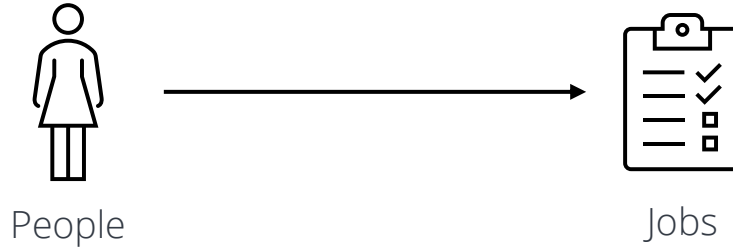


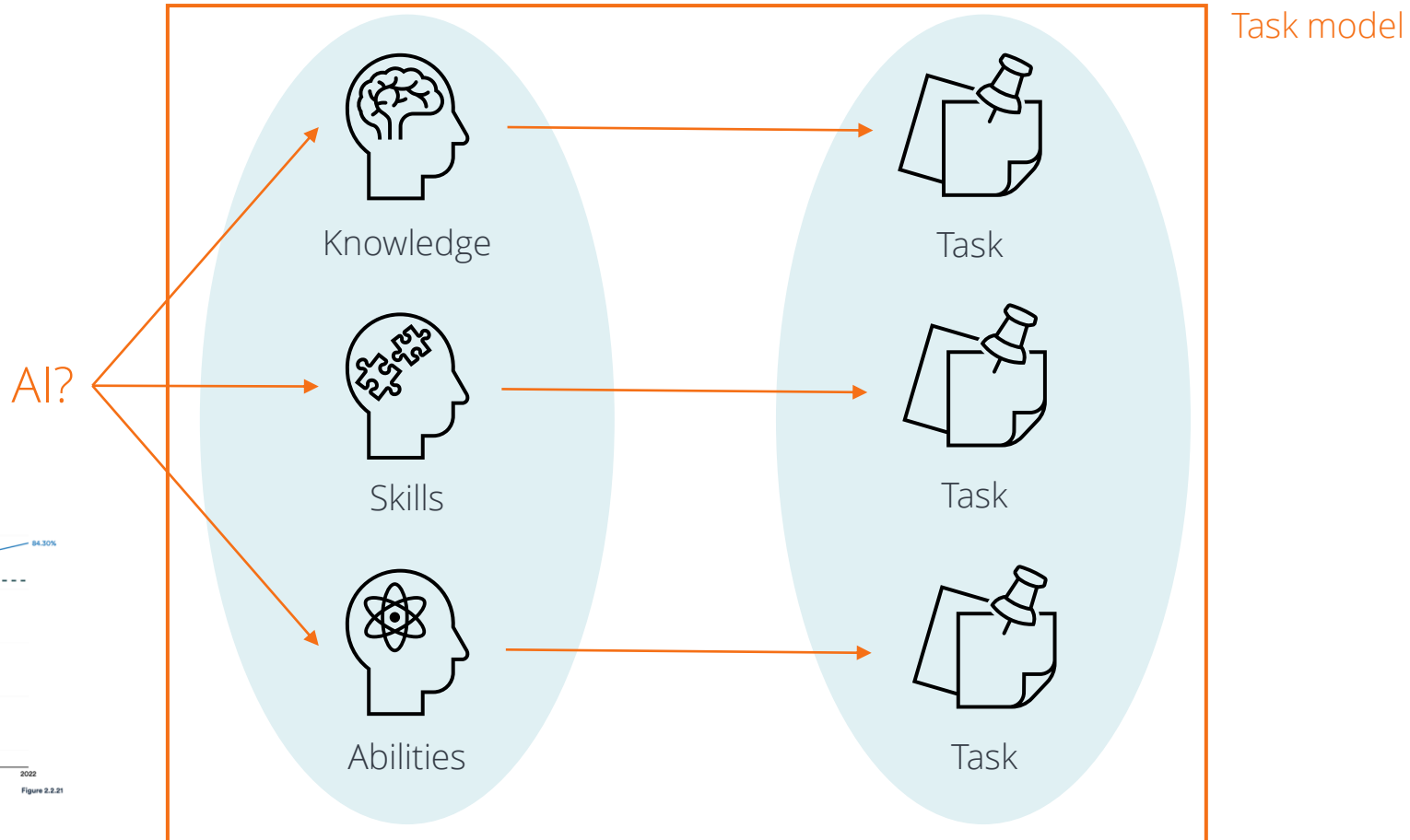
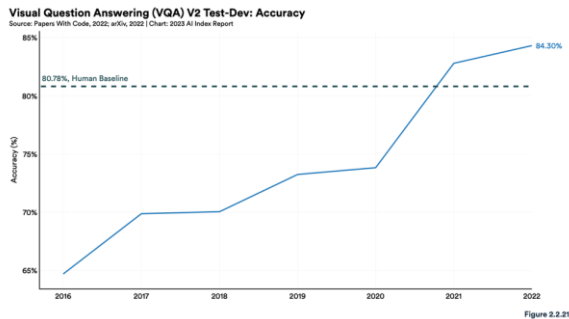
The background is a low-poly geometric pattern composed of numerous triangles. The colors transition from a bright yellow on the left side, through orange and red, to a dark blue on the right side. The overall effect is a modern, abstract, and colorful design.

AI @ work

# Jobs as bundles of tasks



How many slices of pizza are there?  
Is this a vegetarian pizza?



