

**How Generative AI Might Change
Employer Expectations of "Good" Employees in the Future**

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As generative AI reshapes the workplace, employers will increasingly expect employees to demonstrate adaptability, creativity, and critical thinking—skills that AI cannot replicate—

rather than simply technical efficiency. Businesses such as Chegg, Coursehero, etc., are now losing revenue as AI continues to grow. AI only continues to improve while doing the same amount of work for businesses but in a shorter amount of time. If AI handles repetitive or knowledge-heavy tasks, what new qualities will employers look for in employees?"

AI has been around for a while whether you noticed it or not, but what really jumped AI to the platform of employees was ChatGPT, an AI website that could achieve any of your demands in the matter of second. Students started taking ahold of the newfound program to do their classwork, homework, tests, etc., putting students at a questionable position on whether they're learning the material or not. This AI program was able to fill out spreadsheets for you, explain how to perform a task that you requested, anything you wanted it to as long as you didn't ask for something physical. It stood out as it was able to complete most jobs for businesses that you were tasked at doing whether it was filling out a client's needs or a report that you need to turn in tonight, whatever your task was; ChatGPT would fulfill it. With that being said, this scares a lot of employees because if an AI can do their job for free, what need is there for the company to keep employees for the future. Business are going to start to think that if a free AI generative resource can outperform an employee then why keep that employee. "Those employers are going to type the same thing into Chat AI. And if someone comes in with something that isn't any better than Chat AI, they're not going to get hired because why hire somebody that can't outcompete a free resource?" Anderson, J. (2023, February 9). Businesses will only improve their expectations as AI improves because society will get to a point where AI can outperform the vast majority of society. AI is already outperforming 30 percent of students at N.Y.U stating, "The current version of ChatGPT is comparable, or even superior, to students in nearly 30 percent of courses," Leffer, L. (2023, August 25).

Now employers will state that if an AI generative program can outperform someone wanting a job then why hire them. Businesses think about two things, money and power. E-commerce CEO, Shah, laid off 90 percent of her support team stating “We had to lay off 90 percent of our support team because of this AI chatbot. Tough? Yes. Necessary? Absolutely.” Teo, K. X. (2023, July 12). Businesses are going to start thinking other alternatives that will save money and won’t allow any other employee to rise to power over them. AI is a fairly new topic and this new phenomenon just took 90 percent of her support team’s jobs. So, if their expectation weren’t high enough with the employees they hired themselves, then the bar must be set really high for future employees. Companies will only continue to rise their expectations because an AI program is raising the stakes. The supply and demand for employees have considerably dropped because of generative AI software raising the expectation higher than they were before. Employers will ask more difficult questions or even test you on your knowledge compared to the AI software they’re using. AI software that has an immeasurable amount of resources across the internet compared to someone who has a limited amount of knowledge compared to the AI software.

In conclusion, generative AI continues to expand its territory with many companies taking advantage of the fact that AI can fulfill their expectations and outperform their employees at a lesser or no charge. AI has no foreseeable future in its path as it grows because AI is constantly changing and evolving to keep up with society’s everyday needs and wants. Employers will only remain to rise their expectations as generative AI software grows for the unforeseeable future for businesses, a trend which is likely to continue as AI advances.

Resources

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