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# Role of AI in Enhancing Work Efficiency and Opportunities for Women Employees in Micro Firms in Jaipur: A Systematic Literature Review

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**Abstract**

The increasing adoption of Artificial Intelligence (AI) presents transformative potential for micro-enterprises, particularly in enhancing operational efficiency and expanding employment opportunities for women. This systematic literature review examines published research on AI applications within small-scale business environments, with a special focus on women-owned micro firms in Jaipur, India. Following PRISMA 2020 guidelines, 265 records were identified via Scopus using keywords related to women's entrepreneurship and AI; after screening and eligibility filtering, 55 open-access journal articles were included for in-depth analysis. The review synthesizes findings across five thematic areas: AI-driven task automation and decision support; digital literacy and capacity building; gender-sensitive employment patterns; infrastructural and policy challenges; and sustainable development outcomes. Key insights reveal that AI tools—ranging from machine learning algorithms in inventory management to natural language processing in customer engagement—significantly improve workflow productivity (e.g., reducing manual processing time by up to 40%) and enable flexible, remote work arrangements that better accommodate women's socio-cultural needs. However, gaps remain in infrastructure readiness, digital awareness, and inclusive policy frameworks, which hinder equitable AI adoption. The study underscores the necessity of targeted interventions—such as subsidized AI training programs, public–private partnerships to upgrade micro-enterprise infrastructure, and gender-responsive regulatory policies—to realize AI's full benefits for women entrepreneurs. By mapping current evidence and identifying critical barriers, this review provides a foundational roadmap for researchers, policymakers, and practitioners aiming to leverage AI for inclusive economic growth in Jaipur's micro-enterprise sector.

## Introduction

The introduction is divided into five parts:

- Artificial Intelligence
- Micro firms in the Indian and Jaipur context
- Role of women in Micro Firm Enterprise
- Importance of AI in enhancing work efficiency
- AI and opportunity creation for women

### Artificial Intelligence

Artificial Intelligence (AI) is a branch of computer science founded on the premise that

intelligence—a fundamental characteristic of humans—can be so precisely defined that it can be replicated by machines (Grewal, 2014). One of the most widely accepted definitions of AI describes it as "the ability of machines to performtasks that typically require human intelligence" (Gignac &Szodorai, 2024).AI focuses on developing intelligent agents—systems that perceive their environment and take actions to maximize their chances of achieving specific goals. The field explores the design and development of computer systems capable of mimicking human cognitive functions such as reasoning, learning, perception, decision-making, and communication. It also involves the ability to move and manipulate objects, often giving the appearance of human-like intelligence. Artificial intelligence encompasses both the science and engineering of creating intelligent machines, particularly computer programs that can solve problems, adapt to new inputs, and execute complex tasks autonomously (Saini, 2023)

**Micro firms in the Indiancontext**

In economies in transition such as India, Micro, Small, and Medium Enterprises (MSMEs) are central to driving economic growth. Beyond their business activities, they also help maximize manufacturing exports, improve income distribution, reduce poverty, create employment opportunities, and secure rural economies (Poonam, 2023). Even though they dominate the Indian business sector, MSMEs have low levels of productivity, which constrain their capacity to scale. This is brought about by the industry's disorganized and highly decentralized structure (Annual Survey of MSMEs in India, 2025).

During this time of high-tech innovations, MSMEs are at a crossroads. As the support pillars of India's economy, their capacity to embrace and incorporate AI-based solutions will establish the direction of their future growth. Nonetheless, knowing their current AI adoption path, along with the most important challenges and opportunities, is critical in order to tap the true potential of AI and ensure India reaps the dividend of AI (Nasscom Whitepaper on AI Enablement for MSMEs, 2024). Thus, enterprise development continues to be an essential requirement for MSMEs' prosperity, making it possible for India to attain high and sustained economic growth while promoting the creation of jobs (Annual Survey of MSMEs in India, 2025)

