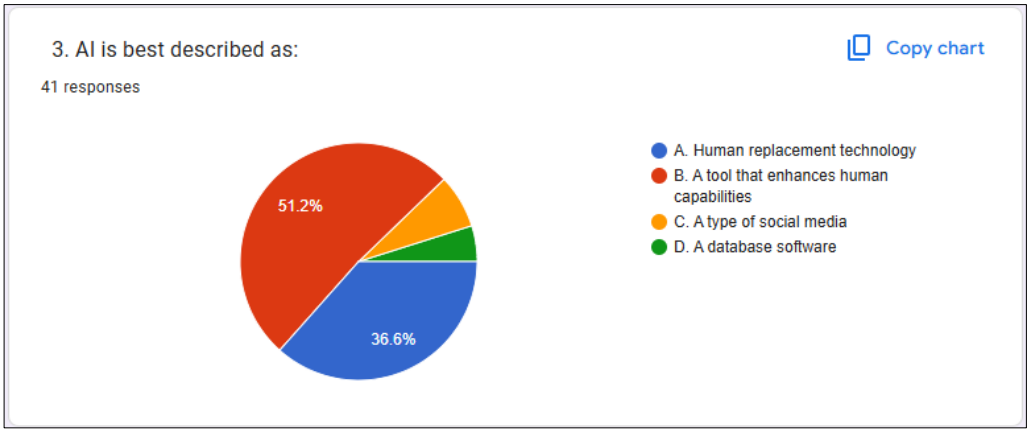
Descriptive Analysis:



As we can see that it contains least percentage with respect to Green combination. But AI can transforms existing jobs and creates new roles in the market with the higher percentage of 63.4%.



In the second question we can see that Human-centered and analytical skills has the more important skill in the AI era. Whereas the typing skills contains less weightage.



At this level AI can be best described as a tool that enhances human capabilities to work more effectively. And also it contains very least database software.

