Review of: "Artificial Intelligence and Organizational Change"

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E.E. Wulf Betancourt, Artificial Intelligence and Organizational Change

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Review

In general, it is a good attempt to expound on the implications and outcomes of introducing AI in the Organisational change context. The author seems to be quite competent in this field. However, it could be useful to clarify if the article is meant for discussion within a restricted professional group (organisation change) - or if it is also meant to reach a wider audience.

If the author wishes to address *a wider audience* then it could be beneficial to include a short discussion about the *ramifications of introducing AI (as a tool) in the socio-political frame* The theme of AI applications in the social framework is intricate and has to be steered carefully. Concepts borrowed from the social-organizational context (such as "*diversity", organization, goals, power relations, etc.)* have their particular socio-political histories and involve social biases. However, AI rests upon "algorithms" – and an algorithm is a processing tool and not a tool for *self–reflection* about the social and historical contexts embedded in the concepts used ("diversity", power, means etc.). Using AI in this context without clarification of the inherent social biases - there is a danger that outcomes could also be biased .
Some relevant articles here: (Gill KS (2018) Data to decision and judgement making—a question of wisdom. IFAC PapersOnLine. 51(30):733–738. https ://doi. org/10.1016/j.ifaco l.2018.11.205 -AI and Society; Amershi, B, : Culture, the process of knowledge, perception of the world and emergence of AI , AI & Soc., Cambridge,https://doi.org/10.1007/s00146-019-00885-z ; Kissinger, H.A., Schmidt, E., Huttenlocher, D., 2021. The age of AI and our human future. John Murray: UK.)