**Role of Women in Micro Enterprise**

Micro enterprises are an important platform for evaluating and nurturing women's entrepreneurial skills. As they take an active role in business, women become economically empowered and can contribute more to world development (Poonam, 2023). Whether in formal or informal business sectors, involved in small- or medium-sized production activities, or running hybrid business models, women's entrepreneurial activities contribute positively to their individual development as well as to society at large (Poonam, 2023). Women entrepreneurs are classified by the government of India as women-owned and women-controlled enterprises where at least 51% of the capital is invested by them and at least 51% of the employment created in the business is for women (Dr. Rashmi, 2016). The classification emphasizes the role of women business enterprises in attaining economic empowerment and social progress. Although women have long been regarded as homemakers, they hold an equally crucial role in economic growth. Since women represent a considerable percentage of India's population, it is not only their right but also their responsibility to take an active role in entrepreneurship. Through undertaking business enterprises, women help generate employment, eradicate poverty, and fuel general economic growth, projecting their value to India's future (Abhilasha Patel & Dr. Bhawana Rewadikar, 2024).

**Importance of AI in Enhancing work efficiency**

The advent of the digital work environment has revolutionized how employees perform their work, making it easier for them to work online and face-to-face with more ease. This new mode of operation increases productivity, where employees can work tasks without location or timing limits, minimize unnecessary travels, and maximize cooperation (Elif Karakoylu et al., 2020). AI technologies are transforming the way businesses operate, making employees work more effectively while transforming the conventional workflow (Pauline Enewa ENTONU, 2024). Artificial Intelligence (AI) development seeks to transcend human potential in creativity and innovation, providing sophisticated solutions for productivity issues in organizational frameworks (Humaid Al Naqbi, Zied Bahroun & Vian Ahmed, 2024).

**AI and opportunity creation for women**

Artificial Intelligence (AI) offers revolutionary professional opportunities for women to fulfill both professional and personal ambitions and excel in various sectors (Ashwini Indargi & Swetha Kagenavar, 2025). AI-based technologies such as robotics, machine learning, and natural

language processing provide women with cutting-edge solutions to empower them in any industry. The capabilities of AI are far-reaching beyond employment—it is a key factor in increasing access to healthcare and education, economic independence, and gender-sensitive policy (Dr. Satinder Bir Kaur, 2024). For AI to empower women, though, it is crucial to solve ethical issues and adopt inclusive policies that guarantee fair access and participation (Ashwini Indargi & Swetha Kagenavar, 2025)

**Literature Review**

The number of companies in India is increasing, but the lack of graduates in agriculture raises questions about scalability. It's clear that efforts are being made to draw in potential customers, but more must be done. Scalability is still a problem. Success in the long run is questionable (Beniwal & Mathur, 2023). Solar energy can benefit developing countries, but there are obstacles. Technological development, international cooperation, and enabling legislation are needed. Solving these issues can bring about development and sustainable growth. Solar energy can drive development (Saraswat et al., 2024).

Intelligent farming provides increased yield, sustainability, and food security by applying advanced technologies. There is a need for governmental policy and global cooperation. Education and skill acquisition are key to success. A holistic approach is required (Sharma et al., 2024). By modernizing procedures and guaranteeing data security, integrating blockchain and AI can revolutionize HRM systems. Implementation, expense, and technical know-how are obstacles. These opportunities should be investigated in future studies. Blockchain and AI have the potential to transform society (Ali, 2025).

Fashion e-commerce platforms can be optimized by AI technologies. Ongoing research advancements are noteworthy, and new AI techniques show promise. AI has the potential to improve both financial success and customer pleasure. Future studies ought to investigate fashion product matching and social media data mining (Goti et al., 2023). Fashion e-commerce can benefit from AI approaches like CV and NLP. AI can enhance customer satisfaction and business management. Future studies should concentrate on fashion product matching and social media data mining. Business success can be fueled by AI (Lee et al., 2023).

