

**The Research Centre of the School of Economics and Business**  
cordially invites you to a research seminar  
on **Thursday, 7 September 2023 at 13:00 CEST** in room **P-119**  
at the **School of Economics and Business, University of Ljubljana** and via **Zoom**  
platform

## **Georg von Richthofen**

*Alexander von Humboldt Institute for Internet and Society*

will present the article:

### **Artificial Intelligence and Worker Representation**

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While extant research has investigated the impact of artificial intelligence (AI) on work, it has not explored the impact of AI on worker representation. At the same time, worker representatives expect AI to have implications for workers of large scale and scope. To address this research-practice gap, we draw on interviews with worker representatives, documents, and field observations. Due to their intermediary role between workers and employers, worker representatives are uniquely positioned to shed light on competing perspectives on AI and how its implementation is negotiated in organizations. We apply a paradox lens that suggests that competing perspectives on AI in the workplace are not mutually exclusive but interwoven and persistent. The contribution of our study is twofold. First, we conceptualize four paradoxical tensions in AI engagement. These tensions relate to the evitability, tangibility, boundaries, and evaluation of AI. Second, our findings indicate that worker representatives have three response mechanisms to these tensions: accommodative visioning, experimenting within guardrails, and building coalitions. We conclude that it is this ambiguity and complexity that characterizes AI and places high demands on the representation of worker interests. With this, we extend scholarship on AI and work as well as on navigating paradox.

Please register for the free seminar at <http://raziskave.ef.uni-lj.si/a/1579>  
by Wednesday, 6 September 2023.

Access details will be sent prior to the event to signed up users.

**We look forward to seeing you!**