People Analytics In The Era Of Big Data

SHORTLISTED: CMI Management Book of the Year 2017 - Management Futures Category Data is changing the nature of competition. Making sense of it is tough; taking advantage of it is even tougher. There is a clear business opportunity for organizations to use data and analytics to transform business performance. Data-driven Organization Design provides a practical framework for HR and organization design practitioners to build a baseline of data, set objectives, carry out fixed and dynamic process design, map competencies, and right-size the organization so everyone performs to their potential and organizations have a hope of getting and sustaining a competitive edge. Data-driven Organization Design shows how to collect the right data on organizations, present it meaningfully and ask the right questions of it to help complex, fluid organizations constantly evolve and meet moving objectives. Through the use of case studies, practical tips, and sample exercises, it explains in detail how to use data and analytics to connect all the elements of the system so you can design an environment for people to perform, an organization which has the right people, in the right place, doing the right things, at the right time. Whether you are looking to implement a long-term transformation, large redesign, or a one-off small scale project, Data-driven Organization Design will guide you through making the most of organizational data and analytics to drive business performance.

The Future Home in the 5G Era looks at new hyper-connected home environments in which devices and apps will work together seamlessly to respond to and anticipate customers' needs, all with maximum security and privacy. Enabled by 5G, AI, and other new technologies such as eSim and edge computing, the Future Home's powerful service ecosystems will be a quantum leap from today's fragmented smart home technology, effectively extending the boundaries of the home even beyond the traditional bounds of the physical, to ultimately make consumers feel 'at home' anywhere. This will create tremendous opportunities for businesses including communication service providers (CSPs), device manufacturers and app developers, as well as those providing services in diverse sectors such as entertainment, health and social care, education, retail, and more. The Future Home in the 5G Era combines original research from Accenture with practical insights and examples, showing how intelligently orchestrated Future Homes can yield economic success for businesses. Written by leaders of strategy and technology consultancy at Accenture, the authors have vast industry experience leading major units of Fortune 500 companies and start-ups. This book looks at how businesses, especially CSPs, can overcome the challenges and capture the multi-billion-dollar Future Home market by putting strategic emphasis on excellent customer experiences, developing new business models, and turning their organizations into competitively agile platform-based innovators. For business leaders in any sector relevant to the Future Home, this book is an indispensable and value-creating guide.

The ability to uncover, share, and utilize knowledge is one of the most vital components to the success of any organization. While new technologies and techniques of knowledge dissemination are promising, there is still a struggle to derive and circulate meaningful information from large data sets. Strategic Data-Based Wisdom in the Big Data Era combines the latest empirical research findings, best practices, and applicable theoretical frameworks surrounding data analytics and knowledge acquisition. Providing a multi-disciplinary perspective of the subject area, this book is an essential reference source for professionals and researchers working in the field of knowledge management who would like to improve their understanding of the strategic role of data-based wisdom in different types of work communities and environments.

Contributors include recognized scientists and other wolf experts who introduce new and sometimes controversial findings. A New Erafor Wolves and People includes colour photographs of wild wolves by Peter A. Dettling, David C. Olson, and Robert J. Weselamann, and drawings by wildlife artist Susan Shimeld. --Book Jacket.

This volume aims to critically reflect on the two-decades of the academic developments in the field of electronic HRM (e-HRM), and to analytically envisage its future developments. In this way, the volume greatly inform researchers, practitioners and university graduates about forthcoming developments in the field.

Learn from Today's Most Successful Workforce Analytics Leaders Transforming the immense potential of workforce analytics into reality isn't easy. Pioneering practitioners have learned crucial lessons that can help you succeed. The Power of People shares their journeys—and their indispensable insights. Drawing on incisive case studies and vignettes, three experts help you bring purpose and clarity to any workforce analytics project, with robust research design and analysis to get reliable insights. They reveal where to start, where to find stakeholder support, and how to earn "quick wins" to build upon. You'll learn how to sustain success through best-practice data management, technology usage, partnering, and skill building. Finally, you'll discover how to earn even more value by establishing an analytical mindset throughout HR, and building two key skills: storytelling and visualization. The Power of People will be invaluable to HR executives establishing or leading analytics functions; HR professionals planning analytics projects; and any business executive who wants more value from HR.

