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# NCG Fikrad: Ku-darsiga AI Wuxuu Marka Hore Ku Fashilmaa Lakabka Bini'aadamka

Heather Grizzle · May 6, 2026

*AI integration usually fails at the human layer, not the model. Governance, workforce adaptation and validation discipline decide maturity.*

Ururrada ku jira ku dhawaad qayb kasta oo dhaqaale ayaa dedaal ka dhigaya inay dardar geliyaan hirgelinta AI iyagoo hoos socda cadaadis ay ku saabsan tahay hagaajinta hufnaanta, dhimista culayska hawlgalka, iyo la socodka tartanka suuqyada oo isbeddelaya sida uu automation-ku qaabeeyo. Hase yeeshee, istaraatiijiyaad badan oo hirgelin ah waxay wali si aan la simneyn u diirada saaraan awoodda farsamada ee nidaamka laftiisa halkii ay ka fiirin lahaayeen xaaladaha hay'adeed ee loo baahan yahay si loo maamulo nidaamkaas si mas'uuliyad leh muddo ka dib.

Tani waxay abuureysaa mala-awaal khatar leh oo horumar ah.

Maamulayaasha waxay inta badan qiimeeyaan diyaargarowga AI iyagoo isticmaalaya calaamadaha iibsiga, waxqabadka bandhigga, xawaaraha hirgelinta, ama faa'iidooyinka wax-soo-saarka ee muuqda. Si kastaba ha ahaatee, horumarka hawlgalka AI marar dhif ah ayaa lagu go'aamiyaa inta lagu jiro iibsiga. Waxay noqotaa mid muuqata bilo ka dib iyada oo loo marayo dhaqanka shaqaalaha, isku duubniinta maamulka, anshaxa xaqiijinta, sii wadista helitaanka gaarsiineed, iyo awoodda ay hay'adu leedahay inay ilaaliso xisaabtan-la'aanta marka natiijooyinka AI-ku soo saaray ay noqdaan wax caadi ah oo ku jira hawlgalada maalinlaha ah.

Dhab ahaan, calaamadaha ugu horreeya ee guuldarrada maamulka AI badanaa waa kuwo yar oo aan si degdeg ah loo dareemin.

Maamulayaasha waxay bilaabaan inay wadaagaan soo koobitaan AI-soo-saaray iyagoon dejin filashooyin xaqiijin oo rasmi ah. Shaqaalaha si aamusnaan ah ayay ugu habeeyaan hawlgalladooda nidaamyo ay hoggaanku aan si buuxda u fahmin. Waaxyaha waxay hirgeliyaan qalab AI ah oo kala go'an si madax-bannaan, taasoo

abuureysa jawiyada maamul kala jajaban oo leh heerar aan isku mid ahayn ee dib-u-eegis, dukumentiyeyn, iyo xisaabtan. Dib-u-eegista helitaanka gaarsiineed waxay dhacdaa kadib markii hirgelinta la sameeyay halkii ay ka dhici lahayd inta lagu jiro qorshaynta qaab-dhismeedka, taasoo hay'adaha ku qasbaysa qaab-ka-qabsi falcelin oo aan la isku daynin qaab-dhismeed hawlgal oo isku dhafan.

Marka la eego dusha sare, arrimahan waxaa laga yaabaa inay u muuqdaan kuwo hab-maamuus ah. Qaab-dhismeed ahaan, waxay matalaan walaacyo maamul oo aad uga sii weyn.

Hay'adaha ayaa inta badan u qaataa in hirgelin AI oo guulaysta ay caddayn u tahay horumar hay'adeed. Runtii, hirgelintu waxay kaliya muujinaysaa firfircoonaanta farsamada. Horumarku waxaa lagu qiimeeyaa awoodda hay'ad ay ku sii wadanayso isticmaal ammaan ah, la baaraan karo, la sharraxi karo, oo hawlgal ahaan waafaqsan ee nidaamyada AI hoosta xaaladaha nolosha dhabta ah muddo ka dib.

> Hirgelintu waxay kaliya muujinaysaa firfircoonaanta farsamada.

Kala soocitaankaas ayaa noqonaya mid aad uga sii muhiimsan marka nidaamyada AI ay ka gudbaan tijaabinta oo ay galaan lakabyada ku tiirsanaanta hawlgalka.

Meelo shaqo oo badan, shaqaaluhu waxay hore u beddelaayaan qaababka isgaadhsiinta, qaab-dhismeedyada warbixinta, iyo dhaqanka go'aan-qaadashada hareeraha hawlgalada AI-ka caawiyo. Kala guurkani waxa uu inta badan ka dhacaa si ka dhaqso badan wareegyada horumarinta siyaasadda, dib-u-eegista waafaqsanaanta, barnaamijyada tababarka maamulka, ama qorshaynta u habaynta shaqaalaha. Sidaas darteed, hay'aduhu waxay bilaabaan inay ururSadaan ku-tiirsanaan hawlgal ka hor inta aan maamulka si buuxda loo dhisin.

Cawaaqibkani had iyo jeer si degdeg ah looma muuqdo.

