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Research Article

The Influence of Artificial Intelligence Adoption and Workforce Digital Readiness on Organizational Growth

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ABSTRACT

The rapid integration of Artificial Intelligence (AI) technologies has transformed organizational strategies, efficiency, and competitiveness. However, successful adoption depends not only on technological capability but also on workforce digital readiness, which determines how effectively employees adapt to new systems. This study proposes to examine the influence of AI adoption and workforce digital readiness on organizational growth, with a focus on productivity, innovation, and competitive advantage. Using a mixed-methods design, quantitative data will be collected from surveys of organizational leaders and employees across industries, complemented by qualitative interviews to capture deeper insights into challenges and best practices. Despite the growing adoption of AI in the Philippines, limited empirical studies have examined the mediating role of workforce readiness in linking AI adoption to organizational growth, particularly within developing-economy contexts. The findings are expected to provide empirical evidence and policy guidance on how AI and digital readiness interact to shape organizational growth, offering implications for national workforce development strategies, leadership practices, and training programs. This proposal highlights the importance of aligning technological investments with human capital development to maximize organizational outcomes in the digital era.

Keywords: *Artificial Intelligence adoption, workforce digital readiness, organizational growth, innovation, digital transformation*

Introduction

Artificial Intelligence (AI) is increasingly recognized as a transformative force reshaping industries, economies, and organizational strategies (Brynjolfsson & McAfee, 2017). From predictive analytics to process automation, AI

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adoption enables organizations to enhance decision-making, improve operational efficiency, and foster innovation (Davenport & Ronanki, 2018). However, the benefits of AI adoption are not automatic. A critical determinant of success is the level of workforce digital readiness, defined as the capability of employees to effectively adopt, adapt, and integrate digital technologies into work practices (OECD, 2019).

In many organizations, the gap between technological investment and employee capacity creates barriers to growth. While AI has the potential to drive economic competitiveness, a digitally unprepared workforce may limit the realization of such gains (Bughin et al., 2018). Conversely, organizations that cultivate digital literacy, adaptability, and continuous learning among employees are more likely to translate AI adoption into tangible growth outcomes (Westerman et al., 2014).

Despite its growing relevance, limited empirical research has examined the joint influence of AI adoption and workforce digital readiness on organizational growth, particularly in emerging economies where resource constraints and skill mismatches are prevalent. This study addresses this gap by investigating how these two factors interact to shape productivity, innovation capacity, and market competitiveness.

In summary, this study seeks to address the research gap concerning the mediating role of workforce digital readiness in the relationship between AI adoption and organizational growth within the Philippine context. Specifically, it aims to examine how workforce readiness influences the extent to which AI-driven initiatives translate into productivity gains, innovation outcomes, and sustained competitiveness. By integrating both technological and human capital perspectives, the study provides a holistic understanding of digital transformation dynamics in developing economies. Its significance lies in offering empirical evidence to guide organizational leaders in formulating effective digital transformation strategies and assisting policymakers in designing workforce development programs and national policies that promote inclusive, innovation-led growth in the era of artificial intelligence.

Background

The integration of Artificial Intelligence (AI) has become a defining factor in shaping organizational competitiveness and innovation. AI technologies—such as machine learning, predictive analytics, and automation—enhance efficiency and strategic decision-making across industries (Dwivedi et al., 2021). Yet, the success of AI adoption depends not only on technological capability but also on workforce digital readiness—the ability of employees to effectively adapt to and utilize digital tools (OECD, 2019). Without a digitally competent workforce, organizations risk underutilizing AI investments, resulting in inefficiencies and missed opportunities for growth (van Laar et al., 2020).

In the Philippine setting, medium and large organizations are accelerating digital transformation but continue to face uneven progress due to resource limitations, skill gaps, and organizational inertia. This study distinguishes itself by examining how AI adoption and workforce digital readiness jointly influence organizational growth within these organizations—a context underexplored in existing literature. By addressing this gap, the research aims to generate empirical insights that guide business leaders and policymakers in aligning technological strategies with workforce capability development to sustain productivity, innovation, and competitiveness in the digital economy.

