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To Study the Perception of Gen-Z about AI's Impact on Employment in Ahmedabad City

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A B S T R A C T

This study investigates the perceptions of Generation Z (Gen-Z) in Ahmedabad regarding the impact of Artificial Intelligence (AI) on employment. As AI continues to reshape industries and job markets, understanding how the younger workforce views its implications is essential for preparing them for the evolving labor landscape. Data were collected through surveys examining various factors such as familiarity with AI, concerns about job displacement, willingness to upskill, and perceptions of AI's role in future job creation. The study finds that Gen-Z is generally familiar with AI and views it with a mix of optimism and concern. While there is significant worry about job displacement due to automation, respondents also believe that AI can create new job opportunities. Additionally, the research highlights that educational institutions may not be adequately preparing students for an AI-integrated workforce, pointing to a need for curriculum reform. The study further reveals that Gen-Z is willing to upskill to stay relevant in an AI-driven job market, though there is little consensus on how to best achieve this. The findings have practical implications for policymakers, educators, and businesses, urging them to focus on AI literacy, upskilling programs, and the integration of AI-related content in education. Future research should explore generational differences in perceptions of AI, sector-specific impacts, and the development of effective workforce training strategies.

INTRODUCTION

AI's role in Employment transformation

In the 21st century, Artificial Intelligence came out as one of the most transformative technologies significantly influencing diverse particulars of life, including the changes in employment (Vidani, 2015). It can transform industries through automation, data analytics, and intelligible decision-making, which has created both opportunities and challenges within global and local labor markets (Vidani & Solanki, 2015). The interaction between AI's potential to create new jobs and its capacity to displace existing roles forms the main point of current discussion on its social impact. Ahmedabad is a rapidly urbanizing city in India, city's research on Generation Z's perception of AI's implication for employment (Vidani, 2015). With its unique social and economic context, Ahmedabad presents an interesting case for exploring these changes (Vidani, 2015).

AI's effect on employment: viewpoint of Global and Indian

The overall scenario of employment has seen major shifts with the arrival of AI because of its ability to automate routine tasks in various industries such as manufacturing, customer care, and transportation (Vidani, 2015). This study shows how automation going towards the replacement of jobs requiring routine and physical efforts (Abhijith Ajithkumar et al. 2023) (Solanki & Vidani, 2016). At the same time, AI facilitates the rise of roles requiring advanced technological skills, showing the dual nature of its impact on employment (Vidani, 2016).

In India, the introduction of AI has had effective outcomes for sectors covering from banking to logistics (Bhatt, Patel, & Vidani, 2017). This emphasizes the multifaced impacts of AI on the Indian job market, showing that technological merging reshapes job requirements, making it necessary for low-skilled workers (Niyati & Vidani, 2016). The making of AI-enabled roles, like data analyst and software engineers, opposite to the displacement of jobs in the high labor sector, shows the uneven distribution of AI's advantages and difficulties (Pradhan, Tshogay, & Vidani, 2016).

Generation Z: exclusive stakeholders

Generation Z, described as tech expertise and flexibility, has a main role in this discussion (Modi, Harkani, Radadiya, & Vidani, 2016). Gen Z, born between 1997 and 2012, grew up in an era of digital changes, making them unique from other generations, because of that, they have more impact on their career because of AI (Vidani, 2016). Generation Z has two sides to the impact of AI on them: while they are comfortable using AI-enabled technologies, but also their professional lives could also be in more danger (Sukhanandi, Tank, & Vidani, 2018).

Local Context: Ahmedabad's Economic Outlook

Ahmedabad, which is expanding industrial and technological innovation, reflects national trends in its labor market (Singh, Vidani, & Nagoria, 2016). The growing textile industry, IT sector, and strong

entrepreneurial ecosystem are particularly liable to AI's life-changing impact (Mala, Vidani, & Solanki, 2016). Understanding how Ahmedabad's Gen Z observes these changes can provide knowledge of the challenges and opportunities AI presents at the local level (Dhere, Vidani, & Solanki, 2016).

