Effect of AI on Job related dimensions: The Moderating role of organizational culture

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Abstract

The beginning of Artificial intelligence (AS) has substantial consequences for job-related aspects, profoundly influencing labour dynamics, job positions, and operational models. The aim of this study is to dive into the influence of AS on these job-related aspects, with a specific focus on how different types of organizational lifestyle moderate these impacts. The first aim of this research is to label and analyze how distinct organizational lifestyles—ranging from innovatory and bendy to traditional and hierarchical—act as moderators in the correlation between AS integration and job dynamics! The second aim focuses on pinpointing the specific areas within job-related aspects, such as task automation, skill conditions, and employee engagement, that are most significantly influenced by AS. This research utilizes a mixed-methodology approach, blending quantitative data from a broad mix of industries with qualitative observations from focus groups and expert discussions. The results aim to offer a tangled appreciation of how AS's role in transforming job sceneries is influenced by the fundamental organizational lifestyle, providing tactical insights for leaders and policymakers to leverage AS's potential while easing its challenges. This research not just addresses a crucial void in the literature but also steers organizations in tailoring their AS strategies to fit their lifestyle contexts, thus optimizing the technology's influence on their workforce..

Keywords: Engagement of employees, Organizational life style, policymakers

1. Introduction:

In in the recent year, the appearance of counterfeit intelligence (AI) has led to significant transformations across various components, essentially changing job roles and the more extensive job landscape. As organizations integrate AI into their operational frameworks, the direct implications on job-related dimensions, as well as the impact of organizational culture on these changes, have increasingly drawn scholarly scrutiny. Recognizable works like Brougham and Haar's (2018) survey of AI's impact on employment and Newman's (2020) analysis of adaptive organizational cultures showcase this growing interest. These sources indicate that understanding the relationship between AI and job dimensions requires a deep dive into the moderating effects of organizational culture. This research aims to delve into the nuanced dynamics between AI and job-related dimensions and seeks to uncover how different types of organizational cultures may moderate these relationships. By systematically examining various organizational environments, this study will provide insights into how the cultural backdrop of an organization can either amplify or mitigate the effects of AI on its workforce. Cataldo (2019) stresses the importance of cultural readiness in embracing AI, suggesting that the readiness level of an organization's culture could significantly influence the integration's success and resulting job dynamics. Through this research, we strive to equip organizational leaders and policymakers with the knowledge to nurture an organizational culture that not only embraces technological advancements but also enhances their workforce's capability to adjust to these changes. By understanding the moderating role of organizational culture, as discussed by scholars like Roberts (2021), businesses can better navigate the

complexities of AI integration and optimize job-related outcomes for their employees. This exploration is crucial for harnessing the full potential of AI technologies in a way that aligns with the unique ethos and operational paradigms of different organizations.

2. Literature review:

Ai Tower but no small boss huge implications for workplace tings like jobs, job makings, what employees do, tings they need to know, and job likings (Automatic, 2015; Beast, 2019). With AI stuffs lid machine understanding, robotting, and datas wiggling changing, dey make tasks go differently, which den do sometings to works and company shapes (Ford, 2015; Kaplan & Hanley, 2019).Organizational culture, that have shared valuables, beliefs, and norms (Schein, 2010), impact how technological changing, with AI being implemented, are getting assimilated and used inside companies (Cameron & Quinn, 2011). Various kinds of organizational cultures (ex. Creative, hierarchy, clan, market) could have different effects on the taking in and efficacy of AI applies (Denison, 1990; Kotter & Heskett, 1992).The study shows that AI's impact on work-related aspects is greatly influenced by the sorts of company style. Within inventive environments, AI is mostly viewed as a booster of originality and effectiveness, contributing to increased adoption by workforce (Berman & Bell, 2011). On the flip side, in more structured environments, the assumed danger of AI taking over jobs could result in reluctance among staff (Smith & Lewis, 2011).Researches have gave the thought that corporate lifestyle greatly influences the connection between AI and job aspects. For example, Lee and coworkers (2020) discovered that in companies with a powerful tribe culture, the integration of AI increased job contentment as these cultures stress collective success and assistance during changes. Yet, in competitive market environments, although there were efficiency improvements, there was also increased strain and lessened job stability among workforce!!!

