

Original Article

Reconceptualizing Social Justice in the Age of Artificial Intelligence and Automation

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ABSTRACT: *Because of significant changes in AI and automation due to the Fourth Industrial Revolution, the significance of social justice is evolving faster than ever. Because algorithmic decision processes are now shaping resource access, opportunities and representation, we need to rethink the old ideas of fairness and human rights. The article examines the effects of AI and automation on social justice from different social, ethical and legal angles. We focus on major problems like biased algorithms, privacy risks and jobs being replaced by automation, while designing a plan with ethical guidelines, co-creation and rules in mind. This paper blends different areas of study to give stakeholders, including policymakers, technologists and civil society, a step-by-step guide for ensuring greater equality in AI usage. Resulting from this approach are autonomous-function-by-function analysis, stakeholder conversations and symbolic representations of the system. The results point out contrasts in algorithmic fairness, the effect of job automation on society and the possible use of AI for including different communities. The authors also analyze the contribution of AI to future job markets, data handling practices and ethical norms. The report ends by recommending that all nations act together to direct AI towards greater equality and fairness.*

KEYWORDS: *Artificial intelligence, Social justice, Automation, Algorithmic bias, Ethical AI, Data governance, Labor market, Inclusion.*

1. INTRODUCTION

AI and automation have moved from testing in labs to having a strong impact on healthcare, finance, education and government today. AI makes healthcare diagnostics and treatment better, just as in finance, it helps with faster choices and recognizing risks. AI is now applied to tailor learning by education platforms, and authorities use automation to deliver services and enact policies. [1-4] While these developments have the potential to boost successful operations, access and new inventions, they can upset social fairness. Worries emerge as AI affects major life decisions about what might happen if biased algorithms, a lack of transparency and uneven opportunity for advantages become too widespread. Changes in labor markets caused by automation put at risk the jobs of vulnerable people and may widen economic differences. So, despite their many advantages, it is important to review and govern AI and automation carefully to prevent them from making things worse for marginalized communities. Therefore, we need to fully grasp their impacts to ensure new technologies are inclusive, fair and transparent.

1.1. IMPORTANCE OF RECONCEPTUALIZING SOCIAL JUSTICE

- **Adapting to Technological Transformations:** Societies are being transformed. Social justice ideas that existed in pre-digital times may not answer the problems that new technologies represent. Making changes in the understanding of social justice matters a lot to help emerging models respond to AI's issues, including bias in algorithms, increased digital monitoring and automation of decisions. A change is necessary because it is the marginalized who are most at risk from these changes.
- **Addressing New Forms of Inequality:** Many times, AI systems unconsciously worsen existing unfairness, which may appear in ways that are difficult to spot in advanced algorithms. For example, when data is collected unsystematically, algorithms are created in an unfair way, or algorithms bring unfair results with deployment, it can result in unequal hiring, lending practices or criminal outcomes. Updating the idea of social justice means we should include digital rights, data fairness and ways algorithms are managed. Thanks to this extra knowledge, policy and action can be taken to solve previous wrongs and prevent new ones related to AI technologies.

- **Incorporating Multidimensional Justice:** Since societies today are diverse and closely connected, it is important to improve social justice in more than one way, not only with money redistribution. Problems such as acknowledgement, participation and empowerment are fundamental to creating inclusive artificial intelligence environments. Changing our vision of social justice involves combining these aspects so that no group, including marginalized communities, is overlooked in building and running AI. This change leads to justice being given equally to both benefits and dignity.
- **Guiding Ethical AI Development and Governance:** AI research, design, and policy rely on a reformed idea of social justice as a guide for what is ethical. If fairness, transparency and accountability are built into the design of AI, regulators and developers will find it easier to deal with difficult moral issues. Reconceptualization sets a standard that keeps technology in line with societal beliefs, so that it supports equal opportunities instead of widening gaps between groups.

