

# Review of: "Artificial Intelligence and Organizational Change"

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Potential competing interests: No potential competing interests to declare.

Erico Ernesto Wulf Betancourt's scholarly article, "Artificial Intelligence and Organizational Change," serves as a critical lens through which the intricate interplay between artificial intelligence (AI) and organizational transformation is scrutinized. Betancourt embarks on a methodical exploration of AI's burgeoning role within societal and organizational contexts, dissecting its potential to both disrupt and enhance the traditional paradigms of organizational management and cultural values.

At the heart of Betancourt's discourse is a provocative contention that AI, or as he redefines it, artificial curiosity (AC), extends beyond mere technological innovation, embodying a paradigm shift in how intelligence is conceptualized and operationalized within organizational frameworks. This perspective challenges conventional boundaries between human and machine intelligence, proposing a hybridized model where AI's integration could exponentially amplify human cognitive capacities, albeit with notable limitations in emotional and social intelligence domains.

The article is adeptly structured into four sections, each delving into different facets of AI's impact on organizational change. Betancourt skillfully navigates the reader through the rapid technological advancements of AI, emphasizing the urgency for organizations to adapt to this accelerated pace of change. The nuanced analysis of AI's differential effects on various workforce segments highlights a critical area of concern: the potential for labor displacement, particularly among lower-skilled workers, despite overall productivity gains.

Betancourt's examination extends to the macro-level implications of AI adoption, including the reshaping of power dynamics, organizational culture, and management strategies. This holistic approach underscores the multifaceted challenges and opportunities posed by AI, advocating for a balanced and forward-looking approach to its integration into organizational practices.

The discussion on regulatory frameworks and self-regulation policies brings to light the pivotal role of governance in mitigating AI's risks and ensuring its ethical application. Betancourt posits that the evolving nature of AI technology necessitates flexible and adaptive regulatory mechanisms, paralleling the article's overarching theme of embracing change and uncertainty as constants in the era of AI.

In conclusion, "Artificial Intelligence and Organizational Change" is a thought-provoking contribution to the discourse on AI's transformative potential and its implications for future organizational structures and practices. Betancourt's article is a call to action for scholars, practitioners, and policymakers to engage in a collaborative dialogue aimed at harnessing AI's benefits while navigating its complexities with strategic foresight and ethical consideration.

### Overall Evaluation:

Betancourt's article stands as a seminal piece that enriches the academic and practical understanding of AI's role in organizational change. Its comprehensive analysis, coupled with a forward-thinking perspective, makes it an essential reference for those seeking to comprehend and influence the future trajectory of AI within organizational and societal contexts.