

Effects of AI on Business Management and Workforce Behaviors in Global Environments

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Abstract

This research examines the multifaceted impact of artificial intelligence (AI) on business management practices and workforce behaviors in global organizational environments. As AI technologies become increasingly integrated into corporate operations, they are reshaping managerial decision-making, organizational structures, and employee skill requirements across various cultural and economic contexts. This study identifies patterns of business transformation and workforce adaptation by synthesizing existing literature and analyzing documented case studies. Results indicate that effective AI integration hinges on three critical factors: robust change management strategies that address both technical implementation and psychological impact; comprehensive training programs that combine technical skill development with enhancement of human capabilities; and culturally sensitive approaches that accommodate regional differences in AI readiness and adoption. The findings suggest that AI should not merely be viewed as a tool for automation or cost-cutting but rather as a strategic asset that can augment human potential and promote new forms of organizational value creation. Ultimately, the research supports a human-centered implementation model as the most effective pathway for navigating the transition to AI-augmented business environments.

Keywords: adaptation; artificial intelligence; globalization; human-centered design; workforce transformation