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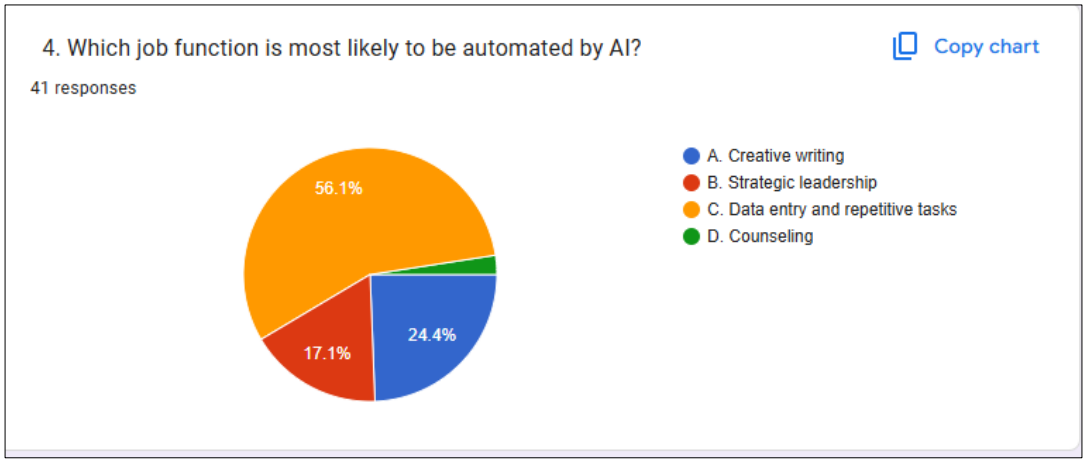
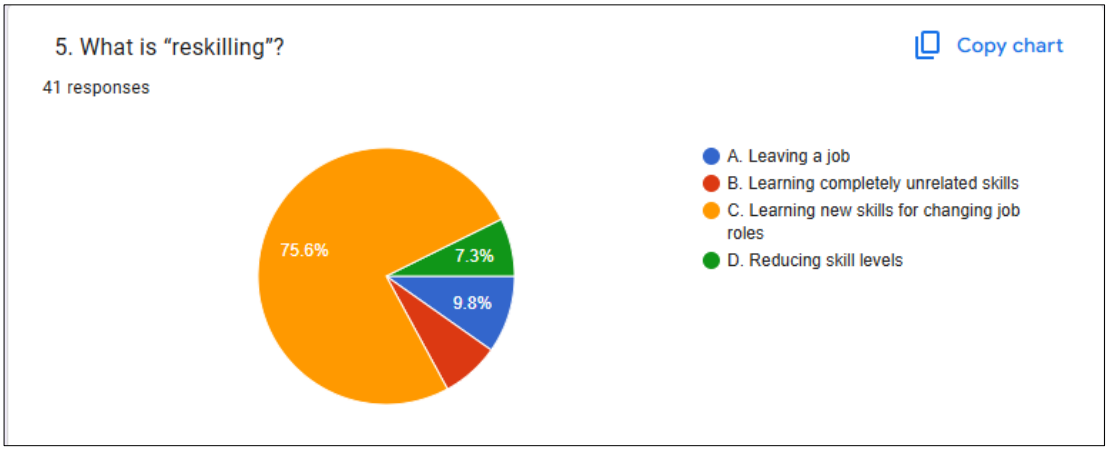
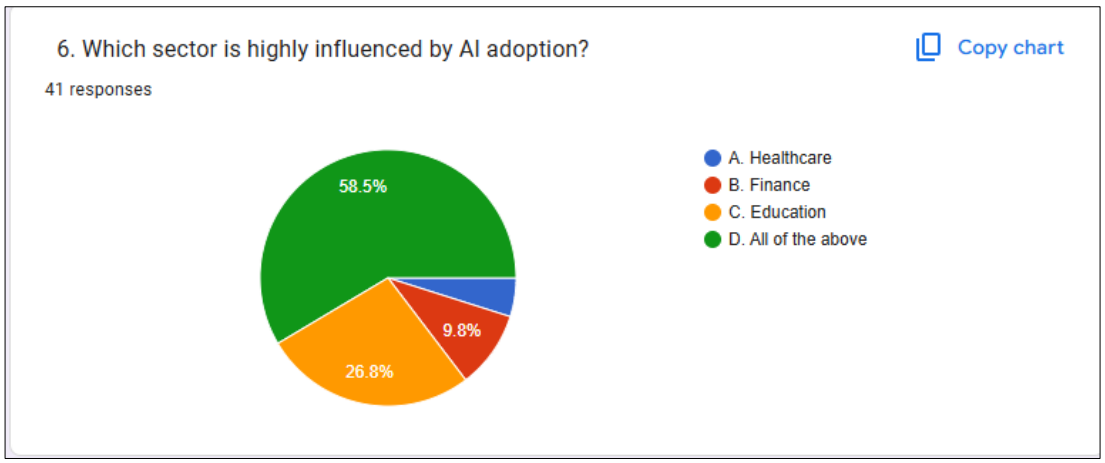


So, while doing research we came to know about data entry and repetitive task is most likely to be automated by AI as it requires minimum time to finalize the results.



As we can see in the pie-diagram that more emphasis is given to learning new skills for changing job roles and less weightage is given to learning completely unrelated skills.



After AI has taken the position, all the sectors have been prioritize at the fullest level.