Research Objectives

The overarching goal of this study is to examine how Artificial Intelligence (AI) adoption and workforce digital readiness influence organizational growth. Specifically, the study seeks to:

1. Determine the extent of AI adoption across selected organizations in terms of scope, application, and integration into business operations.
2. Assess the level of workforce digital readiness, focusing on digital literacy, adaptability, and continuous learning capacity of employees.
3. Analyze the relationship between AI adoption and organizational growth, with growth measured in terms of productivity, innovation, and market competitiveness.

4. Evaluate the moderating role of workforce digital readiness in strengthening the relationship between AI adoption and organizational growth.
5. Provide practical recommendations for organizational leaders, policymakers, and human resource practitioners on aligning AI adoption strategies with workforce capability development.

Theoretical Framework

This study is anchored on three complementary theories that collectively explain how technology and human readiness interact to drive organizational growth: Technology-Organization-Environment (TOE) Framework, Resource-Based View (RBV), and Dynamic Capabilities Theory (DCT).

Technology-Organization-Environment (TOE) Framework

The TOE framework, developed by Tornatzky and Fleischer (1990), emphasizes that the adoption of technology is influenced by three contextual factors: technology, organization, and environment. In this study, artificial intelligence (AI) adoption represents the technological factor, referring to the degree to which organizations integrate AI applications into their operations. Workforce digital readiness reflects the organizational factor, highlighting the preparedness, skills, and adaptability of employees to engage with AI-driven processes. The environmental factor includes competitive pressures, customer demands, and regulatory requirements that encourage organizations to adopt AI. The TOE framework provides a holistic foundation for analyzing AI adoption within organizational ecosystems.

Resource-Based View (RBV)

The RBV of the firm, articulated by Barney (1991), posits that organizations achieve sustainable competitive advantage by mobilizing resources that are valuable, rare, inimitable, and non-substitutable. Workforce digital readiness is conceptualized in this study as a strategic intangible resource. When combined with AI adoption, a digitally prepared workforce enables firms to maximize innovation, productivity, and competitiveness. Conversely, without such readiness, even advanced AI tools may result in underutilization and inefficiencies. RBV thus reinforces the central argument that organizational growth arises not only from possessing advanced technologies but also from effectively leveraging human and digital capabilities.

Dynamic Capabilities Theory (DCT)

The DCT, advanced by Teece, Pisano, and Shuen (1997), explains how firms sustain growth by continuously adapting, integrating, and reconfiguring their resources in rapidly changing environments. AI adoption is not a static process but requires ongoing alignment with organizational strategies and market demands. Workforce digital readiness embodies a dynamic capability, equipping organizations to sense opportunities, seize technological advancements, and transform internal processes to maintain competitiveness. This perspective underscores the importance of continuous workforce development alongside technological investment to achieve long-term growth.

Taken together, these theories offer a robust framework for understanding the influence of AI adoption and workforce digital readiness on organizational growth. The TOE framework outlines the conditions for adoption, RBV positions workforce readiness as a critical strategic resource, and DCT highlights the adaptive processes necessary for sustaining growth in a digitalized environment. This integrated perspective suggests that AI adoption alone is insufficient to drive growth unless supported by a digitally ready workforce capable of adapting and transforming organizational practices.

Integrated Framework and Hypotheses

Taken together, these theories form an integrated framework explaining how AI adoption and workforce digital readiness jointly influence organizational growth. The TOE framework establishes the contextual drivers of AI adoption, RBV conceptualizes workforce readiness as a key strategic resource, and DCT highlights adaptability as essential for sustaining growth. This integrated perspective asserts that AI adoption alone cannot ensure organizational success unless supported by a digitally

capable workforce that can transform technological potential into strategic outcomes.

Hypotheses

- H1: AI adoption has a positive effect on organizational growth.
- H2: Workforce digital readiness has a positive effect on organizational growth.
- H3: AI adoption has a positive effect on workforce digital readiness.
- H4: Workforce digital readiness mediates the relationship between AI adoption and organizational growth.
- H5: The combined influence of AI adoption and workforce digital readiness significantly enhances productivity, innovation, and competitiveness in organizations.

