



Catalyzing Change: Unleashing the Power of Artificial Intelligence in Indonesian Business

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Abstract: Artificial Intelligence (AI) has become a transformative force in the modern business world. This research analyzes the impact of AI adoption in businesses, focusing on the Indonesian business context. We combine literature analysis, cross-sector case studies, and interviews with business stakeholders. The research findings indicate that AI has shifted the business paradigm in Indonesia by enhancing operational efficiency, altering traditional business models, and supporting better decision-making. Challenges related to algorithmic bias and AI ethics are also identified. The implications of this research include the need for thoughtful management of AI adoption, collaboration with regulators, and increased education and awareness regarding social impact and ethics. Further research can deepen the understanding of AI's impact in diverse business contexts in Indonesia. This research provides a solid foundation for understanding AI's role in modern business, bridging the global and local dimensions to detail the impacts, challenges, and opportunities faced by organizations adopting this technology.

Keywords: Artificial Intelligence, Indonesian Business, Operational Efficiency, Algorithmic Bias, Business Paradigm.

Abstrak: Kecerdasan Buatan (AI) telah menjadi kekuatan transformatif dalam dunia bisnis modern. Penelitian ini menganalisis dampak adopsi AI dalam bisnis, dengan fokus pada konteks bisnis di Indonesia. Kami menggabungkan analisis literatur, studi kasus lintas sektor, dan wawancara dengan para pemangku kepentingan bisnis. Temuan penelitian menunjukkan bahwa AI telah mengubah paradigma bisnis di Indonesia dengan meningkatkan efisiensi operasional, mengubah model bisnis tradisional, dan mendukung pengambilan keputusan yang lebih baik. Tantangan yang terkait dengan bias algoritmik dan etika AI juga diidentifikasi. Implikasi dari penelitian ini mencakup perlunya manajemen adopsi AI yang bijaksana, kolaborasi dengan regulator, serta peningkatan pendidikan dan kesadaran mengenai dampak sosial dan etika. Penelitian lebih lanjut dapat memperdalam pemahaman tentang dampak AI

dalam berbagai konteks bisnis di Indonesia. Penelitian ini memberikan dasar yang kuat untuk memahami peran AI dalam bisnis modern, menjembatani dimensi global dan lokal untuk merinci dampak, tantangan, dan peluang yang dihadapi oleh organisasi yang mengadopsi teknologi ini.

Kata Kunci: Kecerdasan Buatan, Bisnis Indonesia, Efisiensi Operasional, Bias Algoritmik, Paradigma Bisnis.

INTRODUCTION

The introduction contains the research background in a concise, concise, and clear manner; research purposes; as well as supporting theories. Written in Times New Roman font, size 12, space 1. Writing in a foreign language is typed in italics. In narrative writing, no need to be given a special subtitle. Included in the writing of operational definitions, if deemed necessary, also written narratively. All forms of reference used must be written down the source.

Writing citations In this era, we have witnessed how technological advancements have significantly impacted various aspects of human life. However, one technological advancement stands out above the rest, and that is Artificial Intelligence (AI). AI is like an artificial brain capable of performing tasks that were previously only achievable by humans, such as thinking, speaking, decision-making, and even understanding images and videos (Russell & Norvig, 2020). AI has permeated various aspects of our lives, and one of the areas most profoundly affected is the business world. In the business world, AI has changed everything. Firstly, it has transformed how companies make decisions.

Previously, many business decisions relied on human analysis limited by time and capacity. However, with AI's ability to analyze vast amounts of data quickly and accurately, companies can now make better decisions (Chui, Manyika, & Mehra, 2016). This means that AI is not just about automating tasks but also about improving the quality of decision-making. Furthermore, the presence of AI has brought significant changes in customer interactions. For instance, chatbots are one example of how AI is used to enhance the customer experience. They can provide 24/7 customer support, answer questions, and help customers find the products or services they need (Bughin, Hazan, & Ramaswamy, 2017). Thus, AI optimizes not only internal company operations but also how companies interact with the external world. However, despite the enormous potential of AI, its use also presents significant challenges.

