

# Smart Technology, Artificial Intelligence, Robotics, and Algorithms (STARA): Employees' Perceptions of Our Future Workplace

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**Abstract:** By 2025, according to futurists, Smart Technology, Artificial Intelligence, Robotics, and Algorithms (STARA) could take a third of the jobs that are currently available. However, little is known about how employees view these technological advancements in relation to their careers and jobs, or how they are preparing for these potential changes. For the purpose of this study, a brand-new metric known as "STARA awareness" was developed. It measures the extent to which employees believe that these kinds of technology could take over their jobs. We also used age as a moderator in STARA because age is associated with career advancement and technology knowledge. We tested STARA awareness on a variety of job and well-being outcomes using a mixed-methods approach on 120 employees. Increased STARA awareness was positively associated with intentions to leave the company, cynicism, and depression, but had a negative correlation with organizational commitment and career satisfaction. **Keywords:** career planning, change, technology, disruptive technology, employees.

**Keywords:** Smart Technology, Artificial Intelligence, Robotics, and Algorithms

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