

# THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

## Departmental Research Seminar

### The Work and After-work Consequences of Interacting with Artificial Intelligence Systems By

**Dr Pok Man Tang**  
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**Date : 24 May 2023 (WED)**

**Time : 10 – 11:30 am**

**Venue : M802 & online via Zoom**

#### **Abstract**

The Artificial Intelligence (AI) revolution has arrived, as AI systems are increasingly being integrated across organizational functions into the work lives of employees. This coupling of employees and machines fundamentally alters the work-related interactions to which employees are accustomed, as employees find themselves increasingly interacting with, and relying on, AI systems instead of human coworkers. This increased coupling of employees and AI portends a shift towards more of an “asocial system” wherein people may feel socially disconnected at work. Drawing upon the social affiliation model in the social psychology literature, I develop a model delineating both adaptive and maladaptive consequences of this situation. Specifically, I theorize that the more employees interact with AI in the pursuit of work goals, the more they experience a need for social affiliation (adaptive)—which may contribute to more helping behavior towards coworkers at work—as well as a feeling of loneliness (maladaptive) which then further impair employee well-being after work (i.e., more insomnia and alcohol consumption). In addition, I submit that these effects should be especially pronounced among employees with higher levels of attachment anxiety. Results across two studies with mixed methodologies (i.e., field survey study and field experiment) with employees from different geographical regions largely support my hypotheses.

**Dr Pok Man Tang** is an Assistant Professor at the Terry College of Business in University of Georgia. He received his Ph.D. in Management from Texas A&M University in United States, and earned both MPhil and B.B.A. from Lingnan University in Hong Kong. His research interests include human-nonhuman interactions at work (i.e., interaction with artificial intelligence, robots, algorithms, animals, and nature), behavioral ethics & stereotypes, and emotions & well-being.

**All interested are welcome.**



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