

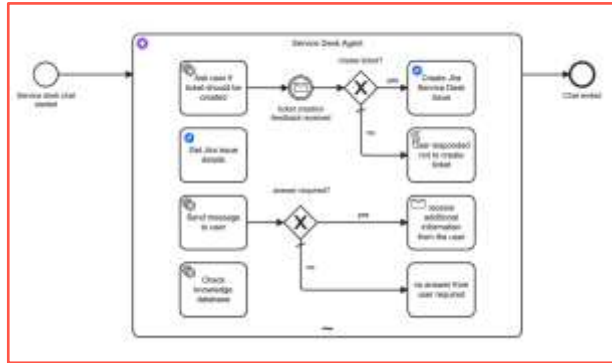


# UNIVERSITY OF TWENTE.

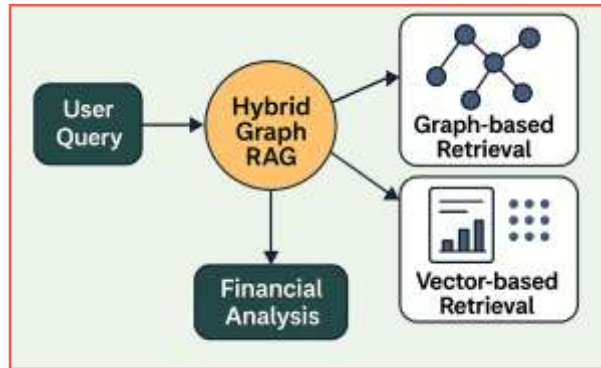
## ARBEIT IM WANDEL: WAS ÄNDERT SICH DURCH *KÜNSTLICHE INTELLIGENZ*?

# Mein persönlicher Gartner Hype Cycle

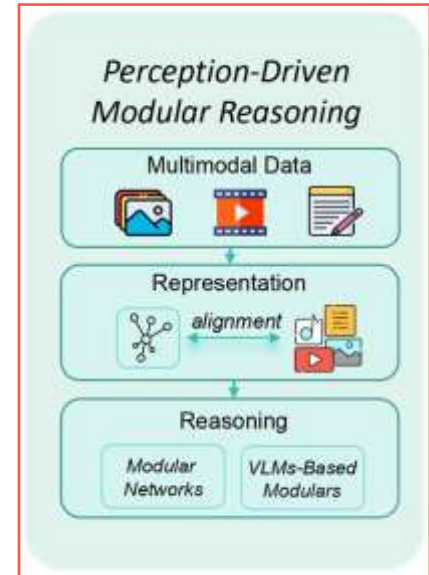
## Agentic



## Hybride RAGs



## Multimodal



# Mein persönlicher Gartner Hype Cycle

## Tabular Foundation Models

ARTIFICIAL INTELLIGENCE

### How the Rise of Tabular Foundation Models Is Reshaping Data Science

A turning point for data analysis?

Pirmin Lemberger

Oct 9, 2025 • 13 min read

## Die dunkle Seite ☹️

### The \$47,000 Wake-Up Call

Last year, our team deployed what we thought was a simple multi-agent system to production. Four LangChain agents coordinating via A2A to help users research market data.

**Week 1:** \$127 in API costs. Perfect.

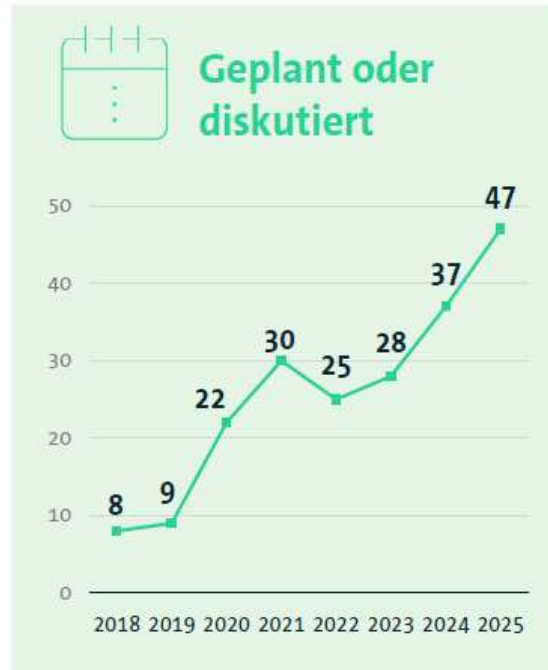
**Week 2:** \$891. Hmm, usage growing.

