Annotated Bibliography on Future of the Workplace

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HRM515- Legal and Human Resource Dimensions of Business Management

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January 18, 2021

**Hallevy, Prof. G. (2018). Dangerous Robots Artificial Intelligence vs. Human Intelligence. *SSRN Electronic Journal*.** [**https://doi.org/10.2139/ssrn.3121905**](https://doi.org/10.2139/ssrn.3121905)

This article examines some of the potential dangers that can be posed by robots and other artificial intelligence technologies. Indeed the human resources environment is fluctuating and that many organizations are using technologies to perform some of their tasks. However, when can one draw a line between a useful and a dangerous AI? The author cites that the technological advancement witnessed today has prompted some of the human activities to be done by robots. Essentially, the robots are replacing human beings, which is not a big deal provided they are being used as tools. Nevertheless, the problem arises when the robots start to become urbane and transform from “thinking machines” to thinking machines.

**Hinzpeter, J. (2019). About Artificial Intelligence: Robots and Philosophy. *International Journal of Biochemistry & Physiology*, *4*(2).** [**https://doi.org/10.23880/ijbp-16000148**](https://doi.org/10.23880/ijbp-16000148)

This article examines the use of AI in the workplace, particularly in the healthcare sector. The author asserts that the beginning of the 21st century has seen a rapid advancement in technology, where sophisticated technological mechanisms are being used in different industries and sectors. Currently, intelligence machines are widely used in the field of medicine. It is projected that in the next decade, robots will be used in the operating rooms. The history of robotic surgery began in the late-20th century, where robots were used when conducting major surgeries. Today, several milestones in medicine have been achieved thanks to AI and robotic systems.

**Ingrand, F., & Ghallab, M. (2017). Deliberation for autonomous robots: A survey. *Artificial Intelligence*, *247*, 10–44.** [**https://doi.org/10.1016/j.artint.2014.11.003**](https://doi.org/10.1016/j.artint.2014.11.003)

The future of the workplace is heading towards the direction of the utilization of robots, artificial intelligence, and other forms of technological devices. Since AI and robots are used in the workplace, it is the responsibility of the human resource personnel to review them before ascertaining whether or not robots or AI should fill a position. This article identifies some of the components to be assessed before installing a robotic system. Fundamentally, according to the researchers, explicit deliberation should be conducted for autonomous robots to determine whether they fulfill their tasks. The goal of the deliberation is to utilize a robotic framework with stretched, more adaptable, with vigorous functionalities, and can assist in reducing deployment expenses.

**Jarrahi, M. H. (2018). Artificial intelligence and the future of work: Human-AI symbiosis in organizational decision making. *Business Horizons*, *61*(4), 577-586.** [**https://www.sciencedirect.com/science/article/abs/pii/S0007681318300387**](https://www.sciencedirect.com/science/article/abs/pii/S0007681318300387)

This article examines how the widespread adoption of artificial intelligence in the workplace has impacted the future of the workplace. The author argues that AI has infiltrated several organizational processes, leading to an increasing fear that machines may replace human beings. To offer a more practical and realistic viewpoint, the author outlines the complementarity of people and robots and investigates how each can bring its capability to organizations. With a significant computational information processing ability, artificial intelligence can complement individuals’ cognition when handling complex situations. On the other hand, humans can still provide a more universal, spontaneous approach in handling ambiguous and equivocality situations.

**Vinuesa, R., Azizpour, H., Leite, I., Balaam, M., Dignum, V., Domisch, S., ... & Nerini, F. F. (2020). The role of artificial intelligence in achieving the Sustainable Development Goals. *Nature communications*, *11*(1), 1-10.** [**https://www.nature.com/articles/s41467-019-14108-y**](https://www.nature.com/articles/s41467-019-14108-y)

This article examines how the use of AI in organizations has significantly impacted processes, tasks, and procedures. Fundamentally, the emergence of AI is impacting several industries and sectors. Studies show that the broad usage of AI will likely impact equality, diversity and inclusion, global productivity, and environmental results in the short and the long-run. The potential implications of artificial intelligence will negatively and positively affect sustainable development. While AI-enabled technologies will likely increase productivity in entities, they are also likely to increase inequalities. For instance, if markets will depend majorly on data analysis and since these resources cannot be equally accessed, then the economic gap will considerably increase because of the mentioned inequalities.

**References**

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