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APPLICATION OF ARTIFICIAL INTELLIGENCE (AI) SYSTEMS ON EMPLOYEES' UP-SKILLING AND RE-SKILLING IN SELECTED ORGANISATIONS IN BORNO STATE

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Abstract

The application of AI in various organizational sectors has automated tasks that are currently performed by human thereby reduce cognitive workload which had free up workers for more strategies work. AI is a branch of computer science based on the concept of imitation of human intellectual functioning, hence, this research study Application of AI systems for Employees Up- skilling and Re-skilling in selected organizations in Borno State. Descriptive analytical design was used. Two research questions guided the study and two null hypotheses were tested at 0.05 level of significance. The population of the study was 71 respondents which comprised of 25 staff from Nigerian Television Authority (NTA), 25 staff from Federal Inland Revenue Services (FIRS), 15 staff from Borno Radio Television (BRTV), and 6 staff from Borno Geographical Information Services (BOGIS). The entire population also served as the sample size because of its manageable size. The instrument for data collection was a structured questionnaire containing 36 item statements. A four-point response scale was used in determining the level of AI usage on Employees' Up-skilling and Re-skilling in organizations in Borno State. The instrument for the study was subjected to both face and content validity. Two Business Education experts from University of Maiduguri, and Borno State university, Borno State (Now Kashim Ibrahim University) and an expert in Measurement and Evaluation, University of Maiduguri validated the instrument. To establish the reliability of the questionnaire item statements, the internal consistency measure was sought through pilot survey of 20 managerial staff of head of units in Peace FM, Maiduguri. The data generated were analyzed using Cronbach Alpha measure of internal consistency and reliability coefficient of 0.71 and 0.81 respectively were obtained. The results of the analyses revealed that AI significantly enhances task management, organization and workflow efficiency, contributing to employees' up-skilling and re-skilling thereby fostering continuous skill development. Based on the findings it was concluded that AI had the potentials and capacity to increased task management and workflow efficiency, better and faster decision-making, enhance creative problems-solving and innovation skills which are crucial for workers' experience and cost reduction through automation of task, and thereby free-up workers for more strategic work. It was therefore, recommended among others that AI systems should be implemented in organizations in order to optimize focus on current strategies, workflow with efficiency.

Keywords: *Artificial Intelligence, Employees, Up-skilling, Re-skilling Organization*

Introduction

Artificial Intelligence is a set of technologies that enable computers to perform a variety of advanced functions, including the ability to see, understand and translate spoken and written language, analyze data, and make recommendation (Stryker, 2024). In the views of Caursera (2023), Berbya, Pachidi, and Jarvenpaa (2021) and IBM Industry Newsletter (2020) Artificial Intelligence (AI) is referred to set of computer systems capable of performing complex tasks that historically only a human could do, such as reasoning, making-decisions or solving problem. AI is the study and development of computer systems that can copy intelligent human behavior or the simulation of human intelligence processes by machines, especially computer system. Integrating Artificial Intelligence (AI) systems in the workplace significantly impacts workers' skills, up-skills and re-skilling development. The implementation of (AI) systems in various organizational sectors has the potential to either revolutionize task that are currently performed by human or reduce cognitive workload, which can lead to workers' up-skills, re-skilling and increased productivity and efficiency. These rapid changes have significant implication on organizations' workers and business leaders as AI can also be perceived as leading to job losses. Successfully adapting to this transformation will lead organizations and institutions to new working organizational strategies, which requires implementing measures and models/strategies to up-skills or re-skilling of workers. Organizations therefore, face considerable challenges such as guiding employees towards the change processes, dealing with the cost of training and ensuring fairness and cultural diversity (Stryker, 2024)**.**

Technological innovation especially in the case of AI has significantly impacted the wok processes and how they are organized and performed. AI is a branch of computer science that uses computation model to perform tasks that previously required human intelligence **(B**ritannica, 2021**).** AI is an emerging technological machine that can think like human, do things that are considered SMART.(Claryse & Kiefer, 2021) The full form of SMART in this context is: Specific, Measurable, Achievable/Assignable, realistic and Time-related. AI is defined as thinks humanly, acts humanly, thinks rationally or acts rationally. AI is a computing process that tries to emulate human learning based on data, arriving at decision similar to human cognitive, which is especially useful in business decision making contexts where problems can be highly complex and have unclear goals (Bodes, 2024). AI technology can process large amounts of data in ways unlike humans. The goal for AI is to be able to do things such as recognize patterns, make decision, and judge like human. AI is additionally able to learn by repeating specific tasks, adapting and improving overtime (Hadecky, 2022)

