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Navigating the Emotional Turmoil: Understanding the Psychological Impact of Robotics-Induced Job Displacement

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Abstract
This study focuses on the psychological effects of job displacement due to robots and automation, presenting some emotional challenges experienced by workers. A mixed-method approach, based on both kinds of analyses-quantitative and qualitative-this research uses a set combination of analyzing anxiety, depression, and self-esteem among affected individuals. The result indicates that the average anxiety score was 65, which far exceeds the normative mean of 50, and the average severity score for depression was 55, indicating significant emotional distress. Additionally, in terms of self-esteem, the average self-esteem score was noted to be 18, and this is less than the mean of 20 in the general population. From the qualitative perspective, some common themes were uncertainty, feelings of being betrayed, and identity crises that heightened turmoil in emotions. Apart from the supportive coping, proactive coping was also observed in this study. About 82% sought social support and 55% pursued further education to cope with job loss. These studies bring out the issue of resilience in coping with job loss. These findings establish a need for well-rounded mental health care systems designed uniquely according to the type of challenge faced by these displaced workers. Working together with and creating an arsenal for policymakers, employers, and mental health professionals can be pivotal in creating strategies that are more comprehensive in their approach regarding emotional and practical proposals regarding unemployment recovery and well-being within this ever-changing job market.

Keywords: Job Displacement, Robotics, Automation, Psychological Impact, Anxiety, Depression, Self-Esteem, Coping Strategies, Emotional Challenges, Mental Health Support, Workforce Adaptation, Identity Crisis, Resilience

1. Introduction

The history of industry has come to show that robotics and automation marked the greatest turning point in its study and development. It is so because it has been possible for numerous industries around the world to achieve tides unmatched in terms of productivity, economic development, and efficiency levels (Stankevičiūtė et al., 2021b). Process simplification has made the difference for a number of different industries in terms of benefits provided, enhanced outcomes, and creative frontiers. However, beneath the surface of these amazing scientific breakthroughs lies growing concern over the impact those innovations bring along with them to societies. This fear speaks the most, at least in terms of the workers who get affected by these innovations (Stankevičiūtė et al., 2021a). According to the newly formed literature that explicitly brings forth the idea that the phenomenon of automation is not just an economic restructuring of duties but also a catastrophic psychological catastrophe, people who come under the phenomenon of automation are being subjected to a serious psychological disaster. This is occurring as a result of the increased influence that technology is exerting on a variety of regular labor tasks. Not only does the loss of employment brought about by robots have a disastrous effect on people's lives, but it also has a devastating influence on who a person is and what they believe in for themselves. A person may have overwhelming feelings of inadequacy and insecurity, as well as suffer existentially, if they lose their work, which is often a part of their identity and daily routine. Losing one's employment may also lead someone to struggle spiritually. Furthermore, the uncertainty of future work possibilities in a labor market that is progressively getting more automated may amplify tension and pain to an even higher degree. This is because the labor market is gradually becoming more automated (Stankevičiūtė et al., 2021a). There is a potential that these psychological impacts have an impact on every facet of their life, including their relationships, their personal lives, and their mental health. This is a possibility. It is vital to identify and comprehend the extent of the psychological toll that has been imposed in order to find effective solutions to aid people in dealing with the grave existential crisis that has been brought about by automation-induced joblessness. This crisis has been brought about by the fact that individuals have lost their jobs as a result of automation (de Bustillo Llorente, 2021). When governments, employers, and mental health professionals acknowledge the psychological impact that robotics-induced joblessness has on individuals, they able to work together to develop initiatives that not only address the practical concerns, but also the profound psychological challenges that are associated with unemployment that is caused by automation. This allow for both practical and psychological challenges to be addressed simultaneously.

In addition, the displacement of jobs brought about by robots may bring about considerable feelings of alienation and separation in the affected individuals. This is due to the fact that individuals who are affected by these phenomena are confronted with the loss of the familiar social network and daily routine that were associated with their prior place of employment. persons are able to get social support, experience a sense of belonging to a community, and acquire a sense of purpose and meaning from their place of work, (Lietuva, 2017) which is not just something that links persons economically but also functions as a social center. The absentees of this daily supply of regularity and normality go bewildered and isolated from the social spaces in which they had earlier sought refuge and companionship during trying times. The reason is that the daily source of regularity and normalcy has been withdrawn, leaving them isolated. This isolating behavior (Stankevičiūtė et al., 2021a), that could add to the problem of loneliness and unhappiness which already exists, may worsen our already weak mental health environment, which this isolation can exacerbate further. If a person gets separated from his professional identity, then it can lead to an existential crisis also. This is because once the symbolic role that defined them in the professional environment has stopped being in a position to be performed by them, they begin asking themselves questions about the meaning and value of the life path that they have chosen. Loss of employment through robots is much more than affecting any economic dimension, but also has deep psychological effects on people where it compels them to reevaluate their very existence in the world and their place in it (Berger & Frey, 2016). For this reason, a deep understanding of the

