

ARTIFICIAL INTELLIGENCE ADOPTION, WELL BEING, AND PROFESSIONAL TRANSFORMATION IN SLOVENIA (2022–2026)

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ABSTRACT

Artificial intelligence (AI), especially generative artificial intelligence (GAI), is quickly changing education, work, and everyday life. Slovenia is an interesting example for studying these changes because it has adopted GAI very rapidly and there is already a growing number of empirical studies on its social and organisational impacts.

This paper provides a systematic review of Slovenian research published between 2022 and 2026. It organises the findings into key themes, including how GAI is adopted, trust in institutions, subjective well-being, work engagement, and leadership.

By examining national surveys, quantitative studies, and policy reports, the review shows that GAI has spread faster than most other digital technologies in Slovenia's recent history. Although its use is now very common, its effects on people's well-being and work life are complex and sometimes mixed. While general life satisfaction remains quite stable, the impact at work depends on whether employees see AI as a helpful tool or as an extra burden.

The study also found that trust in AI systems depends largely on algorithmic literacy. People with higher technical skills tend to be more critical towards AI. In many sectors, the results suggest that important human skills — such as empathy, ethical judgement, and mentoring — cannot be replaced by automated systems.

The paper emphasises the need for human-centred governance of GAI and better digital skills for everyone. It also calls for long-term studies to better understand the lasting effects of AI on Slovenian society.

Keywords: Generative Artificial Intelligence (GAI); wellbeing; work engagement; education; leadership; Slovenia.