Usage of Artificial Intelligence

The use of tools based on Artificial Intelligence (such as ChatGPT, Bard, Bing Chat, etc.) is allowed. However, please note that ChatGPT is not an academic source, and its usage is subject to specific conditions, as outlined in the following.

In sum, the following three considerations must be taken into account:

- **Transparent Documentation**:
  - Consistent with scholarly conventions, all sources, including the AI used, must be cited in the text e.g., OpenAI, 2023-1, paraph. A).
  - The use of generative AI must be documented as a prompt log in the appendix. A prompt log is a table or other overview that shows all the commands/inputs (prompts) used. Ideally, the chat history should be provided via a link (in ChatGPT, it's on the top right).

- **Validation of all information generated via AI:**
  - All sources you cite, including those you found through ChatGPT and other generative AI tools, must be consulted by you personally.
  - It is your responsibility to carefully validate the accuracy of the information output, including identifying and correcting errors that may arise due to the AI's hallucination, for instance.

- **Signed Declaration of Independence**
  - The declaration of independence should state that the author of the thesis takes full responsibility for any content and misbehavior of any kind (citation errors, plagiarism, invented references, etc.), even if committed by generative AI.

> **Example Declaration of Independence**
>
> I hereby declare that I have composed this work independently and without the use of any aids other than those declared (including generative AI such as ChatGPT). I am aware that I take full responsibility for the scientific character of the submitted text myself, even if AI aids were used and declared. All passages taken verbatim or in sense from published or unpublished writings are identified as such. The work has not yet been submitted in the same or similar form or in excerpts as part of another examination.
>
> Additionally, I acknowledge generative AI usage to linguistically refine the text of my thesis *(to be included in the declaration only if applicable)*, and elucidate the citation style concerning the utilization of AI tools, particularly in various scenarios:
>
> • Scenario A: I consulted AI tools at the beginning of my deliberations, verified the output, and independently substantiated it. My citations and paraphrased sections commence with the AI reference and are supplemented with additional sources.
>
> • Scenario B: I conducted independent research and subsequently consulted AI tools to consolidate thoughts. My citations and paraphrased sections conclude with the AI reference, following prior notation of other sources.

Referencing options for various use cases of ChatGPT and other generative AI tools in the running text, following the APA format*

* Specifications for the different usage scenarios (Case A and B) will be explained subsequently.

- Literal quoting of text passages: "Quote", e.g.:
    - (OpenAI, 2023-4, cit. A; Creusen et al., 2017) or
  - (Josephs et al., 2022; OpenAI, 2023-3, transl. & quote B)
- Paraphrasing text passages: Paraphrased text, e.g.:
    - (OpenAI, 2023-1, paraph. A; Bass, 1998; Burns, 1978; Stewart, 2006) or
  - (Daft & Lengel, 1998; Deehls, 1994; Hahne, 1998; Neuberger & Kompa, 1987; Reichwald & Bastian, 1998; OpenAI, 2023-5, paraph. B)
- Translation of a text passage using ChatGPT: Text passage, e.g.:
    - (Josephs et al., 2022; OpenAI, 2023-3, transl. & cit. B) or
  - (Josephs et al, 2022; Maiya & Berger-Wolf, 2009; OpenAI, 2023-2, transl. & paraph. B)
- Translation of a text passage using DeepL: Text passage, e.g.:
    - (Josephs et al., 2022; DeepL SE, 2023-6, transl. & cit. B) or
  - (Josephs et al, 2022; Maiya & Berger-Wolf, 2009; DeepL SE, 2023-6, transl. & paraph. B)
- Stable Diffusion for image generation, noted in the figure caption: e.g.:
    - (Fig. 1: "University of Zurich in space"; Stability AI, 2023-7)

Since there are different approaches to AI consultation, the following usage scenarios should also be distinguished:

- **Case A:** Students consult the AI at the beginning of their deliberations. The AI output serves as a starting point for their thoughts and is subsequently verified and substantiated through independent source searches.
    - If students directly incorporate the AI sentence or section of the AI tool without paraphrasing, the citation should be as follows at the **beginning** of the reference (additional literature sources supporting the information will be noted subsequently): (OpenAI, 2023-1, **cit. A**; Original source 1, 1990; Original source 2, 2011; …)
    - If students independently paraphrase the AI sentence or section again, the citation at the **beginning** of the referencing should be as follows (additional literature sources supporting the information will be noted subsequently): (OpenAI, 2023-1, **paraph. A**; Original source 1, 1990; Original source 2, 2011; …)
- **Case B**: Students conduct an independent search for sources and information and subsequently consult the AI tool, for example, to consolidate various thoughts.
    - If students directly incorporate the AI sentence or section of the AI tool without paraphrasing, the citation at the **end** of the referencing should be as follows (additional literature sources supporting the information will be noted beforehand): (Original source 1, 1990; Original source 2, 2011; …; OpenAI, 2023-1, **cit. B**)
    - If students independently paraphrase the AI sentence or section again, the citation at the **end** of the referencing should be as follows (additional literature sources supporting the information will be noted beforehand): (Original source 1, 1990; Original source 2, 2011; …; OpenAI, 2023-1, **paraph. B**)

