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Titled

The impact of the introduction of artificial intelligence on the
future of employees in the government sector is an applied
study on the directors of education in Beni Suef

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Dedication

My Lord, the night is not pleasant without Your praise, the day is not pleasant without Your obedience, the moments are not pleasant without Your remembrance, the Hereafter is not pleasant without Your forgiveness, and Paradise is not pleasant without seeing You. Glory be to You, my Lord, exalted is Your Majesty.

To the one who conveyed the message, fulfilled the trust, and advised the nation, to the Seal of the Prophets and Messengers, our Master Muhammad, peace be upon him.

To the one who raised my head high with pride, my parents, may Allah have mercy on them.

To my husband, my companion on this journey, who brought tranquility and peace between us.

To my children, the delight of my eyes, May, and Muhammad.

To all the friends who have been with me throughout my academic journey, to everyone mentioned by my heart but overlooked by my pen, and to all who have helped me and prayed for my well-being.

Thanks and appreciation

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I also thank everyone who extended a helping hand, whether greatly or modestly. I apologize to those whose names I might have forgotten or who were not mentioned. I ask Allah, the Almighty, to reward them for their contributions, to grant me the reward for this work, and to make it beneficial for all who read it. Praise be to Allah, the Lord of all the worlds.

SUMMARY

The current study aimed to explore the impact of integrating artificial intelligence on the future of employment for staff in the government sector at the Directorate of Education in Beni Suef. The study employed a descriptive-analytical methodology, with the primary research tool being a questionnaire. The research population consisted of all employees at the Directorate of Education in Beni Suef, totaling 400 staff members. A random sample of 200 employees was selected.

The study yielded several key findings, notably that there are no statistically significant differences in the perspectives of employees regarding the impact of artificial intelligence on their future job prospects, irrespective of their educational qualifications, age, or years of experience.

The study provided several recommendations, including:

1. Developing and enhancing the concept of artificial intelligence in daily tasks within the directorate by organizing training courses and workshops to support staff training on the latest developments in artificial intelligence and continuing technological advancements.
2. Emphasizing the implementation of artificial intelligence across all government sectors due to its effective impact on employee performance and the creation of new job opportunities for innovative roles.
3. Focusing on creating new job opportunities by consulting experts in the field of artificial intelligence to monitor its developments, improve the work environment at the Directorate of Education, and address potential challenges in implementing AI technologies.

4. Providing the necessary infrastructure to better implement AI technologies compared to the current state.

Keywords: Artificial Intelligence, Future Employment, Government Sector Employees.

Introduction.

The current era is characterized by technological advancement, an explosion of knowledge, an information revolution, and a flow of intellectual exchange. There is an increasing need for technology to keep pace with this tremendous development. Artificial intelligence has become a modern necessity in all fields, especially in education.

Artificial intelligence is one of the recent technologies that has transformed the world. The near future reveals intelligent machines designed to make life more convenient and comfortable for everyone (Hassan, 2019).

Artificial intelligence is a relatively new field, with its origins dating back to the early 1950s. A group of scientists adopted a new approach to producing intelligent machines based on recent discoveries and the use of new mathematical theories for information, relying on devices built on the fundamental principles of mathematical logic (Shukla & Vijay, 2013).

Artificial intelligence represents one of the most recent inventions of the human mind over the past five decades. Before the advent of computers or even electronics and electricity, humans sought to create things that could possess some of their traits. Artificial intelligence is a global field that is suitable for various directions and has been defined as the study aimed at understanding how to direct computers to perform tasks better than humans, potentially replacing some job functions (Al-Husseini, 2012).

Artificial intelligence has introduced intelligent machines that work and interact like humans, including activities such as speech recognition, planning, and problem-solving. It has also contributed to the development

of many areas such as deep learning, machine learning, computer programming, and the medical field (Habeb, 2017).

A long-term future can be anticipated for the adoption of government computing, augmented reality, and other technologies to fundamentally transform the role of institutions into a more specialized approach. This would allow governance to meet the unique needs of each citizen, enabling us to move things through thought alone, and achieve ideal bodies through nanotechnology (Muzakkar, 2020).

