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A Study on the Insecurity of Employment with the A.I., I.T & Automation Technology- Suggested Measures for the Job Security in the Corporate & Multinational Companies

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Abstract-- Adoption of information technology, and usage of ICT tools, computerization, automation, artificial intelligence, cloud computing and mobile technology is common everywhere in the corporate business sector, and multinational companies in their portfolio activities and industrial operations. With the introduction of technology, computerised operations, automation processing increased in the manufacturing, industrial and service sector organisations. At the same time manual operations were also reduced significantly and confined only controlling and monitoring.

In this situation, to minimise the budget on Human Resources pay roll, emoluments, perks, etc., A.I & I.T, automation process has been adopted with one time investment on the technology infrastructure development and on systems management. Adoption of technology is very much useful to the management in taking the policy decisions and implementation, correspondence, data processing in the financial accounts department, data analysis, research & development, quality control department and in the manufacturing processing portfolio with controlling, operating, supervising, monitoring and administrative staff of various departments.

In this paper it has been studied, the impact of technology, computerisation, usage of ICT tools in the running of organisation profile, In the accomplishment objectives and in the achievement of the goals and targets with the support of secondary data related to the service sector, and on observation and interview methods. Data visualisation through the graphical presentation, bar diagram, graphs were shown. The previous researcher works which were published in national, international journals also considered as base for the study. Articles published in the newspapers on the impact of A.I.in working environment. The insecurity feeling of the H.R. job recession, terminations, waiting period for the next projects also were studied. The findings, observations arrived from the data analysis.

Keywords-- (Information Technology, Artificial Intelligence, Computerization, automation, insecurity in employment opportunities, Job recession in Human Resources)

I. INTRODUCTION

Technology is ruling the world at present. Every mobile user is now with the feeling that the business, commercial and financial- transactions are being done online in the mobile phones. The banking monetary transactions, using payment technology Apps google Pay. Paytm, and phone Pay facilitating all kinds of merchandised payments, payment at point of sale, utility payments, LIC premiums, rental payments, travel ticket bookings, movie ticket booking, temple seva ticket booking etc. Online and internet services are now facilitating business trading and commercial payments without using physical cash usage.

With the adoption of information technology, computerisation, automation, artificial intelligence in office administration, service organisation, finance and accounts departments, commercial and business and digital marketing and e-banking organisations made it easy for the customers and for the bank staff. And for the data analysis and managerial policy decisions using the Information technology and computerisation and machine learning process widely at the concerned work centres with the support of software in I.T. and ICT tools.

With the introduction of Information technology, using ICT tools and with the support of software programmes is a big challenge to the staff, customers in the banking sector at the time of introduction. The concerned trade unions, staff association, labour organisations, and employees trade unions were strongly protested and agitated and not accepted for the transformation and to acquaint themselves with the technology with the insecurity feeling that they may lose their jobs and employment in the banking and insurance companies.

Central Government and computer departments in the banks, insurance and service organisations, later introduced the I.T. automation since 2000 assuring that no human services are withdrawn and to use their services giving training to the H.R.



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Accordingly, all the staff members, machine operators, supervisors, computer and data entry operators have been convinced with the government assurance.

II. SIGNIFICANCE OF THE STUDY

In the corporate manufacturing, business, marketing, and service organisations, usage of information technology, ICT tools and automation and artificial intelligence have been increased significantly in their routine organisation's manufacturing, administrative, financial & accounting, and in managerial portfolio. Management decisions, are made completely on the basis of computer processed data analysis. From the job recruitment & selections onwards, staff performance monitoring, manufacturing process, quality control of verification, and Research & development departments are completely on the systems automation and monitoring.

