

OPPORTUNITY, NOT OBSOLESCENCE

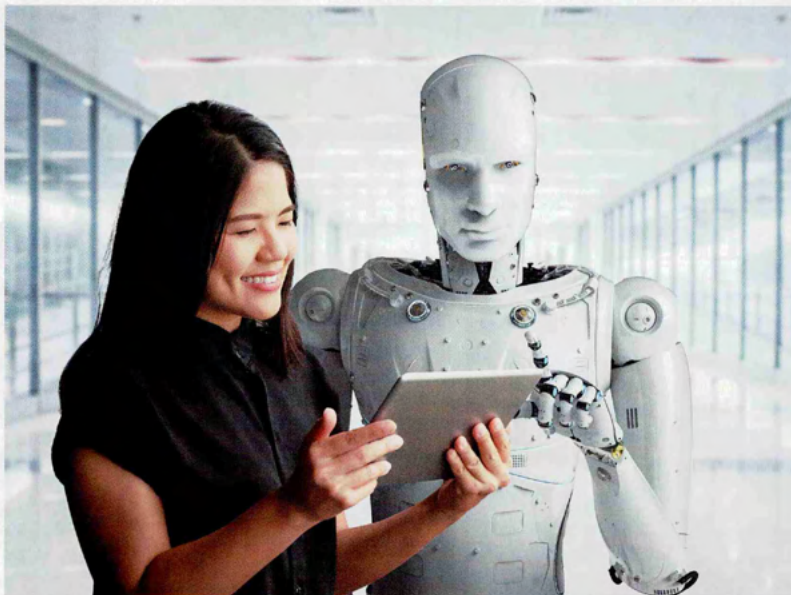
How Automation Is Pushing Tech Talent to Pivot, Not Perish

BY PAROMITA GUPTA

In 2025, a silent revolution is sweeping through tech teams and codebases, changing the dynamics of how work gets done. Task automation, a process of applying technology to complete a task or augment a workflow to improve, is altering how and by whom the work gets done. Hence, the question arises: Will automating tasks put tech jobs at risk? In 2017, a McKinsey and Co. report stated that nearly half of all work would be automated by 2055. In 2020, the World Economic Forum (WEF) noted that, as the workforce automated faster than expected, it anticipated 85 million jobs to be displaced in the next five years, while in 2025, WEF anticipates 92 million jobs would be displaced by 2030.

Over 150,000 tech workers were laid off by 551 companies in 2024, according to Layoffs.fyi, a global independent job layoff tracker. The Grand View Research report states that the global industrial automation and control systems market size was estimated at USD 206.33 billion in 2024 and is projected to reach USD 378.57 billion by 2030, growing at a CAGR of 10.8 per cent. Entrepreneur India spoke to industry leaders who unanimously believe that many of these jobs will be transformed rather than eliminated.

WHEN TO AUTOMATE
K. A. Prabhakaran of Cyient notes that one should view



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In 2025, the World Economic Forum (WEF) anticipates 92 million jobs would be displaced by 2030, while also noting that 170 million new roles might emerge.

AI as a catalyst for redefining how work gets done. “Tasks that are repetitive, rules-driven, or highly transactional, such as basic data processing, standard testing, or monitoring, are some areas that could use automation. However, this shift opens up opportunities to elevate roles toward more strategic, creative, and complex problem-solving work,” shares the senior vice president and chief technology officer, Cyient.

WEF, earlier this year, reported that accounting, bookkeeping, and payroll clerks, as well as material-recording and stock-keeping clerks, data entry clerks, and claim adjusters,

examiners, and investigators, were among the top 10 largest declining jobs worldwide.

“It’s not about replacing people but about augmenting workforce efficiency. The focus is on freeing teams from mundane tasks to allow more time for innovation and strategy,” shares Amit Kumar Shrivastava, global Fujitsu distinguished engineer. According to Kissflow, 94 per cent of companies report that they regularly engage in repetitive and time-consuming tasks, while automation has enhanced the work experience for 90 per cent of knowledge workers and increased productivity for 66 per cent

of them.

According to Soumendra Mohanty, chief strategy officer, Tredence, organisations typically begin automation with high-volume, low-complexity tasks that promise quick returns. The Tredence leader mentions three key factors: 1. financial return: analysing the cost vs. benefits of automation, 2. technical feasibility: ease of automating the task, and 3. strategic value: potential to free up human effort for higher-value, creative work. "Tasks involving classification, prediction, and pattern recognition are often prioritised, as they align well with AI's strengths and deliver measurable results quickly," notes Anitha Sarathy, India head, people & culture, Encora.

