

Artificial Intelligence (AI) and Future Career with Challenges

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Abstract:

AI has emerged as disruptive technology in different sectors. AI has transformed the whole scenario of the origination to redefine profile of the professionals ultimately which require different skills and employability conditions. In this context, it is essential to understand how university graduates are preparing to face these changes and what type of role AI play in their future career guidance. This research papers focused totally on development and use of AI to support further career guidance and professionalism. Results from focus groups, scenario work and practical trials are presented and mapped the requirement and possibilities for uses of AI in career guidance.

However, recent research shows that using artificial intelligence in human resource management does not lead to a decrease in the number of employees but rather encourages employees to educate for work positions with greater added value.

The research paper focused on the challenges while using AI for career, growth and enhancement and its impact on employees' career development. The research finding will also highlight the challenges relating to building career and role of AI in career guidance to the Gen z. A few authors state that in the future, people will be pushed out of their jobs and replaced by robots. However, recent research shows that using artificial intelligence in human resource management does not lead to a decrease in the number of employees but rather encourages employees to educate for work positions with greater added value for their successful future career.

In this paper, researcher will present some facts about artificial intelligence and break down the challenges and faith on technology to excel in future career by coping with challenges of human being at the time of learning new technology.

Keywords:- Artificial Intelligence(AI), Professional development, skills, robotics, technology

Objectives:-

- 1) To understand what AI is and how it is used in daily routine.
- 2) To understand basic digital skills the students should learn.
- 3) To create awareness among the younger generations and existed employees about AI and enhance their readiness for future career opportunities.

4) To study challenges while using AI specifically to the professionals.

Introduction:-

Artificial Intelligence (AI) is becoming an essential part of our everyday life. Today, many jobs use AI tools to save time, increase accuracy, and enhance outcomes. AI awareness refers understanding how AI works, where it is used and how it can help us in our career. It does not require that every individual has to become a programmer but it is important to every individual one to know the basics of AI.

In the coming years, employment patterns will change, and new careers opportunities will be created. To succeed, individuals need to develop future-ready skills. These include critical thinking, problem-solving, and creativity, and communication, decision-making, capacity to grab new opportunities. Along with this, digital skills such as computers skills, understanding data, and working with AI tools will be very important in corporate world. Ability to adapt new technology and updating skills regularly will help individual to stay relevant.

AI is used in smart phones, social media platform, online shopping, banking services, education, and even in hospitals. AI enables machines to think, learn, and make decisions similar to humans. AI awareness involves understanding what AI is, how it works in a simple way, and how it is used in different fields. Today, it is crucial for students and professionals to be aware about AI because it is changing the way jobs done.

In coming year many traditional jobs will transform because machines and software will performed tasks automatically. At the same time new job will be emerged that require individuals who understand technology. This is why future skills are very important for building a successful career. Future skills involve basic computer knowledge, using digital tools, data comprehension, and ability to work with AI-based systems. These skills help individuals to work faster, smarter, and more accurately.

Along with technical abilities, human skills are also very important. Skills like communication, teamwork, creativity, problem-solving, and decision-making cannot be easily replaced by machines. Employers prefer individuals who can think logically, learn continuously, and adapt to changes. Maintaining a positive mindset and being ready to upgrade skills is necessary in today's fast-changing world.

Continuous learning plays a crucial role in achieving success in an AI-driven future. Students and professionals should keep improving their knowledge through different courses and training programs with practical experience. AI awareness combined with future skills together help individuals to get better job opportunities, grow in their career, and stay confident in the future. By understanding AI in a simple manner and developing the appropriate skills, everyone can prepare for a safe, stable, and successful career.

Importance of AI in today's modern Era's

- Helps to understand the role of AI and its basic use in daily life and jobs.
- AI makes work faster, easier, and more accurate.
- Improves computer and digital skills.
- Develops problem-solving and thinking skills.
- AI Encourage continuous learning.
- Increase job openings in the future.
- Builds adaptability to new technology.
- Strengthens human skills like teamwork and communication

AI and Future Job:-

Our daily life is rapidly reshaping due to rise in use of artificial Intelligence in business operations, different industries and even in our day today practices. As AI is having greater efficiency and innovation in multiple sectors. Changing job roles of employees is the main task in corporate and without AI it's hardly impossible.

This article explores data driven insights on the challenges of AI on future job availabilities and related challenges along with future opportunities.

Essential Skills while Adapting to an AI-Driven Workforce:-

As we know the job roles are affected due to AI adoption. In future AI will completely eliminate most jobs. Instead of that jobs are likely to evolve, with humans and machines working together in industry. This means professionals need to

adapt and upgrade their skills to remain pertinent. So in future Humans will always have certain unique strengths and will continue to be crucial in the modern workplace so AI will continue to evolve and adapt.

Required Skills: Essential Skills while Adapting to an AI-Driven Workforce

1. Understanding AI Tools and Systems

People should understand what Artificial Intelligence (AI) tools are and how they work. Many organizations now use AI for tasks like data analysis, customer service, and decision-making. Knowing how these tools work helps students and employees use them effectively and improve productivity.

2. Data Literacy

Data literacy means the ability to read, understand, and analyze data. AI systems depend on large amounts of data to work properly. When people know how to interpret data, they can make better decisions and understand AI results more clearly.

3. Prompt Engineering

Prompt engineering means knowing how to ask clear and correct questions to AI tools. The quality of the answer given by AI depends on the quality of the question asked. If a user gives clear instructions, AI can provide more useful and accurate responses.

4. Machine Learning Basics

Machine learning is a part of AI where systems learn from data and improve their performance over time. Having basic knowledge of machine learning helps people understand how AI systems learn patterns, make predictions, and improve their results.

5. Digital Proficiency

Digital proficiency means being comfortable using computers, digital tools, and online platforms. In today's digital world, most tasks require basic technology skills. Being digitally skilled helps individuals work faster and more efficiently.

6. Continuous Learning

Continuous learning means always trying to learn new knowledge and skills. Technology and AI are changing very fast, so people must keep updating their abilities. Students and employees should attend training programs, read new information, and learn new tools regularly. This helps them stay competitive in the job market. Continuous learning also improves confidence and helps individuals grow personally and professionally.