**Week 3:** \$6,240. Wait, what?

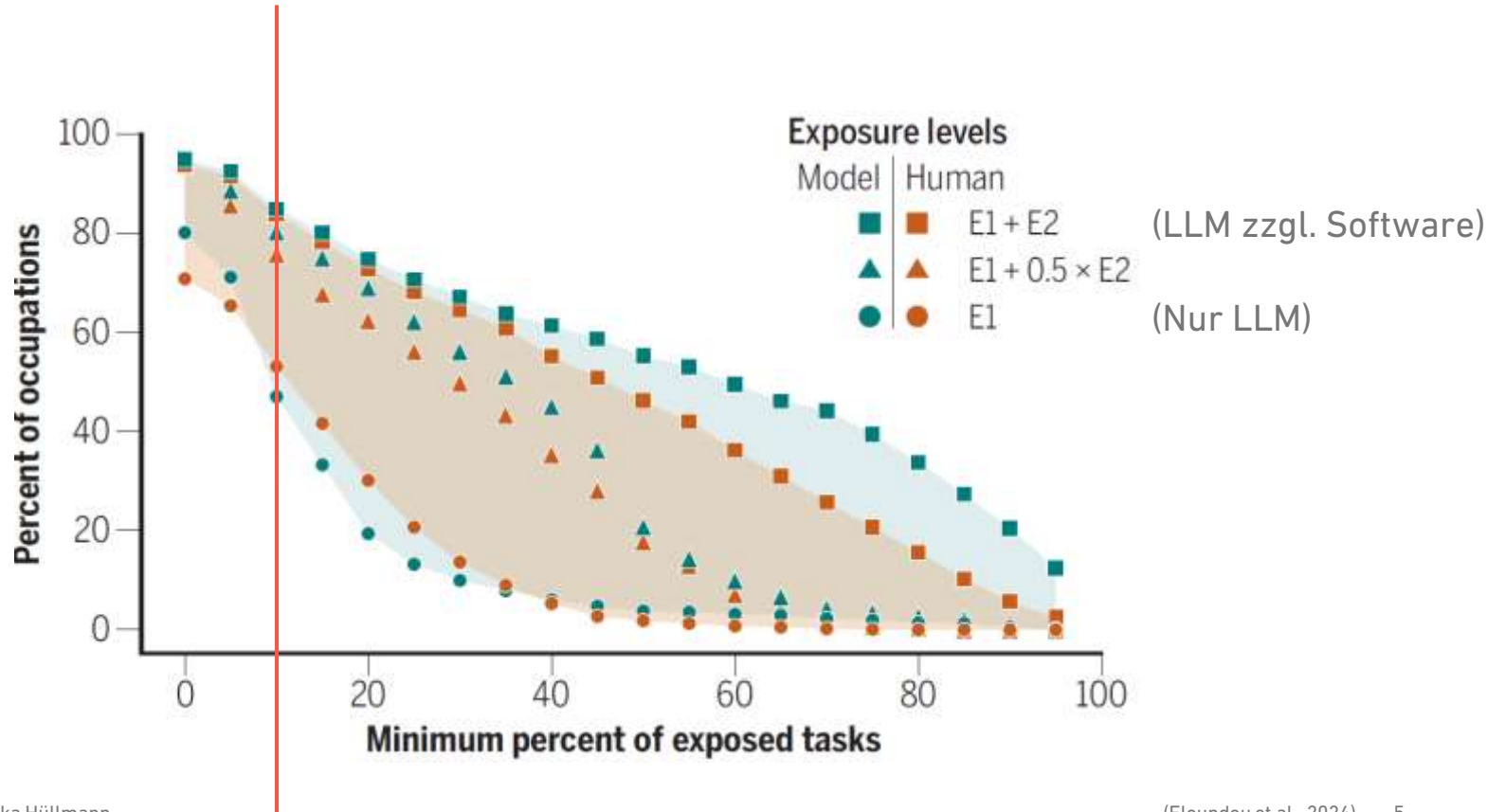
**Week 4:** \$18,400. *Panicking*

**Total damage:** \$47,000 