



ISSN: 2230-9926

Available online at <http://www.journalijdr.com>

IJDR

International Journal of Development Research

Vol. 15, Issue, 08, pp. 68902-68906, August, 2025

<https://doi.org/10.37118/ijdr.29955.08.2025>



RESEARCH ARTICLE

OPEN ACCESS

AI'S INFLUENCE ON EMPLOYMENT TRENDS IN INDIA

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ARTICLE INFO

Article History:

Received 17th May, 2025
Received in revised form
24th June, 2025
Accepted 26th July, 2025
Published online 29th August, 2025

Key Words:

Employment Trend, Digital Ecosystem, Job Creation, Inclusive Growth.

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ABSTRACT

Artificial Intelligence (AI) is changing how the world works, and India is also seeing big changes. Technologies like machine learning, natural language processing, and automation are becoming part of everyday business tasks. This is affecting who does the work, how it is done, and what skills people need. This study looks at how AI is affecting jobs in India—both the good and the challenging parts. AI is helping industries like farming, healthcare, education, and manufacturing become more efficient and creative. It is also creating new jobs in areas like data science, robotics, and digital services. However, some traditional jobs may be lost due to automation, which raises concerns about unemployment and fairness. This paper studies how different sectors are changing, what new skills are needed, and how AI is affecting society. It also looks at how ready India's workers are for these changes and how government programs like Skill India are helping people learn new skills. India is now leading the world in AI skills, which shows its strong position in this field. By looking at job data, government plans, and company strategies, this research gives useful ideas for making sure AI helps everyone. The aim is to support fair and lasting growth, so that technology benefits all parts of society.

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Citation: Yogesh Kumar and Dr. Ram Ratan. 2025. "AI's Influence on Employment trends in India". *International Journal of Development Research*, 15, (08), 68902-68906.

INTRODUCTION

Artificial Intelligence (AI) is rapidly emerging as a transformative force in the global economy, world, and India. AI technologies like that intelligent automation, natural language processing, and machine learning become more integrated into business operations, they are reshaping how work is performed to them, who performs it, and what skills are required for improvement. Dr. Raj Reddy is considered the "father of AI in India" due to his significant contributions to the field of Artificial Intelligence in India, particularly in the areas of speech recognition, robotics and computer vision. He is also recognized for his efforts and hard work in advancing AI research and education within India and globally. Dr. Reddy's work has had a profound impact on the development of AI in India, and - He's widely recognized as a leading innovator in the discipline. Dr. was the first Asian to receive the Turing Award in 1994, further solidifying his legacy in the field of AI. He also played an important role in establishing the Robotics Institute at Carnegie Mellon University and was instrumental in creating the Rajiv Gandhi University of Knowledge Technologies in India, which concerned on educating gifted, rural youth. India's employment landscape is separately arranged at the intersection of opportunity and disruption. On one hand, AI is making an impact as innovation and efficiency in industries such as agriculture, healthcare, education, and manufacturing in India.

It is creating new job roles in data science, robotics, and digital services in various sectors, while also enhancing productivity in traditional sectors. This paper explores the relationship between AI and employment in India, focusing on how technological advancements are influencing job creation, displacement, and transformation in India. It examines sector-specific trends and the socio-economic implications of AI adoption. Additionally, the research highlights an important role of government initiatives, industries strategies, and educational reforms in preparing India's workforce for an AI-driven future. By analyzing current data of employment and policy responses in India, the research focuses to provide a comprehensive understanding of how India can harness the potential of AI while mitigating its risks—ensuring that technological progress leads to inclusive and sustainable growth in future. India faced a situation of slow employment growth and contrary to the claims of "jobless growth," data shows that employment in India increased by 36% (170 million jobs) between 2016-17 and 2022-23 and makes things critical for inclusive growth. During the same period, GDP grew at an average rate of over 6.5%. A McKinsey report projects data that by 2030, 30% of current U.S. jobs could be automated, with 60% significantly altered by AI tools which will support to growth faster and other hand create a typical situation of unemployment. Goldman Sachs predicts up that to 50% of jobs could be fully automated by 2045, driven by generative AI and robotics, this is good sign for growth and development. India Ranks 1st in Global AI Skill Penetration: According to the Stanford AI Index 2024, India