This book presents the characteristics and benefits industrial organizations can reap from the Industrial Internet of Things (IIoT). These characteristics and benefits include enhanced competitiveness, increased proactive decision-making, improved creativity and innovation, augmented job creation, heightened agility to respond to continuously changing challenges, and intensified data-driven decision making. In a straightforward fashion, the book also helps readers understand complex concepts that are core to IIoT enterprises, such as Big Data, analytic architecture platforms, machine learning (ML) and data science algorithms, and the power of visualization to enrich the domains experts' decision making. The book also guides the reader on how to think about ways to define new business paradigms that the IIoT facilitates, as well how to increase the probability of success in managing analytic projects that are the core engine of decision-making in the IIoT enterprise. The book starts by defining an IIoT enterprise and the framework used to

efficiently operate. A description of the concepts of industrial analytics, which is a major engine for decision making in the IIoT enterprise, is provided. It then discusses how data and machine learning (ML) play an important role in increasing the competitiveness of industrial enterprises that operate using the IIoT technology and business concepts. Real world examples of data driven IIoT enterprises and various business models are presented and a discussion on how the use of ML and data science help address complex decision-making problems and generate new job opportunities. The book presents in an easy-to-understand manner how ML algorithms work and operate on data generated in the IIoT enterprise. Useful for any industry professional interested in advanced industrial software applications, including business managers and professionals interested in how data analytics can help industries and to develop innovative business solutions, as well as data and computer scientists who wish to bridge the analytics and computer science fields with the industrial world, and project managers interested in managing advanced analytic projects.

Lead your organization into the industrial revolution of analytics with The Analytics Revolution The topics of big data and analytics continue to be among the most discussed and pursued in the business world today. While a decade ago many people still questioned whether or not data and analytics would help improve their businesses, today virtually no one questions the value that analytics brings to the table. The Analytics Revolution focuses on how this evolution has come to pass and explores the next wave of evolution that is underway. Making analytics operational involves automating and embedding analytics directly into business processes and allowing the analytics to prescribe and make decisions. It is already occurring all around us whether we know it or not. The Analytics Revolution delves into the requirements for laying a solid technical and organizational foundation that is capable of supporting operational analytics at scale, and covers factors to consider if an organization is to succeed in making analytics operational. Along the way, you'll learn how changes in technology and the business environment have led to the necessity of both incorporating big data into analytic processes and making them operational. The book cuts straight through the considerable marketplace hype and focuses on what is really important. The book includes: An overview of what operational analytics are and what trends lead us to them Tips on structuring technology infrastructure and analytics organizations to succeed A discussion of how to change corporate culture to enable both faster discovery of important new analytics and quicker implementation cycles of what is discovered Guidance on how to justify, implement, and govern operational analytics The Analytics Revolution gives you everything you need to implement operational analytic processes with big data.

In these times of change and disruption, HR must adapt, fast. But how can HR professionals critically assess their current processes and activities to identify what areas they need to think differently about in order to drive business results? This book provides the answers to enable all aspects of the people function to perform to their full potential. Redefining HR is a refreshing take on the evolution of the field of Human Resources and People Operations. It's an in-depth guide to the fundamental components of modern HR, and provides a tangible framework of progressive ideas and practices for HR practitioners, people leaders, and business executives. This is not a theoretical examination of HR. This is a book for practitioners, with insights from people professionals at the leading edge of HR's transformation from companies including Hubspot, Reddit, Stripe, Mastercard, Eventbrite, VaynerMedia, Asana. Written by a leading innovator in the HR industry, this book illuminates new perspectives and approaches for rethinking recruitment, talent management, performance and reward to save time, reduce costs and achieve greater business success. It covers key HR practices including diversity and inclusion, people analytics, learning and development (L&D) and employee experience and is supported by global case studies from organizations including Siemens, Upwork, CVS, Schneider Electric, Delivery Hero, and more. Redefining HR is an essential resource for all HR professionals business leaders wanting to create an exceptional people management function.