before we finally pulled the plug.

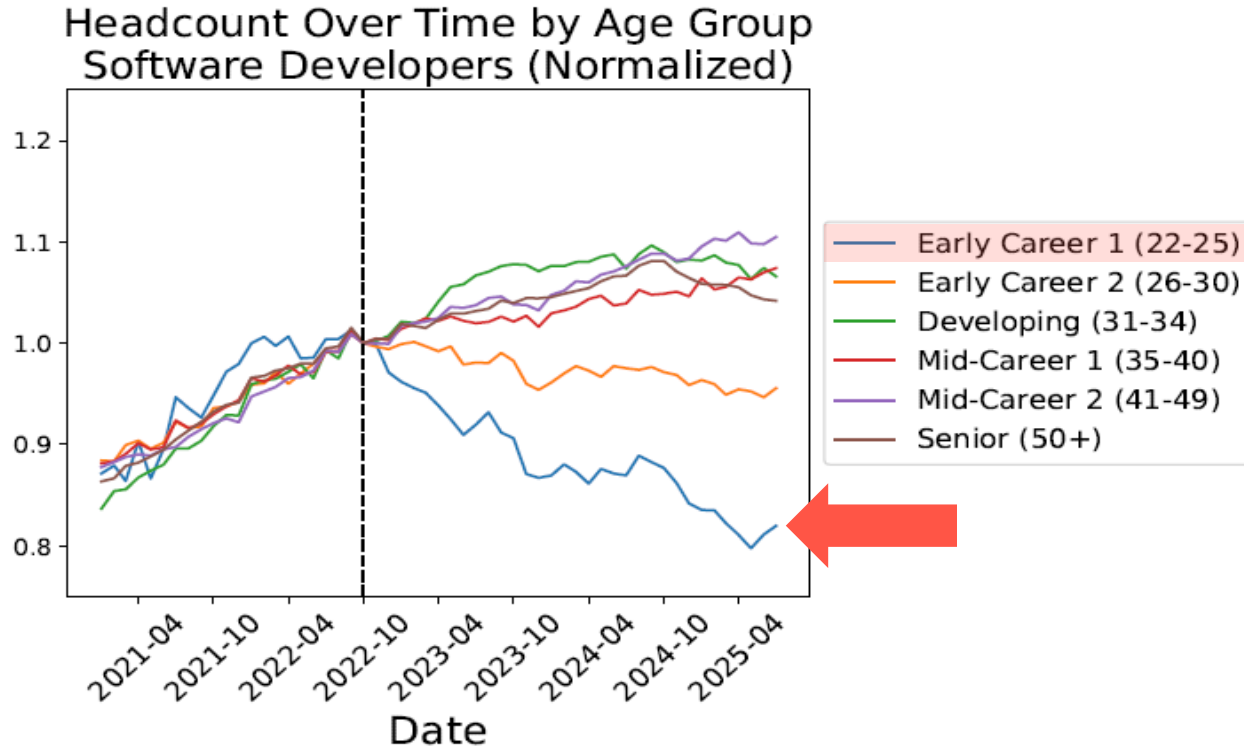
# Omnipräsenz der Künstlichen Intelligenz



