

Review Form 3

Journal Name:	Archives of Current Research International
Manuscript Number:	Ms_ACRI_124598
Title of the Manuscript:	Organizational Workforce Management in the Digital Age: The Role of Technocultural Interventions in Mitigating the Negative Impacts of AI-Driven Technological Change
Type of the Article	Empirical Research

General guidelines for the Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guidelines for the Peer Review process, reviewers are requested to visit this link:

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PART 1: Review Comments

Compulsory REVISION comments	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<p>Please write a few sentences regarding the importance of this manuscript for the scientific community. Why do you like (or dislike) this manuscript? A minimum of 3-4 sentences may be required for this part.</p>	<p>This manuscript is highly relevant to the scientific community as it delves into the increasingly significant issue of workforce management in the digital age, focusing on the implications of AI-driven technological change. I find the study's use of a mixed-method approach particularly robust, as it offers a multi-dimensional analysis through logistic regression, K-means clustering, and multivariate regression. The emphasis on technocultural interventions, such as upskilling programs and ethical AI frameworks, is commendable, as these are key areas of interest in mitigating job displacement and enhancing employee satisfaction.</p> <p>I appreciate the manuscript's attention to leadership commitment and ethical considerations, as these aspects are often overlooked in discussions around AI integration. However, the findings indicating limited direct effects of upskilling programs on productivity suggest that further investigation is needed in this area, particularly across different organizational sectors. Addressing this gap could provide more actionable insights for improving productivity in AI-driven work environments.</p> <p>In conclusion, this manuscript makes a valuable contribution to the field, although it would benefit from additional research on the optimization of technocultural interventions in improving productivity.</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>The current title, Organizational Workforce Management in the Digital Age: The Role of Technocultural Interventions in Mitigating the Negative Impacts of AI-Driven Technological Change, is quite comprehensive and clearly reflects the study's focus on workforce management and AI-driven technological change.</p> <p>However, to make the title more concise while maintaining its relevance, you could consider the following alternative:</p> <p>"Mitigating AI-Driven Workforce Challenges: The Impact of Technocultural Interventions on Organizational Management."</p> <p>This version retains the core elements of the study while being slightly more focused and direct. It emphasizes the mitigation of challenges and places AI-driven change in the context of workforce management and organizational strategies.</p> <p>Or</p> <p>Mitigating AI-Driven Workforce Challenges in the Tech Industry: The Impact of Technocultural Interventions on Organizational Management.</p> <p>These versions specify an industry or geographic context, which helps highlight the empirical contributions and the practical relevance of the research findings.</p>	

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<p>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</p>	<p>The abstract of the article is largely comprehensive, as it provides a clear summary of the research objectives, methods, and key findings. However, there are a few areas that could be improved or clarified for greater effectiveness:</p> <ol style="list-style-type: none"> <p>Expand on the significance of findings: The abstract mentions the limited direct effects of upskilling programs and AI frameworks on productivity but does not elaborate on the potential implications or suggestions for further research. Including a sentence or two about the broader implications of these findings would enhance the abstract's depth.</p> <p>Suggestion: Add a line like, <i>"These findings highlight the need for sector-specific strategies that can better align upskilling initiatives with productivity goals, warranting further investigation into tailored approaches for different industries."</i></p> <p>While the abstract discusses the research methods and findings, it would benefit from a clearer statement of what makes this study unique compared to previous research. Mentioning how it fills a gap in the literature could strengthen its contribution.</p> <p>Suggestion: Include something like, <i>"This study fills a critical gap by providing empirical insights into the role of leadership and technocultural interventions in navigating AI-induced disruptions in workforce management."</i></p> <p>Simplify the statistical jargon for broader audiences: While the abstract uses statistical terms like "logistic regression," "K-means clustering," and "multivariate analysis," these could be simplified or explained for readers who may not be familiar with these methodologies.</p> <p>Suggestion: For example, instead of listing the statistical techniques, you could write, <i>"A combination of quantitative and qualitative analysis was used to examine patterns in AI adoption and its impact on employee outcomes."</i></p> <p>Emphasize practical recommendations: The recommendations for organizations could be made more prominent in the abstract to underscore the practical applications of the study.</p> <p>Suggestion: Add a sentence such as, <i>"The study recommends organizations adopt leadership-driven and ethical AI frameworks to effectively manage workforce transitions in the digital age."</i></p> <p>By incorporating these suggestions, the abstract will become more comprehensive, accessible, and impactful, ensuring it appeals to both academic and professional audiences.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>Introduction</p> <ul style="list-style-type: none"> <p>Strengths:</p> <ul style="list-style-type: none"> Clearly articulates the relevance of AI in organizational workforce management, presenting both opportunities and challenges. Identifies the need for technocultural interventions effectively. Presents a well-defined research purpose and objectives. <p>Suggestions:</p> <ul style="list-style-type: none"> Ensure that citations are consistently formatted according to your chosen style guide. Consider adding a brief overview of the structure of the paper at the end of the introduction, outlining what each subsequent section will cover. <p>2. Literature Review</p>	

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- **Strengths:**
 - Addresses various dimensions of AI's impact on workforce management, highlighting negative implications such as job displacement, skill obsolescence, and ethical concerns.
 - Integrates multiple scholarly perspectives, which enhances the depth of analysis.
- **Suggestions:**
 - Group similar themes together to enhance coherence (e.g., discussing job displacement and skill obsolescence in a single subsection).
 - Ensure that all cited studies are accurately summarized and contextualized.

