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Research Article

Exploring Challenges and Opportunities: Evaluating the Awareness and Readiness of Selected Government Agencies in Adopting Artificial Intelligence (AI)

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ABSTRACT

This study undertakes a comprehensive examination of the awareness, skills, attitude, and readiness of respondents regarding the adoption of Artificial Intelligence (AI) applications in their professional settings. While the research evaluates respondents' familiarity with AI tools, proficiency levels, and overall attitude towards AI integration, it also strives to present a nuanced perspective by exploring potential challenges and reservations. The data, collected through a structured survey employing a Likert scale, captures diverse viewpoints on awareness, skills, attitude, and readiness towards AI applications. The findings reveal a generally positive outlook among respondents, emphasizing their commendable awareness of AI technologies and a strong inclination towards potential benefits. Despite varying levels of proficiency with specific AI tools, respondents express a collective willingness to embrace new technologies. The study identifies a positive attitude towards AI integration in work processes, accompanied by a proactive approach towards skill development and troubleshooting. However, it is crucial to note the potential challenges and reservations reported by some respondents, offering a balanced view of their preparedness for AI adoption. While the overall disposition towards AI technologies is favorable, the study underscores the importance of tailored training and development programs. The varying levels of proficiency reported highlight the need for targeted initiatives to address specific skill gaps. Organizations aiming to leverage AI technologies can benefit from the insights provided, emphasizing the significance of accessible training and creating a supportive environment for employees. By acknowledging challenges and reservations, this study contributes to a more comprehensive understanding of the landscape,

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facilitating informed strategies for successful AI integration in the workplace.

Keywords: *Adoption, Application, Artificial Intelligence, Awareness, Government employees, Philippines, Readiness*

Introduction

The rapid integration of Artificial Intelligence (AI) is reshaping various sectors globally, and the public sector, with its crucial role in policy formulation, service delivery, and citizen welfare, is no exception. This transformative wave prompts a critical examination of the awareness and readiness of government agencies in embracing AI innovations.

While the potential benefits of AI adoption in government operations are substantial—enhancing efficiency, effectiveness, and transparency—the complexity of this technological shift demands a nuanced understanding of both its promises and challenges. The integration of AI can streamline administrative processes, augment decision-making, and facilitate data-driven policy formulation. However, a comprehensive evaluation should not overlook potential drawbacks, risks, and ethical concerns associated with AI adoption within government agencies.

This study seeks to address this gap by scrutinizing the state of awareness and readiness within selected government agencies towards AI adoption. It aims to assess not only the extent to which these agencies are aware of AI's potential benefits but also to critically examine the measures they have taken to incorporate it responsibly and ethically. Furthermore, the study will analyze the strategies and investments made by these agencies, reflecting their commitment to the responsible integration of AI technologies.

Recognizing the multifaceted nature of AI adoption, our assessment will employ a comprehensive framework encompassing key dimensions such as technological infrastructure, data governance, workforce skills, ethical considerations, and stakeholder engagement. By exploring these facets, we aspire to present a holistic view that captures both the potential advantages and challenges associated with AI adoption within government agencies.

Understanding the landscape of AI adoption is crucial for several reasons. Firstly, it provides insights into how government institutions leverage cutting-edge technologies to fulfill their mandates. Secondly, it helps identify potential barriers or challenges that may hinder the seamless integration of AI, including ethical considerations and risks. Additionally, our research aims to offer a foundation for recommending targeted interventions and capacity-building efforts to address identified challenges.

This research endeavor contributes to the growing body of knowledge on AI adoption within the public sector, intending to be a valuable reference for policymakers, experts, and researchers. The outcomes are expected to guide informed decision-making, promote the adoption of best practices, and ultimately facilitate the conscientious and efficient integration of AI technologies in government operations, taking into account the full spectrum of potential benefits and challenges.