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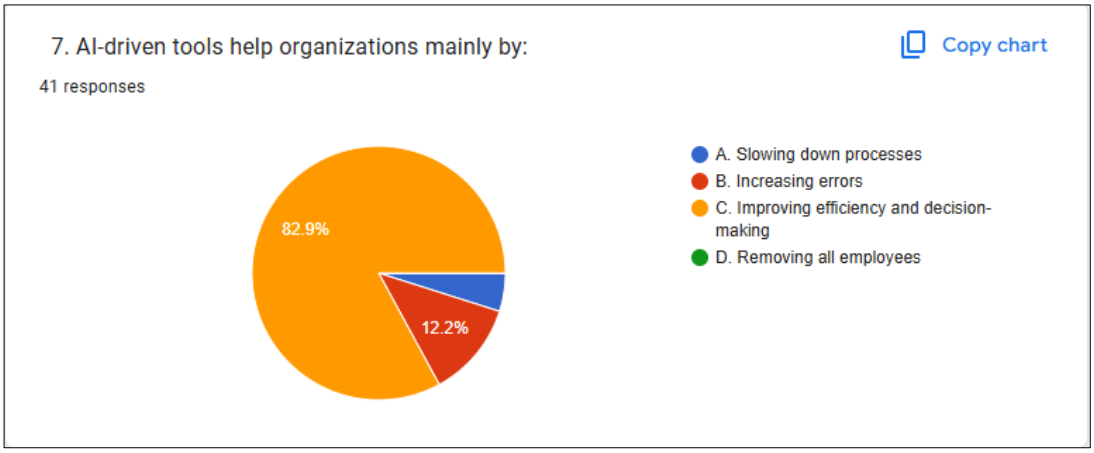
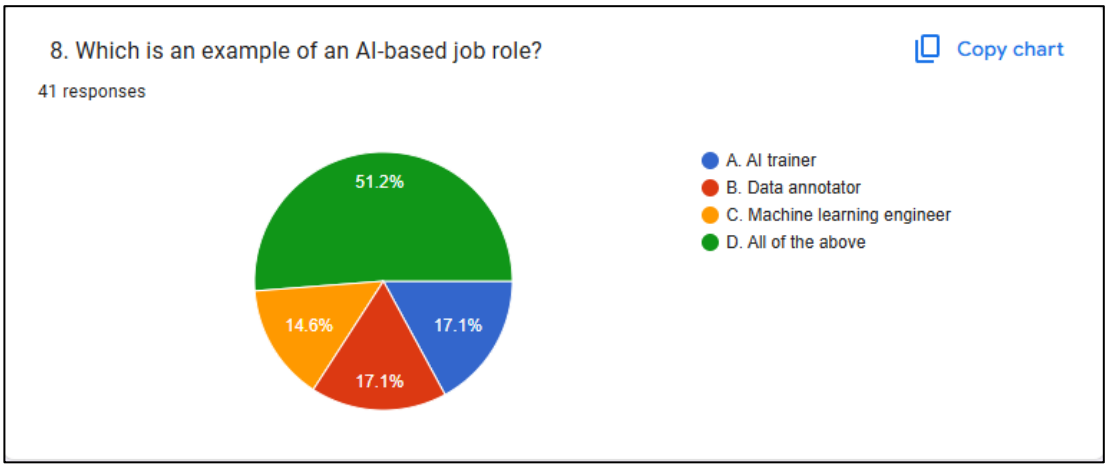
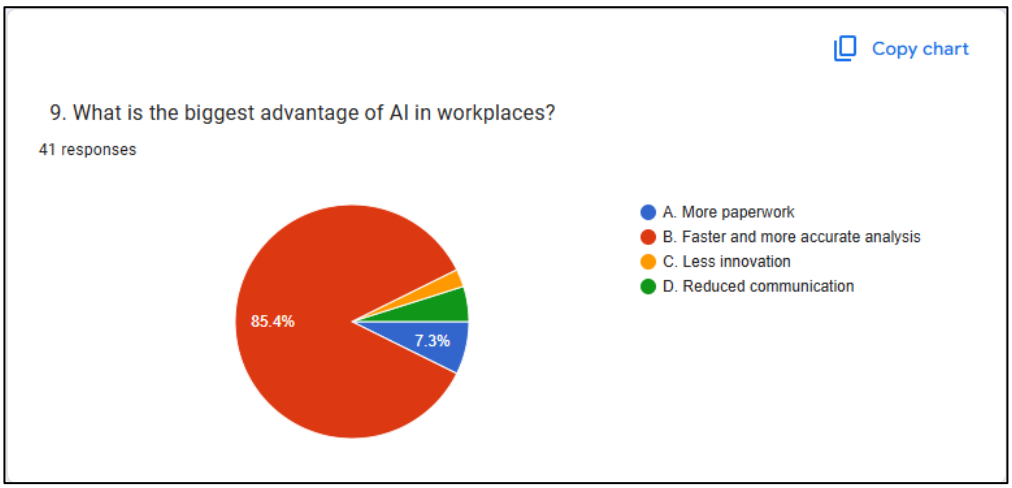


AI driven tools has immensely slow down the process as everyone is totally depend upon the digitalization aspect and very soon it will be replaced by Robots.



As we can see in the above question that all the four factors have been given equal importance.



In this question we have seen that people have the perception towards having faster and more accurate analysis when it comes to the advantage of AI at workplace.

