

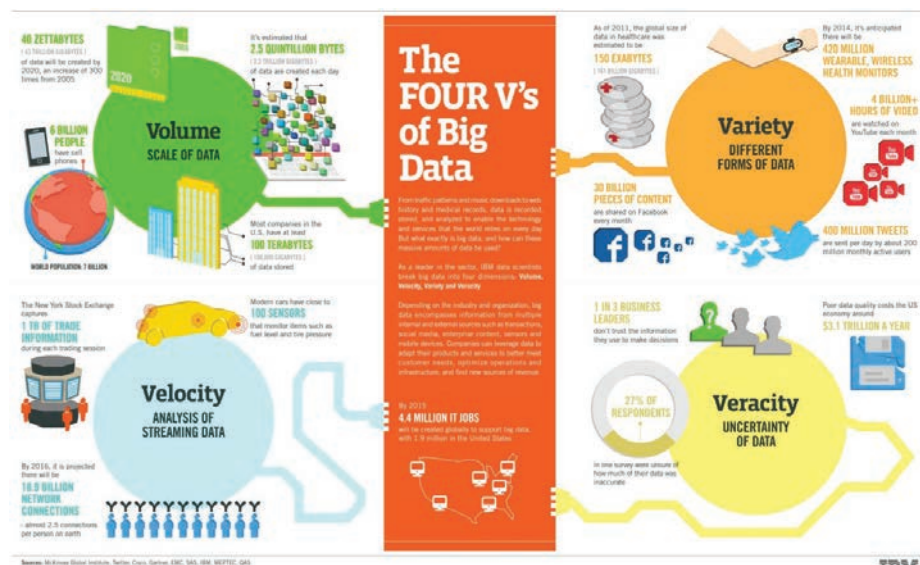
Organizational Analytics and Employee Rights

Jason S. Boulette
Michael D. Marin

May 16, 2019

41st Annual Corporate Counsel Institute – May 2019

What is Big Data?



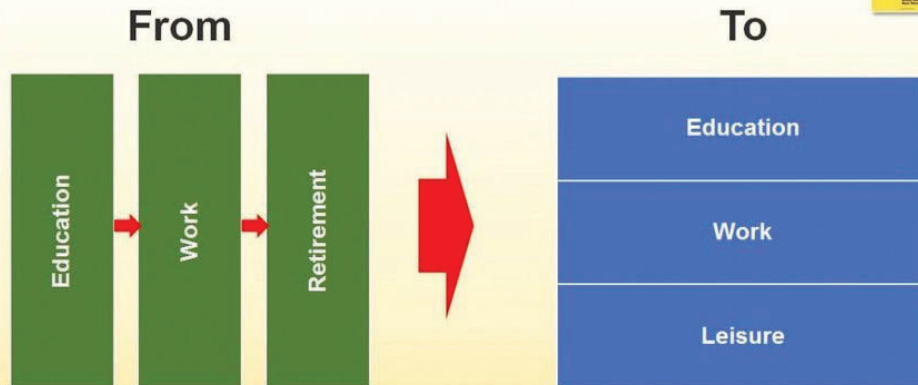
IBM

**BOULETTE GOLDEN
& MARIN L.L.P.**

<https://www.ibmbigdatahub.com/infographic/four-vs-big-data>

The Future of Work: It's Already Here

"The Three Boxes of Life," By Dick Bowles



<https://www.forbes.com/sites/joshbersin/2016/09/21/the-future-of-work-its-already-here-and-not-as-scary-as-you-think/#7419ee44bf53>

**BOULETTE GOLDEN
& MARIN L.L.P.**

The Future of Work: It's Already Here

The overwhelmed employee

The "average" US worker now spends **25%** of their day reading or answering emails

The average mobile phone user checks their device **150 times a day**. 60% check it each hour.

More than **80%** of all companies rate their business "highly complex" or "complex" for employees.

40% of the US population believes it is impossible to succeed at work and have a balanced family life.

Fewer than **16%** of companies have a program to "simplify work" or help employees deal with stress.

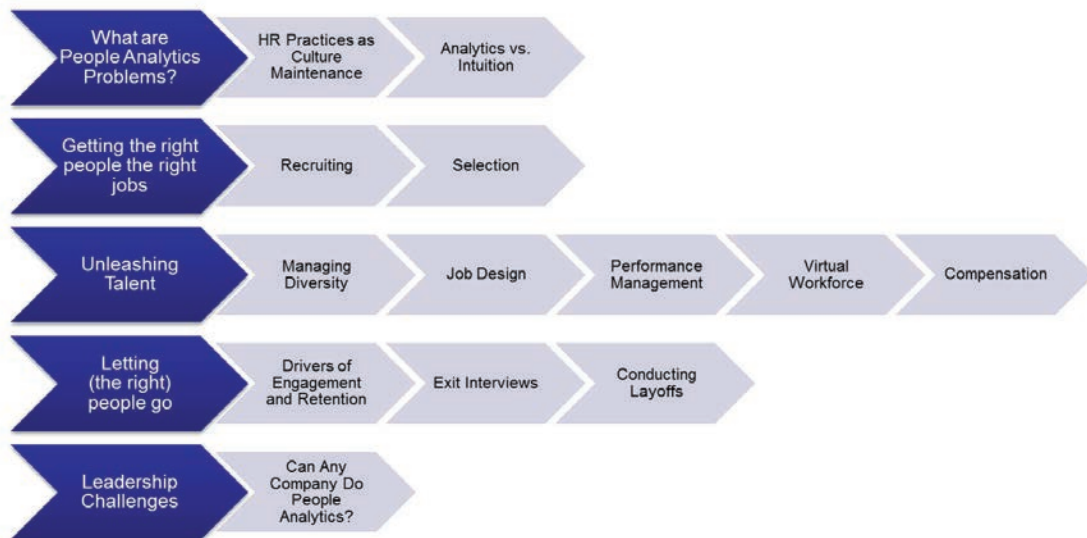
The "average" US worker works **47 hours** and 49% work 50 hours or more per week, with 20% at 60+ hours per week

Sources: Deloitte Human Capital Trends 2014 and 2015

<https://www.forbes.com/sites/joshbersin/2016/09/21/the-future-of-work-its-already-here-and-not-as-scary-as-you-think/#7419ee44bf53>

**BOULETTE GOLDEN
& MARIN L.L.P.**

What is People Analytics?



<https://rework.withgoogle.com/blog/use-people-analytics-to-change-how-we-teach-HR/>

**BOULETTE GOLDEN
& MARIN L.L.P.**

John Deere and Farm Tech



<https://www.forbes.com/sites/joshbersin/2016/09/21/the-future-of-work-its-already-here-and-not-as-scary-as-you-think/#7419ee44bf53>

**BOULETTE GOLDEN
& MARIN L.L.P.**

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: Organizational Analytics and Employee Rights

Also available as part of the eCourse

[eSupplement to the 27th Annual Labor and Employment Law Conference](#)

First appeared as part of the conference materials for the

41st Annual Corporate Counsel Institute session

"The Use of Data Analytics In Employment Decision-Making"