Review of: "Quantum Mind-Induced Subjective Realism: a Quantum Consciousness-Based Management Model of Reality Perception"

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Potential competing interests: No potential competing interests to declare.

The abstract begins by succinctly outlining crucial quantum phenomena such as superposition, uncertainty, and entanglement, setting the stage for understanding the foundational reality beneath the classical world. Leong effectively contrasts the classical world's predictability with the quantum domain's **inherent uncertainties**. The paper explores the **enigmatic realm of quantum physics** and its implications for understanding consciousness, reality, and organizational management. It highlights the enduring mystery surrounding quantum theory's foundational concepts and emphasizes the role of consciousness in shaping observable reality.

Quantum Mind-Induced Subjective Realism (QMISR) represents a novel perspective that merges quantum principles with management science, advocating for a departure from classical predictability to embrace quantum uncertainties. In this framework, the entrepreneur's consciousness plays a crucial role in shaping their perception of reality and influencing environmental outcomes. Just as Bruyat and Julien (2001) **[1]** highlight the entrepreneur's capacity to influence their environment, QMISR posits that the quantum nature of consciousness influences subjective experiences and decision-making processes. Both perspectives underscore the active and dynamic nature of entrepreneurial behaviour, emphasizing the role of human agency in shaping outcomes within complex and uncertain environments. They highlight the importance of considering the entrepreneur not as a passive recipient of environmental stimuli, but as an active participant in creating and shaping their reality.

The discussion underscores the dynamic nature of entrepreneurial behaviour and the interconnectedness between consciousness and the quantum realm, challenging traditional notions of reality. The author is influenced by Ashby's theory, emphasizing the role of subjective experiences in influencing organizational adaptation. This understanding of interconnectedness and consciousness challenges conventional notions of solidity, revealing the illusion of solidity in our macroscopic world. Concepts like holographic visualization and the interconnectedness of neural processes reflect the intricate dynamics discussed in Leong's article (2023) regarding the interplay between entrepreneurial actors and their environments **[2]**. Therefore, the author reinforces the need for holistic approaches that recognize the interconnectedness and interdependence of various elements within a system, whether in organizational management or neuroscience.

The content of consciousness is based on memory and organized through concepts and mental images, representing the "manifest world." This understanding lays the foundation for exploring the impact of quantum processes on subjective

experiences, suggesting that advanced neuroimaging methods like fMRI (functional magnetic resonance imaging) could help in empirical studies. Holographic visualization, in particular, encourages individuals to visualize organizational networks and resources holistically, mirroring the nonlocality principle of quantum physics. This approach challenges conventional management paradigms and emphasizes the role of individual agency and consciousness in shaping organizational realities.

Further, in the Section *The inseparable, interdependent, and interconnectedness unified field with consciousness as an autonomous sub-totality*, the text discusses the implications of Bohm's views on interconnectedness, proposing that reality emerges from the movement of energy and information. It challenges conventional notions of solidity, revealing that matter primarily comprises space at the sub-particle level, highlighting the illusion of solidity in our macroscopic world.

References for the review:

[1] Bruyat, C., Julien, P.-A. (2001). Defining the field of research in entrepreneurship. Journal of Business Venturing, Volume 16, Issue 2, pp. 165–180, ISSN 0883-9026. https://doi.org/10.1016/S0883-9026(99)00043-9 Top of Form

[2] Leong, D. (2023). Action in Complexity: Entanglement and Emergent Order in Entrepreneurship.*The Journal of Entrepreneurship*, *32*(1), 182–217, 2023. doi: 10.1177/09713557231159516.