In the views of Zawacki, Richter, Mogos, and Bodea (2022), AI refers to the capacity of computers to perform cognitive task akin to human minds especially in learning and problem-solving. AI plays a pivotal role in providing solutions across diverse fields, including but not limited to health, education and engineering. Although, it presents numerous opportunities to enhance teaching and learning which then leads to skills acquisition, up-skills and re-skilling of workers in workplaces. Modern AI systems are currently bound to machine learning (ML). The development of machine learning methods and models enables computer to learning from data without explicit programming (Hevoman, 2021). Machine learning involves providing large amounts of data to a computer system, which then uses statistical technologies to find pattern and relationship in the data. Based on the data it has learned, the system can use this information to make predictions or take action.

The implementation of AI systems in organizations has led to a rapid pace of changes referred to as industry 4.0. The adoption of AI has implication on both knowledge workers and blue-collars workers, because AI has the potential to automate a variety of tasks currently performed by human (Nasserddine, & Yaunnis, 2023). AI integrations in organizations offers opportunities for automation, improved decision-making and innovation, but also presents challenges like job displacement and the need for up-skilling and re-skilling of the workforce and has also raised awareness about the importance to identify and cultivate transversal skills in their workforce. These transversal skills are known as transferable skills/soft skills that can be applied across various tasks and industries. These skills include but not limited to critical thinking, problem-solving, self-management social and communication, and collaborations which are essential for working effectively with AI systems. These skills enable workers to adapt to new technologies processes and to continuously learn and develop in the face of rapidly changing technologies. Up-skills and re-skilling of workers in organizations both in public and private, governmental and non-governmental is very crucial in this present age of Artificial Intelligence (AI), which can be achieved through implementation and readiness of AI systems.

The term organizations are often referred to as company, institution, association or governmental body (Morandimi, 2023). An organization comes in various shapes and sizes each design to serve different purposes. It could be public or private owned such as businesses, schools, charity and government offices with a clear and specific goals and purposes. The term organization is defined from the academic school of thought as a group of persons with a common objective and a structured process in which individuals interact to pursue and achieve common objectives (Gutterman, 2023). In the view of Rashe et al (2021), and Ahrn (2019), organization is a group of people that share common goal or set of goals intentionally come together to organize themselves so they can cooperate with each other and coordinate their activities in such a way that allows them to achieve their common goals and create something that is of value. It means that organizations must have a structured process relating to the interactions among its members beyond the members simply coming together to pursue a shared interest or purpose. In this context the term organization is a body built for a collection of individuals who join together to achieve some common goals and objectives bounded by legal entities.

Workers are usually the leading resources of organizations whether in federal or state own or even in private organizations, because they are the base of a strong and long-running organization. Worker's skills acquisition, up-skilling, re-skilling, and performance affect the overall evolution of the organization. AI adoption by various organizational sectors has the potentials to automate tasks that are currently performed by human and reduce cognitive workload. A skill is the ability to use one's knowledge acquired effectively and readily in execution of a task. A skill is the learned innate ability to act with determined results with good execution often within a given amount of time, energy or even both. Skill refers to learned power of doing something competently. A skill is used to denote expertise that has been developed through training and experience and includes trade and craft skills acquired by apprenticeship, as well as the high-level performance found in many domains such as professional practice (Pdf, 2021). Skills are acquired by individuals during the course of training in a specified program in colleges, polytechnic or in the university. Skills are divided into two domains that is the general and the specific domain. According to UNESCO (2023) a skill is the ability and capacity acquired in the course of training through deliberate, systematic and sustained effort to smoothly and adaptively carryout complex activities or job functions involving ideas. Skills are classified into three major types namely: Transferable or Functional skills, Personal trait or Attitude skills and Knowledge-based skills.