7. Leadership Skills

Leadership skills help a person guide and motivate others in a team. A good leader can organize work, make decisions, and encourage team members to achieve common goals. Leadership also includes problem solving, communication, and responsibility. In an AI-driven workplace, human leaders are important because they can understand people, manage teams, and create a positive work environment.

8. Creativity

Creativity is the ability to think differently and develop new ideas. Humans can imagine new possibilities and create innovative solutions. This skill helps in designing new products, solving complex problems, and improving business strategies. AI can analyze data, but it cannot easily create original ideas like humans. Therefore, creativity remains one of the most valuable human skills.

9. Resilience

Resilience means the ability to stay strong and positive during difficult situations. In modern workplaces, employees may face stress, challenges, or sudden changes due to technology. Resilient people do not give up easily. They learn from their mistakes and continue working towards their goals. This skill helps individuals handle pressure and maintain productivity.

10. Flexibility

Flexibility means the ability to adapt to changes in work, technology, or environment. In an AI-driven world, new tools and systems are introduced frequently. Flexible individuals can adjust to these changes quickly and learn new ways of working. This skill helps employees remain effective and successful in dynamic workplaces.

11. Critical Thinking

Critical thinking means the ability to think carefully and analyze information before making a decision. In the age of AI, people receive a lot of information from different sources. It is important to check whether the information is correct or not. Critical thinking helps individuals understand situations clearly and make logical and smart decisions. This skill helps people avoid mistakes and solve problems more effectively.

12. Emotional Intelligence

Emotional intelligence means understanding and managing emotions. It includes understanding your own feelings as well as the feelings of others. This skill helps people build strong relationships and work well with others. In workplaces, emotional intelligence improves teamwork, communication, and cooperation. Even though AI can process data, it cannot truly understand human emotions like people can.

13. Problem Solving

Problem solving is the ability to identify a problem and find the best solution. In modern workplaces, employees often face different challenges. Good problem-solving skills help individuals think clearly and choose the most effective way to solve issues. This skill is important because humans can think creatively and develop solutions that AI may not always provide.

14. Communication Skills

Communication skills help people express their ideas, thoughts, and information clearly. Good communication is important for teamwork, sharing knowledge, and avoiding misunderstandings. When people communicate effectively, they can work better with colleagues, explain tasks clearly, and achieve common goals.

15. Adaptability

Adaptability means the ability to adjust to new situations and changes. Technology and AI are developing very quickly, so people must be ready to learn new tools and methods. Adaptable individuals can handle change easily and continue working effectively in different situations.

16. Ethical Thinking

Ethical thinking means making responsible and morally correct decisions. While using AI and technology, people must consider fairness, honesty, and the impact on society. Ethical thinking ensures that technology is used in a safe and responsible way.

Research Methodology:-

The study based on primary and secondary research data. The empirical study aimed to explore student's awareness and their attitude towards AI and Professional challenges.

This study based on mix method approach, combining qualitative and quantitative data collection and analysis techniques. The paper used review of existing scholarly and applied literature on career guidance and its challenges. The theoretical phase involved an in depth review of existing scholarly and applied literature on career guidance for students as well for the professional in the context of digital transformation and application of AI.

The sources include peer-reviewed journal articles, reports of organizations, statistical data. For this purpose author developed a questionnaire which consisted of both close ended and open ended questions. The questionnaire was designed to assess respondent's awareness of AI technologies and professional challenges. A structured survey questionnaire was used as the primary instrument for data collection. The questionnaire comprised both demographic variables and Likert-scale items to gauge respondent's knowledge perceptions and experience related to AI. The demographic sections included fields such as gender, age and field of study while the AI- specific section focused on familiarity with AI, ethical considerations, dependency on technology and the perceived potential of AI in career. The survey administered online and in person to ensure diverse participation across different students.

The survey was conducted in March 2026 among Management Institute in Pune. The total sample consisted of 100 respondents representing various 100 respondents representing management Institute.

Result and Analysis

Demographic analysis

Table No.1 Frequency Table of Student Gender.

Particulars	Frequency	Percent	Valid %	Cumulative %
Male	53	53	53	53
Female	47	47	47	100
Total	100	100	100	

Table 1 represent the demographic information of gender among the respondents who took part in the study .The table depicts that a greater number of males took part in questionnaire in comparison to the females.

Table No.2 Frequency Table of Student Age Group.

Particulars	Frequency	Percent	Valid %	Cumulative %
21-24	78	78	78	78
24-30	20	20	20	98
Above 30	2	2	2	100
Total	100	100	100	

Above Table shows the demographic data in terms of age done in study. The table shows that the age group of 21-24 has more majority than other age group in college.

Table No .3 Frequency Table of Student Specialization group.

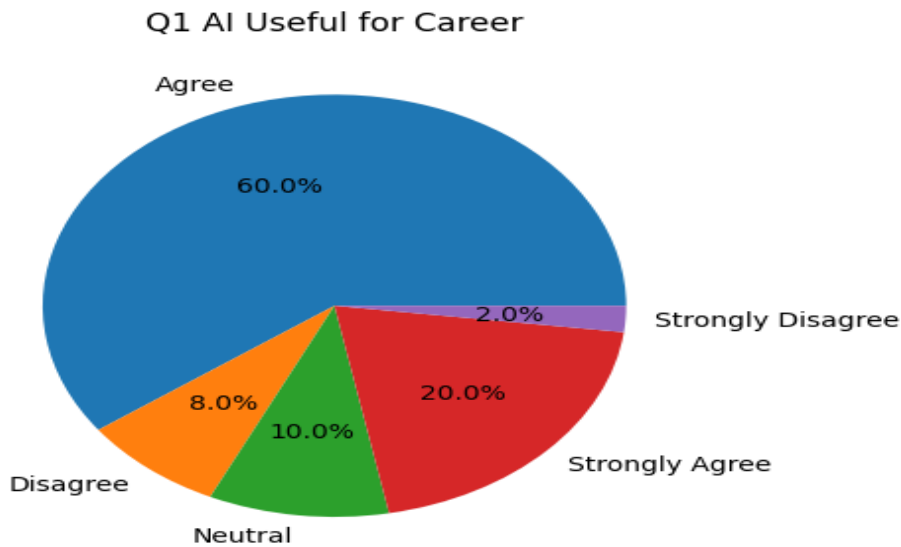
Particulars	Frequency	Percent	Valid %	Cumulative %
Finance	49	49	49	49
Marketing	23	23	23	72
H.R.M	20	20	20	92
Others	8	8	8	100

Table 3 shows the demographic data in terms of specializations of the student . The table shows that the finance specializations have more majority than the other specializations.

