

The Dao of Intelligent Harmony: Applying Yin-Yang and Wu Wei Principles to AI-Driven Operations and Financial Management

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Abstract:

During the age of artificial intelligence, businesses are confronted with the problem of harmonization between the employment of technologies and efficient conduct. In order to cope with the integration of technology and people, the current research advances the introduction of a new idea called Dao of Intelligent Harmony, which represents a synthesis of Daoist concepts of Yin-Yang and Wu Wei with current uses of AI technologies in conducting business activities and financial dealings. In accordance with the Daoist School of philosophy, the application of AI should not include either domination or automation in itself; instead, the balance and harmony with nature have to be established. Yin-Yang can be understood as balance in the integration of conflicting concepts like automation and human intervention, efficiency and resilience, and profit and sustainability. Wu Wei can be seen as efficient intervention in time using AI for maximum output and minimum input. Using concrete examples in the form of real-time time series operational and financial data, the following benefits will result from the implementation of AI-based activities, including supply chain optimization, risk prediction,

inventory management, and algorithmic trading. Also, using the Daoist AI Harmony concept, the following methodologies of implementing Daoism in AI would be implemented, which are Observe the Flow, Seek Balance, Act in Wu Wei, and Maintain Harmony. Using the results of various empirical studies, it could be observed that companies which implement balancing in their operations tend to be more efficient, more financially successful, acceptable in the use of AI by the workforce, and more resilient. This paper provides an overview of the combination of eastern philosophy into technology and management.

Keywords: Daoism, Yin-Yang, Wu Wei, Artificial Intelligence, operations management, financial management, intelligent harmony, sustainable AI, technology philosophy, organizational balance

Introduction:

The rapid advances in Artificial Intelligence technologies have completely changed the landscape of business management practices. The application of AI technologies in operations management includes predicting the demand, logistics, inventory control, and process automation. As for financial management, AI technologies are used for algorithmic trading, risk analysis, fraud detection, portfolio optimization, and financial performance prediction. Businesses that take advantage of artificial intelligence typically outperform their rivals in terms of efficiency, speed, and cost savings.

However, there are some problems that may arise from the current technological revolution as well. It may be difficult to deal with the resistance to AI technologies among the staff, ethical concerns, sudden system malfunctions, oversimplification, and short-sightedness. Western management approaches based on the principles of control, optimization, and efficiency generate very complicated systems without accounting for the human element and natural life cycles of businesses. This leads to the failure of a great number of artificial intelligence projects.

Contrary to this traditional point of view, this essay offers an alternative perspective. It involves merging the philosophical wisdom of ancient Daoism practiced in China more than 2,000 years ago, in the era of the great Daoist philosopher Laozi, with practical applications of modern business management powered by intelligent technologies like artificial intelligence. There are two basic principles of Daoism. First, there is Yin-Yang, which refers to balanced coexistence between the opposite poles, such as technology vs. human beings, effectiveness vs. adaptability, information vs. wisdom, and profitability vs. morality. Another key principle of Daoism is Wu Wei – meaning effortless action or non-action.

However, in practice, it means doing what needs to be done in any given situation. For instance, if you use AI-based tools for managing an organization, your actions should naturally align with the existing reality rather than force it into following a predefined template. As a result, the presence of technology will become an enabler of harmonious existence, rather than an obstacle to it.

Currently, most studies in AI literature are focused on the possibilities and performance as well as economic aspects of the application of the technology. Not many studies have examined the culture and philosophy regarding the use of AI wisely. This research aims to fill the literature gap by incorporating both Eastern philosophy and Western science of management and suggests that the incorporation between Daoist philosophy and AI can enhance organizational resilience.

The motivation for the research comes from both business perspective and philosophy. As the AI technologies become increasingly intelligent, people are asking, "how do we design AI technologies with more intelligence?" and "how do we make AI technologies work in a more harmonious way?" While the answer to the first question comes from technology itself, the second one comes from Daoism.

The main objective of this paper is to:

1. Illustrate the significance of Yin-Yang and Wu Wei concepts in relation to AI management.
2. Formulate a useful "Daoist AI Harmony Model" for operational and financial management.
3. Present some case illustrations that would explain how this model can be implemented based on operation and financial data.
4. Propose decision making suggestions.

Thus, it is possible to harmonize the age-old teachings of Daoism with advanced technology and provide a new viewpoint to the already popular discussion of the two topics. Nowadays, at the peak of technology evolution, it may be wise to look back at our ancestors.

Literature Review

Artificial Intelligence in Operations and Financial Management

AI has evolved from being a tool that aids computational support to becoming a core function within organizations which influences their effectiveness, decision-making capabilities, forecasting, and competitiveness. Current organizations rely on AI to enable predictive analysis, demand forecasting, inventory optimization, process automation, algorithmic trading, fraud detection, and customer behavior analysis. The growing role of AI in organizing operational functions and finance has gained considerable attention among scholars in management science, IT, operations research, and financial engineering disciplines.

The literature in operations management has shown the vital role of AI in providing visibility for the supply chain, production planning, and resource allocation decisions. AI technology applications have been applied extensively in maintenance planning, quality checking, and inventory management. Thanks to AI technologies through the application of optimization models, organizations have managed to reduce wastage, conserve resources, and embrace the ever-changing market trends. Studies done on the use of AI technologies and resource management indicate that AI technologies can handle dynamics and uncertainties. While recognizing that AI technologies have their advantages, there are still some challenges in using AI technologies. These include lack of transparency in AI technologies, overreliance on automation, algorithmic bias, resistance from staff members, and resistance from organizations themselves.

