

Artificial Intelligence in the workplace: Investigating impacts, risks, and adaptive competencies in Polish enterprises

This project explores how the growing use of artificial intelligence (AI) in workplaces is changing jobs, companies, and workers' everyday lives. Focused on businesses in Poland, the research team will look at both sides of this change: how employees experience new AI tools and how managers decide to use them. By talking with workers and studying companies that adopt AI, the project aims to understand the opportunities and challenges that arise. For example, AI can automate repetitive tasks or analyze data very quickly, which might free workers to focus on more creative activities or improve quality. But it also raises questions: will people feel threatened by AI, and what new skills will they need to cope? Some workers feel mixed about AI: it can protect them from boring tasks, but others worry machines will replace them.

This work is important because AI is spreading quickly into many industries, and we still need to know how to make it work for everyone. In Poland, companies from factories to offices are starting to use AI in things like hiring new employees, planning production, and answering customer questions. Each workplace does it differently depending on its history, workforce skills, and local conditions. Understanding these issues is urgent for Poland, which is modernizing its economy and where workers need support in adapting to new technology. By studying a variety of Polish enterprises, the researchers will see how these local factors shape the results of AI adoption. This will reveal which new skills (for example digital know-how, teamwork or problem-solving) help employees and companies succeed in the AI era, and which practices can reduce stress and improve trust.

Over the three years of the study, the team will gather information in different ways. They will conduct broad surveys to hear from many employees about their experiences, attitudes and concerns with AI. They will also hold discussions and interviews with groups of workers and managers to collect detailed examples. The project will include both large companies and small firms to cover different experiences in diverse industries. This mix of methods ensures a clear picture of both everyday realities and company strategies. The researchers will analyze how AI changes daily tasks, job satisfaction, and productivity on one hand, and how companies deal with those changes on the other hand.

At the end of the project, the team expects to share practical advice and ideas with a wide audience. They will create clear recommendations for business leaders on how to use AI responsibly and effectively, and for employees on how to develop the most needed skills. This could mean highlighting not only digital literacy, but also so-called soft skills like flexibility, teamwork and willingness to learn. For example, the research might suggest new types of training programs for workers or guidelines to make sure people feel comfortable and safe with AI tools at work. Policymakers and educators will also benefit from the findings, for example learning what training and rules are needed to support a positive and fair use of AI. Leaders might learn how to introduce AI in a way that keeps their team motivated, and workers will know which personal skills to improve for the future. The researchers plan to share their findings in simple language through workshops, articles, and media, so that business owners, workers, and the general public can learn from the results. Overall, the project should help Polish workplaces use AI in a way that boosts innovation and productivity while protecting workers' well-being and preparing everyone for the future of work. It will help ensure that Poland's workforce is ready and that the benefits of AI are shared widely, strengthening the economy and quality of life.

Beyond the immediate workplace, the project could benefit the whole society by offering insights on how to prepare for an AI-driven economy. For example, it could suggest new ideas for school or university programs to teach important skills, or for government policies that encourage safe and fair use of AI. It might also give families and young people clearer ideas about what jobs and skills will be valuable in the future. In this way, the research aims to make sure that the coming wave of AI leads to more opportunity and well-being for people across Poland. The project is about preparing for a future in which people and technology work together in harmony.