



Call for Papers:

The AI Revolution: Perspectives from the Philosophy of Management

Guest Editors

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Overview

This special issue of *Philosophy of Management* aims to investigate and address fundamental questions about artificial intelligence (AI) and its impact on organizations, society, and management using philosophical and management perspectives.

The rapid expansion and implementation of AI—i.e., large language models (LLM), automated decision systems, and machine learning—has been called a revolution. Sundar Pichai, the CEO of Google, which developed the Bard and Gemini chatbots, stated, “This is going to impact every product across every company, and so that's, that's why I think it's a very, very profound technology” (Pelly, 2023). When OpenAI released its ChatGPT AI-bot, the way humans interact with technology and information changed. It was the most quickly adopted application in history, reaching 100 million active monthly users in two months (Hu, 2023). Companies release more AI tools to create art, videos, computer programs, screenplays, and music each month. AI is also used to review job candidates, determine creditworthiness, recommend military targets, and process insurance claims.

The explosion of new AI systems and their ability to draw inferences and conclusions and make recommendations has led some groups to call for a pause in AI development until safety measures are developed. Their concern is that an unsupervised AI could cause great harm to our world and even human extinction. The Center for AI Safety recently released a single-sentence statement that “Mitigating the risk of extinction from AI should be a global priority alongside other societal-scale risks such as pandemics and nuclear war” (2023). The statement was signed and endorsed by prominent figures within the AI community, including executives from OpenAI, DeepMind, and Anthropic, in addition to researchers across the globe. Unsurprisingly, the fear of extinction has caught the attention of media worldwide, painting the emergence of AI as an “existential threat.” Indeed, because AI

sometimes equals or exceeds human capacity on specific tasks and sometimes falls behind on others, it poses an immediate danger to our relationship with the world, with machines, and with each other. From a theoretical point of view, AI can be conceptualized as a relational nonhuman actor (Faraj and Leonardi, 2022; Murtinu & De Massis, 2024)—and not as a just advanced technology—meaning that AI can dramatically affect the (ethical) behavior of people interacting with it, possibly in unpredictable and unexpected ways. An extreme example is given by a young Belgian man who committed suicide after talking to an AI-bot (Walker, 2023).

AI presents several risks, including challenges in aligning its goals with human principles, the human tendency to anthropomorphize and over-rely on AI, leading to skill loss, negative collateral effects on human cognition (Nicolelis, 2017) and also to spreading misinformation (Daza et al., 2023; Sison et al., 2023). AI can also negatively impact emotional health (Twenge, 2023), psychologically exploit individuals for corporate gain (Parker, 2017), lead to unintended human behaviors in organizations (Murtinu, 2024) and compromise privacy due to its extensive data requirements (Crawford, 2021; Zuboff, 2018). The exploitation of personal data for profit maximization often comes at the cost of our autonomy, human agency, and democratic foundations. Additionally, AI can violate intellectual property rights (Dixit, 2023; Setty, 2023; Vincent, 2023) and perpetuate biases (Angwin et al., 2016). Moreover, AI may create precarious employment (Cherry, 2016) and facilitate workplace surveillance (Nguyen, 2021), facilitating a sort of “digital Taylorism” (Henaway, 2023). Authoritarian regimes have used AI to oppress or persecute dissidents (Rueckert, 2021). Social media algorithms can also create echo chambers (Cinus et al., 2023; Pariser, 2011), increase polarization (Levy, 2021), and facilitate manipulation (Wylie, 2019). On the development side, another concern is AI companies contracting with firms in Africa and India to review and label sexually explicit, violent, and toxic content to create safer large language models (Perrigo, 2023).

Other groups have called for the acceleration of technology so that humanity can benefit as quickly as possible from AI solutions (Marantz, 2024; Roose, 2023). AI can be considered a progressive technology that promotes plurality, empowers citizens, and serves the public good (Eabrasu, 2018). Curing cancer, reducing pollution in cities, developing designer drugs, and driving trucks are all potential benefits of quickly developing more powerful AI systems. Moreover, AI has proven to excel in many of the tedious and sometimes dehumanizing tasks that human workers had to do until now, leaving more time and space for creative and edifying tasks.