ranks first globally in AI skill penetration with a score of 2.8, ahead of the US (2.2) and Germany (1.9). AI talent concentration in India has grown by 263% since 2016, positioning the country as a major AI hub. AI is a keystone of Industry 4.0 and 5.0, driving digital transformation beyond various sectors in India. Industries can automate processes, best use of resources, and enhance decision-making by utilize AI capabilities like deep learning, machine learning, and natural language processing. Many Indian companies are actively working and focusing on artificial intelligence. Some important ones such as Tata Elxsi, Happiest Minds Technologies, Haptik, Kellton Tech Solutions, and Zensar Technologies of India. All companies are involved in diverse AI applications, including conversational AI, computer vision, and AI-powered decision intelligence. Due to AI, a different kind of growth has been seen in the industry.

REVIEW OF LITERATURE

Bhoite H Dr. Rajesh (2025) research about the importance of AI in informal sector in his research paper "The AI Revolution in Informal Businesses: Challenges and Opportunities". Paper has published in "GAP Interdisciplinarity, A Global Journal of Interdisciplinary Studies". He investigated the utilization of AI in informal sectors of Mumbai city of India. The researcher aims to find out awareness of retailers about AI tools to growth of business. In the present time most of business owners are used same traditional methods of business and do not use AI in their business to earn more profit. In this research, researcher has used secondary data. They required training accordingly new technology but not aware about this. Because of this, they are not able to give as much growth to their business as they can. Mumbai is the richest city of India, but still there are many obstacles due to which businesses and retailers have not been able to get the training that they need to take their business to the next level and in the future, they will be able to improve it by learning AI and all the new technologies to grow their business. The people of the city have created many opportunities to grow their business. It can be expected that in the coming time, retailers and business owners will be able to learn AI well and apply it in their business and make it better and create a lot of opportunities.

Kirti Wadhawan and Dimple (2024) emphasizes the transformative role of Artificial Intelligence (AI), Information Technology (IT), and Data Management in operating inclusive and sustainable economic growth. AI applications in agriculture, healthcare, education, and governance are highlighted as crucial for improving efficiency and equity. It synthesizes findings to present a comprehensive view of how AI, IT, and data management intersect to unlock economic potential. The study is based on secondary data analysis, drawing insights from existing literature, reports, and media articles. The paper references secondary sources like government reports, magazines, and academic research to support the claim that data-driven decision-making enhances policy effectiveness and business outcomes. Anil Kumar Mohanty and Dr. Anup Kumar Roy (2023) described about Indian employment conditions in the research paper "A Study on Employment Generation in India: Opportunities and Challenges", published in "Quest Journals, Journal of Research in Business and Management". India is facing a big challenge when it comes to employment. On one hand, there aren't enough jobs opportunities for everyone who needs one, and on the other hand, many of the jobs that do exist are not stable. Researchers used secondary data for this research. This means people may be working hard, but they're not earning enough or getting the security they deserve for their better life. Government policies and schemes have tried to improve the situation of bad employment by promoting skill development for all, encouraging entrepreneurship, and supporting rural employment. Yet, the fast-growing population and changing economy situation continue to put pressure on the job market in India. India needs a balanced strategy for progress well. This includes investing more in rural areas to create local jobs to improve their livelihood, helping people learn useful skills that match market requirements, and making informal jobs more formal so workers can

enjoy better protection and income in India. Only then can employment growth be meaningful for everyone.

Mohd Faishal, Sanju Mathew, KelengolNeikha, Khriemenuo Pusa and Tonoli Zhimomi (2023) explained about the importance of AI in recent time in his research Paper "The Future of Work: AI, Automation, and the Changing Dynamics of Developed Economies" published in "World Journal of Advanced Research and Reviews". AI and automation are changing the way work is done in developed countries such as USA, China, Japan, UK and Russia. Machines are taking over old, repetitive tasks, which is causing most of jobs to disappear. While this will grow the economy, governments will also need to address social issues like unemployment and inequality in the various sector. Future research will explore how AI affects people's income, wealth, work style and job opportunities in the long run. To make this transition successful and meaningful, collaboration between governments (State and Central), academics, and industries is essential.

OBJECTIVES OF THE STUDY

The primary objective of this research is to critically examine how AI is changing job market and employment structure across sector. Below is the few important objective of this study: -

1. To identify emerging job roles and skill requirements driven by AI adoption to boost productivity.
2. To find out how much jobs are being lost because of machines and smart technologies.
3. To look at what the government and companies are doing to handle job changes caused by AI.
4. To suggest practical steps that help all kinds of people get ready for jobs and grow in their careers as AI changes the workplace.