# Ability-based vs task-based measures

ex. primary school teachers

## **ABILITY-BASED** Felten et al (2023)

69<sup>th</sup> percentile for AI, 77<sup>th</sup> percentile for LM

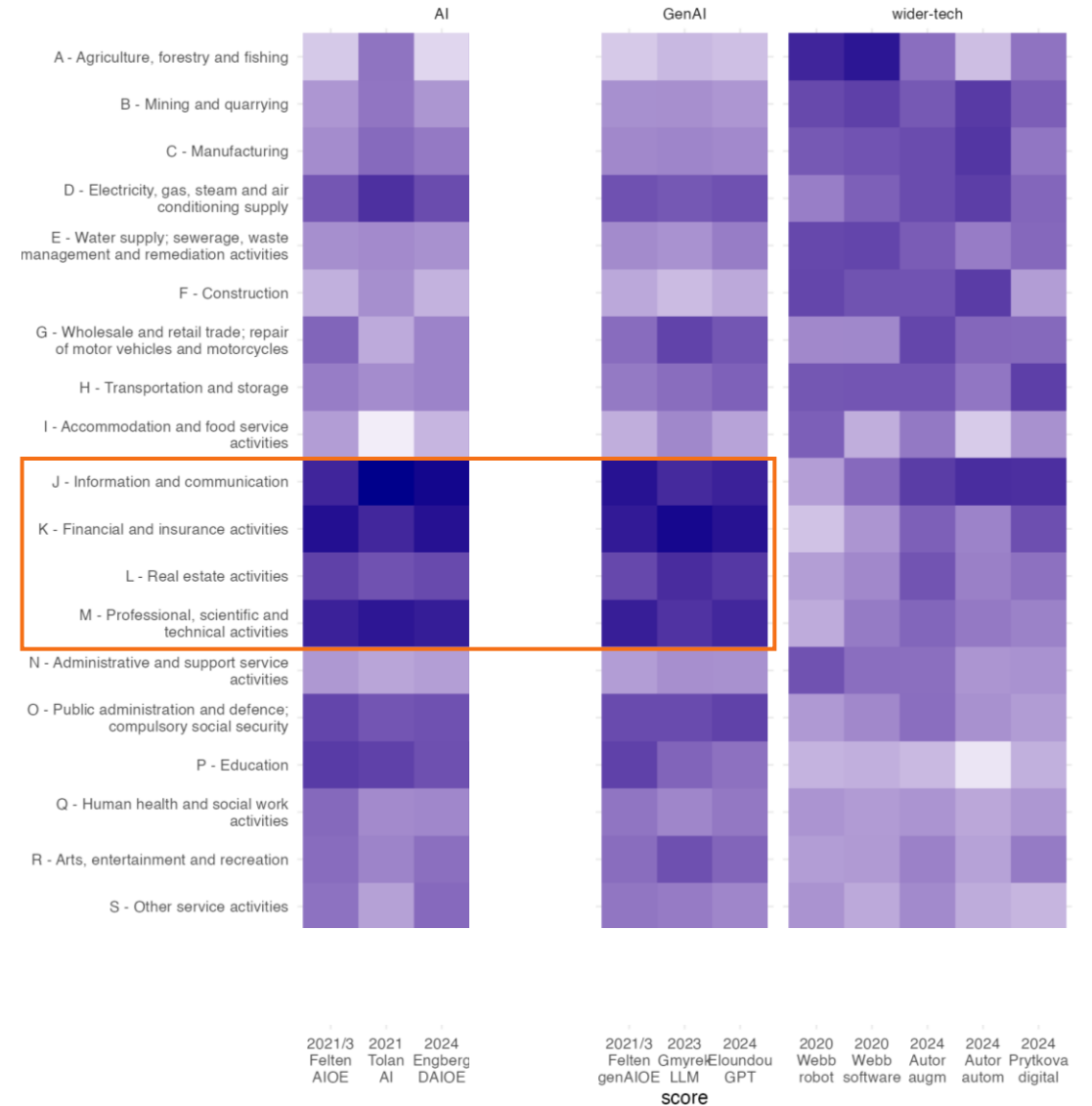
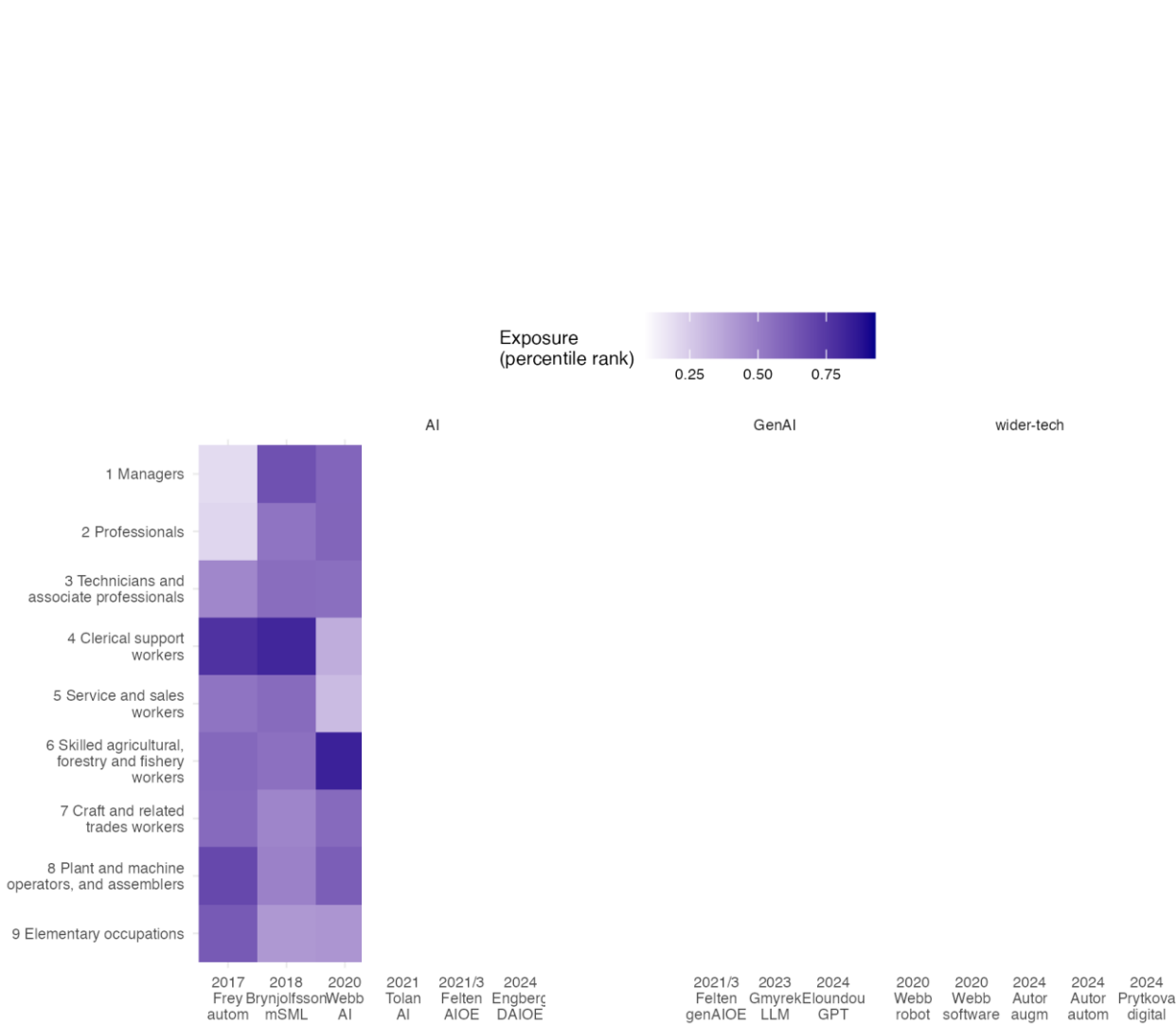
O*NET Ability	Importance	LM exposure	IG exposure
Oral Expression	91	0.91	0.37
Oral Comprehension	75	0.91	0.41
Written Comprehension	75	0.83	0.47
Written Expression	75	0.85	0.47
Problem Sensitivity	75	0.59	0.55

