



Are Payrolls in Peril? The Need for Productive Potential for Upskilling and Overcoming Redundancy in the Age of AI

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Abstract

In the most recently concluded Global Summit on Artificial Intelligence held at New Delhi, leaders, innovators, experts, AI enthusiasts, proponents and critics gathered together to showcase their talents and discuss the future of humanity that's to be reshaped by the power and potentiality of AI. Some of them expressed concerns about AI replacing human talents in most task-related jobs that AI driven systems are proving themselves to be efficient. This raises an important issue concerning the conception of the nature of human productivity in the era of AI-Capitalism.

Keywords: *AI-capitalism, productivity, productive potential, payrolls, AI capability*

1 Introduction

1.1 Are Payrolls in Peril?

The stupendous developments in machine intelligence over the past decade and the emergence of smart AI agents like ChatGPT, Gemini, Claude, DeepSeek, Grok, and many others are redefining productivity and work culture—including human and organizational productivity. Some believe that AI has begun to threaten us with mass layoff where the consequences are being reflected as catastrophic: i.e., are *Payrolls in Peril*? How to deal with this emergent problem threatening the job markets and prospects of millions of employees and prospective job seekers? Is the future of humanity bleak? These thoughts are limited by others that seem greater and more alarming, which implicitly questions the future of humanity—including those issues that are related to the question of coping with emergent powers of AI. All these worries can be allayed if we begin to take into consideration the noetic perception of the essence of human productivity. This asks humanity to embrace more dynamic methods of learning to conceive greater knowledge which would prove to be more productive in this age of AI dominance. The power of knowledge and expertise would instill the courage to deal more effectively with evolving uncertainties threatening clouding the future of humanity.

1.2 Is AI Capability a Threat or a Blessing?

Most AI experts, founders, and enthusiasts have warned that AI capability has reached such a level where most human tasks are now being replicated or would be replicated with greater precision and efficiency, and higher cognitive tasks would continue to be automated by smart machines where human efforts are most likely be replaced by smart bots. There is some truth in these claims. Millions of people are going to lose their jobs due to AI taking over critical roles that have had human complements so far. Well, AI agents are faster, more efficient *Artificial Beings* in action, as they are proving to be competent enough in performing tasks previously accomplished by human beings. We propose:

*Deep learning → enhanced productivity → new capability layers →
expanded roles*

Now, it boils down to the issue of competency and productivity concerning human beings. Although voices express the need for up skilling, re-learning, and competency development, no definite paths have been charted out yet to address the issues relating human productive potential frontiers. How humanity is going to place itself in a better position to compete with and command or outrank AI systems to be in a position so as to mitigate the risks posed by them? This article discusses these issues reflecting upon the human potential frontier, and reinforces the belief that AI systems are nothing but powerful and advanced tools, which can become our excellent companions. AI can also help us boost our productivity levels so that we can do more in unlocking our capabilities.

Nevertheless, these are intimidating issues that merit deep thinking if one seeks practical answers to these emerging issues.

2 Intentionality, AI Systems, and Cognitive Multiplier

AI is not an uninvited technology that emerged out of serendipity. It was a planned, motivated effort to create intelligence which could match or rival human-level wit and wisdom. But the extent of anxiety tied to its power and capability has always alarmed both optimists and pessimists.

Indeed, we are all, to a certain extent, concerned about AI taking up our jobs—as if sounding like something competing with us by challenging our future which seems to be at stake. What we think today about how AI agents will behave in future isn't any deterministic narratives of AI replacing human labor, but rather it gives rise to fatalistic vision of the future narratives which supports instrumentalism in AI philosophy. It shall be pointed out that AI intelligence is *derivative*, not constructive or creative. The value of AI is reliant on human purposes and utility. Humans still control the moral and economic centres of intentionality, and perhaps will do so in distant future.

Humanity should think more about how to exploit the power of AI to become more efficient in expanding their own productive frontiers. AI is best at automation which augments human convenience. Hence, we should be looking at mutually symbiotic Human-AI relationship. Co-intelligence models based on extended cognition theory support the view that AI could become cognitive multiplier, not a substitute for a human mind. When observed in productive perspective, AI systems become the reasons for cultivated capacity, where machine productive behavior becomes a virtue, which teaches a disciplined orientation to productive work culture.

Ability lets us to do more. It increases the efficiency of our efforts. If we fix our actions with regard to goals, we can work exceedingly well by following the principles of productivity. However, there should be inducements to actions to boost productivity. Having productive purposes for actions, too, is alike possessing virtues that provide motivations to act. Highly successful individuals are celebrated for their productive virtues—for productivity is a behavioral trait.

However, the foundational basis for most productive decisions in business firms and organisations are driven by profit motives. In firms, workforce productivity is driven by inducements. They are excellent in making rational decisions, as they avoid and resist from taking unproductive decisions that carry a very low probability for success. Productivity based upon value creating efforts has better outcomes than those that create no value. Hence, individuals should be encouraged to adopt value creating habits. Basing actions on value creation goes a long way towards sustainability where actions prompted by productive motives have value tied to their outcomes.