RESEARCH METHODOLOGY

This research adopts a mixed-method research approach to explore the impact of Artificial Intelligence on employment trends in India. The methodology based on both quantitative and qualitative techniques to ensure a well understanding of job market transformations in India and to understand how AI is changing jobs structure in various sector in India. Descriptive and analytical research design used in this research to find out current employment trends and analyzing how AI is changing them. For Quantitative method used government reports data, Industries reports, job market data, and AI adoption statistics to analyses trend in job creation, profit and loss, skill requirement in various sectors. For Qualitative method, collect view of many workers of the various sector such as HR managers and supervisors to know how AI is changing job roles and skill needs. Using sample for collecting enough and important information, choose workers from various sectors like education, medical, markets, IT and services to know the real experience of people who are directly affected from AI and automation.

ANALYSIS OF DATA

Artificial Intelligence (AI) is having a major effect on job trends in India. It is creating opportunities and many challenges for new jobs. It is changing the job market with different industries being affected differently. Now AI is causing both job loss and job growth in India. Automation is expected to reduce jobs in various sectors such as healthcare, manufacturing, retail, and education. This will affect workers with fewer skills and those working in informal jobs in across sectors. Other hand, new job roles are growing in areas like AI development, data science, and cybersecurity. Many reports have shared predictions about future employment trends in India. The World Economic Forum expects that by 2025, there will be more AI-related jobs created than lost around the world. India's Ministry of Electronics and Information Technology (MeitY) has predicted that

digital technologies, including AI, will lead to many new jobs and job shifts by 2025. NASSCOM reports show strong demand for AI professionals in India and say that AI and data will greatly boost India's economy by 2025. The ServiceNow AI Skills Research 2025 report says that Agentic AI will create new tech jobs by 2030. The India AI program also expects a sharp rise in the need for AI experts by 2026. In FY24, many companies started using AI. Big sectors like banking (BFSI), healthcare, and retail are leading the way. Businesses use AI to do tasks automatically, study data, and give customers more personalized services.

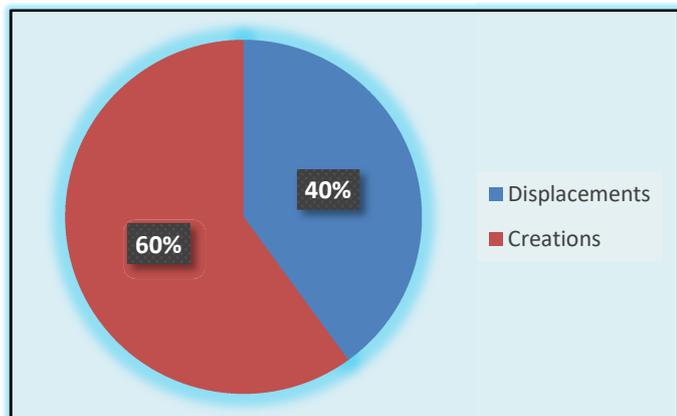
Positive Impact of AI on Employment in India: AI has created many job opportunities across sectors. New opportunities particularly benefit individuals who adapt relevant digital and cognitive skills. Few positive points of AI Like-

- (i) **Financial Services Sector-** AI is helping banks and insurance companies to provide better customer service and improve safety. It works through chatbots, fraud detection, and smarter loan decisions for customers. New jobs opportunities are growing in sectors such as AI technology, data science, and cybersecurity.
- (ii) **Healthcare Sector-** AI is helping doctors to find diseases more easily and correctly using smart tools such as image scanning and prediction software. This creates new jobs opportunities for those people who know AI and can support online healthcare systems. AI also makes it better for people in faraway places to talk to doctors through telemedicine.
- (iii) **Agriculture Sector-** AI is helping farmers to grow more crops by using smart technology like drones and sensors to check soil quality, watch plants growth, and find pests early. This helps farmers to take good decisions and make more productive land. At other hand, new companies called Agri-tech startups are growing faster, and they are creating jobs for people who involve in farming through AI.
- (iv) **Information Technology (IT) and Business Process Management (BPM) Sector-** AI is creating new job opportunities in fields such as data science, machine learning, and AI technology. It helps IT workers save time by doing time taking tasks automatically, so they can focus on things which help in planning, solving problems, and coming up with better ideas.