## **TASK-BASED** Gmyrek et al (2023)

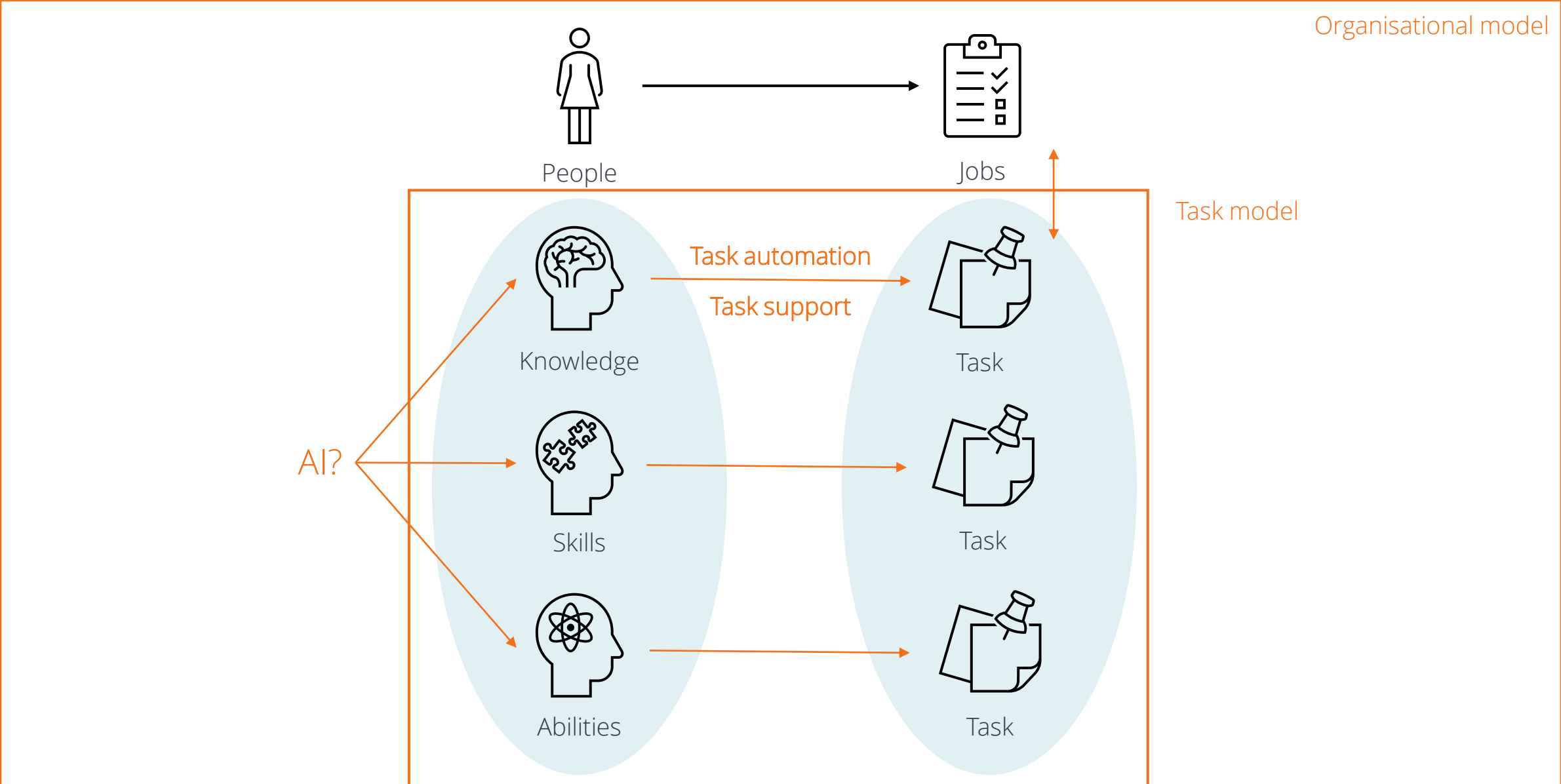
43<sup>rd</sup> percentile for GPT exposure

