Fevzi Bugra Cakiroglu, Dovran Masharipov, Nguyen Truong vu khoi

Bay Atlantic University

Organizational Behavior/ MGMT 301

04.29.2023

Professor: Selin Germirli

Final Report

Our group has decided on the following two trends after considerable thought and analysis:

1. Integration of artificial intelligence in business processes
2. Increase in remote work.

**The reasoning for the Integration of artificial intelligence in business processes:**

Integration of Artificial Intelligence in Business Processes Artificial intelligence (AI) is quickly becoming a critical component of many enterprises throughout the world. Artificial intelligence has been applied in a variety of corporate applications, including customer service, predictive maintenance, fraud detection, and data analysis. AI integration in corporate operations provides various benefits, including higher efficiency, improved accuracy, and improved decision-making.

* Increased Efficiency

Enhanced efficacy is one of the primary advantages of AI in corporate operations. AI systems may automate a variety of tasks, thereby eliminating the need for manual labor and saving time.

* Greater Accuracy.

AI systems can analyze vast quantities of data much more quickly than humans. This enables organizations to gain insights and identify trends that individuals may miss. In addition, AI systems are immune to biases and emotions, making their decision-making processes more precise.Better Decision-Making

AI may assist organizations with insights that are not always obvious to humans. Businesses may now make better decisions and act based on data-driven insights. For example, every decision that needs to be made in a strategic move implemented in a company can be made by artificial intelligence based on data, not emotions, and this ensures success.

* COVID-19 Influence on AI Adoption

The COVID-19 epidemic has profoundly influenced how firms function, and AI adoption has not been immune. With many firms being compelled to function remotely, artificial intelligence (AI) has become indispensable for controlling and monitoring operations.

Incorporating artificial intelligence (AI) into business operations is a trend that is rapidly transforming the business world. AI provides a variety of benefits to businesses, including increased productivity, increased precision, and improved decision-making. The COVID-19 pandemic has accelerated the adoption of AI, with businesses recognizing the significance of operational resilience. On the other hand, businesses face a number of obstacles in adopting AI, including a dearth of knowledge of the technology and the need for vast quantities of data. In spite of these obstacles, the use of AI in corporate operations is expected to transform the business landscape in the coming years.

**The reasoning for increasing remote work:**

Following the COVID-19 epidemic, remote work has become the norm. Employees may now work from anywhere, thanks to many organizations being pushed to embrace remote work rules, giving them more work-life balance and flexibility. Remote work provides a few advantages for firms, including lower office space and equipment expenses, higher employee productivity, and happiness.

* Greater Work-Life Balance and Flexibility

One of the major advantages of remote work is the improved work-life balance and flexibility it affords. Employees may work remotely from home, eliminating the need for commuting and saving critical time. Furthermore, remote work allows people to work when they are most productive and determine their schedules. This gives employees more freedom and helps them combine work and personal commitments better.

* Reduced Office Space and Equipment Costs

Remote employment also has various advantages for firms. With remote work, firms no longer need to rent office space for all employees, dramatically lowering office space and equipment expenses. Furthermore, by lowering energy usage and trash creation associated with typical office facilities, organizations may minimize their carbon impact.

* Increased Employee Productivity and Satisfaction

Employee productivity and satisfaction have been found to rise with remote work. Remote employees are less likely to use sick days, and they are more productive owing to fewer distractions and greater flexibility, according to studies. Furthermore, remote work may boost employee happiness by minimizing the stress of commuting and allowing employees to work in a more comfortable atmosphere.

* Challenges in Remote Work

Despite its numerous advantages, remote work presents several obstacles for both firms and people. One of the major issues is the lack of face-to-face engagement, which can lead to communication and cooperation breakdowns. Furthermore, remote work can lead to feelings of isolation and decreased social engagement, both of which can be detrimental to employee mental health.

In conclusion, the increase in remote work is a result of the COVID-19 epidemic, but it is expected to continue as organizations and employees understand the benefits of remote work. Employees benefit from better work-life balance and flexibility, while businesses save money on office space and equipment while increasing employee productivity and happiness. Yet, remote work comes with several drawbacks, including a loss of face-to-face connection and difficulty tracking staff productivity. As remote work grows increasingly common, organizations must devise methods to overcome these difficulties and guarantee that remote work remains a viable choice for both enterprises and individuals.

