

Week 7 Discussion: Analyzing and Evaluating Data-Based Research Articles

Student's Name

Institutional Affiliation

## DISCUSSION 2

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#### **Article Summaries and Purpose Statements**

##### **1. Impact of AI on Work (Deranty & Corbin, 2022):**

This article provides a comprehensive review of the social sciences' perspectives on artificial intelligence's influence in the workplace. It discusses technological unemployment, algorithmic management, and the sociopolitical implications of AI technologies, offering a broad theoretical framework for understanding AI's integration into modern work environments.

##### **2. Work-Life Balance Prediction in IT (Paigude & Shikalgar, 2022):**

This quantitative study applies machine learning models to predict work-life balance among female IT professionals. By utilizing data from surveys and implementing algorithms like MLP and LSTM, the research aims to identify key factors influencing work-life balance, providing a predictive framework that can assist in organizational planning and support systems.

#### **Sampling Strategies and Data Collection Methods**

##### **Qualitative Approach (Deranty & Corbin, 2022):**

The sampling strategy revolves around a literature review that synthesizes a wide range of social science research, offering a qualitative analysis of secondary data sources to outline the multifaceted impacts of AI.

##### **Quantitative Approach (Paigude & Shikalgar, 2022):**

Employs a structured survey method collecting data from 150 participants, utilizing statistical models to analyze the relationship between various work-life balance factors and outcomes among women in the IT sector.

#### **Comparative Analysis of Methodological Approaches**

## DISCUSSION 3

The qualitative study by Deranty and Corbin (2022) offers a theoretical exploration, focusing on broad societal impacts and theoretical implications without direct data collection from subjects, emphasizing narrative synthesis and critical analysis. In contrast, Paigude and Shikalgar's (2022) quantitative research is data-driven, with direct measurement of variables influencing work-life balance, employing statistical methods to validate hypotheses.

This juxtaposition highlights the complementarity of qualitative and quantitative approaches in addressing complex issues like AI's role in the workplace and work-life balance. While the qualitative review provides a necessary theoretical backdrop and broad contextual understanding, the quantitative analysis offers precise, actionable insights, crucial for developing targeted interventions and policies. These methodologies, when combined, can provide a more holistic understanding of the dynamics at play, reinforcing the need for interdisciplinary approaches in organizational studies and human resource strategies.

### **Peer Responses**

#### **Peer Response 1**

Your post offers a thorough analysis, adeptly comparing the nuanced perspectives of qualitative and quantitative research. The contrast between Deranty & Corbin's broad theoretical approach and Paigude & Shikalgar's precise, data-driven methodology underscores the diverse ways these strategies can enrich our understanding of workplace dynamics, particularly regarding AI's impact and work-life balance. The synthesis of such varied methodologies certainly broadens the scope of discussion in our field. How do you think these differing methodologies could be integrated in future research to further benefit organizational studies?

#### **Peer Response 2**

## DISCUSSION 4

For your second response, continue engaging thoughtfully by adding new perspectives or examples to another peer's post, enhancing the ongoing discussion.