As we have seen, AI has eliminated a lot of jobs that took a lot of time but at the same time created a lot of opportunities across sectors to the people.

Table 1. Job Displacement vs Job Creations due to AI

Job Outcome	Percentage%
Displacements	40%
Creations	60%

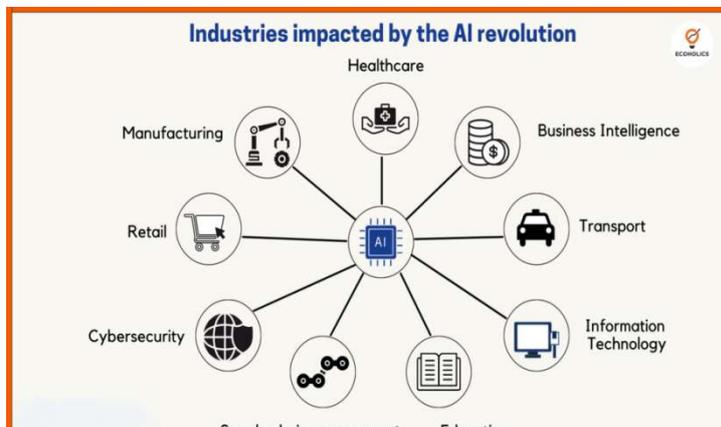


Source- The Impact of AI on future employment patters, IJGIS May '2024.

Figure 1. Ratio of Job Displacement to Job Creation

The above table and chart show how AI has had an impact on job displacement and job creation, as per research and analysis of trend it seems that contribution is 60% to job creation and 40% to job displacement.

Negative Impact of AI on employment in India: Many sectors in India are facing negative impacts on employment due to the adoption of Artificial Intelligence (AI), It mostly affects jobs where people do the same thing repeatedly. Different reports and studies show how many sectors might be affected in a bad way such as:



Source: Ecoholics, Impact of using Artificial Intelligence on the Global Economy, Blog by Ankit Dixit on 20 April' 2024.

Figure 2. Industries Impacted by the AI Revolution

- (i) **Manufacturing Sector-** According to reports, AI could affect 6 crore workers in India's manufacturing sector by 2030. There is a growing concern that automation will lead to job losses, particularly among workers with low or moderate skill levels who perform routine tasks. Sectors such as textiles and electronics are increasingly adopting automated systems, which is causing a decline in the need for manual labour.
- (ii) **IT and Services Sector-** Automation of routine IT tasks is expected to lower the demand for entry-level positions. Experts warn that AI could trigger a "white-collar recession" in India, especially affecting jobs in IT and service sectors. Roles like as customer service, accounting, sales, research, and retail are particularly vulnerable to disruption.
- (iii) **Financial Services (BFSI) Sector-** AI are expected to reduce jobs that involve routine transactional tasks, especially in the BFSI (Banking, Financial Services, and Insurance) sector. A projection suggests that by 2030, around 20–25 million jobs in India could be displaced. Traditional roles in BFSI are undergoing major changes, with employees performing repetitive tasks being most at risk.
- (iv) **Retail and Trade Sector -** AI and automation are reshaping the retail and sales sectors through technologies such as automated inventory management, self-checkout systems, and the rapid expansion of e-commerce. These advancements are progressively reducing the need for human involvement in routine works. As a result, a significant portion of retail jobs estimated to be around 65% could be automated in the coming years, raising concerns about broad job displacement in this domain.

FUTURE BENEFITS OF AI FOR EMPLOYMENT

AI will create many easy and less times taking options to work for people. Few jobs will be automatic due to AI and automations. At the same time, AI will also improve productivity, efficiency and opportunities of work which will help in progress and growth such as

- (i) **Automation of Repetitive Tasks-** In Future, there will be many such tasks which will be automated through a single medium, which need to be done repeatedly, which will save a lot of time. This will make the work convenient and easy.

- (ii) **Increased Efficiency and Productivity-** When easy ways of working will be available and the work can be done very quickly; this will greatly improve the quality of work and will increase productivity in a better way.
- (iii) **Augmentation of Human Capabilities-** In the coming times, AI can work as a tool. The option of removing workers from the job can be saved. This will enable better use of human capacity.
- (iv) **Reskilling and Upskilling-** In the future, in the era of AI, people will have to take training to create jobs opportunities for themselves, through which they can create the right for their life. People will have to learn AI tools and new skill as required.
- (v) **Proactive Policies-** To provide better employment to the people in future, the government should bring new and better policies, through which people can get good training and through which they will be able to get jobs according to AI requirements.