Roles such as data entry, manual testing, L1 support, basic coding, and infrastructure monitoring are currently at the highest risk of automation. "Automating processes allows human workers to focus on more strategic and creative tasks that require advanced skills," says Satish Shukla, co-founder, Addverb.

He further points out that in industries such as logistics and manufacturing, automation of certain tasks also increases safety by handling hazardous activities. According to the International Federation of Robotics, manufacturers that have adopted automation typically report productivity gains of 20 to 30 per cent.

KEY BENEFITS

As it uses automation to remove friction from workflows, improve turnaround time, and enable engineers and technologists to concentrate on value-adding activities like innovation, design optimisation, and customer collaboration, Cyient is focused on augmenting the teams rather than replacing them. "Automation is delivering faster turnaround times, higher accuracy, and



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AMIT KUMAR SHRIVASTAVA,
GLOBAL FUJITSU
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"WHILE AI MAY DISPLACE CERTAIN ROLES, IT IS ALSO A POWERFUL JOB CREATOR—ESPECIALLY IN FIELDS LIKE AI/ML ENGINEERING, DATA ARCHITECTURE, EDGE COMPUTING, AND ETHICAL AI GOVERNANCE."

K. A. PRABHAKARAN,
SENIOR VICE PRESIDENT
AND CHIEF TECHNOLOGY
OFFICER, CYIENT



"MORE POSITIONS ARE NEEDED IN AREAS SUCH AS SYSTEM DESIGN, DATA ANALYTICS, ROBOT MAINTENANCE, SOFTWARE DEVELOPMENT, AND CUSTOMER SUCCESS."

SATISH SHUKLA,
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cost savings. More importantly, it frees up human talent to focus on creativity, problem-solving, and innovation—areas where humans and AI can complement each other," adds Mohanty.

For instance, Uber integrated automated expense tracking into its Uber for Business product, saving USD 170,000 in employee hours and significantly minimising errors. Additionally, audio and media company Com-municorp UK are using automation to reduce their payroll processing time from one to two days to one hour. McKinsey reports that 78 per cent of organisations use AI in at least one business function, up from 72 per cent a year ago.

While a good number of jobs are expected to be lost, an impressive 170 million new jobs are projected to emerge.

"More positions are needed in areas such as system design, data analytics, robot maintenance, software development, and customer

success," adds Shukla. The WEF counts big data specialists, AI and machine learning specialists, software and application developers, data analysts, and scientists as the fastest-growing jobs by 2030. Shukla adds that the demand for new skills is prompting a shift towards reskilling and upskilling. According to a 2024 Great Learning report, data science was the top skill acquired by learners in 2022, followed by software

engineering and management, while AI and cloud computing programs were popular among professionals with eight-plus years of work experience. "Most technology professionals are choosing to reskill rather than exit the industry, transitioning into areas such as AI, cloud computing, cybersecurity, and data science," says Shrivastava. "New roles in AI ethics, prompt engineering, and intelligent automation are emerging alongside this transition," he adds.

According to an edX survey from June 2025, about three in four workers (74 per cent for upskilling and 76 per cent for reskilling) believe they must begin upskilling or reskilling processes within the next six months to remain employed.

EMPLOYER'S ROLE

Tech employees now increasingly anticipate that their employers will actively facilitate and support continuous learning and skill enhancement.

With Cyient's internal digital engineering and AI fluency training initiatives, alongside Encora's comprehensive AI upskilling programs, industry experts are optimistic about the growing commitment these organisations are making to workforce development and technological advancement. For instance, with SkillsBuild, IBM is offering over 1,000 free online courses in tech and workplace skills, supported by project-based learning.

"Organisations that invest in reskilling and employee transition today will stay ahead. The opportunity far outweighs the threat for those ready to adapt," concludes Mohanty. According to Technavio, the global IT Training Market size is expected to touch USD 13.23 billion by 2029. **E**

TOP DECLINING JOBS BY 2030

- Cashiers and ticket clerks
- Administrative assistants and executive secretaries
- Material-recording and stock-keeping clerks
- Accounting, bookkeeping and payroll clerks
- Data entry clerks

*Source: WEF
** the list is non exhaustive