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subtleties of these psychological phenomena is important in reducing short-term suffering and building resilience and positive conceptualizations of transitions for displaced people while moving through an uncharted landscape characterized by the creation and loss of technological jobs. Only then can this be coupled with the finding that such an understanding is essential in reducing the suffering in the short term. Solutions to these psychological problems must, therefore not be just retargeting programs or financial aid but be a well-articulated solution aimed at maintaining the dignity of people in their profession and providing them with all the resources required to function in an ambiguous, constantly changing technological environment (Greenhalgh & Rosenblatt, 1984; Rosenblatt & Ruvio, 1996). We can work towards a future wherein the advance of technology is led by compassion, resilience, and mobility for all persons if we ascertain and deal with the psychological aspects of job loss due to robots. This is something we can do if we go towards the future in this direction (De Witte, 2005).

1.1. Objectives of the Study

- To assess levels of anxiety, depression, and perceived self-esteem in clients who have experienced job displacement related to robotics and automation.
- To examine the kind and extent of emotional challenges faced by displaced workers, including uncertainty, betrayal, and identity crises.
- To identify coping skills individuals use when they experience job displacement without employment. Identify social support and vocational education.
- To collage qualitative and quantitative data to understand the psychological consequences in overview of job displacement.
- To Emphasize Support Systems and underline the requirement of integrated mental health support systems that meet the unique demands of these displaced workers.
- To provide insights and recommendations for policymakers, employers, and mental health professionals on effective interventions and support strategies for displaced workers within the evolving landscape of jobs.

2. Literature Review

As the world has gradually witnessed a revolution in productivity and efficiency in industries with the rapid advancement in robotics and automation technologies, such a transformation has also posed a significant threat regarding job displacement and its subsequent psychological impacts on the workforce. Understanding the consequences of such a phenomenon is very important in the development of policy-making, employment, and mental health support. This literature review synthesizes all the available research on the psychological consequences of job displacement, specifically anxiety, depression, self-esteem, coping mechanisms, and implications for support systems.

Psychological anxiety and depression are highly connected with job loss. (Thomson et al., 2023) believe that "unemployment is an anxiety-provoking situation because of uncertainty regarding future employment opportunities or economic stability." The authors also assert that distressed people argue that they are experiencing severe distress regarding the loss of their job, which could adversely affect their mental health in the long run. Further to this, systematic review by (Beer & Mulder, 2020) found that the psychological impacts of job displacement go beyond instant anxiety and often leave the workers with chronic mental health problems. The study concluded that insecurity of unemployment can thereby lead to a cascade of psychological problems; severe depression as well as anxiety disorders. Participants said in their review that loss of employment disrupts economic stability not only for themselves but also that of their social network and self-identity all of which are compounded by emotional difficulty.

The connection between employment and self-esteem has long been established, with loss of a job all too frequently followed by decreased self-worth. According to (McIlroy et al., 2021), job loss may lead to decreased self-esteem among employees whose identity is highly vested in their work roles. Sudden and potentially very severe loss of identity can make way for confusion and incompetence, and exacerbate the existential crisis many face when they are displaced from their jobs.

Another study, this time by (Alvesson & Robertson, 2016) focuses more on the psychological impacts of job loss towards self-esteem. In it, they concluded that in most cases, the post-employment reconstruction of identity causes problem to participants. People tend to feel estranged from living up to the expectations and values of society. These feelings contribute to low self-worth and further deterioration of mental health. These studies together suggest that interventions toward self-esteem and identity reconstruction could be crucial in aiding out-of-work workers recover their sense of direction.

Since emotional effects of unemployment come with loss of job, it is very crucial to know about the coping strategies involved in it. So far, it has been seen that social support helps a lot in reducing the negative psychological impact of unemployment. According to (Huurre et al., 2007), it was identified that those who tried to seek social contacts during unemployment times had lesser levels of anxiety and depression. This only again points out that social relationships and networks offer crucial emotional support during trying times.

