

Peer Review

Review of: "AI Adoption and Firm Demand for Workers and Skills: Insights from Online Job Postings"

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The manuscript addresses an important and timely question with a strong research design. The analysis of 3,539 firms over eight years, the comparison between AI-adopting and non-adopting firms, and the use of established measures all strengthen the contribution.

A few points could make the manuscript stronger. The classification of firms as AI adopters rests on whether they posted jobs mentioning AI skills during 2016–2019; it would help to note how sensitive the findings are to this definition.

Because the study period overlaps substantially with COVID-19, and while this is mentioned, it would be useful to discuss more explicitly whether pandemic-related disruption could confound the observed differences between adopting and non-adopting firms.

The alternative explanation, that AI adoption creates worker churn rather than net employment growth, is raised but not fully addressed. Since the manuscript also suggests comparing turnover levels as future work, acknowledging this limitation more prominently would strengthen the interpretation.

Overall, this is a well-executed study that makes a clear empirical contribution to the debate on AI and labor markets.

Declarations

Potential competing interests: No potential competing interests to declare.