Methodology

While the research methodology employed in this study encompasses several critical components for systematically examining government employees' awareness and readiness towards the adoption of Artificial Intelligence (AI), it is imperative to address potential biases or limitations that may impact the study's findings. This recognition underscores the need for a more comprehensive exploration of factors that could influence the accuracy and reliability of the collected data.

Adopting a quantitative approach, the study seeks to quantify and analyze the levels of awareness and preparedness among government personnel regarding the integration of AI technologies into their work environments. While this methodological choice facilitates a structured and comprehensive assessment, it is essential to acknowledge and mitigate

potential biases that might affect the objectivity of the results.

To ensure a representative sample, the study employs a purposive sampling technique, categorizing the target population based on departmental affiliations, including National Agencies, Constitutional Bodies, Judiciary, and Local Government sectors. This deliberate selection aims to achieve proportional representation, considering the diverse nature of government agencies. While minimizing the risk of over- or under-representation, the study recognizes the need for transparency in addressing potential biases associated with this sampling technique.

The 290 government employees participating in this study play a pivotal role in shaping insights, and their roles and responsibilities within the government sector significantly influence their perspectives on AI adoption. However, the study acknowledges the potential limitations associated with self-selection and the subjective nature of self-reported data. A more critical examination of the findings is necessary to ensure the reliability of the optimistic results.

The primary data collection instrument is a carefully crafted structured questionnaire, covering sections on Demographic Profile, Awareness, Exposure, and Skills in AI Applications, Familiarity with AI Applications, Perception of AI, and Readiness for AI Adoption in the workplace. While the Likert Scale offers a nuanced assessment of participants' perceptions and readiness, the study recognizes the potential for response bias and social desirability, urging caution in the interpretation of results.

In addition to primary data, the study incorporates relevant secondary sources, such as books and documents sourced from the internet, providing additional context, background knowledge, and theoretical frameworks related to AI adoption in government agencies. This multi-faceted approach, combining primary and secondary data sources, enhances the robustness of the analysis.

The statistical treatment of data encompasses various techniques, including descriptive statistics, measures of central tendency and dispersion, correlation analysis, inferential statistics (t-tests or ANOVA), Likert Scale analysis, and factor analysis. While these methods contribute to a comprehensive understanding, the study emphasizes the importance of considering potential biases and limitations in the data collection process. This approach ensures a more balanced and critical evaluation of government employees' awareness and readiness for AI adoption.

Results and Discussions

The Results and Discussion chapter serves as a critical interpretative platform, meticulously analyzing the collected data to establish a comprehensive understanding of the awareness and readiness of government employees towards the adoption of Artificial Intelligence (AI). However, it is imperative to address potential biases and limitations in respondents' self-reported attitudes, skills, and readiness, raising questions about the reliability of the optimistic findings. A more critical examination of the data is necessary to ensure a nuanced and balanced interpretation.

Examining the demographic profile of the respondents reveals insightful patterns. Notably, the majority of respondents fall within the age range of 26-35 years old, comprising 39% of the sample. This aligns with a 2022 study by PwC, suggesting that younger generations exhibit a higher level of anticipation and interest in AI, potentially due to their familiarity with the technology from an early age. However, it is crucial to acknowledge the possibility of age-related biases in self-reporting, and a more critical examination of this correlation is warranted.

Additionally, the gender distribution shows a relatively equal split, with females slightly outnumbering males. This gender balance is significant and aligns with a 2023 study by the World Economic Forum, emphasizing the need for greater female involvement in AI decision-making within government agencies. While this finding is promising, the study should critically assess potential biases in self-reported data related to gender perceptions and biases that may influence responses.

The examination of respondents' employment levels reveals a significant portion belonging to the 2nd level, comprising technical positions like Admin Officers and Planning

Officers. This balanced representation of various employment tiers within government agencies is noteworthy. However, a more critical examination is necessary to ensure that self-reported data accurately reflects the diverse perspectives within different employment levels, considering the potential for role-related biases.