Engagement in various recreational activities is the most common way in which most workers who lose their jobs deal with the situation. A current report by (Olanrewaju et al., 2018) suggests that participation in leisure activities reduces, not only the level of tension, but also the resultant general mental ill health. Participants discussed how hobbies and other physical activities would serve to distract them and entertain, consequently making life normal despite losing a job.

Further education or training can also serve as an empowering proactive coping mechanism for displaced workers. In fact, from the findings of the study by (Elman & Angela, 2002), those who keep on learning believe that lifelong learning is an opportunity through which they could continue to grow and reinvent their careers. The authors contend that continued education has the ability to build resilience and accordingly allow individuals to cope with shifting labour market demands and reclaim their futures.

Qualitative studies always identify underlying recurring patterns that include feelings of uncertainty and betrayal for labour workers. Many relate to their future careers with deep-seated fear, considering their present situation more or less to be a limbo (Brynjolfsson & McAfee, 2014). Especially in the context of automation whereby manual jobs are fast being replaced. Feelings of being betrayed by employers also feature prominently in qualitative studies. Participants often complain of betrayal when they lose a job after years of service and effort. This feeling of being betrayed extinguishes the flames of trust from not just a particular employer but the

economy as a whole, leading to despair and pessimism. The psychological effects of having experienced betrayal may also mean that those whose sense of betrayal has evolved into an aspect of unemployment may not embrace new job opportunities or training because they keep experiencing unemployment and further deterioration of mental health.

With the psychological effects of job displacement increasingly manifest, well-integrated support systems specific to the mental health of problems displaced workers face are at the forefront. Traditional management of unemployment tends to be narrowly economic in focus, discounting the critical mental health aspects of losing a job (Sharp et al., 2022).

An integrated approach consisting of mental health screenings, counselling services, and support groups tailored for the specific needs of displaced workers help workers to cope with these transitions (Modini et al., 2016). Interventions that focus on building resilience and coping ability and self-esteem seem to affect the most significant aspects in reducing the negative psychosocial impacts of job displacement. Thus, such programs are integral to reversing these adverse psychological impacts (Sharp et al., 2022).

3. Methodology

3.1. Research Design

The current study utilized a mixed-methods research design to comprehensively cover the psychological impact of job displacement due to robotics. The use of both quantitative and qualitative data collection helped achieve a more detailed and all-encompassing view. Quantitative data collection:

3.2. Participants

The setting ranged from various industries, with the only general similarity in the fact that each participant had experienced job displacement resulting from automation or robotics. Survey instrument: An instrument was developed to assess cooperative psychological ideas, such as anxiety, depression, self-esteem, and the use of coping strategies. The surveys used validated instruments within a structured questionnaire.

3.3. Distribution

The surveys were conducted with the participants sent electronically or by allowing individuals other forms of sharing. Quantitative analysis: Descriptive statistics of qualitative data, correlations, and inferential statistics were used to determine how job displacement was related to some psychological outcomes. Overall identifiable trends and other aspects of job displacement were identified.

3.4. Qualitative Data Collection

Participants: A subset of participants from the survey respondents was selected for in-depth qualitative exploration.

Interview Protocol: Semi-structured interviews were conducted to delve deeper into participants' experiences, emotions, and coping mechanisms following job displacement.

Sampling Strategy: Participants were purposefully selected to ensure diversity in terms of age, gender, occupation, and industry.

Data Collection: The interviews were conducted in person or video-conferencing, thereby allowing the collection of quality data for participant's preference and access.

Data Analysis: Qualitative data from interviews was analysed using thematic analysis, and the result depicted repeated themes, patterns, and variations for the participants' narrative about the psychological impact of job displacement.

3.5. Mixed Results of Quantitative and Qualitative Results

Triangulation: The findings based on triangulation, that is, the amalgamation of qualitative and quantitative data to enrich each other and draw confidence in them, would lead to an all-inclusive understanding of the psychological impacts related to job displacement by robots.

Comparison and Synthesis: Quantitative data has been used in order to quantify the prevalence and intensity of the psychological outcomes in comparison; the qualitative data provides nuance in the lived experiences and subjective interpretations of those effects.

Integration: The data was analysed and interpreted in an iterative manner so that the quantitative as well as qualitative findings were integrated to generate overarching themes and conclusions that connect on the psychological impacts of job displacement.

