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 under-paying. Her work advocates substantially increasing penalties to ensure compliance.

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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.

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.

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.

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.