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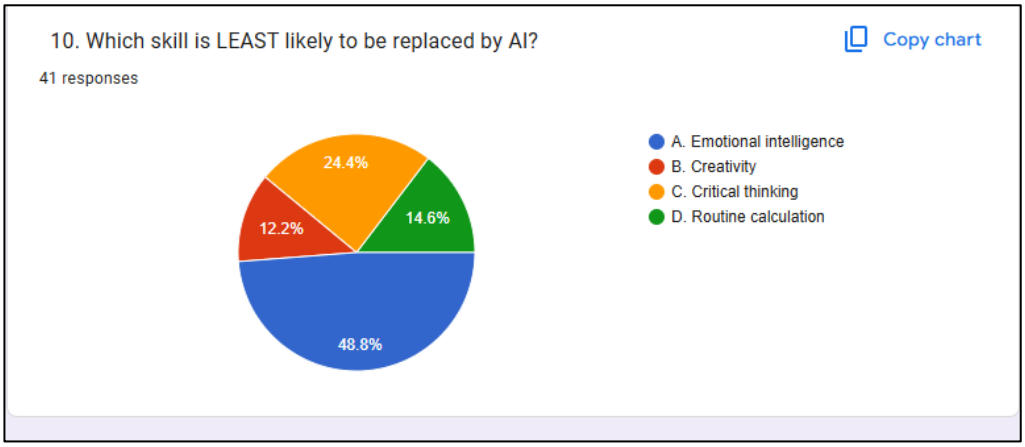

As we know that AI can be replace with all other aspects and technology but it cannot provide us the emotional support towards humans .

Hypothesis Testing:

1. Alternative Hypothesis:- Students' age group significantly influences their perception of which skills are becoming more important in the AI era.
2. Null Hypothesis:- Students' age group does not influence their perception of which skills are becoming more important in the AI era.

Chi –Square Value	Degree of Freedom	p-value
6.087	9	0.731

Findings and Conclusion:

1. **AI is Transforming Job Roles, Not Just Replacing Jobs:**
   The study finds that AI is not only eliminating certain routine and repetitive jobs but is also transforming existing roles. Many traditional jobs are being redesigned to include AI tools, requiring workers to collaborate with intelligent systems rather than compete with them.
2. **High Demand for Hybrid Skill Sets Employers increasingly prefer candidates who possess a combination of:**
   Technical skills (AI tools, data literacy, digital platforms), Cognitive skills (problem solving, critical thinking), Human skills (communication, creativity, emotional intelligence) This hybrid skill model is becoming more valuable than single-domain expertise.
3. **Skill Gap is the Major Challenge:**
   A significant gap exists between current workforce skills and AI-era job requirements. Many employees lack: AI awareness, Digital adaptability, Analytical capabilities Continuous reskilling and up skilling are therefore essential.
4. **Rise of New Job Categories**
   The AI wave has created new job opportunities such as: AI trainers, Data analysts, Prompt engineers, AI ethics specialists, Automation supervisors.
   This shows that AI is generating employment alongside disruption.
5. **Routine Tasks Are Most Vulnerable**:
   Jobs involving predictable and rule-based tasks are most likely to be automated. Roles involving creativity, decision-making, leadership, and human interaction are less likely to be fully replaced.

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Conclusion :

The study shows that its not only a Technological shift but also to Transform the young minds and Equip them with new skills where they can work with ease as well as to be with the current trends of the markets. It shows that AI is not only a technology but it provides various different ways to acquire knowledge. And it shows that none of the Hypothesis can be rejected.

Suggestions and Recommendations:

- Individuals should focus on developing **future-ready skills** such as analytical thinking, problem solving, creativity, and adaptability.
- Learners should pursue short-term AI certifications, online courses, and micro-credentials.
- Along with technical skills, **soft skills** like communication, collaboration, and emotional intelligence should be strengthened.
- Continuous learning and reskilling should be treated as a career necessity rather than an option.
- Students should build digital portfolios and practical project experience in AI-related tools.
- curriculum should be regularly updated to include AI, data literacy, digital tools, and emerging technologies.
- Institutions should focus on **skill-based learning** rather than only theory-based learning.

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5. *https://www.forecast.app.*

Annexure:-

6. *https://forms.gle/ZwVqnFi8LNCbijNq9.*

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