ISCO Task	Automatability
Preparing daily and longer-term lesson plans in accordance with curriculum guidelines;	0.60
Instructing children individually and in groups, using various teaching methods and materials (e.g. computers, books, games), adapting to children's varying needs;	0.30
Maintaining discipline and good working habits in the classroom;	0.15
Planning and conduct activities with the children such as sporting activities, concerts and excursions;	0.25
Participating in staff meetings and other sessions, and conferring with other teachers concerning educational issues;	0.15

# Exposure of AI differs from earlier technologies



# Organisations as bundles of people



# Two competing observations

Novices benefit more from AI support than experts

(Brynjolfsson et al., 2023; Noy & Zhang, 2023; Peng et al., 2023)

AI is better at low-complexity tasks

(Bucaioni et al., 2024; Demirci et al., 2025; Teutloff et al., 2025)

## Democratisation of expertise?

(Autor, 2024)

### AI Could Actually Help Rebuild The Middle Class

AI doesn't have to be a job destroyer. It offers us the opportunity to extend expertise to a larger set of workers.

BY DAVID AUTOR

FEBRUARY 12, 2024

## Entry-level obsolete?

(Kinder, 2024)

### How AI Could Break the Career Ladder

The basic logic of white-collar apprenticeship — grunt work for on-the-job learning — is suddenly at risk.