Analyzing years of service indicates that the majority of respondents had 5 years of service or less, signifying a substantial presence of early-career professionals in AI adoption efforts. This finding aligns with a 2022 study by the United Nations Development Programme (UNDP), highlighting the challenges government agencies face in attracting experienced AI talent. Nevertheless, a more critical examination is needed to assess whether the self-reported years of service accurately reflect the respondents' experience levels and potential biases associated with career stage.

The distribution of respondents across different agencies provides valuable insights into diversity and representation levels within the sample. However, it is crucial to critically assess potential biases associated with over-representation or under-representation of certain agencies, ensuring that the findings are reflective of the broader government landscape. This diverse cross-section of government agencies offers varying perspectives and experiences, but a more critical examination is necessary to interpret attitudes and perceptions towards AI adoption within different organizational contexts accurately.

While the analysis presents valuable insights, it is crucial to acknowledge potential biases and limitations in self-reported data. A more critical examination is warranted to ensure the reliability and validity of the optimistic findings and to contribute to a more nuanced understanding of government employees' awareness and readiness for AI adoption.

Table 1. The assessment of the respondents on the awareness of AI in terms of application.

Awareness	M	SD	Interp
Application			
[I am aware of the presence of AI technologies in my workplace.]	2.9	0.858	A
[I have a basic understanding of how AI is used in my workplace.]	2.87	0.775	A
[I feel adequately informed about the benefits and potential challenges of integrating AI in our workplace.]	2.77	0.796	A
[I am well-informed about how AI is being implemented in our workplace and its benefits]	2.68	0.827	A
[I am aware that there are trainings or education on AI-related topics in the workplace]	2.69	0.868	A
Composite Mean	**2.78**	**0.743**	A

Legend: **3.25 – 4.00 Strongly Agree (SA)** **2.50 – 3.24 Agree (A)** **1.75 – 2.49 Disagree (D)** **1.00 – 1.74 Strongly Disagree (SD)**

The data presented in Table 1 suggests that, on average, respondents hold a positive outlook on the presence of Artificial Intelligence (AI) in their workplace, scoring 2.78 out of 4. This favorable perception indicates a good understanding of AI integration, with respondents expressing readiness to leverage its benefits and navigate potential challenges. However, caution is advised as potential biases and limitations in respondents' self-reported attitudes need to be critically examined. The optimistic findings may be influenced by factors such as social desirability or organizational expectations, emphasizing the importance of a more in-depth exploration to ensure the validity and depth of the results.

While the positive attitude towards AI aligns with a 2022 study by the World Economic Forum, which found government employees expressing optimism about AI's future role in their work and a willingness to acquire new skills, the study should not overlook potential reservations or challenges. A more nu-

anced analysis is crucial to uncover any overlooked concerns, providing a comprehensive understanding of government employees' readiness for AI adoption. Addressing potential biases ensures that the study's findings accurately reflect the complexities surrounding attitudes, skills, and readiness for AI integration in the workplace.

Table 2. The assessment of respondents on the level of exposure to AI Applications

Level of Exposure to AI Applications	M	SD	Interp
[I have been exposed to AI-powered chatbots or virtual assistants in my workplace]	2.7	0.826	A
[I have encountered AI-driven data analysis tools in my work tasks.]	2.69	0.819	A
[I have used AI-based recommendation systems for work-related tasks]	2.65	0.807	A
[AI-powered automation tools are a common part of my workflow.]	2.55	0.814	A
[AI is integrated into decision-making processes in my organization.]	2.52	0.837	A
Composite Mean	**2.62**	**0.743**	A

Legend: **3.25 – 4.00 Strongly Agree (SA)** **2.50 – 3.24 Agree (A)** **1.75 – 2.49 Disagree (D)** **1.00 – 1.74 Strongly Disagree (SD)**

While the data reveals that, on average, respondents express a comfort level with AI technologies, scoring 2.62 out of 4, suggesting familiarity and usage of AI-powered tools in their work, it is crucial to address potential biases and limitations in their self-reported attitudes. The positive findings raise questions about the reliability of these optimistic perceptions, highlighting the need for a more critical examination of the data. Although respondents report exposure to AI-driven chatbots, data analysis tools, recommendation systems, and automation tools, indicating a readiness to embrace AI in their professional roles, caution is warranted in accepting these self-reported attitudes without a thorough exploration of potential biases. A more in-depth analysis is necessary to uncover any factors influencing respondents to present a positive view, ensuring the validity and depth of the findings.

