

Searching for expert sources on the future of work?

MIT Sloan School of Management faculty have timely insights for global business leaders



GENERATIVE AI IN THE WORKPLACE

KATE KELLOGG

Kate co-leads the MIT multidisciplinary working group Generative AI and the Work of the Future, which examines how the design and implementation of generative AI tools can contribute to higher-quality jobs and inclusive access to the latest technologies.

DANIELLE LI

Danielle's research illustrates that generative AI helps newer workers broaden their experience and that it improves customer sentiment, increases employee retention and productivity, and can help employees gain new skills.

HYBRID WORK & DESIGN

ERIN KELLY

Erin's research looks beyond the question of hybrid versus in-person work to take a broader view of work redesign. She and her colleagues have created an employer toolkit for companies with the goal of improving worker health and well-being while enhancing their engagement and productivity.

UNIONS & ACTIVISM

THOMAS KOCHAN

With worker interest in joining a union at its highest in decades, Tom predicts that within the next 20 years leading an organized workforce will become a critical leadership skill. He can address how best to reach a contractual agreement that meets both parties' needs.

SALARIES & ECONOMIC MOBILITY

NATHAN WILMERS

Nate can speak to how employers can better facilitate economic mobility for employees, particularly workers of color and those without college degrees, by improving material job quality, increasing access to better jobs, and promoting sustainability of employment.

ANNA STANSBURY

Anna's recent work has found substantial evidence of minimum wage non-compliance in the US. Currently, the costs violators face upon detection are little more than the money they saved by underpaying. Her work advocates substantially increasing penalties to ensure compliance.

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WORKPLACE CULTURE, LEADERSHIP & MANAGEMENT

DEBORAH ANCONA

The future of work requires more nimble leadership. Deborah's research shows how a shift from command-and-control leadership to a distributed approach cultivates a workforce better able to accommodate new technologies and evolving risks.

DONALD SULL

Don's research shows that every leader needs to worry about toxic culture—a big predictor of workplace attrition. He proposes four short-term actions for companies and managers to boost retention.

ZEYNEP TON

What does it take for businesses to create better jobs for frontline workers? According to Zeynep, a "good jobs system" involves making workloads more predictable, empowering employees, cross-training for increased productivity, and building in slack.

GREEN JOBS

JASON JAY

What type of job skills will a clean energy economy need? According to Jason, they will span the socioeconomic spectrum, with a need for workers with engineering and technical skills along with trade school graduates who can implement new green technologies in homes and businesses.

HIRING

SWATI GUPTA

Employers are eager to harness AI and big data captured by algorithms to speed up the hiring process. But depending on the data used, automated hiring decisions can be biased. Swati's research focuses on developing new models to address these concerns.

POLICY

THOMAS MALONE

Tom's research shows AI will enable new industries to emerge, creating more new jobs than are lost to AI and emerging technologies. However, his work also finds a significant need for governments to smooth this transition for those whose jobs will be disrupted.

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