

Emerging Results and Critical Research Questions Regarding Workers' Health under Algorithmic Management

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Introduction

Algorithmic management, the use of algorithms and data analytics to manage and coordinate work processes, has gained significant traction across various industries. While it promises increased efficiency and productivity, concerns have been raised about its impact on workers' health and well-being. This essay delves into the emerging results and critical research questions surrounding workers' health under algorithmic management, exploring both the potential benefits and challenges that arise from this technological shift. Algorithmic management systems have shown the potential to optimize work processes, allocate tasks, and streamline operations [1]. By analyzing large datasets, algorithms can predict demand patterns, optimize schedules, and allocate resources more effectively. This can lead to increased productivity and reduced operational costs. Algorithmic management allows for more flexible work arrangements, such as remote work and gig work. Workers can access tasks and assignments through digital platforms, providing them with greater autonomy over their schedules. This flexibility can lead to better work-life balance and improved job satisfaction. Algorithms can provide real-time performance tracking and feedback to workers. This immediate feedback loop enables workers to adjust their strategies and behaviors promptly, potentially leading to skill improvement and professional growth [2,3].

Description

In recent years, the rapid advancement of digital technologies and the proliferation of algorithms have led to significant changes in the way work is organized and managed. One of the notable shifts is the rise of algorithmic management, where algorithms and data-driven systems are utilized to monitor, assess, and control workers' tasks and performance. While algorithmic management offers potential benefits such as increased efficiency and productivity, concerns have been raised about its impact on workers' health and well-being. This paper delves into the emerging results and critical research questions concerning workers' health under algorithmic management. Algorithmic management often emphasizes real-time performance tracking and optimization [4,5]. This can lead to heightened work intensity as employees feel pressured to meet constantly changing targets. Research revealed that workers subjected to continuous digital surveillance experienced increased stress levels due to the perceived lack of autonomy and constant performance evaluation. The advent of algorithmic management presents a complex landscape where emerging research highlights both the potential benefits and risks to workers' health. As organizations continue to adopt and

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Received: 03 June, 2023, Manuscript No. jbm-23-109708; Editor assigned: 05 June, 2023, PreQC No. P-109708; Reviewed: 17 June, 2023, QC No. Q-109708; Revised: 22 June, 2023, Manuscript No. R-109708; Published: 29 June, 2023, DOI: 10.37421/2223-5833.2023.13.509

refine algorithmic management practices, it is crucial to address the critical research questions outlined in this paper. By gaining a deeper understanding of the impact of algorithmic management on workers' health and well-being, researchers, policymakers, and organizations can collaboratively work towards designing systems that promote a healthy and sustainable work environment in the digital age [6].

Conclusion

Algorithmic management offers the promise of enhanced productivity, flexibility, and efficiency in the workplace. However, its potential impact on workers' health and well-being raises important questions that must be addressed through comprehensive research. Balancing the advantages of algorithmic management with the potential negative consequences requires a holistic approach that considers psychological, social, and ethical dimensions. As industries continue to integrate algorithmic management, understanding and mitigating its effects on workers will be essential for creating a sustainable and equitable future of work. The use of algorithms to allocate tasks and assignments can lead to a sense of unpredictability and job insecurity, contributing to psychological strain. A study by found that gig economy workers felt a lack of control over their work schedules, leading to negative psychological outcomes and burnout.

Acknowledgement

None.

Conflict of Interest

None.

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How to cite this article: Vigeroe, Emilesi. "Emerging Results and Critical Research Questions Regarding Workers' Health under Algorithmic Management." *Arabian J Bus Manag Review* 13 (2023): 509.