Up-skilling refers to acquiring new skills over existing ones to enhance job performance within a current role. Up-skilling is about staying competitive and effective in the face of changing job market needs and organization requirements rather than moving to a different position (Okeke, 2021). According to Okeke, Up-skilling is a workplace trend that provides training programs and development opportunity to expand an employee's ability while minimize skill gap. Up-skilling major concept aims to train workers on new skills to optimize their job performance. On the other hand, Re-skilling otherwise known as Professional Re-cycling is a process of acquiring entirely new skills to prepare for a different job function, or industry, often due to changes in job market demand, personal career goals or learning skills that fundamental (Tomarangkilag et al, 2023). It therefore, means that Re-skilling involves training workers on an entirely new set of skills to prepare persons to take on a different role within the company, which occurs when workers previous tasks or responsibilities become irrelevant often due to advancement in technology. It is done to train workers to adapt to different post within the company.

Statement of the Problem

Artificial Intelligence is the intelligence of a machine or computer that allows it to mimic human capabilities, and its integration in the workplace has had a substantial impact on workers' skill acquisition, up-skills and re-skilling. AI technologies have the potential to revolutionize the integration of human and artificial learning, leading to a surge in a skilled workforce that can effectively use AI in complex office environment. However, using AI systems does not automatically lead to a systematic improvement on workers' up-skills, and re-skilling, efforts, availability and utilization of these technologies are necessary. Most organizations rely on AI systems for their basic functions in this technological advanced age. Organizational readiness for AI adoption is believed to be influenced by factors such as organizational financial resources, sizes and data management and protection concern. It is based on the above mentioned that the study intends to investigate the Application of AI in Organizations for workers' up-skills and re-skilling in selected organization in Borno State.

Research Questions:

Two research questions guided the study.

1. How does application of Artificial Intelligence (AI) in organizations improve employees' up-skilling and re-skilling?
2. How does application of Artificial Intelligence (AI) in organizations guide employees' towards up-skilling and re-skilling?

Research Hypotheses

Two null hypotheses were tested at 0.05 level of significance.

Ho_1: There is no significant relationship between the application of AI systems in organizations and improvement in employees' up-skilling and re-skilling.

Ho_2: There is no significant relationship between application of AI systems in organizations and employees' guide towards up-skilling and re-skilling.

Method

Due to the study exploratory nature, the research adopted descriptive research design. The study was conducted in four selected federal and state own organizations in Borno State among senior managerial workers. The population of the study was 71 respondents, which comprised of 25 staff from

NTA, 25 staff from FIRS, 15 staff from BRTV and 06 staff from BOGIS. The sample size of the study was 71 respondents which was the entire population because of its manageable size. 71 copies of the questionnaire were administered to the respondents personally by the researcher and a research assistant, out of which only 68 copies were retrieved and were well filled. This signified 96% returned rate. A structured questionnaire tagged Artificial Intelligence in Organizations for Workers Up-skilling and Re-skilling Questionnaire (AIOWUR) contains 36 item statements were used as instrument for data collection. The instrument was validated by three experts drawn from University of Maiduguri, and Borno State University. A pilot study was conducted at the Peace Fm, Maiduguri involving 20 managerial staff. The data collected from the pilot study were analyzed using the Cronbach Alpha reliability test was used to determine the internal consistence of the instrument which yielded a reliability coefficient of 0.729 and 0.808 respectively. The data collected were analyzed using statistical tools. The research questions were analyzed using Mean and Standard Deviation while chi-square was used to test the null hypotheses at 0.05 level of significance. The decision rule for the test of Null Hypotheses was: where the p-value is less than the significance level of 0.05, the null hypotheses will be rejected, otherwise the null hypotheses will be accepted. The research instrument was pilot tested in order to determine its reliability using Cronbach Alpha. The reliability coefficients of 0.729 for items measuring the application of Artificial Intelligence (AI) Systems in Organizations improve workers' Up-skilling and Re-skilling was obtained and also Cronbach's Alpha value of 0.808 was obtained for items measuring the use of AI Systems in assessing and determining workers' performance in organizations.

Results

Research Question one: How does application of Artificial Intelligence (AI) Systems in Organizations improve Employees' Up-skilling?

