



BOOK OF ABSTRACTS

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Editors: Tea Šestanović & Blanka Škrabić Perić

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**FACULTY OF ECONOMICS,
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Navigating AI-induced workplace transformation: An econometric study of layoff anxiety

SONJA IVANČEVIĆ

University of Belgrade - Faculty of Organizational Sciences, Jove Ilića 154,
Belgrade, Serbia; *e-mail*: sonja.ivancevic@fon.bg.ac.rs

ANA KICANOVIĆ

University of Belgrade - Faculty of Organizational Sciences, Jove Ilića 154,
Belgrade, Serbia; *e-mail*: ana.kicanovic@fon.bg.ac.rs

NIKOLA DRINJAK

University of Belgrade - Faculty of Organizational Sciences, Jove Ilića 154,
Belgrade, Serbia; *e-mail*: ndrinjak01@yahoo.com

Abstract | The fast development and integration of artificial intelligence (AI) within the workplace led to significant transformations and disruptions across industries. Alongside its promises of improved efficiency and innovation, AI adoption has raised concerns regarding potential job displacement and workforce anxiety. One of the industries which has especially been transformed by AI is the IT industry. This study has the goal of assessing the IT employee's layoff anxiety in the two-year and ten-year period, taking into account their attitudes and perceptions of how AI changes and complements their skills. An econometric approach will be employed to model how perceptions of the transformational power of AI impact workforce anxiety. The results indicate that workforce anxiety can be successfully modeled and that the perception of one's skills being less valuable is a significant predictor. It is hoped that the research findings will shed light on the complex nature of layoff anxiety in the context of AI-driven skill transformations, providing valuable insights for IT employees, human resource managers, organisational leaders and other stakeholders.

Key words | *turnover intention, artificial intelligence, workplace transformation, econometric modelling*

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