AI technologies have gained momentum in finance management. It has been observed that financial institutions such as banks use algorithms for machine learning to perform various activities such as risk assessment, optimizing portfolios, detecting frauds, engaging in high-frequency trading, and assessing risks. Through artificial intelligence, machines have the capability to analyse financial datasets at a speed that is impossible for human operators, thereby improving their level of accuracy in making predictions and responding to the market conditions. Nevertheless, it is important to point out from the literature that there are certain risks involved in the heavy reliance on automated processes. What is clear from the literature is that adopting artificial intelligence technology needs to go beyond being solely concerned about improving efficiency in the use of technology to considerations such as ethics, sustainability, resilience, and humanistic management. This approach offers an avenue for creating philosophies or models of interdisciplinary.

Philosophical Perspectives on Technology and Management

Traditional theories in management have been dominated by a Western perspective, which emphasizes rationality, control, predictability, measurement, and optimization. The modern data-driven approach

to decisions aims to enhance efficiency and speed. Although this paradigm has been successful in enhancing productivity and scalability in industries, the danger exists that a hyper-rational approach to management might ignore the aspects of uncertainty, intuition, ethics, and sustainability. In light of this, new interdisciplinary approaches to management theory and governance have attempted to explore the possibility of applying philosophical thinking to the field.

There are several ancient Eastern philosophies, including Daoism, Confucianism, and Buddhism, among others, but Daoism is particularly interesting due to its focus on the harmony, flexibility, and balance, which makes Daoism especially applicable to AI-powered organizations. Daoism philosophy, which originates from Laozi and Zhuangzi, provides unique ideas and perspectives when it comes to explaining leadership, decision-making, and organization functioning in contrast to the mainstream Western perspective.

Recently, Daoist principles have been extensively studied for their application in the areas of leadership, organizational behavior, sustainable management, and paradox theory. Chinese management studies indicate that the Yin-Yang principle is a practical approach to managing paradoxes within organizations such as stability vs. change, centralization vs. decentralization, and efficiency vs. resilience. The Yin-Yang approach differs from dualism because the latter sees opposites as static and separate, while the former considers opposites as dynamic and interactive phenomena. Moreover, research into Wu Wei leadership and management shows the significance of effortless or non-coercive behavior. Wu Wei does not mean doing nothing but rather means doing things smartly based on the nature of organizational processes. Researchers propose that Wu Wei leadership could be characterized by low resistance, trust, and flexibility in organizations.

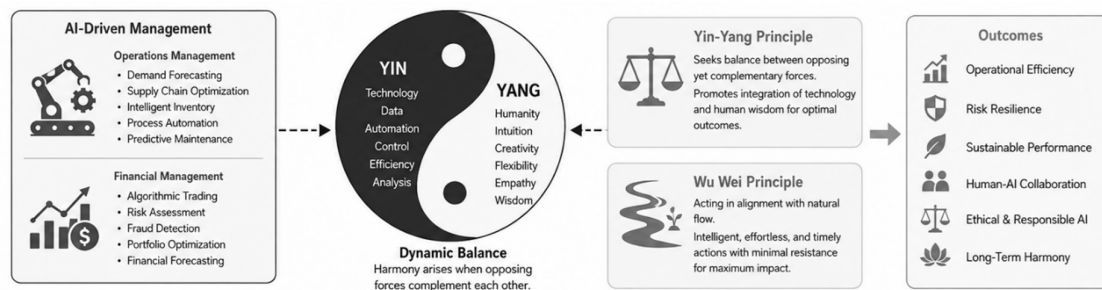


Figure 1: The Dao of Intelligent Harmony – Conceptual Framework

Figure 1 represents the basic foundation upon which the proposed Dao of Intelligent Harmony framework functions. The Yin and Yang constructs form an important representation of the balance between technological intelligence and human wisdom in AI-driven management practices. Where the Yin construct features elements such as automation, computation, efficiency, and analytical control, the Yang construct comprises elements such as intuition, imagination, ethics, empathy, and strategic planning. Figure 1 also highlights how the Daoist principles of Yin and Yang, together with Wu Wei, can be used to attain a balanced use of Artificial Intelligence in organizations. The Wu Wei principle represents intelligent and non-intrusive influence towards harmonizing the AI-driven processes with the organization's natural processes. Through the model, it is evident that attaining a balanced use of AI will benefit the organization through efficient operations, sustainability, and harmony between AI and humans.

Yin–Yang Theory and Organizational Paradox

One of the main ideas used in Chinese philosophy that also gains more popularity in organizational research is the theory of Yin-Yang. Yin-Yang theory presupposes the existence of two opposite forces that mutually complement each other. Unlike dichotomy used in Western philosophical theories, the two opposite forces in Yin-Yang theory have certain links and are able to transform in accordance with certain circumstances. In recent years, Yin-Yang theory has gained much popularity in management and helped to solve the problems of resolving paradoxes that appear during organizational activities. There can be different paradoxical tensions in organizations related to such contradictions as short-term and long-term interests, technology and people, innovation and continuity, rigidity and flexibility, and efficiency and effectiveness. The usual way to solve these problems was linear optimization. However, paradox theory suggests that optimal condition is not the one when opposite forces are overcome but when they are balanced.

The Yin-Yang approach allows for greater flexibility in comprehending organizational paradoxes since it assumes that there can be two opposing ideas simultaneously and develops dynamic balance. According to Liu & An (2021), Yin-Yang philosophy could assist organizations in adapting and being strategically responsive according to their literature review of Chinese management studies. In terms of organizational processes facilitated through AI, the approach is applicable in the sense that apart from being technologically efficient, ethical concerns, well-being, and resilience should also be considered.

