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against business
strategy and spot
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Big Data: A Big
Opportunity for HR
Few functions
would benefit more
from embracing Big

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Data. In many organizations, Human Resources (HR) remains the redheaded stepchild. Typically seen as the organization's police department, HR rarely commands the internal respect that most SVPs and Chief People

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Officers believe it
does.

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Big data, big HR job opportunities? - Personnel Today
I've been discussing Big Data and HR with the CEO of OrganizationView's technology and analytics partner Jacqui Taylor. In

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the first part of this discussion we discussed Big Data and how HR needs to adopt a philosophical shift from thinking about what value can come from HR data to what value can be derived from employee data.

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With an efficient implementation of big data, HR departments can better manage the talent under their purview. Here's how big data can provide big benefits to human resource management

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departments.

Phil Simon: Big
Data: A Big
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Big to Ignore: The
Business Case for
Big Data (John

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Golden Opportunity Arises
(Wiley & Sons) by
Phil Simon. In
many

organizations,
Human Resources
(HR) remains the
redheaded
stepchild.

The many roles of
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The topics of
BigData in HR is

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white hot. This week we launched our BigData in HR research study, which describes precisely how world-class organizations build high performing talent analytics functions. This research represents the culmination of

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many years of work, talking with hundreds of companies and many vendors in the market.

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HR hasn't traditionally been known for using big data -- or having

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big enough
datasets to use in
analytics. But
that's been
changing as more
organizations
recognize big
data's presence
and ...

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Opportunity Tim Kemp on 19
Archives Feb 2014 in Career
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analytics , HR
specialisms , The
HR profession Over
the past year, the
term “big data” has
gone from
something that
most people had
never heard of to a

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term that is being applied to almost every facet of business operations.

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'Big Data' Offers Golden Opportunity to HR, Expert Says

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offers HR the
opportunity to take
its evidence-based
decision making to
an entirely new
level by factoring in
an unprecedented
amount of data
from a wide array
of sources, some of
which might never

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have been
considered
previously. Big

Data will enable HR
to test theories,
proactively solve

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The author of Big
Data: HR's Golden
Opportunity Arrives
(eQuest, 2013)

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presented the concurrent session
"Moving Beyond Metrics—Using Small, Large and Big Data to Create a Strategic Talent

...

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For HR leaders,
herein lies a golden

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opportunity to
demonstrate
strategic

partnership with
your organization.
You and your staff
represent the
people — the
human component
that can deliver the
expertise, analysis,
and reporting
capabilities to turn
data into

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something truly
"big."

Leveraging Big
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The author of Big
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(eQuest, 2013)
presented the
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"Moving Beyond

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Big Data Analysis
Enables Faster and
More Accurate
Strategic Talent
Acquisition. San
Ramon, CA —
January 9, 2013 —
With the arrival of
Big Data, HR has
an unprecedented
opportunity to

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become more data-driven, analytical and strategic in the way that it acquires talent. A new article from eQuest, "Big Data: HR's Golden Opportunity Arrives," describes the forecasting possibilities that ...

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