Q. Do you think the AI useful for future Career?

Table no. 3.

Particulars	Frequency	Percent	Valid (%)	Cumulative (%)
Agree	60	60	60	60
Disagree	8	8	8	68
Natural	10	10	10	78
Strongly Agree	20	20	20	98
Strongly Disagree	2	2	2	100



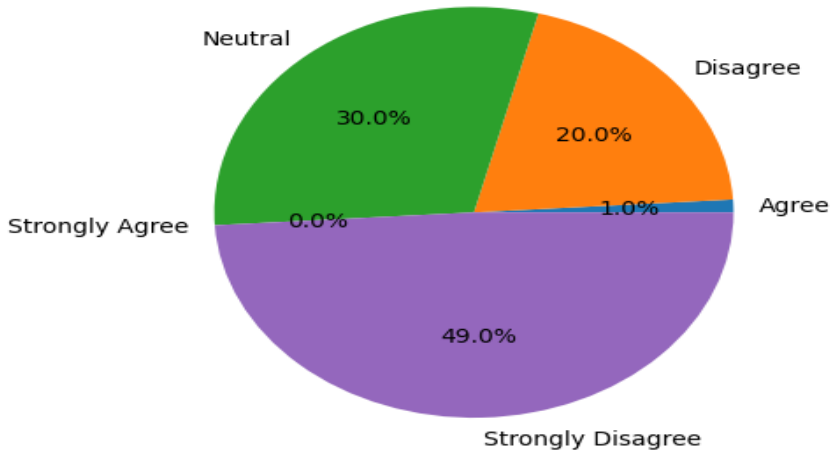
According to the chart 60% of the students are agree to the statement has highest valid percent and 2% has strongly disagreed perception in it which is lowest valid percent.

Q Do you think the AI can replace Traditional skills in future.?

Table no. 4 AI Replace traditional skills

Particulars	Frequency	Percent	Valid (%)	Cumulative (%)
Agree	1	1	1	1
Disagree	20	20	20	21
Natural	30	30	30	51
Strongly Agree	0	0	0	51
Strongly Disagree	49	49	49	100

Q2 AI replace traditional skills



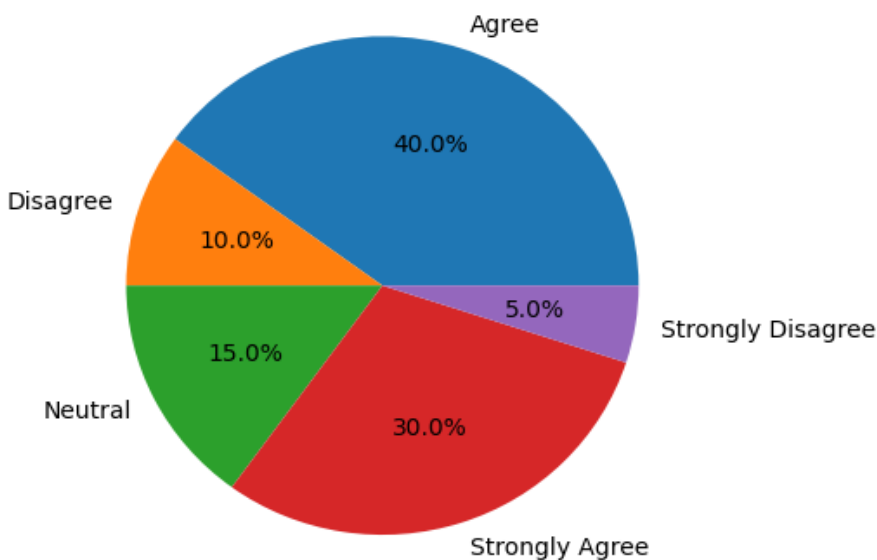
According to the chart 49% of the students are strongly disagree to the statement has highest valid percent and 1% has agreed perception in it which is lowest valid percent.

Q. Do you think AI adoption will create new career opportunities?

Table no. 5 AI and Career Opportunities

Particulars	Frequency	Percent	Valid (%)	Cumulative (%)
Agree	40	40	40	40
Disagree	10	10	10	50
Natural	15	15	15	65
Strongly Agree	30	30	30	95
Strongly Disagree	5	5	5	100

Q3 AI create new career opportunities



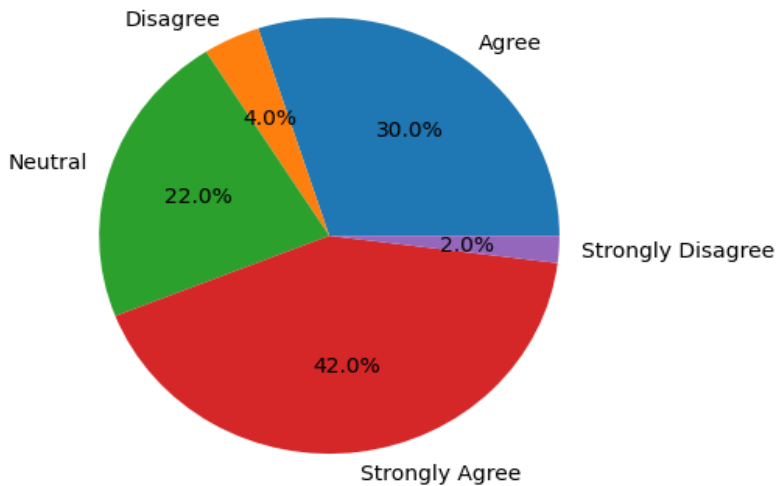
According to the chart 40% of the students are strongly agree to the statement has highest valid percent and 5% has strongly disagreed perception in it which is lowest valid percent.