The Gen-Z Perspective: Comfort VS. Usage

Of course, Gen Z is familiar with AI-driven technologies, but Gen Z often sees a gap between comfort and more practical usage (Singh & Vidani, 2016). This split is particularly evident in sectors such as internet banking, even though people are aware of AI-based services, they are not widely adopted in this sector (Vidani & Plaha, 2016). The research suggests that while Gen Z adopts the service AI offers, they also value people-oriented interactions and human-centric approaches in professional settings (Solanki & Vidani, 2016).

Significance of The Study

This study aims to link theoretical insights and practical data by exploring how Gen Z in Ahmedabad notices AI's impact on employment (Vidani, 2016). As AI continues to reassess the employment landscape, recognizing its impact on younger generations is hard and crucial (Vidani, Chack, & Rathod, 2017). By analyzing their perceptions in Ahmedabad city, this research provides a limited view of macro trends, focusing on the need for anticipatory measures to ensure fair and sustainable growth in the AI era (Vidani, 2018). The research seeks to answer critical questions: How does AI influence career ambitions? What challenges do young professionals predict in adapting to an AI-driven workplace? And how can educational institutions and policymakers support them in managing and directing this transition?

RESEARCH OBJECTIVIES

1. **To study the awareness of Generation Z about Artificial Intelligence and its applications** (Objective achieved in Question 6 of the questionnaire)
2. **To analyze the perception of Generation Z about AI's impact on job opportunities** (Objective achieved in Question 7 of the questionnaire)
3. **To examine the concerns of Generation Z regarding AI as a threat to traditional job roles** (Objective achieved in Question 8 of the questionnaire)
4. **To evaluate the belief of Generation Z in AI's potential to create new job opportunities** (Objective achieved in Question 9 of the questionnaire)
5. **To assess the willingness of Generation Z to upskill for an AI-driven job market** (Objective achieved in Question 10 of the questionnaire)
6. **To understand the perception of Generation Z about job security in the context of rising AI adoption** (Objective achieved in Question 11 of the questionnaire)

7. **To study the preference of Generation Z for human interaction over AI-based systems in professional settings** (Objective achieved in Question 12 of the questionnaire)
8. **To examine the level of trust Generation Z has in AI-driven decision-making systems** (Objective achieved in Question 13 of the questionnaire)
9. **To explore the ethical concerns of Generation Z about the regulation of AI in employment** (Objective achieved in Question 14 of the questionnaire)
10. **To investigate Generation Z's confidence in adapting to AI-driven changes in the** workplace (Objective achieved in Question 15 of the questionnaire)
11. **To analyze the perception of Generation Z about AI's role in improving workplace productivity** (Objective achieved in Question 16 of the questionnaire)
12. **To study the expectations of Generation Z regarding the government's role in regulating AI for employment protection** (Objective achieved in Question 17 of the questionnaire)
13. **To assess the interest of Generation Z in learning more about AI and its impact on employment** (Objective achieved in Question 18 of the questionnaire)

LITERATURE REVIEW

Artificial intelligence (AI) has quickly evolved from being an innovative idea to a powerful tool for future shaping industries (Biharani & Vidani, 2018). It is used in many sectors like automation, data analysis, machine learning, and decision making which helps to change the job work cycle worldwide (Vidani, 2018). AI makes boring and repetitive tasks easy going by taking them over, and also creates new ideas which raise the job security for Gen Z (Odedra, Rabadiya, & Vidani, 2018).

AI is transforming traditional jobs into manufacturing, customer service, and logistics, which is a big concern for job seekers (Vasveliya & Vidani, 2019). However, apart from this, they say that AI can create new job opportunities for people by improving their job ability and skills in this mix of challenges and opportunities It shows how important it is to adapt to the changes in the technology and workforce to stay strong in these face of changes (Sachaniya, Vora, & Vidani, 2019).

The Creation of New Opportunities Through AI

While some worry that AI is replacing jobs, but is also creating new opportunities and creating new jobs for workers which are meaningful work (Vidani, 2019). AI is not just replacing jobs but helps people work more smartly and helps them handle routine tasks efficiently (Vidani, Jacob, & Patel, 2019). And this helps workers to focus on the important and harder tasks (Vidani J. N., 2016). The development of AI has led to the emergence of new technologies like data science, machine learning engineers, and AI ethicists have become famous (Vidani & Singh, 2017).