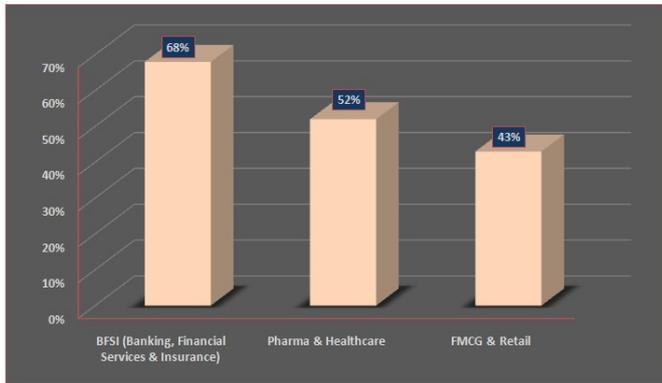


Figure 3. High AI Adoption Rates in Industry

Small businesses also benefit they use AI to grow faster, serve customers better, and work more efficiently. High Adoption Rates: Key sectors such as BFSI (68%), Pharma & Healthcare (52%), and FMCG & Retail (43%) show high AI adoption rates in FY24. AI is creating new job opportunities across the sectors. Roles such as AI engineers, data scientists, machine learning specialists, and prompt engineers are in high demand in India. Even non-tech fields such as marketing, HR, and finance now require AI-related skills for jobs. Experts predicted that India could see around 3 million new tech jobs by 2030. To stay relevant, employees must learn new skills like coding, data analysis, cloud computing, and cybersecurity for create opportunities for themselves. Soft skills such as creativity, problem-solving, and adaptability are also becoming more important now. Companies are now hiring employees based on skills rather than degrees, and AI-trained professionals can earn up to 28% more than average workers. Many Sectors such as manufacturing, retail, and education are being transformed by AI and automation. In retail, it improves customer service and inventory management for improve productivity. In education, it supports personalized learning and automates administrative tasks and make easy access to both teacher and students. India is catching up with China and doing much better than the U.S. in using AI. It may also add 3 million new tech jobs by 2030 because of this growth. India is embracing AI at a remarkable pace, with 57% adoption—just a step behind China at 58%, and more than double the rate of the United States, which stands at 25%.

Machines and technologies such as Artificial Intelligence are replacing more human jobs. Since 2023, over 27,000 jobs have been lost because of AI, and in July 2025 alone, more than 10,000 people were laid off because of AI adoption and automation. Many companies such as Microsoft, Intel, and TCS have reduced their workforce. Microsoft cut over 15,000 jobs in just the first half of 2025, and other hand TCS plans to remove 12,000 employees this year. These layoffs are specially happening in tech and IT sectors, where AI tools are now doing tasks such as software testing, customer support, and data entry.

Due to AI Adoptions young job seekers are also affected. Experts predict that by 2030, around 92 million jobs worldwide could be displaced by AI adoption and automation. AI is also creating new jobs and opportunities, but only for those with the right skills. So, while machines are taking over more roles, employees who learn AI-related skills can still find good opportunities. IN India, Governments and companies are working together to manage the changes in jobs caused by artificial intelligence (AI).

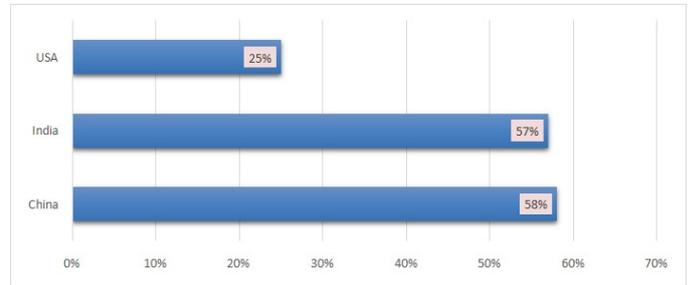
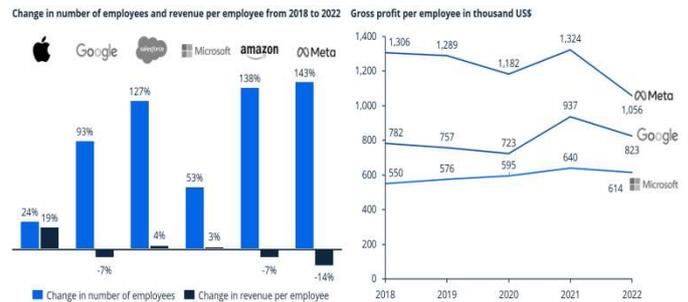