Traditionally seen as a purely people function unconcerned with numbers, HR is now uniquely placed to use company data to drive performance, both of the people in the organization and the organization as a whole. Data-Driven HR is a practical guide which enables HR professionals to leverage the value of the vast amount of data available at their fingertips. Covering how to identify the most useful sources of data, collect information in a transparent way that is in line with data protection requirements and turn this data into tangible insights, this book marks a turning point for the HR profession. Covering all the key elements of HR including recruitment, employee engagement, performance management, wellbeing and training, Data-Driven HR examines the ways data can contribute to organizational success by, among other things, optimizing processes, driving performance and improving HR decision making. Packed with case studies and real-life examples, this is essential reading for all HR professionals looking to make a measurable difference in their organizations.

The Pacific Trade and Development (PAFTAD) conference series has been at the forefront of analysing challenges facing the economies of East Asia and the Pacific since its first meeting in Tokyo in January 1968. The 38th PAFTAD conference met at a key time to consider international economic integration. Earlier in the year, the people of the United Kingdom voted to leave the European Union and the United States elected Donald Trump as their next president on the back of an inward-looking 'America First' promise. Brexit and President Trump represent a growing, and worrying, trend towards protectionism in the North Atlantic countries that have led the process of globalisation since the end of the Second World War. The chapters in the volume describe the state of play in Asian economic integration but, more importantly, look forward to the region's future, and the role it might play in defending the global system that has underwritten its historic rise. Asia has the potential to stand as a bulwark against the dual threats of North Atlantic protectionism and slowing trade growth, but collective leadership will be needed regionally and difficult domestic reforms will be required in each country.

This book introduces readers to all the necessary components and knowledge to start being a vital part of the IoT revolution. The author discusses how to create smart-IoT solutions to help solve a variety of real problems. Coverage includes the most important aspects of IoT architecture, the various applications of IoT, and the enabling technologies for IoT. This book presents key IoT concepts and abstractions, while showcasing real case studies. The discussion also includes an analysis of IoT strengths, weaknesses, opportunities and threats. Readers will benefit from the in-depth introduction to internet of things concepts, along with discussion of IoT algorithms and architectures tradeoffs. Case studies include smart homes, smart agriculture, and smart automotive.

Transforming Management Using Artificial Intelligence Techniques redefines management practices using artificial intelligence (AI) by providing a new approach. It offers a detailed, well-illustrated treatment of each topic with examples and case studies, and brings the exciting field to life by presenting a substantial and robust introduction to AI in a clear and concise manner. It provides a deeper understanding of how the relevant aspects of AI impact each other's efficacy for better output. It's a reliable and accessible one-step resource that introduces AI; presents a full examination of applications; provides an understanding of the foundations; examines education powered by AI, entertainment, home and service robots, healthcare re-imagined, predictive policing, space exploration; and so much more, all within the realm of AI. This book will feature: Uncovering new and innovative features of AI and how it can help in raising economic efficiency at both micro- and macro levels Both the literature and practical aspects of AI and its uses This book summarizing key concepts at the end of each chapter to assist

reader comprehension Case studies of tried and tested approaches to resolutions of typical problems Ideal for both teaching and general-knowledge purposes. This book will also simply provide the topic of AI for the readers, aspiring researchers and practitioners involved in management and computer science, so they can obtain a high-level of understanding of AI and managerial applications.

"This book introduces you to R, RStudio, and the tidyverse, a collection of R packages designed to work together to make data science fast, fluent, and fun. Suitable for readers with no previous programming experience"--

The Encyclopedia of electronic Human Resource Management is a comprehensive research-based reference resource with about seventy entries on core e-HRM areas and key concepts. From electronic selection to HR analytics, from e-HRM implementation to HRIS cultural differences - each entry reflects the views of an expert in the field. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. The book aims to formalize and up-date, to inform and connect the different topics and scholars from the multiple disciplines, who conduct research into e-HRM. This book will be useful for academic researchers, HR practitioners and students.

