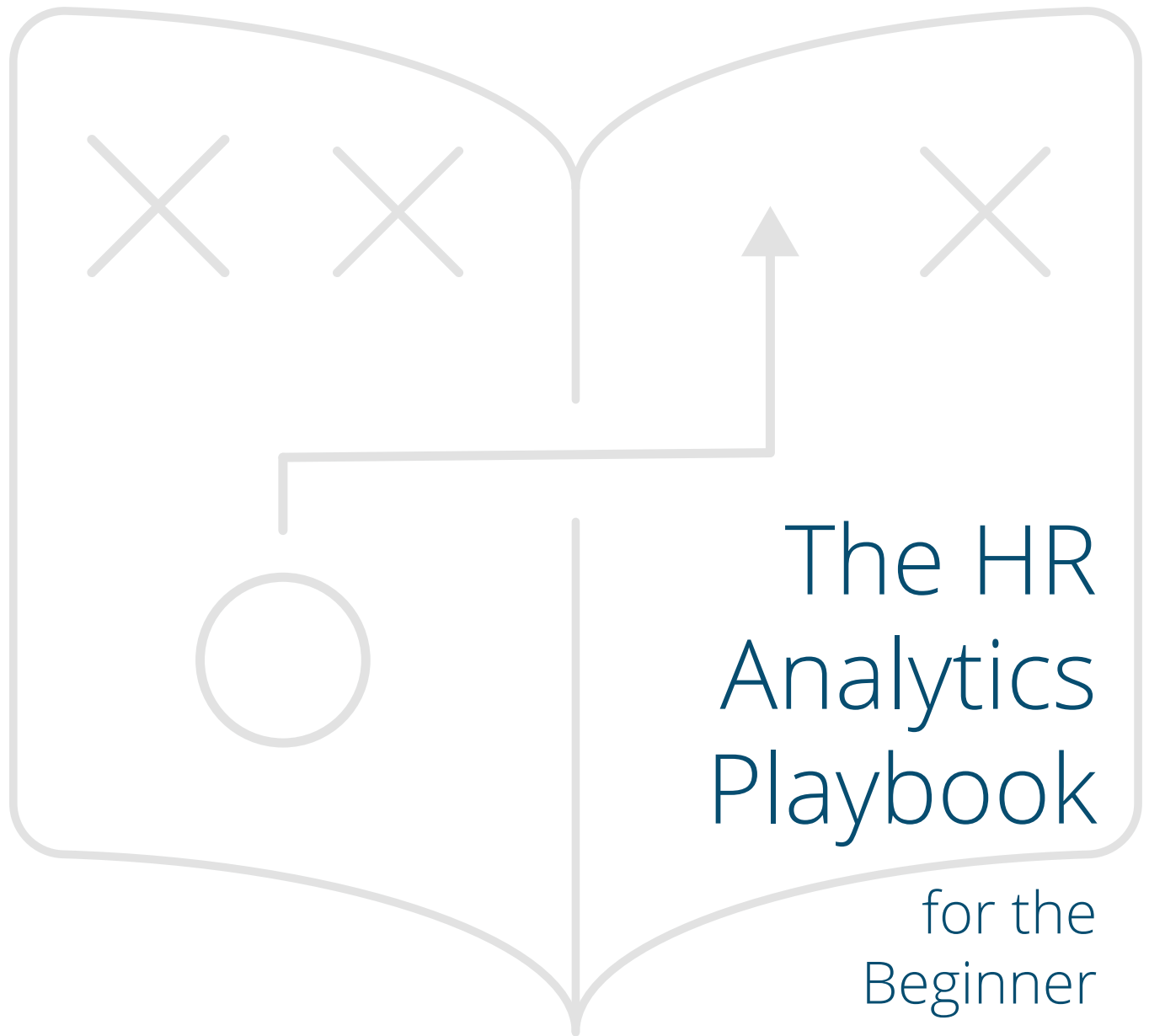


decisionwise



“Companies that have not yet built a data strategy and a strong data-management function need to catch up very fast or start planning for their exit.”

- DalleMule and Davenport



Key Concepts and Vocabulary

EMPLOYEE DEMOGRAPHIC DATA



TIP: Organizations face an interesting challenge when collecting demographics. Employees do not want to feel they are being spied on; collecting too much data can feel intrusive and generate suspicion and distrust. No organization wants to be perceived as “big brother” to their employees.