Figure 4. AI Adoption Rates by Country 2025

The Indian government has started programs such as Future Skills PRIME to help people learn new required skills like AI, data science, and cybersecurity. These programs are designed to prepare employees for the future and make sure they can find best jobs even as technology changes. The government also wants AI to be useful for every individual, not just experts, so they are promoting the thought of “AI for All.” They are offering internships and skill-based hiring through schemes such as the Prime Minister Internship Scheme, which helps young people gain more experience and create opportunities to getting best jobs. AI is also creating new types of jobs opportunities, like AI engineers, data analysts, and people who study the ethics of technology.



Source-Statista, Unleashing Artificial Intelligence’s true potential, Chapter 3, July’2023.

Figure 5. Change in Number of Employees and Revenue per Employee from 2018-2022

Few companies are changing how they hire workers, focusing more on short-term contracts and performance-based roles, especially in government and tech sectors in India. Overall, both the government and companies are still trying to make sure that AI leads to new jobs opportunities, not just job losses. Now artificial intelligence (AI) changes the way we work, people from all backgrounds required practical ways to prepare for new jobs opportunities and grow in their careers. One most important step is learning new skills that match the requirements of today’s workplace. This doesn’t mean that everyone has to become a tech expert in their field. Even basic knowledge of AI tools for work, data handling for reports and summary, or digital communication can help. Such as online courses, government programs, and company training sessions are great places to start to learn AI technology. For an example, most of the platforms now offer beginner-friendly lessons in AI, data science, and digital marketing that anyone can join easily. Communicating to mentors, joining career fairs, or attending workshops can lead to new jobs opportunities. At the end, it’s important to keep learning throughout life. Now a day, AI is growing fast, so updating your skills regularly will help you stay ready for future changes and requirements which will help to create

more jobs and career opportunities. The report highlights a nuanced shift in workforce between 2018 and 2022 dynamics across AI-driven industries such as Google, Sales force, Microsoft, Amazon and Meta.

Policy Implementation: Indian government initiative to improve employment status of India during AI: Due to AI, employment level in India will change a lot and also over 1 crore jobs will impact drastically by 2030. As automation of manufacturing hub, learning and education, and retails. There is a lot of positive change in employment after entering AI. Artificial Intelligence is transforming employment in the whole world by automating routine tasks, creating new high-skilled job roles for all, and enhancing productivity.

Skill India Mission is a government initiative launched in 2015 to empower India's youth by providing market-relevant skills. It aims to train millions in diverse sectors through programs like PMKVY, promoting employability and entrepreneurship. The mission focuses on bridging the skill gap, boosting economic growth, and preparing the workforce for both domestic and global opportunities. India is taking a balanced approach to AI. The goal is to use its benefits while reducing the risk of job loss. Instead of one big AI law, the country uses different rules, plans, and guidelines for various sectors. These efforts include helping people learn new skills, creating jobs in areas related to AI, and making sure AI is used in a fair and ethical way.

CONCLUSION AND FINDING

Artificial Intelligence (AI) is changing how people work in India across sectors. As technologies such as machine learning and robotics become more common in areas like healthcare, education, farming, finance, and manufacturing, many jobs are being affected. AI is also creating new opportunities to people. Jobs such as data scientists, AI engineers, and cybersecurity experts are in demand, offering better pay and working conditions to employee. Medium and Small businesses are also benefiting from AI tools that help them grow and innovate. The Indian government is working to prepare people for new changes through programs such as Skill India and the National Education Policy. These efforts focus on teaching digital skills, reskills and helping workers learn new things so they can adapt to the changing job market. Still, there are many challenges. AI can lead to unfair outcomes to us if not used carefully, and people in rural areas may lot of struggles to access the technology and education they require. To make sure everyone benefits by AI, India should make strong policies that promote fairness and equal access to all.

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