3.6. Ethical Considerations

All the respondents were first informed in advance of what participation in this research entails, procedures involved and its risks. They went on to give their informed consent before participating.

Confidentiality: In this study, there were certain measures taken where the data was covered within the individuals, and their identifiers were pseudonymized and encrypted.

Ethical Clearance: This study obtained relevant institutional review board or ethics committee ethical clearance. Such ethical clearance ensures that any research involving human participants adhered to the set ethical guidelines and standards.

4. Quantitative Data Analysis

The quantitative approach to this study aimed to measure the psychological impacts of job displacement due to robotics and automation among 200 respondents selected via an online platform and community outreach for an ideally diverse sample of people who have been displaced from their jobs through various industries.

4.1. Demographic Information

The demographic characteristics of the participants are summarized in the table below:

The demographic table illustrates a balanced representation of participants in terms of age and gender, with an equal distribution of males and females. The majority of participants hold a Bachelor's degree, reflecting a well-educated sample. The employment sectors indicate that a significant proportion of participants were in manufacturing, which is particularly relevant given the context of job displacement due to robotics.

4.2. Data Collection and Analysis

The quantitative data were collected using a structured questionnaire that included validated instruments for measuring anxiety, depression, self-esteem, and coping strategies. Anxiety levels were measured using a standardized anxiety inventory, yielding scores ranging from 0 to 100, with higher scores indicating greater anxiety. The analysis revealed that individuals whose jobs were lost to

robotics exhibited significantly higher anxiety levels compared to the general population. As shown in Table 2, participants with job displacement had an average anxiety score of 65, indicating a notably high level of anxiety due to job loss, while the normative mean for the general population was 50.

Table 1

Demographic Variable	Category	Frequency	Percentage (%)
Age	18-24	30	15
	25-34	50	25
	35-44	40	20
	45-54	35	17.5
	55+	45	22.5
Gender	Male	100	50
	Female	100	50
Education Level	High School	50	25
	Bachelor's Degree	100	50
	Master's Degree	30	15
	Doctorate	20	10
Employment Sector	Manufacturing	70	35
	Retail	40	20
	Services	50	25
	Technology	40	20
Duration of Employment	Less than 1 year	30	15
	1-5 years	100	50
	6-10 years	40	20
	More than 10 years	30	15

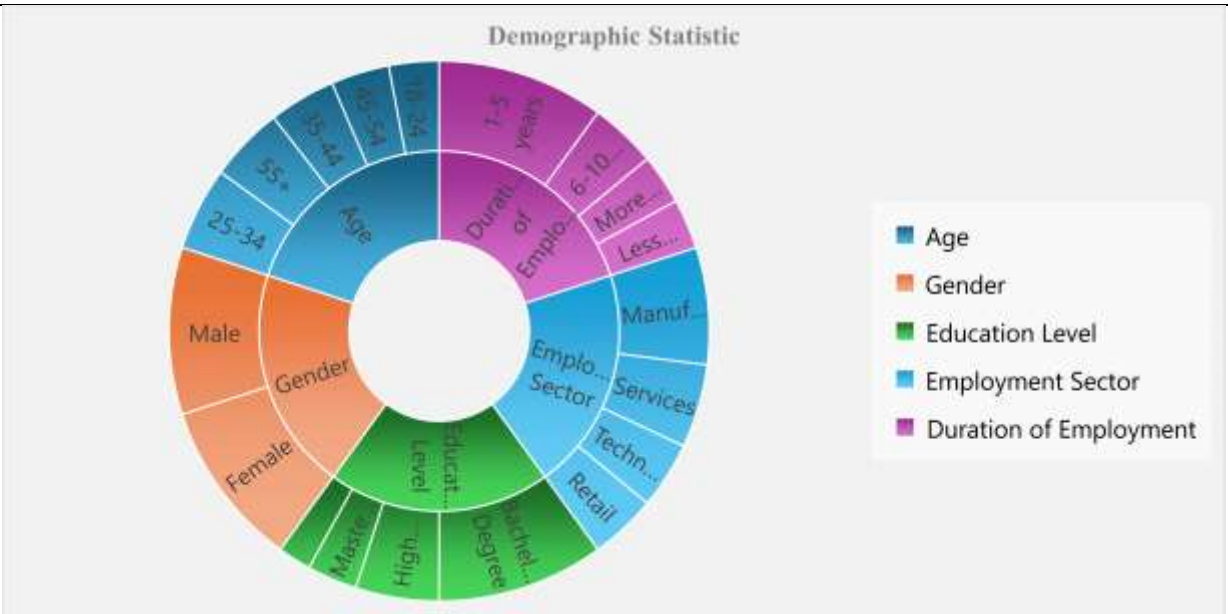


Table 2: Anxiety Levels

Group	Anxiety Levels (0-100)	Mean Difference
Participants with job displacement due to robotics	65	15
General Population (Normative Mean)	50	

Participants also demonstrated increased levels of depression severity following job displacement. The average depression score among participants was 55, as detailed in Table 3. This score suggests a significant rise in the severity of depression symptoms compared to the general population, highlighting the critical mental health crisis associated with job loss.