Table 1.1: Mean and Standard Deviation showing the responses of respondents on AI and Task Management/Workflow Efficiency

S/N	Statements	Mean	SD	Remark
1	Application of AI in organization help workers management workflow	3.10	0.67	Agree
2	AI in organization prioritize task for workers and provide performance feedback	3.01	1.01	Agree
3	AI in organization assist workers on how to manage their time	3.35	0.72	Agree
4	AI in organization assist workers on how to manage set goals	3.19	0.89	Agree
5	AI in organizations enable workers enables workers focus on current automation resources	3.18	0.69	Agree
6	AI in organizations enable workers enables workers focus on current strategies/measures	3.10	0.78	Agree
7	AI in organizations provide workers with the ability that help them monitor their daily activities and analyze performance	3.01	0.89	Agree
8	AI in organizations aid in automation of task scheduling, event etc.	3.22	0.90	Agree
	Grand Mean	**3.15**	**0.82**	**Agree**

Data in table 1.1 revealed that, respondents agreed that AI helps workers manage workflow (Mean = 3.10, SD = 0.67), prioritize tasks and provide feedback (Mean = 3.01, SD = 1.01), manage time effectively (Mean = 3.35, SD = 0.72) and set goals (Mean = 3.19, SD = 0.89). They also agreed that AI enables focus on automation resources (Mean = 3.18, SD = 0.69) and strategies/measures (Mean = 3.10, SD = 0.78), supports monitoring daily activities and performance analysis (Mean = 3.01, SD = 0.89) and aids in task scheduling automation (Mean = 3.22, SD = 0.90).

The mean scores for the eight statements in this table range from 3.01 to 3.35, all above the decision rule guiding this study, indicating agreement across all items. Therefore, the results show that AI significantly enhances task management, organization and workflow efficiency, contributing to workers' up-skilling and re-skilling.

Table 1.2: Mean and Standard Deviation showing the responses of respondents on AI and Skill Development/Self-Improvement

S/N	Statements	Mean	SD	Remark
9	Application of AI in organization enables worker on task creativity	3.24	0.89	Agree
10	Application of AI enables workers recognize and develop self-management skills	2.90	0.88	Agree
11	AI in organization enhances personalized suggestions to workers	2.91	0.74	Agree
12	AI in organizations enable workers focus on task innovations	3.07	0.85	Agree
13	AI in organizations enable workers focus on quality identification	2.79	0.90	Agree
14	AI in organizations enable workers to developing ability to identify areas where they need to improve and take appropriate action	3.10	0.91	Agree
15	AI in organizations aid data analysis and provision of recommendations, which facilitate workers in decision making	3.16	0.67	Agree
	Grand Mean	**3.02**	**0.82**	**Agree**

The results in Table 1.2 presents the mean and standard deviation of the responses on AI and skill development/self-improvement. Majority of the respondents agreed that AI promotes task creativity (Mean = 3.24, SD = 0.89), fosters self-management skills (Mean = 2.90, SD = 0.88), provides personalized suggestions (Mean = 2.91, SD = 0.74), enhances focus on task innovation (Mean = 3.07, SD = 0.85) and supports quality identification (Mean = 2.79, SD = 0.90). Also, majority of the respondents agree that AI helps workers identify areas for improvement (Mean = 3.10, SD = 0.91) and aids in decision-making through data analysis and recommendations (Mean = 3.16, SD = 0.67). The mean values in this table range from 2.79 to 3.24, all above the 2.5 threshold, reflecting respondents' agreement. Therefore, the findings indicate that AI plays a significant role in fostering self-improvement and skill development among employees.

Research Question Two: How does application of Artificial Intelligence (AI) Systems in Organizations guide workers' towards Up-Skills and Re-skilling?

Table 2.1: Mean and Standard Deviation showing responses of respondents on application of AI for Knowledge Acquisition & Learning Support

S/N	Statements	Mean	SD	Remark
16	Application of AI in organizations enables workers in quick identification of research topics, sub-topics and associated references in current modeling	3.54	0.73	Agree
17	AI in organizations help workers in summarizing of large text that need to be digested	3.43	0.56	Agree
18	AI in organizations saves workers time and resources to learn new skills	3.51	0.63	Agree
19	AI in organizations improves workers critical thinking skills	3.04	0.68	Agree
20	AI in organizations improves workers communication skills	3.13	0.76	Agree

Grand Mean	**3.33**	**0.67**	**Agree**

Data in table 2.1 presents responses on AI for knowledge acquisition and learning support. Majority of the respondents agreed that AI enables quick identification of research topics, sub-topics and references (Mean = 3.54, SD = 0.73), helps summarize large texts (Mean = 3.43, SD = 0.56), saves time and resources for learning new skills (Mean = 3.51, SD = 0.63), improves critical thinking skills (Mean = 3.04, SD = 0.68) and enhances communication skills (Mean = 3.13, SD = 0.76). All mean scores range from 3.04 to 3.54, all above the 2.5 cut-off, showing agreement on all items. Therefore, this finding suggests that AI effectively supports knowledge acquisition, learning and skill enhancement.

