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[top](#)**INDUSTRIAL ORGANIZATION: PRODUCTIVITY, INNOVATION & TECHNOLOGY eJOURNAL**

- "The (Surprisingly Undramatic) Impact of Brexit on United Kingdom Copyright Law"** □
It has been accepted to appear in [2025] *Media and Arts Law Review* xxx
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In the immediate wake of the Brexit vote, questions were raised concerning Brexit's potential impact in the sphere of copyright law. Would it, for example, bring about a return to the form of copyright law that had existed in the UK before the EU harmonization programme began in the early 1990s? Would the UK's newly acquired legislative freedom result in significant divergence from the EU copyright *acquis* in the short, medium, and long term? Can "fair dealing" be addressed (or not) at all? At a few years' distance from these initial events, we can now reflect on the way in which this question has been achieved and offer an initial assessment of its impact. The impact of Brexit on UK copyright law is outlined in this paper. It is argued that, despite the rhetoric marking the Brexit process, the UK legislature and courts have, initially at least, adopted a conservative approach to the independent development of the law. As a consequence, copyright rules have largely remained unchanged since they last exited from the EU. It is suggested that this approach has arisen, in part at least, as a consequence of the general legal structures put in place under the European Union Withdrawal Act 2018 (as amended) to ensure legal certainty in the UK at a time of potential disruption. However, it also appears to be the product of judicial reluctance to disturb rules that have become integral to the operation of UK copyright law over the last few decades.

- "Bonhoeffer's Principle and the Online Labor Market Perspective Collapse, Two-Sided Dysfunction, and the Architecture of Incoherence in Digital Hiring Systems"** □

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Digital hiring platforms (e.g., LinkedIn, Indeed) mediate a vast share of global employment, yet exhibit profound dysfunction—stagnant hiring outcomes, eroding trust, and deepening opacity—despite high activity volumes. This paper argues these failures are systemic, rooted in a “collapse” of the perspective of the platform (Balogun et al., 2005), where system design prioritizes the platform-centric viewpoint embedded in economic theory and platform architecture while systematically excluding the worker's perspective. Through a case study of LinkedIn and Indeed, we demonstrate how this collapse produces rationalized irrationality: locally rational decisions that generate systemic instability and mistrust. We conclude by proposing a framework for responsible market design inspired by Bonhoeffer's ethics, grounded in multi-perspective architectures, algorithmic transparency, and restored feedback symmetry to address the structural causes of labor market decline.

- "Transition from Traditional to Hybrid Cash Operations Management in Banking: A System Dynamics Approach and Empirical Evaluation"** □

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This paper demonstrates how a system dynamics (SD) approach can serve as the foundation for a controlled transition from traditional cash operations management toward a hybrid digital-assisted model in banking. We construct a causal feedback map and a simulation model of cash flows (branch tellers, ATMs, etc.) in the banking system. The SD model is calibrated with empirical data and used for real-time optimization, and then evaluate the economic impact through a quasi-experimental design (difference in differences). Using synthetic data from a large universal bank (>300 branches, 1,200 ATMs), the hybrid scenario delivers: • a 34% reduction annual CIT costs (~12m), • a 55% reduction in idle cash balancing (capital cost savings = 1.65m/year), and • a 3% reduction in implemented ATM cash-out days, when compared to the current implementation strategy (MAPR) (reducing from 10 to 6.2%). Implementation costs include CAPEX of 2.8m and incremental OPEX of 0.6m/year, with a payback period of just 3.5 months. The proposed framework is replicable and scalable across banking networks.

- "Bridging the Gaps: Examining the Legal and Regulatory Framework of Data Protection in Nigeria with a View to Proffering Solutions."** □

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Protection of personal data is more important than ever amid digitalisation and the concurrent rise of cyberattacks. Data protection refers to the technical and administrative measures put in place to prevent unauthorized access to personal data. In Nigeria, the egregious rate of cyberattacks has led to the widespread violation of personal data privacy. In 2023, the Nigerian Data Protection Act 2023 was passed over 150,000 leaked data breaches in the first half of 2023. This report continues to reflect Nigeria's global cybersecurity standing, and this is evident in the 2024 World Justice Project report which ranks Nigeria 142 out of 142 countries in the category of order and security. Hence, this study seeks to explore the gaps in the legal and regulatory framework of data protection in Nigeria. This manuscript adopts a doctrinal method of research as it is normative and secondary research is used to achieve its objectives. Primary sources such as the Nigeria Data Protection Act 2023, were used while secondary sources like online journals, newspapers, websites publications were also consulted. This study found that despite the efforts of the Nigerian government channelled towards data protection, there are certain gaps in the legal and regulatory framework. Thus, proactive measures must be implemented to prevent data security violations. The researcher recommends that strict laws and regulations for data governance should be imposed, while awareness and enlightenment programmes should be organised to ensure adequate data protection literacy. Most importantly, the ambiguities in the Nigeria Data Protection Act 2023 should be reviewed to further strengthen the legal framework.

