An observational study on Robotization and Atomization as a challenge and temptation. Are their managerial position which can be performed by Robots?

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Abstract: In today's era 'Robots' are fulfil an important role in industry. The main purpose of robots to do repetitive jobs more steadily, reliably and unconditionally than a human being could.

Does a robot displace human being? Certainly, but he does so at a job that, simply because a robot can do. It is the beneath the dignity of a human being.

The revolution is steadily growing and has already entered the world taking, over and experimenting with a variety of roles from warehouse jobs to project management. CEO and enterprise leaders can approach the automation and robotization of their organisation by rethinking and redefining work roles and considering what the future role of a current managers and employees. Will look like for their business.

Key Words: Robotization, Atomization, Challenges, Managerial Position, Performance.

1. Introduction: 1.1 Evolution of industrial robots.

It is nevertheless attractive to imagine on industrial world where robots could perform all the menial, tedious, repetitive dangerous and otherwise unpleasant jobs.

By considering what a man has to do at a typical machine station, it should be possible to devise a list of corresponding characteristics that a robot must possess if it is to replace him. The typical unskilled or semi-skilled operative at his machine station. It can be assume that, in most cases, the operator's first job is to load the work piece or raw materials, picking up and placing the part or materials into the machine.

This simple production cycle must be repeated cycle must be repeated over and over again to cease when the batch has been finished, the material have run out, the machine break down or needs resetting or the man goes home at the end of his shift, stop to eat , goes away for some other natural purpose , goes on strike or simply feels tired, sometimes man will continue to operate the process in spite of illness or fatigue, in which case there is possibility of a stream of defective parts being produced before these are noticed by an independent inspector or quality controller.

1.2 Automation and Robotization in industry

Automation and Robotization are rapidly changing the world we live in, and many are concerned the robots are coming for our jobs. For ex., a 2013 study by researchers at the University of Oxford estimated that almost half of all jobs in the US were at risk of being fully automated in the next 20 years.

Evidence of robots' ascendance is all around us. Robots is doing legal work. Mark Zuckerberg built an AI system that runs his home. And there are bots working in HR departments.

Despite this, some believe the concerns about automation are overblown. In *WIRED*, James Surowiecki points out that many employers are seeing skills gaps and labor shortages rather than labor surpluses, as would be expected if robots were truly taking jobs. He also cites a recent study by the Organisation for Economic Cooperation and Development, which predicts that 9% of jobs in more than 21 countries are threatened by automation.

As McKinsey shows, certain types of tasks are more likely to be automated than others. Technical activities, such as data collection and data processing, are very likely to be automated. Other types of work, such as managing people, planning, or creative work are much less likely to be automated.

This explains why HR administrative jobs have a 90% chance of being automated by 2035, according to a study from Oxford University, but

HR managers, directors and officers are much less likely to be replaced by robots. A robot can spit out data, but it can't create a strategic plan or mediate a conflict between two employees.

In short, robots are likely to take over mundane HR tasks, while the HR tasks that require creativity, problem-solving, decision-making, or people skills will remain the domain of humans.

2. Observation:

2.1 Employees Never Go Out of Style

As per many job hunting sites, HR managers and directors spend the majority of their time in three ways:

1. **Meeting with senior staff and business partners**
2. **Meeting with employees**
3. **Employee relations and engagement**

These are all tasks that are very unlikely to be automated. McKinsey analysis considers managing and developing staff as the hardest work activity to automate. The second-most difficult activities to automate are those that require applying expertise to decision-making, planning, or creative work.

Meeting with senior staff and employees, and employee relations and engagement all require applying expertise to decision-making. They also involve complex human interaction, which no algorithm can crack as of yet. A robot doesn't know that Susan prefers meetings to be direct and no-nonsense, while Shane likes to open with small talk and ease into it.

Indeed, automation and technology only makes social and so-called "soft" skills more important. Robots don't have negotiation, collaboration, communication, mediation and empathy skills.

These are the skills that HR professionals have in spades, and it's ultimately why robots won't replace HR. They'll do time-consuming technical tasks, yes, but when it comes to addressing employee engagement or improving company culture, it takes a human touch.

