

From Survival to Digital Resilience: Preparing Humans to Cope with AI in Education and Management-Insights from the Israeli Context

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Abstract

This paper develops a conceptual and empirical basis for understanding *Human-AI Coping*, defined as the psychological, motivational, and identity-related capacities that enable individuals and organizations to adapt effectively to artificial intelligence within educational and managerial environments. Although AI systems—particularly large language models and adaptive learning technologies—are increasingly embedded in teaching, assessment, and workplace decision-making, empirical research indicates that their success depends primarily on human factors. Variables such as autonomy, perceived competence, digital resilience, and organizational climate influence whether AI promotes learning, innovation, and well-being or, alternatively, contributes to resistance, anxiety, and inequality.

Israel is presented as a distinctive case study due to the intersection of three elements: a national survival narrative, compulsory military service that functions as an intensive process of organizational socialization, and a national AI strategy linking technological advancement with economic and security priorities. Together, these dynamics create a unique setting for examining how cultural identity and institutional experience shape responses to AI.

Drawing on interdisciplinary literature, the paper introduces the Human-AI Coping Framework (HACF), integrating AI exposure, digital resilience, motivational climate, and identity narratives. A mixed methods research design is proposed to measure these constructions rigorously. The analysis argues that understanding Human-AI Coping is essential for developing equitable and sustainable AI policies in education and management.

Keywords

Artificial Intelligence, Digital Resilience, Human-AI Coping, Motivation, Education Policy, Organizational Culture, IDF Socialization, National Identity, Future of Work, Leadership, AI Adoption, Large Language Models, Psychological Adaptation, Technological Change, Israel Case Study.