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NCG Insight | Xeeladda AI-gu waxay marka hore ku fashilantaa Lakabka Bini'aadamka

Heather Grizzle · April 14, 2026

Oracle's AI-linked layoffs show where AI strategy fails first: the human layer. How separations are handled shapes the workforce that stays.

Xayiraadka shaqada ee dhawaan ka dhacay Oracle waxa loo soo bandhigayaa qayb ka mid ah dib-u-habayn ballaaran oo ku salaysan AI, laakiin sida loo fuliyay waxay muujinaysaa wax ka sii saameyn badan go'aan lacageed. Kumanaan shaqaale ayaa lagu ogeysiiyay hab isgaarsiin oo aan shakhsi ahayn oo dhexe, iyadoo gelitaanka nidaamyada si degdeg ah loo joojiyay iyo haddana wax yar ama aan waxba lahayn oo ka-qaybgal ah maamulayaasha. Marka shaqaaluhu la kulmaan kala tagitaan ka saaraya awoodda go'aanka, macnaha, iyo sharaftooda, dhacdadu ma sii ahaato hagaajin tirada shaqaalaha oo keliya. Waxay noqotaa calaamad dib u qaabaysa sida hadhaaga ururka uu u fasiro hoggaanka, xasilloonida, iyo qiimahiisa laftiisa.

Marka laga eego khatarta shaqaalaha, arrintu ma aha jiritaanka xayiraadka shaqada. Ururadu si joogto ah ayay dib u habeeyaan, oo qaadista maalgashiga xagga tignoolajiyada soo baxaya waa wax la filayo. Arrintu waa sida dib-u-habaynta loo hirgaliyay isla mar ahaantaana koritaan muuqda iyo maalgashi weyn oo ku saabsan kaabayaasha AI ay socdeen. Marka malaayiin doolar loo jeediyo awooda mustaqbalka halka shaqaalaha hadda jira lagu bixiyo hab-nidaamyo isku mid ah oo aan shakhsi ahayn, ururku si aan ula kac ahayn ayuu u sheegayaa in raasumaalka bini'aadamku yahay wax la iska tuuro halkii uu ka ahaan lahaa hanti la maareeyo. Aragtidaas kuma koobna kuwa ka baxa. Waxay ku dhex abuurmaysaa dhaqanka kuwa hadhay.

Saameynta dambe waa mid aan ahayn mid degdeg ah balse had iyo jeer la cabbiri karo. Shaqaalaha arka noocan dhacdada oo kale waxay bilaabaan inay ku shaqeeyaan kalsooni la hoos u dhigay, taasoo si toos ah u saameysa

> Marka kalsoonidu hoos u dhacdo, shaqaaluhu si bayaan ah uma soo

qaadashada nidaamyada cusub, diyaargaroowga wadaagista aqoonta hay'adeed, iyo ka-qaybgalka hindisayaasha kala guurka. Istiraatiijiyadda AI, gaar ahaan, waxay ku tiirsan tahay is-dhexgalka bini'aadamka heer kasta, laga bilaabo tayada xogta ilaa dib-u-naqshadaynta hawlaha ilaa qaadashada isticmaalayaasha. Marka kalsoonidu hoos u dhacdo, shaqaaluhu si bayaan ah uma soo horjeedaan. Waxay si aamusnaan ah uga soo baxaan ka-qaybgalka, dib u dhigaan qaadashada, oo ilaaliyaan muhiimadooda gaarka ah halkii ay ka gacan siin lahaayeen isbeddelka hay'adda. Halkanna waa meesha maalgashiga tignoolajiyadda ballaaran ay ka bilaabmaan hoos u dhac.

horjeedaan. Waxay si aamusnaan ah uga soo baxaan ka-qaybgalka.