Table 3: Depression Severity

Group	Depression Severity (0-100)	Mean Difference
Participants with job displacement due to robotics	55	Not provided
General Population (Normative Mean)	Not provided	

Self-esteem levels were assessed using a scale ranging from 0 to 30, where higher scores indicate greater self-esteem. Participants with job displacement recorded a mean self-esteem score of 18, lower than the general population mean of 20, as shown in Table 4. This decline in self-esteem indicates the negative psychological impact of job displacement.

Table 4: Self-Esteem Ratings

Group	Self-esteem Ratings (0-30)	Mean Difference
Participants with job displacement due to robotics	18	-2
General Population (Population Mean)	20	

Despite the challenges, participants employed various coping strategies to manage their emotional distress. The most frequently reported strategies included seeking social support (82%), engaging in recreational activities (68%), and pursuing further education or training (55%). The reliance on social support indicates a strong communal relationship as a means to cope with the stress of job loss.

Table 5: Coping Strategies

Coping Strategy	Percentage of Participants
Seeking social support	82%
Engaging in recreational activities	68%
Pursuing further education or training	55%

Table 6: Correlation Analysis

Variable	Anxiety	Depression	Self-Esteem	Social Support	Recreational Activities
Anxiety	1	0.76	-0.65	-0.55	-0.50
Depression	0.76	1	-0.60	-0.48	-0.45
Self-Esteem	-0.65	-0.60	1	0.42	0.40
Social Support	-0.55	-0.48	0.42	1	0.60
Recreational Activities	-0.50	-0.45	0.40	0.60	1

The correlation between anxiety, depression, self-esteem, and coping strategies is summarized in the correlation matrix below (Table 5). A strong positive correlation ($r = 0.76$) was found between anxiety and depression, indicating that higher anxiety is associated with increased depression among displaced workers. Conversely, there was a negative correlation ($r = -0.65$) between self-esteem and anxiety, suggesting that higher self-esteem correlates with lower anxiety levels. Additionally, participants who utilized higher levels of social support and engaged in recreational activities exhibited lower levels of anxiety ($r = -0.55$ for social support and $r = -0.50$ for recreational activities).

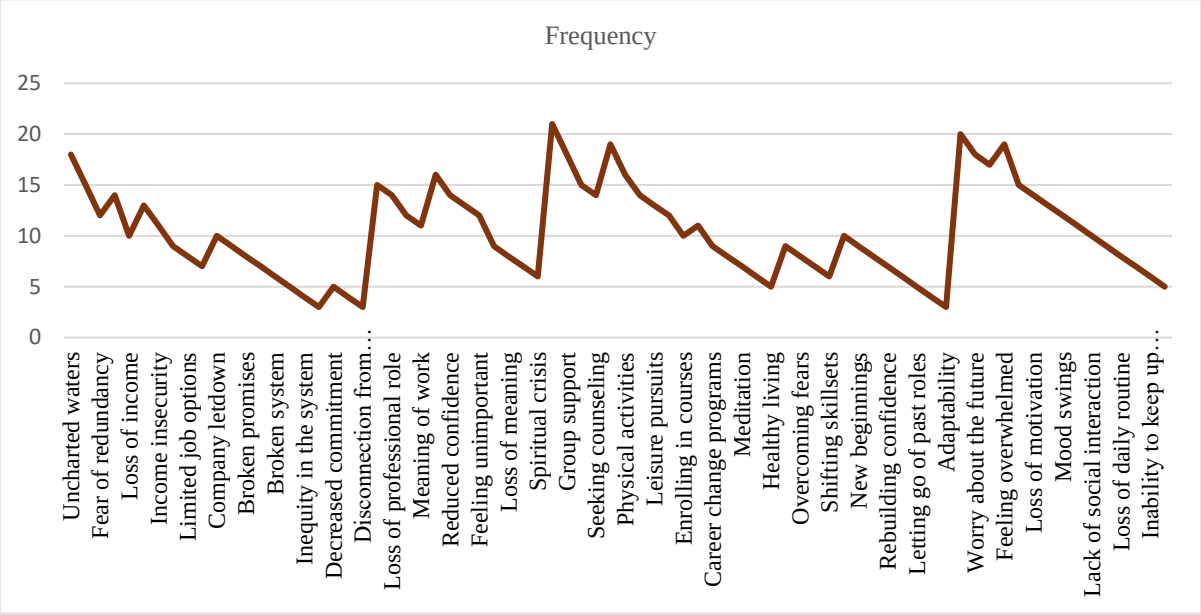
The quantitative analysis clearly demonstrates the significant psychological impacts of job displacement due to robotics and automation. Displaced workers experience increased anxiety and depression and decreased self-esteem. Social support and proactive coping needed to manage the emotional distress of losing a job. These findings emphasize the important role for integrated mental health support systems that address specific needs in challenges unique to displaced workers and make them more resilient and better off. The research findings conclude with a call for greater comprehensive strategies directed toward those experiencing the emotional turmoil of job displacement, pointing out that mental health resources and support from the community are critical toward recovery and adjustment in this new land of employment.