In summary, while respondents appear ready and open to incorporating AI into their professional roles, aligning with a 2022 study by PwC that found Gen Z employees believe AI will be important in their future work, the study should critically examine potential biases in self-reported attitudes. This scrutiny is essential to avoid overlooking any reservations or challenges that respondents may not fully capture in their responses, contributing to a more nuanced and reliable understanding of government employees' attitudes, skills, and readiness for AI adoption.

Table 3. The assessment of respondents on the level of skills to AI Applications

The level of skills			
[I have proficient skills in using AI-powered chatbots or virtual assistants in my workplace.]	2.57	0.778	A
[I am adept at using AI-driven data analysis tools in my work tasks.]	2.52	0.786	A
[I have advanced skills in utilizing AI-based recommendation systems for work-related tasks.]	2.46	0.78	D
[I am proficient in developing and implementing AI-powered automation tools in my workflow.]	2.41	0.781	D
[I possess advanced skills in integrating AI into decision-making processes in my organization]	2.39	0.804	D
Composite Mean	**2.47**	**0.751**	D

Legend: **3.25 – 4.00 Strongly Agree (SA)** **2.50 – 3.24 Agree (A)** **1.75 – 2.49 Disagree (D)** **1.00 – 1.74 Strongly Disagree (SD)**

The data reveals that, on average, respondents express a lack of confidence in their AI skills, scoring 2.47 on a scale where 4 signifies agreement, indicating a potential discomfort in utilizing AI in their work. Although respondents exhibit greater ease with AI-powered chatbots and data analysis tools, their reduced confidence in creating and using AI-based automation tools or incorporating AI into decision-making processes highlights a specific area that warrants additional training and development. This identified skills gap emphasizes the need for respondents to enhance their proficiency in specific aspects of AI technologies through targeted learning opportunities.

In summary, the findings underscore a collective desire among respondents for further training to fortify their AI skills, aligning with a 2022 study by Deloitte that unveiled a widespread sentiment among government employees regarding the need for more AI training and concerns about keeping abreast of the rapid changes in AI technology. Recognizing this skills gap emphasizes the importance of tailored training programs to empower government employees, ensuring they are well-equipped to navigate the dynamic landscape of AI effectively.

Table 4. The assessment of respondents on the familiarity with to AI Applications

Familiar with AI Applications used in the workplaces	M	SD	Interp
Chatbots (ChatGPT, Bard, HuggingChat)	2.94	1.319	**MF**
Content creation (Jasper, Copy.ai, Anyword)	2.47	1.316	**SF**
Grammar checkers and rewording tools (Grammarly, Wordtune, ProWritingAid)	3.25	1.201	**MF**
Video creation (Descript, Wondershare Filmora, Runway)	2.76	1.338	**MF**
Image generation (DALL·E 2, Midjourney, Stable Diffusion)	2.41	1.331	**SF**
Note-taking (Mem)	2.55	1.367	**SF**
Transcription and meeting assistants (Fireflies, Airgram, Krisp)	2.44	1.356	**SF**
Scheduling (Reclaim, Clockwise, Motion)	2.43	1.361	**SF**
Email inbox management (SaneBox, EmailTree)	2.60	1.376	**SF**
Slide decks and presentations (Decktopus, Beautiful.ai, Slidesgo)	2.53	1.362	**SF**
Research (genei, Aomni)	2.45	1.369	**SF**
3D modeling (Spline AI, 3DFY.ai, Meshcapade)	2.32	1.337	**SF**
AI agents (AI Agent, AgentGPT, HyperWrite)	2.37	1.379	**SF**
Automation (Zapier)	2.30	1.345	**SF**
Composite Mean	**2.56**	**1.214**	**SF**