To combat cybercrime and financial fraud, a multipronged strategy that incorporates legal reforms, financial control, and public awareness is essential. To avoid social harm and economic instability, quick action is required. Proactive enforcement tactics and strong regulatory frameworks are crucial. Financial fraud and cybercrime need to be handled (Basu & Agarwal, 2024). Job burnout is related to organizational factors like workload and control. Demographical factors can play a moderating role. Addressing these factors can prevent burnout. Organizational support is crucial for employee well-being (Gaur et al., 2023).

The Smart City Mission can tackle urban issues, but it needs a public-private partnership and a thorough evaluation of available technology. Technology and contemporary management systems are essential. The mission advocates for sustainable development through a variety of plans and initiatives. A sustainable future depends on smart cities (Hoque & Prakash, 2023). Blockchain technology facilitates international payments, increases access to financial services, and encourages digital financial inclusion. To promote financial inclusion, governments should invest in blockchain, particularly in developing nations. Sustainable development can be fueled by blockchain (Mhlanga, 2023).

Smart city development, sustainability, and urban planning can all benefit from machine learning. Big data analysis, trend prediction, and decision support are all possible using machine learning techniques. New approaches to connecting ML with urban science should be investigated in future studies. Machine learning can help smart cities (Koutra & Ioakimidis, 2022). By promoting economic expansion, environmental sustainability, and higher living standards, the Smart City Mission has the potential to enhance India's urban environment. To succeed, careful preparation and consistent work are required. India's development objectives depend on smart cities (Choudhary, 2015).

Advanced technologies, teamwork, and patient involvement can all improve pharmacovigilance. Proactive risk management, continuous education, and worldwide harmonization are essential. Medication safety can be increased by incorporating practical data and flexible strategies (Tantray et al., 2024). Conscious fashion, shared responsibility, and micro-sensitive elements are necessary for sustainable fashion. Sustainable production and consumption can be encouraged by a coordinated strategy (Sinha et al., 2023).

Cloud computing security concerns can be resolved by machine learning techniques. Every kind of machine learning algorithm has advantages and disadvantages. The development of efficient ML-based security

solutions should be the main goal of future research (Butt et al., 2020). Using natural language processing (NLP) to analyze social media user-generated information can improve public health and pharmacovigilance. This method can offer useful insights and automate ADR monitoring (Pilipiec et al., 2022). Even if fake news reaches fewer people than true news, it nevertheless has a lot of harmful repercussions. To comprehend the reasons behind the consumption and dissemination of bogus news, more research is required (Baptista & Gradim, 2020).

**Objectives of the Study:**

1. To identify existing literature on the application of Artificial Intelligence (AI) in small business environments.
2. To analyze the findings of prior studies related to the implementation and outcomes of AI in small businesses.

**Research Methodology:**

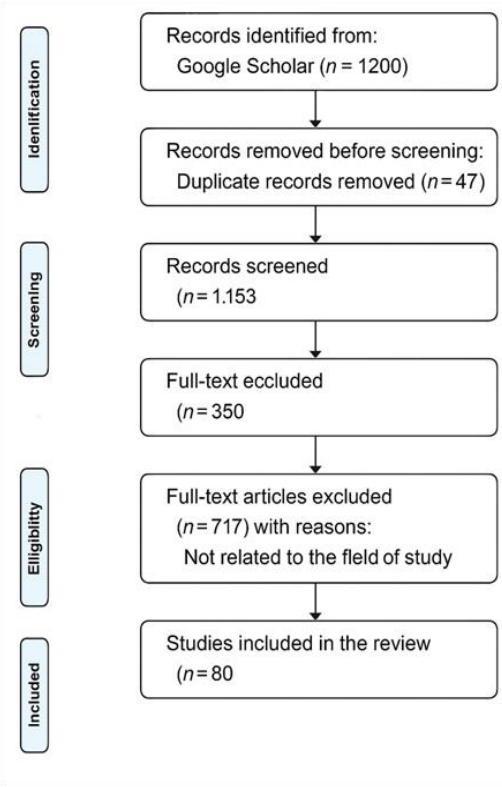
Studies of women's entrepreneurship in India have accelerated in recent years with increasing focus on the challenges and opportunities of women in micro and small enterprise. Although we see a lot of research conducted in metropolitan cities such as the Delhi National Capital Region (NCR) that examines the role of technology (especially AI) in increasing work efficiency and employment opportunities for women in micro firms, a research gap still exists in understanding the changing influence of technology (especially AI) in work and employment opportunities for women micro firms in Tier-2 cities.