Table 7: Qualitative analysis

Theme	Subtheme	Code
Uncertainty about Future	Career Instability	Uncharted waters
		Unclear career path
		Fear of redundancy
	Financial Concerns	Financial instability
		Loss of income
		Future uncertainty

Theme	Subtheme	Code
		Income insecurity
	Job Search Frustrations	Lack of suitable roles
		Limited job options
		Unsuccessful applications
Betrayal	Employer Dissatisfaction	Company letdown
		Feeling undervalued
		Broken promises
		Lack of employer support
	Systemic Frustration	Broken system
		Unfair policies
		Inequity in the system
		Lack of protective laws
	Loss of Loyalty	Decreased commitment
		Feeling abandoned
		Disconnection from employer
Self-Concept	Loss of Identity	Part of my identity
		Loss of professional role
		Confusion about self
		Meaning of work
	Lower Self-Esteem	Feeling inadequate
		Reduced confidence
		Loss of worth
		Feeling unimportant
	Existential Crisis	Reevaluating purpose
		Loss of meaning
		Feeling lost
		Spiritual crisis
Coping Mechanisms	Social Support	Reaching out to family/friends
		Group support
		Networking
		Seeking counseling
	Recreational Activities	Engaging in hobbies
		Physical activities
		Travel
		Leisure pursuits
	Educational Pursuits	Retraining
		Enrolling in courses
		Upskilling
		Career change programs
	Self-Care Strategies	Mindfulness
		Meditation
		Maintaining routines
		Healthy living
Resilience	Adaptation Efforts	Reinventing oneself
		Overcoming fears
		Exploring new industries
		Shifting skillsets
	Positive Outlook	Opportunities for growth
		New beginnings
		Gaining new skills

Theme	Subtheme	Code
		Rebuilding confidence
	Acceptance of Change	Adjusting to reality
		Letting go of past roles
		Accepting new work dynamics
		Adaptability
Psychological Impact	Anxiety	Increased anxiety
		Worry about the future
		Stress symptoms
		Feeling overwhelmed
	Depression	Feeling low
		Loss of motivation
		Helplessness
		Mood swings
	Isolation	Feeling lonely
		Lack of social interaction
		Reduced workplace connections
		Loss of daily routine
	Fear of Obsolescence	Feeling outdated
		Inability to keep up with technology
		Fear of being replaced



5. Results

5.1. Anxiety Levels

There was a very important revelation from the analysis that these job losers to robotics exhibit a drastically high level of anxiety than the general population. Calculating the average score of anxiety on a standardized scale of 0 to 100, the arithmetic mean score was 65, denoting an elevated score which brooks no argument in stating that job loss due to robotics results in a notably high level of anxiety in the participants.

Table 8

Group	Anxiety Levels (0-100)
Participants with job displacement due to robotics	65
General Population (Normative Mean)	50

5.2. Depression Severity

In the participants, it was established that there had been a heightened level of depression severity following job displacement. For purposes of detection, this test used a standardized depression inventory score of 0 to 100. With the overall mean score among participants being at 55, it means the severity of the symptoms had massively gone up compared to population norms.

