THE HIDDEN FACE OF ARTIFICIAL INTELLIGENCE: Exploring the Risk Factors for Employees in Organizations

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Introdução
Generative artificial intelligence is comprehensive and can create text, images, and audio based on large sets of existing data. Ferrara (2024) warns of the "dark side" of this intelligence that threatens cybersecurity, ethics and social structures themselves. Although previous studies have considered technological evolution and unemployment, these issues need to be revisited as the effects related to AI are different from those previously observed, such as increased inequality, social isolation, loss of autonomy, and dehumanization (Wirtz et al., 2023).

Problema de Pesquisa e Objetivo
This study is based on the following research question: What are the risks and threats of artificial intelligence to the employment of employees in organizations? Therefore, the objective is to analyze, based on available academic production, the negative impacts that artificial intelligence can have on the employment of employees in organizations. The answers to the problem question can contribute to the questions that the academic literature raises as concerns about the consequences of the use of artificial intelligence on people's jobs and social well-being.

Fundamentação Teórica
The development and scope of AI applications go beyond the performance of specific tasks by incorporating machine learning. Al Naqbi, Bahroun and Ahmed (2024) highlight the importance of addressing technical and ethical issues responsibly, emphasizing the need for regulation and governance. The regulation of AI adopted by the European Parliament stresses that AI should be a human-centered technology, serving as a tool to increase human well-being (European Parliament, 2024, p. 6).

Discussão
The results showed that of the 216 articles and 884 authors, China, the United States, and Germany led in publications with 38, 30, and 13 articles, respectively. Only 23.61% of the articles had international co-authorships. The thematic map based on keywords identifies four quadrants highlighting emerging themes, such as the perceived risk of unemployment and explainable AI. Iramuteq software categorizes the themes into three classes: (1) applications of artificial intelligence, (2) impact of artificial intelligence on employment, and (3) ethics, future, and implications of AI.

Conclusão
The study analyzed the negative impacts of AI on jobs, revealing risks such as job loss, role replacement, emergence of "Not-Invented-Here Syndrome", technological unemployment, reduced wage growth, frequent job changes, fear of unemployment, privacy leakage, discrimination and security risks. The need for regulation, professional training and the importance of complex skills and continuous learning are highlighted. Limitations include the lack of metadata and the focus on developed countries, suggesting future research with qualitative and quantitative approaches.

Referências Bibliográficas
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