One major issue is the ethical question of AI's impact on human jobs. Although AI can automate routine tasks, there are concerns that this may replace human jobs (Bessen, 2019). Additionally, data privacy issues are a serious concern, especially when companies use customer data to enhance product or service personalization (Cath, 2018). These changes also affect the roles of humans within organizations. On one hand, there is concern that AI may replace human jobs. On the other hand, AI can also be a powerful partner for humans in enhancing productivity, creating new insights, and producing better innovation (Brynjolfsson & McAfee, 2017).

While there has been much research on the impact of AI in business, there are still some gaps in the literature that need to be addressed. Most research tends to focus on the implementation of AI technology in business, while the broader social impacts of AI development are also crucial for an in-depth understanding. For example, Bryson et al. (2017) have identified that AI development has significant legal implications, including questions about the legal status of artificial entities and their legal liabilities. Moreover, Chui, Manyika, and Mehra (2016) highlight the potential shift of jobs from humans to machines as a result of AI implementation. Both of these issues are essential parts of understanding the impact of AI in business.

In Indonesia, we also have a diverse range of business sectors. From agriculture to manufacturing and services, each sector has different characteristics and needs. Therefore, this research will assist various business sectors in Indonesia in understanding how to best harness AI according to their requirements. However, there are specific issues in Indonesia that require attention. Firstly, digital infrastructure is still developing, and achieving nationwide internet access is a challenge that needs to be addressed for widespread AI adoption. Secondly, AI-related regulations in Indonesia are still evolving and need to be thoughtfully established to protect the interests of all parties. Thirdly, serious efforts are required to develop the qualifications of human resources capable of working with AI.

All of these challenges are reasons why this research is crucial in effectively addressing these issues in Indonesia. The changes brought about by AI will have significant social and economic impacts in Indonesia. Therefore, this research will help the government, businesses, and society understand and take appropriate actions. With a deeper knowledge of how AI can be used wisely, Indonesia can become a regional leader in utilizing this technology and reap the maximum benefits of its potential. Hopefully, this research can contribute to driving sustainable and future-oriented business development in Indonesia with the help of artificial intelligence.

METHOD

This research adopts a qualitative and descriptive approach. The qualitative approach will be used to gain an in-depth understanding of how organizations manage changes related to AI technology adoption in a business context. The descriptive approach will be used to explain the impact of AI adoption in organizations. Research Subjects and Interview Samples In this research, the research subjects consist of various business organizations in Indonesia that have adopted artificial intelligence (AI) technology in various aspects of their operations. The selection of research subjects is done carefully to encompass various types of businesses, ranging from the manufacturing sector to services and trade. We also choose a variety of organizations based on size, including large, medium, and small companies. In each selected organization, we will conduct interviews with several individuals who have in-depth knowledge of AI implementation and its impact in the business context.

The interview sample will consist of:

- Senior Managers: We will interview senior managers responsible for strategic decisions related to AI adoption in the organization. Questions to senior managers will cover strategic and policy aspects related to AI and its impact on the organization's vision and direction.
- AI Project Leaders: Individuals directly involved in managing AI projects within the organization, such as AI model development or AI system implementation, will also be interviewed. Questions to them will focus on the technical and operational implementation of AI.
- Relevant Employees: We will also interview other employees who are involved in the day-to-day use of AI in their work. This includes staff who use AI tools in their tasks or have experienced changes in their responsibilities due to AI adoption.

Interview Questions In-depth interviews will encompass various questions designed to understand the implementation, benefits, and impact of AI within organizations. Some example questions that may be posed to respondents include:

1. How was the process of implementing AI technology in your organization? What were the main challenges faced during this process?
2. How has AI affected the operations and business processes within your organization? Can you provide concrete examples?
3. How have these changes affected the roles and responsibilities of employees within the organization?
4. Does your organization have policies or ethical guidelines related to the use of AI? How are they implemented?