3. Technocultural Interventions in Mitigating AI's Negative Impacts

- **Strengths:**
 - Offers a clear examination of different interventions and their importance.
 - Supports the discussion with relevant examples (e.g., Salesforce's Trailhead).
- **Suggestions:**
 - Consider summarizing the key types of interventions at the beginning of this section for clarity.
 - Highlight gaps in the current literature on technocultural interventions to justify the need for your study further.

4. Evaluation of Technocultural Interventions

- **Strengths:**
 - Describes various methodologies for evaluating interventions and emphasizes the importance of each method.
 - Integrates case studies effectively, providing real-world context to the evaluation process.
- **Suggestions:**
 - Consider organizing evaluation methods under subheadings for improved readability.
 - Provide a brief synthesis of findings from the case studies to emphasize their implications for best practices.

5. Challenges and Barriers to Implementation

- **Strengths:**
 - Addresses significant challenges to implementing interventions, providing a balanced view of potential obstacles.
 - Discusses both employee and organizational perspectives on resistance.
- **Suggestions:**
 - Highlight examples of organizations that have successfully overcome these barriers to provide practical insights.
 - Consider organizing challenges into categories (e.g., organizational, financial, and technological) for clarity.

6. Policies and Regulations for Successful Technocultural Interventions

- **Strengths:**
 - Recognizes the need for policies and regulations that support ethical AI use in organizations.
 - Connects technological change with broader societal implications effectively.
- **Suggestions:**
 - Expand on specific policy recommendations and their potential impact on technocultural interventions.
 - Discuss the role of stakeholders (government, industry, academia) in shaping these

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	<p>policies for a more comprehensive view.</p> <p>Overall Feedback</p> <ul style="list-style-type: none"> • The manuscript is structured logically, progressing from identifying problems through solutions to evaluating and addressing implementation challenges. • The writing style is academic and suitable for a research manuscript, with thorough citations enhancing credibility. • Make sure to include a conclusion section summarizing key findings and implications for practice, as well as potential areas for future research. 	
<p>Please write a few sentences regarding the scientific correctness of this manuscript. Why do you think that this manuscript is scientifically robust and technically sound? A minimum of 3-4 sentences may be required for this part.</p>	<p>The manuscript titled "Organizational Workforce Management in the Digital Age: The Role of Technocultural Interventions in Mitigating the Negative Impacts of AI-Driven Technological Change" is scientifically robust due to its comprehensive examination of the intersection between workforce management and AI technologies. It employs a multidisciplinary approach, integrating insights from organizational theory, cultural studies, and technology management, which enhances its technical soundness. The methodology is clearly articulated, utilizing both qualitative and quantitative data to support its claims, thereby ensuring a rigorous analysis of the impacts of technocultural interventions. Furthermore, the manuscript draws upon contemporary literature and empirical evidence, establishing a strong foundation for its conclusions and recommendations.</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</p> <p>=</p>	<p>The references listed in the manuscript appear to be both sufficient and relatively recent, covering a broad range of topics pertinent to organizational workforce management and the impacts of AI. The inclusion of articles published as recently as 2024 demonstrates an effort to incorporate the latest research and trends in the field. However, to further enhance the literature review and provide a more comprehensive perspective, consider adding references that focus on case studies of organizations that have successfully implemented technocultural interventions, as well as works that delve into specific methodologies for measuring the effectiveness of such interventions in the workplace.</p>	

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<p>Minor REVISION comments</p> <p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>The language and overall quality of English in the article appear to be suitable for scholarly communication. The manuscript utilizes formal academic language, maintains a clear structure, and effectively conveys complex concepts related to organizational workforce management and AI. However, there may be instances where clarity could be enhanced through more concise phrasing or simplified terminology, especially in sections where technical jargon is prevalent. A thorough proofreading for grammatical accuracy and coherence will further improve the manuscript's readability and impact. Additionally, ensuring that all terminology is defined clearly will benefit readers who may not be familiar with specific concepts.</p>	
<p>Optional/General comments</p>	<p>The manuscript addresses a timely and significant topic concerning the impact of AI on workforce management, and while it appears to have a solid foundation, several ethical issues should be considered:</p> <ol style="list-style-type: none"> 1. AI Bias and Fairness: The deployment of AI technologies can inadvertently perpetuate biases present in training data, leading to unfair treatment of employees or candidates. The manuscript should address how it plans to mitigate these biases and ensure fairness in AI applications. 2. Employee Privacy: The integration of AI-driven technologies in workforce management raises concerns regarding employee privacy. Surveillance technologies can infringe on individual rights, so it's crucial for the manuscript to discuss measures for protecting employee data and ensuring transparency in data usage. 3. Job Displacement: The transition to AI-driven processes may lead to job displacement or shifts in employment patterns. The manuscript should consider the ethical implications of this potential disruption and suggest strategies for reskilling and supporting affected employees. 4. Informed Consent: As organizations adopt AI technologies, it's essential to consider whether employees are adequately informed about how these technologies will affect their work and whether they have consented to their use. 5. Accountability and Responsibility: The manuscript should clarify who is accountable for decisions made by AI systems, particularly in sensitive areas like hiring and performance evaluations. Addressing this aspect can contribute to a more comprehensive ethical framework. 	

PART 2:

	<p>Reviewer's comment</p>	<p>Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</p>
<p>Are there ethical issues in this manuscript?</p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

Reviewer Details:

<p>Name:</p>	<p>Gabriel Ifidon Peace Deinma</p>
<p>Department, University & Country</p>	<p>Rivers State University, Nigeria</p>