**Richiesta attivazione assegno di ricerca**

**“Human-AI Teaming in the Organization and Workplace”**

**Tutor Prof. Pietrantoni**

Il Presidente presenta una richiesta del Prof. Pietrantoni di avvio ed espletamento della procedura per il conferimento di un assegno di ricerca nell’ambito del Progetto Horizon Europe SESTOSENSO (responsabile scientifico prof. Luca Pietrantoni) secondo le seguenti specifiche.

Progetto di ricerca:

The integration of Artificial Intelligence in organizational operations has profoundly impacted workforce dynamics. This one-year research project aims to investigate the nuances of human-AI teaming in the context of the workplace, particularly in line with Industry 5.0 paradigms which emphasize a human-centric approach. We will explore how this synergy affects performance metrics and delve into the upskilling and reskilling needs of the workforce, to equip them for effective interaction with AI systems.

This project seeks to identify the competencies that are essential for effective human-AI collaboration and provide actionable recommendations for workforce development. We aim to quantify the extent to which human-centric approaches in Industry 5.0 can harmonize with the capabilities of AI. Additionally, we will assess the specific upskilling and reskilling requirements needed to optimize human-AI teaming, thus supporting organizational strategies for talent development and technological investment.

To obtain comprehensive insights, a multi-pronged methodology will be employed. Interviews will be conducted with experts in AI and organizational behavior, alongside organizational leaders, to gather qualitative data. The Card Sorting Technique will be used to categorize and prioritize the identified competencies and skills needed for effective human-AI collaboration. Observational studies within organizations that have already implemented AI will provide practical insights into human-AI interactions and teaming dynamics. Finally, surveys will be disseminated to a broader audience to validate the findings and assess generalizability. The collected data will be analyzed through both qualitative and quantitative lenses to synthesize actionable conclusions.

The research assistant:

* will conduct initial literature reviews on human-AI teaming, upskilling and reskilling needs, Industry 5.0, and human-centric approaches to synthesize the current state of knowledge in these areas.
* will illustrate visual representations, such as flowcharts and graphs, to help in comprehending the complex interactions between humans and AI, which will be used in both internal discussions and public presentations of the research findings.
* will coordinate and schedule interviews with experts in AI, organizational behavior, and organizational leaders, ensuring that the gathered insights align with the project's objectives.
* will contribute to data collection efforts by administering and monitoring surveys, as well as actively participating in observational studies to record relevant human-AI interactions within organizations.
* will assist in the execution of the Card Sorting Technique, helping to categorize and prioritize the skills and competencies essential for effective human-AI collaboration.
* will compile, clean, and organize both qualitative and quantitative data for subsequent analysis, ensuring the integrity and reliability of the data collected.
* will contribute to the drafting and editing of research reports, articles, and other publications, synthesizing findings and suggesting implications for both academia and industry.
* will participate in regular team meetings, providing updates on task progress, preliminary findings, and any challenges encountered, to ensure the project stays on schedule and meets its objectives.

Tipologia di assegno da conferirsi: Assegno interamente autofinanziato;

Tipologia di selezione prescelta: titoli e colloquio

Titolo del progetto di ricerca: “**Human-AI Teaming in the Organization and Workplace**”, tutor Prof. Luca Pietrantoni;

Durata dell’assegno: 12 mesi

Durata della graduatoria: tre mesi;

Importo dell’assegno: € 34.000

Copertura finanziaria della spesa: progetto SESTOSENSO

Sede: L’attività sarà svolta prevalentemente presso il Dipartimento di Psicologia di Bologna

Requisiti di accesso alla selezione:

* Laurea vecchio ordinamento, specialistica o magistrale in Psicologia (classe LM-51)

Titoli valutabili:

* Titolo di studio (voto di laurea) e anni di Dottorato;
* Curriculum scientifico-professionale;
* Produttività scientifica;
* Competenze documentate nell’ambito di progetti nazionali e internazionali di Ricerca e Innovazione;
* Competenze nell’uso di software per raccolta, analisi e visualizzazione dei dati;
* Capacità di redigere report di ricerca in lingua inglese.

**Commissione di valutazione: Prof. Luca Pietrantoni (Presidente), Prof.ssa Salvatore Zappalà (Componente), Dott. Marco De Angelis (Componente e Segretario) – Supplente (Prof.ssa Rita Chiesa)**

PIANO DI FORMAZIONE

**Human-AI Teaming in the Organization and Workplace**

PROF. LUCA PIETRANTONI

By the end of the contract, the research assistant will acquire the following research skills:

• Comprehensive Literature Review: The ability to conduct exhaustive literature reviews to synthesize the state of current knowledge on specific research topics, and identify gaps or opportunities for further investigation.

• Data Collection and Management: Proficiency in various data collection techniques, including interviews, surveys, and observational studies, as well as the skills to compile, clean, and manage both qualitative and quantitative data sets.

• Analytical Reasoning: Competence in analyzing data using both qualitative and quantitative methods, drawing insights and correlations to fulfill research objectives.

• Project Coordination: Skills in organizing and coordinating various aspects of a multi-faceted research project, including scheduling interviews, managing timelines, and liaising with different stakeholders.

• Communication and Presentation: Enhanced abilities to articulate research findings through various means, including written reports, articles, and visual representations like flowcharts and graphs.

• Collaboration and Teamwork: Experience in contributing to a collaborative research environment, where feedback is valued and responsibilities are shared to achieve common objectives.

• Methodological Versatility: Familiarity with specialized research techniques, such as the Card Sorting Technique, which can be applied to future research projects and academic endeavors.

• Academic Writing: Mastery over writing clear, concise, and well-structured research reports and articles suitable for academic publication or industry application.