

Structural Fallacy Exit and Layoffs

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In today's modern era, we are facing a newer challenge. Capitalist forces have overtaken socialists, and Marxism has now touched rock bottom. In pursuit of earning and making more money, the quantity has risen, and the quality has fallen. Brand names have extended their reach, and now it is not quality but the influential power of the buyer, or to be rightly said, the 'desirer', that defines the matrix of selection and rejection. 'Institutions' demand differently, and now that the 'honorary word' has taken a back seat, more of the emphasis has been placed on the 'name of the brand'. Opportunities have declined, and vacancies have fallen sharply. Most of the studies suggest 'Artificial-Intelligence' as the main reason, with 'automation' as its second reason for the same. 'Machines' and 'Artificial Intelligence' were made to improve the quality of life, but right now, they have reduced the quality of 'human output'. As a human, what used to be life? – Chit-Chats, laughter, long conversations, roaming, play, outings, foodie, and gatherings have now been reduced to sticking up in rooms, and with digital taking up physical presence, the necessity to roam or to go has been reduced significantly. The shift is clear: money in your wallet has now given way to cryptocurrency, and on

the move, it has transformed lifestyle, business setups, and market structure to lame orders to stay in your rooms to stop pollution, as if you will travel, it will create pollution. 'Solution' to the issues at hand cannot be solved by lame excuses like this, they require higher intelligentsia to think beyond. As a 'physical body', we require air, water, and food – the poorer the quality we get, the shorter is the life span we will have. The 'fallacy' lies here. Cutting forests in the name of the needs of civilization and planting saplings as a way to stop pollution and spreading the 'Go-Green' initiative won't make a difference, but it will definitely create a 'fallacy' that we are winning, although we aren't. 'Concentration' of population at a place with all hygiene factors (Here we will divide 'hygiene factors' into two parts – one is 'optimum for consciousness' and the other is 'optimum for physical self') is right now not possible. Either you sit like a frog in a well, considering well as your world, or you swim in an ocean, deep and unknown, but filled with life and happiness. 'Money' has changed its form, so has 'life'. 'Utility' has changed the look and feel of one's desire and ambitions. 'Utility' is now not on your quality of experience and your background, but it is on your 'ideation' and 'innovation'. 'Capitalist' forces give way to job insecurity and lots of stress. No one is there to save you unless and until state-led

forces help you attain 'social security.' Ways differ to attain the same. 'Money' can't be the only precursor to secure a person socially. 'Demotion' and 'layoffs' with performance and sometimes other detrimental criteria lead to the end of the career of many, as well as socially, they have been driven down to rock bottom.

So, where we stand right now, the answer to the question is that we have transitioned to a newer form of life where 'movement' has taken back-stage and 'ease' of procurement and reach-out to the outer world for your resources, both physical as well as virtual, relating to the hygiene and motivational factors has increased manifold, thereby leading to an on-the-move fast life. A person sitting at home has ample time to create, ideate, and perform duties, but at the same time, such a lifestyle has changed the basic structure of life. By nature, we are required to perform duties assigned by nature each moment of time, and as we age, we do daily chores, fall sick, and then die too. Everything is not in our hands, and we cannot control these natural things that make us vulnerable to many bad things, which is due to the sedentary lifestyle that we have. Adding to it, the paranormal changes have taken place, and now 'automation and AI' have started reducing the jobs, or to rightly say, have started to change the nature of

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employment. Now, technically knowledgeable jobs have been reduced, and more lower-paying jobs are available as all the processes that required higher intelligence have been automated.

As this trend of automation goes ahead, so does the need for humans decrease. Quick outputs and quick 'inputs' are now easy to present thanks to technological advances.

The cruel result of all the above-mentioned happenings, namely - AI, Automation, Technology, ease, quickness, internet, online e-commerce websites, GPS, wireless technologies, has led to the loss of premium jobs. We are far from the truth. 'Our life is a meaning-making machine.' And there is nothing beyond. We are deviating from the real purpose of life, which is salvation. 'Knowledge' has risen, but at the same time 'employability' has been reduced.

