

Review of: "Artificial Intelligence and Organizational Change"

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Potential competing interests: No potential competing interests to declare.

The manuscript titled "Artificial Intelligence and Organizational Change" explores some issues close to what may be considered the implications of AI, both preliminary at a society level but mostly its effects on organizational change. What is AI's purpose, its scope, and its lasting effects on the dynamics of organizational change, cultural values, and organization management?

Generally speaking, the paper is structured, organized, and very well written, but the following minor corrections are suggested.

1. The abstract should be in one paragraph. No need to write "The article has four sections: introduction, the speed of technological transformation: a brief time span: 2022-2023, organizational culture and artificial intelligence, case studies, and concluding remarks" in the 3rd para of the Abstract section. This should be part of the Introduction section. At least 7 to 8 keywords should be written.

2. There should be a brief debate regarding your contribution in the Introduction section. And at the end of the introduction section, paper sections should be described as given below:

"This paper comprises of five (5) sections. The first section covers the introduction of this research study. Related work with respect to research has been explained in Section 2...."

3. There should be a separate detailed section of Literature Review (LR) / Related Work, which is missing. That is not good practice, and that should be taken care of. As this is a review paper, so LR is a must. At least 10 to 12 research articles of the last 5 years have to be summarized with references in this section.

4. The problem statement and research objectives should be provided precisely.

5. There should be a separate detailed section on Artificial Intelligence after the Literature Review section, in which machine learning / artificial intelligence and its benefits towards organizational change should be explained in detail with references.

6. I would recommend including the Discussion section as it is a very important part of the paper. It is missing.

7. The manuscript should include future directions / limitations in the Conclusion section.

8. The punctuation and grammar of the manuscript should be improved considerably.

9. The following articles will help you out. Cite them.

A. Iftikhar et al., "Risk Classification in Global Software Development Using a Machine Learning Approach: A Result Comparison of Support Vector Machine and K-Nearest Neighbor Algorithms," J. Inf. Technol. Res. JITR, vol. 15, no. 1, pp. 1–21, 2022.

A. Iftikhar, M. Alam, R. Ahmed, S. Musa, and M. M. Su'ud, "Risk Prediction by Using Artificial Neural Network in Global Software Development," Comput. Intell. Neurosci., vol. 2021, 2021.

A. Iftikhar, S. Musa, M. Alam, and M. M. Su'ud, "Artificial Intelligence Based Risk Management in Global Software Development: A Proposed Architecture to Reduce Risk by Using Time, Budget and Resources Constraints," J. Comput. Theor. Nanosci., vol. 17, no. 2–3, pp. 878–885, 2020.