

# Organizational Factors that influence fairness in algorithmic decision-support

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## 1 Background

Algorithmic Decision Support (ADS) is increasingly prevalent in various sectors, yet concerns about bias, accountability, and fairness persist. Current research insufficiently addresses the role of organizations in creating and using fair ADS systems.

## 2 Aim and Objectives

Identify factors to help organizations improve fairness in their ADS systems design and implementation

Identify research gaps and limitations in fairness within ADS systems;

Outline future research opportunities to address these issues.

## 3 Methodology

- Systematic Literature Review;
- Four(4) data bases - ACM, Science Direct, Scopis and Springer - 28 articles reviewed.

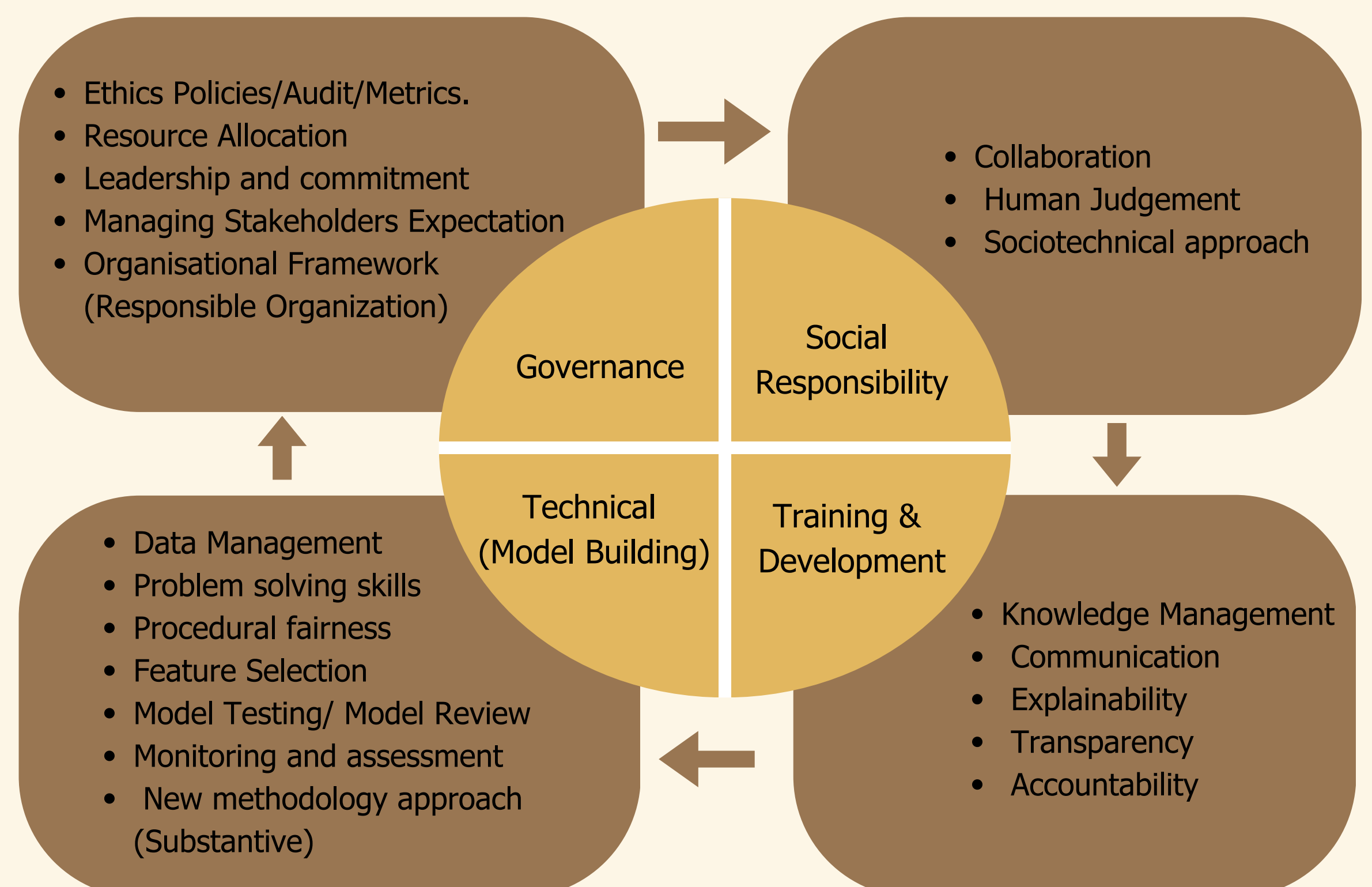
## 4 Results

- Address fairness at every stage and Adopt thematic and implementation approaches.

### 4a. Implementation-based classification of Organizational factors that influence fairness.



### 4b. Thematic classification of Organizational factors that influence fairness



The classifications ensures effective governance and accountability in fair ADS system design.

## 5 Conclusion

Achieving fairness in ADS requires a multifaceted approach that considers the perspectives of deploying organizations and system users, tailored to the specific context and domain of operation.

### Reference:

Schumann, C., Foster, J. S., Mattei, N., & Dickerson, J. P. (2020). We Need Fairness and Explainability in Algorithmic Hiring. 1716–1720.

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