

# Innovations

## **Building Resilience in Individuals Undergoing Potential Threat of Perceived Job Uncertainty Because of Artificial Intelligence (Ai): Development of a Psychological Model**

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### **Abstract**

**Background:** The advancements in the field of Artificial Intelligence (AI) have taken over the world. We seem to be facing an uncertain global economy and slow revenue growth, contributing to a pervasive sense of job uncertainty and mass layoffs. This uncertainty has led to increased anxiety and aversion towards technology among many individuals., **Objective:** This psychological model attempts to assist individuals experiencing job uncertainty or job loss by promoting holistic development and reducing technology aversion. It further aims to foster an understanding of the crucial role mental health plays in influencing behavior and physiological symptoms., **Methods:** The intervention consists of a pre-and post-intervention module that would work on four levels of an individual's functioning: cognitive, physiological, self-care, and behavioral. The structured model includes 8 sessions in total, each designed to enhance psychological resilience by focusing on diverse aspects of self-development., **Results:** The anticipated outcomes of this intervention are improvements in mental health, holistic development, reduced anxiety related to job uncertainty, and a more positive attitude towards technology. By addressing various dimensions of an individual's life, the model aims to build resilience and support overall well-being., **Conclusion:** This mental health support model offers a comprehensive approach to mitigating the negative impacts of job

*uncertainty. By fostering cognitive, physiological, self-care, and behavioral development, it aims to equip individuals with the tools needed to navigate economic challenges and embrace technological advancements by providing a different perspective.*

**Keywords:** *Artificial Intelligence (AI), perceived job uncertainty, mental health, psychological model, and, holistic development.*

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## **1. Introduction**

According to previous literature, the mass layoff is defined as a 30 per cent single-period drop in employment from a firm's maximum employment level over the observed period (Abowd et al., 2009). Many AI tools focus on mental health and are doing well because they are time-efficient, economical and easily accessible. A sizable literature has documented that mass layoffs have dramatic and long-lasting effects on directly affected establishments and workers (Ruhm, 1991 and Jacobson et al., 1993). Another research suggested that perceived manager support would buffer against the negative relations of contract breach with employee performance and Organizational Citizenship Behaviors (OCB). This study was administered among 615 employees in multiple Chilean Organizations and portrayed support for the hypothesis: job insecurity and psychological contract breach mediated the relationships between mass layoffs and employee performance and OCB. it was further found that the moderating relationships of manager support, but the relations of breach with performance and OCB were particularly negative when manager support was high which corresponded the feelings of betrayal among high-support employees (López et al., 2017). The psychological impacts of losing ones job could be profusely severe and are highly detrimental on an individual psychological well-being. Moreover periods of economic recession are associated with rises in suicide (Chang et al., 2009, Haw et al., 2014, Stuckler et al., 2009). In a study of suicide deaths between 2002 and 2005 in an area of Wales, debt and employment problems were mentioned as contributors to 23% of male suicides (Scourfield et al., 2012). Recession, employment and financial-related difficulties contributed substantially to 13% of the suicides in a study (Coope et al., 2015). Batty et al. 201 stated that rapid onset of acute financial hardship, or relationship breakdown may precipitate mental health problems. Many AI tools focus on mental health and are doing well because they are time-efficient, economical and easily accessible. However, the outlook of the present model was to connect to a person on an individual level, specifically coming from someone who has recently lost their job or is stressed about losing one because of the development of AI and might not be very receptive towards the whole concept of sharing their concerns with it.

## **1. Objectives**

A. To develop an interactive module that caters to the psychological well-being of individuals who perceive job uncertainties or have been laid off by their MNCs with the emergence of Artificial Intelligence (AI).

B. To incorporate psychological self-help techniques into their hectic schedules so as to facilitate holistic development of an individual.

## **2. Details of Implementation of the Model**

This is a pre and post-intervention study based on developing psychological strengths in an individual who had undergone turmoil in his/her job because of Artificial intelligence. It's crucial to approach each variable both holistically and individually, taking into consideration one's unique strengths, experiences, and needs. Offering a combination of emotional support, practical guidance, and resources can help individuals navigate the challenges of job loss and build a foundation for their future endeavours. The mentioned four modules will be full-fledged courses in which the client will learn how mind-body dualism acts and how severely one's cognition can impact their overt behaviour. This would be done on four levels: acknowledgement, acceptance, challenge and change.

The highlights of this model will be: Resilience building, coping strategies, mindfulness training and career transition counselling. Besides these umbrella terms, many other psychological sub-topics such as validation of empathy and other overwhelming emotions, setting realistic and workable targets, management of expenses, defence mechanisms, expressing gratitude, self-affirmative talks, fostering a positive mindset, continuous weekly monitoring (flexibility of choosing time and date), influence of social support (peers, parents, spouse, partner), reducing stigma and societal pressure, self-care activities, and scope of AI in the long run. Psychological therapeutic interventions are not only performed by highly trained and experienced therapists but one-on-one sessions provide a sense of personalisation and extra sense of belongingness.

Time frame – 8 highly tailored sessions per individual (each session will be 45-60 minutes) exclusive of the introductory session.

### **Initial Stage**

The first two sessions will be dedicated to this stage in which detailed case history and personal information (to be kept confidential), written consent of participating and details of the module shall be explained, attempt for rapport formation, assessing the current stage before initiation of psychotherapeutic interventions. The primary focus will be on the first step: acknowledgement of both external and internal mechanisms that govern an individual.

A baseline psychometric assessment will be performed using four standardised tools:

1. Connor Davidson Resilience Scale
2. General Health Questionnaire (GHQ) - 12
3. Ryff Scale of Psychological Well-being

#### 4. AI Attitude Scale (AIAS)

Apart from the baseline assessments: behavioural activation, breathing exercises/Jacobsons Progressive Muscle Relaxation (JPMR), Thought journal, and introduction to sleep hygiene shall be initiated.

#### **Intervention Stage**

Intervention stage will be the most pivotal part of this implementation model. After the assessment from the entail stage, a structured and personalised case conceptualisation will be derived that will focus on the individualised needs of each participant. This stage will consist of sessions from 3-6 and will comprise interventions required for each participant which further will be personalised on the basis of the presenting chef complaints. intervention would be cognitive and behavioural in nature. The elements of acceptance and challenge will be focused and the following interventions will be opted:

1. Cognitive restructuring
2. Automatic Thoughts
3. Mindful breathing
4. Mindful Meditation
5. introspection and retrospection
6. Understanding of mind-body dualism
7. Coping strategies - emotional social cognitive and problem
8. Developing resilience
9. Cathartic sessions/supportive psychotherapy
10. Management of interpersonal relationships

#### **Termination Phase**

The last phase will consist of sessions 7th and 8th in which the participant will be given booster session and a re-assessment will be done on the same psychological variables in order to obtain empirical data of pre and post-intervention. The last element: change will be the primary goal of the termination phase. The following therapeutic practices will be performed.

1. Soft skill development
2. Building social support Networks
3. Relapse prevention and sustainability
4. Maintaining resilience
5. Adaptability

#### **3. Conclusion**

It is observed that protective factors such as peers and family are not sometimes sufficient to help an individual deal with a major loss. There is a need for professional help in cases when the internal locus of control is compromised. The primary aim of this intervention study was to provide psychological assistance for those who are undergoing a major life event and have difficulty overcoming it on their own. it focuses on developing and managing the intrinsic factors such as

resilience that shall help an individual to have a positive outlook towards most situations.

#### 4. Conflict of Interest: None

#### 5. References

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