AI high usage of computers is required due to which the employment growth has experienced (Vidani & Pathak, 2016). AI improves productivity and helps people learn new skills and spend more time on creativity and strategic work (Pathak & Vidani, 2016). And leads to job satisfaction and improves the overall performance of business (Vidani & Plaha, 2017).

AI is helping in sectors like IT, healthcare, and finance in India (Vidani J. N., 2020). For example, tools like Ai-powered predictive analytics and medical diagnostics are creating demand for skilled workers who are capable of using these technologies (Vidani J. N., 2018).

Challenges in Adapting to AI

Transitioning to workplaces that use AI doesn't come without challenges (Vidani & Dholakia, 2020). Many workers don't have the digital skills needed for AI's benefits (Vidani, Meghrajani, & Siddarth, 2023). These "skill mismatches "make it difficult for businesses to leverage AI's full potential and workers who can't adapt the digital technologies may face fewer job opportunities and lower incomes, which could cause to increase in inequality (Rathod, Meghrajani, & Vidani, 2022).

Policy-level interventions to mitigate these challenges (Vidani & Das, 2021). It suggests industries move to different regions to spread new jobs and reduce economic gaps between areas and suggests changing the education system so that the younger generations learn new technologies and digital skills they need to succeed in an AI-powered future (Vidani J. N., 2022).

Gen Z: A Unique Cohort in the AI Discourse

Generation Z born between 1997 and 2012, are a group of people who grew up with technology and are very familiar with AI, however, their perceptions of how AI will affect their career are not all the same (Vidani, Das, Meghrajani, & Singh, 2023)

How GEN Z interacts with AI in Internet banking. This research found they find it interesting to use it. As GEN Z is comfortable in using AI they don't always choose to use it (Vidani, Das, Meghrajani, & Chaudasi, 2023). This is because GEN Z people still prefer to use interpersonal relationships and human interactions (Bansal, Pophalkar, & Vidani, 2023).

GEN Z people's views depend on AI a lot in the local job market and economy (Chaudhary, Patel, & Vidani, 2023). Young people in tech-savvy cities see AI as a way to create new innovative opportunities. And on the other side workers in traditional jobs worry that AI will take their jobs away (Patel, Chaudhary, & Vidani, 2023).

The Indian Context: AI and Employment in a Developing Economy

India has great potential to grow but also faces challenges because of its unique socioeconomic situation (Sharma & Vidani, 2023). It highlights that a young and energetic workforce is a big advantage to using AI to boost growth (Sharma & Vidani, 2023).

However, there is an issue as the skills gap, unequal development, and due to which there are regional disparities, and limited technology access and internet make it harder to adopt AI wisely (Mahajan & Vidani, 2023).

It observes that due to cultural preferences, there is slow AI adoption in people (Saxena & Vidani, 2023). For example, people prefer to talk to people rather there using AI tools for banking (Saxena & Vidani, 2023). These cultural nuances and lack of proper technology must be addressed to make AI more acceptable and useful (Bansal, Pophalkar, & Vidani, 2023).

RESEARCH GAP

The research gap in the study of Gen-Z's perception of AI's impact on employment in Ahmedabad city lies in the lack of focused studies that address this specific demographic group within the context of a rapidly transforming labor market. While numerous studies have explored the broader implications of AI and automation on employment across various age groups, there is limited research that specifically examines how Gen-Z, as the emerging workforce, views these changes. Furthermore, existing research often concentrates on global or national perspectives, neglecting regional variations such as those found in Ahmedabad, where the economic landscape may differ from other parts of India or the world. Additionally, there is a need to understand how factors such as education, socioeconomic status, and exposure to technology in this city influence Gen-Z's attitudes towards AI's role in the job market. Filling this gap would provide valuable insights for policymakers, educators, and businesses in Ahmedabad to better prepare for the future of work.