3 Learning and Strategic Productivity in Artificial Environments

We need to adopt new modes of learning to keep ourselves updated—learning methods that inspire productivity. Indeed, the strategic productivity of AI systems are now profoundly characterised by the pace of knowledge creation by AI bots, which is astonishing, but it has its own limits. Knowledge creating firms, on the other hand, create knowledge as products having value of high general utility: i.e., they take decisions that create *value* and bring revenues. Firms encourage productive performance among their employees, for they know that productivity and innovation are the key mantras of business success. This is the reason why most companies are fast adapting to new emerging scenarios presented by AI digital environments, as they are adopting AI-based tools to boost employee output and efficiency, promoting collaborative digital work culture.

Most large organisations promote learning and skill development. They continuously provide training and instructions to up skill their incumbents coupled with learning in order to maintain the dynamic productive momentum. For us, productivity has some definite purposes too: e.g., to inform, educate, and inspire learning among the people. It has certain advantages under organisational milieu:

- Gain productive knowledge from rigorous practice of learning
- The noetic need for deep abstraction
- Build up a noetic foundation of productivity
- Unlock individual noetic potential trapped within
- Provide a solid foundation for productive actions in the age of AI dominance

Strategic productivity can do miracles. For instance, the corporate turnaround stories effected by highly creative individuals are direct evidences of higher strategic productivity guided by rational and intelligence decision making. Turnaround leaders provide strategic guidance to optimise operations and stabilise failing companies which help them get over crises to get them out of trouble, thus saving them from going bust. AI can optimise operations and perform control functions, but it is humans who can only set visions, redefine purposes, and reconstruct moderating actions having positive outcomes tied to them. What's required from human leaders is strategic creativity. Besides, ethical calibration of normative decisions that deliver results can only be initiated by human agents. Therefore, it's not easy for AI to replace transformative and reconstructive agency, for the time being.

A general review of best known corporate turnaround events based on winning strategies point to the fact that productivity produces extraordinary effects through which one can change the course of events.

Hence, classical theories of productivity are now being gradually abandoned in favor of new ones which are far more efficient and result-oriented. The current modern theory of operation is based upon inducements to productive actions. We believe in our noetic foundations to lease a solid ground having beneficial motives for productivity and actions. The productive motives of actions in business organisations are structured on incentive systems, appraisals, and inducements. We can rely on the principle which is represented below:

$$\textit{Learning} \rightarrow \textit{Productivity} \rightarrow \textit{Capability} \rightarrow \textit{Expertise} \rightarrow \textit{Enhanced Productivity}$$

There must be some productive motives for actions in business organisations. Employees who stand apart in productivity and management skills are often marked with care and celebrated for their productive initiatives. The role of symmetric drivers cannot be undermined as we assume that:

- Capabilities and learning are symmetric drivers

- Productivity is a secondary feedback
- Rewarding productive actions creates inducing working environments

Businesses, hence, thrive on the power of productivity, management skills, technology, innovations and human resources. Here, what AI can provide us in a better way is the ethics of capability grounded in simulated reasoning so that human beings can “flourish” in automated, artificial environments.

4 Humanist vs. Machinist Position

Capitalism in the AI era complicates the rationality of classical economics. If AI optimises human productivity beyond rational cognitive limits, what would happen to human values? Nevertheless, if humans remain in control and design machine rationality, AI as artificial creators of value would remain within the bounds of optimisation for it cannot create real value without going beyond the given parameters. This creates a real metaphysical boundary.

Since capability is developmental and evolves over time, humans will have no control over emergence of higher machine capabilities. AI agents would keep developing expertise which would most likely surpass human levels, since expertise compounds. Modern AGI are self-learning agents, which means that they master learning themselves to attain higher expertise, develop the ability to think and comprehend abstract concepts, thus laying the foundations of meta-rationality and recursive states of development through continuous adaptation. But it wouldn’t make human beings redundant, as they will find other tasks to perform in which human would outshine machine competence. We shouldn’t always think about machine supremacy, but rather lend our thoughts to deep productivity through learning and value creation. Humanity must ensure that human intentionality remains paramount where the existence of AI would mean serving human purposes. Productivity, in such sense, should be viewed as a cultivated virtue—not some mechanical output. Here arises the importance of human intelligence and noetic depth, for human worth and productivity shouldn’t merely be reduced to measurable outcomes. It denotes deep productive abstraction of emergent realities in the age of machine intelligence. Productivity—too, shouldn’t be perceived as the highest human good, but a means to achieve an end—the highest human good. This would keep the balance in favor of humanity, if we follow a human-centred philosophy of action and productivity. We shall strive to evolve using AI, not compete with it. We shall also strive to utilise the power of artificial intelligence to unlock our own potential and boost productivity to attain higher ends that creates value. Humanity, hence, should readily adopt value creation and endorse strategic cognition as a means to control AI, as they evolve to attain supremacy over the human race.

5 Conclusion

This article discusses the issues arising out of concerns concerning the dominance of AI technology over humanity. It deliberates viewpoints about how we can judiciously and practically create solutions to alleviate emerging concerns. The conception of higher productivity utilising AI tools for productivity must be viewed in a positive light, since humanity has the ability to exploit to their greatest advantage the greater benefits which it can accrue from AI-based systems. Such productive transformations would facilitate growth of almost all the sectors of the economy, e.g., business, aviation, media, healthcare, high tech industrial operations, judiciary, transport and logistics education, supply chain, retail, marketing, e-commerce, learning and education, and in boosting human productivity itself. It is encouraged to adopt an optimistic viewpoint regarding the transformative changes brought about by artificial intelligence, which has much to offer, if we can have these systems under our own control.

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