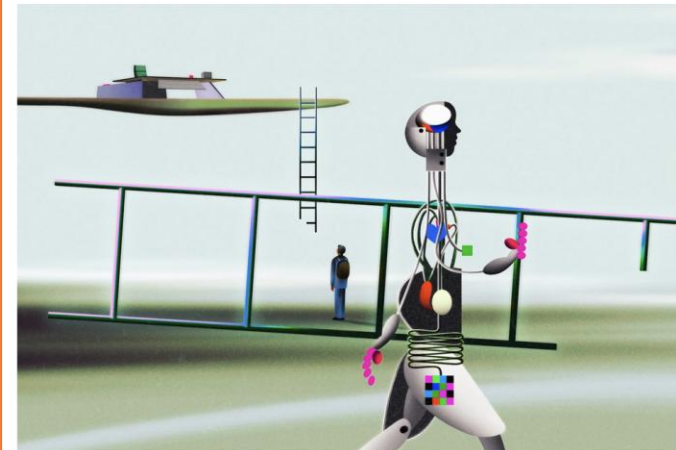
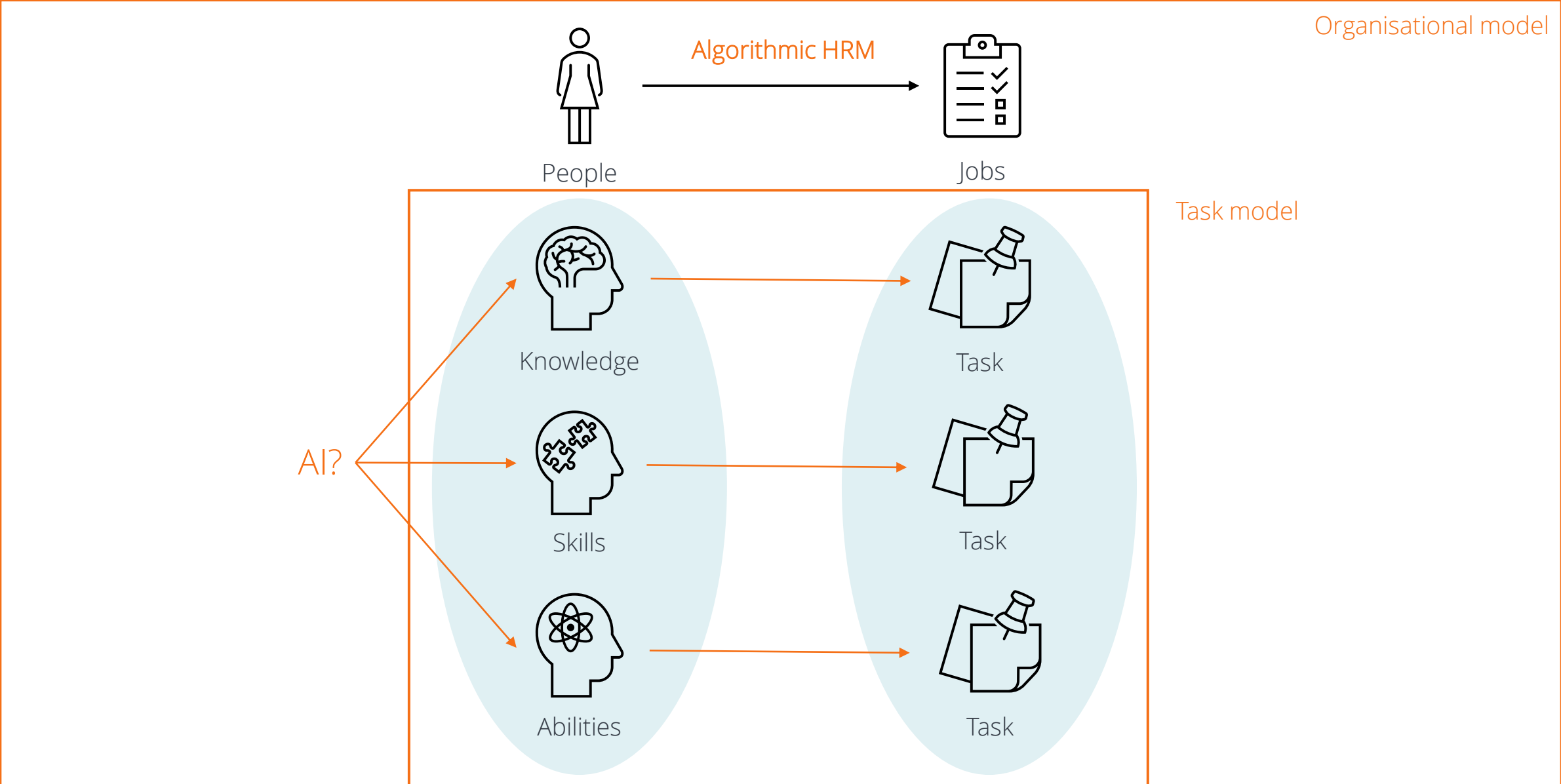


Illustration: Ard Su for Bloomberg

By Molly Kinder

November 15, 2024 at 2:00 PM GMT+1

# Organisations as bundles of people



Organisational model

Task model


# Risks of AI in HRM (recruiting, evaluation, promotion and termination)

**REUTERS** World Business Markets Breakingviews Video More

RETAIL OCTOBER 11, 2018 / 1:04 AM / UPDATED 5 YEARS AGO

## Amazon scraps secret AI recruiting tool that showed bias against women

By Jeffrey Dastin 8 MIN READ



**TIME** SIGN UP FOR OUR IDEAS NEWSLETTER

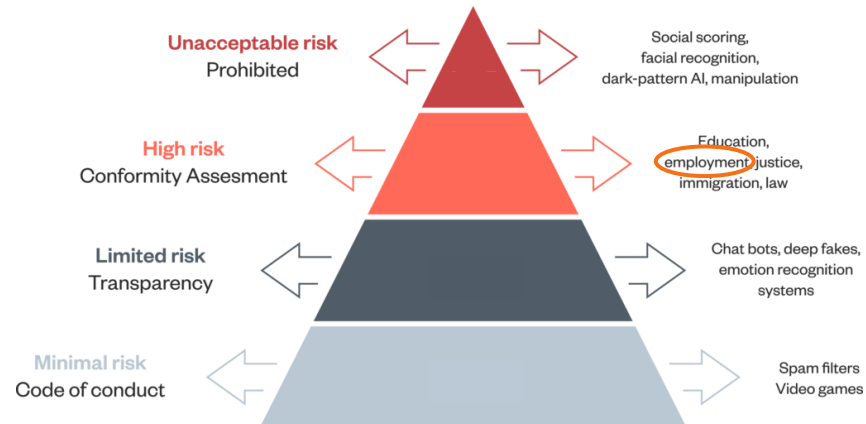
TECH • ARTIFICIAL INTELLIGENCE

## Uber Drivers Say a 'Racist' Algorithm Is Putting Them Out of Work



Employment as high-risk area in AI Act

greater transparency and accountability in algorithmic management for platform workers

