

# The Silent Workforce Revolution: Are Workers Engaging in Stealth Use of Generative Artificial Intelligence and Reaping Career Gains?




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E d i t o r	R e v i e w e r s
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## 1. Round 1

### 1.1 Reviewer 1

Reviewer:

The authors write, “These novel systems possess natural language interfaces and emergent capabilities...” but could clarify what is meant by “emergent” here—whether referring to unsupervised capabilities or human-like abstraction.

The phrase “This perspective aligns with the Actor-Network Theory (ANT)” should be substantiated with a clearer linkage between ANT and the presented empirical objectives. Consider briefly clarifying how ANT informs the study’s methodology.

The sentence “A practical example of Sophotechnia would be...” could be improved by adding a contrasting example of Hyperculture to highlight the conceptual difference more clearly.

The detailed explanation of the Big Five model is well-written but redundant given its ubiquity. Consider condensing this section slightly and shifting focus to how each trait was operationalized in the study.

The t-test result “ $t = 25.938$  and  $p < .01$ ” is implausibly high for comparing proportions. Please verify the test selection or clarify whether this is a typographical error or a result from another statistical procedure.

The assertion that “curiosity, adaptability, and sociability” are linked to AI adoption is important. Cite empirical support more directly from the literature beyond the Big Five correlation findings.

Author revised the manuscript and uploaded the updated document.

## 1.2 Reviewer 2

Reviewer:

The reference to “Theory of Mind (ToM)” is fascinating but underdeveloped. Suggest expanding on the implications of ToM for organizational collaboration or interpersonal AI applications in workplace settings.

“The influence of GenAI on the quality of working life is multifaceted.” This topic deserves expansion—consider specifying which aspects (e.g., autonomy, satisfaction, mental health) are positively or negatively impacted.

The claim that “a growing confidence in AI’s role” exists should be triangulated with more than one data point or survey (currently based solely on Ipsos/Google data).

Table 1 presents important comparisons, but the transition to Table 2 is abrupt. Consider inserting a brief paragraph synthesizing what the belief data imply for organizational readiness or training needs.

The description of Figure 3 notes “relatively symmetric” distribution but non-Gaussian due to “substantially shorter tails.” This should be clarified using terminology such as “platykurtic” to maintain statistical accuracy.

The index formula described (“...adding 1 to the result and then taking its natural logarithm...”) needs a rationale. Why was this transformation selected? Please justify the index construction method.

Author revised the manuscript and uploaded the updated document.

## 2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.