

Review of: "Organizational Homeostasis: A Quantum Theoretical Exploration With Bohmian And Prigoginian Systemic Insights"

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Potential competing interests: No potential competing interests to declare.

The topic of organizational homeostasis and the problem of how to measure and possibly control, or at least foster, this organizational homeostasis are very relevant, notably in the era of the digital transformation of companies and the introduction of AI, possibly everywhere (and anywhere).

Combining theoretical elements from multiple disciplines, notably complex systems and quantum mechanics, is promising.

The first part of the paper is exciting as it combines theories from various horizons and fields of application to make a particular application, the organization of a company.

Please consider the following as comments to enhance the quality and impact of this promising and intriguing paper:

- The part that seems a little out of place at this moment of the paper is the discussion of randomness. It is interesting in its own right, particularly in how what we define as a random event is more than likely a failure in our system of perception, observation, and understanding of phenomena. Please link this with the research question and approach.
- The discussion starts immediately with the subject of creativity without clearly positioning whether it's creativity on the company's outputs or its functioning (as one might think to link with the notion of self-organization). However, it seems to us that self-organization is not only linked to human creativity, be it individual or collective, but rather is based on fundamental principles that escape us in part. All the natural systems that self-organize without the intervention of human creativity are proof of this apparent discrepancy between what we describe and how we act on what we describe. A clarification will enhance this part of the paper.
- Please explain why mindfulness is introduced instead of awareness (which, by the way, is used soon after).
- The term well-being is suddenly introduced on page 13, albeit not adequately introduced before, neither as an objective for the organization nor as a parameter of the organization.
- Basically, you do not need uncertainty in the environment to react. Adaptation and homeostasis, in particular, are mainly reactions to events. It would therefore be a good idea to be even more general, to encompass phenomena relating to certain events (in the past at the time when they are processed, i.e., the present) and the anticipation of potential, uncertain events (in the future to the time when they are analyzed).
- Three concepts are manipulated: organizational homeostasis, creativity, and agility. The role of the third is notably to protect the second, but what about the first, which is in the title? Homeostasis is briefly introduced in relation to living

systems, but no formal definition of organizational homeostasis is proposed.

I think this article has great potential (5 stars) if the required elements of research positioning and proposal clarification are incorporated.