Through the computerised automation all the manufacturing works are going on from the raw material mixing up to the completion of packing process of the finished goods. No manual operation and control needed. In this situation, the management wants to reduce the workforce to minimise wages and salaries expenditure burden to the companies by installing the extra needed machines, systems, equipment and software programming. It is a one time investment of installing additional machines, systems and equipment. But it saves long run establishment recurring expenditure. Moreover, it is advisable if the expenditure is really saved. Emerging technologies like Business Process Re-engineering (BPR) in Banking, insurance companies, and client works. transportation, corporate hospital and university, UG and PG college admission and examination, evaluation, results processing, related works, tele-communication, medical science & technology labs work; their portfolios completely transformed with the BPR process using systems-software through the online and web- based counselling processed admissions and evaluation of answer scripts. If it is observed, the situation as above the human workforce can be substituted with the systems software, computerised automation process.

The expenditure on employees and workers' salaries and wages will be saved significantly to the corporate companies. Many companies, software companies, multinational companies reduced their staff, by terminating huge numbers of staff due to the introduction of computerisation, automation, BPR and artificial intelligence. EX: In Infosys, Oracle, Wipro and TCS and in Google, many employees lost their jobs, and Lay Off was declared in many software companies.

Therefore, a study on this topic has been taken up to assess the disturbed employment situations and to suggest those organisations with alternative solutions to avoid the terminations huge staff

III. REVIEW OF THE LITERATURE

Divya Kothari and Shrutika Nigam (2023): In their Research paper titled 'The Future of I. T. Jobs: Impact of AI on the Workforce: published in an International open Access, Peer Reviewed Referred Journal of creative Research Thought (IJCRT) vide Vol11, Issue 8 in August 2023., they studied on decreasing the job opportunities in I.T. and software sector as the I.T. The software industry utilises highly sophisticated efficient emerging technology, artificial intelligence which is changing working style, method of working and it is capable of identifying and solving the problems. Moreover, it is making decisions very quickly and timely and completing the job-work, project works also very fast. The efficient usage of A.I. in the I.T Sector will save the time to create, without much talent and skill of workforce. By using the A.I. Time can be saved, energy also will be saved to humans. Creativity of scenes by A.I. with computerised designing, just appears very naturally with a high look and with realistic pictures. It is very difficult to find out the difference between natural and A.I. created. And hence demand for the use of A.I. increasing instead of human creative talent. In the future, its significance will increase. Really it is a big blow to the I.T job sector market. The findings of the paper suggest that artificial intelligence has a great impact on the workers of the global I.T sector. Several I.T. companies are now adopting artificial intelligence to complete their jobs, projects rather than using the work force.... *Divya and Shrutika (1)*.

Fariha Basher et. all (2026): They studied in their paper titled "The Effects of A.I Adoption in the Workplace on employee stress, job security, Anxiety and wellbeing" published in Vol.no.17, Issue.1 In an 'International Journal of Management (IJM)' on the adoption of the A.I. especially educational medical surgeries, banking, insurance and transport department science & technology, satellite launchings, atomic energy, they observed that the AI enabled human resource management systems are rapidly transforming in recruitment and selection using A. I enabled technology quickly identifying talented, candidates, with qualification, experience, testing procedures and VIVA interview and it will prepare the shortlists in every process of recruitment, so that the work of management made easy in the assessment of the candidates' merit and selection of most talented personnel for the job positions.



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The candidates' performance in the different phases, shall be evaluated and prepared on the short list. In this entire process, the management role is very limited. The merit lists, short lists, candidates' performance assessments, evaluations, shall be made through the automations. The entire procedure is system generated. No human being involvement in the recruitment & selection. A.I systems are capable of identifying the talented profiles...*Fariha Basher et al. (2). They have taken a stratified random sampling method and the data collected through the Primary and Secondary data from 3000 participants. The study finally concludes that the A.I. technology shall be used with great responsibility.*

Dr. Birinchi Choudhury (2024): In his research paper with the title "Transformative Effects of A.I. on employment within the Indian corporate Sector: A Content Analysis which has been published in an International Open Access Peer Reviewed Journal JETIR (Journal of Emerging Technologies and Innovative Research) vide in Vol 11, issue 8 in 2024 pp.no120 to 131., he studied the significance of A.I. advanced implementation in the corporate sector job profile and its impact on the employment opportunities in the data analysis and in result discussion and decision making process. The rapid growth in usage of A.I. for certain innovative projects, and in creativity designed works. The adoption of A.I. in the Indian corporate sector, in the managerial decision makings to satisfy the customer requirement, demands and needs. In the manufacturing sector, products shall be designed innovatively as per the needs and requirements of the customer with the support of A.I. and I.T driven technology. The manufacturing process shall be monitored by the computerised automation with A.I. driven technology.