'Time ' is now to stop competing and let the other priorities work side by side with the machines. The goal should be to induce betterment of life rather than the race to success. We have to change the meaning of success. Success should not be money, promotions, or results of various activities that we perform in our day-to-day lives. It should be based on the betterment of health, wealth, and relationships

It is now imperative that we cannot compete with the machines, but we need an ambience between the two – life and machine – to love life fully and to work in ambience with nature. To do so, we need assistance with machines – they are our support. Man and machine will function together to produce harmony and a successful result. Android is the new name for such collaboration between man and machine, and together with AI, it will result in the upgradation of human psychology and strength. 'Artificial intelligence' has given wings to the human race. Lots of things that were only in dreams are now made possible. Examples are many, and they include

flights, health-support systems, GPS positioning, mobile, memory, and wireless technology, to name a few.

What will be the salient points to achieve the same are labelled as below:

1. Adopt a socialist life with an equivalent salary model, with remuneration to be provided to the weak and destitute
2. Advanced health check-ups for everyone to allow life to persist
3. Education for all, free education to the poor
4. Higher Education is not based on merit, but on ability and behavior.
5. An 'income incentive' to be introduced at the time of birth and retirement by the nation to take care of the individual when he is not earning
6. A special living style to be introduced for all, in which there will be a routine with a balance in the introduction of technology and education. Competition is to be reduced with the introduction of a style of living with emphasis on technology and education.
7. 'Machine' to take in place of the actions of man, which really induce speed in his abilities, but also allow him to continue the necessary physical and mental activities necessary for the sustenance of life.
8. Identification of necessary physical and mental activities that are necessary for the sustenance of life.

Being in nature is utterly important, as it is said that you cannot grow flowers on a palm, so you cannot detach yourself from nature and assume that everything will happen in a closed room on the powerful medium of the internet, which facilitates AI and Android. We are all trying to imitate being present in nature, but nothing can undo the sense of belonging to nature physically and mentally.

So in a nutshell, we have increased the pace of life, and now we have a different problem at our hands – we are detached from nature, and also we are failing to realize the issue at hand that sensations are not real, and the frame of reference is also relative. We are living in a creation of space and matter where we exist, and we cannot avoid them. We have to be with nature physically; it is essential to survive.

Causes of exit and their consequences:

Causes of Exit/Consequences	Effect on Income	Effect on life	Relocation-related Issues	Salary Constraints	Quality of Life	Effect on Family
Better Opportunity	High	High	Resolved	Visited	High	High
Layoffs	High	High	Constraint	Constraint	Low	Low
Exit	Depends	Depends	Resolved	Resolved	Low	High
Demotion	High	Depends	Resolved	Constraint	Low	High
Stagnant Condition	Neutral	Depends	Resolved	Constraint	High	Low
Retirement	High	Depends	Resolved	Resolved	Same	High

Clearly, we can see that there is a tradeoff between the causes of exit and its resultant consequences in the concerned job. Whether the cause is anything, the major effect is on the person's finances. So to avoid the consequences of a bad nature, we have to stabilize the resultant effect by introducing state-supported (if possible) financial support so that everyone can end up out of this vicious circle of what we can call 'troubled finances.' The state can support a handful of people, as the population of the state is so large that it is not possible to take care of all the people, so there is a need to introduce certain guidelines so that each deserving one is covered under the support system held by the state or through institutions of repute. This can be done at the graduate or post-graduate level by suitable standards introduced by the government from time to time.

Some of the ways to initiate such measures are through the sponsored scholarships, or to be rightly called, assistance starting from the time of birth till the death. All these come under social security measures. Considering the life cycle, a person needs support from birth.