HYPOTHESIS

H1: There is a significant relationship between a person's age and their familiarity with Artificial Intelligence.
H2: There is a significant relationship between a person's age and their opinion on how likely AI will significantly impact the job market in the next 5 years.
H3: There is a significant relationship between a person's age and whether they have encountered AI in their current academic or professional environment.
H4: There is a significant relationship between a person's age and their belief about AI creating more job opportunities in the future.
H5: There is a significant relationship between age and concern about AI potentially replacing human jobs. In other words, the level of concern depends on age.
H6: There is a significant relationship between age and the level of agreement with the statement about jobs being at risk due to AI automation. The level of agreement depends on age.
H7: There is a significant relationship between a respondent's age and their level of agreement with the statement.
H8: There is a significant relationship between a respondent's age and their willingness to upskill to stay relevant in an AI-driven job market.
H9: There is a significant relationship between a respondent's age and their perception of how AI could affect their career growth.

H10: There is a significant relationship between a respondent's age and their perception of whether current educational institutions are preparing them for an AI-integrated workforce.

Table 1: Validation Of Questionaire

Statements	Citation from JV citation file (You can add more than 1 citation)
How familiar are you with Artificial Intelligence (AI)?	(Vidani, 2015)
In your opinion, How likely do you think AI will significantly impact the job market in the next 5 years?	(Vidani & Solanki, 2015)
Have you encountered AI in your current academic or professional environment?	(Solanki & Vidani, 2016)
Do you believe AI will create more job opportunities in the future?	(Bhatt, Patel, & Vidani, 2017)
How concerned are you about AI potentially replacing human jobs?	(Niyati & Vidani, 2016)
"Jobs in certain sectors are most at risk due to AI automation." Rate your level of agreement with this statement.	(Pradhan, Tshogay, & Vidani, 2016)
"AI will significantly change the skills required for future employment." Rate your level of agreement with this statement	(Modi, Harkani, Radadiya, & Vidani, 2016)
Are you willing to upskill to stay relevant in an AI-driven job market?	(Vidani, 2016)
How do you think AI could affect your career growth?	(Singh, Vidani, & Nagoria, 2016)
Do you feel that current educational institutions are preparing you for an AI-integrated workforce?	(Mala, Vidani, & Solanki, 2016)

**Source: Author's compilation*

METHODOLOGY

Table 2: Research Methodology

Research Design	Descriptive
Sample Method	Non-Probability - Convenient Sampling method
Data Collection Method	Primary method
Data Collection Method	Structured Questionnaire
Type of Questions	Close ended
Data Collection	Online through Google Form

mode	
Data Analysis methods	Tables
Data Analysis Tools	SPSS and Excel
Sampling Size	**154**
Survey Area	**Ahmedabad**
Sampling Unit	Students, Private and government Job employees, Businessmen, Home maker, Professionals like CA, Doctor etc.

**Source: Author's compilation*

RESEARCH RESULT

The study included 154 respondents, with the majority (81.8%) aged between 18-25 years, followed by 13.6% in the 32-38 age group, and 4.5% aged 25-32 years. Regarding occupation, 58.4% of participants were students, 29.9% were employed in jobs, 6.5% were business owners, and 3.2% were professionals such as doctors or chartered accountants. In terms of education, more than half (51.9%) of the respondents had completed high school, 39.6% held an undergraduate degree, and 8.4% had a postgraduate degree. This demographic profile highlights a predominantly young, student-oriented sample with varying educational backgrounds.

TABLE 3: RESULTS OF HYPOTHESIS TESTING

Add rows as per number of hypothesis you have created

Sr. No	**Alternate Hypothesis**	**Result p =**	**>/ < 0.05**	**Accept/ Reject Null hypothesis**	**R value**	**Relationship**
H1	**There is a significant relationship between a person's age and their familiarity with Artificial Intelligence.**	0.001	<	H01 Rejected (Null hypothesis rejected)	0.308	Weak
H2	**There is a significant relationship between a person's age and their opinion on how likely AI will significantly impact the job market in the next 5 years.**	0.001	<	H02 Rejected (Null Hypothesis Rejected)	0.001	Weak

