# Article information:

Sustainability | Free Full-Text | Job Design for Human and Organisational Sustainability in the Context of Emerging Technologies
<https://www.mdpi.com/2071-1050/15/5/4438>

# Article summary:

1. Rapid technological advancements have led to changes in job design, driven by the adoption of emerging technologies such as AI, robots, and smartphones.

2. These changes in job design can have both positive and negative effects on employees and organizations in terms of human and organizational sustainability.

3. The articles in this Special Issue explore various aspects of job design in the context of emerging technologies, including sustainable development management, safety at work, workplace accidents, indoor workplace quality, and change management.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article titled "Job Design for Human and Organisational Sustainability in the Context of Emerging Technologies" provides an overview of a special issue dedicated to job design and its implications for human and organizational sustainability in the context of emerging technologies. While the article presents several interesting studies, there are some potential biases and missing points of consideration that should be addressed.

One potential bias in the article is the focus on the positive aspects of emerging technologies and their impact on job design. The article highlights how emerging technologies can lead to shorter production times, lower costs, expanded capacity, and improved competitiveness. However, it fails to mention any potential negative consequences or risks associated with these technologies. For example, there is no discussion about potential job displacement or the impact on workers' well-being due to increased automation.

Additionally, the article only presents studies that support the notion that changes in job design can enhance human and organizational sustainability. While these studies provide valuable insights, it would have been beneficial to include research that explores potential negative effects or challenges associated with changes in job design. This would have provided a more balanced perspective on the topic.

Furthermore, there are unsupported claims made throughout the article. For example, it states that "rapid growth in the use of AI, robots, smartphones, and other technologies enables organizations to not only automate simple and repetitive tasks but also make complex decisions quickly and more accurately." However, no evidence or examples are provided to support this claim. Without supporting evidence, these claims appear speculative rather than grounded in empirical research.

Another missing point of consideration is the ethical implications of job design in the context of emerging technologies. As technology continues to advance rapidly, there are ethical questions surrounding issues such as privacy, data security, algorithmic bias, and worker surveillance. These considerations should be addressed when discussing job design in relation to emerging technologies.

Additionally, while the article briefly mentions that changes in job design can have both positive and negative effects on employees and businesses, it does not explore these potential negative effects in depth. This lack of exploration leaves the reader with an incomplete understanding of the topic.

In terms of promotional content, the article does not appear to be overtly promoting any specific products or services. However, it does highlight the importance of job design in the context of emerging technologies, which could indirectly promote the need for organizations to invest in these technologies.

Overall, while the article provides a useful overview of studies related to job design and emerging technologies, there are biases and missing points of consideration that should be addressed for a more balanced and comprehensive analysis. It would have been beneficial to include research that explores potential negative consequences and challenges associated with changes in job design, as well as ethical considerations related to emerging technologies.

# Topics for further research:

* Negative consequences of emerging technologies on job displacement and worker well-being
* Challenges and risks associated with changes in job design due to emerging technologies
* Ethical implications of job design in the context of emerging technologies
* Privacy and data security concerns in relation to job design and emerging technologies
* Algorithmic bias and its impact on job design and emerging technologies
* Worker surveillance and its ethical implications in the context of job design and emerging technologies

# Report location:

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