5. How has AI helped improve efficiency or innovation in your business? Are there quantitative outcomes that can be shared?
6. Do you see any negative impacts or ethical challenges arising from the use of AI in business?
7. How have these changes affected the relationship between management and employees within the organization?

Data Collection Procedure

Data collection will be carried out in several stages. The first stage involves the identification and selection of suitable business organizations. Subsequently, in-depth interviews will be conducted with relevant managers and employees within the organization. Interviews will be recorded and then transcribed for further analysis. Additionally, secondary data will be obtained from internal organization documents. Data Analysis The data analysis process in this research begins with the transcription of the conducted interviews. Once interviews are transcribed into written text, the first step is to categorize the data into relevant categories.

Data Analysis

Data from interviews and document sources will be categorized based on the main themes that emerge from the collected material. After categorizing the data, the next step is to identify the main themes relevant to the research. These themes are patterns or central ideas that emerge from the interviews and documents. In-depth analysis will explore interview content related to these themes to understand how AI implementation affects organizations. During data analysis, we will look for links or contradictions between different interviews, seek emerging patterns, and understand the context behind these themes. This allows us to develop a deeper understanding of the changes occurring within organizations as a result of AI adoption. In addition to analyzing data from interviews, we will also analyze secondary data. This secondary data includes internal organization reports, documents related to AI ethics policies, and technical documentation of AI implementations. This data provides additional perspectives on how organizations manage changes related to AI adoption. The results of this data analysis will then be organized in the form of findings. These findings will be supported by relevant quotes or excerpts from interviews or documents. Each finding will be systematically presented and directly related to the research questions.

Data Triangulation

To ensure the reliability and validity of the findings, we will use triangulation techniques. Triangulation involves comparing and matching findings from interviews with secondary data obtained from organization documents. By doing this, we can minimize bias and ensure that our findings are supported by various sources. Examples of secondary data that will be compared between interview data and secondary sources include:

- a) AI Implementation Data: In interviews, senior managers and AI project leaders will provide information about how the AI technology implementation process was conducted, including the steps taken, challenges faced, and achievements made. Relevant secondary data might include internal reports that document project progress, implementation schedules, and initial evaluations of AI implementation outcomes.
- b) Impact on Business Operations: Respondents in interviews will explain how AI has affected operations and business processes within the organization. Relevant secondary data might include financial reports reflecting efficiency improvements or cost reductions attributable to AI use.
- c) AI Policies and Guidelines: Questions about policies or ethical guidelines related to AI use will be asked in interviews. Relevant secondary data in this regard could be official

organization documents outlining applicable ethical guidelines, such as an AI code of ethics or guidelines for AI use published by the company.

- d) **Efficiency and Innovation:** Interviews may include statements about how AI has helped improve efficiency or drive innovation in the business. Relevant secondary data could consist of project reports or internal presentations describing changes in processes or products resulting from AI use.
- e) **Impact on Management-Employee Relationships:** Questions about the impact of changes resulting from AI adoption on the relationship between management and employees will also be asked in interviews. Relevant secondary data might include employee satisfaction survey results or management reports reflecting changes in organizational culture or communication strategies.

By comparing data from direct interviews with data from secondary sources, this research will ensure that the findings produced are reliable and consistent, thereby enhancing the overall validity of the research. **Ethical Evaluation** This research pays attention to ethical issues in data collection and use. The collected information will be kept confidential, and participants will be asked for their consent before being involved in the research. Additionally, an ethical analysis will be conducted to ensure that this research adheres to research ethics guidelines.

RESULTS AND DISCUSSION

The results of this research are based on data collected through two main methods: in-depth interviews with various stakeholders within business organizations that have adopted Artificial Intelligence (AI) technology, and research on internal organizational documents. This research encompasses a number of business organizations in Indonesia that have adopted AI in various aspects of their operations.

In-depth Interviews: We conducted in-depth interviews with various individuals who have in-depth knowledge of the implementation and impact of AI in a business context. The interview sample consisted of senior managers, AI project leaders, and related employees who are involved in the day-to-day use of AI in their work. In-depth interviews included questions designed to understand the implementation, benefits, and impact of AI within organizations.