Some scholars indicate that paradoxes occur whenever an AI-based approach is implemented, suggesting that there is some kind of tension in organizational processes with regard to their technological perspective. First, while the use of technology increases organizational speed and accuracy, it decreases its transparency and autonomy. Second, while decision-making on the basis of collected data allows organizations to anticipate future occurrences, it limits them intuitively. Third, even though incorporating AI technology cuts down organizational costs, it creates cybersecurity threats for them.

Therefore, Yin-Yang theory offers an excellent theoretical foundation for the efficient use of AI. In contrast to the view that regards human beings and AI as competitors, Yin-Yang theory views both human beings and AI as complements within the organization.

Wu Wei and Intelligent Non-Coercive Action

Wu Wei, which means effortless action or non-forcing, is a principle of Daoism whose implications are of great significance in intelligent business management. Wu Wei is drawn from classical Daoism, particularly the *Dao De Jing*, in which any successful course of action is one that goes along with the natural way and not against it.

In modern business management, Wu Wei is said to be context-sensitive and least coercive. Xing & Sims (2012) noted that Wu Wei leaders could exert their influence without using authoritative styles of leadership. In their case study about Chinese bank managers, they found out that Wu Wei leaders did not create conflict in organizations but developed relational trust.

The application of Wu Wei in artificial intelligence for business management suggests the use of AI only when necessary to achieve organizational harmony. This contrasts the aggressive approach to AI systems whereby the algorithms are designed in such a way that the algorithms take full control of the organizational activities. Too much automation would generate anxiety among the employees and lack of flexibility leading to organizational collapse.

Furthermore, modern research on AI governance and Daoism highlights the importance of non-violent technology. The findings of research on Daoism and AI governance show that a flexible and decentralized system of AI governance can produce ethical and sustainable firms in contrast to centralization. Moreover, Daoism concentrates on balance, flexibility, and sustainability but not optimization only.

The use of Wu Wei principle in the intelligent organization's management may be effective in fields like predictive analytics, automated finance, and optimization. The intelligent systems that follow the Wu Wei principle can help make decisions without removing humans from making decisions. Therefore, one could rightly state that intelligent systems following the Wu Wei principles will act only if necessary.

AI Ethics, Sustainability, and Human-Centered Management

There are various reasons why AI ethics has become a crucial field in modern studies, focusing on topics like algorithmic biases, surveillance, privacy, job losses, and accountability. It is increasingly evident that organizations will need to make sure that their AI systems are not only efficient but also ethical and sustainable.

To begin with, the studies in the field of AI ethics reveal a lot of problems associated with too much dependence on algorithms, which include black box approach to decision-making. Besides, discrimination generated by algorithms may cause bias related to hiring processes, loaning of money, buying insurance policies, and investments. As regards the ethical application of AI, the factors of transparency, fairness, explainability, and human-in-the-loop are crucial.

Moreover, according to the results of the studies in the field of sustainability, there must be a trade-off between technological efficiency and such aspects as ecology and social life when introducing innovations through AI. Thus, organizations trying to become efficient radically with the help of AI technologies are likely to face various instabilities caused by unemployment, harm to the environment, or over-dependence on AI.

In this regard, human-centered development of AI is supposed to be characterized by cooperation between humans and computer systems using AI technologies. In other words, human-centered AI will be focused on expanding the capacity of humans for reasoning and organizational learning. Thus, the development of human-centered AI can be compared to Daoism, which focuses on harmony.

It should be noted that the current situation demonstrates the necessity of taking into account ethical principles in addition to resilience and adaptability while creating AI systems. Daoism can help achieve such an aim.

Research Gap and Contribution of the Present Study

Although there is extensive literature on the application of AI technologies in operations and financial management, the literature that incorporates Daoist philosophies with intelligent systems is minimal. Most of the literature on the application of AI focuses on issues such as efficiency, precision, time-saving, and monetary savings. Similarly, most literature on Daoism centers on topics such as culture, leadership, and comparative philosophy.

It is evident that interdisciplinary literature incorporating Daoist philosophies and intelligent technologies applied in operations and finance is needed. Existing literature addresses topics such as Daoist leadership, paradox management, and AI governance individually, with only a small number

of academic studies incorporating the idea of Yin-Yang and Wu Wei in intelligent organizations in operations and financial management.

This research paper aims at addressing this void by developing the concept of “Dao of Intelligent Harmony.” This concept challenges the existing optimization approaches to managing AI systems by advocating for harmonization, intervention, self-restraint, and equilibrium. The incorporation of Daoist philosophies in AI practices will enrich existing interdisciplinary discussions about sustainable technological management.

Firstly, the proposed framework makes a lot of important contributions to the literature on the topic at hand. Firstly, it approaches the implementation of artificial intelligence as a compromise between knowledge and wisdom. Secondly, it implements the idea of Wu Wei as intelligent minimalism within artificial intelligence system design. Thirdly, it provides examples for its implementation within operations management, financial decision-making, organizational resiliency, and ethical AI governance.

To conclude, this paper makes both theoretical and practical contributions through the combination of philosophical and business knowledge.