Conceptual Framework

The conceptual framework for this study involves three main variables

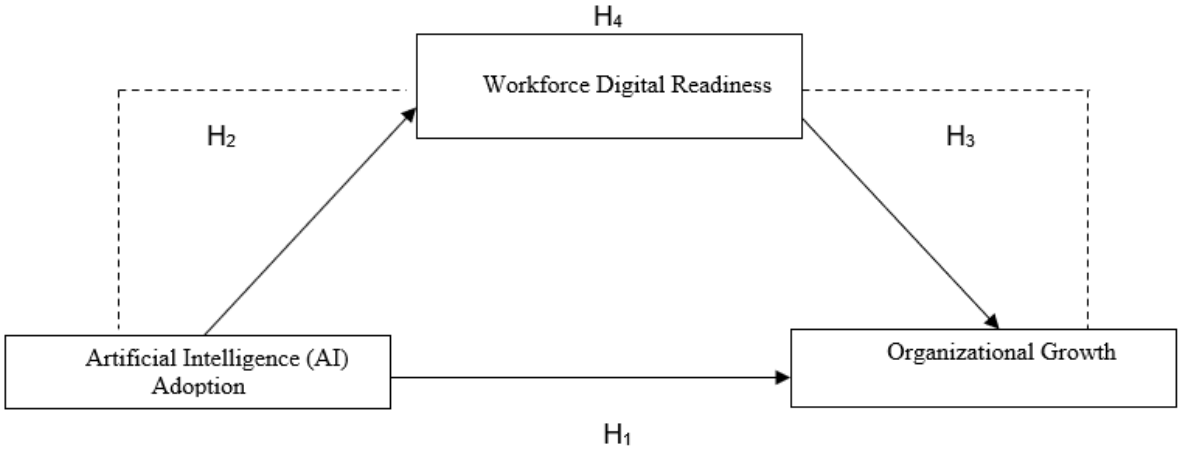

Figure 1. Research Paradigm

The conceptual framework for this study is structured around three core variables: Artificial Intelligence (AI) Adoption, Workforce Digital Readiness, and Organizational Growth. The model posits that AI adoption has a direct influence on organizational growth (H1). This includes the use of AI-driven systems for process automation, predictive analytics, and decision-making support, which are expected to enhance efficiency, innovation, and competitiveness. At the same time, AI adoption is hypothesized to influence workforce digital readiness (H2). Organizations that actively integrate AI technologies often require their employees to develop digital literacy, adaptability, and continuous learning skills. Thus, the presence of AI acts as a catalyst that pushes employees to become more digitally competent and responsive to technological changes. Parallel to this, workforce digital readiness is also expected to exert a direct effect on organizational growth (H3). A digitally prepared workforce contributes not only to smoother technology integration but also to improved innovation capacity, productivity, and long-term sustainability. This pathway suggests that digital readiness serves as a strategic capability that strengthens organizational resilience in an AI-driven environment. Finally, the framework hypothesizes that workforce digital readiness mediates the relationship between AI adoption and organizational growth (H4). This means that while AI adoption may provide the technological foundation for growth, its effectiveness largely depends on the preparedness of employees to embrace and utilize AI tools. Without sufficient digital readiness, AI adoption alone may not automatically lead to improved organizational outcomes. Conversely, when digital readiness is systematically developed, AI-driven transformation is more likely to result in sustainable growth and competitive advantage.

Statement of the Problem

The rapid advancement of Artificial Intelligence (AI) technologies has transformed the way organizations operate, offering new opportunities for efficiency, innovation, and competitiveness. However, the successful integration of AI into organizational processes remains a challenge, especially when employees are unprepared to adapt to digital transformation. Many organizations invest heavily in AI tools but fail to achieve the expected outcomes because of gaps in workforce digital readiness. In view of this gap, the present study seeks to address the following research problems

Understanding how AI adoption contributes to organizational growth and the role that workforce readiness plays in this process is therefore critical. Workforce digital readiness may serve as a mediating factor that determines whether technological investments translate into measurable improvements in productivity, innovation, and competitiveness. By addressing these relationships, this study aims to uncover the mechanisms through which AI-driven transformation yields organizational benefits, providing empirical insights that are particularly relevant for Philippine medium and large organizations navigating the digital economy.