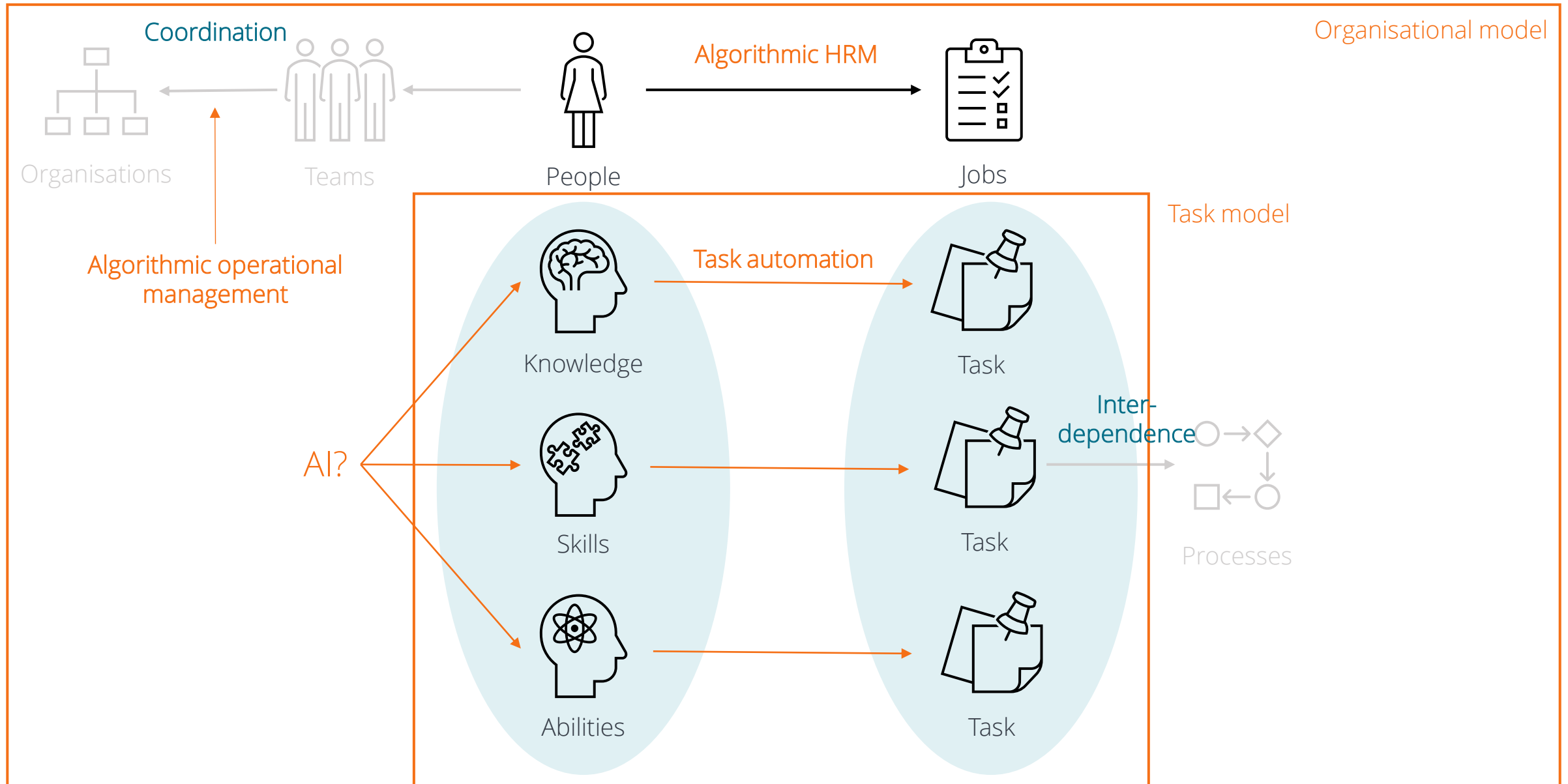


## IMPROVING WORKING CONDITIONS IN PLATFORM WORK

#PlatformWork

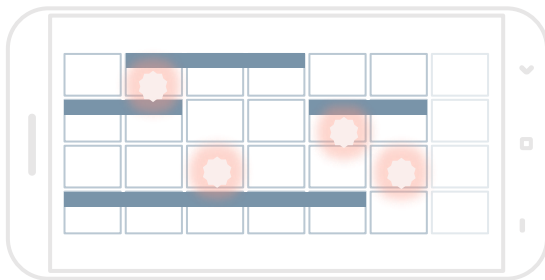


# Processes of interdependent tasks



