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**FROM EMPLOYEE TO ALGORITHM – HOW ARTIFICIAL INTELLIGENCE IS
CHANGING THE STRUCTURE OF COMPANIES**

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Abstract. Today, we are witnessing one of the greatest transformations, driven by the unprecedented evolution of digital technology. With the implementation of artificial intelligence across most sectors, reality is changing and socio-economic activities are undergoing radical transformations, accompanied by a constant state of uncertainty. In this context, the transformation of organizational structures is becoming increasingly pronounced. This study explores the influence of artificial intelligence on corporate structure and the methodology used combines a review of the literature with a conceptual approach to new trends in the restructuring of organizational models. The research findings highlight the reconfiguration of organizational structure.

Keywords: artificial intelligence, organizational structure, company, employee, algorithm

JEL Classification: M12, M15, M40, M41, M48

Introduction

The current stage of socioeconomic development is marked by profound changes and uncertainty is the watchword. The contradictory characteristics of the present, where we speak of sustainable development, sustainability, the circular economy and social responsibility on the one hand and pandemics, famine, wars and economic and financial crises on the other, have been the central focus of several studies. (Apostol, 2021a, 2022a, 2022b, 2023a, 2023c, 2024a, 2025a)

In recent years, as a result of the digitalisation of processes and the unprecedented development of artificial intelligence (AI), we have witnessed a reshaping of the economic and social landscape. (Apostol, Mihalciuc, Grosu, 2025) Under the influence of artificial intelligence, most professions are undergoing significant transformations, including the accounting profession (Apostol, 2020, 2021b, 2023a, 2023b, 2024b, 2025b, 2025c) and, at the same time, the structure of companies is taking on a new form, the hybrid model, which requires effective collaboration between humans and artificial intelligence.

In this context, in which there are many unknowns and almost everything is unpredictable, due to the growing importance of artificial intelligence as well as geopolitical changes, the main concerns of this century seem to be different from those naturally associated with the New Economy, namely the preservation of world peace and the danger of job loss as a result of humans being replaced by robots. In this study, we will attempt to analyze the second issue through a thorough review of the specialized literature, but especially of the reality within the companies studied, with the aim of finding the clearest possible answer to the question: does artificial intelligence pose a threat to employees?

Basic Content of the Paper

Artificial intelligence is not merely a technological innovation, but a transformative force, as it refers to computer systems capable of performing tasks that involve cognitive functions such as learning,

reasoning, and problem-solving, functions that, until recently, were reserved exclusively for the human mind. (SAP, 2026) It fundamentally reshapes the relationship between people and organizations and drives a shift in organizational design, as it redefines how companies make decisions, distribute work and structure internal hierarchies. Artificial intelligence is no longer limited to isolated pilot projects, so that as early as 2023, companies have moved from “test and learn” experiments to production systems that directly shape recruitment, customer service, sales forecasting, finance and many operations, which has led, in many organizations, to a shift from exclusively human decision-making chains to hybrid workflows in which software classifies, prioritizes, recommends and sometimes approves work without human intervention. (Chui, Hazan, Roberts, Singla, Smaje, Sukharevsky, Yee, Zimmel, 2023; Durth, Hancock, Maor, Sukharevsky, 2023; McKinsey & Company, 2023; Krotov, 2025)

Traditional organizational models have dominated the corporate world for decades and have been based on stability and centralized control. While these hierarchical and bureaucratic structures concentrate authority in formal layers of management and involve vertical reporting, decisions concentrated at the upper levels of management and clearly defined roles that specify who is responsible for each task, approval and handoff and workflows are dependent on people, as they rely on document verification, data entry and coordination for basic operations (Nica, Neştian, Iftimescu, 2014), artificial intelligence transforms the company from a hierarchy of people into a system consisting of people plus models, in which software increasingly determines what receives attention, what is omitted and what is executed automatically, through the automation of repetitive workflows, the use of predictive models and recommendation engines for decision-making, real-time analysis and rapid adaptation to change. (Apostol, 2024b) This ensures a transition to organizational structures with less rigid hierarchies by reducing the number of middle management levels, as a result of data-driven decision-making in real time, carried out autonomously at the team level rather than centrally. A defining feature of digital work is interdisciplinary teams, which involve collaboration across technical, creative and strategic domains.