However, the implementation of artificial intelligence may face challenges such as a shortage of skilled personnel to handle AI technologies and inadequate infrastructure in the IT sector. Therefore, it is crucial to address these issues to effectively implement AI in the Directorate of Education in Beni Suef.

The study Problem.

Given the importance of artificial intelligence in the business environment, particularly for its effective role in preventing administrative corruption and delays that hinder organizational goals, it also contributes to unemployment and the elimination of certain job roles. This creates concern among many employees at the Directorate of Education, regardless of the nature of their work.

Some studies have indicated that artificial intelligence poses a threat to jobs. For instance, results from a study show that 43% of respondents view AI as a significant threat to American workers (van Horn & Starace, 2018). Another study highlighted that implementing AI requires a substantial budget, as investing in technology often involves amounts exceeding billions of dollars, in addition to a shortage of skilled personnel in these technologies (Al-Toukhie, 2019).

Based on the above, the current study sees a need to understand the future of employment for staff at the Directorate of Education in Beni Suef in light of the widespread use of artificial intelligence in the directorate, which has contributed to reducing the number of jobs.

The research problem can be summarized in answering the following main question:

What is the impact of implementing artificial intelligence on the future of employment for staff at the Directorate of Education in Beni Suef?

Several sub-questions arise from this main question:

- *Is there suitable infrastructure for implementing AI technologies at the Directorate of Education in Beni Suef?*
- *What is the current status of artificial intelligence at the Directorate of Education in Beni Suef?*
- *Is there sufficient capital available for implementing these technologies?*
- *Is it possible for human employees to resist the implementation of various AI technologies at the Directorate of Education in Beni Suef?*
- *Is there a statistically significant difference in the perspectives of employees at the Directorate of Education regarding the impact of introducing artificial intelligence on their future job prospects, based on factors such as educational qualification, age, and years of experience?*

The importance of studying:

Theoretical Significance:

The study will derive its significance from the depth of the ongoing debate on this topic. The development of artificial intelligence and its potential risks to job reduction in organizations has been a major focus of previous research. Furthermore, studying and analyzing the impact of artificial intelligence on the future of employment, validating hypotheses and theories related to this topic, and investigating the concerns many people have about artificial intelligence and its implications for jobs will add additional importance to the study. The study's significance is also highlighted by the results it offers to those in charge of the Directorate of Education in Beni Suef, as it will provide insights into how the implementation of artificial intelligence affects the future of employment for staff at the Directorate.

Practical Significance:

This study is applied to the Directorate of Education in Beni Suef, where its employees are considered crucial elements of human capital. The study addresses some of the challenges in implementing AI technologies, while also identifying the benefits and exploring how to leverage opportunities to convert challenges into strengths for implementing AI technologies in the Directorate of Education.

Additionally, the results of the current study can be generalized to all Directorates of Education in other governorates.

Objectives of the study:

The study aims to achieve the following objectives:

- 1. To understand the current state of artificial intelligence at the Directorate of Education in Beni Suef.*
- 2. To determine the extent of employees' acceptance of these technologies and their willingness to adapt to changes related to artificial intelligence.*
- 3. To highlight the changes in the quantity and quality of jobs following the introduction of artificial intelligence at the Directorate of Education.*
- 4. To identify some artificial intelligence technologies implemented at the Directorate of Education.*
- 5. To pinpoint the challenges in applying artificial intelligence technologies.*

Study hypotheses and questions.

In light of the research problem and objectives, the study aims to test the validity of the following hypotheses by formulating one main hypothesis and two sub-hypotheses as follows:

Main Hypothesis:

There is a statistically significant and meaningful impact of artificial intelligence on the future of employees, which positively reflects on the performance of employees at the Directorate of Education in Beni Suef.

Sub-Hypotheses:

- 1. There is a positive statistically significant relationship between artificial intelligence and the future of employees.*
- 2. There is a positive (direct) relationship between employees' perspectives on the impact of introducing artificial intelligence and the future of their jobs.*

Study Approach.

