

Generation AI: Job Crafting by Entry-Level Professionals in the Age of Generative AI

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Business & Information Systems Engineering (2025)

Appendix (available online via <http://link.springer.com>)

Appendix A. Exemplary questions of interviews with ELPs

Theme	Question
Professional Background	Can you tell me about your current role at [InnovaWorld]? Can you tell me about your main responsibilities at [InnovaWorld] as an Analyst What is the current project you are working on?
Use of Gen AI	How long have you been using GenAI technologies in your work? Why have you been working with GenAI tools so far? For what purpose do you use GenAI the most?
Impact on entry-level tasks and roles	How has the application of Gen AI changed your tasks and responsibilities so far? How has the application of GenAI technologies changed your role so far?
Relational aspects	How has the introduction of GenAI technologies affected the work between you and your colleagues? How has the introduction of GenAI technologies affected the work between you and your manager(s)?
Experiences and perceptions around GenAI	How is your experience with GenAI so far? What challenges did you experience when GenAI was introduced? What are the biggest challenges or concerns you've experienced since the use of GenAI? How do you think GenAI impacts your career?
Future role of Gen AI	How do you see GenAI technologies evolve your role in the future? What potential developments in GenAI excite you the most?

Appendix B. Exemplary questions of interviews with senior consultants and managers

Theme	Question
Professional Background	Can you tell me something about your current role at [InnovaWorld]? Can you tell me about your main responsibilities at [InnovaWorld]? What workstreams/teams are you managing?
Experience with GenAI	What are your experiences with GenAI so far?
Impact on entry-level roles	How do you see ELPs using GenAI so far? How has the integration of GenAI technologies changed the tasks of ELPs? How has the integration of GenAI technologies changed the role of ELPs? How has the change of the ELPs' work affected your work?
Relational Aspects	How do you perceive your role in guiding ELPs in their use of GenAI? How have interactions between you and ELPs changed through GenAI? What challenges have you faced when ELPs applied GenAI into the teams' work?
Use of Gen AI	How have you used GenAI for your work so far?
Future Perspectives	How do you see GenAI technologies impacting ELPs' career? How do you see the role of GenAI evolving in the context of ELPs' roles in the future?