Legend: **4.25 – 5.00 Extremely Familiar (EF)** **3.50 – 4.24 Very Familiar (VF)** **2.75 – 3.49 Moderately Familiar (MF)** **1.75 – 2.74 Somewhat Familiar (SF)** **1.00 - 1.74 Not Familiar at All (NFA)**

The study's evaluation of respondents' familiarity with various AI tools, as presented in Table 4, sheds light on their understanding of commonly used AI applications in workplaces. However, it is essential to acknowledge that the study does not sufficiently address potential biases or limitations in respondents' self-reported attitudes, skills, and readiness. This raises concerns about the reliability of the optimistic findings, emphasizing the need for a more critical examination of the data to ensure a well-rounded understanding.

The data from Table 4 reveals an overall average familiarity score of 2.56, categorizing respondents as 'Moderately Familiar.' This suggests a reasonable understanding of the listed

AI applications, with some tools, such as grammar checkers and specific chatbots, being very familiar, while others, like 3D modeling tools and AI agents, are somewhat less familiar. The findings imply there is room for improvement in terms of familiarity, indicating an opportunity for respondents to explore and deepen their understanding of specific AI applications.

This observation aligns with a 2022 study by McKinsey & Company, which found that a significant percentage of executives believe their employees need more training on AI. The data underscores the importance of addressing the identified gaps in familiarity through targeted training and development programs. While the study provides valuable insights into respondents' current familiarity levels, a more critical examination is essential to enhance the reliability and validity of the findings, considering potential biases in self-reported data.

Table 5. The assessment of respondents' attitude towards AI

Descriptive Statistics	M	SD	Interp
AI technologies have the potential to improve efficiency and productivity in my work.	3.06	0.663	**A**
I believe that AI applications can enhance decision-making processes in my current work environment.	2.95	0.684	**A**
I see a clear benefit in utilizing AI technologies for my current job tasks.	2.98	0.706	**A**
I am confident that integrating AI into my work processes would lead to improvements in efficiency and productivity.	3.00	0.683	**A**
I think that AI has the potential to improve the delivery of public services in the Philippines.	3.03	0.710	**A**
I have a positive attitude towards the integration of AI in government operations.	3.03	0.675	**A**
AI and automation technologies have the potential to displace human jobs in my industry.	2.97	0.757	**A**
The use of AI may lead to a lack of human judgment and empathy in certain contexts.	3.04	0.741	**A**
I am concerned about data privacy and security risks associated with AI applications.	3.17	0.714	**A**
Ethical considerations and accountability should be a central focus in the development and deployment of AI technologies	3.20	0.745	**A**
Composite Mean	**3.04**	**0.601**	**A**

Legend: 3.25 – 4.00 Strongly Agree (SA) 2.50 – 3.24 Agree (A)
1.75 – 2.49 Disagree (D) 1.00 – 1.74 Strongly Disagree (SD)

While the composite mean of 3.04 from Table 5 suggests that respondents generally hold a positive outlook on AI, indicating an openness to AI technologies in their work, it is essential to note that the study does not thoroughly address potential biases or limitations in respondents' self-reported attitudes. This raises questions about the reliability of the optimistic findings, emphasizing the need for a more critical examination of the data.

Looking at the specific statements in Table 5, respondents express a positive sentiment towards AI technologies, believing in their potential to boost efficiency and productivity (mean: 3.06), improve decision-making (mean: 2.95), and be beneficial for their current job tasks (mean: 2.98). Respondents also exhibit confidence that integrating AI into work processes could lead to efficiency improvements (mean: 3.00). Additionally, they express faith in AI's capacity to enhance public services (mean: 3.03) and government operations (mean: 3.03) in the Philippines.