Dr. Chandra Shekar (2026): In his research article titled "Impact of Artificial Intelligence on Employment: A Systematic Review" published in an International Journal of Professional studies in vol. No. 21 Special Issue 2 published in Jan. 2026, pp no.80 – 85., he studied the impact of A.I on employment opportunities, working culture, its significance in the job profile, working experience with A.I. which is creating new job opportunities, and made easy in performing job profiles achieving uniform quality, and designed products. Computerised, processing automation using the emerging technology artificial intelligence creating new job opportunities.

Workforce should be trained in A.I. to become acquainted with the new technology. Artificial intelligence has so many different technologies. Robotics technology, Drone Technology, machine learning, Blockchain technology and these are used in different sectors. Ex. Robotics in Medical corporate hospitals.

They will work under the guidance of software technicians. Drone technology in agriculture, public service activities, block chain technology. Technology made many things. Proper training should be provided to the workers whenever they want to change the manufacturing process." Business process Re-engineering technology facilitates doing work with new innovative technology. adopting with creativity having with new designs"

Dr. Amit Kumar, Prof Sachin Chaturvedi, Dr. K Ravi Srinvas (2021) The author and his supervisors have Briefs prepared a R.I.S Policy with their valuable suggestions on the topic " Artificial Intelligence and its impact on jobs in India" and published as "RIS Policy Briefs"-Research Information System and; they observed in their policy paper that the robotics, Internet of things(IoT) started and introduced a new automation age and many refer this in Industry 4.0 where A.I. led technology, robotics and computers are capable of performing routine tasks and human cable tasks also. Artificial intelligence has greatly influenced the job market and is dominating human activities. With the advanced technological development., created 'technology unemployment' in the job market for the un-employees.

In olden days educated youth having technical qualifications get their job in their concerned technical fields of computerization, automation, created more job opportunities to youth as software engineers. But nowadays the scenario changed., without advanced technology, like artificial intelligence, machine learning, quantum technology and block chain technology.

Now the situation is very bad. Artificial intelligence is now dominating the I.T and I.C.T tools. the students, Therefore the companies, are very interested to take the youth for employment with updated knowledge skills in company advantage, they will provide job details. To overcome this problem, emerging technologies like A.I - black-chain technology and machine learning. And quantum computers shall be introduced and added in their college-course curriculum.

Dwayne A Henry (2025)-Research scholar of Graziadio Business School of Pepperdine University- in his these/dissertation studied and examined the adoption and implementation of A.I. and I.T in the corporate business organisations, technology companies, government agencies and health care firms. And in his observation the various aspects like organisation portfolio, employee working style, transparency in A.I, productivity and job security. The study highlights the importance of transparency, ethical A.I governance and more investments need to adopt human and customer centric natured features.



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IV. RESEARCH GAP

Artificial intelligence, I.T and I.C.T is an emerging technology that is now being used widely in the corporate manufacturing, marketing and service sector organisations as studied by the above eminent scholars. During this process, the human workforce is not being completely used. Human intelligence is neglected depending more on artificial intelligence and human activities were mechanised. In this paper it will examine the influence and impact of artificial intelligence, information technology, emotional and business intelligence in the process of corporate manufacturing, marketing, I.T. Software M. N. Cs and service sector activities. And how the human workforce has severely been affected with the adoption of I.T. & A.I. and mechanisation and by using the advanced, highly sophisticated technology instead of H.R. involvement.