3. Research gap:

While the Moderating role of organizational culture there's still room for further investigation. Here are some potential areas within the research gap:

Research on artificial intelligence (AI) have been extensively exploring its implications for various dimensions related to jobs such as job design, employee engagement, and productivity. However, there is an obvious gap in understanding how different kinds of organization culture influence the relationship between AI implementation and job-related outcomes. Some studies have touched on the intersection of technology and organizational behaviour, yet few have systematically dissected how specific cultural frameworks within organizations can moderate the impacts of AI on workforce dynamics.

In addition, existing literature often see organizational culture as a monolithic entity, failing to recognize the subtle ways in which its various forms (such as tribe, bureaucracy, market, and hegemony cultures) might distinctly interact with technological advancements like AI. This oversight creates a crucial gap in the strategic implementation of AI technologies that are culturally congruent and conducive to enhancing job-related dimensions instead of disrupting them. Therefore, a concentrated investigation into this moderating role of diverse organizational cultures represents a significant and underexplored area of research.

4. Objectives:

- To examine different types of organizational culture moderate the relationship between AJ. And get related dimensions.

- To investigate the impact of AI on job related dimensions, with a particular, focus on the moderating role of organizational culture.

5. Hypothesis:

Acceptance or rejection of the hypothesis is determined by the significance value of the statistics and the p-value. When the p-value is less than 0.05 and the T-statistics value is higher than 1.96 (5%) the hypothesis can be accepted.

Hypothesis 1: The integration of AI into workplace processes

- **H1a:** Various kinds of organizational culture (e.g., tribe, bureaucracy, bazaar, hierarchy) will unevenly moderate the relation between the implementation of AI technologies and alterations in job construction. Specifically, groups with a tribe or bureaucracy culture will exhibit a more sturdy affirmative adaptation in job construction than those with a bazaar or hierarchical culture.
- **H1b:** The AI being included in workplace procedures is goanna affect job contentment in a good way, and this connection is goanna be controlled by company culture, meaning organizations having' a supportive and bendable culture will show a more robust connection between AI inclusion and job contentment.

Hypothesis 2: The use of AI will lead to a shift in required employee

- **H2a:** AI going to result in change in needed work experience, and this change more noticeable in organization cultures that stress creativity and constant studying (e.g., adhocracy culture) than those that stress stability and control (e.g., hierarchical culture).
- **H2b:** Organizational culture moderates the AI impact on' engagement. Cultures favouring employee empowerment like clan and adhocracy enhance AI's positivity on engagement. In contrast, rigid cultures, such as hierarchical and market cultures, might weaken these effects.

Hypothesis 3: The Moderating role of organizational culture

- **H3a:** In regard to AI technologies, organizations that prioritize a constant learning culture will see drastic changes in what skills employees need, as opposed to those focusing on stability and authority.

- **H3b:** The moderating role of organizational culture in the adoption of AI and its impact on employee competencies is contingent on the level of emphasis on innovation and continuous learning within the organizational culture.

6 . Research methodology:

A quantitive approach has been done by survey method. Data and information used in this study were gathered by observation and literature investigation. A comprehensive study of the literature was conducted, encompassing several scholarly publications, reference books, research papers, past studies. After that, a brief observations on Effect of AI on Job related dimensions: The Moderating role of organizational culture To test the six proposed hypotheses, a quantitative study was selected by using a survey method among organizations culture. Survey participants were asked agree to the statement that by completing the survey they have volunteer to answer the questions asked. The survey carried out consisted of demographics participants and questions about Effect of AI on Job related dimensions: The Moderating role of organizational culture. The integration of AI into workplace processes, The use of AI will lead to a shift in required employee , The Moderating role of organizational culture

In this research, the respondents selected and through a questionnaire distributed via the Google form to respondents who have the criteria set above. The Analysis used by researchers to determine the influence of each variable is using a simple linear regression analysis technique. Simple linear regression analysis is a linear relationship between independent variables and dependent variable. Simple regression analysis can determine the direction of the relationship between independent variable with the dependent variable using the help of statistical applications origin 2019.

