

# THE USE OF DATA ANALYTICS IN EMPLOYMENT DECISION-MAKING

Jason S. Boulette

32<sup>nd</sup> Annual Technology Law Conference— May 2019

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## What is Big Data?



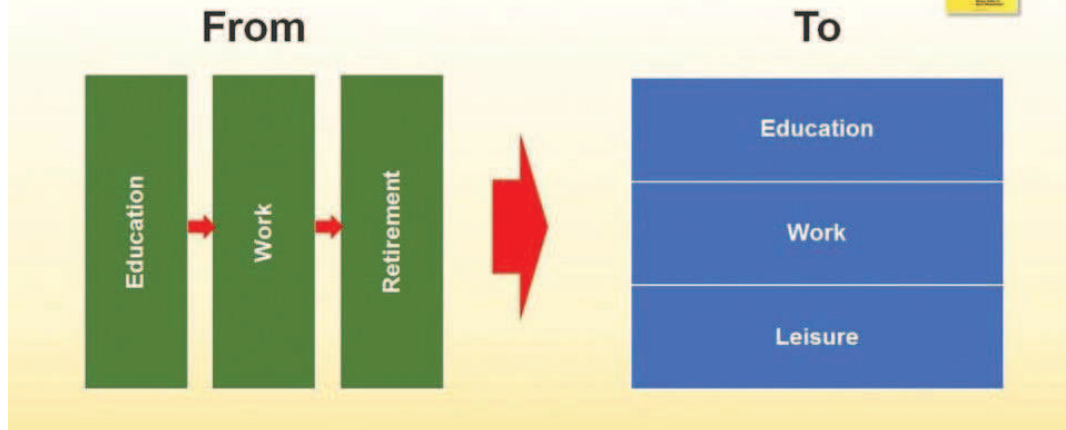
<https://www.ibmbigdatahub.com/infographic/four-vs-big-data>

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# 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



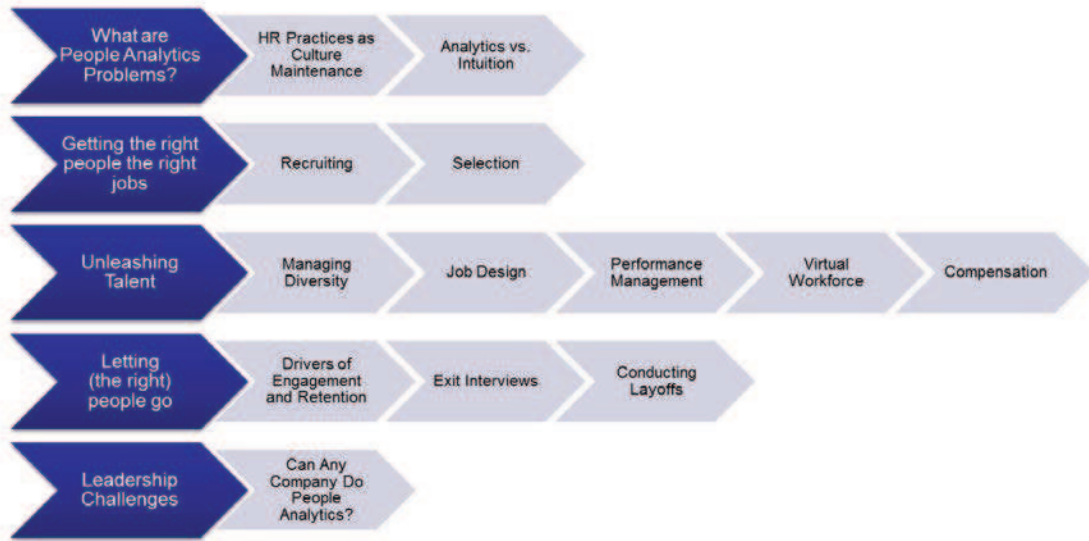
Sources: Deloitte Human Capital Trends 2014 and 2015

<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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## Title search: The Use of Data Analytics In Employment Decision-Making

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