Statement Of The Research Problem:

“How the human-workforce is also properly being used while implementing the advanced and highly sophisticated technology. that will be studied in this paper. Artificial intelligence should not be dominated by human intelligence though technology is important in this modern industrial world”.

Objectives Of The Study:

1. To study the usage of highly sophisticated advanced emerging technology in the present industrial manufacturing, marketing and service sector organisation.
2. To study the impact of I.T. and I.C.T and A.I. on the employment opportunities to the unemployed youth.
3. Advantages, Problems & challenges with the advanced sophisticated technology instead of human intelligence, human work-force.

V. METHODOLOGY

While preparing the paper data collected from software officials through the interview method and from the experienced software officials and observed the situation in their conversation. In addition to that, the research papers published in various national and international journals are also considered for the secondary data information.

Articles published in the newspapers also taken up for the study and to examine this paper. Software company and M.N Cs, and I.T. companies, industrial organisation profiles, transport organisation, insurance and banking, Accounting, financial and statistical survey organisations' working environment, work-force attitudes, working cultures have been taken as sample for the study Through the observation

method, enquiry method has also been adopted as a method of primary date. Visual effects, graphical representation shown in support of the data given.

VI. CONCEPTUAL AND THEORETICAL FRAMEWORK:

1. Significance Of The Advanced Sophisticated Technology In The Present Competitive World

All the Business, trade, Commercial organisations are highly competitive in nature. They will try to give more quality, in the manufacturing of goods and, in pricing strategies, and in marketing of goods and services to the customers. For the quick production, uniform in standards in size, quality design, packing, the industrial organisations are now adopting highly sophisticated advanced technology, like the computerization, automation, artificial intelligence, robotic technology, block chain technology and the supply chain management etc.,

Prior to the adoption of information technology, computerization, automation; only with the support of old machinery and with the support and hard work of thousands of H.R employed in the industries, factories but obtained low or less quality output, lower productivity, lack of uniformity in size and quality. With all these difficulties, problems, it is inevitable for convenience purpose, and to make the process of production, quality output and innovative designs.. The industrial organisations adopted information technology, computerised monitoring of production process, automation and artificial intelligence for the right decision making at the right time with the appropriate data analysis. The following fields adopted the highly sophisticated technology with the software programming.

- a. The corporate industrial manufacturing units
- b. Public and private transport organisations,
- c. Flight reservations, Train and Bus, seat allotments, signalling system.
- d. Tele communication, information and communication.
- e. University, College, admission. Examinations,online evaluation Education,
- f. Medical, private and public sectors, conduct of surgeries with robotic
- g. Banking, insurance sector portfolio both in corporate, private foreign,banks and insurance sectors.
- h. Accounts and finance departmental organisations of government and private.
- i. Pharma companies, Research Development, Quality Control departments.
- j. Atomic Energy, Army and Defence labs, public sector corporations, Public sector enterprises.
- k. Stock trading organisations, stock exchange, and SEBI

- l. Reserve bank, State Bank of India, Private sector banks, rural banks, cooperate banks and private banks.
- m. Private corporate sector organisations.
- n. Software companies, multinational corporations and organisations
- o. For statistical research analysis, Marketing and business surveys.
- p. For data sharing, data analysis.

The above sectors of manufacturing, service and marketing, accounts and statistical organisations, engineering, architect engineering and building designs, preparation of estimates, are widely using the technology for their works for easy and quick process. For the accuracy, perfectness, in the works, for timely, managerial decision makings sophisticated technology, assessment of workers performance technology is being used widely now.



Image 1. Technology in the present competitive world

2. Advancement Of I. T & I.C.T. Artificial Intelligence, Business Intelligence -Its Impact, On Employment

For the present-day competitive job market and environment, having just a degree, P. G qualification is not sufficient. Acquiring general and technical qualifications is just for the job application only. Application of knowledge, communication skill, soft skill, commitment, dedication towards the timely projects' completion, continuous updating with technology. Team leading skills, tactful dealing, timely and spontaneous decision making are the required skills.