- "Bridging the Human-AI Alignment Gap: Frameworks for Digital Transformation, Governance, and ROI"** □

DEEPIKA CHOPRA, Independent Researcher

Despite rapid advances in artificial intelligence capabilities, 70% of enterprise digital transformations continue to fail—less from technical limitations than from what we term the Alignment Gap: the divide between AI alignment and organizational readiness [2]. This paper proposes a new framework for bridging the alignment gap in digital transformation and introduces three novel frameworks addressing this gap. The Strategic Human-AI Alignment Framework (SHAFF) provides enterprise-level architecture, the Human-AI Alignment Score (HAAS™) offers a diagnostic metric for measuring organizational readiness, and the ACT+R Readiness Index formalizes leadership and cultural preparedness across four dimensions: alignment, trust, risk, and accountability. SHAFF, HAAS, and the Misaligned Spiral—that illustrate how misalignment compounds over time. Together, these contributions represent the first systematic attempt to define enterprise-scale diagnostic constructs for human-AI alignment, extending digital transformation and organizational change theory while providing practical tools for practitioners and policy frameworks for governance. They are presented as practitioner-oriented proposals intended to inform governance debates and guide future empirical research.

- "Neuroscience, Workplace Spirituality, and Innovationology: Unlocking the Potential of Embodied Cognition for Transformative Innovation"** □

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Bridging the latest advancements in neuroscience, workplace spirituality research, and the innovative discipline of "Innovationology," this pioneering article unveils unprecedented breakthroughs in harnessing the power of embodied cognition to drive transformative innovation. By deeply integrating somatic awareness, contemplative practices, and systemic thinking, the author presents a radical new framework for cultivating breakthroughs through capturing heightened awareness, and collective intelligence. Drawing on a range of case studies and interviews, the research, which is groundbreaking, will offer profound insights into how the wisdom encoded within the human body-mind can be purposefully leveraged to catalyze innovative solutions to our most pressing global challenges. The visionary ideas explored here represent a major leap forward in redefining the role of the embodied self in driving systemic transformation.

- "Products, Processes and Policies (PPP): CME's Neo-Schumpeterian Approach to Innovation"** □

CARMELLO FERLITO, Università Parthenope Napoli - School of Business and Economics, Taylor's University - Faculty of Social Sciences & Leisure Management, Institute for Democracy and Economic Affairs (IDEAS) - Center for Market Education
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Innovation has long been seen as a cornerstone of economic progress, yet its drivers and mechanisms remain contested. From Adam Smith to Aghion, Nelson, and Phelps, scholars have explored how new ideas emerge, spread, and transform economies. At the center of this tradition stands Joseph Schumpeter, who defined innovation not as incremental improvement but as a disruptive process of "new combinations" made possible by entrepreneurs and finance. His trinomial of innovation, entrepreneurship, and credit redefined competition as a dynamic process of creative destruction.

Today's global economy, however, calls for a broader lens. Innovation ecosystems now involve networks of investors, research institutions, and public policies, with governance and institutional quality shaping outcomes. This paper, rooted in the policy work of the Center for Market Education, builds on Schumpeter by advancing the PPP framework — Products, Processes, and Policies. The first two follow Schumpeter's original categories, while the third highlights how policy can both enable innovation and act as innovation itself, though never replacing the market as the final arbiter.

By revisiting Schumpeter through the PPP lens, this paper revises the theoretical foundation for our applied studies in Asia and for forthcoming quantitative analyses of pro-innovation policies. It bridges classical insights with contemporary policy debates, emphasizing that entrepreneurship, finance, and institutions together determine whether economies achieve genuine innovation or mere activity.