Table 2.2: Mean and Standard Deviation showing the responses of respondents on application of AI for Work Process Optimization & Automation

S/N	Statements	Mean	SD	Remark
21	AI in organizations brings about changes in work processes that require physical and manual skills	3.10	0.84	Agree
22	AI in organization has the potential to free up workers for more strategic work	3.22	0.73	Agree
23	AI in organizations has the potential to make complex and demanding tasks automated for workers	3.25	0.61	Agree
24	AI in organizations help workers in identification of trends and anticipate market shifts	3.00	0.67	Agree
25	AI in organizations has the potential to prioritize workers up-skilling and re-skilling efforts	3.16	0.73	Agree
26	AI in organizations revise procedure through automated tools	2.93	0.70	Agree
27	AI in organizations speed up workers data processing thereby leads to up-skills and re-skilling	3.16	0.75	Agree
28	AI in organizations enhances workers in improving data management quality thereby leads to up-skills and re-skilling	3.18	0.89	Agree
29	AI in organizations has the potentials to automate task previously accomplished through cognitive thinking	3.21	0.94	Agree
	Grand Mean	**3.13**	**0.76**	**Agree**

Result in table 2.2 presents the responses on AI for work process optimization and automation. Results revealed that, majority of the respondents agreed that AI changes work processes requiring manual skills (Mean = 3.10, SD = 0.84), frees workers for strategic work (Mean = 3.22, SD = 0.73), automates complex tasks (Mean = 3.25, SD = 0.61), helps identify trends and anticipate market shifts (Mean = 3.00, SD = 0.67), and prioritizes up-skilling and re-skilling efforts (Mean = 3.16, SD = 0.73). Majority of the respondents also agreed that, AI revises procedures through automation (Mean = 2.93, SD = 0.70), speeds up data processing (Mean = 3.16, SD = 0.75), improves data management quality (Mean = 3.18, SD = 0.89), and automates tasks previously requiring cognitive thinking (Mean = 3.21, SD = 0.94). The mean values of all the items range from 2.93 to 3.25 which are all above 2.5 indicating agreement. This highlights the strong influence of AI in optimizing processes and enabling skill development.

Table 2.3: Means and Standard Deviation showing the responses of respondents on application of AI for Skill Enhancement & Competency Development

S/N	Statements	Mean	SD	Remark
30	AI in organizations improves workers current skills and re-skilling as they identify areas where they need to improve	3.25	0.95	Agree
31	AI in organizations strategizes re-shaping the workers competencies profile	3.06	0.78	Agree
32	AI in organizations help in modeling of incentives and rewards offers by the organizations	2.88	0.85	Agree

33	AI in organizations improves workers capacity to complete given task with efficiency thereby leading to up-skilling and re-skilling	3.32	0.80	Agree
34	AI in organizations improves workers team-working	2.96	0.75	Agree
35	AI in organizations has the potential of boost workers creativity in fresh perspective	3.28	0.75	Agree
36	AI in organizations has the potential t boost workers creativity in fresh perspective	3.00	0.80	Agree
	Grand Mean	**3.11**	**0.81**	**Agree**

Result in table 2.3 present the responses of the respondents on AI for Skill Enhancement and Competency Development. Results revealed that, majority of the respondents agree that, AI improves current skills and re-skilling by identifying areas for improvement (Mean = 3.25, SD = 0.95), reshapes competency profiles (Mean = 3.06, SD = 0.78) and models incentives and rewards (Mean = 2.88, SD = 0.85). Also, majority of the respondents agree that, AI enhances task efficiency (Mean = 3.32, SD = 0.80), improves teamwork (Mean = 2.96, SD = 0.75) and boosts creativity by offering fresh perspectives (Mean = 3.28, SD = 0.75; Mean = 3.00, SD = 0.80). The mean scores of all the items range from 2.88 to 3.32 which are all greater than 2.5 indicating agreement among respondents. These results suggested that, AI contributes to improving competencies, encouraging creativity and fostering continuous skill enhancement. Based on the decision rule guiding this study, the grand mean value of 3.11 suggested that, majority of the respondents agreed that, application of AI help workers in skill enhancement and competency development.