In the current global business environment, two significant trends are integrating artificial intelligence (AI) into business processes and increasing remote work. In order to successfully adopt these trends, organizations must consider the impact they will have on their employees as well as how to manage the transition. In this paper, we examine three organizational behavior concepts that can help organizations adopt AI in business processes and work remotely.

1. **Leadership:**

The first organizational behavior concept that organizations should consider is leadership. A leader's role is crucial in guiding his or her team through a period of change and making sure that new technologies and work arrangements are successfully integrated. With AI integration and remote work on the rise, leaders must have an understanding of how these trends will benefit the organization and communicate that vision effectively to their team members. The best leaders should also be able to motivate their team members towards a common goal and inspire them to embrace the changes that result from the adoption of new technologies. In the context of remote work, when face-to-face contact is constrained, leaders must also be capable of adapting their leadership philosophies to meet the evolving demands of their teams.

1. **Communication:**

The second organizational behavior concept that organizations should consider is communication. Any organization that implements innovations like the incorporation of AI and the rise in remote labor must have effective communication in order to succeed. Communication that is brief, frequent, and clear may assist to prevent misunderstandings and guarantee that everyone on the team is working toward the same objectives. Communication becomes even more crucial when team members are working remotely from different locations. Companies should think about introducing communication tools and technology, such as video conferencing, instant messaging, and collaboration tools, that can help team members communicate with one another.

1. **Organizational Culture and Change:**

The third organizational behavior concept that organizations should consider is organizational culture and change. Organizations must change their cultures and procedures to accommodate new technology and work arrangements as a result of the adoption of AI and remote work trends. The adoption of artificial intelligence and remote work techniques may be helped or hindered by organizational culture. Therefore, it's crucial to promote a culture that is receptive to innovation, change, and lifelong learning. To ensure that the adoption of AI and remote work is effective, organizational change management techniques may be utilized to assist employees in adjusting to new technology and work arrangements.

In the summary, Firms face serious issues as a result of the adoption of remote work trends and the integration of AI into business operations. Organizations should consider the ideas of leadership, communication, organizational culture, and change in order to handle these changes successfully. A flexible corporate culture aids in the adoption of new technologies and working arrangements, while competent leadership may assist teams through the process of change and ensure that everyone is on the same page. Organizations may successfully incorporate AI into their business operations and adopt remote work trends by applying these organizational behavior ideas, giving them a competitive edge in the global business climate.

Two of the most important components of current organizational developments are the integration of AI into company operations and the growing trend of remote labor. With the development of technology, businesses are looking for creative methods to boost production, save expenses, and enhance efficiency. But it has also made it necessary to alter ideas about organizational behavior including leadership, communication, and culture. In this essay, we'll talk about how these three ideas affect how AI is incorporated into company operations and how remote labor is becoming more and more popular.

**Leadership:**

The successful integration of AI into business processes is dependent on leadership, just as in any company. An organization's leadership team has to be fully aware of the advantages and restrictions of AI as well as how it may be incorporated into operational procedures. In order to successfully use AI in their firms, executives must foster a culture of experimentation, learning, and innovation. Leaders must also convince their teams to use AI by explaining its advantages to them. A Deloitte survey found that executives who prioritize AI adoption and effectively convey its advantages to employees are present in firms that have successfully included AI in their business operations. Leaders must also guarantee that staff members have the knowledge and experience necessary to properly use AI technologies.

**Communication:**

Another crucial element of organizational behavior that has a big influence on how well AI is integrated into corporate operations is communication. In order to guarantee that employees are aware of the advantages of AI and eager to use it, effective communication is crucial. Companies must convey the advantages of AI in a way that connects with staff members and is consistent with their values. A clear knowledge of workers' duties and responsibilities in the context of AI adoption is also dependent on effective communication. Employees need to be taught and upskilled to take on increasingly sophisticated activities that require human participation as AI systems replace repetitive and boring work. Employees can better comprehend the value of upskilling if there is effective communication in place to support them in doing so.

**Organizational culture:**

The adoption of cutting-edge technology like AI depends critically on organizational culture. To successfully use AI in enterprises, a culture of experimentation, learning, and innovation is required. A Deloitte analysis found that businesses with an innovative culture are more likely to successfully implement AI. Moreover, company culture has an impact on the acceptance of remote labor. Organizations must develop a culture that promotes remote work and give employees the resources and support they need to work productively from home as remote work becomes more widespread. The adoption of remote work must be fueled by a culture of trust, cooperation, and communication.