# Exponierte Aufgaben

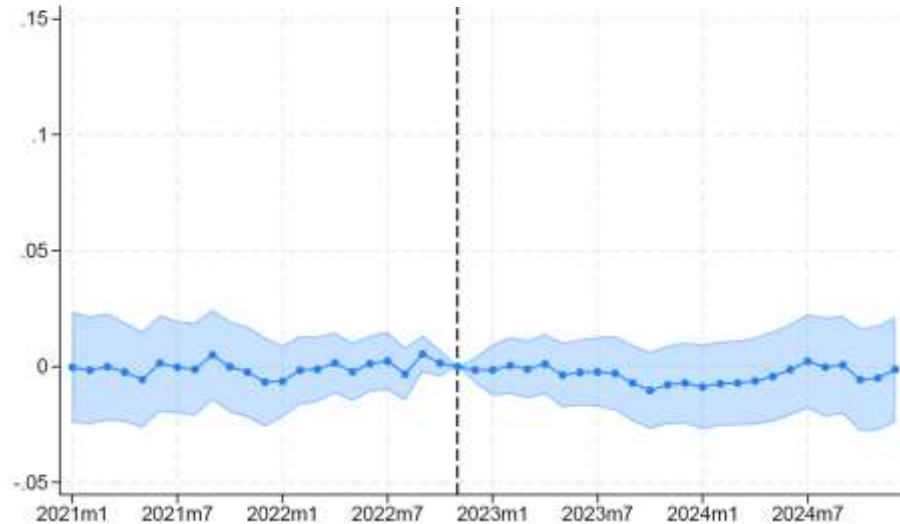


# Junior Software Entwickler ☹️

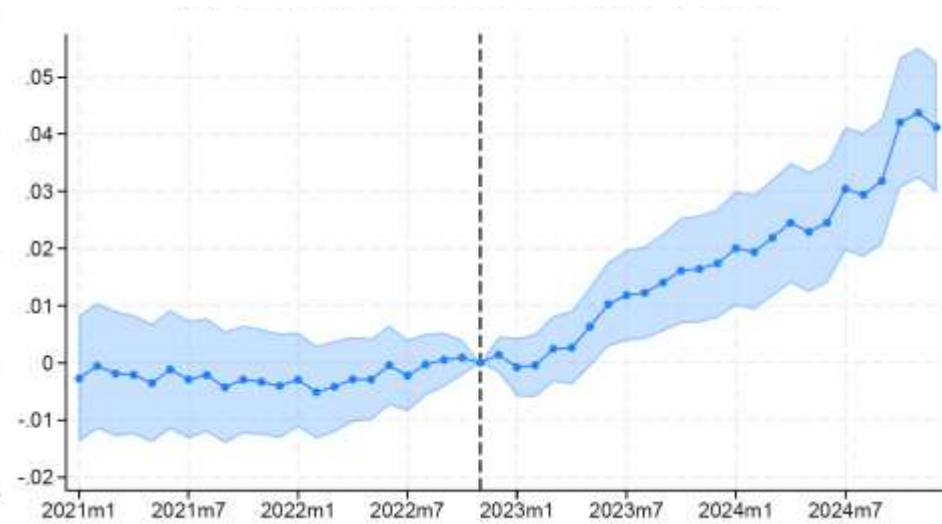


# Nationale Auswirkungen auf Jobs

## Gesamtbeschäftigung



## Arbeitsmarkt-Mobilität



# Heterogenität in Performance (Software Entwicklung)

Figure 3. Forest plot of the pooled effect of GenAI assistance on developer productivity  
(**task completion time** & **commits/lines of code**)