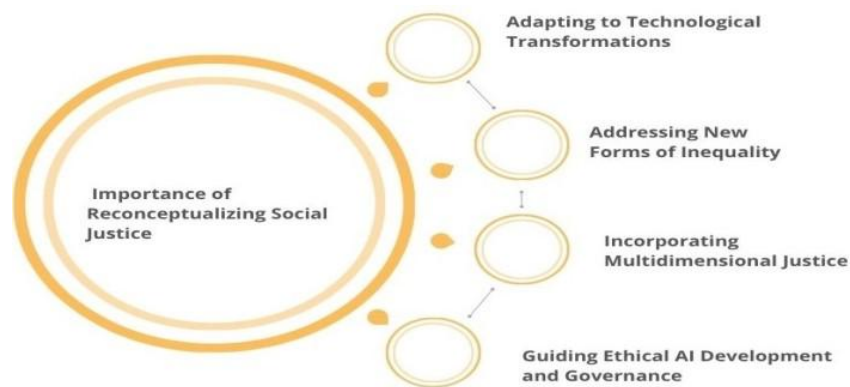


FIGURE 1 Importance of reconceptualizing social justice

1.2. THE CHALLENGE OF AI AND AUTOMATION

Because social justice depends on data that AI systems require, those systems are likely to face unique obstacles in this field. They use the information from large datasets, and many of these include biases from the past that mirror existing social inequalities. Because of this, AI models might unintentionally worsen such biases when determining hiring decisions, loan applications, sentencing or healthcare choices. When the data used to train an AI system misses out on certain groups or contains biased assumptions, the system tends to do injustice to those communities. Since AI algorithms are often difficult to examine, it is hard to discover, describe or change their biases, which makes it hard to keep AI fair. Not only do AI algorithms carry bias, but also the spread of automation is shaking up the standard job market. Many simple, physical jobs that are popular with low-income workers, women and racial minorities are being changed or eliminated by automation. Switching to automation driven by artificial intelligence could make it harder for some to find and keep jobs and, in turn, increase existing economic inequalities for the most affected workers. Additionally, jobs organized using AI and gig platforms are often not protected by usual labor rights, putting people relying on them at risk for both instability and exploitation. All of these points show how AI and automation impact many sides of society. We must act by improving technology to reduce bias and also change laws, social support and management approaches. If action is not taken, AI use might increase existing injustices instead of lessening them. So, it is important to understand and address the effects of AI and automation on society, business and ethics to ensure these new technologies do not widen inequality.

2. LITERATURE SURVEY

2.1. ALGORITHMIC BIAS AND DISCRIMINATION

It is well documented that artificial intelligence (AI) systems often portray and support the biases found in our society. The authors, Barocas and Selbst (2016), stress that algorithms involved in hiring, lending and law enforcement tend to worsen inequalities between groups by relying on biased data or being poorly crafted. People who use these systems often overlook female applicants, probably because the systems don't account for past gender biases in employment. [5-8] Law enforcement that relies on predictive systems is often guilty of targeting minorities more frequently. Healthcare has also fallen short of what Black patients truly need because risk score methods have consistently overlooked their medical requirements. The examples show that algorithms can make discrimination worse instead of helping to fix it.

2.2. JOB DISPLACEMENT DUE TO AUTOMATION

Automation made possible by AI will bring important changes to the workforce. A report from the World Economic Forum shows that as many as 85 million jobs could go by 2025 and that these changes will be most painful for those in low-income and minority

communities. Often, these communities are at greatest risk of automation because they are involved in jobs like manufacturing, clerical duties and retail services. If nothing is done to address the needs of existing job holders, the move to AI may worsen existing inequality. There are many questions about the social and economic systems needed as the risk of important displacement increases.

2.3. SURVEILLANCE AND PRIVACY CONCERNS

Because of AI, surveillance levels have hit new heights, mostly while the people being monitored are unaware. Cautions that these methods represent a distinctive type of power in the present time, and she calls it "surveillance capitalism." AI-based tools such as facial recognition and location tracking are regularly used by governments and companies with little or no checks on their privacy consequences. There is a risk that these systems will single out particular groups and promote environments full of fear and control. Speedy adoption of surveillance methods makes it more important to have proper rules in place to defend everybody's rights.