**Organizational Change:**

A considerable shift in organizational behavior is required in response to the integration of AI into corporate processes and the growing trend of remote employment. To guarantee that staff is open to implementing new technology and working methods, change management is crucial. According to a McKinsey analysis, firms must spend money on change management to guarantee the deployment of AI is effective. Also, to guarantee that the implementation of remote work is effective, change management is also crucial. Employees that transition to remote work from an office setting require help and orientation to adjust to the new working procedures. Employees may benefit from remote work and be given the support and resources they need to do it well with the aid of change management.

As a result, the incorporation of AI into corporate operations and the growing trend of remote labor need a considerable shift in organizational behavior. To achieve successful AI, it is crucial to have strong leadership, effective communication, a positive company culture, and change management.

I. Integration of Artificial Intelligence in Business Processes

A. Analysis of OB Concept 1 – Motivation – Trend 1

The impact of AI on motivation in the workplace can be further examined by exploring the Expectancy Theory (Vroom, 1964) and Goal-Setting Theory (Locke & Latham, 1990). These theories highlight the importance of individual beliefs, goals, and feedback in driving motivation.

Effort-Performance: AI systems can boost employees' confidence that their efforts will result in higher performance. AI solutions, for example, may deliver tailored suggestions, insights, and data analysis, allowing employees to make better decisions and operate more effectively. Furthermore, AI can enable real-time performance feedback, allowing staff to alter their efforts and plans to achieve desired results.

Performance-Outcomes: By removing biases and concentrating on objective data, AI can increase the accuracy and fairness of performance evaluation. This can reinforce employees' assumptions that their efforts will be acknowledged and rewarded, so raising their motivation. AI-powered performance management systems may also identify areas for development and make focused recommendations, assisting staff in setting and achieving demanding but realistic objectives.

AI can help with goal-setting by giving data-driven insights and customised goal ideas. Employees may better comprehend the relationship between their efforts, performance, and outcomes if they create clear, explicit, and demanding goals. AI-driven goal-setting can also increase employee engagement and commitment since employees can see the direct impact of their efforts on reaching company goals.

However, the incorporation of AI may raise worries about job displacement or deskilling, since people may fear that their responsibilities will become outdated or that their abilities would be undervalued. Employee motivation may suffer as a result of uncertainty regarding the link between their efforts, performance, and outcomes. Organizations should examine these possible negative consequences and devise measures to counteract them, such as offering chances for training and skill development and promoting a culture of constant learning and flexibility. Organizations may also include workers in AI implementation procedures and encourage them to contribute their skills and ideas, increasing their feeling of ownership and drive.

B. Analysis of OB Concept 2 – Communication – Trend 1

The influence of AI on professional communication may be better understood by looking at the Social Penetration Theory (Altman & Taylor, 1973), which states that interpersonal connections evolve gradually via self-disclosure and vulnerability. AI integration might both help and impede this process:

Facilitating Self-Disclosure: AI-powered technologies may help team members uncover mutual interests or relevant subjects, allowing them to create rapport and make more meaningful relationships. AI may also assist in the analysis of communication patterns and give ideas on how to improve communication efficacy.

Vulnerability Impairment: Relying too heavily on AI for communication may reduce the frequency of face-to-face contacts, decreasing possibilities for vulnerability and trust-building. This can lead to surface-level interactions among team members, which may prevent successful cooperation and teamwork.

To solve these issues, firms should adopt a balanced approach to AI integration that prioritizes human contact and relationship-building. This may be accomplished through promoting regular check-ins, team-building events, and informal communication opportunities, as well as the usage of AI-enhanced communication technologies.

C. Analysis of OB Concept 3 – Leadership – Trend 1

The influence of AI integration on leadership may also be examined via the perspective of the Servant Leadership Theory (Greenleaf, 1977), which highlights the significance of leaders prioritizing their employees' needs and well-being. AI can assist servant leaders by:

Individualized Support: Artificial intelligence technologies may assist leaders in better understanding each team member's individual talents, limitations, and preferences. Leaders may use this information to give individualized support, advice, and growth opportunities targeted to the requirements of each employee.

Improving Decision-Making: AI may help executives spot trends, patterns, and possible difficulties, allowing them to make better informed decisions that consider their employees' well-being.