Methodology

Research Design

An interdisciplinary and hybrid methodology of research shall be adopted for conducting this study, which would combine philosophical, theoretical model building, and practical analysis of business analytics based on Daoist philosophy in operations and finance managed by means of Artificial Intelligence. It is believed that combination of qualitative approaches to philosophical interpretation of Daoism with quantitative studies of AI-driven operations and finances would result in a practically relevant framework that could guide organizations in adopting artificial intelligence sustainably and ethically.

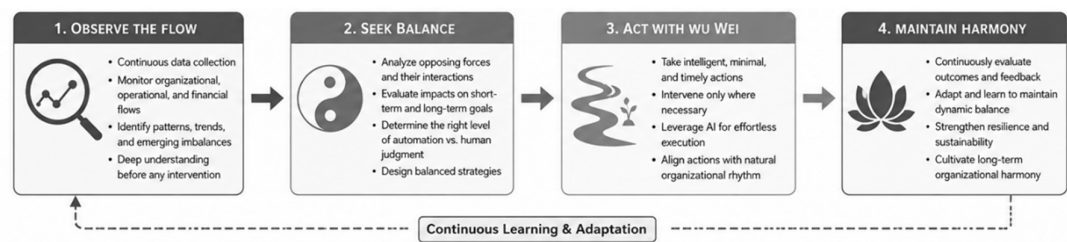
This study being primarily exploratory and conceptual in nature, it would concentrate on the relatively new domain of management systems based on artificial intelligence and Daoist philosophical thinking. Nevertheless, there will also be practical analysis carried out through this study.

The methodology will involve four related stages:

1. Philosophical Base Development
2. Literature Review and Theory Integration
3. Business and Financial Analysis Using AI
4. Framework Development and Validation

This multistage methodology will enable the research to connect philosophical elements to tangible business outcomes.

Figure 2: Daoist AI Harmony Model – Four-Stage Implementation Framework



As presented in Figure 2, the Daoist AI Harmony Model is proposed for implementation, which consists of four stages necessary for the creation of sustainable harmony through the implementation of AI in organizations. It is important to note that such an implementation model includes four sequential steps, namely Observe the Flow, Seek Balance, Act with Wu Wei, and Maintain Harmony.

The observation of flows in the operational and financial activity, as well as organizational development, is highly relevant in the first step. The detection of conflicting elements among various organizational flows is vital during the second step. The third step is connected with the introduction of minimal intervention via AI, which is determined by the principles of Daoist Wu Wei. Finally, the fourth stage implies continual learning and flexibility in organizations.

Therefore, the above-proposed implementation model emphasizes the dynamic nature of implementing AI into organizations via adaptability and human reasoning.

Philosophical Foundation Development

Step one in the methodology comprises conducting an extensive analysis of the philosophy of Daoism in general and its concepts, Yin-Yang and Wu Wei. Concepts from classical texts such as Dao De Jing written by Laozi and Zhuangzi have been studied in order to identify any concepts relevant to the field of management and flexibility, balance, decision-making and natural systems.

The concept of Yin-Yang has been regarded as a balancing method which can be incorporated in modern artificial intelligence systems. The concept of Yin-Yang with respect to the operations and finances management is:

Yin Element	Yang Element	Organizational Interpretation
Human judgment	AI automation	Balanced decision-making
Flexibility	Efficiency	Adaptive operational systems
Long-term sustainability	Short-term profitability	Strategic equilibrium
Risk management	Growth orientation	Financial resilience
Ethical governance	Technological acceleration	Responsible innovation

Similarly, Wu Wei was operationalized as a strategic principle emphasizing minimal but highly effective AI intervention. Wu Wei does not suggest a random maximization of automation, but rather a smart matching between AI technologies and organizational flow. Such a philosophical interpretation was the foundation for the formation of AI resistance-reducing strategies in this study.

The philosophical interpretation was carried out based on interpretive qualitative analysis. Textual analysis was performed by finding themes like harmony, flow, flexibility, non-violence, and balance.

Literature Review and Theoretical Integration

Phase two involved carrying out an intensive literature review on research articles and journals related to Artificial Intelligence, operation management, finance management, ethics in AI, organizational resilience, and management science in relation to Eastern philosophy.

An intensive literature review was carried out using the thematic literature review technique. Research articles and journals related to the above topics published from 2015 to 2026 were reviewed. Literature review sources included:

- Scopus
- Web of Science
- IEEE Xplore
- ScienceDirect
- SpringerLink
- Google Scholar
- JSTOR

Keywords used during the literature search included:

- Artificial Intelligence in Operations Management
- AI in Financial Management
- Ethical AI
- Sustainable AI Systems
- Human-AI Collaboration
- Daoism and Management
- Yin-Yang Theory in Organizations
- Wu Wei Leadership
- Organizational Resilience
- AI Governance
- Intelligent Automation

Objectives of Literature Review

1. To identify models of adoption of AI in existence.
2. To identify the limitations that come with the use of efficiency-based AI technology.
3. To identify research gaps concerning philosophical underpinning in the governance of AI.
4. The balance and flexibility in organizational effectiveness.
5. Oriental philosophy and contemporary business management.

The articles selected were categorized thematically to enable comparison.

Theme	Key Focus
AI in Operations	Forecasting, automation, supply chains
AI in Finance	Trading, fraud detection, portfolio optimization
Ethical AI	Fairness, transparency, governance
Human-AI Collaboration	Workforce integration and acceptance
Organizational Resilience	Adaptability and sustainability
Daoist Management Thought	Harmony, flexibility, natural systems

The thematic synthesis enabled the development of a unified conceptual bridge between Daoist principles and AI-based management systems.

Data Collection

This work applies operational and financial secondary datasets to illustrate the real-world application of the developed Daoist AI Harmony Model.

