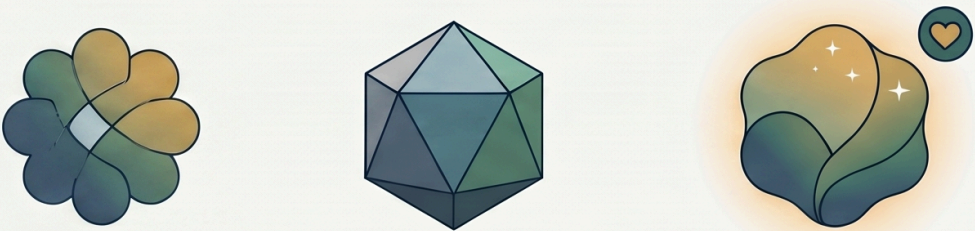


Beyond Payroll: The AI Paradox of Rewarding Work

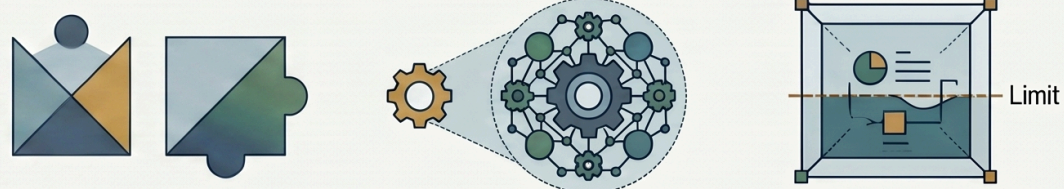
The AI Paradox: Why Hours Aren't Dropping



Intrinsic Task Utility

The direct, non-wage value a worker derives from performing a specific activity they enjoy.

The Three Margins of Automation



Replacement

AI moves beyond simple replacement...

Scale

...into "Scale" (higher output)...

Containment

...and "Containment" (automating rewarding tasks to prevent uncapped voluntary expansion).

Evidence-Based Organizational Responses



Measure Beyond the Wage Bill

Implement task-level activity logs and well-being dashboards to identify unrecorded voluntary expansion and burnout.

Shift to Bundle-Pricing

Use salaried contracts that price complete task bundles to remove the wedge between paid and voluntary hours.

Inclusive Job Co-Design

Involve workers in mapping tasks to ensure AI augments meaningful work rather than just intensifying cognitive load.

The Payroll-Productivity Divergence