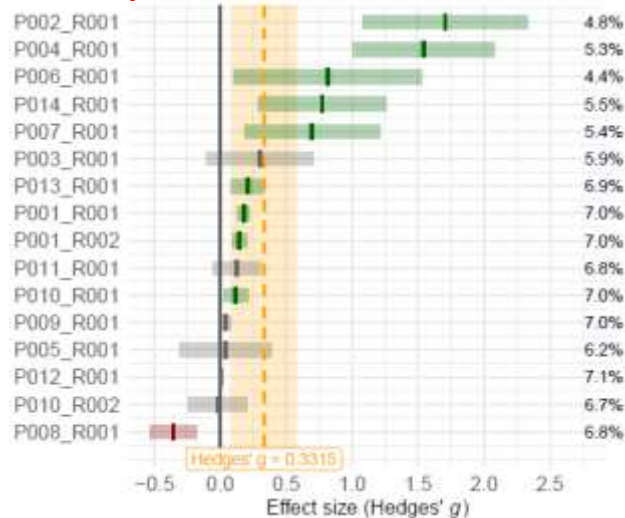
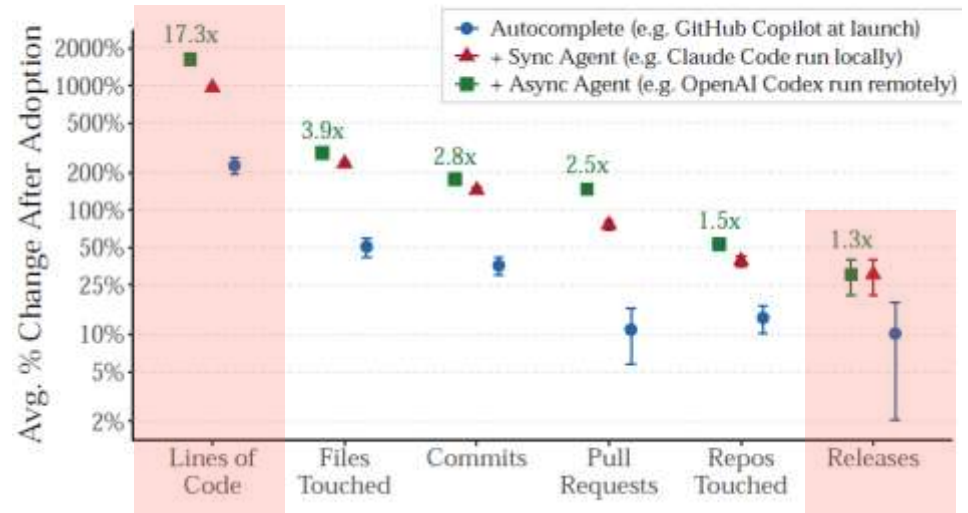