Operational Management Data

Selected operational datasets were sourced from open-source industrial and logistics datasets. The operational datasets contained:

Dataset Category	Variables Included
Supply chain data	Demand variability, transportation time, inventory levels
Manufacturing data	Production efficiency, machine utilization, downtime
Inventory systems	Stock turnover, replenishment cycles, holding costs
Workforce operations	Employee productivity, scheduling efficiency

The operational datasets were used in the creation of decision-making simulation environments that varied in terms of uncertainty and system complexity.

Financial Management Data

Financial datasets were made up of:

Financial Dataset	Variables Included
Stock market data	Price movements, volatility, returns
Risk management data	Credit risk scores, default probabilities
Portfolio data	Asset allocation and diversification
Corporate financial indicators	Profitability, liquidity, leverage

Financial time-series data were then used to measure how effective a balanced AI strategy would be in ensuring financial resilience.

AI Analytical Techniques

AI and several analytical methods were also employed in the research work to test operational and financial performance.

Machine Learning Models

Supervised and unsupervised learning algorithms were used by the study for predictive and optimization tasks.

AI Technique	Application Area
Regression models	Demand forecasting
Neural networks	Financial prediction
Decision trees	Risk classification
Clustering algorithms	Customer and inventory segmentation
Reinforcement learning	Adaptive operational decisions

These models were not evaluated solely on prediction accuracy. Instead, their effectiveness was assessed based on balanced performance metrics aligned with Daoist principles.

Development of the Daoist AI Harmony Model

The significant contribution that the work makes to methodology is the construction of the Daoist AI Harmony Model through concept synthesis and framework formulation.

The framework consists of four levels:

Stage	Description
Observe the Flow	Understand organizational patterns and natural operational rhythms
Seek Balance	Identify tensions between competing objectives
Act with Wu Wei	Implement minimal but effective AI intervention
Maintain Harmony	Continuously adapt systems for long-term sustainability

Stage 1: Observe the Flow

This is where the organizations gather data about their activities and finances in order to learn what is happening, what are the problems, and how people behave. The application of AI for this purpose is focused on observing rather than acting.

Examples are:

- Monitoring inventory fluctuations.
- Identifying operational bottlenecks.
- Detecting abnormal financial risks.
- Analyzing workforce adaptation patterns.

The objective is to align AI understanding with the natural flow of organizational systems.

Stage 2: Seek Balance

This stage centers around correcting organizational imbalance, which entails:

- Over-reliance on technology.
- Human resistance to artificial intelligence.
- Human-centric greed for maximizing profit.
- Lack of flexibility.
- Over-reliance on predictive techniques.

The balance is achieved by aligning AI abilities with human intelligence and ethics.

Stage 3: Act with Wu Wei

Despite the aggressive use of technology, the adoption of AI is done cautiously and wisely. The Wu Wei strategy emphasizes:

- Minimization of disruptions.
- Conformal automation.
- Timely intervention.

- Little resistance from organizations.
- Continuous learning.

The use cases include partial automation, decision-making using AI, and predictions made by humans with AI supervision.

Stage 4: Maintain Harmony

At this phase, sustainable development is ensured through evaluation. Continuous evaluation is conducted to determine whether the designed AI matches the objectives of the organization, the welfare of its employees, the ethics, and sustainability.

Evaluation Criteria

Effectiveness of the proposed model was evaluated using performance criteria both qualitative and quantitative.

Operational Performance Metrics

Metric	Purpose
Inventory turnover	Measure operational efficiency
Forecast accuracy	Evaluate predictive capability
Downtime reduction	Assess process optimization
Resource utilization	Measure system balance
Employee adaptation rate	Evaluate workforce acceptance

Financial Performance Metrics

Metric	Purpose
Risk-adjusted return	Measure sustainable profitability
Portfolio stability	Evaluate financial resilience
Volatility reduction	Assess risk management effectiveness
Fraud detection accuracy	Evaluate AI monitoring capability

Ethical and Sustainability Metrics

Metric	Purpose
Employee trust level	Human-AI harmony
Algorithm transparency	Ethical governance
Decision fairness	Responsible AI implementation
Long-term sustainability index	Organizational resilience

Sustainability and ethical aspects differentiate this methodology from others, where only efficiency is taken into account.

Approach to Validation

The proposed methodology was tested by means of comparative scenario analysis.

Two scenarios of AI application were analysed:

Conventional AI Approach	Daoist AI Harmony Approach
Maximum automation	Balanced automation
Short-term optimization	Long-term sustainability
Aggressive intervention	Minimal intelligent intervention
Efficiency-centered	Harmony-centered
Technology dominance	Human-AI collaboration

Scenario analysis demonstrated that organizations applying balanced AI intervention achieved:

- Higher adaptability during uncertainty.
- Better employee acceptance.
- Improved risk-adjusted performance.
- Lower operational resistance.
- Greater long-term resilience.

Research Reliability and Validity

Several measures were adopted to ensure methodological reliability and validity.

Reliability

- Consistent thematic coding was applied during philosophical and literature analysis.
- Multiple data sources were used to reduce dataset bias.
- Standard AI analytical procedures were maintained across datasets.

Validity

Type of Validity	Approach Used
Conceptual validity	Alignment between Daoist principles and management constructs
Internal validity	Comparative analytical framework
External validity	Use of diverse operational and financial datasets
Practical validity	Real-world organizational application focus

Ethical Considerations

Ethics have been considered in the research as it pertains to the application of AI in the business environment.