Q. AI is used for developing career productivity and efficiency?

Table no. 6 AI Developing Career Productivity and Efficiency

Particulars	Frequency	Percent	Valid (%)	Cumulative (%)
Agree	30	30	30	30
Disagree	4	4	4	34
Natural	22	22	22	56
Strongly Agree	42	42	42	98
Strongly Disagree	2	2	2	100

Q4 AI develop productivity efficiency



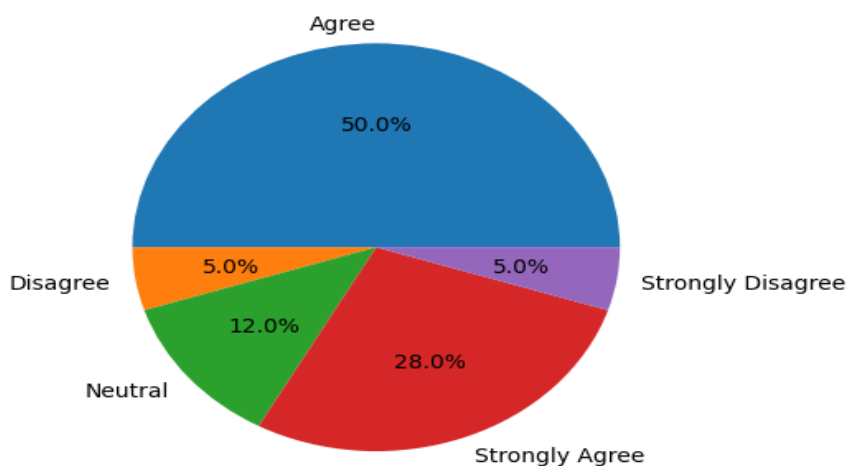
According to the chart 42% of the students are strongly agree to the statement has highest valid percent and 2% has strongly disagreed perception in it which is lowest valid percent.

Q. Are you agree with Employability is in danger due to AI (Artificial Intelligence)?

Table No. 7 Employability with AI

Particulars	Frequency	Percent	Valid (%)	Cumulative (%)
Agree	50	50%	50	50
Disagree	5	5%	5	55
Natural	12	12%	12	67
Strongly Agree	28	28%	28	95
Strongly Disagree	5	5%	5	100

Q5 employability in danger due to AI



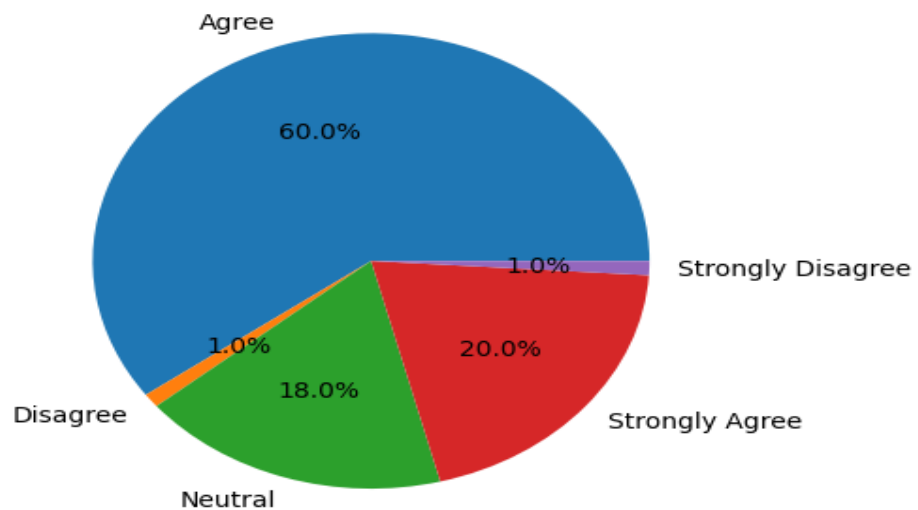
According to the chart 50% of the students are agree to the statement has highest valid percent and 5% has strongly disagreed perception in it which is lowest valid percent.

Q. Do you think AI study should be included in Academic Syllabus?

Table no. 8 AI in Academics

Particulars	Frequency	Percent	Valid (%)	Cumulative (%)
Agree	60	60	60	60
Disagree	1	1	1	61
Natural	18	18	18	79
Strongly Agree	20	20	20	99
Strongly Disagree	1	1	1	100

Q6 AI compulsory course in academics



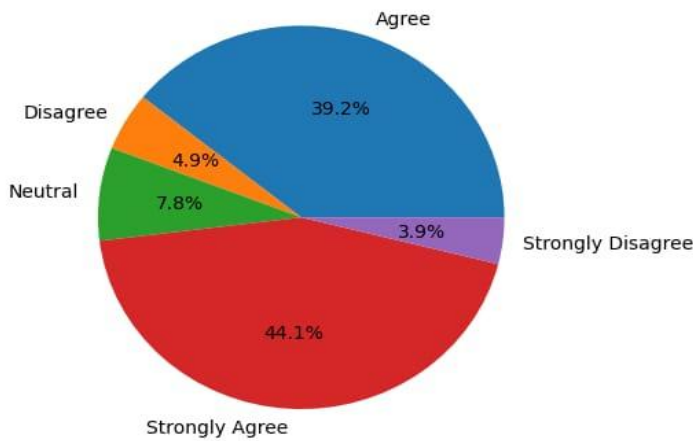
According to the chart 60% of the students are agree to the statement has highest valid percent and 1% has strongly disagreed perception in it which is lowest valid percent.

Q. Do you think students are ready to learn professional AI (Artificial Intelligence)

Table No .9 Students ready to learn AI.