A century ago, governments buoyed by Progressive Era–beliefs began to assume greater responsibility for protecting and rescuing citizens. Yet the aftermath of two disasters in the United States-Canada borderlands--the Salem Fire of 1914 and the Halifax Explosion of 1917--saw working class survivors instead turn to friends, neighbors, coworkers, and family members for succor and aid. Both official and unofficial responses, meanwhile, showed how the United States and Canada were linked by experts, workers, and money. In Disaster Citizenship , Jacob A. C. Remes draws on histories of the Salem and Halifax events to explore the institutions--both formal and informal--that ordinary people relied upon in times of crisis. He explores patterns and traditions of self-help, informal order, and solidarity and details how people adapted these traditions when necessary. Yet, as he shows, these methods--though often quick and effective--remained illegible to reformers. Indeed, soldiers, social workers, and reformers wielding extraordinary emergency powers challenged these grassroots practices to impose progressive "solutions" on what they wrongly imagined to be a fractured social landscape. Innovative and engaging, Disaster Citizenship excavates the forgotten networks of solidarity and obligation in an earlier time while simultaneously suggesting new frameworks in the emerging field of critical disaster studies.

Use this introductory guide to get to grips with people analytics and learn how to find, collect, analyze and use your data to add business value.

A handbook with over 70 employee metrics for the entire employee life-cycle including attraction, develop & motivate, retention and productivity - all designed to improve profitability. Each metric has the definition, calculation, chart and analysis.

Discover powerful hidden social "levers" and networks within your company… then, use that knowledge to make slight "tweaks" that dramatically improve both business performance and employee fulfillment! In People Analytics, MIT Media Lab innovator Ben Waber shows how sensors and analytics can give you an unprecedented understanding of how your people work and collaborate, and actionable insights for building a more effective, productive, and positive organization. Through cutting-edge case studies, Waber shows how: Changing the way call center employees spent their breaks increased performance by 25% while significantly reducing stress Quantifying the failure of marketing and customer service to communicate led to a more cohesive and profitable organization Tweaking the balance of in-person and electronic communication can enhance the value of both Sensor data can help you discover who your internal experts really are Identifying employees involved in "creative" behaviors can help you promote innovation throughout your business Sensors and simulations can help you optimize your sick-day policies Measuring informal interactions can improve the chances that a merger, acquisition, or "mega-project" will succeed Drawing on his cutting-edge work at MIT and Harvard, Waber addresses crucial issues ranging from technology to privacy, revealing what will be possible in a few years, and what you can achieve right now. In bringing the power of analytics to organizational development, he offers immense new opportunities to everyone with responsibility for workplace performance.

This book presents papers based on the presentations and discussions at the international workshop on Big Data Smart Transportation Analytics held July 16 and 17, 2016 at Tongji University in Shanghai and chaired by Professors Ukkusuri and Yang. The book is intended to explore a multidisciplinary perspective to big data science in urban transportation, motivated by three critical observations: The rapid advances in the observability of assets, platforms for matching supply and demand, thereby allowing sharing networks previously unimaginable. The nearly universal agreement that data from multiple sources, such as cell phones, social media, taxis and transit systems can allow an understanding of infrastructure systems that is critically important to both quality of life and successful economic competition at the global, national, regional, and local levels. There is presently a lack of unifying principles and methodologies that approach big data urban systems. The workshop brought together varied perspectives from engineering, computational scientists, state and central government, social scientists, physicists, and network science experts to develop a unifying set of research challenges and methodologies that are likely to impact infrastructure systems with a particular focus on transportation issues. The book deals with the emerging topic of data science for cities, a central topic in the last five years that is expected to become critical in academia, industry, and the government in the future. There is currently limited literature for researchers to know the opportunities and state of the art in this emerging area, so this book fills a gap by synthesizing the state of the art from various scholars and help identify new research directions for further study.