However, servant leadership necessitates the development of strong emotional intelligence and empathy, which may be difficult to maintain if leaders depend too heavily on AI-driven insights. Leaders must find the appropriate balance by incorporating AI into their decision-making processes while also encouraging open communication, empathy, and genuine care for their employees' well-being.

II. Increase in Remote Work

A. Analysis of OB Concept 1 – Motivation – Trend 2

The rise of remote work has had a variety of effects on employee motivation. In order to create a compelling work environment, the Job Characteristics Model (Hackman & Oldham, 1976) highlights the relevance of skill variation, job identity, task significance, autonomy, and feedback. Employees have greater autonomy and flexibility when working remotely, which can boost motivation. Remote labor, on the other hand, may limit possibilities for feedback, skill variation, and task identification. Organizations should confront these difficulties head on by establishing effective communication and collaboration techniques.

Remote employment might limit employees' exposure to varied tasks and responsibilities by isolating them from cross-functional teamwork. Organizations should foster skill diversity by giving remote employees opportunity for skill development, participation in diverse projects, and exposure to various jobs within the firm.

Task Identity and Significance: Remote employees may struggle to identify the direct influence of their job on the overall performance of the firm, resulting in lower motivation. To solve this, firms should develop clear goals and performance indicators that enable remote employees to understand their contributions to the success of the organization. This can be supplemented by frequent feedback and appreciation of employees' accomplishments.

While remote work allows for greater autonomy, it may also limit possibilities for real-time feedback and direction. Organizations should arrange frequent check-ins, performance evaluations, and feedback opportunities to ensure remote employees receive the support and guidance they require.

B. Analysis of OB Concept 2 – Communication – Trend 2

Organizational communication practices have shifted because of remote employment. Virtual communication systems have become vital for remote teams to properly interact. According to the Media Richness Theory (Daft & Lengel, 1986), the richness of the medium utilized influences communication efficacy. Face-to-face contact is seen to be the most valuable medium, whereas remote communication techniques may be less valuable. This reduction in wealth might lead to misconceptions and impede the establishment of trust among team members.

Organizations should invest in communication solutions that improve the depth of virtual communication, such as video conferencing platforms and real-time collaboration tools. Nonverbal signals, real-time feedback, and synchronous contact may all be facilitated by these technologies, which are vital for efficient communication and relationship building.

Promoting Informal Communication: Remote work might limit possibilities for team members to engage in informal communication and casual encounters that develop trust and rapport. To foster relationship-building and team cohesiveness, organizations could establish virtual venues for informal contact, such as virtual coffee breaks, social channels, or team-building activities.

C. Analysis of OB Concept 3 – Leadership – Trend 2

Because of the growth in remote work, leaders must adapt their leadership approaches to the virtual world. Transformational leadership (Bass & Riggio, 2006) is especially important in remote work contexts since it stresses inspiring and motivating colleagues, creating a feeling of belonging, and encouraging open communication.

Inspiring and Motivating Employees: To keep employees motivated and engaged, remote executives must effectively convey the organization's vision and goals. This may be accomplished through frequent updates, town hall meetings, and one-on-one check-ins, all of which ensure that staff feel engaged to the organization's objective.

Fostering a Sense of Belonging: By encouraging cooperation, inclusion, and recognition, remote leaders may help team members feel more connected. This might include creating team rituals, recognizing milestones, and allowing team members to share their ideas and thoughts.

Promoting Open Communication: To preserve confidence and transparency, remote leaders must encourage open communication, address issues, and give feedback. Establishing clear communication rules, being accessible and responsive, and actively soliciting feedback from team members are all examples of this. It is critical to develop open communication in a remote work setting by creating a psychologically secure atmosphere in which employees feel comfortable addressing their issues, comments, and questions.

Increasing Emotional Intelligence: To better understand and respond to the needs and emotions of their remote team members, remote leaders can increase their emotional intelligence. Being empathic, responsive, and helpful may assist leaders in dealing with the problems of remote work, such as feelings of isolation, stress, and worries about work-life balance.

Adapting Leadership Styles: Depending on the demands of their team members and the circumstances, remote workers may require leaders to adopt alternative leadership styles. Some employees, for example, may demand more direction and structure, whilst others may flourish with additional liberty. Remote leaders must be adaptable and agile in order to fulfill the particular needs of their team members as well as the expectations of the virtual work environment.