The “AI revolution” brings us to an opportune moment to delve into the philosophical aspects surrounding AI management and contemplate the roles that enterprises, governments, and individuals can and ought to assume in this evolving landscape.

Aims and Scope

This special issue of *Philosophy of Management* delves into fundamental questions surrounding the understanding, design, development, implementation, and management of AI as well as their implications and place in the broader context of human existence. We welcome submissions focusing on ethical, political, and social dilemmas concerning the development and deployment of AI systems, including issues related to privacy, bias, and the impact of AI on society. We also invite scholars to engage with the topic from diverse non-normative perspectives, such as epistemology, ontology, aesthetics, and the philosophy of language. This philosophical inquiry not only seeks to understand the

limitations and possibilities of AI but also challenges us to reflect on the nature of our own humanity in a world increasingly intertwined with this technology.

We invite submissions that address how managers and organizations may use AI to solve some of our most pressing problems such as climate change, discrimination, inequality, poverty, war, and the distribution of political power. The scope of potential submissions is broad.

Illustrative Topics and Research Questions

- What is the degree of trust managers should have in AI recommendations, and how do we assign responsibility for recommendations and decisions based on this degree of trust?
- How does AI shape the relationship to truth in management?
- What are the central ethical issues managers must consider when designing, developing, and/or deploying AI systems?
- What rights and obligations should humans have when interacting with AI? What are the conditions explaining how to assign (and to what degree) authority and responsibility to humans and AI systems?
- Is an AI-produced creative work anything more than a computer output, or is it art and deserves copyright protections?
- What level of human replacement should society and/or managers accept and what is the limit in creative jobs like scriptwriters, journalists, advertisers, and marketing professionals?
- What responsibilities do managers have toward others and society when using AI systems or recommendations? Consider the rejection of applicants for an apartment or loan because the AI gives the applicants a “do not recommend” or negative flag.
- Do the potential benefits of using AI to manipulate people into doing good things offset the violation of their autonomy if humans have autonomy?
- What limits should developers and/or managers consider when using biometric (facial recognition, physical health, mental health, habits) data?
- Can AI become a reliable developer and require no human oversight?
- How should organizations and managers think about AI replacing employees? Under which conditions should they embrace augmentation (improving job tasks and workers’ well-being), automation (replacing workers), neither, or both? What consequences should we avoid and why?
- What connections should we limit or increase between AI and government systems such as the military, taxation, education, and climate initiatives?
- What role can AI play in furthering the UN’s sustainable development goals?
- In terms of safety, what priorities and concerns should managers and leaders address?
- How does AI automation impact workforce dynamics, and what strategies can be employed to manage work displacement and ensure equitable employment opportunities?
- What are the implications of *Digital Taylorism* on employee autonomy and job satisfaction?
- What considerations should guide the use of AI in surveillance and monitoring, particularly concerning individual dignity and societal trust?
- How can AI be designed and implemented to promote virtuous work practices?
- How can algorithms be designed to prevent manipulative practices while ensuring ethical and transparent decision-making processes in businesses?

- Does AI need management, and should AI be allowed to manage people?
- Could AI avoid unintended human behaviors (e.g., sabotage) in organizations?
- Does AI make talent management more challenging? How does this impact meritocracy in organizations?
- Does AI augment or hamper human imagination? Could AI reach the degree of human imagination, or does it over-rely on tangible information and data?
- Does AI affect human cognition? How are mental and cognitive functions affected by interaction with AI?

Submission Process and Deadlines

Papers must be prepared in compliance with the journal's submission guidelines:

<https://link.springer.com/journal/40926/submission-guidelines> .

Papers should be submitted after *September 1, 2024* and before *January 30, 2025*, using Springer's online submission system: <https://www.editorialmanager.com/phom/default.aspx>.

When submitting, be sure to choose the option that indicates that the submission is for the *AI Special Issue*.

Key Dates

PHOM special issue submission window: *September 1, 2024 – January 30, 2025*.

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More Information

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