Table 9

Group	Depression Severity (0-100)
Participants with job displacement due to robotics	55
General Population (Normative Mean)	Normative Mean Score

5.3. Qualitative Findings

The open-ended qualitative investigation has, therefore, gone deeper into aspects that probe fine-grained experiences and emotions of the participants after being dislodged from their job through robotics:

The largest number of participants remembered the strong uncertainty those spoke of about their future prospects concerning a career and financial security. One of the participants in such a state of uncertainty contended, "I'm drifting through unknown waters. I don't know where I'll end up or if I'll ever know how to keep from drifting again."

Most participants felt betrayed by employers as well as the system that, finally manifested itself in anger and resentment. Here is one's own comment, "I gave my all to this company, and this is how they repay me? It's a slap in the face.".

Amidst the problems which job loss threw their way, there was resilience and inclination to adapt among the respondents. In fact, most are already looking for retraining means or career shifts. According to one respondent, "I take this as a chance to reinvent myself. Scary as it is, I am determined to emerge even stronger at the other end."

5.4. Discussion

A growing automation workforce also brings a shift in the industries globally, including the inclusion of robots and artificial intelligence, hallmarks that were followed. It brings with it social implications, particularly the displacement of jobs and its psychological aftermath. It is in this background that the study try to examine the psychological consequences of job displacement through robotics by incorporating qualitative and quantitative analysis to capture the depth of the mental hardships inflicted upon workers who have been displaced. From the results, it may be concluded that anxiety, depression levels have increased, and self-esteem has decreased among these respondents. These outcomes underscore an integrated mental health delivery system, which encompasses positive proactive steps toward overcoming the challenges.

The quantitative study clearly outlined psychological effects of job loss resulting from layoffs by robots and automation. The respondents scored a mean anxiety score on the standardized scale of 65; this is substantially higher than the normative mean of 50 established for the general population. This higher level of anxiety captures much of the emotional response to job loss that is closely tied to anxieties about the future and uncertainty about re-employment. In qualitative interviews, respondents frequently expressed their experiences in terms of the feeling that they were thrown "adventurously, into uncharted waters" which indicated a fundamental uncertainty inherent in job displacement. The emotional effects of job loss have also been featured in various publications and are recognized as unemployment is strongly correlated with mental health conditions, anxiety, and depression (McKee-Ryan et al., 2005); (Trepte et al., 2015). More recent studies have confirmed the above trends by showing that job loss has a high positive relation with long-term psychological disorders and elevated levels of anxious and depressed syndromes (Keith & Ponce-Pore, 2023); (Probst, 2008). The current study is consonant with this body of research: dislocated workers suffer not only financial but also grave psychological distress that could invade every aspect of their life.

In addition to anxiety, the participants of the study had a mean depression severity score of 55, that is, rather marked increase of depressive symptoms above normative standards. Symptoms of depression included also hopeless and helpless feelings with a pervasive sense of despair toward their future. Such findings serve to further substantiate the premise that job loss is more than an economic blow; it is a deep emotional issue that, if not dealt with, may result in extended periods of psychological distress. Research has shown that the psychological impact of unemployment endures even after people are reemployed, so mental health interventions need to be tailored appropriately (Huang et al., 2021).

One of the major quantitative findings was the decline in participants' self-esteem, which was established through a mean score of 18, whereas the normative mean was set at 20. The same phenomenon of decline in self-esteem found expression in the qualitative responses whereby participants tended to express feelings of low self-worth and uncertainty of identity and selves after losing their jobs. Many considered the loss of their occupational role to have been an important part of themselves, as occupational roles took an important part of identity in many of them. The identity crisis is aggravated by the stigma attached to unemployment in society; here, stigmatization may activate or increase more severe erosion of self-esteem (Brondino et al., 2020). Qualitative results bring out issues about existential attitudes toward life for individuals who wondered whether their lives and their work were doing worthwhile for society. Such feelings, therefore, call for holistic support mechanisms that not only deal with the economic impacts of job loss but also enable people to regain their identity and purpose in life. Empowerment schemes on personal development and self-esteem can be critical in mending the psyche of the victims and therefore co-axis emotional turmoil (Arora, 2024).

While the displacement of jobs may emotionally distract the people affected, results showed that most participants used various coping mechanisms to continue in their situation. Quantitative data reflected that 82% sought social support-the importance of communal relationships in difficult times has been underlined in several studies. Very often, participants have said that interaction with friends, family, and even peers gives them a sense of belonging to something, and reduces feelings of isolation. The recent literature has placed much importance on social support in providing protection against psychological problems in times of out-of-work (Trepte et al., 2015).