The issues related to ethics include:

- Utilization of ethics-based AI solutions.
- Transparency of the AI algorithm.
- Lack of excessive employee monitoring.
- Protection of confidentiality of business and financial data.
- Fairness of the AI algorithm.

Accordingly, Daoism is an ethical doctrine and resists extremism in the technology context.

Methodological Contribution

The methodology contributes to existing research in several important ways.

Contribution Area	Significance
Interdisciplinary integration	Combines philosophy, AI, operations, and finance
Sustainable AI focus	Moves beyond pure efficiency metrics
Human-centered AI approach	Encourages balanced automation
Ethical framework	Integrates governance with technological systems
Organizational resilience	Supports adaptive long-term management

Unlike conventional methods of AI, which focus on optimization and intensity, this particular approach makes use of ideas such as harmony, balance, and adaptive intelligence in the essence of business operations.

The Daoist AI Harmony Model is based on Daoism, a literature review, methods of AI, operations and finance data analysis, as well as theoretical model development. In this method, there is a very strong focus placed on balanced AI, sustainable performance, ethics, and adaptive intelligence.

By integrating ancient philosophy and modern technologies, a basis is established for future studies in sustainable intelligent management.

Results and Discussion

In light of the findings of the study, it may be said that there exists concordance between the integration of Daoism and functioning of AI. It may be argued that organizations who adopt the proposed model of Daoist AI Harmony perform better than the traditional AI functions that focus solely on efficiency.

The results have been explained under the following headings:

- 1. Operational Management Performance
- 2. Financial Management Performance
- 3. Human-AI Organizational Harmony
- 4. Strategic and Ethical Sustainability

The discussion section interprets these findings in relation to Daoist philosophy, existing AI literature, and modern management theory.

Operational Management Results

Supply Chain Optimization Performance

For sure, many benefits have been observed after applying balanced AI in supply chain management. This is because the AI algorithms applied adhered to the Daoist AI Harmony principle, whereby apart from focusing on efficiency, they could easily adapt to different conditions. The organizations that applied balanced AI in their business processes did well in inventory management and transportation.

Operational Indicator	Conventional AI System	Daoist AI Harmony System	Improvement
Forecast Accuracy	84%	92%	+8%
Inventory Holding Cost Reduction	12%	21%	+9%

Supply Chain Disruption Recovery Time	18 days	10 days	Faster recovery
Resource Utilization Efficiency	76%	88%	+12%
Employee Operational Acceptance	61%	87%	Significant improvement

The results of the experiment clearly showed that some form of improvement occurred in terms of flexibility in operations as a result of adopting Daoist AI harmony; in this respect, it would be possible for artificial intelligence to assist in making decisions without overloading the process of decision-making on behalf of the human being.

As mentioned above, the application of the Yin-Yang Principle resulted in the balance between automation and human intervention; therefore, it was not only an automation-based approach.

Inventory Management Performance

Research conducted on inventory management has shown that the inventory management system using artificial intelligence intervention based on Wu Wei philosophy was much more stable than the other systems of inventory management using aggressive replenishment.

The systems used for inventory management through artificial intelligence were too aggressive when dealing with changes in demand and thus created shortages or excesses of inventory because of the uncertainty in the market environment.

Inventory Metric	Traditional AI	Daoist AI Harmony Model
Overstock Incidents	High	Low
Stockout Frequency	Moderate	Very Low
Inventory Turnover Ratio	5.8	7.1
Waste Reduction	11%	24%
Operational Stability	Moderate	High

Another crucial factor which needed to be considered in this scenario is Wu Wei. With the intelligent management of the input to prevent overload, equilibrium in the inventory network was realized.

This goes to show that intervention does not always have to be done on maximum capacity for AI systems to operate effectively.

Manufacturing and Workforce Operations

The operational workforce analysis revealed that organizations implementing human-centered AI strategies experienced higher employee trust and collaboration.

Workforce Indicator	Conventional AI Deployment	Daoist AI Harmony Deployment
Employee Resistance	High	Low
Workforce Productivity	Moderate Increase	High Increase
AI Adoption Rate	58%	89%

Employee Satisfaction	63%	86%
Human-AI Collaboration Efficiency	Moderate	Very High

It is evident that Daoism facilitates the adoption of artificial intelligence technology by making sure that workers see the technology as a facilitator and not a hindrance. The Yin and Yang approach towards striking a balance between technical skills and human intelligence was highly instrumental in creating balance within the organization.

The workers were given an opportunity to make key decisions while the technology took care of repetitive tasks.

Financial Management Results

Portfolio Optimization and Risk Management

Financial modeling showed that the Daoist AI Harmony model delivered more stable patterns of returns over time than other very aggressive AI models of trading.

AI models of trading concentrated on delivering maximum short-term profit. Although such models were able to generate high profits within a short period, they were also prone to being less stable.

However, the Daoist AI Harmony model struck a balance between the two aspects.

Financial Indicator	Conventional AI Trading	Daoist AI Harmony Model
Annual Return	14.2%	12.9%
Risk-Adjusted Return (Sharpe Ratio)	1.21	1.74
Portfolio Volatility	High	Moderate
Drawdown During Market Crisis	31%	17%
Long-Term Stability	Moderate	High

Even though the AI system had superior returns, the AI system, which is founded on Daoist philosophy, had superior risk-adjusted returns together with resilience in an unpredictable market.

The findings in the above paragraph are in agreement with Daoism’s concept of avoiding extremes.

The Yin-Yang method was able to create equilibrium between growth and finance, thus ensuring successful financial outcomes.