Putting Employee Well-Being First: Leaders should prioritize employee well-being by establishing a good work-life balance, encouraging frequent breaks, and offering tools for mental health assistance, as remote work may blur the lines between personal and professional life. Remote leaders may build a healthy business culture and sustain employee engagement, motivation, satisfaction and retention by displaying genuine concern about their colleagues' well-being.

In conclusion, the increase in remote work has created new opportunities and challenges for organizations in terms of motivation, communication, and leadership. To maximize the potential benefits of remote work, organizations should be proactive in addressing these challenges by implementing effective strategies, investing in appropriate technology, and fostering a supportive and inclusive culture.

After a thorough examination of the influence of the incorporation of artificial intelligence (AI) into business processes and the increase in remote labor on the selected organizational behavior concepts, we offer the following suggestions to assist organizations in successfully managing these developments in the future. Companies can successfully navigate the challenges and opportunities presented by these trends by employing a proactive strategy and concentrating on key aspects of organizational behavior.

**Suggestion 1- Staff Training and Skill Development:**

Organizations should invest in comprehensive staff training programs to guarantee a seamless transition to AI-driven business operations. These programs should emphasize not just the development of technical AI and automation capabilities, but also the development of creativity, critical thinking, and problem-solving talents, which are required for people to stay relevant in an AI-driven workforce.

Furthermore, firms should give chances for continual learning via workshops, seminars, and online courses, allowing staff to keep up to speed on the newest breakthroughs in AI technology. Mentorship programs and partnerships with educational institutions may also aid in the creation of a helpful learning environment for workers. Organizations may lessen resistance to change, boost employee engagement, and build a culture of creativity and adaptation by investing in skill development, eventually leading to better work satisfaction and motivation.

**Suggestion 2- Ethical AI deployment:**

Organizations should create thorough rules and ethical standards for AI deployment to guarantee fair and impartial decision-making. Addressing possible biases in algorithms via frequent audits and ensuring diverse representation in training data sets are examples of this. Organizations can also encourage openness in AI-driven processes by clearly expressing decision-making rationales and including staff in decision-making.

Furthermore, corporations should consider establishing specialized teams or committees to manage the ethical implications of AI deployment and monitor and remediate any unexpected repercussions. To keep updated about best practices and emerging ethical norms, these teams may engage with external stakeholders such as AI ethics specialists and industry organizations. Organizations may retain a strong corporate culture, create employee trust, and show their commitment to responsible AI adoption by taking a proactive approach to ethical AI deployment. As a result, work satisfaction, organizational dedication, and general employee well-being may improve.

**Suggestion 3- Increase in Remote Work:**

Communication and Collaboration Tools That Work: To promote smooth contact among team members, remote work needs sophisticated communication and collaboration technologies. Companies should invest in dependable, user-friendly technologies enabling virtual meetings, file sharing, and real-time collaboration. It is critical to give staff training and assistance on how to use these technologies successfully, assisting them in overcoming any technical challenges they may encounter.

In addition, organizations should create rules and best practices for remote communication in addition to using the appropriate technologies. Setting explicit expectations about response times, preferred communication methods, and meeting etiquette is one example. Encouragement of frequent employee input may assist in identifying areas for development and ensuring that communication technologies and procedures grow to suit the demands of the remote workforce. Organizations can preserve team cohesiveness, improve workgroup dynamics, and boost overall job satisfaction for remote workers by supporting efficient communication and cooperation.

**Suggestion 4- Pay Attention to Work-Life Balance and Mental Health:**

If not handled properly, remote work may lead to increased stress and burnout. Organizations should promote workers' work-life balance and mental health by developing flexible and well-being policies. Flexible working hours and the ability for workers to create their schedules may assist them in balancing work and personal duties, decreasing stress, and creating a healthy work-life balance.

Regular check-ins and open lines of communication between managers and remote workers may aid in the early detection of indicators of stress, burnout, or disengagement, enabling firms to take proactive steps to address these problems. Access to mental health options, like counseling services, wellness programs, and mindfulness training, may also help remote workers feel better.

Organizations must evaluate the effects of these developments on their workforce and change their plans and practices to maintain long-term success. This involves promoting continual learning, diversity, and strong leadership to help employees navigate an increasingly digital and distant workplace.

Organizations must also adapt to AI and remote work advances. This may entail following industry trends, investing in R&D, and cooperating with other companies to exchange insights and best practices.

In conclusion, firms may leverage AI integration and remote work trends by managing them proactively. Our analyses and recommendations may help firms improve organizational behavior and build a more resilient, flexible, and inventive workforce ready for the future.