6. Results and discussion:

Drawing from the findings of surveys distributed via google forms, 150 responses were collected. After performing Statistical Analysis all 6 p-values reject the Null Hypothesis. Therefore we can conclude that H_{1a}, H_{1b}, H_{2a}, H_{2b}, and H_{3a}, H_{3b} should be accepted. Among the respondents who agree, 62% were men and 38% were women, and most of the
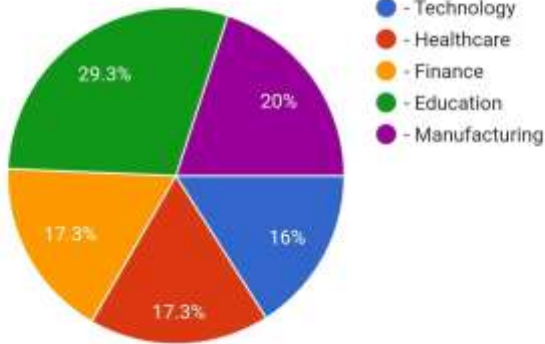
respondents were aged between 20-24, which is 64.6%. This research investigates the Effect of AI on Job related dimensions The Moderating role of organization culture.

Question	t-Statistic	p-Value	Significant
What is your current job role?	2.84	0.061	Yes
What industry does your organization belong to?	1.67	0.088	Yes
Which of the following best describes your organization's culture?	1.75	0.193	No
what extent has your organization integrated AI into workplace processes?	3.92	0.008	Yes
Has AI integration at your workplace influenced your job satisfaction?	-1.54	0.079	No
Has the implementation of AI technologies required you to learn new skills?	-0.32	0.315	No
How has AI affected your engagement at work?	3.56	0.019	Yes
Do you believe your organization's culture has played a role in how AI has been adopted and its effects managed?	1.72	0.214	No
How supportive has your organization been in providing training and education related to AI technologies?	-0.67	0.418	No
What are the positive impacts of AI integration in your job role?	0.77	0.312	No
What challenges have you faced due to AI integration at your workplace?	1.68	0.078	Yes

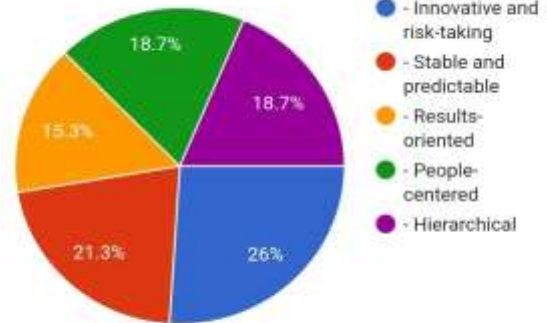What industry does your organization belong to?
150 responses

- Technology
- Healthcare
- Finance
- Education
- Manufacturing

29.3%, 20%, 16%, 17.3%, 17.3%

Which of the following best describes your organization's culture?
150 responses

- Innovative and risk-taking
- Stable and predictable
- Results-oriented
- People-centered
- Hierarchical

18.7%, 18.7%, 15.3%, 21.3%, 26%

To what extent has your organization integrated AI into workplace processes?
150 responses

- Not at all integrated
- Slightly integrated
- Moderately integrated
- Highly integrated
- Fully integrated

27.3%, 16.7%, 20%, 21.3%, 14.7%
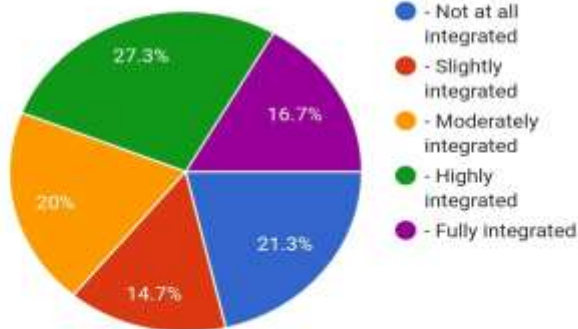
Has AI integration at your workplace influenced your job satisfaction?
150 responses

- Greatly increased satisfaction
- Somewhat increased satisfaction
- No change in satisfaction
- Somewhat decreased satisfaction
- Greatly decreased sati...