1. What is the extent of AI adoption in selected organizations?
2. What is the level of workforce digital readiness in these organizations?
3. How does AI adoption influence organizational growth?
4. How does workforce digital readiness influence organizational growth?
5. Does workforce digital readiness mediate the relationship between AI adoption and organizational growth?

This study intends to provide evidence-based insights that will guide organizations in aligning their technological investments with workforce capability development to achieve sustainable growth.

Scope and Limitation

This study focuses on selected **medium to large organizations in the Philippines** that are actively implementing digital transformation initiatives, particularly within the **information technology, manufacturing, and services sectors**. It aims to examine how **Artificial Intelligence (AI) adoption** influences **organizational growth**, and how **workforce digital readiness** mediates this relationship. The analysis is confined to AI applications such as process automation, predictive analytics, customer engagement systems, and decision-support tools that directly contribute to productivity, innovation, and competitiveness. The study excludes **small and medium-sized enterprises (SMEs)** because their organizational structures, resource capacities, and digital maturity levels differ substantially from those of larger firms, which could limit the comparability and generalizability of findings. Data will be gathered through surveys and interviews with organizational leaders and employees, focusing on variables including AI adoption (independent), workforce digital readiness (mediating), and organizational growth (dependent). However, the research does not account for external influences such as government policies, economic conditions, or global market dynamics that may also affect organizational outcomes. Furthermore, the cross-sectional design limits the ability to establish long-term causal relationships. Despite these limitations, the study is expected to provide valuable empirical and policy insights on how organizations can strategically align technological investments with workforce capability development to achieve sustainable growth.

Literature Review

Artificial Intelligence Adoption and Organizational Growth

Artificial Intelligence (AI) adoption has been widely recognized as a driver of organizational growth, providing opportunities for efficiency, innovation, and enhanced decision-making. Dwivedi et al. (2021) emphasized that AI supports competitive advantage by enabling firms to reconfigure operations and develop new products and services. Similarly, Jöhnk et al. (2021) highlighted that AI-driven technologies improve productivity and responsiveness, thereby contributing to sustainable growth. However, successful adoption depends on the alignment between AI strategies and broader

organizational objectives, as inconsistent integration can lead to fragmented results. These studies suggest that AI adoption is not merely a technological decision but a strategic enabler of growth.

Existing research confirms that AI adoption positively influences organizational performance through enhanced efficiency, innovation, and decision-making. However, most studies have been conducted in highly industrialized nations, leaving a gap in understanding how AI adoption drives growth in developing economies such as the Philippines. This study addresses that gap by examining how AI contributes to organizational growth within the context of Philippine medium and large organizations undergoing digital transformation.

Workforce Digital Readiness in the Age of AI

The role of the workforce is critical in ensuring that AI adoption yields its intended benefits. According to van Laar et al. (2020), digital skills such as information literacy, adaptability, and problem-solving are essential for employees to thrive in digitally transforming workplaces. Organizations that actively invest in digital upskilling and reskilling programs report smoother transitions when adopting AI (Sung, 2018). Moreover, workforce readiness contributes to employee engagement and reduces resistance to technological change, which often acts as a barrier to innovation. These findings demonstrate that digital readiness functions as a crucial organizational resource that bridges the gap between AI adoption and performance outcomes.

While prior research establishes the importance of digital skills in supporting AI initiatives, limited empirical evidence explores how workforce readiness specifically influences organizational growth outcomes. Most studies focus on training and adaptation rather than linking readiness to measurable performance indicators. This study contributes to filling this gap by empirically assessing the role of workforce digital readiness as a strategic resource that enhances the effectiveness of AI adoption.

