

## Summary

The dissertation discusses the impact of changes driven by artificial intelligence and digitization on organizations. These changes are affecting various aspects of work, including the nature of tasks and work models. People can now perform tasks remotely or in a hybrid fashion, and their work is becoming less algorithmic, as AI-powered computer programs take over repetitive tasks. Human work in organizations is taking on a heuristic character that AI cannot currently replace. As a result of digitization and AI, people in the workforce are seeking autonomy within their organizations. They want the freedom to decide where, when, and how they work, as well as the ability to influence organizational decisions. Designers of organizations are now considering these expectations when creating work environments, emphasizing autonomy as a contemporary priority.

The dissertation highlights that while autonomy has been studied in the context of individuals, teams, and external organizational environments, there is a gap in research regarding organizational autonomy as a characteristic of the work environment. Therefore, the main objective of the study was to create a tool for measuring organizational autonomy.

The research process involves several steps, including:

1. Identification of symptoms of organizational autonomy.
2. Definition of organizational autonomy.
3. Construction of a measurement tool for organizational autonomy.
4. Empirical validation of the measurement tool.

The study used a purposive sample of five organizations utilizing AI and digital technologies. The selection criteria ensured that these organizations automated operations, used digital communication channels, employed machine learning algorithms, and utilized AI technologies. A total of 180 responses were collected through surveys conducted.

The research results are presented in terms of levels within the organizations (level 1: operational employees and specialists, level 2: coordinators and managers, level 3: executives) and organization as a whole. The text provides an outline of the research process and methodology, highlighting the focus on measuring organizational autonomy in response to changes driven by digitization and AI.