Figure 1: Overview of Productivity Effects of AI Coding Tools



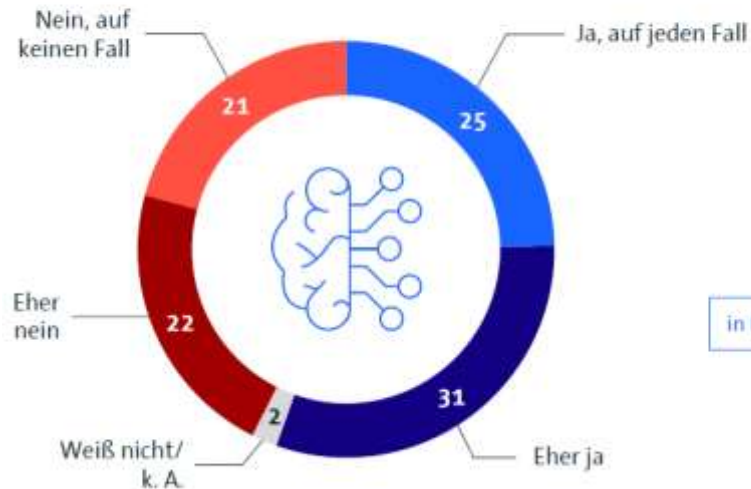


# Den Wandel Managen

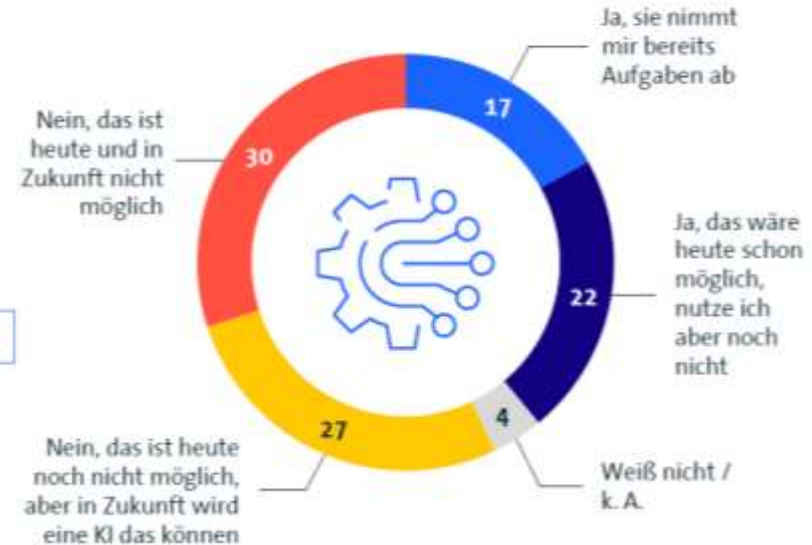
A photograph of two men in an office setting. The man on the left, with dark curly hair and a beard, is wearing a green shirt and looking towards the right. The man on the right, with short brown hair and a beard, is wearing a tan shirt and looking towards the left. They are both looking at a laptop screen in the foreground, which displays a code editor with a dark background and colorful syntax highlighting. In the background, there is a large monitor displaying a light-colored interface. A red banner with white text is overlaid across the middle of the image. The office has large windows with vertical blinds in the background.

# KI am Arbeitsplatz

Würden Sie sich grundsätzlich wünschen,  
dass eine KI Sie bei Ihrer Arbeit unterstützt?



Glauben Sie, dass eine KI Ihnen Aufgaben bei  
Ihrer aktuellen Arbeit abnehmen könnte?



# Ist KI (LLMs) anders als IT?

## Offenheit



- Multifunktionalität
- Anpassbarkeit
- Natürliche Sprache als Oberfläche
- Aufgabenunabhängigkeit

## Intransparenz



- Nicht-deterministische Ausgaben
- Intransparenz über Funktionsweise und Trainingsdaten
- Dynamische und viele Updates / neue Funktionen
- Fehler, Unsicherheiten, Verzerrungen