The Mediating Role of Workforce Digital Readiness

Recent studies suggest that workforce digital readiness mediates the relationship between AI adoption and organizational growth. Ransbotham et al. (2021) argued that organizations with digitally prepared employees are more likely to realize the cultural and performance benefits of AI, including greater innovation and improved decision-making processes. Without sufficient digital readiness, AI investments may remain underutilized or resisted, limiting their impact on growth (Bughin et al., 2018). This highlights the importance of aligning human resource development with technological innovation to maximize the transformative potential of AI.

Although emerging research acknowledges workforce readiness as a mediating variable, empirical validation remains scarce—particularly in the context of developing countries and across medium to large organizations. What remains unclear is the degree to which workforce digital readiness amplifies or constrains the growth benefits of AI adoption. This study addresses this gap by empirically testing the mediating effect of workforce readiness, offering insights that can inform organizational strategy and policymaking in the Philippine digital economy.

Methodology

Research Design

This study will utilize a mixed-methods approach to examine the influence of Artificial Intelligence (AI) adoption and workforce digital readiness on organizational growth. The quantitative aspect will provide measurable data on the level of AI integration, employee digital preparedness, and indicators of organizational growth, while the qualitative component will capture insights into the challenges and opportunities that arise from digital transformation. The combination of these methods will ensure a comprehensive analysis of both statistical patterns and contextual factors.

The quantitative data will be collected through a structured survey questionnaire composed of five-point Likert scale items (ranging from *1 = Strongly Disagree* to *5 =*

Strongly Agree). The instrument will adapt validated question sets from prior studies on AI adoption (e.g., Dwivedi et al., 2021), workforce digital readiness (van Laar et al., 2020), and organizational growth (Jöhnk et al., 2021), ensuring both content validity and reliability. The questionnaire will be pilot-tested to verify internal consistency (Cronbach's alpha ≥ 0.70). Quantitative data will be analyzed using SPSS for descriptive statistics, correlation, and reliability analysis, while Partial Least Squares Structural Equation Modeling (PLS-SEM) via SmartPLS will be used to test the hypothesized relationships and mediation effects between variables.

Participants and Sampling

The participants will consist of approximately 300 respondents drawn from medium to large organizations in the Philippines, particularly those undergoing or implementing digital transformation initiatives. The sample will include executives, managers, IT professionals, and employees across various departments such as operations, finance, and human resources.

To achieve a balanced representation, the study will employ stratified random sampling for the survey phase, ensuring that responses reflect multiple organizational levels and departments. In addition, purposive sampling will be used to select key informants for interviews, focusing on individuals directly involved in AI strategy, digital transformation, and workforce development. This combination of sampling techniques will provide both breadth and depth in capturing the relationship between AI adoption, workforce readiness, and organizational growth.

Results and Discussion

As expected result of this study will demonstrate a positive relationship between Artificial Intelligence (AI) adoption and organizational growth. Organizations with higher levels of AI integration are expected to report improvements in productivity, decision-making efficiency, and innovation capacity. Furthermore, workforce digital readiness is expected to emerge as both a direct predictor of organizational growth and a mediating variable in the relationship between AI adoption and growth.

Table 1. AI Adoption and Workforce Digital Readiness Initiatives Across Organizations

Program Category	Examples of Initiatives	Target Beneficiaries
AI Integration & Innovation	Predictive analytics, robotic process automation (RPA), chatbots for customer service, AI-driven decision support tools	IT departments, operations teams, customer service staff
Workforce Digital Readiness	Digital literacy training, adaptive learning platforms, coding and data analytics workshops, cloud-based collaboration tools	Employees across departments, mid-level managers, administrative staff
Organizational Growth & Competitiveness	Business process reengineering using AI, AI-enabled supply chain optimization, digital product development	Executives, project managers, strategic planners
Leadership & Change Management	AI ethics seminars, digital leadership training, change management programs, workforce reskilling strategies	Senior executives, HR leaders, transformation officers

Table 2. Measurement Indicators of Study Variables

Variable	Dimensions / Indicators	Sample Measures / Examples
Artificial Intelligence (AI) Adoption *(Independent Variable)*	Process automation Predictive analytics Customer engagement systems Decision-support tools	Extent of AI use in operations, customer services, and decision-making processes