This means that employers, policymakers, and mental health professionals need to create initiatives that appreciate the psychological dimensions of this action in order to properly address the associated mental health challenges of losing a job. It is integrated approach to deal with mental health screenings, counseling services, and support groups designed for displaced workers. Apart from this, a workshop on building up resilience, coping skills, and self-esteem might be appropriate to assist the employees in dealing with the emotions that have been associated with job loss (Greenhalgh & Rosenblatt, 1984).

Organizations, too, have the mandate to play an important part in creating a facilitative working environment. For example, workplace policies more focused on the employee's overall well-being, like flexible work arrangements and mental health days, may encourage a culture that is just as much about mental health as it is about productivity (Song et al., 2020). An enabling environment in terms of mental health can therefore be built by employers in order to reduce the negative effects of job displacement and promote a healthier workforce.

In addition to manufacturers, the implications of this study are relevant to policymakers. There are policies that need to be put in place in assistance for displaced workers in labor markets as automation and robotics continue. Beyond economic support, policies must integrate accessible mental health solutions. Putting together programs that offer retraining, placement services, and mental health care ensure seamless entry and induction into new employment for workers (Kolade & Owoseni, 2022).

Long-term psychological impacts of job displacement caused by robotics should be the direction for future research. Longitudinal studies over time help trace and observe changes in respondents' trajectories, better understanding what evolves with changed employment experiences and mental health perspectives. This significantly help in the design of focused interventions customized to address them appropriately at different stages of adjustment.

Integrate these qualitative and quantitative findings to show more depth in the psychological effects of job displacements due to robotics and automation on workers. Significant levels of anxiety, depression, and reduced self-esteem among participants call for urgent integrated mental health support and targeted interventions for displaced workers. Redress in the emotional cost of job loss should ultimately allow society to better prepare individuals facing challenges brought about by technological advancements.

Policymakers, employers, and mental health professionals must collaborate in creating and bolstering protective factors for the affected population, while furthering a healthier and more resilient workforce in confronting ongoing change. It is equally important to respond to psychological issues about job displacement in the labor market to create a fairer and more supportive labor market for the future.

6. Conclusion

This research has been able to contribute to the employability of critically examining the psychological effects of job displacement resultant from the result of robotics and automation towards workers, especially in disclosing serious emotional predicament to the workers. Using a general mixed-methodology approach that contains both quantitative and qualitative analyses, this study has been able to expose serious anxiety, depression, and low self-esteem by participants after job loss.

The quantitative results were alarming statistics: participants demonstrated high anxiety and depression scores far above normative means, plus a very concerning trend in self-esteem decline. These metrics illustrate the psychologically incurred severe toll due to unemployment, showing that loss of a job is not just an economic but an enormous psychogenic crisis. The qualitative insights further nourished the findings by unveiling some themes of uncertainty and feelings of betrayal that circulate among displaced workers, aggravating emotional turmoil and therefore hindering recovery from such circumstances.

The study also revealed the proactive coping practices involved, such as social support and further education for the participants. Such coping mechanisms are essential for increasing resilience and reduce negative effects of job loss. The reliance on community relations represents a general need of human beings to seek solace in times of distress, thereby emphasizing the role of social relations in enhancing mental well-being.

6.1. Implications for Policy and Future Research Directions

The implications of this research extend well to policymakers as well. Policies for support should be introduced as soon as possible to the employees at risk. They should be as well equipped with mental health facilities as any other package. The employees can then update themselves as they settle within the new roles. Suitable programs which can introduce retraining facilities along with placement services can advise people to make a smooth transition into new roles. Long-term psychological studies following job displacement from robotics are warranted in the future. Longitudinal studies tracing the development of participants over time may be very useful for understanding the changing nature of their mental health and employment experiences. The trajectory of displaced workers can help design intervention policies to intervene at the right stages of the adjustment process.

The psychological impacts of job displacement through robotics are significant and multifaceted. The results of this study suggest that there is an enormous need for integrated support services along with targeted interventions among the displaced workers. A policy initiative to address the emotional impact of job loss would also prepare workers to cope with adverse impacts from technological changes. Policymakers, employers, and mental health professionals have to join hands in promoting resilience and well-being among the affected populations. Lastly, what is increasingly acknowledged and acted upon are the psychological dimensions of job displacement: building a better labor market for tomorrow.

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