

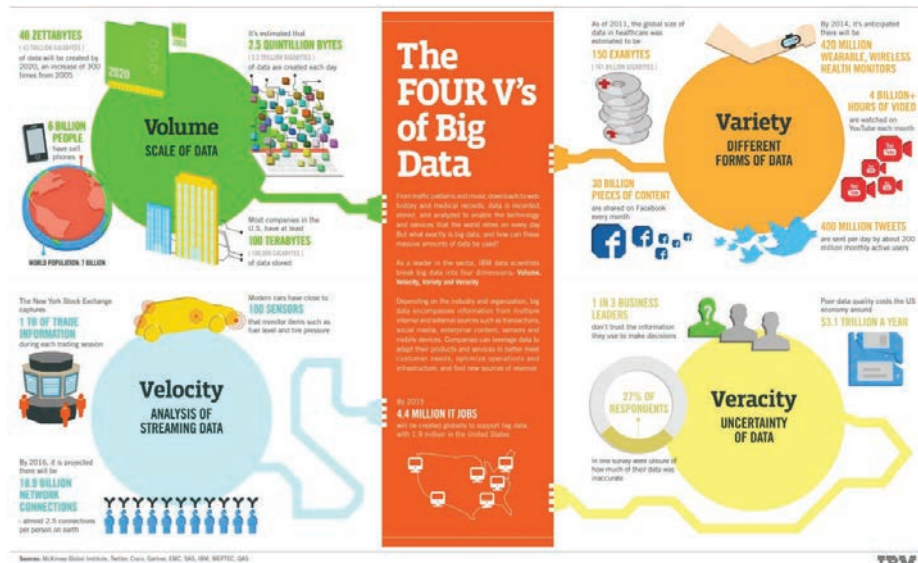
THE USE OF DATA ANALYTICS IN EMPLOYMENT DECISION-MAKING

Jason S. Boulette

32nd Annual Technology Law Conference— May 2019

1

What is Big Data?



IBM

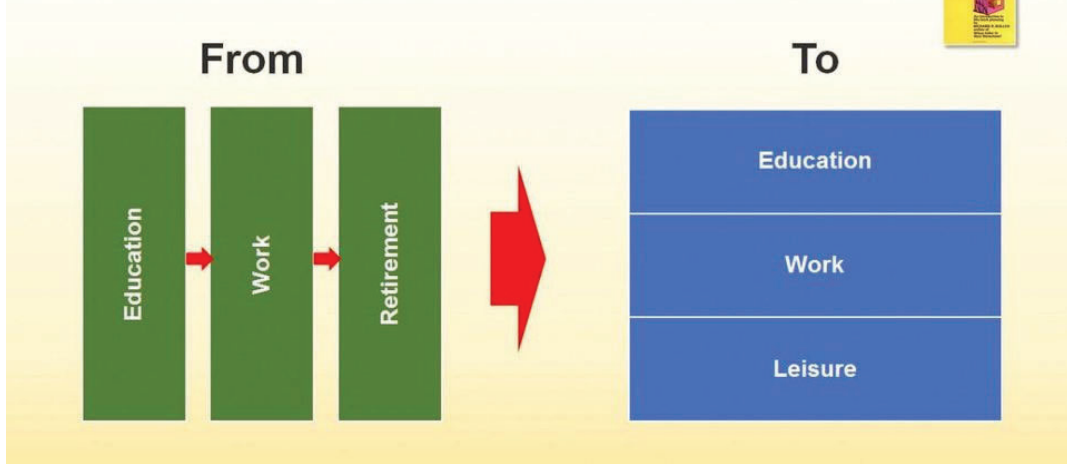
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<https://www.ibmbigdatahub.com/infographic/four-vs-big-data>

2

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>

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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

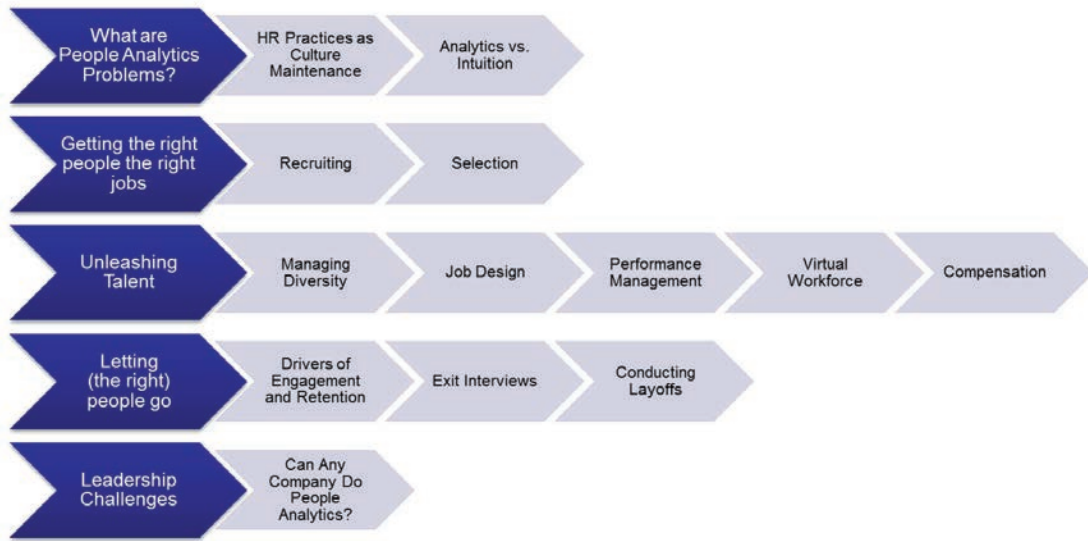
Sources: Deloitte Human Capital Trends 2014 and 2015

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

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What is People Analytics?



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

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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>

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First appeared as part of the conference materials for the
32nd Annual Technology Law Conference session
"The Use of Data Analytics In Employment Decision-Making"