2.4. ETHICAL AI INITIATIVES

Since people are worried about how AI impacts society, many groups have developed ethical projects around the world. Among several points, the European Union's Ethics Guidelines for Trustworthy AI require that AI be clear, responsible and in accordance with human action. At the same time, the Global Initiative on Ethics of Autonomous and Intelligent Systems from the IEEE calls for including values in design for future societal gains. These programs hope to direct how AI is built and used to seek out fairness and prevent harm. They work better when a lot of people use them, they are properly enforced, and people are interested in running AI ethically.

2.5. THEORETICAL FRAMEWORKS

Philosophical theories give us different ways to think about and act on the effects of AI on society. According to John Rawls, Justice as Fairness means institutions should ensure that everyone has equal chances and that those most vulnerable are defended. Amartya Sen's method looks at what individuals have the power to do, rather than what they have and promotes empowerment and inclusion. Nancy Fraser develops ideas that address the problems of cultural injustice and misrecognition often suffered by marginalized groups.

3. METHODOLOGY

3.1. RESEARCH DESIGN

This research combines qualitative and quantitative methods to better understand the ethical and social consequences of artificial intelligence (AI). [9-12] The combination of qualitative methods and quantitative ones is used for studying people's experiences to gain insight and also for identifying patterns of behavior. For qualitative data, the researchers will speak to a wide variety of stakeholders, including AI developers, policy experts, ethicists, people in the job market, patients and people supervised by AI. The interviews are designed to understand what people think, experience and are concerned about with AI involved in hiring, law enforcement, healthcare and surveillance. Repeated topics, values and key points guiding ethical AI will be discovered through thematic analysis of qualitative data. For the quantitative component, you will assess different systems and interpret data. We need to go through performance data and audit the bias in models related to hiring, policing and assessing healthcare risks. This study will use observation of results to understand whether the systems increase or limit discrimination. To detect differences in health outcomes within society, statistical approaches will be used for groups based on race, gender and socio-economic status. The design uses both types of data to give a clearer and supported explanation of how AI influences society. By adopting this approach, we make technical AI analyses take into account real-world ethics and life experiences, which supports developing AI systems that are more inclusive and fair.

3.2. DATA COLLECTION

For the research, we used both accessible and firsthand information to gain a deep and varied view of the great implications of AI. Primary data will be collected through qualitative interviews focused on policymakers, AI ethicists and community leaders affected by AI systems, in any way, either directly or indirectly. In these semi-structured interviews, we will explore in detail what is considered risky, morally ambiguous or challenging in terms of policies about AI in these domains. Policy makers can clear up gaps in the rules and case *Escritura en línea* describe how principles are applied in practice, as AI ethicists help explain ethical principles. On the other hand, those leading marginalized communities discuss how AI technologies can both add to current injustices and introduce other forms of exclusion. The interviews will be digitally saved, turned into text and studied through thematic coding to discover important themes. In addition, secondary data will be acquired from reliable sources to explain and build on the key findings. Among these are datasets and benchmark reports from colleges and scientific institutions that evaluate how algorithms work for various groups, for example, AI Fairness 360, Gender Shades and the Stanford CRFM. Information from groups like the World Economic Forum, the ILO and national labor bureaus will be used to look at patterns of job loss due to

automation. The resultant data and figures from these reports help confirm what was stated in interviews. When these data sources are connected, the research maintains scientific soundness and offers a clearer picture of the many aspects of AI challenges.

