

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.