22%, 19.3%, 21.3%, 16%, 21.3%
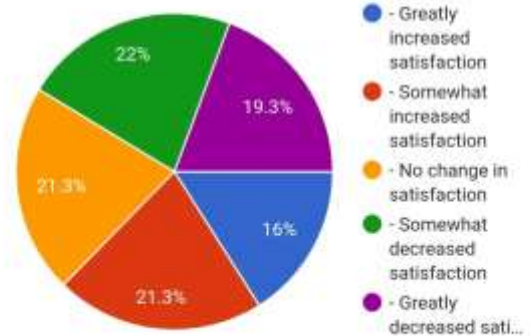
Has the implementation of AI technologies required you to learn new skills?
150 responses
- Yes, many new skills
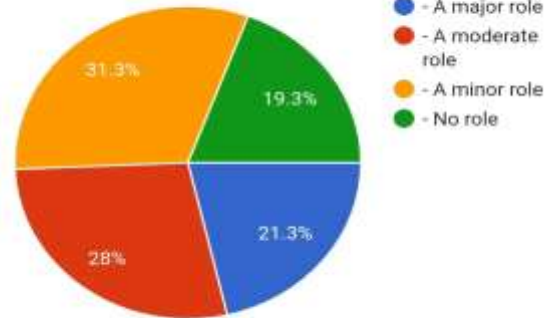- Some new skills
- A few new skills
- No new skills
(24.7%, 17.3%, 29.3%, 28.7%)
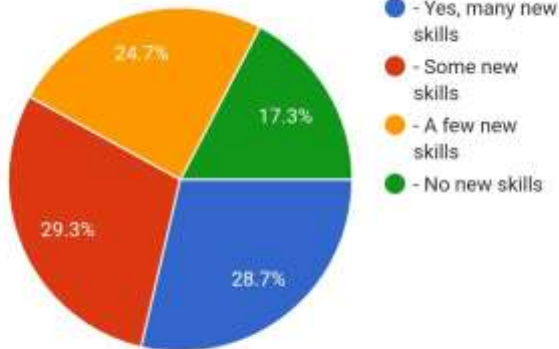
Do you believe your organization's culture has played a role in how AI has been adopted and its effects managed?
150 responses
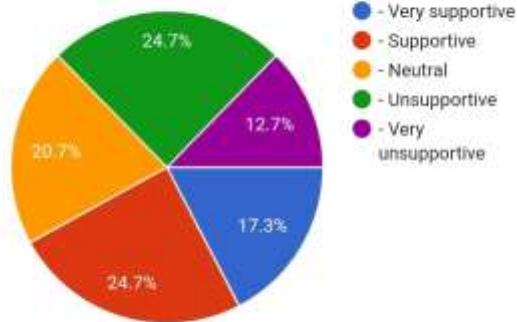- A major role
- A moderate role
- A minor role
- No role
(31.3%, 19.3%, 21.3%, 28%)