How to Optimize Human-Machine Work Combinations Your organization has made the decision to adopt automation and artificial intelligence technologies. Now, you face difficult and stubborn questions about how to implement that decision: How, when, and where should we apply automation in our organization? Is it a stark choice between humans versus machines? How do we stay on top of these technological trends as work and automation continue to evolve? Work and human capital experts Ravin Jesuthasan and John Boudreau present leaders with a new set of tools to answer these daunting questions. Transcending the endless debate about humans being replaced by machines, Jesuthasan and Boudreau show how smart leaders instead are optimizing human-automation combinations that are not only more efficient but also generate higher returns on improved performance. Based on groundbreaking primary research, Reinventing Jobs provides an original, structured approach of four distinct steps--deconstruct, optimize, automate, and reconfigure--to help leaders reinvent how work gets bundled into jobs and create optimal human-machine combinations. Jesuthasan and Boudreau show leaders how to continuously reexamine what a job really is, and they provide the tools for identifying the pivotal performance value of tasks within jobs and how these tasks should be reconstructed into new, more optimal combinations. With numerous examples and practical advice for applying the four-step process, Reinventing Jobs gives leaders a more precise, planful, and actionable way to decide how, when, and where to apply and optimize work automation.

The challenges to humanity posed by the digital future, the first detailed examination of the unprecedented form of power called "surveillance capitalism," and the quest by powerful corporations to predict and control our behavior. In this masterwork of original thinking and research, Shoshana Zuboff provides startling insights into the phenomenon that she has named surveillance

capitalism. The stakes could not be higher: a global architecture of behavior modification threatens human nature in the twenty-first century just as industrial capitalism disfigured the natural world in the twentieth. Zuboff vividly brings to life the consequences as surveillance capitalism advances from Silicon Valley into every economic sector. Vast wealth and power are accumulated in ominous new "behavioral futures markets," where predictions about our behavior are bought and sold, and the production of goods and services is subordinated to a new "means of behavioral modification." The threat has shifted from a totalitarian Big Brother state to a ubiquitous digital architecture: a "Big Other" operating in the interests of surveillance capital. Here is the crucible of an unprecedented form of power marked by extreme concentrations of knowledge and free from democratic oversight. Zuboff's comprehensive and moving analysis lays bare the threats to twenty-first century society: a controlled "hive" of total connection that seduces with promises of total certainty for maximum profit -- at the expense of democracy, freedom, and our human future. With little resistance from law or society, surveillance capitalism is on the verge of dominating the social order and shaping the digital future -- if we let it.

Effectively and ethically leveraging people data to deliver real business value is what sets the best HR leaders and teams apart. Excellence in People Analytics provides business and human resources leaders with everything they need to know about creating value from people analytics. Written by two leading experts in the field, this practical guide outlines how to create sustainable business value with people analytics and develop a data-driven culture in HR. Most importantly, it allows HR professionals and business executives to translate their data into tangible actions to improve business performance. while navigating the rapidly evolving world of work. Full of practical tools and advice assembled around the Insight222 Nine Dimensions in People Analytics® model, this book demonstrates how to use people data to increase profits, improve staff retention and workplace productivity as well as develop individual employee experience. Featuring case studies from leading companies including Microsoft, HSBC, Syngenta, Capital One, Novartis, Bosch, Uber, Santander Brasil and American Eagle Outfitters®, Excellence in People Analytics is essential reading for all HR professionals needing to unlock the potential in their people data and gain competitive advantage

A scientific response to the best-selling The Bell Curve which set off a hailstorm of controversy upon its publication in 1994. Much of the public reaction to the book was polemic and failed to analyse the details of the science and validity of the statistical arguments underlying the books conclusion. Here, at last, social scientists and statisticians reply to The Bell Curve and its conclusions about IQ, genetics and social outcomes.

