

Generative AI-empowered Knowledge Employee Self-leadership: Research on Its Conceptualization, Formation, and Effectiveness

Abstract

The digital intelligent era has granted employees considerable autonomy and flexibility, making self-leadership increasingly essential. Artificial Intelligence (AI) has profoundly transformed how employees work, with human-AI collaboration becoming increasingly prevalent and profoundly reshaping employees' cognition and behaviors. Exploring AI-empowerment within human-AI collaboration has emerged as an important research direction. Hence, this project develops and proposes "AI-empowered self-leadership," referring to the AI-enhanced employee self-influence process within human-AI collaboration. Viewing human-AI collaboration as an indivisible team and integrating the IMOI (Input-Mediator-Output-Input) cyclical dynamic perspective, this project will: (1) Clarify the construct of AI-empowered self-leadership, develop new measurement tools, and advance the AI-empowered evolution of self-leadership; (2) Integrate the Self-expansion theory to examine the cyclical formation mechanisms of AI-empowered self-leadership; (3) Base on the Self-expansion theory to explore the cyclical influences of AI-empowered self-leadership on individual work outcomes, extend the long-term research perspective, and provide direct evidence for its effectiveness; (4) Base on the Territory theory to explore the cyclical influences of team members' AI-empowered self-leadership on team work outcomes and enrich multi-level perspectives. Through these progressive studies, this project will deepen the evolution of self-leadership in the digital intelligent era and boost AI-empowered new quality productive forces.

Presenter

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