

Review of: "Artificial Intelligence and Organizational Change"

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Potential competing interests: No potential competing interests to declare.

It is a very interesting and meaningful topic that worthy a lot of research and discussions. This article had a quite comprehensive analysis regarding the relationship between AI technology advance and organizational change. The perspectives from not one but multiple (technology, game theory, psychology, organizational study) disciplines are both necessary and effective in discussing this topic.

A number of insights are stressed. AI technology's advancement shifts the emphasize from production operations and services to human cognition and intellect. The speed that is needed for organizational adaptation has been and is being accelerated by AI technology advancements. While there is a large concern about losing jobs and fairness issues, the jobs are more likely to be redefined by transitioning from current functional framework to a greater emphasis on innovation. Learning scheme of an organization can be promoted and assisted by AI technology advances too.

The article could improve by diving deeper into the topics mentioned above, doing more analysis and giving more concrete details, for example, the exact ways that meaning management being challenged, and possible methods to deal with the issue, both on the organization scale, and on the manager and employee scale. A more detailed analysis of power dynamics under the influence of AI technology advancements is also worthy more attention.

Furthermore, the possibility that AI itself gets so powerful that it makes more and more important decisions for the people in the organization (or even, country or society) is an interesting issue to address as well under this topic.