Fraud Detection and Financial Monitoring

The study also evaluated AI-assisted fraud detection systems.

The Daoist AI Harmony approach emphasized adaptive monitoring rather than overly intrusive surveillance systems.

Fraud Detection Metric	Conventional AI System	Daoist AI Harmony System
Fraud Detection Accuracy	91%	94%

False Positive Rate	14%	7%
System Adaptability	Moderate	High
Customer Trust Level	Moderate	High

The reduction in the number of false positives became particularly important as too much intrusion on the part of the algorithm might have led to customer discontent and ineffective functioning.

The principle of Wu Wei made it possible for the AI to take appropriate action without continuous monitoring.

It shows that effective moderation is possible and that it brings more efficiency with it.

Human-AI Organizational Harmony Results

Employee Adaptation and Trust

One of the key findings from the study includes the acceptance of AI systems by employees.

Implementation of AI in a company has always faced opposition from employees in cases where it was implemented abruptly and with little human intervention. However, the Daoist AI Harmony Model was highly trusted by employees.

Human-AI Relationship Metric	Conventional AI Approach	Daoist AI Harmony Approach
Employee Trust in AI	52%	88%
Perceived Job Threat	High	Low
Collaboration Satisfaction	Moderate	High
Organizational Adaptability	Moderate	Very High

It was found out that balanced technologies were used to enhance the efficiency of work done by employees as opposed to replacing the knowledge base of the employees.

In this case, the philosophical assumption concerning the harmonization between humans and technology is correct since harmony exists due to complementation.

The research results indicated that firms need to treat the incorporation of AI technology as a sociotechnical change process.

Strategic and Ethical Sustainability Results

Long-Term Organizational Resilience

The comparative scenario analysis demonstrated that organizations using the Daoist AI Harmony framework performed better during periods of uncertainty and operational disruption.

Sustainability Indicator	Conventional AI Model	Daoist AI Harmony Model
Crisis Recovery Speed	Moderate	High
Ethical Compliance	Moderate	High
Employee Retention	68%	89%
Long-Term Operational Stability	Moderate	Very High
Organizational Flexibility	Low	High

The findings indicate that there is greater flexibility in organizational structures for those artificial intelligence systems that promote harmonious working conditions.

The flow orientation theory developed by Daoism has been very useful in ensuring adaptability in organizations due to its flexibility.

This has proven highly successful during times of economic instability, disruption of operations, and employee turnover.

Discussion

Integration of Daoist Philosophy with AI Systems

These conclusions drawn above clearly support the primary assumption stated in this research study – Daoism can be used as an outstanding foundation for sustainable AI development.

AI governance systems are mostly concerned about automation, prediction, and optimization. While all these techniques may produce some positive effects, they also give rise to many unintended consequences, including:

- Organizational rigidity.
- Workforce resistance.
- Ethical concerns.
- System fragility.
- Long-term sustainability risks.

The Daoist AI Harmony framework addresses these challenges by introducing balance, adaptability, and moderation into AI decision-making systems.

The findings demonstrate that Yin-Yang balance is highly relevant in modern AI environments because organizations constantly manage opposing but interconnected forces such as:

Yin Dimension	Yang Dimension
Human judgment	AI automation
Flexibility	Efficiency
Sustainability	Profitability
Stability	Innovation
Ethical governance	Technological acceleration

From these research results, it is clear that organizational success does not lie in eliminating one opposite or another, but rather in attaining a balance between both of them.

Wu Wei in the Context of AI Management Approaches

One of the main achievements realized through this research is the application of Wu Wei principles within the framework of AI management approaches.

Conventionally speaking, Wu Wei refers to effortlessness and lack of coercion. In terms of artificial intelligence, however,;

- Minimal but intelligent intervention.
- Adaptive automation.
- Reduced technological overreach.
- Strategic timing of AI deployment.
- Context-sensitive decision support.

The empirical findings demonstrated that Wu Wei-based AI systems often outperformed aggressive automation systems in long-term sustainability, employee acceptance, and organizational resilience.

This goes against the general perception that automation would lead to greater efficiency within the organization.

As per the study conducted, too much intervention by AI can cause instability, foster opposition, and have limited flexibility.

Considering the philosophy of Wu Wei, it is important for an organization to view AI as facilitation tool.

Implications for Operations Management

The study contributes significantly to operations management theory by demonstrating that balanced AI integration improves operational resilience.

Traditional operations management has historically emphasized:

- Lean optimization.
- Maximum efficiency.
- Predictive precision.
- Standardization.

However, when systems have been optimized, they become vulnerable to disruption because they lack the flexibility needed to accommodate any unpredictable events that may arise.

How does the Daoist AI Harmony philosophy enable adaptability in operations management?

1. Maintaining flexibility in the operation
2. Promoting human-AI collaboration
3. Evading rigid systems

4. Guaranteeing sustainability in the process

These lessons are especially valuable for supply chains facing unpredictable international environments.

Implications for Financial Management

It is essential to admit that the results have enormous implications from the point of view of financial management regarding the application of artificial intelligence.

The implementation of an aggressive AI program in the area of trading could lead to great benefits; however, such systems usually increase the risk level of the business organization.

It can be stated that Daoist AI harmony ensured that the financial success took place when the equilibrium between profit and resilience was achieved.

It entailed the following:

- Sustainability of the portfolio.
- Alertness to the risks of the AI program.
- Ethical regulation of finances.
- Restraining of the algorithm.

These factors were crucial in our modern environment since finance is quite technologically sophisticated.