Research on Internal Organizational Documents: In addition to interviews, data was also obtained from internal organizational documents related to AI adoption. These documents include internal reports, policy documents, and AI-related documentation. Data from these documents were used to support findings from interviews and provide a more comprehensive understanding of how organizational changes occur and their impact on human work.

In total, we conducted in-depth interviews with several individuals from various carefully selected business organizations. This allowed us to gain diverse and in-depth perspectives on the impact of AI in various business contexts. Data from in-depth interviews and research on internal organizational documents were then analyzed using a qualitative approach to identify patterns and main themes that emerged in the management of AI adoption-related changes and their impact on human work.

By combining data from in-depth interviews with the analysis of internal organizational documents, this research can provide a more complete and in-depth picture of AI implementation in various business organizations in Indonesia and its impact. In order to ensure the validity of the research results, data triangulation was performed by comparing findings from interviews with secondary data obtained from organizational documents. This helps ensure the consistency and reliability of the research results and supports the conclusions drawn.

The results of this research describe the findings from in-depth interviews and research on internal organizational documents used in this study. Using this approach, we can better understand the impact of AI adoption in Indonesian business organizations and how these changes are managed and affect human work.

This research involved a number of samples of business organizations in Indonesia that have adopted Artificial Intelligence (AI) technology in various aspects of their operations. The number of samples and further information about these samples are as follows:

1. PT ABC Manufacturing (Manufacturing): This company focuses on manufacturing goods and has implemented AI robotics in the assembly process (Interview with Senior Manager, PT ABC Manufacturing, 2023).
2. XYZ Services (Services): This company operates in the services sector and uses AI chatbots to respond to customer inquiries instantly (Interview with Director of Services, XYZ Services, 2023).
3. PT DEF Trading (Trading): This trading company has adopted AI in predictive analytics to identify market trends, enabling better decision-making in inventory and product offerings (Interview with Head Analyst, PT DEF Trading, 2023).
4. PT GHI Manufacturing (Manufacturing): This manufacturing company has automated production processes using AI technology, aiding in planning and quality control (Interview with AI Project Leader, PT GHI Manufacturing, 2023).
5. QRS Services (Services): Customer service at this company has been enhanced through the use of AI in rapidly and efficiently responding to customer queries (Interview with Customer Service Manager, QRS Services, 2023).
6. PT JKL Trading (Trading): This trading company employs AI data analysis to optimize the supply chain, resulting in significant cost savings (Interview with Head of Operations, PT JKL Trading, 2023).
7. MNO Services (Services): The use of AI chatbots has assisted this service company in managing high customer query volumes (Interview with Executive Director, MNO Services, 2023).
8. PT PQR Manufacturing (Manufacturing): This manufacturing company has adopted AI robotics in the assembly and quality control processes, significantly increasing production efficiency (Interview with Director of Operations, PT PQR Manufacturing, 2023).
9. STU Services (Services): The use of AI in customer service has reduced customer waiting times and improved operational efficiency for this company (Interview with Head of Customer Service, STU Services, 2023).
10. PT VWX Trading (Trading): This trading company utilizes AI predictive analysis to optimize inventory and stock management, enabling more accurate product offerings (Interview with Procurement Manager, PT VWX Trading, 2023).

The main findings of this research include:

1. Improved Operational Efficiency: The use of AI significantly enhances operational efficiency in various industries, especially in manufacturing and services (Interview with Senior Manager, PT ABC Manufacturing, 2023).
2. Business Model Transformation: AI adoption fundamentally changes business models, especially in the customer service sector, which now focuses more on technology (Interview with Director of Services, XYZ Services, 2023).
3. Better Decision-Making: Organizations increasingly rely on AI for strategic decision-making, including predictive analytics and more efficient supply chain management (Interview with Head Analyst, PT DEF Trading, 2023).
4. Changes in Employee Roles: AI adoption not only impacts business operations but also alters employee roles, expecting them to have broader skills and high adaptability (Interview with AI Project Leader, PT GHI Manufacturing, 2023).
5. Social and Ethical Impact: AI adoption raises ethical considerations, especially regarding data security, privacy, and the potential for AI algorithm discrimination (Interview with Director of Services, XYZ Services, 2023).

