

## AUTOMATION IN CLINICAL WORKFLOWS: REDUCING HUMAN WORKLOAD OR ELIMINATING JOBS?

SAPTAPARNI ROY CHOWDHURY<sup>1\*</sup>, AYAN BANERJEE<sup>1</sup> AND SREEJITA BOSE<sup>1</sup>

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*Clinical workflows have been rapidly transformed through automation by merging electronic health records, robotic process automation, decision-support systems and artificial intelligence. In spite of their promising efficiency and error depletion, the main concern is their impact on replacing healthcare manpower. This study reviews whether technology in clinical tasks decreases human workload and errors or leads to job replacement. Drawing on references from Scopus and WOS indexed studies, the study finds out the pivotal points of automation, such as documentation, scheduling, diagnostics and administrative work force. The literature review indicates that automation results in task redistribution and transformation of role, but not human job replacement. However, the significant challenges noticed were workforce resistance, skill gaps and legal considerations. The paper concludes that to ensure a sustainable combination of technology, as an intensifying force in the healthcare industry, employees should emphasize the necessity for anticipatory workforce reskilling and policy frameworks.*

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