For orientation and illustration of the different usage scenarios, the following table is provided:

	Original thought based on AI consultation and subsequent source search to substantiate AI information *(AI citation at the **beginning** of the references for the sentence/section)*	*Independent source search followed by AI consultation to consolidate thoughts based on literature sources* *(AI citation at the **end** of the references for the sentence/section)*
Direct AI quotation	(OpenAI, 2023-1, **cit. A**; Original source 1, 1990; Original source 2, 2011; …)	(Original source 1, 1990; Original source 2, 2011; …; OpenAI, 2023-1, **cit. B**)
Subsequent independent paraphrasing of AI output	(OpenAI, 2023-1, **paraph. A**; Original source 1, 1990; Original source 2, 2011; …)	(Original source 1, 1990; Original source 2, 2011; …; OpenAI, 2023-1, **paraph. B**)

Example: Citation in the Text

The transformative leadership style is known for emphasizing inspiration, positive change, and employee development (OpenAI, 2023-1, paraph. A; Bass, 1998; Burns, 1978; Stewart, 2006). According to OpenAI (2023-4, cit. A; Creusen et al., 2017), organizational structures in the context of transformative leadership comprise two essential components: "flexible and decentralized hierarchies that emphasize the promotion of innovation, creativity, and individual development of team members." Regarding organizational structures in companies, it is emphasized that they are crucial for the way communication takes place (OpenAI, 2023-2, paraph. A; Koufteros et al., 2014; Kristina, 2020). For instance, hierarchical structures can slow down information flows (Josephs et al, 2022; Maiya & Berger-Wolf, 2009; OpenAI, 2023-2, transl. & paraph. B). Maiya and Berger-Wolf (2009) suggest, as an example, that communication decreases monotonically with reporting distance (Josephs et al., 2022; OpenAI, 2023-3, cit. B). Accordingly, the authors assume, through a distance-based approach, that interactions most commonly occur between organizational colleagues and between superiors and their direct subordinates (Maiya & Berger-Wolf, 2009). Thus, face-to-face communication, characterized by visibly clear interaction, gains significant importance within person-oriented leadership. The concepts of transformative and symbolic leadership emphasize influencing goals through symbolic actions and integrating goals into an extended organizational context, seen as crucial for building trust, understanding, social relationships, and conveying meaning and visions. The leader plays a crucial role by creating coherence within the organization through demonstrating behaviors, conveying values, and utilizing stories, legends, rituals, and symbols. Additionally, visions are considered a means to strengthen goals as they evoke an emotional impact (Daft & Lengel, 1998; Deehls, 1994; Hahne, 1998; Neuberger & Kompa, 1987; Reichwald & Bastian, 1998; OpenAI, 2023-5, paraph. B).

Example (APA): References

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AI Directory

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Example: Appendix – Prompt Log

Platform: OpenAI ChatGPT-3.5 [Large language model]

1	What are the core principles of transformative leadership style?	paraph. A	https://chat.openai.com/share/dfb0ab8b-cf3e-4fd2-8912-41e35cc7644d
2	How does the organizational structure influence communication within a company?	paraph. A / trans. & paraph. B	https://chat.openai.com/share/3bacd9e1-f5bf-4e7d-bc0e-14151c2016bb
3	Please paraphrase the following sentence: "Similarly, Maiya and Berger-Wolf (2009) assume communication decreases monotonically with reporting distance."	cit. B	https://chat.openai.com/share/82a3683b-a90d-4a80-91a8-122b15e6907d
4	What are organizational structures in the context of transformative leadership?	cit. A	https://chat.openai.com/share/a5c24d7e-0074-495a-b615-7e5456743092
5	Please paraphrase the following text and shorten it to 100 words: ((Text))	paraph. B	https://chat.openai.com/share/f090a487-d78b-4afc-b943-599044978de4