Special Issue

Artificial Intelligence in Socio-Technical Systems: Human, Organizational, and Ethical Dimensions of Intelligent Transformation

Message from the Guest Editor

Artificial intelligence (AI) is reshaping organizational systems, decision-making processes and the nature of human work. Beyond its technical capacities, AI acts as a catalyst for systemic change—transforming how people, technologies and institutions interact. This Special Issue invites contributions that examine AI as part of socio-technical systems in which human resource management, leadership and ethical governance play critical roles. We welcome theoretical, empirical and modeling studies that adopt a systems perspective to explore interdependencies between human and machine intelligence, organizational adaptation and the sustainability of AI-enabled transformation. Potential topics include AI-driven decision support in HRM, feedback mechanisms between human performance and algorithmic predictions, systems approaches to ethical and transparent AI use and frameworks for responsible organizational design. The goal is to deepen our understanding of AI as a complex adaptive system, emphasizing the co-evolution of technology and human agency in shaping resilient, equitable and intelligent organizations.

Guest Editor

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Deadline for manuscript submissions

31 July 2026

About the Journal

Message from the Editor-in-Chief

Systems is a leading venue for the quick and global dissemination of results of cutting-edge research in various areas of systems science and systems-related fields. An increasing number of researchers are realizing the enormous potential of systems thinking in managing the many unprecedented and complex issues in all areas of need. The *Systems* journal provides a home of exceptional quality for the manuscripts of these researchers who often find it difficult to publish their work in conventional discipline focused journals.

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