H3	**There is a significant relationship between a person's age and whether they have encountered AI in their current academic or professional environment.**	0.065	>	H03 Accepted (Null Hypothesis Accepted)	0.019	Weak
H4	**There is a significant relationship between a person's age and their belief about AI creating more job opportunities in the future.**	0.664	>	H04 Accepted (Null Hypothesis Accepted)	0.281	Weak
H5	**There is a significant relationship between age and concern about AI potentially replacing human jobs. In other words, the level of concern depends on age.**	0.019	>	H05 Accepted (Null Hypothesis Accepted)	0.850	Weak
H6	**There is a significant relationship between age and the level of agreement with the statement about jobs being at risk due to AI automation. The level of agreement depends on age.**	0.061	**>**	H06 Accepted (Null Hypothesis Accepted)	**0.026**	**Weak**
H7	**There is a significant relationship between a respondent's age and their level of agreement with the statement.**	0.025	>	H07 Accepted (Null Hypothesis Accepted)	0.204	Weak
H8	**There is a significant relationship between a respondent's age and their willingness to upskill to stay relevant in an AI-driven job market.**	0.114	>	H08 Accepted (Null Hypothesis Accepted)	0.057	Weak
H9	**There is a significant relationship between a**	0.001	<	H09 Rejected	0.001	Weak

	respondent's age and their perception of how AI could affect their career growth.			(Null hypothesis rejected)		
H10	**There is a significant relationship between a respondent's age and their perception of whether current educational institutions are preparing them for an AI-integrated workforce.**	0.001	<	H10 Rejected (Null hypothesis rejected)	0.003	Weak

**Source: Author's compilation*

DISCUSSION

The study is all about how GEN Z thinks about artificial intelligence (AI) and its impact on employment in Ahmedabad.

The analysis found that GEN Z people are more familiar with AI because of their increased exposure through education, media, and digital environment and this trend suggests that GEN Z's awareness of AI may shape their understanding of AI's effect on employment.

The study says that most of GEN Z believe that AI will have a big effect on employment in the near future Despite this, the perception that AI will disrupt the jobs market is common among the entire universe, regardless the age.

GEN Z's encounters with AI in academics and in work depend on their job field and their age, and the findings also indicate that AI could create new job opportunities, but age doesn't strongly influence this belief.

There are concerns that AI will replace human jobs. The study found that worrying about automation taking jobs is prevalent across all age groups, highlighting AI's role in the future of work.

GEN Z is learning new skills and adapting to an AI-driven job market. This readiness to engage in continuous learning across the generation is not tied to age.

The study says that most of the GEN Z members feel that educational institutes like colleges and schools aren't preparing them well for jobs in an AI-powered world. And it's a shared concern across the generations.

THEORETICAL IMPLICATIONS

The findings of this study offer important insights into how GEN Z views AI's impact on jobs. Contributing to generational differences, employment, and understanding of AI.

Firstly the younger generations are more familiar with AI technologies and the idea that younger generations are quicker to adopt new tech. The technology explains this by showing that familiarity makes it easier to accept

and use new technology. This means that GEN Z is better prepared to use AI in their careers compared to older generations.

Secondly, the study says that many GEN Z are also worried that AI will take over their jobs, just like older generations. This shows that not only the old generations but also GEN Z are afraid of automation. And these concerns reflect the discussions in society about how AI affects jobs, not just specific age groups. Additionally, the study's findings that there is no significant relationship between age and the GEN Z is ready to learn new skills to stay relevant in an AI-driven job market, regardless of age. And this matches the human capital theory, which says that education and training will help people become more productive and can get better employment. GEN Z's focus on continuous learning highlights the actions taken to adapt the technological changes.

GEN Z feels that training and education given in schools and colleges are not doing enough to prepare them for jobs involving AI. This points gap between the workforce needs and the education provided. This study suggests that updating AI skills and digital literacy, helps students prepare for future jobs.

Finally, the study says that GEN Z is both hopeful as well as cautious about AI they recognize its potential as it can create new opportunities but are also aware of its risks, like job displacement. The study suggests that future research should explore this balance between AI's benefits and challenges.