We can label this initiative into the following stages:

1. **At the time of birth:** When a child is born, a compensation scheme has been introduced for the mother and the child, but it is too short. A child is vulnerable until the age of six years and above. So, although a scheme exists, it has a very low monetary component and coverage level, and also it is of a very shorter duration. 'Life' is too important and is priceless, and it needs to be secured in any way. One of the secured ways is to get it insured at the time of birth or to get a deposit made in a bank, which will yield money to the newborn child and its mother directly into their account. 'Birth' of a child is an auspicious event, and each one is unique, and with proper nurturing, what it will result in in the future is unknown. He may become a leader or a technocrat, and who knows what he will turn himself into? So he is the future, and to invest properly in the future is a necessity of the time and age. There exist many ways to do so, and one way is to keep an amount of deposit in the name of a child in the bank and create a money multiplier deposit scheme, which will continuously inject money into the account of the mother and child that will assist them in their growth and life.
2. **At the time of metric education:** At this time, the child starts to explore a newer set of opportunities and is ready to take up any vocational course, like in commerce, science, arts,

administration, etc., so this is the most crucial part of their career. The marks secured in high school always reflect in the profile of the student throughout their active career. At this time, the child needs support in the field of vocational learning and reading material. 'Money' is not only the precursor but is also the facilitator, but more important than 'money,' it is intellect and time that matter most. If you have the right intellect with optimum (not best) resources, you will have ample opportunities to amplify your progress into money. Success is a relative term, and at this stage, any type of negation is pre-qualified to ruin your life. Sincerity, devotion, dedication, and intellect can do wonders at this stage. Add discipline and family support, and any kid will do wonders at this time, which is crucial for the rest of their life.

3. **At the time of graduation:** During the graduation, almost 80% persons have already stepped into their designated careers. So, this is not as important as the previous stage, but according to the reputation of the course, there is a trade off between the careers after the course. In some cases, it is post-graduation, and at other stages, it is a job, and the pursuit for excellence continues, but at this juncture, not much separation exists between the students. They are already distinguished by their past successes. 'Selection' into the graduation in itself marks an important point of success in a person's life. So, a demarcated life from here has already started. This is the most remembered and one of the most celebrated years of life. Greatness is achieved at this moment. Some of the most celebrated celebrities and world leaders have risen from this stage of life. Some of them didn't even complete their graduation and were dropouts from their courses, but still are at the top of what they are pursuing. Examples are Elon Musk, Bill Gates, and Mark Zuckerberg, and there are still many to name.
4. **At the time of Post-Graduation:** Post-graduation is sometimes a forced option, and at other times it is a product of passion, designated career planning, growth, and better opportunities. In some careers, post-graduation is a necessity, like teaching, but in others, it is not, like corporate jobs, which require highly skilled individuals, for which highly activating courses are required, like management diplomas, which lead to highly skilled personnel. In some professions, graduates are more successful, and in some of the other professions, post-graduates excel. Like in

engineering, graduates excel, while in the post-graduation case, medical professionals excel. For teaching, it is necessary to hold a Doctorate.

5. **At the time of exit from the job:** Whatever job you are in, you have to face the ups and downs of life in it. Some of the jobs are highly paying and are also volatile, and capitalist forces operate. Whereas at the same time, some jobs are difficult in nature and marred by the socialist forces, i.e., they are difficult to leave and are slow progressing in nature. ‘Social security’ comes here in force. Capitalist force-driven jobs are highly paying and rewarding, but at the same time, they are highly volatile, and the chances of exit are very high. On the other hand, the socialist driven jobs are cumbersome and at the same time are of very high responsibility, at times, driven by the severe results if the decision taken is wrong. Socialist jobs are thus secure and safe and encompass the whole lifetime of opportunity, insured and covered.
6. **At the time of retirement,** we all have to say goodbye to the institutions in which we work. It is slightly more disturbing than saying goodbye to the schools, colleges, and other people, places, and institutions with which we are connected. Your workplace provides you with a sense of identity with which you are seen in society, and it also serves as a sense of power and influence you exert on others. This is said to be the last identified workable situation for a person; very few are able to work after this phase. All the grace and power perish with this stage. Social security in the form of a provident fund and gratuity remains, and in quite a few cases, a pension is introduced as an income after the job. ‘Money,’ as said, cannot buy happiness, but for the rest of the other things, it is needed to survive.