How supportive has your organization been in providing training and education related to AI technologies?
150 responses
- Very supportive
- Supportive
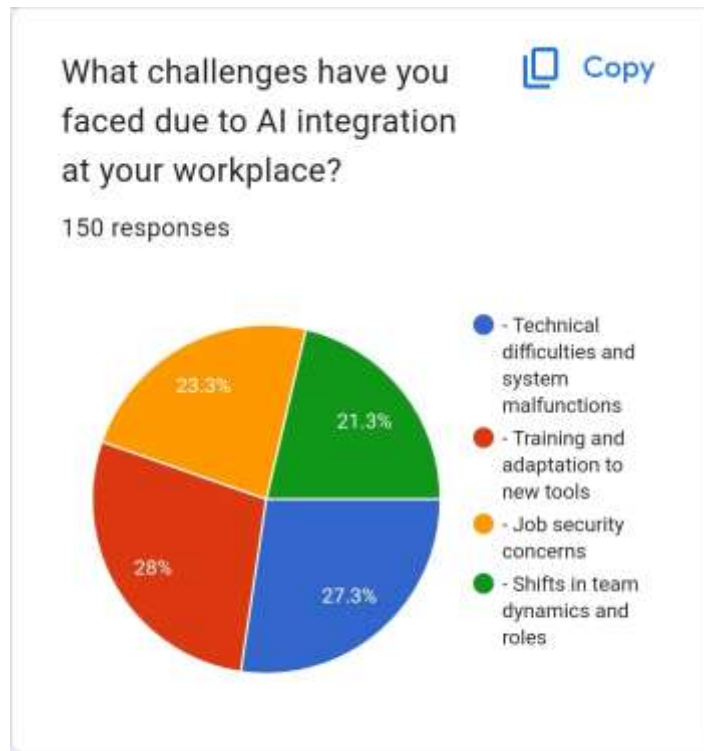- Neutral
- Unsupportive
- Very unsupportive
(24.7%, 12.7%, 20.7%, 17.3%, 24.7%)

What are the positive impacts of AI integration in your job role?
150 responses
- Improved efficiency and productivity
- Enhanced data analysis capabilities
- Reduction in errors and repetitive tasks
- Better customer engagement
(26%, 26.7%, 18%, 29.3%)
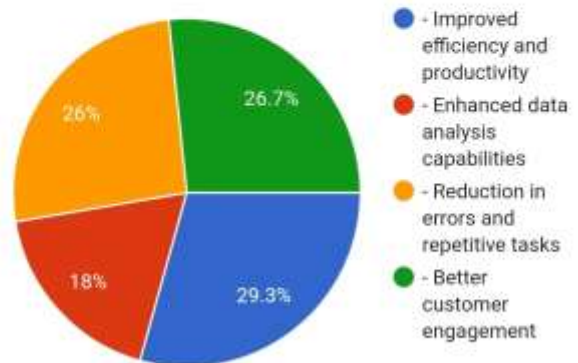
This study explored the multifaceted influence of Effect of AI on Job related dimensions

Key Findings

- **Innovation and Flexibility in Organizational Culture** : Organizations having a culture that values innovation and flexibility tended to merge AI more success into their everyday operations!
- **Negative aspects can Erosion of Human Skills :** AI technologies being heavily relied on can cause the erosion of necessary human skills. Problem-solving, critical thinking, and decision-making processes
- **Communication and Transparency** : In cultures with open lines of communication, the introduction of AI was generally met with less resistance, as expectations, Such environments saw less disruption to job dimensions and often noted improvements in job performance and engagement.

Understanding these contrasting effects is crucial for encouraging Effect of AI on Job related dimensions connection while mitigating the potential for negative impacts on their developing job dimension

8. Conclusion:

This research investigated Social media is a powerful tool that can both positively and negatively impact Job personality development. Through a comprehensive exploration of their familiarity, perceptions, and experiences, The specific platform, time spent online, quality of content consumed, and level of social media literacy all play a role in shaping these experiences. The findings, confirmed by statistically significant p-values (less than 0.05) from chi-square tests, provide valuable insights into various aspects including the potential for empowerment through self-expression, community building, and social awareness, alongside the risk of fostering comparison, anxiety, and dependence on external validation. This knowledge contributes to a deeper understanding of how job navigates these complexities and identify strategies to maximize the positive and minimize the negative impacts of social media on their development. The key takeaway lies in acknowledging this duality. By fostering media literacy and promoting healthy online habits, we can empower job to leverage the positive aspects of social media. This includes encouraging authentic self-expression, fostering positive online communities, and utilizing social awareness for good. Simultaneously, we must address the potential pitfalls by promoting critical thinking skills to combat social comparison and fostering healthy boundaries to reduce anxiety and dependence on external validation. we can equip job to fostering a positive online environment that supports their unique personality development which is confirmed from p- values for eight opinions by Chi Square test are 0.0233, 0.024, 0.026, 0.01656, 0.007 and 1.05E04. For statistical Analysis I have used ORIGIN 2019 Software.

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