

# Review of: "Artificial Intelligence and Organizational Change"

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**Potential competing interests:** No potential competing interests to declare.

The paper explores the many facets of artificial intelligence (AI), with an emphasis on how it affects organisational development in the larger social context. It tackles important concerns like the goal, reach, and long-term effects of AI on organisational change dynamics, cultural norms, and managerial techniques.

The article's description of AI as a catalyst for a new cultural paradigm—one in which technology and human capacities converge—is one of its most important ideas. It explains how artificial intelligence (AI) blurs the boundaries between human cognition and technical innovation, fostering a symbiotic interaction between humans and machines. Furthermore, the paper brings up relevant issues regarding the dangers of artificial intelligence, specifically with regard to its intent and design. It warns against possible overreach and unforeseen repercussions while highlighting the crucial role that government action has played in determining the course of AI development.

The paper, which is divided into well-organized sections, explores the effects of AI in chronological order. It starts with an introduction that lays the groundwork for the talks that will come. This is followed by an examination of the quick speed at which technology is changing between 2022 and 2023. The research gains depth from this temporal framing, which grounds it inside a certain timeframe and allows for more extensive extrapolation of trends and patterns.

The article's main focus is on the complex relationship between organisational culture and AI adoption. It clarifies how artificial intelligence enters organisational systems, changing conventional hierarchies and processes for making decisions. The essay provides nuanced insights into the practical consequences of AI integration by illuminating real-world instances of its integration across varied organisational contexts through fascinating case studies.

The preliminary conclusion of the paper emphasises AI's dual nature, recognising both its intrinsic advantages and disadvantages. On the one side, artificial intelligence (AI) technologies boost human capabilities with unsurpassed efficiency and efficacy, resulting in observable productivity benefits and cost reductions. But these advantages come with a catch, as shown by the imminent threat of job displacement, especially for lower-skilled and less experienced individuals.

The paper concludes by offering a provocative examination of AI's revolutionary possibilities in organisational contexts. The paper provides insightful analysis of the intricate dynamics of AI-driven organisational change by examining its consequences from multiple perspectives and supporting claims with case studies and actual data. It encourages stakeholders to tread carefully and strategically in these uncharted seas as it calls for critical thinking on the ethical, societal, and managerial aspects of AI adoption going forward.