PRACTICAL IMPLICATIONS

The results from this study have various practical implications for policymakers, educators, organizations, and professionals looking for awareness and replying to Gen-Z's perceptions of AI's influence on employment. These results give Advice on how to prepare Gen-Z for the AI-driven job-market, reduce worries about automation, and make sure that the workforce is ready with the skills needed to succeed in a rapidly changing technological view.

The important relationship between age and familiarity with AI shows that younger individuals within Gen-Z are more likely to be informed of AI technologies. But, to address the worries of the entire generation, it is vital to encourage broader AI understanding through educational actions, particularly in non-technical fields. Policymakers and educational institutions should focus on combining AI-related content into curricula, not only within STEM disciplines but also in liberal arts and vocational training. This would verify that all members of Gen-Z, in any case of their field, are ready with basic learning of AI and its effects for different industries. By helping AI education, we can prepare Gen-Z to involve with AI both in their current roles and as future leaders in their related sectors.

Gen-Z's readiness to upskill and fit to an AI-driven job market, even though weak relationships between age and willingness to do so, emphasizes the importance of lifelong learning. Companies should develop training programs and efforts that enable Gen-Z employees to collect new skills significant to AI integration. This can add offering workshops, certifications, or

partnerships with online platforms to provide available learning opportunities in areas such as data science, AI ethics, machine learning, and digital tools. Supporting constant learning within the workplace will not only help employees stay competitive but also allow companies to benefit AI technologies more effectively.

The universal worry about AI swapping human jobs spotlights the need for organizations and policymakers to address panic related to job automation. It is necessary to communicate how AI can concentrate human work rather than entirely replace it. Employers should focus on fostering a culture of collaboration between humans and AI, where AI is seen as a tool that boost performance and efficiency rather than as a competitor. Additionally, job transition programs should be executed to help workers displaced by AI automation find new options. These programs can offer upgrading, job placement guidance, and career advice to ensure a smooth transition into new roles that demand human expertise alongside AI technologies.

The considered insufficiency of current educational institutions in setting up Gen-Z for an AI-integrated workforce presents a significant challenge. Educational institutions must recheck and update their programs to ensure that students are not only skilled in traditional academic subjects but also have the digital and AI-related skills necessary for future success. Contribution between industry leaders and educational bodies can help create programs that link the gap between theoretical knowledge and practical application. Additionally, internships, training programs, and industry-sponsored projects should be motivate to give students hands-on experience with AI tools and technologies.
While issue about job shifts are notable, the study also reveals that Gen-Z holds a sense of confidence about AI's potential to create new job chances. Governments and businesses can build on this hopefulness by promoting policies that encourage innovation and the creation of AI-driven industries. For example, actions to support AI startups, research and development, and public-private partnerships can activate job creation in new sectors. In addition, businesses can study how AI technologies can guide to the development of entirely new job roles that mix human creativity with technological advancement, opening up career opportunities for Gen-Z in areas that may not have occur before.

To handle the mixed feelings Gen-Z has about AI, a complete public alertness campaign could help shift views of AI from a source of fear to an opportunity for independence. This could include advancing real-world examples where AI has shared positively to society, such as in healthcare, environmental sustainability, and education. By revising AI as a joint tool, the public description can help reduce fears while encouraging young people to adopt the potential of AI in shaping their careers and futures.

In summary, the practical implications of this study point out the need for dynamic measures in education, workforce growth, and policy-making to deal with the problems and opportunities that AI display for Gen-Z. By cultivating AI literacy, encouraging upskilling, organizing educational curricula with future market demands, and promoting AI-driven innovation, we can

ensure that Gen-Z is prepared to manage the transforming job market. These steps will not only ease the risks connect with AI but also maximize its ability to create a more dynamic and open workforce.

CONCLUSIONS

This study gives valuable observations into Gen-Z's beliefs of Artificial Intelligence (AI) and its result on employment in Ahmedabad. The conclusion highlight key generational mindset, concerns, and readiness to catch to the rapidly transforming AI-driven job market. While there are problems about job removal and the sufficiency of current educational structures, Gen-Z shows a strong sense of positivity regarding AI's potential to create new job opportunities. The study emphasizes the value of developing AI literacy and promoting continuous skill development to secure this generation remains rivalry in an increasingly AI-integrated human resources.

