

# Deep Learning Applications for Analysis of Unstructured Data

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## Abstract

This study investigated the use of deep learning to automate the classification of environmental initiatives in organizational research. We focused on transformer-based models, including BERT and large language models (LLMs), as scalable alternatives to traditional content analysis methods. Two experiments were conducted: the first compared deep learning models with conventional machine learning approaches, while the second evaluated the performance of various LLM prompting configurations. BERT outperformed traditional models, achieving a weighted F1-score of 0.74, while fine-tuned GPT-3.5-turbo surpassed all models with an F1-score of 0.77. In contrast, base versions of GPT models underperformed relative to simpler classifiers. These findings underscored the benefits of fine-tuning for domain-specific tasks and demonstrated that deep learning models can automate text classification without manual feature engineering. The study also identified challenges, including lower performance in rare categories and hallucination issues in some LLM configurations. Overall, this research advanced methodological practices in psychological and organizational science by showcasing how deep learning can strengthen computer-aided content analysis. The results further pointed to the value of hybrid approaches that combine automated methods with expert validation to improve reliability.

**Keywords:** deep learning, large language models, LLMs, organizational sustainability, content analysis, organizational environmental initiatives

## 1. Introduction

Over recent decades, machine learning (ML) and natural language processing (NLP) have been increasingly integrated into social and behavioral science research practice to analyze unstructured data. Computer-aided content analysis (CACA) exemplifies this trend, offering a more efficient and scalable alternative to traditional content analysis, which is often labor-intensive, costly, and dependent on input from subject matter experts (SMEs). Early CACA techniques primarily relied on word frequency analysis, using predefined content dictionaries to identify text topics [1, 2]. As NLP techniques became more advanced and accessible, Pollach [3] advocated for the integration of corpus linguistics, a methodology foundational to both linguistics and NLP, into content analysis, promoting its use in computer-aided approaches.

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