Review of: "Artificial Intelligence and Organizational Change"

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This is an interesting theoretical article that explores the potential impacts of artificial intelligence (AI) and generative AI on organizational culture, values, and the broader concept of the learning organization. The author makes some thought-provoking arguments about how AI may accelerate the pace of organizational change and prompt a shift in power dynamics towards human cognition, innovation, and strategic thinking. However, there are a few limitations that should be addressed:

First, the article relies heavily on conceptual arguments and speculation without providing much empirical evidence to support the claims. More references to actual case studies or data quantifying the impacts described would strengthen the discussion.

Second, several bold assertions are made about AI's transformative power, but these need to be backed up by data to avoid sounding like hype. For instance, the claim that AI has already accelerated organizational change could use concrete examples.

Third, the connections drawn between AI, generative AI, organizational culture, and learning organizations are intriguing but remain quite abstract. More clarity is needed around the specific mechanisms by which AI influences these dynamics. Furthermore, the article would benefit from a more critical examination of the counterarguments and potential risks/downsides to increased AI automation and its impacts on organizational culture. Addressing critiques would make this a more balanced discussion.

Finally, the article lacks a clear structure. The different sections do not always flow well together. Restructuring it more logically and smoothing out the transitions between concepts would improve readability.

Overall, this article provides an interesting starting point to discuss AI impacts on organizations. With a more evidence-based approach, critical analysis, real-world examples, and polished structure, the author could produce a strong contribution to the literature. I suggest major revisions addressing these issues before consideration for publication.