The research shows that recognition with AI is more common among younger members of Gen-Z, although these insights does not always translate into significant differences in perceptions about job risks or opportunities. For all issues about AI replacing human jobs, Gen-Z looks to collectively recognize the talent for AI to drive innovation and create new career routes. On the other hand, there remains a notable gap between the skills currently taught in educational institutions and the skills needed for the AI-driven workforce, alerting the need for educational update and industry contribution.

The practical implications of these insights are far-reaching. Policymakers, educators, and businesses must focus on AI education, develop programs to enhance digital education, and offer growth opportunities to provide Gen-Z with the skills necessary to develop in the future job market. By speak to problems about automation and strengthen the positive aptitude of AI, stakeholders can help shape a future where AI accompany human work rather than replacing it.

At last, this study helps to the greater understanding of generational viewpoint on AI, providing counseling for those looking to manage the connection of technology, employment, and education. As AI keeps going to reshape the global workforce, driven efforts to prepare Gen-Z will play a crucial role in ensuring a balanced and dynamic labor market that accepts technological progress while protecting human potential.

RECOMMENDATIONS FOR FUTURE RESEARCH/ FUTURE SCOPE OF THE STUDY

This study provides a foundational understanding of Gen-Z's perceptions of AI's impact on employment in Ahmedabad, but there are several areas where future research could expand on these findings to offer deeper insights into the evolving relationship between AI and the workforce.

Firstly, future studies could explore the perceptions of AI across different geographic regions and cultures. While this study focused on Ahmedabad, it would be beneficial to compare the perceptions of Gen-Z in different cities or countries to understand how cultural, social, and economic factors influence

attitudes toward AI and its impact on employment. Cross-cultural comparisons could reveal variations in generational responses to AI, providing a more global perspective on its implications for the workforce.

Secondly, the study primarily focused on the attitudes and concerns of Gen-Z, but a more comprehensive examination could include comparisons with other generations, such as Millennials, Gen-X, and Baby Boomers. Understanding how perceptions of AI differ across generations could help policymakers and organizations tailor strategies for workforce adaptation, upskilling, and educational reform. A comparative study would also allow for a more nuanced exploration of how different age groups perceive AI's impact on job security, career opportunities, and work-life balance.

Additionally, future research could investigate the role of AI in specific industries and sectors. While this study examined general perceptions of AI's impact on employment, a deeper dive into how AI is influencing job roles in industries like healthcare, finance, manufacturing, and education could provide a more detailed picture of AI's sector-specific effects. By focusing on particular industries, researchers could identify the most vulnerable job roles to AI automation and explore the skills required to ensure job security in those fields. Another area for future research is the development of effective strategies for upskilling and reskilling. While this study found that Gen-Z is willing to upskill, further research could explore the most effective approaches to learning and training for an AI-driven job market. Investigating the role of online learning platforms, apprenticeships, mentorship programs, and corporate training initiatives could provide valuable insights into the most efficient ways to equip Gen-Z with the skills needed to thrive in the future workforce.

Moreover, the psychological and emotional impacts of AI on Gen-Z's career expectations could be a rich area for exploration. This study highlighted concerns about job displacement, but more research is needed to understand how these concerns affect Gen-Z's career choices, mental health, and overall attitudes toward work. Investigating whether these anxieties lead to avoidance behaviors, such as pursuing careers in non-technical fields, or drive a greater desire for entrepreneurship and innovation, could offer valuable insights for employers and educators.

Lastly, longitudinal studies could track the evolving perceptions of Gen-Z as they enter the workforce and gain more exposure to AI technologies in professional settings. By following this generation over time, researchers could assess how their attitudes and expectations about AI in the workplace change as they gain practical experience and as AI technologies themselves continue to evolve.

In conclusion, while this study provides important insights into Gen-Z's perceptions of AI's impact on employment, there are numerous opportunities for future research to deepen our understanding of the complexities surrounding AI, generational differences, and workforce dynamics. By broadening the scope of inquiry, researchers can better inform educational, corporate, and governmental strategies to ensure that the workforce is well-prepared for the opportunities and challenges presented by AI.

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