Business corporates and multinational companies are adopting highly sophisticated technology in their corporate portfolio. Specially software companies, banking organisations, pharma companies, stock trading organisations and transport organisations, defence and atomic energy departments, Accounts, administration Research & Development, quality control departments and service sector organisations etc., are updating for their portfolio requirements.

The workforce H.R. who was appointed for a particular job assignment with the then qualification may not always be sufficient for further job requirements and project works.



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They have to update the computerised software programmes, skills, and train in additional higher computer languages, and courses like data science, data analytics, Python, artificial intelligence, blockchain technology, cloud-computing and recently with quantum computing, supply chain management and research software and quality control soft-wares. Software H.R. must continuously update, and continuously on the departmental training in the concerned software programmes and update with the technology so that they apply the knowledge in their latest client projects.

The concerned employees who are not up to the mark in their projects, lack of updated knowledge skills, and not applying the knowledge in the works in maintaining the quality, they are in trouble. Managements mercilessly remove the existing and will take another skilled one.

Like that recently many software MNCs like Infosys, Wipro, TCS in India and in other countries, removed so many of their employees due to lack of updated skills and lack of application in artificial intelligence technology in the projects.

Using artificial intelligence in their projects is a big blow to the software engineers and to the H.R. Some of the H.R. staff not having knowledge of application in artificial intelligence.

Just having computerised software knowledge is not sufficient to shine in the jobs. Updating skills, knowledge application, as per the organisation is also very important.

Additional courses in software and computer, I.T. and A.I. must learn and update in the training also. Otherwise, I.T & Software companies may not continue the employees in their companies. Appointments, and removals are common phenomena in the software companies according to the nature, duration and continuation of projects. Moreover, the continuation of the employees is completely dependent on their dedication, commitment to timely completion of projects and in updating the skills, additional technology according to the industrial requirements.

At present the I.T., and Software companies are adopting artificial intelligence, machine learning, and other emerging technologies to cut-short their H.R. expenditure. As the expenditure on HR is unbearable to the software and I.T. companies they are in thoughts of alternative technologies i.e. A.I. and Machine learning, cloud computing, quantum technology. Due to lack of additional skills now, worldwide many lakhs of software employees lost their jobs due to the recession period for want of additional software job skills.



Image 2 — AI and Human Workforce

3. Advantages, Problems, And Challenges Of Emerging Technologies In The I.T., And Software Companies.

In the present circumstances, the corporate business organisations want to adopt corporate governance practice. As a part of that, they need to introduce innovative methods, and adopt advanced sophisticated technology to cut-short recurring H.R. and administrative expenditures.

The H.R. who was appointed long back were in practice of outdated software technology and with routine computer working knowledge.

Software and I.T. companies like TCS, Infosys and Wipro, Cognizant are the multinational companies and they have to take off worldwide I.T. projects which need advanced highly sophisticated computerised technology.

The H.R. staff with their outdated computer technology cannot complete the project works on time and meet the client needs.

Therefore, the I.T. companies are on the way to adopt the latest emerging technology like Artificial Intelligence, robotic technology in the industrial organisation, multi-speciality corporate hospitals. Also Cloud computing, block chain technology, Quantum computing technology and machine learning are today's emerging technologies.

If they adopt these technologies with one time investment they complete foreign client works within time with less cost. They are on that project to implement Artificial intelligence worldwide I.T. and software companies reducing maximum manpower in their companies to cut-short that recurring expenditure on H.R, administrative and other overheads costs.



Image 3 — Automation and Employment Challenges

4. Advantages Of Advanced Sophisticated Technology

Usage of advanced technology in the corporate business sector. Service sector and in software I.T companies will be at an advantage with new features that give accuracy, quality, speed, in the client projects and to render fast delivery of services to the customers through the organisation portfolio management.