Particulars	Frequency	Percent (%)	Valid %	Cumulative (%)
Agree	40	40	40	40
Disagree	3	3	3	43
Neutral	8	8	8	51
Strongly agree	45	45	45	96
Strongly disagree	4	4	4	100

Q9: Students Ready to Learn Professional AI

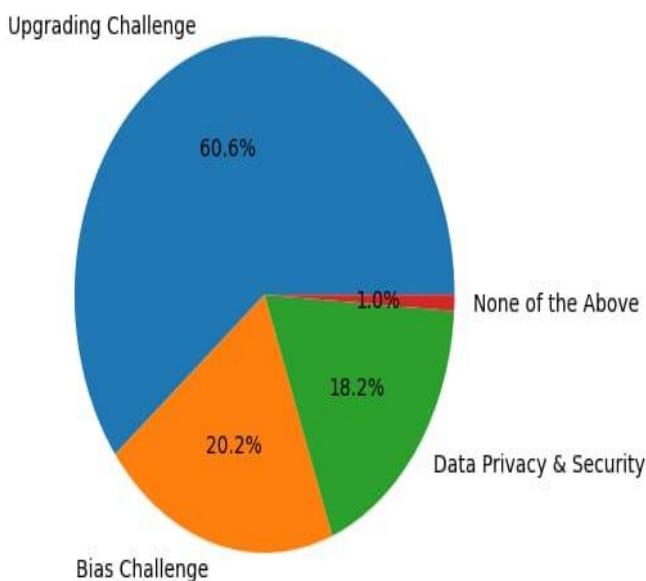


According to the chart 45 (approx. 44.1%) of the students are strongly agree to the statement has highest valid percent and 3.9% has disagreed perception in it which is lowest valid percent. **Q. Which challenges do you find while adopting the AI (Artificial Intelligence)?**

Table No .10 Challenges while adopting the AI.

Particulars	Frequency	Percent	Valid %	Cumulative
Upgrading challenges	60	60	60	60
Bais challenges	20	20	20	80
Data Privacy	19	19	19	99
None of these	1	1	1	100

Challenges While Adopting AI



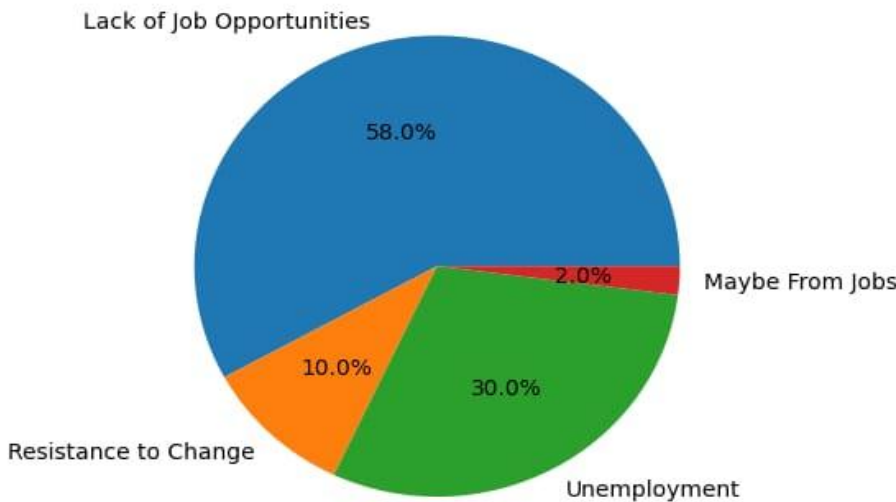
According to the chart 60% students face the upgrading challenge while adopting the AI which is highest valid percent and 1 % of student do not face none of these challenge while adopting the AI.

Q. Which problem mainly faced by students /professionals while doing jobs?

Tables No.12 Problems mainly faced by students while adopting AI

Particulars	Frequency	Percent	Valid %	Cumulative
Lack of job opportunities	40	40	40	40
Resistance to change	3	3	3	43
Unemployment	8	8	8	51
Layoff from jobs	45	45	45	96

Problems Mainly Faced by Students/Professionals While Getting Jobs



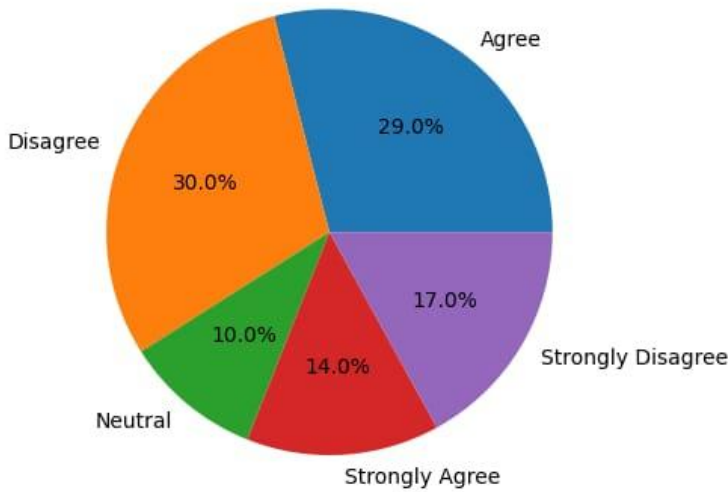
According to the chart 58% of the individuals face lack of job opportunities while getting the jobs and 45 % individuals face layoff from jobs because of the AI era.

Q. Do you think data privacy is maintained in AI (Artificial Intelligence)?

Table No. 13 Data privacy is maintained in AI.

Particulars	Frequency	Percent	Valid %	Cumulative
Agree	29	29	29	29
Disagree	30	30	30	59
Neutral	10	10	10	69
Strongly agree	14	14	14	83
Strongly disagree	17	17	17	100

Q10: Data Privacy is Maintained in AI



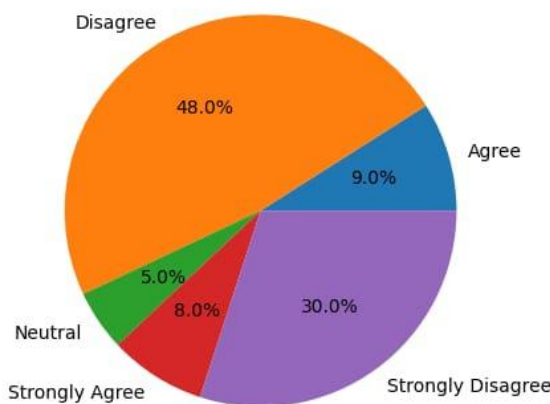
According to the chart 30% of the students are strongly disagree to the statement has highest valid percent and 10% are of neutral perception in it which is lowest valid percent

Q. Do you think rural areas have sufficient internet connectivity to access AI technologies?

Table No .14 AI in rural areas.

