

Automation Anxiety and Entrepreneurial Intention

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Abstract

Recent advances in technology have led to innovations such as artificial intelligence and machine learning, which have resulted in concerns about the future of work. While the implications of technological change for employment are well documented, less is known about the relationship between the rapid rise of technology and automation in the workplace and entrepreneurial intention. In this study, the author examines automation anxiety – the concern that technological advances and automation can affect one’s work - and the resulting intention to start one’s venture. The author also hypothesizes various relationships among automation anxiety, multiple jobholding, opportunity recognition, and entrepreneurial intention.

Multiple regression analysis was used to test primary data collected from employees (N=398) in the United States. The findings of the study indicate that automation anxiety and opportunity recognition are positively related to entrepreneurial intention, while multiple jobholding is negatively related to entrepreneurial intention. Implications for research, policy, and practice are discussed.

Keywords: Automation anxiety, entrepreneurship, entrepreneurial intention, multiple jobholding, opportunity recognition