

Review of: "Artificial Intelligence and Organizational Change"

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This scientific work provides valuable insights into the impact of artificial intelligence (AI) on organizational culture, management dynamics, and the learning organization model. However, certain enhancements can be made to improve clarity and emphasize key points. Here are some recommendations:

> Organizational Culture > Enhance Transition Sentences:

- Improve the flow between paragraphs by using transition sentences that guide the reader smoothly from one idea to the next.
- Example: "The evolving organizational framework also poses new challenges in managing meaning, highlighting a shift in power dynamics towards human intellect."

Citation Consistency:

- Maintain consistency in citing sources. For instance, use the same format for referencing McKinsey throughout the text to enhance readability.

Incorporate Subheadings:

- Introduce subheadings to segment the text and make it easier for readers to navigate through different sections, such as "Gender Disparities in AI Adoption" or "Challenges of Generative AI."

>The Speed of Technological Transformation

Clarify Terminology:

- Ensure that terms like "EBIT" are explained or clarified for readers who may not be familiar with financial acronyms.

Quantify Rapid Transformation:

- Provide specific examples or statistics to illustrate the rapid pace of technological transformation, making the concept more tangible.

> Management of Meaning

Streamline Complex Ideas:

- Simplify complex concepts by breaking them down into digestible sections, ensuring that readers can grasp the key ideas without feeling overwhelmed.

Visual Aids:

- Consider using visual aids, such as graphs or charts, to complement data-driven points and enhance reader comprehension.

> Learning Organization and AI**Summarize Key Points:**

- Summarize the main points of each section to reinforce key takeaways for the reader. This can be done before moving on to the next subtopic.

Define Acronyms:

- Ensure that acronyms like "LO" and "TLL" are defined upon their first mention for clarity.

Conclusions > Reiterate Main Findings:

- Recap the main findings and insights presented in the text to reinforce their significance and leave a lasting impression on the reader.

Provide a Call to Action:

- Conclude with a call to action or a thought-provoking question that encourages readers to reflect on the implications of AI in organizational culture and management.

By incorporating these recommendations, the text can become more cohesive, reader-friendly, and impactful in conveying the intricate relationship between AI and organizational dynamics.

It is a unique study that effectively assesses the impact of artificial intelligence (AI) on organizational culture and dynamics, taking into account various factors such as the generative adoption of artificial intelligence and the challenges arising from rapid technological progress, including gender disparities.

This study has the important merit of comprehensively exploring the dynamics of changing power within organizations, highlighting the significance of symbolic variables and the concept of 'meaning making'.

Discussions of the challenges posed by generative AI, particularly the perceived risks of labor displacement and equity concerns, add a pragmatic dimension to the assessment. The incorporation of statistics and projections from McKinsey provides empirical support, increasing the credibility of the paper, and bringing a substantial reason for men to

use more and more generative AI. Moreover, this exposed concept should also have a clearer description and at a level that is easier for the uninitiated to assimilate - to capture the interest of readers with various specialized training.

The introduction of the concept of "three-loop learning" (TLL) as an analytical framework is excellent in this paper.

The study successfully brings together themes of strategic thinking in the evolutionary role of artificial intelligence in shaping the organizational future, for which I sincerely admire the author - Erico Ernesto Wulf Betancourt, and congratulate him for the idea and conception of this scientific work.