# Algorithmic operational management

Scheduling & planning



Work instructions



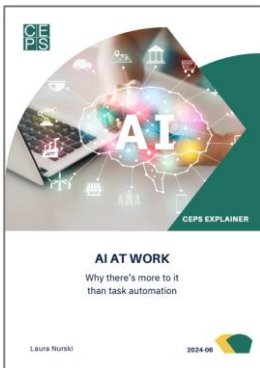
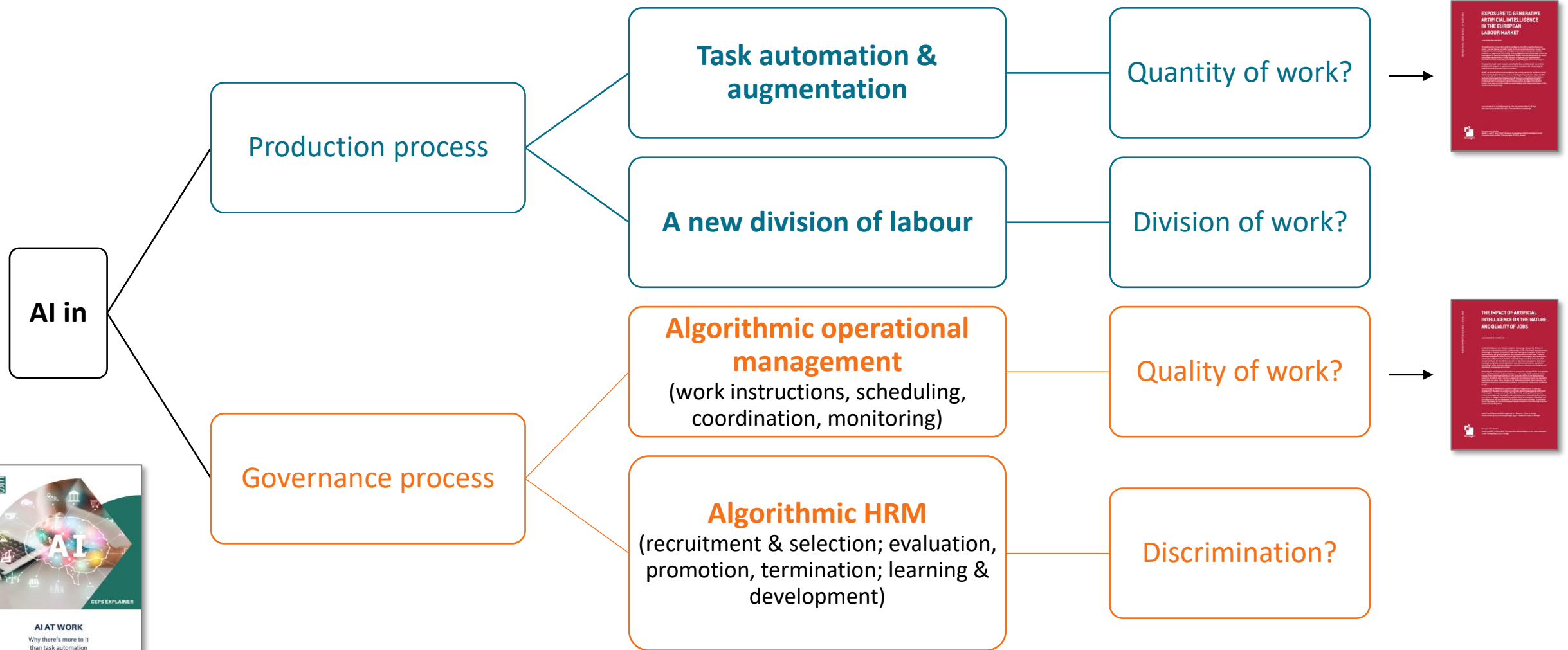
Task allocation