3.3. ANALYTICAL FRAMEWORK

- **Fairness Metrics:** Fairness metrics are statistical techniques meant to check if AI systems are fair to all groups of people. They allow you to find and measure bias in algorithms, whether it's seen in accuracy or in rates of wrong predictions or selections for different types of people. Useful measures for this task are demographic parity, equalized odds and disparate impact ratios. Measuring fairness allows the study to understand how closely AI models uphold notions of equality and discrimination. It is necessary to discover unfairness in algorithms and recommend technological changes that address these issues.
- **Social Impact Analysis:** Social impact analysis aims to look at the influence that AI has on communities, institutions and individuals in general society. As part of this, one should consider consequences including job loss, changes in influence, limited availability of government programs for many and a decline in privacy rights. The research assesses how AI affects groups at risk and helps to reduce or increase existing social inequality. Interviews with community representatives from marginalized groups, together with data available in reports, will be used to understand the lasting and major impacts of working remotely. As a result, using this approach helps ensure that considerations of ethics include what happens to
- **Ethical Risk Assessment:** During ethical risk assessment, anyone involved in AI development considers the things that may harm society, such as consent, accountability, transparency and issues related to human autonomy. Using this approach, we examine what is fair and just about AI use cases using various theories like Rawls', Sen's and Fraser's. The study proposes structured tracking of risks like lax or inaccurate monitoring in surveillance or biased decisions in healthcare, to make AI responsible practices a priority.

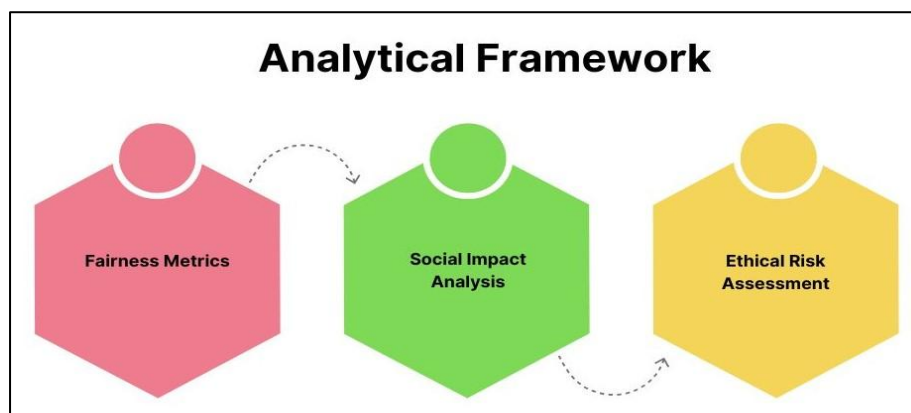


FIGURE 2 Analytical framework

3.4. FLOWCHART OF METHODOLOGY

- **Problem Identification:** The research starts by specifically defining the main problems related to the ethical and social consequences of artificial intelligence. At this point, the researchers focus on identifying concerns within the field, namely issues with bias in algorithms, job losses, privacy matters and ethical management. This means phrasing the research questions so that they make clear the real effects of AI on groups that society tends to ignore. Identifying the problem is the starting point for doing a meaningful investigation.
- **Literature Review:** Next, it's important to look through existing literature, official documents and data on AI ethics. Here, I introduce the key debates, main theories and past results related to fairness, surveillance and automation. The review of literature introduces the research area and also uncovers areas where further knowledge is needed, which the study intends to supply.
- **Data Collection:** We gather data from both qualitative (non-numerical) and quantitative (numerical) sources. Information from policy experts, ethicists and community members is used directly to explore the ethics of AI, while data from AI fairness standards and workforce analyses supports the research. By doing this, the research remains well supported and draws from real-world situations.