Artificial intelligence is actively reshaping the way organizations operate. While traditional models were human-centered, today’s organizations are based on algorithmically integrated hybrid models, in which artificial intelligence performs analytical tasks such as processing large volumes of data, identifying patterns and automating complex reporting, while humans contribute creativity and ethical judgment, as empathy, critical thinking and moral responsibility remain exclusively human attributes, essential to leadership. (Apostol, 2025d)

Companies such as Microsoft, Google, Amazon, Meta, Tesla and others are investing tens of billions of dollars in AI infrastructure, model development and product integration. (Brandom, 2026; Capoot, 2026; Spatacco, 2026; Sriram, Roy, 2026) Based on a study of these companies, the key implications of artificial intelligence have been summarized in Table 1.

Table 1. Characteristics of the Implications of Artificial Intelligence at the Level of the Studied Company

Company	Amazon	Google	Meta	Microsoft	Tesla
Areas of impact	E-commerce, logistics, cloud computing, financial services	Search, online advertising, cloud, software products	Social media, advertising, generative AI	Cloud (Azure), software and productivity, AI for enterprise, cybersecurity, gaming	Automotive, autonomous driving, robotics, energy
Key implications	Extensive automation (robots managing internal logistics), operational optimization (algorithms that monitor, evaluate and direct employees in real time), advanced personalization (tailoring the customer experience to drive significant revenue growth)	Continuous product improvement, enhanced search and advertising relevance, AI leadership (Google Search AI, Gemini, Google Ads AI, Google Cloud AI)	Engagement optimization, content monetization, metaverse (AI-powered feeds, AI-powered ads, Llama, user-generated content, avatars and VR experiences)	Integrating AI into existing products, boosting productivity and driving large-scale digital transformation (Microsoft 365 Copilot, Azure OpenAI, GitHub Copilot, Bing AI, Dynamics 365 with AI)	The development of autonomous transportation technology, automated manufacturing and the redefinition of the workforce (Autopilot, Full Self-Driving, AI for vision, the Optimus robot)

Benefits	Lower operating costs, fast delivery, personalized customer experience	Higher revenue, relevant products, competitive advantage, innovation	Greater engagement, improved monetization, new platforms, global content scaling	Increased productivity, recurring cloud revenue, integrated ecosystem, enterprise differentiation, customer loyalty	Safety and efficiency on the road, new business models, high long-term margins, technological leadership
Challenges and risks	Impact on jobs, data oversight and privacy, reliance on automation, antitrust regulations	Antitrust regulations, data privacy, bias and ethics in AI, high development costs	Misinformation, privacy, addiction, global regulations	Cloud and AI dependency, security risks, competition, regulation and compliance	Regulations, legal liability, safety of autonomous systems, public trust, risk of accidents

Source: Elaborated by the author

According to the data in Table 1, we can see that each company analyzed uses artificial intelligence for different purposes with varied implications and, as is the case in all fields of activity where it has been implemented, this is accompanied by multiple benefits, but also by a series of challenges and risks, some of which are still unknown. (Apostol, 2024b)

To provide a clearer picture of how artificial intelligence is implemented within the organizational structure of each company studied, Figure 1 highlights the main differences.