Waddo dib-u-soo-kabasho ah waxay u baahan tahay wax ka badan dib-u-qaabaynta sheekada. Waxay u baahan tahay dib-u-dhisidda xiriirka hawlgalka ee u dhexeeya istiraatiijiyadda shaqaalaha iyo maalgashiga tignoolajiyadda. Hoggaanku marka hore waa inuu dib u dhiso xisaabtan iyadoo la adeegsanayo isgaarsiin toos ah oo gaar ah oo sharaxaysa ma aha oo keliya waxa dhacay, balse sidii go'aannada mustaqbalka loo fuli doono si ka duwan. Tan kuma tiirsanaan karto luqad guud oo ku saabsan mudnaanooyinka istiraatiijiyadeed. Waa inay wax ka qabataa guuldarrooyinka hawlgalka oo caddaysaa filashooyinka la xiriira sida shaqaalaha loola dhaqmi doono hore, sababtoo ah kalsoonida waxaa dib loogu soo celiyaa gaar ahaanshaha ee ma aha farriimo guud.

Sidoo kale muhiim ah waa dib-u-qeexista doorka shaqaalaha gudaha istiraatiijiyadda AI laftiisa. Ururada si guul leh ugu gudba isbeddelkan ma dhigaan AI sida qalab bedelaya. Waxay u qeexaan sida abaal-marin awoodeed oo bixiya waddooyin cad oo la gaari karo si shaqaaluhu ugu guuraan doorar la xiriira, u helaan xirfado la xiriira, oo ka qaybqaataan isbeddelka. Iyadoo aan lahayn qaab-dhismeedyo dhaqso ah oo gudaha ah oo dib-u-tababbar ah oo si toos ah ugu xiran nidaamyada la hirgaliyay, shaqaaluhu waxay u fasiraan maalgashiga AI sida barxad ka soo bixid halkii ay ka noqon lahayd fursad, taasoo hoos u dhigta qaadashada waqtiga saxda ah ee ay ugu muhiimsan tahay.

Ururku waxa kale oo uu wax ka qaadi karaa khataraha hawlgalka ee ay abuurto dhimista dhaqso ah ee shaqaalaha. Aqoonta hay'adeed kuma jirto dukumeenti kaliya. Waxay ku nooshahay habraacyo aan rasmi ahayn, xalal ku meel gaar ah, iyo faham

macquul ah oo inta badan aan la duubin. Marka tirooyin badan oo shaqaale ay ka baxaan iyadoo aan lahayn wadaagista aqoonta oo qaabaysan, ururku wuxuu dhaxlaa jilicsanaan qarsoon oo goor dambe soo muuqata sida aan-shaqeynin, khaladaad, iyo ku tiirsanaan sii kordheysa oo taageero dibadda ah. Aqoonsiga iyo ka hortagga khataraahan waa muhiim si loo xasilinayo hawlgalka kadib dib-u-habaynta.

Ugu dambeyntii, isbeddelka AI kuma xadidna sida ugu dhaqsaha badan ee kheyraadka dib loo qaybiyo, balse waxaa lagu qeexaa sida hab-dhismeedyada bini'aadamka iyo tignoolajiyadda si wax ku ool ah loogu daraayo. Dhimista kharashka waxay hagaajin kartaa booska maaliyadeed ee gaaban, laakiin haddii aan la lahayn istiraatiijiyad shaqaale oo waafaqsan oo ilaalisa kalsoonida, xafidta aqoonta, oo suurtogal ka dhigta ka-qaybgalka mustaqbalka, ururku wuxuu keenaa xasilooni-darro muddo dheer socda. Natiijadu ma aha istiraatiijiyad ku guuldareysatay macnaha caadiga ah, laakiin waa mid hoos u dhacday oo aan waligeed gaarin awoodda loogu talagalay.

Marka laga eego aragtida NCG, kala duwanaanshuhu waa mid fudud. Ururada u arka AI istiraatiijiyad beddel ah waxay hagaajiyaan kharashka. Ururada u arka istiraatiijiyad awoodeed waxay dhistaan faa'iido joogto ah. Kala duwanaanshuhu kuma jiro tignoolajiyadda laftiisa, balse wuxuu ku jiraa sida dadku ugu jiraan gudaheeda.

> **TIPS**
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> Know something about a sign language AI system that the public should know? Send it to tips@novaracg.com. Every tip is read by me and kept confidential. If you work in the UK, writing to us is not by itself a protected disclosure under the Public Interest Disclosure Act 1998, so before you share employer information, check your options with Protect (protect-advice.org.uk), the free whistleblowing advice line.

Sida loo tixraaco

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