Particulars	Frequency	Percent	Valid %	Cumulative
Agree	9	9	9	9
Disagree	48	48	48	57
Neutral	5	5	5	62
Strongly agree	8	8	8	70
Strongly disagree	30	30	30	100

Rural Areas Have Sufficient Internet Connectivity to Access AI Technologies



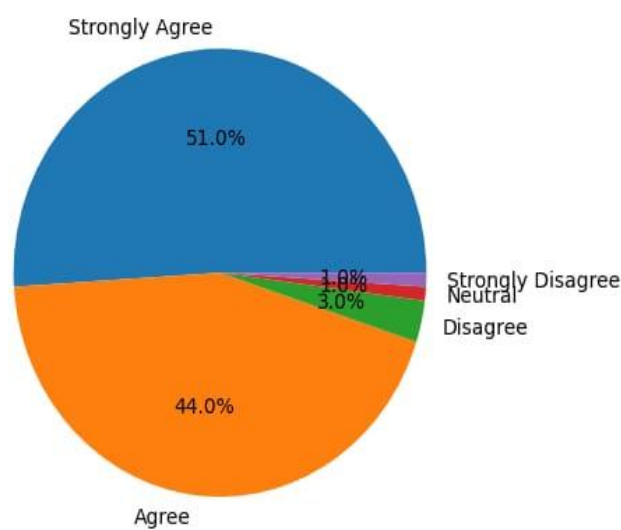
According to the chart 48% of the students are disagree to the statement has highest valid percent and 5% are of neutral perception in it which is lowest valid percent.

Q. Are you agree with governments and institutions provide AI education programs in rural areas?

Table No .15 AI programs should provide by governments.

Particulars	Frequency	Percent	Valid %	Cumulative
Agree	51	51	51	51
Disagree	3	3	3	54
Neutral	1	1	1	55
Strongly agree	44	44	44	99
Strongly disagree	1	1	1	100

Should Governments and Institutions Provide AI Education Programs in Rural Areas?



According to the chart 51% of the students are strongly agree to the statement has highest valid percent and 1% are of neutral and strongly disagree perception in it which is lowest valid percent.

In the above diagram it has been shown that no. of awareness of modern technology and development among young generation. The role of different professionals specifically with AI related work. In future there are few chances that AI might improve the quality of their future professions. The findings demonstrate limited awareness among students of AI related opportunities and related risks and their insufficient attention to the soft skill proficiency.

The Researcher have included many survey questions out of which few important questions with their responses and graphical presentation and table of its survey shown in this research paper which give clear picture that the students are facing challenges while using AI(Artificial Intelligence) as career.

Current Job Changes due to AI automation:-

The world Economic Forum (WEF) had given the report “ Future of Jobs Report 2023” according to this report by 2027, approximately 83 million jobs may be displace by AI and automation and AI , and new 69 million new jobs will be created. It means there will be 14 million jobs. Other jobs will also decline like clerks, Accounts, Administrative jobs; Roles related to secretaries were experiencing the fastest decline. As few jobs involve repetitive tasks which were heavily dependent on data analysis are particularly endangered to automation.

Bureau of Labor Statistics (BLS): Research reported of AI- powered damaged Assessment that there is a projection which indicated a 4.4% decline in claim adjusters, investigators role and examiners role.

There is expected decrease of 9.2% for insurance appraisers of auto damage within the same period.

There will be projection of decline 4.7% to 5% in medical transcriptionists and customer service representatives **McKinsey Global Institute:-** estimated that AI and Automation could displace 400 million to 800 million jobs globally by 2030, but also generating the new employment opportunities.

There are chances of automation in data collection and processing work along with predictable physical work.

List of Potentially Affected Job Roles:-

1. Administrative Assistant:- Scheduling, data management related to correspondence of organizations.
2. Data Entry Clerk:- Record keeping, Data input
3. Medical Transcriptionist:- converting audio recording into written reports.
4. Bank Teller:- Account inquiries, Routine transactions.
5. Claim Adjuster:- Initial damage assessment, generating payout estimates.
6. Customer Service Representative:- Answering routine inquiries, providing basic support.

New Job Opportunities with AI

Apart from job Displacement, AI is also generate new job roles with reference to data.

LinkedIn Emerging Jobs Report:- LinkedIn consistently show a rise in demand for AI related roles which includes AI specialists, Machine Learning Engineers with constant growth year over year.

Gartner:- Gartner predicts that AI-related job creation will outpace job losses, with a significant increase in AI related employment expected in coming years.

World Economic Forum (WEF): the WEF highlights the rapid growth of professions such as AI and machine learning specialists, sustainability specialists, business analysts and Information Security Analysts.

Literature Review:

Brianna Anderson. (January 18, 2025.)_City University of Seattle Blog._link: <https://www.cityu.edu/blog/most-in-demand-skills-career/>

Anderson identifies a significant shift in the employees Expectations emphasizing the growing importance of the both technical competencies and transformable soft skills in contemporary job market today job hiring and Trends shows that employers increasingly hiring and looking for candidates those who combine technical knowledge with strong interpersonal abilities today's increasing digitalization profitability in digital tools Technology platforms and data related skills is known become crucial across Industries.

A key contribution of the blog lies in its balanced focus on both hard and soft skills Anderson argues that interpersonal skills remain equally significant in sustaining long term career goals. The article underscores the importance of lifelong learning and up skilling to remain competitive. Overall, Anderson's discussion support reinforcing the need for integrated skill development strategies that prepare individuals for dynamic career landscapes.

In the article 'Future proof your career in the age of AI', Ronnie Ashline, discusses the growing impact of Artificial Intelligence on modern workforce and need for proactive career adaptation. The author argues that jobs are transforming but merely AI is not replacing them there by reshaping skill requirements across Industries. The foundational competencies for future professionals emphasize is given as the importance of digital fluency data literacy and technological awareness. Researcher advises that career sustainability on AI driven economy depends on continuous learning and strategic up skilling the article describes that adaptability is key to career resilience, bring open to change and willing to involve with technological advancement ensures long term employability. Researcher Ronnie Ashline. (October 30 ,2025) Future proof your career in the age of AI". University of Washington. link: <https://www.pce.uw.edu/news-features/articles/future-proof-your-career-ai>.

