# Article information:

Algorithmic management in a work context - Mohammad Hossein Jarrahi, Gemma Newlands, Min Kyung Lee, Christine T. Wolf, Eliscia Kinder, Will Sutherland, 2021  
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# Article summary:

1. Algorithmic management, which involves the automation of work processes and management functions through machine-learning algorithms, is not limited to platform-mediated gig work but is also spreading to standard work settings.

2. Algorithmic management impacts power dynamics between workers and managers, both increasing the power of managers over workers and decreasing managerial authority.

3. Algorithmic management shapes organizational roles by developing algorithmic competencies and fostering oppositional attitudes toward algorithms, while also impacting knowledge and information exchange within organizations.

# 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 "Algorithmic management in a work context" explores the impact of algorithmic management on power dynamics, roles and competencies, and knowledge exchange within organizations. While the article provides valuable insights into the subject matter, there are several areas where it could be improved.

One potential bias in the article is its focus on the negative consequences of algorithmic management. The authors primarily discuss how algorithmic management increases the power of managers over workers while decreasing managerial authority. While this may be true in some cases, it fails to acknowledge potential benefits or positive outcomes of algorithmic management. For example, algorithms can help streamline processes, improve efficiency, and reduce bias in decision-making. By only presenting one side of the argument, the article lacks balance and may not provide a comprehensive understanding of algorithmic management.

Additionally, the article makes unsupported claims without providing evidence or examples to support them. For instance, it states that algorithms can assist Human Resources (HR) in filtering job applicants and improving work morale through people analytics. However, no specific studies or cases are cited to back up these claims. Including empirical evidence would strengthen the arguments made in the article and make them more credible.

Furthermore, there are missing points of consideration that could have been explored in more depth. The article briefly mentions how algorithms can be used for recruitment but does not delve into potential biases or ethical concerns associated with algorithmic decision-making in hiring processes. This is an important aspect to consider when discussing algorithmic management as it has significant implications for diversity and inclusion within organizations.

The article also lacks exploration of counterarguments or alternative perspectives on algorithmic management. It primarily focuses on the negative aspects and does not adequately address potential counterpoints or arguments in favor of algorithmic management. Including a balanced discussion would provide readers with a more nuanced understanding of the topic.

Moreover, while the article acknowledges that research on algorithmic management is still relatively uncharted, it does not provide a clear research agenda or propose future steps for investigation. This leaves the reader with unanswered questions and limits the article's contribution to the field.

In terms of promotional content, the article does not appear to have any overt biases or promotional elements. However, its focus on the negative consequences of algorithmic management could be seen as promoting a particular viewpoint that is critical of these systems.

Overall, while the article provides valuable insights into algorithmic management in work settings, it could benefit from addressing potential biases, providing evidence for claims made, exploring counterarguments, considering missing points of consideration, and proposing future research directions. By doing so, it would offer a more balanced and comprehensive analysis of the topic.

# Topics for further research:

* Ethical concerns of algorithmic decision-making in hiring processes
* Benefits of algorithmic management in improving efficiency and reducing bias
* Case studies on the use of algorithms in HR for filtering job applicants and improving work morale
* Counterarguments in favor of algorithmic management in organizations
* Implications of algorithmic management on diversity and inclusion
* Research agenda and future steps for investigating algorithmic management in work contexts

# Report location:

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