Explains how Billy Beene, the general manager of the Oakland Athletics, is using a new kind of thinking to build a successful and winning baseball team without spending enormous sums of money.

We are living in an uncertain world that is rapidly changing with an overload of information and a continual rise of technologies. Automation, the gig economy, digital platforms and other innovations are changing the fundamental nature of work and are having a significant impact on the workforce, workplace and the HR function. Digital HR Strategy is crucial reading for all HR practitioners and leaders wanting to ensure that their organization adapts to this changing and increasingly competitive environment by creating a strategic approach for sustainable transformation which goes beyond conventional digital HR propositions. Featuring case studies from organizations including Airbnb and PepsiCo, it covers areas such as the importance of cultural change and creating a human-centric employee experience, leveraging value propositions, and harnessing data insights and analytics to improve performance. Digital HR Strategy also explores frameworks, strategies and opportunities for wellbeing initiatives, upskilling and reskilling workforces to respond to and establishing a culture of collaboration and innovation. Featuring tips, tools, and key questions to consider, it is an indispensable resource for all HR practitioners and leaders looking to build, develop and execute a digital HR strategy in order to achieve and sustain competitive advantage in this fast-changing digital age.

Providing practical, hands-on approaches to connect data to HR policies and practices to help influence overall business performance, this book is an essential resource for aspiring, new and experienced HR professionals across a wide range of industrial contexts.

People / HR Analytics is: -Where Data Science meets HR -Where HR Management and Decision Making can be based on, driven by, and transformed by data For many, if not most HR professionals in organizations - this is NOT HR 'business as usual'. "Doing HR Analytics - A Practitioner's Handbook With R Examples" seeks to cut through the jargon and hype that currently accompanies the current state of this field. It provides the reader with good foundational definitions and concepts, a suggested 'known' analytics framework, and practical illustrative examples of how to make use of analytics to address typical HR issues. Its purpose is to get you to think informationally about 'all' of HR. The enclosed examples just 'scratch the surface' of what is possible.

Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis. Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage, as well as SHRM and TEDTalk videos. Watch a sample on Measuring Training's Effectiveness. Interactive eBook Includes access to SAGE Premium Video, SAGE Business Case Collection, multimedia tools, and much more! Save when you bundle the interactive eBook with the Loose-leaf version. Order using bundle ISBN: 978-1-0718-1340-9. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

As machines are trained to "think," many tasks that previously required human intelligence are becoming automated through artificial intelligence. However, it is more difficult to automate emotional intelligence, and this is where the human worker's competitive advantage over machines currently lies. This book explores the impact of AI on everyday life, looking into workers' adaptation to these changes, the ways in which managers can change the nature of jobs in light of AI developments, and the potential for humans and AI to continue working together. The book argues that AI is rapidly assuming a larger share of thinking tasks, leaving human intelligence to focus on feeling. The result is the "Feeling Economy," in which both employees and consumers emphasize feeling to an unprecedented extent, with thinking tasks largely delegated to AI. The book shows both

theoretical and empirical evidence that this shift is well underway. Further, it explores the effect of the Feeling Economy on our everyday lives in the areas such as shopping, politics, and education. Specifically, it argues that in this new economy, through empathy and people skills, women may gain an unprecedented degree of power and influence. This book will appeal to readers across disciplines interested in understanding the impact of AI on business and our daily lives. It represents a bold, potentially controversial attempt to gauge the direction in which society is heading.