In the article Stefan Schulze examines the evolving competency land space shaped by Rapid AI integration across Industries. The article emphasizes the growing necessity of AI literacy for a broad range of professional Schulze highlight that knowledge of data analysis machine learning concept automation tools and digital system is increasingly valuable. In this article researcher suggests that having hybrid skill model liking the most resilient professionals combines technical AI knowledge with human canter skill. The human skill as still critical they cannot be replaceable by AI like creatively critical thinking communication collaboration and ethical Awareness which goes hand in hand with advancing AI Technologies the companies must invest in structured training programs to build AI competence among employees. Researcher Schulze stresses the importance of structure up skilling initiatives and organizational learning cultures to ensure adoption sustainability. In short the researcher contributes to the broader academic discourse that AI driven transformation

interdisciplinary skill development towards career is very important. Stefan Schulze. (December 17,2025) Masterplan Blog

link: <https://masterplan.com/en-blog/ai-skills>.

Artificial intelligence is reshaping the modern workplace and redefining essential professional skills. In this article ‘AI skills every professional need in 2024’. Author Alvaro Diez discussed the key components required to stay in competitive in the AI driver environment. The author brings into light the importance of AI literacy along with the critical thinking and adaptability. This review explores the significance of these insights for the future career readiness. In this article Alvaro Diez exam explores expanding influence of artificial intelligence it is becoming mainstream across Industries artificial intelligence is no longer limited to technologies roles it is relevant for all the professionals in the marketing, finance ,HR, education and more. Diez contributes to the border discourse on the career adopting and workforce Resilience in the digital age. Álvaro Díez. (2025) Iron hack Blog. link: <https://www.ironhack.com/gb/blog/ai-skills-every-professional-needs-in-2024>.

Artificial intelligence is reshaping rapidly Global labor market and changing the skills required for employment. In the IMF blog article ‘New skill and AI are reshaping the future of work’ Rafael Portillo discusses how AI affects productivity, job roles and economic structures. The researcher explains the while automation may replace certain tasks, it also creates demand for new skill. The article highlights the importance of the reskilling and policy support to ensure inclusive growth. The article examines the macroeconomic implication of artificial intelligence on the Global labor markets the transformation of the task structures by AI that is expected to change how work is performed rather than simply eliminating job the exposure is higher in the advanced economics the knowledge based and income economics may experience greater AI driver job transformation there is skill polarization risk where workers with strong digital analytical and AI complementary skill may benefit more while low skilled workers may face this displacement risks . The discussion highlights the importance of policy in intervention, including education reform workforce training program to magnetic displacement risks and ensure growth. Rafael Portillo. **IMF (International Monetary Fund)** Blog link: <https://www.imf.org/en/Blogs/Articles/2024/01/14/new-skills-and-ai-are-reshaping-the-future-of-work>.

Artificial Intelligence is playing a transformative role in today's digital world. in the article ‘why AI is important’. CSU Global explains how AI is improving efficiency, decision making and innovation across Industries. The article highlights that AI support smarter data driven solution AI gives importance to the idea of growing need for AI awareness and digital skills in modern careers. The review analysis the relevance of these insights in understanding AI and its impact on the future work.

The article published by CSU global artificial intelligence is presented as a transformative force reshaping Industries education and everyday life. the AI is able to automate the respective task; it improves efficiency by automating routine and time-consuming processes. AI system analyses large data sets to support faster and more accurate business decisions which is in enhancing decision making ability in business. the human skill sets are still essential skills like critical thinking creative and ethical reasoning remain vital alongside technical expertise .overall, in this article it frames are not merely as a technological trend but as a long term structural shifts that are a long term structure shift that are influencing Global economic development by adopting the continuous learning, being a learner the professional will be benefited in long term .CSU global contributes to ongoing discussion on the workforce, preparedness lifelong learning and strategical Adoption in an AI driven future. CSU Global Content Team. CSU Global Blog. link: <https://csuglobal.edu/blog/why-ai-important>.

The rapid evolution of technology and changing industry demands have significantly transformed the skills required for future careers. In this article “future skills for jobs” Harshita D discuss the important competencies professional must developed to remain competitive in changing job market. the article gives weightage to the growing importance of digital skills data literacy ,critical thinking and adaptability. This review examine the key ideas presented in the article and evaluate their relevance in preparing individuals for the future of the work. In the article the author Harshitha D explore the evolving skill landscape shaped by Digital transformation automation and emerging Technologies. the article shows how Rapid digital transformation reshaping jobs roles and creating demand for new competences. there will be high demand for technical skills in upcoming years such as AI data science, cyber security, cloud computing, block chain and digital marketing are identified as a future oriented skill. The researcher had given weightage to continuous learning and certification because skill-based training is important from staying competitive. Author Harshita highlights that the employer s increasingly prioritize individuals who demonstrate both the both domain specific knowledge and ability to

navigate dynamic work environments. Harshitha D. **Simplilearn Blog**. link: <https://www.simplilearn.com/future-skills-for-jobs-article>.

Artificial Intelligence is reshaping the global market and transforming industries in the world economic forum article, Saadia Zahidi explains how AI is changing the types of the skills employers, demand. This article highlights the growing importance of the digital literacy, analytical thinking and human centralized skills. To adopt the technological shift, the author emphasizes the needs of reskilling and continuous learning.

The article explains how AI is changing the skills needed for Jobs the author examines the structural transformation of global job market driven by Artificial Intelligence and digital innovation. Here, drawing and insights from the world economic forums future of job research, the article brings into picture the accelerating pace at which automation machine learning and the data technologies are reshaping occupational demands.

Article suggests that reskilling is urgent, large-scale up skilling and reskilling initiatives are necessary to prepare the Global workforce. A central argument of the article is growing importance of both technological and human centric skills. At the same time the article highlights the values of resilience, leadership and social influence skills that remains distinctly humans and less to automation. Saadia Zahidi. **World Economic Forum**. link: <https://www.weforum.org/agenda/2023/05/future-skills-ai-jobs/>.