The current study will use the descriptive method to identify and define the concept and dimensions of artificial intelligence within the Directorate of Education and its impact on the future of employees. The study will also employ the inductive method by directing a survey questionnaire to the sample participants. The study will include the following elements:

The study population includes the employees of the Directorate of Education in Beni Suef, totaling 400 individuals.

Data Collection Sources:

The study uses two types of data collection sources as follows:

- 1. **Primary Sources:** Primary data necessary for the study was collected from the employees of the Directorate of Education in Beni Suef through a questionnaire. This aimed to gather their opinions relevant to the study topic, test the validity of the study's hypotheses, and conduct some personal interviews.*
- 2. **Secondary Sources:** The data relied upon for achieving the study's objectives, in light of the research problem and related variables, includes scientific and foreign books, scientific journals, periodicals, and specialized research studies, both published and unpublished, that address the study topic.*

The limits of the study:

Scope of the Study:

1. Objective Scope:

- **Independent Variable:** *Artificial Intelligence*
- **Dependent Variable:** *The Future of Employees in the Government Sector*

2. Geographical Scope:

- *Within the Directorate of Education in Beni Suef.*

3. Temporal Scope:

- *Data related to the study was collected from previous studies covering the period from 2003 to 2024.*

Study plan:

The current study plan includes:

Chapter One (General Framework of the Study):

- *Committee of Discussion*
- *Quranic Verse*
- *Dedication*
- *Acknowledgments*
- *Introduction*
- *Previous Studies*
- *Problem of the Study*
- *Objectives of the Study*
- *Study Outline*
- *Hypotheses of the Study*
- *Importance of the Study*
- *Scope of the Study*
- *Study Population*

Chapter Two (Theoretical Framework of the Study):

Section One (Artificial Intelligence):

1. *Definition*
2. *Historical Development of Artificial Intelligence*
3. *Characteristics of Artificial Intelligence*
4. *Importance and Objectives of Artificial Intelligence*
5. *Principles and Components of Artificial Intelligence*
6. *Artificial Intelligence Technologies*

7. *Negatives of Applying Artificial Intelligence Technologies*
8. *Types of Artificial Intelligence*
9. *Benefits of Applying Artificial Intelligence*
10. *Fields of Artificial Intelligence*
11. *Future of Artificial Intelligence*
12. *Differences Between Human Intelligence and Artificial Intelligence*

Section Two (The Relationship Between Artificial Intelligence and the Future of Employees):

1. *Relationship Between Artificial Intelligence and Employees*
2. *Dimensions of Artificial Intelligence Power, Mechanistic Policies, and the Future of Employees*
3. *Artificial Intelligence Technology and Its Impact on Work Conditions*
4. *Impact of Artificial Intelligence on the Labor Market*
5. *Identifying Jobs Likely to Be Affected by Artificial Intelligence*
6. *Identifying New Jobs Likely to Be Created by Artificial Intelligence*
7. *Effects of Artificial Intelligence on Different Sectors*

Section Three (Employees in the Government Sector):

1. *Types of Public Sector Institutions and Their Major Services*
2. *Performance of Government Employees*
3. *Elements of Employee Performance*
4. *Importance of Employee Performance*
5. *Factors Affecting Employee Performance*
6. *Concept of Employee Performance Evaluation*
7. *Determinants and Criteria of Employee Performance*
8. *Problems and Challenges in Evaluating Employee Performance*

9. Dimensions of Employee Job Performance

10.Improving Employee Performance

11.Overview of the Directorate of Education

Chapter Three (Methodology and Procedures):

- *Data Collection Sources*
- *Testing the Questionnaire Scale*
- *Statistical Methods*

References

Appendices

Conclusion.

The current era is characterized by technological advancements, with artificial intelligence being one of the most significant modern technological innovations. It has brought about a tremendous revolution in contemporary times, especially since most data now requires artificial intelligence and its applications. Artificial intelligence serves as a savior for organizations as it mimics human intelligence in performing tasks, making its use familiar and prevalent. There are numerous benefits and challenges associated with artificial intelligence, as well as many success stories that demonstrate its importance.