- "Short Communication on Dignity in the Digital Age"** □

FILZAH ASSI, Qur'anic Covenant Research Centre (QCRC)
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In a world where our lives are increasingly digitised, the sacredness of human dignity—so profoundly embedded in Qur'anic ethics—is often tested by the tools we use. From online surveillance to silent data theft, we're facing a catastrophe not just of technology, but of values. This article examines how incivility in the digital world, characterised by a disregard for privacy and consent, erodes human dignity. It incorporates the Qur'an's guidance as seen in Sunnah-Hadiths on topics such as privacy, monitoring, and contemporary laws such as the Personal Data Protection Bill, California CCPA, the UK's Data Protection Act, and the ECPR. However, alas, the crux remains: laws cannot fix what we as humans are not willing to acknowledge. Until we internalise the worth of every human being, our digital spaces will remain invasive and pejorative.

- "The Intuitions Age Creative Intuitionism & Reclaiming Knowledge in a Post-AI World: Toward a New Epistemology"** □

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This is a pre-publication version of the book *The Intuitions Age: Creative Intuitionism & Reclaiming Knowledge in a Post-AI World: Toward a New Epistemology*, deposited to ensure authorship, DOI assignment, and academic visibility.

The book introduces Creative Intuitionism, an original philosophical framework that reclaims intuition as a rigorous, generative, and perceptually structured form of knowledge-making, and Intuitive Echo Mapping (IEM), a methodological practice for sensing weak signals and emergent patterns.

Emerging at the intersection of philosophy, futures studies, design, and cultural epistemologies, the work critiques algorithmic rationality and proposes intuition, resonance, and symbolic depth as vital epistemic tools in a post-AI world.

- "Trademark Use in Flux: Bridging Legal Doctrine and Commercial Realities"** □

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Conventional business has challenged the legal view of trademarks and courts have tried to align this reality with the law. One of the purported solutions to this new challenge is formulating a "trademark use" doctrine. This thesis analyses the "trademark use" doctrine, contending that its application lacks foundation in both legislative history and statutory language. It challenges the doctrine's continued relevance in light of contemporary commercial realities.

The article argues that "trademark use," as conceptualised, fails to present any meaningful innovation in addressing current trademark conflicts. Rather, its rigid, formalistic approach is at odds with modern commerce. It also posits that strict adherence to the doctrine does not improve courts' capacity to resolve disputes in a way that appropriately balances the competing interests of trademark owners and the public. Instead, the introduction of a trademark use doctrine may exacerbate the problem of trademark squatting and fair use, serving as a more flexible and efficient mechanism for resolving disputes. The article concludes by stating that the focus on "trademark use" is mainly superfluous and may impede the efficient resolution of disputes, undermining economic efficiency and free expression. Courts can achieve the necessary balance by applying the LoC tests and fair use doctrine. These existing frameworks are sufficiently adaptable to address the nuanced demands of modern commerce. The article suggests the need for further empirical research on courts' responses to novel and borderline cases to understand the judicial attitude toward "trademark use" and why the doctrine has not delivered on all its promises.

- "Fiscal Transparency and the Benefits of Government-Funded Research"** □

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Does enhancing fiscal transparency strengthen the impact of government-funded research? I investigate this question by exploiting the Federal Funding Accountability and Transparency Act of 2006 as a source of variation in the accessibility of financial and project-related information. Using a difference-in-differences approach combined with matched controls, I find evidence of a rise in follow-on investments in government-funded research in states following the implementation of the transparency law. Additional analyses provide evidence consistent with reduced search costs, lower information asymmetries, and signalling of commercial opportunities as mechanisms. Spillovers are concentrated in follow-on inventions by non-government-funded firms operating in distinct technological areas. These findings underscore the role of information disclosure in increasing the social returns to publicly funded research.

- "Intellectual Property Law Post-Brexit: Control but no Direction"**

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The paper explores the legal landscape of intellectual property law post-Brexit. To date, there have been comparatively few such studies. Of those published, most appeared shortly after the 2016 Referendum and focused on the range of possible post-Brexit arrangements and their implications for IP. Central concerns were the uncertainty that existed and the fate of specific initiatives, particularly the unitary patent system. Also emphasized was the international consensus in IP, the benefits of harmonization in global markets for creative and informational products, and the limited scope and desirability of substantial changes to IP law. The paper argues that the focus on the UK's relationship with the EU has been misplaced. The focus should instead be on the UK's relationship with the rest of the world, particularly the US, Japan, and China. The paper also argues that the UK should not seek to replicate the EU's IP framework, but rather to develop its own unique IP system. This would allow the UK to maintain its competitiveness in the global IP market while also addressing its specific needs and priorities. The paper concludes by suggesting that the UK should take a pragmatic approach to IP post-Brexit, focusing on what is feasible and realistic given the constraints of the UK's political and economic situation.

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