Variable	Dimensions / Indicators	Sample Measures / Examples
Workforce Digital Readiness *(Mediating Variable)*	Digital literacy Adaptability to new technologies Continuous learning and up-skilling Attitude toward AI integration	Employee digital skills tests, training participation, openness to AI adoption
Organizational Growth *(Dependent Variable)*	Productivity Innovation capacity Market competitiveness Long-term sustainability	Increased output, new product/service launches, market share growth, organizational resilience

Table 2 presents the measurement indicators for the three core variables of this study: Artificial Intelligence (AI) adoption, workforce digital readiness, and organizational growth. AI adoption, the independent variable, is operationalized through its applications in process automation, predictive analytics, customer engagement, and decision-support systems. These indicators capture the extent to which organizations integrate AI technologies into their operations and decision-making processes.

Workforce digital readiness, the mediating variable, is measured through indicators such as digital literacy, adaptability to emerging technologies, continuous learning, and employees' attitudes toward AI adoption. These dimensions reflect the preparedness of the workforce to effectively engage with digital transformation initiatives. Finally, organizational growth, the dependent variable, is assessed through indicators of productivity, innovation capacity, market competitiveness, and long-term sustainability. These measures provide insight into how AI adoption and workforce readiness translate into tangible outcomes that contribute to organizational performance and resilience.

By using these indicators, the study ensures a systematic approach to evaluating the relationships among the variables, thereby providing a strong foundation for both statistical analysis and theoretical interpretation.

Challenges and Gaps

Although artificial intelligence (AI) adoption and workforce digital readiness have been widely studied as separate themes in the digital transformation literature, several challenges and gaps remain in fully understanding their combined influence on organizational growth. One major challenge lies in the limited preparedness of the workforce. Many organizations struggle with equipping employees with the necessary digital skills, resulting in resistance to change, low adaptability, and uneven levels of competence in using AI-enabled systems. Without proper training and continuous upskilling programs, the benefits of AI investments are often underutilized.

Another challenge involves resource constraints, particularly in organizations that lack financial, technical, and human capital resources to support large-scale AI integration. Small and medium-sized enterprises, for instance, often face difficulties in accessing advanced technologies or sustaining long-term digital readiness initiatives. In addition, measuring the impact of AI adoption on organizational growth presents methodological difficulties because growth outcomes are influenced not only by technological factors but also by external conditions such as market dynamics, competition, and economic shifts. Ethical and cultural concerns, such as fears of job displacement, data privacy issues, and employee mistrust of AI, further complicate adoption processes and hinder the alignment between technology and human resources. Beyond these challenges, notable research gaps also exist. While previous studies have explored the benefits of AI adoption (Dwivedi et al., 2021) and the importance of digital skills for employees (van Laar et al., 2020), limited empirical evidence examines how these two dimensions interact to shape organizational outcomes. In particular, the role of workforce digital readiness as a mediating variable in the relationship between AI adoption and organizational growth has not been sufficiently established.

Moreover, much of the existing research comes from developed economies, leaving a gap in understanding how organizations in developing countries, such as the Philippines, manage AI-driven transformation under resource and skills constraints. Finally, most studies use cross-sectional designs, which provide only a snapshot of organizational conditions. This creates a gap in exploring the longitudinal effects of AI adoption and workforce readiness on sustained organizational growth. By addressing these challenges and filling the identified gaps, the present study seeks to contribute a deeper understanding of the interplay between technological adoption and human capital readiness. It will generate insights that are not only relevant for organizational leaders and employees but also significant for policymakers and academics seeking to strengthen digital transformation strategies in the context of emerging economies.

Synthesis and Implications

The reviewed literature and conceptual framework suggest that Artificial Intelligence (AI) adoption has become a critical factor in driving organizational growth through enhanced efficiency, productivity, and innovation. However, evidence also indicates that the benefits of AI integration are unevenly realized across industries, largely due to variations in workforce digital readiness. Studies have emphasized that organizations investing solely in technology without addressing employee preparedness often face implementation challenges, resistance to change, and underutilization of digital tools (Jöhnk et al., 2021; van Laar et al., 2020).