Today, most institutions and companies adopt artificial intelligence despite some of the challenges it faces. They use it for data processing to facilitate information retrieval. Many companies have successfully integrated artificial intelligence with various data and applications to minimize difficulties. Artificial intelligence provides high levels of security, performance, and ease, ensuring affordable prices compared to alternatives, and simplifies access to information.

Artificial intelligence also offers a competitive advantage, helps achieve numerous goals and visions, and prioritizes critical business operations. It

assists in making correct decisions, generates valuable recommendations, and facilitates the use of various technologies. It acts as a liaison wherever it is applied, supports awareness and advertising campaigns, reduces potential risks, and transitions the world from traditional and conventional methods to rapid development.

The impact of artificial intelligence on the labor market depends on several factors, including:

- *The extent of artificial intelligence's adoption: The more widespread artificial intelligence becomes, the higher the likelihood of job loss.*
- *Job nature: Jobs involving repetitive, routine, or hazardous tasks are more likely to be at risk from artificial intelligence.*
- *Required skills: Jobs that require creative, analytical, or human skills are expected to continue growing and existing alongside artificial intelligence.*

Therefore, a significant impact on the labor market is anticipated in the coming years. It is crucial to be aware of the potential effects of artificial intelligence and take steps to mitigate its negative impacts. Artificial intelligence and its various applications have become an inevitable choice for developing countries, including Egypt, to overcome economic backwardness and achieve sustainable development goals. However, there

are still many challenges and constraints to overcome, and policies need to be implemented to prepare the country for the digital culture.

Results.

The summary of the study's findings is as follows:

- *There is no statistically significant difference at the 0.01 level in the perspectives of employees at the Directorate of Education in Beni Suef regarding the impact of introducing artificial intelligence on the future of their jobs, regardless of their job roles.*
- *There is no statistically significant difference at the 0.01 level in the perspectives of employees at the Directorate of Education in Beni Suef regarding the impact of introducing artificial intelligence on the future of their jobs, regardless of their educational qualifications.*
- *There is no statistically significant difference at the 0.01 level in the perspectives of employees at the Directorate of Education in Beni Suef regarding the impact of introducing artificial intelligence on the future of their jobs, regardless of the number of years of their experience.*

Recommendations:

- *Overcome the shortage of qualified human resources by organizing training programs for employees at the Directorate of Education in Beni Suef. Train them on how to use these new technologies, and additionally, promote the understanding that these technologies do not replace them but are tools to assist them in their tasks to enhance the educational process, improve their performance, and ensure their future career success.*
- *Emphasize the necessity of implementing artificial intelligence across all government sectors due to its effective impact on employee performance in general and its role in creating new job opportunities for innovations.*
- *Provide financial support from the national budget in line with Egypt's Vision 2030 to appropriately implement artificial intelligence technologies, especially within the Ministry of Education and its affiliated directorates.*
- *Focus on creating new job opportunities by consulting with experts in artificial intelligence to monitor its developments and improve the working environment at the Directorate of Education in Beni Suef.*

- Work on developing and enhancing the concept of artificial intelligence in performing job tasks at the Directorate of Education in Beni Suef by continuously applying it to improve the educational process, their performance, and their career success.

- Establish more flexible educational curricula and update them through joint collaboration between the private and public sectors, responding to labor market demands in the era of the Fourth Industrial Revolution, and incorporating AI-related skills into all government policies and various ministerial sectors.

- Provide a suitable psychological and social environment for employees at the Directorate of Education in Beni Suef to effectively apply artificial intelligence technologies.

Proposals

- *Conduct studies on the impact of introducing artificial intelligence on employee performance in other government sectors (e.g., health, higher education, housing, social affairs, youth and sports, etc.).*

- *Conduct studies on the impact of introducing artificial intelligence on sustainable development in the performance of employees at the Directorate of Education.*

- *Conduct similar studies in other areas of employee performance to improve their job performance.*

- *Conduct studies on the impact of governance on the future performance of employees at the Directorate of Education in Beni Suef and other directorates.*

- *Conduct studies on the impact of digital transformation on the future of employees at the Directorate of Education in Beni Suef.*

- *Conduct studies on organizational silence and its impact on the future of employees in other directorates.*

The reviewer:

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