Review of: "Artificial Intelligence and Organizational Change"

Rodrigo Pérez Fernández[1]

1 Universidad Politécnica de Madrid

Potential competing interests: No potential competing interests to declare.

This paper offers an insightful exploration of the implications of AI, particularly within the context of organizational dynamics and cultural values.

There are many strengths as well as some weaknesses.

The extensive literature review is really good. The paper delves into various facets of AI, including its purpose, scope, and implications for organizational change. It covers a wide range of topics, from the nature of intelligence to the speed of technological transformation and the impact on organizational culture.

The author provides in-depth analysis supported by empirical evidence and references to scholarly works, which enhances the credibility of the arguments presented. Concepts such as generative AI and organizational complexity are explored with clarity.

The paper also offers thought-provoking perspectives on the relationship between AI and human intelligence, the risks associated with AI applications, and the need for regulatory frameworks. It raises important questions about AI's impact on society and the workforce, stimulating further discussion on these complex issues.

On the weaknesses side, the paper could benefit from a more critical analysis of potential drawbacks or unintended consequences. A more balanced discussion of both the advantages and challenges of AI adoption would provide a more nuanced understanding of the topic.

Although the paper briefly touches on ethical questions surrounding AI, such as the risks of job displacement and the need for regulations, it could delve deeper into these ethical dilemmas. Exploring issues such as algorithmic bias, privacy concerns, and the ethical responsibility of AI developers would enrich the discussion.

The paper sometimes assumes a linear progression of AI development and adoption without sufficiently considering potential disruptions or discontinuities. Acknowledging the uncertainty and complexity of AI's future trajectory would add depth to the analysis.

As a summary, the paper emphasizes the need for organizations to embrace AI as a catalyst for change and innovation while proactively addressing associated challenges to ensure successful integration and adaptation.