



## **AI Revolution @ Work – Generational Perspective**

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### **ABSTRACT**

As generational shifts and rapid advances in artificial intelligence (AI) reshape the workplace, organizations face the dual challenge of integrating emerging technologies while addressing diverse employee expectations and capabilities. This paper examines how business leaders can navigate the intersection of generational diversity and technological change to build adaptive, engaged, and high-performing teams. With AI projected to contribute up to \$4.4 trillion in productivity by 2030, the year 2025 is expected to mark a turning point, characterized by the rise of “Frontier Firms” that move beyond basic automation to adopt autonomous, data-driven systems powered by agentic AI. These systems, which augment human decision-making, offer substantial productivity gains but also pose risks to employee engagement and well-being. While generative AI tools may initially enhance efficiency and empowerment, overreliance can reduce intrinsic motivation, potentially leading to disengagement and burnout. This underscores the need to redesign workflows that preserve the human elements of work. The digital divide is shown to be more about mindset than age, suggesting that inclusive upskilling across generational cohorts is essential for successful AI integration. A case study of the tech startup Futurised and its implementation of \*MailReplyAI\* at VB Ulm-Biberach offers practical insights into AI adoption and employee response. The findings emphasize that involving staff in pilot projects, promoting AI literacy, and focusing on talent density rather than workforce size are critical strategies for maximizing AI’s value while safeguarding long-term organizational health.

**Keywords:** AI adoption; generational diversity; workplace transformation; human-AI collaboration; Agentic AI