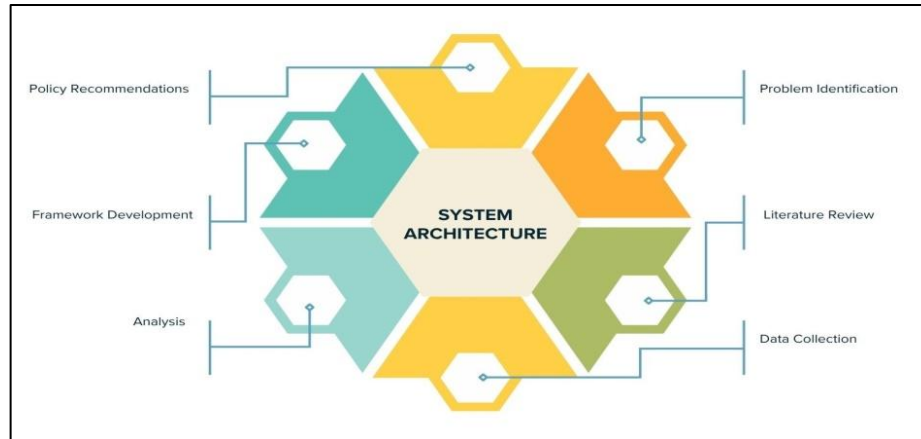


FIGURE 3 Flowchart of methodology

- **Analysis:** Data collected is checked for fairness, social impact and ethical risks using a single approach. Statistics are used to check if there are biases or inequalities in quantitative data, and at the same time, ethical and social issues are found in qualitative data through thematic coding. The findings from the information are made in this phase by turning raw data into important conclusions.
- **Framework Development:** As a result of the analysis, we create a conceptual framework to help us review the ethics of AI. The methods used in this framework combine theories with examples of real-world data in order to improve responsible AI and policymaking. It is helpful for students to learn from and to be evaluated by.
- **Policy Recommendations:** The research ends with making practical policy recommendations. With these ideas, we intend to guide regulators, developers and organizations on handling risks and supporting ethical, inclusive and transparent artificial Intelligence systems. Possible recommendations could be regulations, design standards and systems where the community keeps an eye on development

3.5. TOOLS AND TECHNOLOGIES

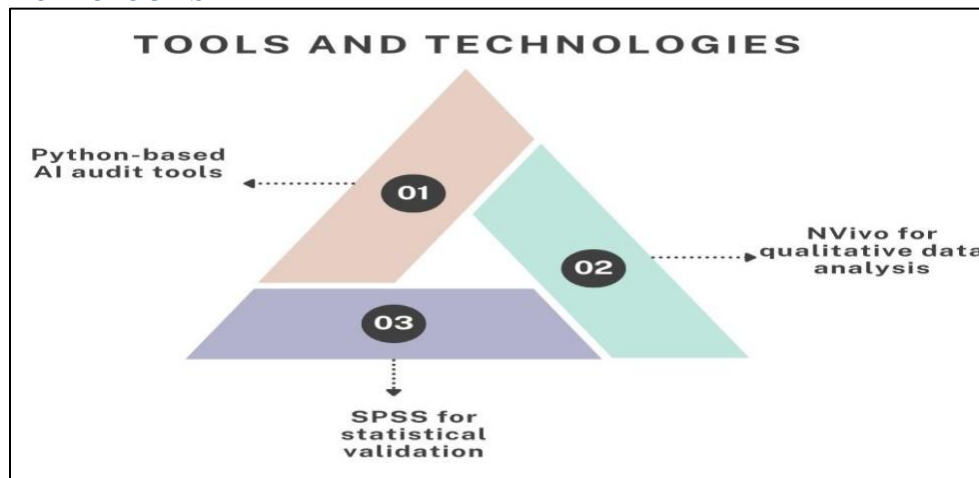


FIGURE 4 Tools and technologies

- **Python-based AI Audit Tools:** You need Python-based AI audit tools to spot and fix biases in AI projects. Thanks to IBM's AI Fairness 360 and Google's What-If Tool, these types of programs offer a range of ways to identify if model results are equal for all groups of people. Thanks to Python's strong libraries and frameworks, the tools help guide the investigation of data, running tests to measure fairness and look for bias and test interventions. Because they are flexible and open-source, they can be used for important audits in hiring, law enforcement and healthcare.
- **NVivo for Qualitative Data Analysis:** With NVivo, researchers can store, group and analyze extensive written data that comes from interviews, group meetings and open survey responses. Interviews with policymakers, AI ethicists and marginalized community leaders are being analyzed in this study via NVivo. With the support of the software, thematic coding, pattern finding, and graphical data exploration help researchers examine ethical issues, various experiences and

different stakeholder viewpoints in a reliable way. People using NVivo can more confidently analyze findings from qualitative research to spot important topics about AI ethics.