Artificial Intelligence is increasingly, being integrated into practical business operations in the Harvard Business Review article Paul.R. Daugherty explains how companies are using AI to enhance performance and driven innovation. the article brings the idea that AI should complement human skills rather than replace them. This review examines the relevance of these insights in understanding AI's impact on modern organizations. The article explains how humans and AI can work together. in this article Davenport and Ronanki examine how organizations are practically partially implementing artificial intelligence within operational settings through the case-based analysis, the article demonstrates the most successful AI initiative are the specific and designed to enhance existing system rather than replacing entire organizational structure. The three mains here are AI applications, process automation that is automatic, repetitive and rule based on tasks Paul R. Daugherty. **Harvard Business Review**. link: <https://hbr.org/2018/07/artificial-intelligence-for-the-real-world>

The article focuses on the AI awareness for students the author explain that the future job needs AI knowledge and digital skill Mayank. P. Singh explores the expanding role of artificial intelligence in shaping career and educational priorities. The article shows technical added with human skill combination, to get the success in the future career require both digital proficiency and soft skill. The article also underscores the responsibility of Educational Institute to redesign that aligned with industry demand .by introducing experimental learning, interdisciplinary training and the continuous up skilling. Singh situated AI with larger framework of lifelong learning. The article highlights the importance of the awareness understanding the ethical implications of AI use is necessary in the responsible decision making of the remain competitive in changing Technology lifelong learning is essential. The article contribute to contemporary discourse on the workforce development by the reinforcing the need of the proactive skill acquisition and the adaptive learning models in the increasing AI integrated global economy. Mayank Pratap Singh. **EdTech Review**. link: <https://edtechreview.in/trends-insights/insights/ai-skills-for-future-careers>.

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Challenges:

Artificial Intelligence (AI) is increasingly being used in education to improve teaching and learning. It can help students learn in a more personalized and flexible way. However, the implementation of AI in education also brings several important challenges that schools and institutions must address.

1. Data Privacy and Security.

One major challenge is data privacy and security. AI systems often require access to a large amount of students' personal and academic information in order to function effectively. Educational institutions must ensure that this data is properly protected and handled according to data protection regulations to prevent misuse, leaks, or unauthorized access.

2. Bias in Algorithms.

AI systems learn from the data used to train them. If the training data contains bias or limited representation, the AI system may produce unfair or inaccurate results. This could negatively affect students' learning opportunities, assessments, or recommendations. Therefore, AI systems must be trained using diverse data and regularly monitored to reduce bias.

3. Accessibility and Equity.

Accessibility and equity is also a major concern. Not all students have equal access to technology such as computers, smartphones, or stable internet connections. Students from rural or economically weaker backgrounds may face difficulties using AI-based educational tools, which can widen the digital divide in education.

4. Teachers Training and Acceptance.

Teacher training and acceptance is another important challenge. Teachers need proper training and support to understand how to use AI technologies effectively in their teaching. Without adequate knowledge or confidence, they may hesitate to adopt these new tools.

5. Integration with Existing Systems.

Additionally, integrating AI with existing educational systems and curriculum can be complex. Schools must ensure that AI tools work smoothly with current learning platforms and teaching methods.

6. Reliability and credibility.

Other challenges include the reliability of AI-generated content, high implementation costs, and ethical concerns about relying too much on automation. Despite these challenges, AI has great potential to support personalized learning, intelligent tutoring, automated grading, data analysis, virtual classrooms, and improved language learning opportunities.

7. Lack of Skill Required.

Today, many people face different challenges while searching for jobs, especially because technology and Artificial Intelligence (AI) are changing the job market. One major challenge is the lack of required skills. Many job seekers do not have the technical or digital skills that modern industries require. With the growth of AI and automation, companies now look for skills like data analysis, coding, and understanding of AI. This creates a gap between the skills employer's need and the skills candidates have.

8. High Competition.

Another challenge is high competition. A large number of people apply for the same job positions. Online job portals and AI systems make it easy for thousands of candidates to apply quickly, which increases competition and makes it harder for individuals to stand out.

9. AI based resume scanning.

Many companies also use AI-based resume screening systems, such as Applicant Tracking Systems (ATS). These systems check resumes automatically. If the resume does not contain the right keywords or format, it may be rejected before a human recruiter even sees it.

10. Lack of Awareness about AI Tools.

Another issue is the lack of awareness about AI tools. Some job seekers are not familiar with AI-based job platforms, resume builders, or interview preparation tools. This can put them at a disadvantage compared to candidates who use these tools.

11. Fear of Job Replacement.

There is also a fear of job replacement because AI and automation are replacing some repetitive tasks and jobs. At the same time, job roles are changing, and many people find it difficult to adapt to new job requirements.

Finding of the study:-

- AI is transforming, influencing, nature of work and career development across multiple sectors.
- The research paper shows that adoption of AI is important and automation of routine and respective tasks, while simultaneously increasing the demand for analytical, creative skills.
- The study further finds that AI awareness among the students and working individuals is becoming a critical factor for career. Individuals with basic computer knowledge of AI concepts, digital tools, and data handling demonstrate greater adaptability to handle changes.
- There is need of continuous learning about AI and upgrading the skills. AI with human skill and AI awareness develops future skills development enhances employment, productivity, improve performance and prepare individuals for career and growth.
- AI awareness has become critical determinant for preparedness of career and growth. Learning and up skilling become very essential for long term sustainability.
- Updating of AI awareness with future ready technical and soft skill which enhances employability, productivity, adaptability and long term career among Gen Z and professionals and their growth are really challenging task.

Conclusion:

Artificial Intelligence is rapidly transforming the way individuals' study and work. The study highlights about AI. AI not intended to eliminate all jobs instead it is reshaping job roles and requirements. Many websites explain that AI will not remove all jobs, but it will change job roles. To grow in future careers, students and workers must learn new skills. Important skills are AI basics, digital knowledge, problem-solving, creativity, and communication. Humans and AI should work together. People who keep learning and upgrading their skills will get better opportunities. Learning AI early helps we stay confident, skilled, and ready for the future workplace. Future career growth is depended on technical skills and humans' skills. technical competencies such as basic computer knowledge, data literacy and AI based tools are crucial for productivity and at the same time humans' skills including critical thinking, creativity, communication, problem -solving and adaptability cannot be replaced by machines and will remain high valuable. Continuous learning and upgrading skills are very important to cope with future rapid changes.

Combination of AI system and humans' skills can lead to improved performance and career opportunities. Early exposure of AI and future ready skills builds confidence and preparedness for future career growth.

The research paper focused on the challenges while using AI for career, growth and enhancement and its impact on employees' career development. The research finding will also highlight the challenges relating to building career and role of AI in career guidance to the Gen z.

In this paper, researcher will present some facts about artificial intelligence and break down the challenges and faith on technology to excel in future career by coping with challenges of human being at the time of learning new technology.

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