The synthesis reveals three important patterns. First, AI adoption can directly contribute to growth, but the magnitude of its effect depends on contextual factors such as organizational strategy and leadership commitment. Second, workforce digital readiness not only enhances the success of AI adoption but also functions as a mediating mechanism, ensuring that technological integration translates into meaningful outcomes. Third, the intersection of AI and human capital investment highlights the socio-technical nature of organizational transformation, where growth is sustained only when technological and human systems are aligned.

Implications

The findings of this study are expected to provide both theoretical and practical implications. From a theoretical perspective, the study contributes to the integration of the Technology–Organization–Environment (TOE) framework, the Resource-Based View (RBV), and Dynamic Capabilities Theory (DCT) by demonstrating how technology and workforce readiness interact to shape organizational outcomes. It strengthens the argument that human capital should be conceptualized as a strategic resource that amplifies the benefits of technological innovation.

From a practical perspective, the study offers several implications. For organizational leaders, the results underscore the need to balance investments in AI systems with initiatives that improve employee digital literacy, adaptability, and openness to innovation. Human resource development programs, digital skills training, and change management strategies will be crucial in ensuring successful AI integration. For policymakers, the study highlights the importance of supporting national workforce upskilling programs, particularly for industries in developing economies where resource and skills gaps persist. For researchers, the study opens avenues for longitudinal analyses to better understand how the interaction between AI adoption and workforce readiness affects long-term growth.

Overall, the synthesis and implications suggest that the future of organizational growth in the digital economy depends not only on adopting advanced technologies but also on cultivating a workforce that is ready, capable, and motivated to maximize their potential.

Conclusion

This study highlights the interconnected roles of Artificial Intelligence (AI) adoption and workforce digital readiness in shaping organizational growth. The synthesis of existing literature and the proposed framework indicate that while AI adoption provides organizations with the technological capacity to innovate, optimize processes, and remain competitive, its

effectiveness depends largely on the preparedness of the workforce. A digitally ready workforce enhances the capacity of organizations to leverage AI tools effectively, reduces resistance to technological change, and fosters a culture of innovation. The findings are expected to demonstrate that workforce digital readiness does not merely complement AI adoption but also mediates its impact on growth outcomes such as productivity, competitiveness, and sustainability. In this regard, organizational growth in the digital era must be understood as a socio-technical process that requires the alignment of both advanced technologies and human capital. In practical terms, the study emphasizes the importance of developing digital skills, adaptability, and continuous learning among employees to maximize the return on AI investments. For organizations and policymakers, the conclusion underscores that growth is not solely a product of technological advancement but also a reflection of the capacity of people to adapt, innovate, and thrive in an AI-driven environment.

Ultimately, this study aims to contribute to both theory and practice by providing evidence-based insights into how organizations can strategically integrate technology and workforce readiness to ensure long-term growth and resilience in the rapidly evolving digital economy.

Recommendations

Based on the anticipated findings, this study is expected to generate insights that highlight the strategic importance of aligning Artificial Intelligence (AI) adoption with workforce digital readiness to drive sustainable organizational growth. The results are anticipated to demonstrate that organizations achieving higher levels of workforce readiness are better positioned to translate AI adoption into tangible performance gains such as productivity, innovation, and competitiveness:

For organizations, the findings may underscore the need to integrate AI initiatives into broader human capital and strategic management frameworks. For employees, the study may emphasize the value of digital adaptability and continuous learning as essential competencies in the evolving workplace. For policymakers and educational institutions, the results could inform the design of national workforce development programs and digital transformation policies that ensure inclusive and future-ready economic growth.

Overall, this study aims to provide a conceptual and empirical foundation for understanding how technology and human capability interact to shape organizational outcomes in the Philippine context. The detailed recommendations derived from the actual results will be presented in the final paper to guide organizational leaders, HR practitioners, and policymakers in crafting evidence-based strategies for AI-driven transformation.

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