



Big Data, Analytics and the Workplace, Part I

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In this episode, Brent Cossrow and Dave Walton review the basics of big data in practical terms. What are analytics and why is discussion of their value so pervasive? How, when and why does the use analytics move from the realm of data scientists to the desks of human resource professionals and in-house counsel? Like so many aspects of employment law, the answers are both complicated and evolving. In this instance, at the speed of technology. Before end-users can reasonably be expected to interpret and apply predictive analytics, they must first develop a foundation of understanding for what they are looking at and where it came from. Part I of “Big Data, Analytics and the Workplace” aims to provide this baseline. Parts II and III will discuss some of the circumstances under which human resource professionals and other employees tasked with managing a workforce can and should be leveraging this fountain of invaluable information, as well as the accompanying legal considerations.

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