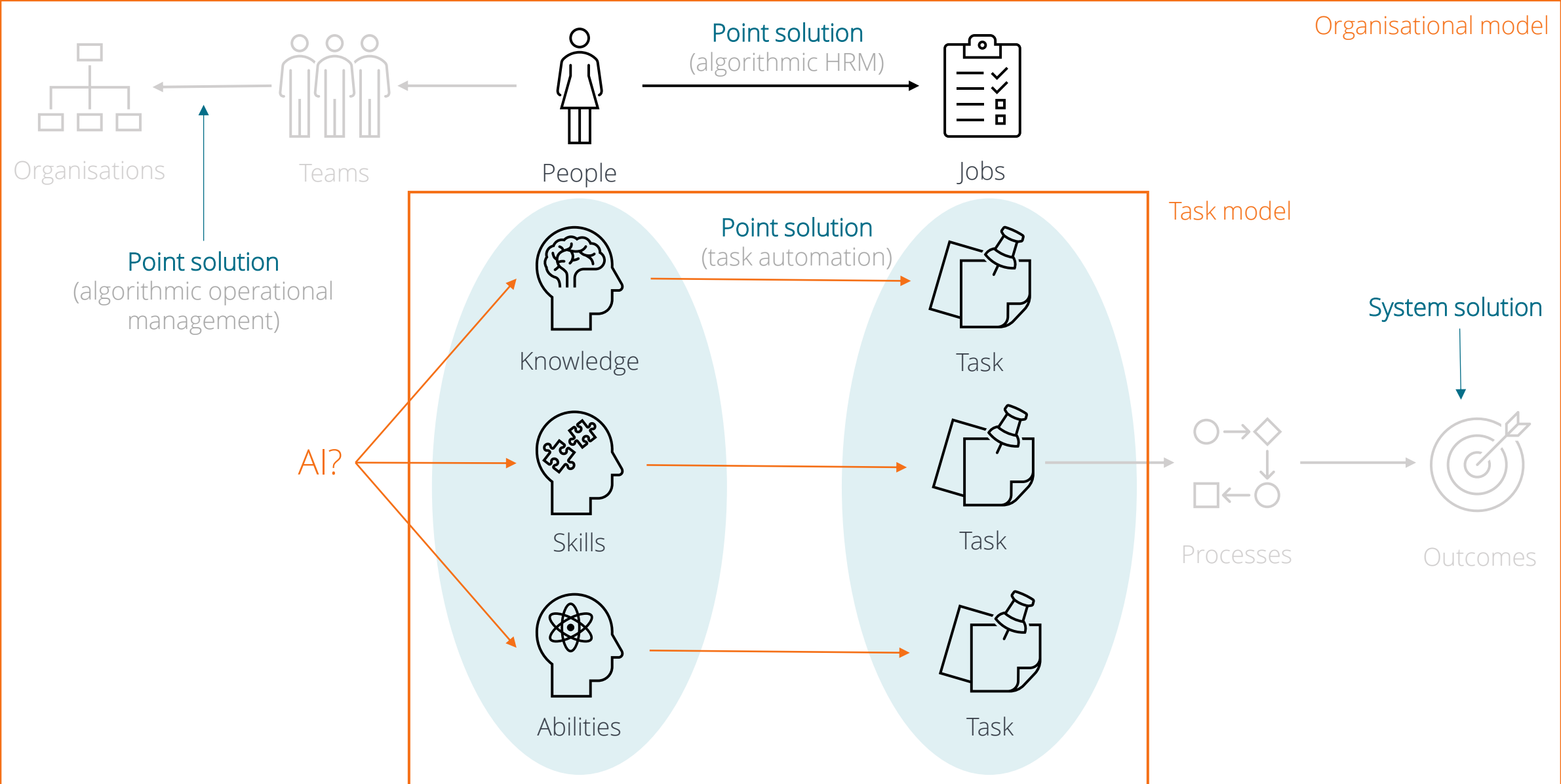
Evaluation



# AI applications in organizations



# System solutions focus on outcomes



# Back to the teachers

Primary school teacher 43rd percentile for GPT exposure	
ISCO Task	Auto-matability
Preparing daily and longer-term lesson plans in accordance with curriculum guidelines;	0.60
Instructing children individually and in groups, using various teaching methods and materials (e.g. computers, books, games), adapting to children's varying needs;	0.30
Maintaining discipline and good working habits in the classroom;	0.15
Planning and conduct activities with the children such as sporting activities, concerts and excursions;	0.25
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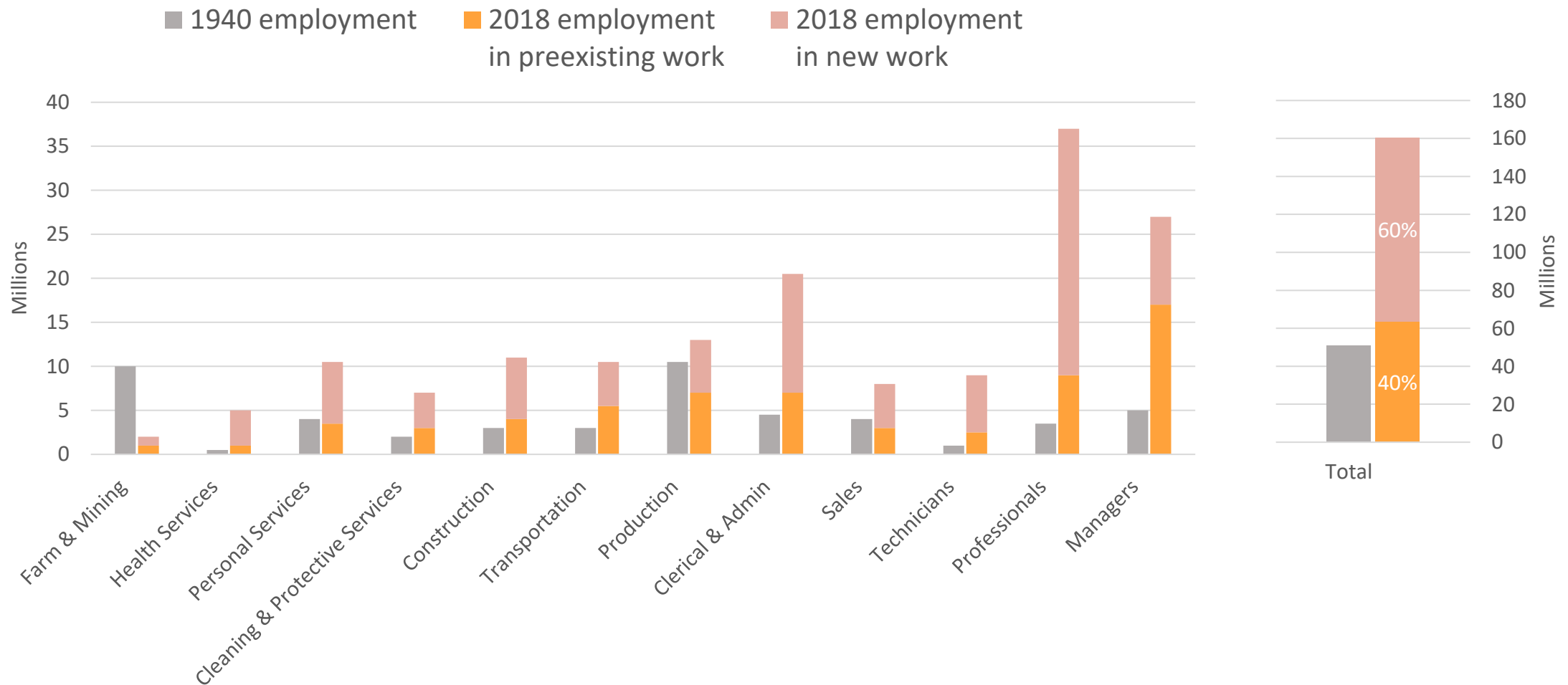
Point solution

System solution



Gmyrek, P., Berg, J., & Bescond, D. (2023). Generative AI and jobs: A global analysis of potential effects on job quantity and quality (96; ILO Working Papers). ILO.

# Labour markets are always in flux...



... but the future is ours to **design**

AI as a bureaucrat?



AI supporting human work!



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Quantitative social scientist

Labour markets & work organisation

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