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Big Data: HR's Golden Opportunity Arrives 6

As noted earlier, HR already has an incredible amount of internal data at its disposal. It has the opportunity to hasten its Big Data initiatives by plugging into external partners that

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possess the additional data and the specialized hardware and software required.

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can deliver the expertise, analysis, and reporting capabilities to turn data into something truly “big.”

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eQuest, "Big Data:  
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describes the  
forecasting possibilities  
that transform the HR  
function from reactive  
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efficient resource  
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## **eQuest Reveals HR's Golden Opportunity - eQuest**

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## **Big Data in Human Resources: Talent Analytics (People ...**

Human Resources (HR) teams are often data rich but insight poor. If used properly, data becomes the most important asset of any HR team. Here we look at how data can help drive performance across ...

## **Why Data Is HR's Most Important Asset - Forbes**

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The topics of BigData in HR is 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 many years of work, talking with hundreds of companies and many vendors in the market.



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## **New Research: BigData in HR as Huge Opportunity. - JOSH BERSIN**

In fact, Big Data can be extremely useful, even for HR. As the Wall Street Journal recently reported, progressive and data-oriented HR departments are turning to Big Data to solve a long-vexing problem: how to hire better employees and retain them.

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## **Big Data: A Big Opportunity for HR | HuffPost**

In fact, Big Data can be extremely useful, even for HR. Big Data can significantly impact each area of a business, including HR. As the Wall Street Journal recently reported, progressive and data-oriented HR departments are turning to Big Data to solve a long-yexing

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problem: how to hire better employees and retain them. It turns out that traditional personality tests, interviews, and other HR standbys aren't terribly good at predicting which employees are worth hiring—and which are not.

**Phil Simon: Big Data: A Big Opportunity for HR**

Big Data in HR: The

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Opportunity This presentation describes our new research in BigData in HR... the application of deep analytics to corporate talent management and business strategies.

## **Big Data in HR: The Opportunity - LinkedIn SlideShare**

For the HR professional, big data has the potential to revolutionise workplace

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and talent management. Data can be used to assess long term trends, reform performance against business strategy and spot skills shortages. In the short-medium term, data can help to set tactics for KPIs such as reducing staff turnover or studying staff demographics.

**HR And The Big Data  
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With the utilization of big data in performance management, HR professionals can record daily workload, the specific content of the work and the task achievement of each employee, using cloud-based technology to analyze this data. Finally, according to pay performance standards, salaries can be calculated automatically.

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This gives companies an opportunity to work with many petabytes of data in a single data set—and not just from the internet. For instance, it is estimated that Walmart collects more than 2.5...

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## **Management Revolution**

Lundquist

characterized big data—also known as predictive or talent analytics—as a "harvesting of a wide range of empirical data for HR decision-making" that presents a future that she called both...



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