Hoos-u-dhaca hawlgal ee la xiriira AI marar dhif ah ayuu ku bilaabmaa fashilaad musiibo ah. Sida caadiga ah, waxa uu ka soo baxaa ururinta joogtada ah ee xakameyn daciifa ah. Tallaabo xaqiijin oo la dhaafay waxay noqotaa dhaqan la aqbalay. Nidaam aan la dukumentayn ayaa isu beddela nidaam hawleed oo caadi ah. Shaqaaluhu waxay noqdaan kuwo ka digtoonaada inay ka soo horjeedaan natiijooyinka ay soo saaraan

nidaamyo loo arko kuwo awood leh. Hoggaanku wuxuu u qaataa joogtaynta sababtoo ah khalkhal muuqda weli ma dhicin.

Waqti ka dib, tani waxay keentaa qurmis maamul.

Arrintani way ka sii muhiimsan tahay jawiyada helitaanka gaarsiineed iyo isgaadhsiinta, halkaas oo nidaamyada AI ay si soo kordheysa u dhexdhexaadin karaan isdhexgalka bini'aadamka lafteeda. Qaybaha kala duwan, hay'aduhu waxay si degdeg ah u hirgelinayaan qalabka isgaadhsiinta la-abuuray, nidaamyada turjumaadda ee AI-ka caawiyo, jawiyada duubista qoraalka otomaatiga ah, iyo isdhexgalyada ku salaysan avatar-ka iyagoon lahayn qaab-dhismeedyo maamul oo heer sare ah kuwaas oo awood u leh inay qiimeeyaan sii-wadista, daacadnimada matalaadda, sii-hayn macnaha (context), ama xuduudaha xisaabtanka.

> **JAWIYAHAN GUDAHOOD, WAXQABADKA FARSAMADA OO KALIYA KUMA FILNA.**
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> Nidaamku wuxuu u muuqan karaa mid waxtar leh inta lagu jiro bandhigga, isagoo weli soo saaraya deggenaansho-la'aan hawlgal marka la hirgeliyo heer weyn.

Isku dheelitir-la'aanta isgaadhsiinta, hoos-u-dhaca macnaha (context), mugdiga baaritaanka, iyo qaladaadka matalaadda ayaa waqti ka dib is-kordhin kara, gaar ahaan marka hay'aduhu ay ka maqan yihiin khibrad gudaha ah oo awood u leh inay si aqoon-u-lahaansho leh u qiimeeyaan isdhexgalka AI-ka dhexdhexaadiyo.

Caqabaddani waxay muujinaysaa arrin suuq oo ka baaxad weyn oo la xiriirta horumarka isku-dhafka AI.

Hay'ado badan ayaa wali u arka qaadashada AI inta badan sida hawlgal hirgelin barnaamij ah halkii ay ka arki lahaayeen habraaca isbeddelka hay'adeed. Sidaas darteed, qaab-dhismeedyada maamulku waxay ahaadaan kuwo aan si buuxda loo horumarin marka loo eego xawaaraha hirgelinta. Siyaasadaha waxay ka dib maraan xaqiiqada hawlgalka. Istaraatiijiyaadka u-habaynta shaqaalaha waxay ahaadaan kuwo kala jajaban. Silsiladaha xisaabtanku waxay noqdaan kuwo aad ugu adkaada in la qeexo marka lakabyada go'aanka ee bini'aadamka iyo AI ay bilaabaan inay isku dhex daraan hawlgalka maalinlaha ah gudahiisa.

Hay'adaha ugu diyaarsan isku-dhafka AI ee waara ma noqon doonaan kuwa ugu hirgeliya nidaamyada ugu adag ee ugu dhaqsaha badan. Waxay ahaan doonaan hay'adaha awoodda u leh inay dhisaan qaab-dhismeedyo maamul oo la horumariya isla mar ahaantaa hirgelinta laftiisa.

Taasi waxay u baahan tahay wax ka badan maalgashi farsamo.

Waxay u baahan tahay hab-maamuus hawlgal, fikirka nidaamyada ku salaysan helitaanka gaarsiineed, qorshaynta u-habaynta shaqaalaha, hab-xaqiijin cad, qaab-dhismeedyo xisaabtan oo la dukumentiyey, iyo hoggaan diyaar u ah inuu baaro sida AI-ku u beddelo dhaqanka hay'adeed halkii ay kaliya u eegi lahaayeen sida uu u beddelo xawaaraha wax-soo-saarka.

Ugu dambeyntii, horumarka isku-dhafka AI lagama qiyaaso in hay'addu awoodo inay hirgeliso caqli-macmal.

Waxaa lagu qiyaasaa in hay'adu ay awoodo inay sii wadato in ay isu maamusho si waxtar leh AI ka dib markuu hawlgal ahaan si dhabta ah u galo.

> **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.

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## Sida loo tixraaco

Grizzle, H. M. (2026, May 6). NCG Fikrad: Ku-darsiga AI Wuxuu Marka Hore Ku Fashilmaa Lakabka Bini'aadamka. Novara Consulting Group. https://www.novaracg.com/so/2026/05/06/ncg-insight-ai-integration-fails-first-at-the-human-layer/