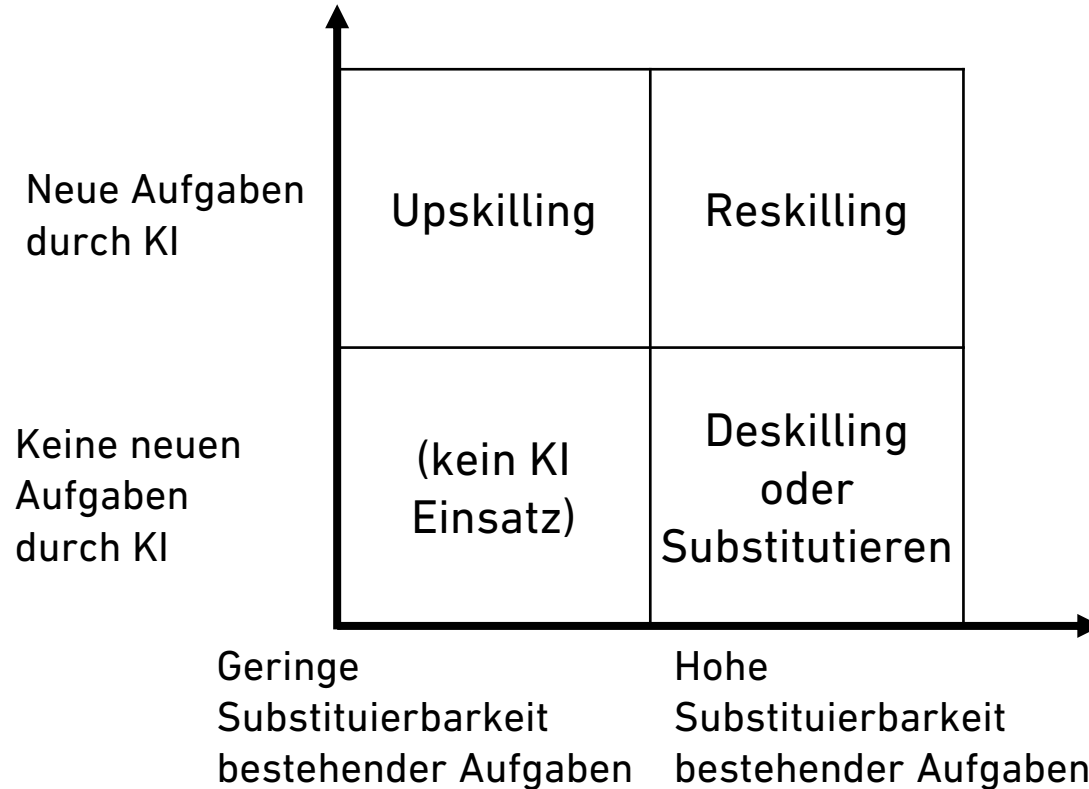
## Individualität



- Nutzung über Rollen und Jobs hinweg
- Wenig Governance und Struktur
- Individuelle Aneignung (Prompting, Aufgaben, Interpretation der Ausgaben)
- Vertrauen & Aversion in KI

Jeder muss seine/ihre Nutzung **selbst** verantworten & gestalten!