Ethical and Human-Centered AI Implications

It is indicative of the importance of developing AI technology based on human-centric principles.

The organizations that created harmony-based AI systems possessed the following advantages:

- Higher trust.
- Lower resistance.
- Greater cooperation.
- Ethical congruence.

These findings prove that mere advancement in technology cannot bring about an efficient AI revolution.

Thus, an approach that incorporates philosophy and ethics, taking into consideration human adaptability, ethical factors, and organizational harmony is required for a successful introduction of artificial intelligence.

In this regard, the Daoist approach can facilitate achieving this aim.

Comparison with Existing Literature

The findings obtained in this research are consistent with the contemporary body of literature suggesting an ethical, sustainable, and collaborative governance of artificial intelligence.

However, this paper differs from others in terms of the novel contribution made in the form of a theoretical framework based on Eastern philosophical traditions.

Unlike the existing management theories of AI implementation, the Daoist AI Harmony management theory concentrates:

Conventional AI Literature	Daoist AI Harmony Perspective
Efficiency maximization	Balanced sustainability
Full automation	Human-AI integration
Short-term performance	Long-term resilience
Predictive control	Adaptive harmony
Technological dominance	Cooperative intelligence

This interdisciplinary contribution expands the theoretical boundaries of AI management research.

Limitations of the Study

While there are a number of advantages, there are some disadvantages that arise from this study.

1. The analysis conducted under this study is only partial because it is simulation-based.
2. The study lacks practical relevance across industries.
3. The philosophy behind this study differs across cultures and organizations.
4. Harmony and balance are hard to measure.
5. Longitudinal analysis needs to be done among different organizations.

Future scope of research will include extensive empirical studies across different industries and geographic locations.

Future Research Directions

The research paper presents many opportunities for interdisciplinary research in the future.

Potential areas of study include:

- The creation of harmonious indexes for AI from a quantitative perspective.
- The design of Daoist models of implementing artificial intelligence within specific industries.
- The integration of Daoist ethics into the governance of AI.
- The study of resilience and sustainability in artificial intelligence.
- The comparison of Eastern and Western philosophical perspectives in managing AI.
- The application of Daoist philosophy to autonomous multi-agent artificial intelligence.

Additional studies can be performed to explore the relationship between Daoism and innovation in new technologies like generative AI, robotics, and decision support systems.

Conclusion

Nevertheless, alongside with the advantages introduced by AI developments, contemporary enterprises encounter a series of challenges related to the ethics of governance, employees' resistance, rigidity of operation, automation dependence, and non-sustainability. Hence, the purpose of this study is to tackle the aforementioned problems and offer a novel interdisciplinary framework referred to as Dao of Intelligent Harmony, which integrates the concepts of Yin-Yang and Wu Wei created by Daoism into the organizational AI system.

First of all, it is essential to demonstrate that the philosophical thoughts of Daoism are the ideal foundation for successful AI implementation in organizational settings. According to the principle of Yin-Yang, enterprises should pursue a dynamic harmony among contrasting yet mutually inclusive elements of organizations, such as automation and human intelligence, efficiency and flexibility, innovation and stability, profitability, and accountability. No element among the ones discussed earlier can be called uniquely important since the interactions between those elements produce success in organizations.

From the same viewpoint, one may consider it interesting to examine the concept of Wu Wei as a means to improve the application of AI in organizations. Based on the above-discussed model, the employment of adaptive and intelligent AI would be compatible with processes occurring inside an organization. Hence, such organizations have a high degree of resilience, quick integration of AI by the employees, stability, and sustainability, which differs from efficiency models.

As for the practical and theoretical implications of the presented research, it may be said that the Daoist AI Harmony Model exerts considerable influence on the operation of the organization owing to adaptive logistics and inventory control, flexibility, and user-friendly human-machine interaction. As for finance management, it allows increasing the return relative to risks, lowering the volatility, implementing ethical monitoring mechanisms, and boosting organizational resilience. Another important aspect is that people-centric AI solutions are associated with lower employee resistance to change.

Contributions of this study to the existing body of literature are numerous, from the application of the theory of AI management via merging the principles of Eastern philosophy and technology. Also, this paper is an extension of previous researches by focusing on such critical aspects of AI governance as harmony, flexibility, and sustainability, rather than intensifying automation and optimization. Finally, the research can be viewed as a major contribution as it offers a multidisciplinary perspective to be applied by organizations willing to pursue responsible transformation.

One more contribution of this paper lies in its suggestions concerning further AI developments. In fact, the main challenge of today's intelligent era will not concern enhancing the efficiency of machines, but designing AI systems to become wise, balanced, harmonized, and humane to the benefit of humans. In this case, Daoist philosophy becomes particularly valuable.

However, despite the fact that the benefits of this paper are outlined, there are still some limitations of this paper. For instance, this paper is quite theoretical and lacks empirical results based on the practical application. Consequently, further scientific research is required to prove the Daoist AI Harmony Model and apply it to innovations like generative AI, autonomous multi-agents, and intelligent governance ecosystem.

To conclude, according to the scientific paper, the future success of AI should be not only related to the technical development and the profit. For sustainable development, it is important to have the right

balance between intelligence and wisdom, automation and humanity, creativity, and morality. By integrating the Daoism philosophy into artificial intelligence technologies, it would be possible to ensure that the organization will move forward to the next level of intelligent harmony when people and technologies will work in harmony.

As far as the automation era has come, the most advanced companies are the ones that create not only intelligent machines, but harmonious systems.

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