EMPLOYEE PAB DATA

STRUCTURED DATA

UNSTRUCTURED DATA



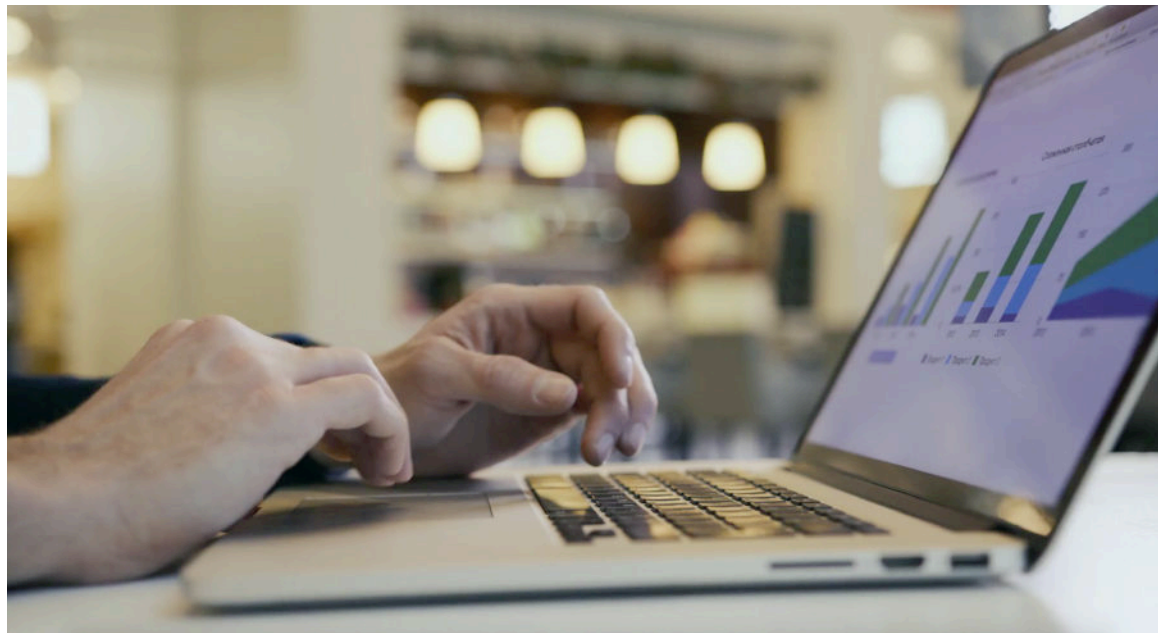
EMPLOYEE FINGERPRINT DATA

DATA STORAGE



TIP: If the information is in a table, then it is a relational database. Many spreadsheets are simple relational databases. Data that has been put into database format is the easiest to access and analyze. Think of it like a large storage cube from IKEA. Each piece of information has its own little place to live.

DATA CLEANING



DATA CONNECTORS

DATA MODEL



STATISTICAL ANALYSES

ALGORITHM



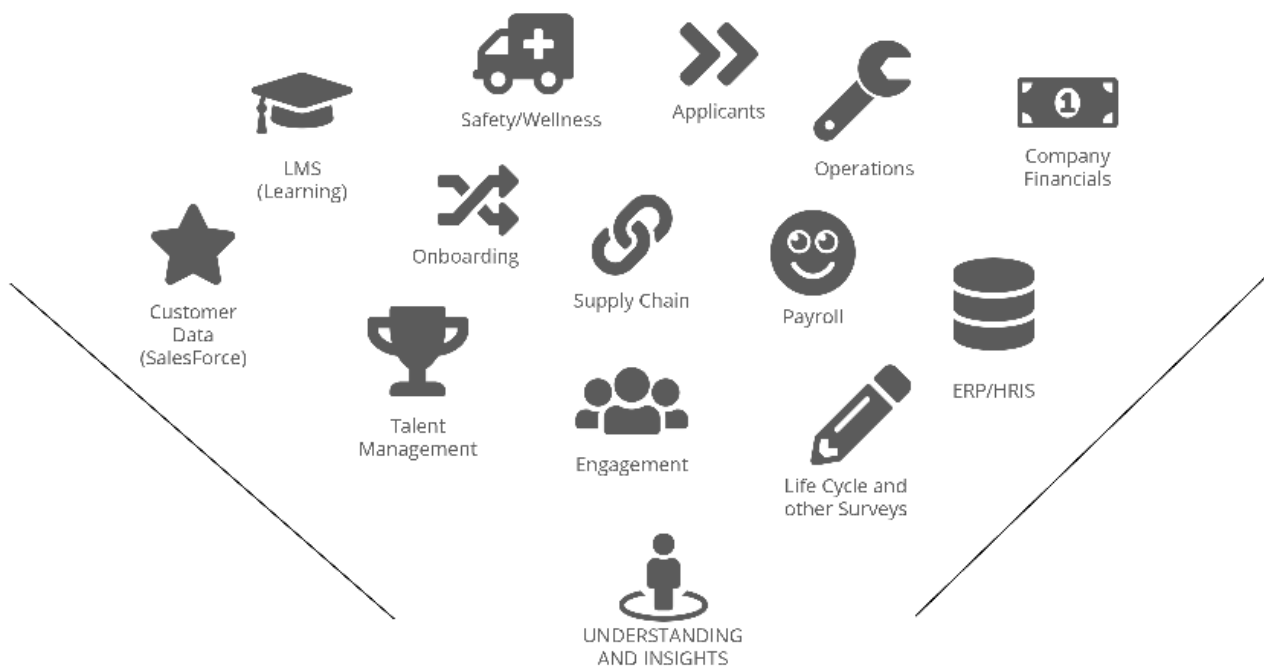
DATA INTEGRITY OR DATA MANAGEMENT

MACHINE LEARNING (ML)

ARTIFICIAL INTELLIGENCE (AI)



How The Analytical Process Works





**DESCRIPTIVE
ANALYTICS**



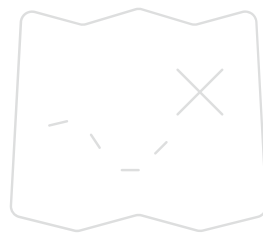
What
happened?

**DIAGNOSTIC
ANALYTICS**



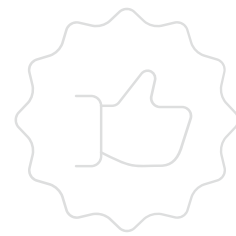
Why did it
happen?

**PREDICTIVE
ANALYTICS**



What will
happen?

**PRESCRIPTIVE
ANALYTICS**



How can we make
it happen?

Your HR Data Strategy



At its core, a data strategy contains the following basic elements; although there are other important components to consider as well.



Identify



Prioritize



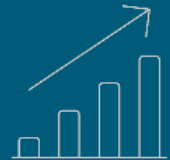
Capture



Store



Manage/Govern



Analyze

What's Next?



Ethical Considerations and Conclusion



"The New Ways Your Boss Is Spying on You"

<https://www.wsj.com/articles/the-new-ways-your-boss-is-spying-on-you-11563528604>

GOOD LUCK!

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