# Aufgaben & Rollen



# Identität & Bedeutung

## KI-Implementierung

1. Substitution
2. Neue Aufgaben (spannend)
3. Neue Aufgaben (langweilig)
4. Verbessern existierender Aufgaben

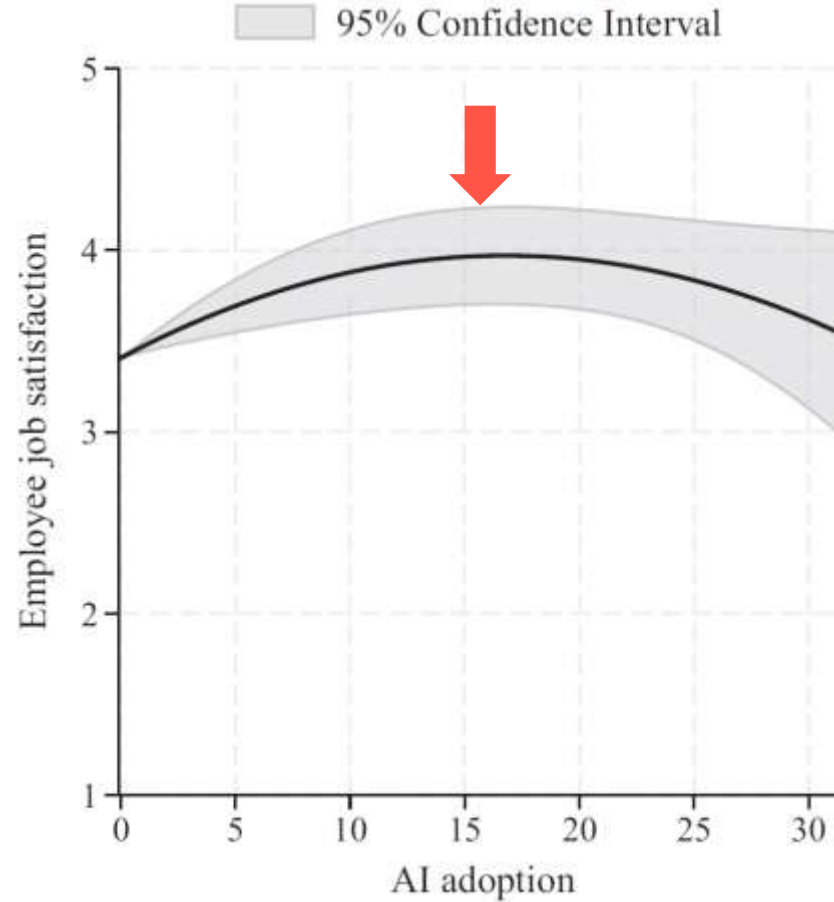


## Bedeutungsvolle Arbeit

1. Integrität der Aufgaben
2. Kompetenzentwicklung und -nutzung
3. Wichtigkeit der Aufgaben
4. Autonomie
5. Zugehörigkeit

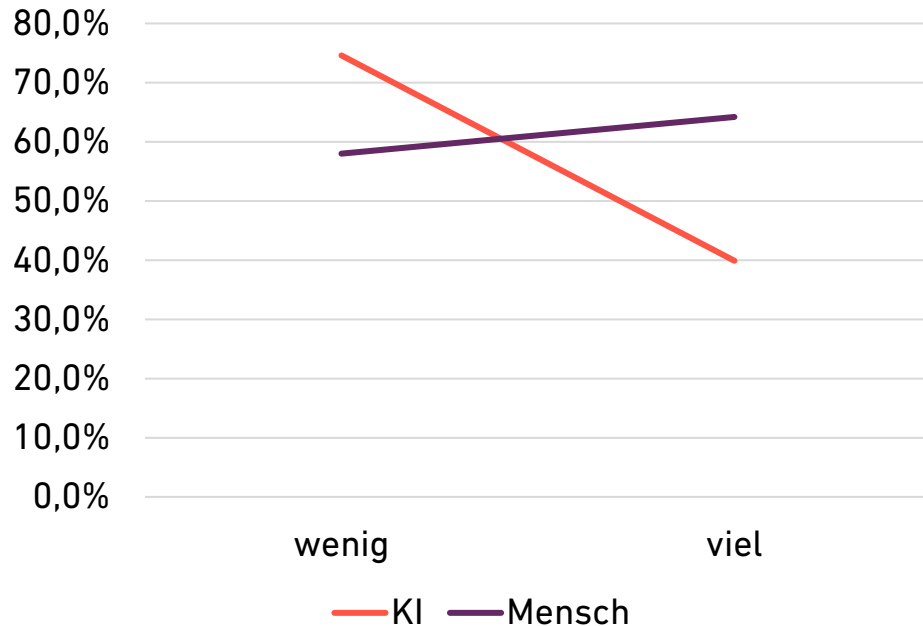


# Zufriedenheit



# Vertrauen & Nutzung

Kenntnis und Vertrauen in  
KI versus Menschen



## Mehr Toleranz gegenüber Menschen

- Fehler durch KI bleiben hängen.
- Fehler durch Menschen werden verziehen.

Je mehr man KI kennenlernt,  
→ desto kritischer werden Nutzer.

Je besser man KI versteht,  
→ desto einsichtiger werden Nutzer.

**Vertrauen & Wissen schaffen,  
Erwartungen managen!**

# Drei Provokationen für das Management

1. **Human-in-the-Loop** funktioniert nicht.
2. **Compliance** mit GenAI wird problematisch.
3. Individuelle Gains werden durch **kollektive Losses** zunichte gemacht.



# Get in Touch!



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**viadee**   
IT-Unternehmensberatung



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