Whenever the advanced new technology, like artificial intelligence, machine language, blockchain technology adopted in the organisation, computerised systems must properly be upgraded with software programming or change or replace the system with updated versions as per the client-based projects.

The concerned Staff should properly be trained or replaced with new H.R. when new technology is adopted and used in the client projects. Also proper time should be given to the staff for habituating and acquainting with the new technology. The following are the advantages with emerging technology.

1. Technological revolution will have radical transformation in the organisation and in the minds of technical, skilled and I.T. software officials.
2. There is a possibility to learn something new in working with newly adopted technology, software and with new systems.
3. A new working culture will prevail in the working environment. Staff can interact, support each other.
4. Advance features in the newly adopted technology shall be enjoyed as the staff enjoyed while learning.
5. Perfectness, authenticity, accuracy and additional quality in the client-based projects up to their satisfaction
6. Time management in completing of the projects of clients



Image 4 — Reskilling and Human-Centered Technology



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VII. CONSEQUENCES OF ADOPTING THE ARTIFICIAL INTELLIGENCE

At present, according to a press information published in the famous news bulletin (Eenadu on April 4th 2026) Oracle I.T. The software company declared Lay Off and reduced the H.R staff 30000 nos. so that to complete and undertake their project implementing artificial intelligence in India only 12000 nos. H.R. removed declaring Lay off related to Cloud communication, engineering and marketing and Sales departments. In the same way Intel software, I.T company removed 21000 nos, Amazon 16000 nos, TCS 12000 nos. Accenture Company 11000 nos and sales force 4000 nos were reduced without any prior notice through sudden e-mails to the employees. Now it is a worldwide phenomenon. This is an example of the sudden retrenchment policy of I.T. and software companies. Insecurity of employment is now raised in software companies also just for want of implementation of emerging technology A.I. and Machine learning and quantum technology. With this retrenchment policy, the I.T Software companies want cut-short H.R. expenditure and save that amount 10 billion \$ in future, that means in INR approximately Rs.92,000 cr. With this strategy, funds can be saved funds to adopt and implement A.I. related software and I.T. technology.

Declaring Lay-offs in the software and I.T. companies cut down the size of the H. R all of a sudden through mails in the organisation, which gives a sudden shock and panic to the staff. Of course, this problem is not confined to Indian I.T and software company employees. and officials due to their EMI commitments, for the new house, vehicle insurance, credit card payments, family and children education responsibilities.

Instead of removing the employees from the projects, they can give training with the adopting new technology. They may be allowed sufficient time to acquaint themselves with the new technology to the staff. But here the software and I.T M.N.Cs main problem in adopting artificial intelligence and machine learning suddenly in their organisation is to reduce the staff members maximum and to cut-short huge expenditure towards H.R payment packages. If A.I. & M.L implemented in their companies worldwide, they can save Rs.92000/- nearly 10 billion \$ yearly in MNCs worldwide. Therefore, they preferred to reduce their H.R. maximum.

But the usage of artificial intelligence suddenly in place of old technology is not so easy. It will take time with the highly talented technical software and I.T professional. Also expensive to purchase and install the systems or software programming the systems.

1. A Study made in a working paper 2026-4 in, March 2026 through survey method with nearly 750 corporate executives it has been observed in their study that **“with their little evidence of near-term aggregate employment declines due to A.I though larger companies anticipate A.I. driven workforce reductions”**

(1) Sonya Ravindranath Waddell. et. all

2. **“Artificial Intelligence represents a transformation comparable to the industrial revolution with World Economic Forum (2023) projecting that A.I and Information processing will drive 86% of labour market transformation by 2030,**

World Economic Forum predicts 170 million job will be created and 92 million jobs will be displaced”

Up to 30% of hours worked today could be automated by 2030”

(2) Authors Fran Mastry and Emily Watson

3. The study made positive and negative shades on the adoption of I.T. & A.I. and impact on the employee experiences. It has been observed in their study that the

Impact of adoption of Technology, I.T and A.I leads digital transformation in the industries and creates innovation and creativity. It has a positive effect.