HR Professional's guide to creating a strategically sustainableorganization Employees are central to creating sustainable organizations, yetthey are left on the sidelines in most sustainability initiativesalong with the HR professionals who should be helping to engage andenergize them. This book shows business leaders and HRprofessionals how to: motivate employees to create economic,environmental and social value; facilitate necessary culture,strategic and organizational change; embed sustainability into theemployee lifecycle; and strengthen existing capabilities anddevelop new ones necessary to support the transformation tosustainability. Talent, Transformation, and the Triple Bottom Line alsodemonstrates how leading companies are using sustainability tostrengthen core HR functions: to win the war for talent, tomotivate and empower employees, to increase productivity, and toenliven traditional HR-related efforts such as diversity, healthand wellness, community involvement and volunteerism. Incombination, these powerful benefits can help drive businessgrowth, performance, and results. The book offers strategies, policies, tools and specific actionsteps that business leaders and HR professionals can use to getinto the sustainability game or enhance their effortsdramatically Andrew Savitz is an expert in sustainability and has workedextensively with many organizations on sustainability strategy andimplementation; he and Karl Weber wrote The Triple BottomLine, one of the most successful books in the field Published in partnership with SHRM and with the cooperation ofthe World Business Council for Sustainable Development Forward by Edward Lawler III This book fills a gaping hole in both the HR and sustainabilityliterature by educating HR professionals about sustainability,sustainability professionals about HR, and business leaders abouthow to marry the two to accelerate progress on both fronts.

Turn unstructured data into valuable business insight Unstructured Data Analytics provides an accessible, non-technical introduction to the analysis of unstructured data. Written by global experts in the analytics space, this book presents unstructured data analysis (UDA) concepts in a practical way, highlighting the broad scope of applications across industries, companies, and business functions. The discussion covers key aspects of UDA implementation, beginning with an explanation of the data and the information it provides, then moving into a holistic framework for implementation. Case studies show how real-world companies are leveraging UDA in security and customer management, and provide clear examples of both traditional business applications and newer, more innovative practices. Roughly 80 percent of today's data is unstructured in the form of emails, chats, social media, audio, and video. These data assets contain a wealth of valuable information that can be used to great advantage, but accessing that data in a meaningful way remains a challenge for many companies. This book provides the baseline knowledge and the practical understanding companies need to put this data to work. Supported by research with several industry leaders and packed with frontline stories from leading organizations such as Google, Amazon, Spotify, LinkedIn, Pfizer Manulife, AXA, Monster Worldwide, Under Armour, the Houston Rockets, DELL, IBM, and SAS Institute, this book provide a framework for building and implementing a successful UDA center of excellence. You will learn: How to increase Customer Acquisition and Customer Retention with UDA The Power of UDA for Fraud Detection and Prevention The Power of UDA in Human Capital Management & Human Resource The Power of UDA in Health Care and Medical Research The Power of UDA in National Security The Power of UDA in Legal Services The Power of UDA for product development The Power of UDA in Sports The future of UDA From small businesses to large multinational organizations, unstructured data provides the opportunity to gain consumer information straight from the source. Data is only as valuable as it is useful, and a robust, effective UDA strategy is the first step toward gaining the full advantage. Unstructured Data Analytics lays this space open for examination, and provides a solid framework for beginning meaningful analysis.

The classic manifesto of the liberated woman, this book explores every facet of a woman's life.

In a dynamic world, the role of HR is central in tapping the vast potential of human capital, and interestingly, blending it with automation and digitization in unique ways. HR analytics is pivotal in identifying, measuring and articulating the objectives and outcomes of different programs. What if you can: • Predict which high performers were at risk of leaving six months before they walked out the door? • Merge external data with your own business metrics to project workforce demand six, nine or even eighteen months from now? • Triage incoming resumes overnight to predict employee success and tenure before you hire? All this and more is possible with sophisticated technology and analytics as demonstrated by companies such as Google, Walmart, and American Express. To leverage analytics, you need to walk a path through reliable data, techniques of analysis, and formulation of hypothesis. This book is a practical, do it yourself handbook to convert analytics into an area of strength and maintain competitive advantage.