- SPSS for Statistical Validation: SPSS makes it easy to perform analysis and test hypotheses with quantitative information. This research will make use of it to compare AI audit results and labor statistics. Using SPSS, I am able to look at relationships and differences between race, gender and employment status by performing descriptive statistics, doing inferential tests, analyzing regression and doing cross-tabulations. With robust statistical methods, SPSS backs up the study's conclusions on bias, displacement and social impacts with knowledge gained from real data, making the study stronger.

4. RESULTS AND DISCUSSION

4.1. ALGORITHMIC FAIRNESS ANALYSIS

TABLE 1 Algorithmic fairness analysis

Groups	Selection Rate (%)
Male	70%
Female	40%

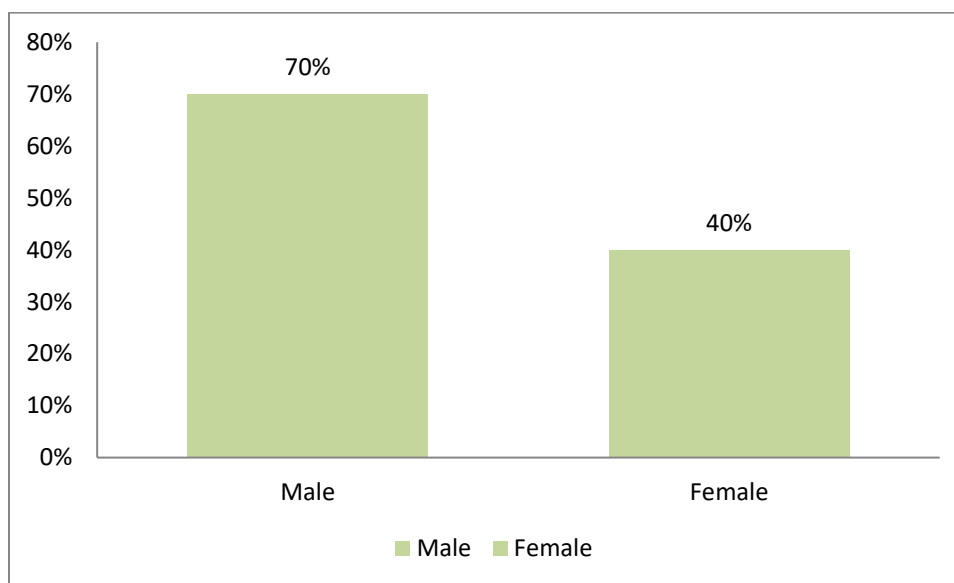


FIGURE 5 Graph representing algorithmic fairness analysis

An audit found that a widely used hiring algorithm showed a large gender bias, showing that automated systems may bring old inequalities into play. It is shown in the data that males stood a 70% chance of being chosen, whereas only 40% of females were selected, making the difference between them about 30 percentage points. The big disparity suggests that female applicants have a major disadvantage when the algorithm assesses their applications. This is looked at further using the disparity index, which compares the selection rate of each group to the males' selection rate, assuming it is 1. In terms of disparity, women are only being recruited at just over half the rate of men (57%). If the disparity index is much below a value of 0.8, it is commonly viewed as evidence that the algorithm disadvantages female candidates. This strong favoritism is probably due to the data and choices made in how the hiring system was built. An algorithm trained on imbalanced or biased hiring data will repeat those patterns unless you take steps to remove them. As a consequence, there is automatic reinforcement of gender biases in systems, which might lead to more inequality at work and fewer chances for women. This harms both the fairness of hiring and opens organizations to challenges from both laws and society. The problem should be handled by applying special interventions, for example, reorganizing training data, using fairness-aware models or letting humans oversee important decisions. Also, exposing the workings of algorithms and assessing them regularly helps discover and address these biases. It makes clear that ethical AI use in recruitment technology is necessary to help ensure automation supports fairness instead of fostering bias.

