

# **Generative AI in Management: A Literature Review from the Academy of Management**

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## **Abstract**

The rapid integration of Artificial Intelligence (AI) into organisational contexts has sparked growing scholarly interest in how these technologies are transforming management theory and practice. This systematic literature review synthesises insights from 19 peer-reviewed articles published in the Academy of Management journals to explore how AI reshapes managerial roles, decision-making, organisational design, creativity, and ethical reasoning. Using a thematic coding approach, the review identifies six core themes: (1) human-AI collaboration and augmentation, (2) trust and agency in algorithmic systems, (3) the moral and ethical consequences of AI deployment, (4) the role of AI in shaping creativity and innovation, (5) the organizational metaphor of AI, and (6) strategic value creation through AI-enabled processes. The review concludes by outlining key research gaps, including the need for multilevel theory, critical perspectives on automation, and deeper integration of ethical judgment into AI innovation. This work contributes to advancing a more comprehensive and morally attuned understanding of AI's evolving role in management studies.

**Keywords:** Generative AI, Human-AI, Ethics