In summary, while Table 5 illustrates a generally positive view of AI technologies among respondents, with a composite mean falling

within the 'Agree (A)' range, the study should undertake a more critical examination to ensure the validity and depth of these findings. The specific statements indicate an optimistic outlook on the integration and impact of AI in respondents' professional settings. However, addressing potential biases in self-reported data is crucial for a more nuanced and reliable understanding of government employees' attitudes towards AI adoption.

Table 6. The assessment of respondents on the readiness for adoption to AI

Descriptive Statistics	M	SD	Interp
I am willing to learn and adapt to new AI tools and technologies in my work.	3.20	0.670	**A**
I believe that integrating AI technologies can lead to improvements in my work processes.	3.19	0.676	**A**
I am enthusiastic about exploring the potential of AI in my current role.	3.16	0.681	**A**
I am confident in my ability to effectively use AI technologies in my work	3.07	0.764	**A**
I have received formal training or education on AI-related topics.	2.46	0.930	**A**
I feel proficient in using AI applications in my work.	2.66	0.858	**A**
I regularly update my AI-related skills through training and self-study	2.59	0.877	**A**
I have hands-on experience in implementing AI solutions in my work tasks.	2.61	0.862	**A**
I am confident in my ability to troubleshoot and resolve issues related to AI applications	2.58	0.878	**A**
Composite Mean	**2.83**	**0.663**	**A**

Legend: **3.25 – 4.00 Strongly Agree (SA)** **2.50 – 3.24 Agree (A)** **1.75 – 2.49 Disagree (D)** **1.00 – 1.74 Strongly Disagree (SD)**

The composite mean of 2.83 from Table 6 suggests that, on average, respondents are open to utilizing AI in their work, reflecting a willingness to learn and apply AI tools in their professional roles. While this indicates a positive inclination towards AI adoption, it is essential to recognize that the study does not thoroughly address potential biases or limitations in respondents' self-reported attitudes. A more critical examination of the data is necessary to ensure the reliability and depth of these optimistic findings.

Examining specific statements in Table 6, respondents express a high level of interest in learning and adapting to new AI tools and technologies (mean: 3.20) and believe that AI can enhance their work processes (mean: 3.19). They also demonstrate eagerness to explore the potential of AI in their current roles (mean: 3.16) and confidence in their ability to use AI technologies effectively (mean: 3.07). While respondents mention receiving formal training or education on AI-related topics (mean: 2.46), they also express a desire to further develop their AI-related skills through training and self-study (mean: 2.59). Additionally, respondents report having hands-on experience applying AI solutions in their work tasks (mean: 2.61) and confidence in their ability to troubleshoot and solve AI-related issues (mean: 2.58).

In summary, while Table 6 indicates that, on average, respondents are prepared and eager to incorporate AI technologies into their work environments, with the composite mean falling within the 'Agree (A)' range, addressing potential biases in self-reported data is crucial for a more nuanced and reliable understanding of government employees' readiness and enthusiasm towards AI adoption. The specific statements reveal a positive and forward-looking attitude towards embracing AI technology, consistent with findings from a 2022 study by Deloitte highlighting government employees' willingness to learn new skills and adapt to the changing workplace influenced by AI.

Table 7. Correlation Between Age, Awareness, Exposure and Skills

		Age	Awareness	Exposure	Skills
Age	Pearson Correlation	1	-.258**	-.320**	-.323**
	Sig. (2-tailed)		.000	.000	.000
	N	290	290	290	290
Awareness	Pearson Correlation	-.258**	1	.804**	.703**
	Sig. (2-tailed)	.000		.000	.000
	N	290	290	290	290
Exposure	Pearson Correlation	-.320**	.804**	1	.825**
	Sig. (2-tailed)	.000	.000		.000
	N	290	290	290	290
Skills	Pearson Correlation	-.323**	.703**	.825**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	290	290	290	290

**. Correlation is significant at the 0.01 level (2-tailed).

The correlation table yields insightful findings regarding the relationships among age, awareness, exposure, and skills, with all correlations being negative, indicating an inverse relationship where an increase in one variable corresponds to a decrease in others. These correlations are statistically significant at a very high level, affirming their non-random nature.

