Rapidly Adopting Technology
and Eliminating Fear of Artificial Intelligence

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Abstract

Technology surrounds our daily lives encompassing our work, home and social settings. Our jobs have the latest software applications with new versions released quarterly or yearly. Desktops and laptops become outdated in less than two years due to Moore's Law and copiers are mini robots providing collated stapled reports instantly.

Many homes have hundreds of intelligent chips running their thermostats, washers, dryers, ovens and dishwashers. Our social lives are directed by technology with mobile applications recommending the best restaurant, entertainment, companion, or excursion.

Technology is advancing at a rapid pace with the help of artificial intelligence driving our performance at work and home. Artificial intelligence is part of our daily lives, but adoption is not at the same level or pace. This study explores the fears of artificial intelligence, identify strengths of employees and artificial intelligence performance and solve our most complex problems.

Three research questions were examined in the literature to provide insights and recommendations on how artificial intelligence can assist in rapid adoption of technology.

Introduction

Technology is moving at a rapid pace and employees are required to learn new software applications and hardware quickly to perform their daily jobs.

Numerous studies have pointed to fears and other insecurities as reasons why people do not quickly adopt new technology. Even universities where new technologies are introduced first, face similar fears.

As new technology is introduced, it is important to communicate and train employees, so faculty, surgeons, and other employees can embrace the technology instead of avoiding it.

Figure 1. Man versus Machine

Figure 2. Man and Machine Collaboration

Methods and Materials

A step-by-step approach was taken to review the literature on each research question. Keyword groups were identified based on each question to ensure thorough review. The latest articles were sequestered when results of articles of more than twenty years surfaced.

Artificial intelligence was added to groups of keywords to ensure specific focus was given to this area. Each keyword search was performed in Academic Search Complete database and each article was reviewed for relevancy to the overall topic.

Results

Insights on Adopting Technology
Training helps employees understand how to use new technology and promotes self-esteem when using new technology

Fears of Artificial Intelligence
Most employees do not adopt technology quickly due to internal fears or their overall fear of the unknown.

Strengths of Employees versus Artificial Intelligence
Humans have common sense, common goals, and have the ability to break larger problems into smaller problems. Machines can store a massive amount of memory, organize data, analyze and summarize the data into simple reports for employees.

Modern Day Team
Employees will work side-by-side technology to produce goods and services to meet company revenues and client expectations.

Solving Complex Problems
Technology can help us solve our most complex problems and extend our lives while making it easier and more productive.

Table 1. Coding Database Summary

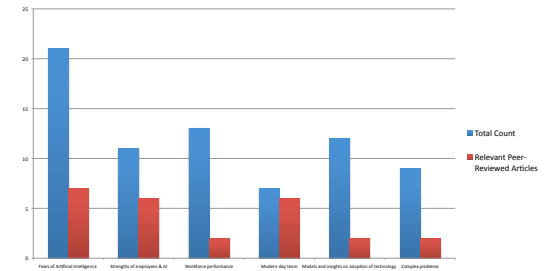| Topic	Total Count	Relevant Peer-Reviewed Articles	Interesting Findings
Fears of Artificial Intelligence	21	7	Academic Search Complete Large count of old articles
Identify strengths of employees and artificial intelligence	11	6	Academic Search Expected higher count
Improve workforce performance	13	2	Academic Search Artificial Intelligence provided zero results
Describe the modern-day team	7	6	Academic Search
Identify models and insights on adoption of technology	12	2	Academic Search
Solve our most complex problems	9	2	Academic Search

Chart 1. Technology Articles.

Figure 3. Human Strengths

Figure 4. Machine Strengths

Conclusion

The purpose of this literature review was to address three research questions listed in the beginning of this paper.

1) How can employees adopt technology at a faster pace?
2) How can artificial intelligence assist in adoption of technology?
3) Why is it important for employees to adopt technology?

Based on the review of the literature, employees can adopt technology at a faster pace through adequate training, outsourcing, vertical relations, distribution of bargaining power, self governance, clear benefits, overall performance expectancy, effort expectancy, optimistic attitude toward using technology, positive social influence, high-quality facilitating conditions, strong leadership and elimination or reduction of fears.

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