Human resource compliance in today's increasingly complex legal environment has become a critical component of all HR activities. This text will acquaint readers with the major federal statutes and regulations that control management and employment practices in the American workplace. It is designed as a tool for management and business professionals, and the material is presented from a pro-business perspective of protecting the employer's interests and reducing exposure to litigation through monitoring activities and viable employee policies. "Employment Regulation in the Workplace" includes many features that make it an effective learning tool. Each chapter opens with learning objectives and an example scenario, and contains numerous figures, boxes, and diagrams. Chapters conclude with listings of key terms, questions for discussion, and case exercises. The book also includes a comprehensive bibliography. It can be used for a wide variety of courses in Employee Relations and Employment Law at both the graduate and undergraduate levels. An online Instructor's Manual with test questions, chapter outlines, case notes, PPT presentations, and more is available to adopters.

Apply predictive analytics throughout all stages of workforce management People Analytics in the Era of Big Data provides a blueprint for leveraging your talent pool through the use of data analytics. Written by the Global Vice President of Business Intelligence and Predictive Analytics at Monster Worldwide, this book is packed full of actionable insights to help you source, recruit, acquire, engage, retain, promote, and manage the exceptional talent your organization needs. With a unique approach that applies analytics to every stage of the hiring process and the entire workforce planning and management cycle, this informative guide provides the key perspective that brings analytics into HR in a truly useful way. You're already inundated with disparate employee data, so why not mine that data for insights that add value to your organization and strengthen your workforce? This

book presents a practical framework for real-world talent analytics, backed by groundbreaking examples of workforce analytics in action across the U.S., Canada, Europe, Asia, and Australia. Leverage predictive analytics throughout the hiring process Utilize analytics techniques for more effective workforce management Learn how people analytics benefits organizations of all sizes in various industries Integrate analytics into HR practices seamlessly and thoroughly Corporate executives need fact-based insights into what will happen with their talent. Who should you hire? Who should you promote? Who are the top or bottom performers, and why? Who is at risk to quit, and why? Analytics can provide these answers, and give you insights based on quantifiable data instead of gut feeling and subjective assessment. People Analytics in the Era of Big Data is the essential guide to optimizing your workforce with the tools already at your disposal.

People Analytics in the Era of Big DataChanging the Way You Attract, Acquire, Develop, and Retain TalentJohn Wiley & Sons In his landmark book, The ROI of Human Capital, Jac Fitz-enz presented a system of powerful metrics for quantifying the contributions of individual employees to a company's bottom line. Now, in The New HR Analytics, he reveals how human resources professionals can apply this expense-based knowledge to make the most strategic staffing decisions for their companies. Using Fitz-enz's proprietary analytic model, readers will be equipped to measure and evaluate past and current returns and apply the information to make predications about the future value of human capital investments. You'll learn how to: evaluate and prioritize the skills needed to sustain performance; build an agile workforce through flexible Capability Planning; determine how the organization can stimulate and reward behaviors that matter; apply a proven succession planning strategy that leverages employee engagement and drives top-line revenue growth; and recognize risks and formulate responses that avoid surprises. Brimming with real-world examples and input from thirty top HR practitioners and thought leaders as well as exclusive analytical tools, this groundbreaking book ushers in a new era in human resources and human capital management.

Plain English guidance for strategic business analytics and bigdata implementation In today's challenging economy, business analytics and big datahave become more and more ubiquitous. While some businesses don'teven know where to start, others are struggling to move from beyondbasic reporting. In some instances management and executives do notsee the value of analytics or have a clear understanding ofbusiness analytics vision mandate and benefits. Win withAdvanced Analytics focuses on integrating multiple types ofintelligence, such as web analytics, customer feedback, competitiveintelligence, customer behavior, and industry intelligence intoyour business practice. Provides the essential concept and framework to implementbusiness analytics Written clearly for a nontechnical audience Filled with case studies across a variety of industries Uniquely focuses on integrating multiple types of big dataintelligence into your business Companies now operate on a global scale and are inundated with alarge volume of data from multiple locations and sources: B2B data,B2C data, traffic data, transactional data, third party vendordata, macroeconomic data, etc. Packed with case studies frommultiple countries across a variety of industries, Win withAdvanced Analytics provides a comprehensive framework andapplications of how to leverage business analytics/big data tooutpace the competition.

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