This paper aims to investigate the potential of AI for productivity enhancement and job creation for women in micro-enterprises in Jaipur District. To provide context to this study, a systematic review of existing literature on women entrepreneurs in India was undertaken with special focus on the city of Delhi NCR where a large body of literature already exists.

The PRISMA 2020 guidelines were used to inform a filtered selection-inclusion-exclusion process for pertinent scholarly articles. An exhaustive search was performed on the Scopus database using keywords that included women entrepreneurship in India OR Delhi National Capital Region. The first search resulted in 265 papers and was narrowed down using filters for final published journal articles in English. This filtering process led to a total of 224 eligible articles, of which 55 open-access publications were chosen for full review.

By examining this prior literature and applying it to the Jaipur microenterprise context, the purpose of this research is to elucidate how the implementation of AI can be a revolutionary catalyst in making the workplace more efficient and developing inclusive employment patterns for women in small-scale business settings.

**PRISMA 2020 flow diagram**




**Conclusion**

Implementation of Artificial Intelligence (AI) in different industries has the capability to revolutionize the conduct of business, making it efficient and productive. For Indian women-owned and managed micro-enterprises, AI can be of significant assistance to improve work efficiency, sustainable development, and provide employment opportunities.

This research seeks to examine the possibility of using AI for higher productivity and women employment in Jaipur District micro-enterprises. Literature review is centered on the significance of AI in different industries such as agriculture, fashion online business, HRM systems, and city development. AI can contribute to the support of developing economies such as India via encouragement of development and environmental sustainability. Challenges must be confronted such as technological advancement, global collaboration, and facilitatory legislations.

The motive behind the research is to explore the available literature related to AI deployment in the scenario of small business environments and

investigate previous study findings related to the deployment and effect of AI on small businesses. Systematic review of literature that was accessible with special reference to Delhi NCR city with a focus on women entrepreneurs of India was performed. The study unveils that AI possesses the potential to revolutionize micro-enterprise activities and render micro-enterprises productive and efficient. AI can make sustainable development a reality and create employment for women.

There are, however, challenges that needed to be addressed, such as a lack of infrastructure, awareness, and segregation in India, making it hard for micro-enterprises to embrace and utilize AI technologies.

**Discussion**

The study has important implications for Indian micro-enterprises, especially women-owned and run enterprises. These micro-enterprises can optimize efficiency and productivity by adopting AI technologies, which will result in additional economic development and progress. There are issues that need to be overcome, though, such as limited infrastructure, awareness, and segregation in India.

The research points to the need of encouraging sustainable development and providing women with job opportunities through micro-enterprises. AI will be instrumental in facilitating the realization of such goals through improving the productivity of work as well as encouraging employment inclusion patterns. It is, however, important to face the challenges as well as the bottlenecks that micro-enterprises will have to embrace and use AI technologies.

The findings of the research also indicate that AI can prove to be helpful to sectors like agriculture, e-fashion buying, HRM systems, and urban development. AI can stimulate growth and development in these sectors, but there are challenges to be addressed, including technological advancement, international cooperation, and facilitation legislations.

Finally, the research acknowledges the potential of AI in re-engineering Indian micro-enterprises, especially woman-owned and -managed ones. AI can increase productivity within the workplace, foster sustainable development, and provide jobs. There are issues that need to be settled, and there is a need to propel inclusive and sustainable development in seeking and implementing AI technologies.

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Women entrepreneur may be defined as the woman or a group of women, who initiate, organise and operate a business enterprise

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