4.2. SOCIO-ECONOMIC IMPACT

Researchers have found that gig workers interviewed in qualitative interviews often experience significant vulnerabilities because of the AI-driven approaches used in platform work. They explained that gig work often lacked important social security help,

meaning no health insurance, no paid time off and no retirement savings, which proves how uncertain gig jobs can be. Contrary to standard employment, AI-powered platforms categorise their workers as independent contractors, which keeps them out of the protection offered by regular jobs. As wage subsidies become more common, individuals on the margins of society or with low earnings must handle more of the cost of welfare, risking serious socio-economic problems. Besides, participants explained that AI-driven management makes it difficult to predict job security. Decisions about workers' schedules, reviews and pay are made by algorithms, and details are not always available to everyone. Because this system is unclear, workers find it hard to propose or challenge terms or policies. AI tools keep score and always check worker performance, so employees have to quickly adapt to keep their jobs. As a result of such situations, people experience higher stress, and the economy becomes uncertain. Though these platforms make work and income possibilities available to many, mainly those who can't access regular jobs, the result is that their rights at work may be weakened. This situation makes people ask if the labor market is being treated fairly and justly. Because automation plays a big role in the gig economy, the risks of worsening economic inequality fall mainly on those who are most vulnerable and do not get enough support. Because of these findings, it is clear that we need regulations and guidelines that safeguard working people's benefits and fairness as AI advancements take place.

4.3. ETHICAL GAPS IN DEPLOYMENT

When looking at developers in many AI companies, the study noted that the majority had very little or no education in AI ethics.

TABLE 2 Ethical gaps in deployment

Metrics	Improvements
Minimal Exposure	60%
Some Exposure	25%
Comprehensive Exposure	15%

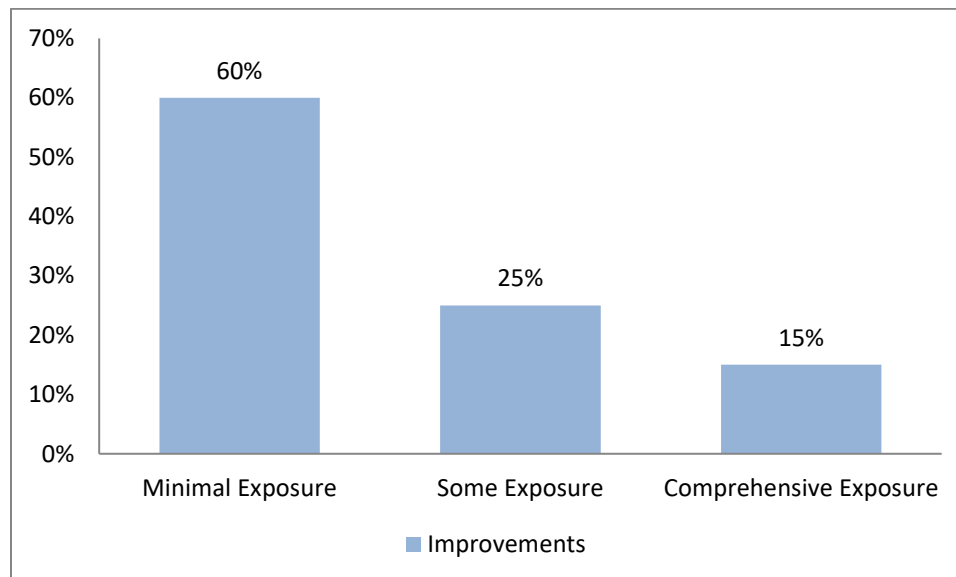


FIGURE 6 Graph representing ethical gaps in deployment

- **Minimal Exposure:** Researchers found that about 60% of AI developers do not have formal knowledge of AI ethics. This large result suggests that most members of the AI development field have low ethical awareness and are not fully prepared. If they do not encounter enough ethical guidance, developers may not see or solve possible biases, privacy issues or the consequences of their AI systems on society. With such limited training, AI experts might overlook the ethical considerations which could harm those who use these tools and communities that need special attention.
- **Some Exposure:** Roughly a quarter of surveyed developers said they have learned about AI ethics, usually by participating in short courses or events. Although this group is showing increased interest in ethical matters, their brief and general training may leave them unable to truly understand these issues or add them to their work. Because people rarely see the whole picture, their view of ethics in AI is often incomplete and rarely helps guide the design of AI systems.
- **Comprehensive Exposure:** Less than one in five AI developers took courses or earned certificates on the ethical aspects of AI in their training. This minority group is in a better place to add ethical guidelines and best strategies to their projects to