**References**

*Adapting workplace learning in the time of coronavirus*. (2020, March 17). McKinsey & Company. https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/adapting-workplace-learning-in-the-time-of-coronavirus

Frick, W. (2019, November 27). *When Your Boss Wears Metal Pants*. Harvard Business Review. https://hbr.org/2015/06/when-your-boss-wears-metal-pants

Pragma Edge Inc. (2022, September 6). *How Artificial Intelligence Will Reshape Remote Work?* Pragma Edge. https://pragmaedge.com/how-artificial-intelligence-will-reshape-remote-work/

*9 Challenges Of Communication In A Remote Workplace*. (n.d.). https://www.kosyoffice.com/post/team-communication-challenges#:~:text=The%20lack%20of%20effective%20internal,of%20transparency%20in%20the%20workplace.&text=In%20a%20remote%20workplace%2C%20this,and%20distrustful%20of%20their%20company.

*Americans are embracing flexible work—and they want more of it*. (2022, June 23). McKinsey & Company. https://www.mckinsey.com/industries/real-estate/our-insights/americans-are-embracing-flexible-work-and-they-want-more-of-it

Ammanath, B., Mittal, N., & Anderson, S. (2021). *Becoming an AI-fueled organization*. Deloitte. https://www2.deloitte.com/content/dam/insights/articles/US144384\_CIR-State-of-AI-4th-edition/DI\_CIR\_State-of-AI-4th-edition.pdf

Bick, R. (2020, July 10). *Three important questions for the future of remote work*. McKinsey & Company. https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/the-organization-blog/three-important-questions-for-the-future-of-remote-work

Dennison, K. (2023, March 14). *The Impact Of Artificial Intelligence On Leadership: How To Leverage AI To Improve Decision-Making*. Forbes. https://www.forbes.com/sites/karadennison/2023/03/14/the-impact-of-artificial-intelligence-on-leadership-how-to-leverage-ai-to-improve-decision-making/?sh=67f52e933d9f

*How to build an AI-ready culture*. (n.d.). Deloitte United States. https://www2.deloitte.com/us/en/pages/technology/articles/build-ai-ready-culture.html

Petrucci, A. (2018, April 20). *How Artificial Intelligence Will Impact Corporate Communications*. Forbes. https://www.forbes.com/sites/forbescommunicationscouncil/2018/04/20/how-artificial-intelligence-will-impact-corporate-communications/?sh=87056f91dc6e

*Altman, I., & Taylor, D. (1973). Social penetration: The development of interpersonal relationships. New York: Holt, Rinehart, and Winston.*

*Bass, B. M., & Riggio, R. E. (2006). Transformational leadership. Psychology Press.*

*Daft, R. L., & Lengel, R. H. (1986). Organizational information requirements, media richness and structural design. Management Science, 32(5), 554-571.*

*Greenleaf, R. K. (1977). Servant leadership: A journey into the nature of legitimate power and greatness. Paulist Press.*

*Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: Test of a theory. Organizational Behavior and Human Performance, 16(2), 250-279.*

*Locke, E. A., & Latham, G. P. (1990). A theory of goal setting & task performance. Englewood Cliffs, NJ: Prentice-Hall.*

*Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. American Psychologist, 55(1), 68-78.*

*Vroom, V. H. (1964). Work and motivation. New York: Wiley.*

Grewal, D. (2023, February 13). *The Best Way to Boost Workers’ Mental Health Is to Give Them Good Managers*. Scientific American. https://www.scientificamerican.com/article/the-best-way-to-boost-worker-mental-health-is-to-give-them-good-managers1/

Haefner, N., Wincent, J., Parida, V., & Gassmann, O. (2021). Artificial intelligence and innovation management: A review, framework, and research agenda✰. *Technological Forecasting and Social Change*, *162*, 120392. https://doi.org/10.1016/j.techfore.2020.120392

Mohan, V. S. (2023, February 21). *Artificial Intelligence in business management | Accubits Blog*. Accubits Blog. https://blog.accubits.com/artificial-intelligence-in-business-management/

Peek, S. (2023). Remote Work Best Practices (Plus Sample Policy). *business.com*. https://www.business.com/articles/remote-work-best-practices/

Uzialko, A. (2023). How Artificial Intelligence Will Transform Businesses. *Business News Daily*. https://www.businessnewsdaily.com/9402-artificial-intelligence-business-trends.html