Hypothesis One (Ho_1): There is no significant relationship between the application of AI Systems in Organizations and improvement in workers' Up-skilling and Re-skilling

Result of Test of Null Hypotheses:

Table 3: Chi-square analysis on the relationship between the application of Artificial Intelligence (AI) Systems in Organizations and improvement in workers' Up-Skills and Re-skilling

Responses	Observed	Expected	Df	Chi	p-value	Remark
Strongly Agree	23	17				
Agree	36	17	3	41.765	0.000	Reject H_{01}
Disagree	5	17				
Strongly Disagree	4	17				

Table 3 examines whether there is a significant relationship between the application of AI systems in organizations and the enhancement of employees' up-skilling and re-skilling. The chi-square statistic is 41.765 with 3 degrees of freedom, and the p-value is 0.000. Since the p-value is less than the significance level, the result indicates a statistically significant relationship between the use of AI systems and improvements in workers' up-skilling and re-skilling. Therefore, hypothesis one is rejected.

Hypothesis Two (Ho_2): There is no significant relationship between application of AI Systems in Organizations and workers' guide towards Up-Skills and Re-skilling

Table 4: Chi-square analysis on the relationship between the application of Artificial Intelligence (AI) Systems in Organizations and workers' guide towards Up-Skills and Re-skilling

Responses	Observed	Expected	Df	chi	p-value	Remark
Strongly Agree	24	17				
Agree	35	17	3	40.353	0.000	Reject H_{01}
Disagree	5	17				
Strongly Disagree	4	17				

Data in table 4 investigates whether AI systems in organizations play a role in guiding employees toward up-skilling and re-skilling opportunities. The result revealed a chi-square statistic of 40.353 with 3 degrees of freedom and the p-value is 0.000. Since the p-value is less than the significance level of 0.05, the null hypothesis is rejected. This indicates a statistically significant relationship between the application of AI systems and the guidance provided to employees for up-skilling and re-skilling.

Discussion of Findings

The result in Table One under research question one shows that AI significantly enhanced ask management, organizations and workflow efficiency contributing to up-skilling and re-skilling. This is in line with the opinion of Stryker (2024) that successfully adapting to AI systems transformations will lead organizations and their employees to new working organizational strategies which requires implementing measures. The study also revealed that AI systems play a significant role in fostering employees' self-improvement and skills development. The finding supports the views to Claryse & Kiefer and Britannica (2021), they portray AI adapted in organizations can significantly impact work processes and how they are organized and performed.

The results in research question two revealed that AI systems effectively support knowledge acquisition, learning as well as contribute to improving competencies, encouraging creativity and foster continuous skills enhancement of workers. The findings are in line with the view of Nasserddine and Yaunnis (2023) who illustrated that AI systems adaption in organization work place offers opportunities for automation, improved decision-making, innovation and transversal skills in employees' workforce. Nasserddine an Yaunnis (2023) suggested that transversal skills are known as transferable soft skills that can be applied across various tasks which include but not limited to crucial thinking, problem-solving, self-management, collaborations which are essential for working effectively with AI and enabling workers to adapt to new technological processes and to continuously learning and develop in the face of rapidly changing world. The researchers elucidate that technology innovation in the case of AI has transformed the work processes and how they are organized and performed. Even, if the adoption of advanced technologies usually leads to a higher work performance, there are risks of negative disruptions in the working systems such as non-ethical use and social negative effects. Despite the negative disruptions, AI focus on maximizing its benefits, ensuring responsible use and fostering continuous skills enhancement of workers.

Conclusion

The study shed light on the possible benefits that are presented when AI systems are brought into work place environment. The findings provide supports for the presumption that AI had the potentials and capacity to increase efficiency, better and faster decision-making, enhance creative problems-solving and innovation skills which are crucial for workers experience and cost reduction. By automating tasks, AI can free up worker for more strategic work. The study aligns with the current body of scholarly literature, recognizing the transformative capacity of AI within the realm of organizational sector. As the field of AI continues to monitoring and analyzing workplace environment to predict and prevent potentials hazards, reducing the risk of accidents and creating a safer work environment for workers' up-skills and re-skilling

Recommendations

The following recommendations were made based on the findings and conclusion of the study

1. Increase awareness and understanding of AI capabilities and limitations among all employees to encourage responsibilities an effective usage
2. Organizations should invest infrastructures and development opportunities to equip employees with the skills, up-skilling an re-skilling needed to work alongside with AI systems, leverage AL-powered tools and adapt to new workflow

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