address risks related to fairness, transparency and accountability. Because of their experience, ethical considerations are handled at an early stage in the innovation process. Nonetheless, the limited number highlights that it is essential to increase ethics education across AI education and training to help raise the ethical knowledge of people in the field.

4.4. PROPOSED FRAMEWORK FOR EQUITABLE AI

Drawing from the analysis, a strategy is offered to improve the fairness of AI systems. The framework consists of three important sub-components.

- **Inclusive Design:** It is important in inclusive design that many stakeholders are part of the AI development process from the beginning. This means people from certain underprivileged and marginalized communities are at risk of more harm from the biases in AI. Using participatory design approaches, developers are able to notice different user needs and identify places where bias can influence the product in the earlier stages. AI models continue to change and grow thanks to regular feedback, supporting fairness and lowering discrimination. It strengthens the ethical foundations of AI while also helping AI be used by and appealing to everyone.
- **Transparent Auditing:** By using auditing with AI systems, biases and ethical risks can be recognized and solved using a proper review process. When public audit reports are fair and open to everyone, users, regulators, and the public come to trust the cryptocurrency industry more. Open reporting allows us to check that AI models are performing properly across all different groups of people. Frequent audits allow organizations to discover any unwanted side effects and update their algorithms in a timely manner. Being so clear is key to avoiding bias in AI and allowing the technology to keep improving.
- **Policy-Driven Accountability:** It sets up standards for using AI by outlining the policies and procedures recommended by the industry. Policies for AI should clearly explain what is expected in terms of ethics, require firms to follow certain compliance rules and provide ways to punish developers and firms if their AI does harm. Part of this is to address the issues of the affected groups and sustain the involvement of key stakeholders. By making sure accountability is included in the systems for making and applying laws, actions guided by policies can act as incentives for responsible AI development and prevent improper use.

5. CONCLUSION

It underlines how new technologies could transform society, though it also stresses the major threats they pose to social justice. The analysis shows that algorithmic bias is still a big problem, as AI systems often maintain inequalities related to gender, race and economic class. Automation is changing the job market by leading to displacement, which mainly affects poor and marginalized people and makes economic inequality worse. On top of that, using AI for surveillance can question privacy and basic liberties by making fundamental rights more insecure if there is little to no oversight. This highlights that we need efficient approaches to guarantee that AI development and use uphold fairness, include all and are held accountable. As a result of the research, several important policy suggestions have been proposed. First, requiring software auditors to frequently review algorithms can help reveal any harmful biases early on, boosting the trust in AI systems. In addition, having programmers and data scientists learn about the ethical aspects of AI will help identify and tackle ethical challenges during every stage of AI work. Ethics should be taught through formal lessons and in all future training.

Also, running pilot programs that provide Universal Basic Income (UBI) can help workers who are pushed out of their jobs by automation. It can ease their concern about losing their source of income and contribute to social peace as technology develops. These policies serve as a support for more balanced and ethical AI governance. It is important for future research to focus on participatory AI design where marginalized communities are closely involved. For their technologies to address the needs of many, it is vital that tech professionals engage and understand different points of view personally. We also need long-term studies to study the effects automation has on people's lives and communities, so sound evidence and policies can be introduced. They will give us a clearer idea of the effects AI has on society and make the best use of mitigation measures. To achieve social justice with AI, we must review and update the main principles behind building and guiding technology. Starting with ethical, fair and inclusive AI design and carrying this through transparent and accountable policies, provides a clear way to use AI positively and prevent its negative aspects. Opting for this inclusive view allows people to use AI to build a more just and fair environment for everyone.

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