Moreover, adoption of technology, job Risk situation, insecurity of employment to the H.R. workforce. It is a negative shade. It is not desirable.

(3) Nishitha Malik and Shalini Nath Tripathi.

Observatory Findings:

In the competitive business world usage of advanced sophisticated technology is inevitable. At the same time corporate business organisations should keep in mind the corporate social responsibility and society wellbeing. Many corporate sectors, government departments, banking and insurance, public sector corporations, through outsourcing their job projects, create employment opportunities.

Insecurity feeling to the jobholders is not good for the corporate business organisations showing the highly sophisticated technology.

At present in the corporate and multinational companies are doing job retrenchment and declaring the sudden Lay Offs without any prior notice and indication even to the regular and experienced employees.



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Their seniority will be very much useful to the corporate organisations. Maybe the emerging technology is useful in many aspects, like time, energy, budget saving and in getting fast output; but it is harmful to the society, neglecting the human services.

There is no substitute for human intelligence. Usage of artificial intelligence is an 'artificial' but not natural as in the case of human brain power.

No social harmony, no team work, no capacity building, no support in work, no sharing of ideas, experiences without human intervention.

There may be some difficulties, recurring financial commitment but they will give better output with their hard-work. With the complete technology and mechanisation, I don't know what is happening. No performance appraisal is possible.

It has been observed and found that the "Adoption of technology, A.I., I.T computerization and automation has reshaped, reengineered the process of business and industrial portfolio and widespread job displacement"

(4) Jerald Jude Compana. Washington DC., U.S.

Advanced sophisticated technology is not always a solution for all the problems. It has been invented by human intelligence but at the same time it should not be a barrier for human existence.

(6) Dr. Surekha Rani, Adiki, Dr. P. Sai rani, Dr. K. Siva Nageswara Rao

"A.I.'s potential to enhance work-life balance and operational efficiency, a notable share also reports negative consequences like increased stress and extended work hours".

"Additionally, the findings show a strong association between A.I. Integration and the presence of corporate training programs as well as increased personal interest in A.I. related learning"

VIII. RECOMMENDATIONS AND SUGGESTIONS

In the cut-throat market competition in the business and service organisations in offering better quality goods and services updating innovative methods is inevitable.

1. Adopting advanced highly sophisticated technology in the business & service organisation profile may be one solution to overcome the market competition to satisfy the customers with quality services.

2. Through the continuous training on the newly adopted technology to the existing skilled, experienced and senior staff for updating their soft-skills according to the needs of industry, business and service organisations.
3. It is an opportunity to the existing H.R. to those who are interested to update their skills on the changing technology.
4. Declaring undesirable lay-offs of the organisation leads to closure of the organisations. That should be avoided.
5. The H.R. Trainees, freshly recruited staff who are unable to get training in updating skills on the advanced technology may be given options either to update or quit jobs.
6. On-Job training with senior staff may give good results if they offer friendly training and encourage the H.R. for the improvement of updated job skills with their learning attitude.
7. The corporate companies without declaring Lay off, unskilled, semi- skilled staff may be utilised in suitable job positions, and with sufficient training the technical H.R staff also may be utilised without terminating their services.

IX. CONCLUSION

This paper has discussed in depth the adoption of technology, usage of advanced sophisticated technology in the corporate companies and M.N.Cs.

Pros. and cons. in the usage of technology have been elaborated. And observed human hard-work, human intelligence may not be substituted with technology.

Though the technology is installed and adopted and adapted, it should be operated by the software technicians and controlled by the skilled personnel.

Only the technology cannot be operated and achieved on its own accord. It should be run, operated, and controlled by human intelligence only. H.R. should be trained and operated by getting training and workshops.

On-job and off-job training may be provided when the technology changes. Though the H.R trained it will take time to adapt with changing technology. Organisation must bear patiently and support the staff to continue in their jobs.

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