Artificial Intelligence and Business Innovation: Human and Organizational Capabilities in the Industrial Transition

Thematic Area: Innovation Management

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Summary:

Artificial intelligence enables business innovation but poses technical, organizational, and ethical challenges requiring strategic management (Machucho & Ortiz, 2025). Research on AI-enabled product innovation addresses adoption barriers, data-driven capabilities, business model transformation, and sectoral differences (Naeem et al., 2025). In Industry 4.0 and human resource management, studies highlight changes in management practices, workforce performance, and the need for human-centered and sustainable approaches (Ammirato et al., 2023).

Studies have shown that AI improves idea quality and facilitates the integration of specialized knowledge in new product development, while human judgment remains important in evaluating these ideas (Dell'Acqua et al., 2026). Furthermore, employees' AI competencies strengthen the relationship between AI utilization and organizational innovation capability (Meier et al., 2026). These findings highlight the relevance of further investigating human and organizational capabilities, human–AI collaboration, and the conditions that foster business innovation, particularly in the face of the challenges associated with the industrial transition.

The proposal aims to bring together theoretical, empirical, and methodological research examining how human capabilities, talent management, and organizational practices contribute to AI-related innovation processes. It welcomes studies on competency development, human–AI collaboration, creativity, decision-making, leadership, organizational learning, and change management. Additionally, research addressing ethical governance, innovation in products, services, processes, and business models, and innovation outcomes across organizations of different sizes and sectors will be considered, provided that a clear connection to human or organizational dimensions is established.

The added value lies in integrating perspectives from talent management, strategy, and business innovation to deepen the understanding of the conditions that facilitate or hinder AI-driven innovation. The proposal seeks to promote the exchange of perspectives and empirical evidence

to distinguish technological adoption from its organizational outcomes and to discuss their implications for business competitiveness during the industrial transition.

Keywords:

Artificial Intelligence; Business Innovation; Talent Management; Human–AI Collaboration; Organizational Capabilities; Competitiveness.