It is imperative that a certain compensation and benefit scheme exists at various levels, but it is incomplete as of now, and coverage is also lacking. Not many are covered under the scheme, which is present at the time of birth, and lesser qualifications exist at the level of metric, graduation, and post-graduation, with no scheme available at the time of exit from the job. A pension scheme exists at the time of retirement, but that too has been waived off right now.

Our ‘Education-System’ is at fault too. We are awarding the same degree to everyone, but still, the level of expertise, talent, performance, and recognition is too low. The ‘ability’ and ‘performance’ are always in question, and with it, the ill-fated generation is marred by lower guidance and

exposure, and thus, they fail to justify their status in real time. ‘Selfish’ capitalistic pursuits have led everyone to aspire for coveted, honorable positions, which has led to the dilution of the brands, deterioration in the level of expertise, and thus teaching. ‘Money’ and ‘Knowledge’ are not on the same side of the coin; one leads to the other, but in 90% of cases, this is not true. ‘Knowledge’ needs dedication, devotion, and sincerity. Money is one of the supporting points, but not always. Not everyone can gain knowledge because not everyone has the capability to gain knowledge. Capability, the right mindset, guidance, and support, both from society and family, with associated values, principles, attitude, and behavior too. ‘Money’ can provide you with guidance and support, but not always. ‘Success’ is not a fixed procedural flow; it is actually innovation that leads to ‘success.’ ‘Innovation’ here means to achieve something newer with existing resources, and over the last 100 years, with automation and the internet engulfing the whole world and bringing shared resources nearer, the human thought process has risen a lot. With these kinds of resources available, only the thinking process needs to be superior to achieve extraordinary results. This ‘Thinking-process’ needs to be carefully scrutinized for a better development process of the world at large. Now this is where the issue lies, which can be listed as follows:

1. Unethical, biased filtering process of selection and recruitment process.
2. Division of talent as per identity crisis, which is based on religion, caste, gender, and other ethnic factors.
3. Cutting down the opportunity process by filtering on various biases, mainly ethnic factors.
4. National well-being at stake due to brain-drain.
5. Money or financial issues associated with the courses.
6. Physical constraints involved with the availability of opportunities.
7. Automation and innovation are two distinct but support each other in the growth of the other, which is cutting down the ‘thinking process’ involved with processes that have already been automated and with newer innovations taking place through these innovations.

These are some of the issues, and if we go on further, the issue at hand will go on and on, but some of the major issues we have highlighted here are due to the constraints of physical, monetary, innovation, and automation, and also, last but not least, we have considered ethnic factors too in consideration.

Here, we have not listed constraints due to health, family issues, stressed relationships, wars, technology, advanced arms, space technology, dark matter, electricity, communications, and other prominent issues at large, which influence layoffs and exits.

At last, we have taken a look at exits and layoffs from the viewpoint of economic principles and nuances, and we have listed long-term, persistent issues that lead to exits and layoffs. We have discussed in detail the pertinent factors that lead at various stages of life, the exits, and their effects on the income, quality of life, and locational constraints. Effect on our education systems. The long-term 'Thinking process' that leads to career stasis and mid-career failures, toxic relationships, has also been discussed. We have also discussed the role of the state and financial incentives to support the related matters, as well as the after-effects of exit and layoffs, which will moderate the effects of exit and layoffs. At last, we have discussed in detail the innovation and automation, and how these related factors have led to layoffs and exits, and we have discussed at large the causes of the same, and also the related changes that we need to bring in our education system.

To conclude, 'Exit and layoffs' are now a cruel reality, and AI, continuous automation, and innovation have led to an advanced official setup, which has revolutionized the working space. It is

difficult, if not impossible, to curtail exits and layoffs unless and until we change. A mad race towards success will only lead to the furtherance of issues at hand. It is a structural fallacy and we have to deal with it throughout our lives.

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