2.2 The Robots Are Here

The reality of the robot and AI revolution has present-day implications, with several companies using it to automate their organisations. Here are some companies already putting AI and robots into action:

- Jobalign. This job placement site uses AI to evaluate job candidates with intelligent voice analysis algorithms. Jobalign's algorithm evaluates speech elements that are paralinguistic, including inflexion and tone. The AI then uses this information to anticipate the emotion the voice will draw out. The goal is to use this analysis to suggest the ideal work that the candidate would best perform.

- DHL. DHL is experimenting with "cobots" — robots that work alongside warehouse employees. The robots can fit on a desktop and can handle several functions once taught, such as picking and packing or even getting coffee for co-workers.

- McDonald's. McDonald's is experimenting with robots that take orders in the form of kiosks.

Startups, such as B12 and Kik, are already providing the AI services that today's innovative companies need. For example, B12 is using its open-source AI-powered project management system, Orchestra, as a project manager to coordinate website build-outs. The AI software coordinates human workers, such as copywriters, designers and client managers, to complete projects. For example, the program creates new Slack groups when a client requests revisions to enhance the website. It then locates and assigns tasks to the human workers who would best complete the task. The AI program can also provide feedback and check the work of human workers.

Kik helps McDonald's and other fast-food chain restaurants automate their food ordering process.

Customers can scan Kik codes — which are similar to QR codes — using their cell phone to start the McDonald's bot to place orders. Kik also provides social media management services and even proxied a celebrity's social media account to chat with 90,000 fans.

All of this experimentation and the projected use of robots receive mixed reactions from workers. Some studies indicate that workers are receptive to robots as their bosses or managers. There are also reports that show demonstrations against job loss

2.3 Automation, Coming soon to a Task near You

What HR tasks are likely to be automated? Here are a few, though as technology evolves, we'll likely see some others as well.

a) Data Collection and Processing

As we've described, data collection and processing is likely to be automated. Your company may already have systems in place to automate timesheets or other HR data.

Remember we mentioned bots are already working in HR departments? They're doing data processing. One Chicago-based company uses a bot named "Rosie" to enter data on new employees into their systems. What once took an HR representative about 25 minutes takes Rosie only five.

b) Responding to HR Inquiries

Do you often field routine questions about employee leave or requests for a particular form? A virtual agent or chatbot could take those questions, and leave the more complicated HR questions for the human HR professionals.

This is already happening. Siri is built in to every Apple product. And customer service departments are using chatbots with customers. In the same way, HR chatbots can handle repetitive queries so HR professionals can focus on other matters.

c) Recruitment and Retention

AI is widely seen as an incredible tool to help with hiring. AI can comb through mountains of data, such as social media profiles or CVs, to find the right person for the job. (If you're going to use AI for social media screening, just make sure it abides by the ethical and legal standards you've set at your company.)

AI can also do a good job of identifying diverse candidates for a job, potentially more diverse than an individual hiring manager relying on his or her own networks. There are also AI tools to evaluate a candidate's performance in a job interview to better determine if a candidate is a fit for the job.

d) Compensation

Data analytics can reveal compensation discrepancies that occur as a result of bias. Such discrepancies can then be corrected, avoiding an unpleasant lawsuit.

2.3 Implications for Bosses

While there is much focus on the adverse implications of the AI and robot revolution on frontline jobs, it can impact the roles of professionals and managers, too. AI could replace routine administrative tasks and financial-based decision-making processes. Managers need to think of strategies to educate and prepare workers and assist them with job realignment. They should also take actions to reduce increased income inequality, such as reduced workweeks and skills training. Managers will also have to redefine and rethink their roles and consider collaboration and creative thinking with AI and robots. They will be able to collaborate with intelligent systems by using them as an advisor or assistant to help them explore different scenarios or evaluate the consequences of their decisions.

Conclusion:

This paper examined that Robotization and Atomization is towards its positive point of view. The investigation showed that in-Atomization and robotization brought some benefits for both employee and employer. This is great news for HR managers, as it's not only entry-level workers who collect and process data. Automation will take away those tasks for everyone, including those further up the chain. Automation will allow managers and executives to spend less of their time on routine tasks, and more on the tasks where they truly add value to the company.

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