The results of this research provide in-depth insights into how diverse companies have adopted AI in their operations and its impact on various aspects of business and organizations.

These findings support previous findings in relevant literature and provide a richer understanding of AI's role in modern business.

Discussion of Research Results To further deepen the results of this research, we will examine how these findings relate to relevant previous research. Several previous studies have revealed the impact of AI adoption in various business sectors, and these findings provide valuable additional perspectives. For example, research by Smith et al. (2019) highlights increased operational efficiency as one of the main impacts of AI usage in businesses. This research validates those findings and adds an additional layer by identifying the use of AI in optimizing supply chains, which also supports greater operational efficiency. On the other hand, research by Johnson et al. (2020) has revealed the use of AI in product and service innovation. These findings align with the results of this research, which notes that companies use AI to stimulate innovation and provide better customer experiences. However, this research also indicates that there are challenges in integrating AI into innovation, and this needs further attention in future research.

These findings deepen and enrich our understanding of the impact of AI in business. The research by Smith et al. (2019) and Johnson et al. (2020) emphasizes general concepts, while this research provides concrete examples of how AI has transformed day-to-day operations of companies. Additionally, previous research may not have fully explored the social and ethical aspects of AI. The findings in this research, which include algorithmic discrimination and the importance of transparency, enrich the understanding of the social and ethical impact of AI that needs to be considered in its use. The explanation of the research results has deepened our understanding of the impact of AI in business and compared it to relevant previous research. These findings support previous findings but also add valuable additional insights into the use of AI in various business sectors. This research strengthens understanding of operational efficiency, the use of AI in product and service innovation, and the social and ethical aspects that need to be considered. Thus, these findings provide a solid foundation for understanding the role of AI in modern business.

Previous research has noted the positive impact of AI technology adoption in business, including increased efficiency and better decision-making. However, there is still a gap in understanding how AI adoption affects employee roles and its social impact within organizations. This research attempts to fill this gap by focusing on changes in employee roles and their impact on the quality of work life.

Improved Operational Efficiency: In this research, it was found that AI implementation significantly improves operational efficiency in various industries. For example, in the manufacturing industry, AI robotics systems enable full automation in the assembly process. The result is a drastic reduction in production time and increased productivity. Similarly, in the services sector, where AI chatbots are used to respond to customer inquiries instantly and efficiently, reducing customer waiting time and increasing customer satisfaction. This aligns with the findings of Smith et al. (2020) research, which identified increased operational efficiency as one of the main impacts of AI adoption.

Business Model Transformation: AI adoption has also fundamentally transformed business models. Businesses that initially relied on human work in various capacities, from management to customer service, are now shifting towards models that are more technology-focused. For example, businesses in the customer service sector previously employed human agents to respond to customer inquiries. However, they now use chatbots and virtual assistants to automate these tasks. This results in significant cost savings and enables businesses to offer faster and more efficient services. This transformation aligns with the findings of Chen et al. (2019) research, which identified changes in business models as an impact of data-driven technology adoption, including AI.

Better Decision-Making: One of the major benefits of AI in business is its ability to analyze large-scale data and provide deep insights. This research indicates that organizational

leaders increasingly rely on AI to support decision-making. This includes the use of predictive analytics to forecast market trends, more efficient supply chain management, and better strategic planning. In this research, these findings align with Kaplan & Haenlein (2019) research, which emphasized the role of AI in providing insights for better decision-making.

Changes in Employee Roles: AI adoption not only impacts business operations but also transforms employee roles. In many organizations, employees are no longer simply hired to perform routine tasks that can be automated by AI. Instead, they are expected to play roles as problem solvers, technology supervisors, and innovators. This increase in employee roles emphasizes the importance of ongoing education and training. It also underscores the need for employees to have broader skills and high adaptability. These findings align with Jones & Patel (2018) research, which identified changes in employee roles as an important aspect of AI adoption.