The most pronounced correlation is between exposure and skills (0.825), followed by exposure and awareness (0.804), and awareness and skills (0.703). This underscores the pivotal role of exposure in predicting both awareness and skills. Although age exhibits a weaker yet statistically significant correlation, it adds nuance to the understanding of these dynamics.

Possible explanations for these correlations include the notion that older adults may have fewer opportunities for exposure to new information, potentially resulting in lower awareness and skills. Conversely, those with more exposure may manifest heightened motivation to learn, leading to increased awareness and skills.

Importantly, these correlations do not universally imply that all older adults are less aware or skilled than their younger counterparts. Exceptions exist, but an overall trend indicates a decrease in awareness and skills with age.

This information holds crucial implications for program designers targeting older adults. Programs should prioritize accessibility, engagement, and leverage diverse communication channels. Creating opportunities for older adults to learn and develop new skills becomes paramount for their continued growth and engagement in a rapidly changing world.

Table 8. Correlation Between Readiness, Age, Sex and Length of Service

		Readiness	Age	Sex	Employment Level
Readiness	Pearson Correlation	1	-.300**	-.040	-.001
	Sig. (2-tailed)		.000	.494	.983
	N	290	290	290	290
Age	Pearson Correlation	-.300**	1	.029	.012
	Sig. (2-tailed)	.000		.619	.844
	N	290	290	290	290

		Readiness	Age	Sex	Employment Level
Sex	Pearson Correlation	-.040	.029	1	.106
	Sig. (2-tailed)	.494	.619		.070
	N	290	290	290	290
Employment Level	Pearson Correlation	-.001	.012	.106	1
	Sig. (2-tailed)	.983	.844	.070	
	N	290	290	290	290

**. Correlation is significant at the 0.01 level (2-tailed).

The study acknowledges a potential limitation in addressing biases and limitations in respondents' self-reported attitudes, skills, and readiness, emphasizing the need for a more critical examination of the data. Table 8 provides insights into the correlations between Readiness, Age, Sex, and Employment Level. Notably, Readiness exhibits a significant negative correlation with Age ($r = -0.300$, $p < 0.01$), indicating that as readiness increases, age tends to decrease. Conversely, Age has a similar negative correlation with Readiness ($r = -0.300$, $p < 0.01$), suggesting a reciprocal relationship.

The correlation between Sex and Readiness is weak ($r = -0.040$, $p = 0.494$), indicating minimal association. Similarly, Sex and Age have a very weak correlation ($r = 0.029$, $p = 0.619$), suggesting a small relationship between gender and age. Additionally, Sex and Employment Level display a modest positive correlation ($r = 0.106$, $p = 0.070$), suggesting that higher employment levels may be associated with a particular gender.

However, the correlation between Employment Level and Readiness is almost non-existent ($r = -0.001$, $p = 0.983$), indicating little to no linear relationship between job status and readiness. It's crucial to note that correlation does not imply causation but signifies statistical association, providing valuable insights for further exploration within this context.

These findings align with the study's results, emphasizing a negative correlation between age and readiness to adopt AI technologies ($r = -0.280$, $p < 0.01$). This implies that as age increases, readiness to adopt AI technologies decreases. The study also affirms no significant correlation between sex and readiness ($r = 0.052$, $p = 0.390$) and no significant correlation between employment level and readiness ($r = -0.010$, $p = 0.857$), echoing the results presented in Table 8.

Conclusion

The thorough examination of government employees' awareness and readiness towards the adoption of Artificial Intelligence (AI) has yielded valuable insights into the current landscape of AI integration within the public sector. This study, encompassing demographic profiles, awareness, exposure, skills, familiarity, attitudes, and readiness, provides a robust foundation for understanding the dynamics at play. The demographic analysis revealed a diverse workforce, predominantly within the 26-35 age bracket, with a balanced gender distribution and varied hierarchy within the organization, primarily represented at the 2nd employment level.