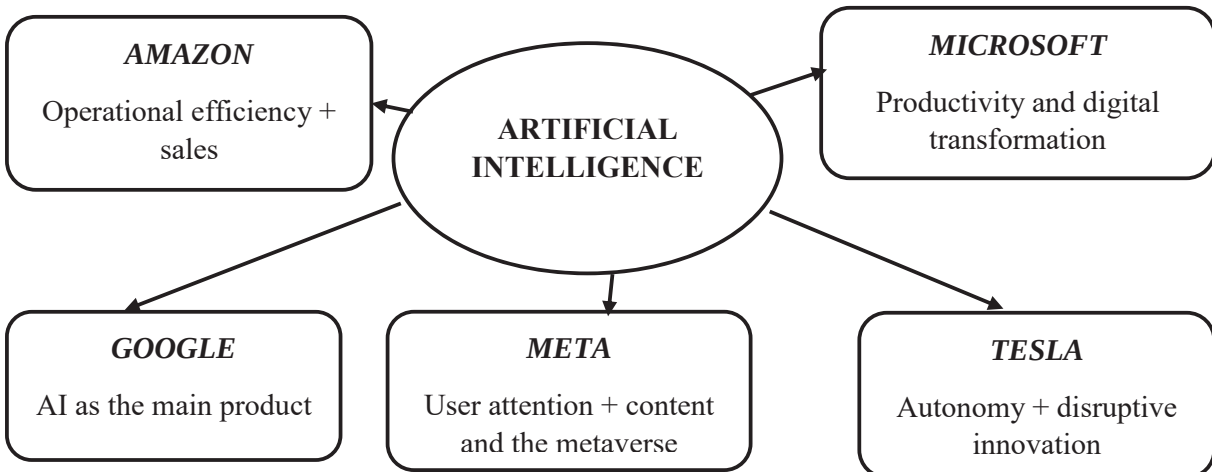


Figure 1. The Role of Artificial Intelligence in Organizational Structure

Source: Elaborated by the author

We are seeing organizations increasingly adopt hybrid operational models in which AI handles high-volume analytical work, while employees focus on decisions that require creativity, empathy, leadership, ethical judgment and strategic thinking. Thus, routine and predictable tasks, such as data analysis, continuous monitoring and document processing, are progressively delegated to algorithms, freeing up or eliminating traditional human roles. This transition requires a profound redefinition of human value within organizations, as automation and algorithms are radically transforming the labor market by eliminating some roles and creating others, as well as redefining the essential skills for the future. (Apostol, 2025b) Thus, artificial intelligence is actively restructuring the way organizations operate and low-skilled sectors are the most exposed to large-scale automation; data analysts, AI engineers and digital ethics specialists are becoming indispensable and workforce reskilling is becoming a strategic priority.

The conclusion so far would be that organizational models are shifting from human-centered systems to algorithmically integrated hybrid architectures, which may be cause for concern, but not so serious as long as we're talking about collaboration between humans and algorithms. However, some factories have emerged that are fully automated (also known as "dark factories"), where production takes place without direct human intervention and robots and artificial intelligence manage the entire

process. These factories can operate non-stop, 24/7, without the need for lighting, heating, or human presence on the production line and China aims to operate the first fully autonomous auto factories by 2030, where robots produce and AI monitors and coordinates everything. (Muşat, 2026) Currently, the Omron company in Shanghai uses smart equipment and robots for the production of electronic components, combining automation with real-time data analysis (Omron, 2026) and some companies, such as KUKA, offer fully automated production solutions for car bodies. (KUKA, 2026) At the same time, some production lines, such as those at Honor in Shenzhen, achieve automation levels of over 85%, with robots working alongside a small number of people. (Cepăreanu, 2025)

Conclusions

Artificial intelligence is no longer just an abstract concept about “the future of work” or a support tool; it is already reshaping the way organizations are structured, scaled and managed and this requires a deliberate strategic adaptation at the level of people, processes and governance. People’s roles within the organization are changing and their responsibilities now include monitoring exceptions, validating results and making decisions where algorithms fall short. Organizations are also investing in accessible and secure data infrastructure to support the implementation of models and are combining automation with reskilling programs. The greatest threat to the human role in the organization is the emergence of dark factories, which are fully automated.

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