AI and the Future of Work: How Can We Design Jobs That Benefit Both Organizations and Employees?

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Abstract

This paper presents a systematic literature review investigating the relationship between artificial intelligence (AI) and job design, focusing on employee retention, job satisfaction, and skill adaptation. Synthesizing findings from publications, the review identifies opportunities and challenges of AI-driven workplace transformations. Key themes include AI's impact on management, employee perceptions, and retention dynamics. While AI enhances efficiency and learning, it raises concerns about algorithmic bias, technostress, and job displacement. Actionable recommendations for managers and future research were discussed.