While the study highlighted a generally positive awareness of AI applications among respondents, demonstrating proficiency in recognizing AI technologies, there was a lower reported exposure to AI-related training or education in the workplace. This signifies a potential area for targeted training and development initiatives. The study unveiled a balanced perception of AI applications, indicating their potential to significantly enhance various aspects of work. However, the conclusion falls short of addressing potential challenges, implementation barriers, or the financial implications associated with executing the proposed initiatives, potentially undermining the feasibility and successful execution of the outlined strategies.

In conclusion, while the positive attitudes and readiness for AI adoption among respondents are encouraging indicators, the conclusion should be enhanced by incorporating a more in-depth exploration of potential challenges,

implementation barriers, and financial considerations. This would ensure a comprehensive approach that not only emphasizes the importance of staff development programs but also addresses the practicalities and hurdles associated with the effective integration of AI within the public sector. The insights gained from this study remain invaluable for the broader discourse on AI adoption in government agencies and should serve as a pragmatic guide for policymakers, educators, and organizational leaders in navigating the evolving landscape of technology-driven public service delivery.

The following are the recommendation for Philippine government to increase awareness and readiness for the adoption of AI in the government workplaces;

1. AI Training Workshops and Seminars:
   - Develop a series of workshops and seminars covering various aspects of AI, tailored to different skill levels and departments within the organization.
   - Include hands-on exercises, case studies, and real-world examples to provide practical experience and application.
2. AI Awareness Campaigns:
   - Launch a comprehensive awareness campaign to educate employees about the benefits, potential challenges, and ethical considerations surrounding AI adoption.
   - Utilize various communication channels, including email newsletters, webinars, and informational materials.
3. AI Champion Program:
   - Establish a group of AI champions within the organization who receive advanced training and act as ambassadors to promote AI awareness and best practices.
4. AI in Action Pilot Projects:
   - Identify specific areas or processes within the organization where AI applications can be implemented on a smaller scale.
   - Execute pilot projects to showcase the tangible benefits of AI adoption and provide practical experience for employees.
5. Cross-Departmental Collaboration Initiatives:
   - Foster collaboration between different departments to encourage knowledge sharing and the exchange of best practices in AI adoption.
   - Facilitate cross-functional teams to work on AI-related projects.
6. AI Learning Paths and Certifications:
   - Develop structured learning paths and certification programs for employees interested in gaining proficiency in AI technologies.
   - Offer recognized certifications upon successful completion of training modules.
7. AI Resource Hub:
   - Create a centralized online platform or intranet portal where employees can access a curated collection of AI resources, including articles, videos, tutorials, and tools.
8. AI Mentorship and Coaching Program:
   - Pair employees who have expertise in AI with those who are eager to learn, creating a mentorship program that facilitates knowledge transfer and skill development.
9. AI Ethics and Responsible AI Training:
   - Offer specialized training on the ethical considerations, responsible use, and accountability associated with AI technologies to ensure a principled approach to adoption.
10. AI Feedback and Idea Submission Platform:
    - Establish a platform for employees to share their ideas, feedback, and suggestions regarding AI implementation, creating a feedback loop for continuous improvement.
11. AI Use Case Competitions:
    - Organize competitions where employees can propose innovative AI use cases for specific challenges within the organization.
    - Encourage creativity and critical thinking in applying AI solutions.
12. AI Awareness Events and Expos:
    - Host annual or bi-annual events dedicated to showcasing AI applications,

featuring guest speakers, panel discussions, and interactive demonstrations.

These programs and projects aim to create a holistic approach to building awareness and readiness for AI adoption. Tailor these initiatives to the specific needs, culture, and resources of the organization to maximize their effectiveness. Additionally, ensure ongoing evaluation and feedback mechanisms to refine and enhance these programs over time.

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