Social and Ethical Impact: One of the most prominent findings of this research is the importance of ethical and social considerations in AI adoption. While AI can provide significant benefits in terms of efficiency and decision-making, there are also various issues that need to be considered. First, there are concerns about data security and privacy, especially when customer data is used for AI algorithm training. Second, there is the potential for discrimination in AI algorithms if training data is unbalanced. This can result in inequality and unfairness in AI decision-making. Therefore, organizations need to consider the ethical implications of AI use and develop best practices that prioritize data security and fairness. These findings align with Smith et al. (2020) research, which highlighted the importance of ethical considerations in the use of AI in healthcare.

This research emphasizes that AI has become a paradigm-shifting force in the world of business, including in Indonesia. Increased efficiency, business model transformation, improved decision-making, changes in employee roles, and social and ethical impact are key aspects that organizations in Indonesia considering AI adoption should pay attention to. These findings deepen the understanding of the impact of AI in business, with a focus on enhanced operational efficiency, business model transformation, and changing roles of employees, including in the context of Indonesian businesses. Furthermore, these findings also highlight the importance of considering social and ethical aspects in the use of AI in Indonesia.

The research results affirm that the adoption of AI has become a crucial factor in reshaping business paradigms, including in Indonesia. The primary benefits include enhanced operational efficiency, business model transformation, improved decision-making, changes in employee roles, and social and ethical impacts that need to be considered in the context of Indonesian businesses. Organizations in Indonesia need to understand and manage these changes wisely, considering their ethical and social implications. Furthermore, it should be noted that AI is not just about technology but also about its broader impacts on organizations and society as a whole, including in Indonesia. Therefore, this research underscores the need for better education and training to address the AI revolution, especially in the context of Indonesian businesses.

CONCLUSION

This research has provided a comprehensive understanding of the adoption and impact of Artificial Intelligence (AI) in the global business context. The main findings are that AI adoption has become a paradigm-shifting force in business with increased operational efficiency, business model transformation, improved decision-making, changes in employee roles, and social and ethical impacts that organizations need to consider. However, it should be remembered that the local context, such as in Indonesia, plays a vital role in adapting these findings to the local business reality.

Several important conclusions can be drawn: **Wise Use of AI:** The implementation of AI in business has significant potential to enhance operational efficiency and drive innovation.

Companies should carefully consider how they can leverage AI optimally to achieve their business goals. Secondly, Social and Ethical Impact: The use of AI also brings risks and social impacts that must be considered. There are issues regarding algorithmic bias, transparency, and ethical concerns arising from AI-driven decisions. Managing social and ethical impacts should be an integral part of AI usage strategy. Then the Need for Regulation: Regulators need to play a crucial role in overseeing AI usage in businesses. Clear guidelines and regulations are required to ensure that AI usage is done ethically and safely.

To develop a deeper understanding of AI's role in business, further research can consider the following steps. Multi-Sector Case Studies: Further research can expand the coverage of industries studied. Involving different sectors will help understand how AI impacts vary in various business contexts. Causal Approaches: To better understand the cause-and-effect relationship between AI usage and business outcomes, experimental research or controlled case studies can be employed. This will provide further evidence of how AI affects business performance. Additional Variables: For a more comprehensive analysis, further research can add additional variables such as company size, industry type, or employee demographic characteristics. This will help in understanding the factors influencing AI adoption and impact. Qualitative Aspects: Using qualitative methods such as in-depth interviews with business stakeholders can provide deeper insights into perceptions, challenges, and opportunities surrounding AI usage.

The implications of this research extend beyond the immediate findings and have far-reaching significance in the evolving landscape of AI integration in business. The implications of this research extend to strategic AI adoption, ethical and social considerations, regulatory engagement, investment in AI education, holistic organizational transformation, strategic partnerships, balancing innovation and ethics, and long-term resilience. These implications provide a roadmap for businesses and stakeholders in navigating the evolving AI landscape, ensuring that AI is harnessed as a force for positive change in the global and Indonesian business contexts.

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