

**BOOK REVIEWS**

# BIG DATA AT WORK: THE DATA SCIENCE REVOLUTION AND ORGANIZATIONAL PSYCHOLOGY

Scott Tonidandel | Eden King | Jose Cortina

New York, NY: Routledge, 2015, 368 pages, \$145.00 hardcover

In just a few years, Big Data has grown enormously in popularity within industrial-organizational (I-O) psychology. For example, Big Data has been featured in preconference workshops and several symposia at the Society for Industrial and Organizational Psychology (SIOP) conference, in SIOP's Annual Leading Edge Consortium, and at the Academy of Management meeting. As such, *Big Data at Work* is a timely book that covers many important issues. The editors are well known in the field and have a strong reputation as instructors of research methods and statistics, as well as rigorous scholars. The book consists of 12 chapters written by 27 practitioners and scholars who cover a wide range of aspects that will likely be of interest to readers working in firms or academia.

The introductory chapter starts with a few definitions. Tonidandel and colleagues argue that the key aspects of Big Data involve the "three Vs": volume (a large number of data points), velocity (in getting new data and processing them), and variety (integration of different sources). They also discuss several areas of opportunity at the intersection of Big Data and I-O psychology, from employee selection to diversity. The rest of the book is divided into two big sections. Part I includes the first six chapters and is entitled *Big Issues for Big Data Methods*; Part II includes the rest of the chapters, entitled *Big Ideas for Big Data in Organizations*.

Chapter 2 by Ryan and Herleman is oriented (mostly) to practitioners and deals with managing and organizing Big Data. The authors argue that data about employees can be classified into five categories: demographic, compensation, performance, social interaction, and behavioral data. They then distinguish four traits of Big Data: besides the three Vs mentioned before, they add the veracity trait. This refers to the quality or trustworthiness of data. Because some data may be generated by software applications or downloaded in different forms, Big Data analysts need to decide whether the data are trustworthy or not. After this, the authors describe the core capabilities required for a Big Data platform in firms, including the benefits of using cloud technology and local hosting.

In chapter 3, Oswald and Putka describe several statistical methods for Big Data. In this exciting chapter, they integrate methods from a more classical regression tradition with tools used by computer scientists. Oswald and Putka describe supervised learning methods (support-vector machines, artificial neural networks, decision trees and random forests, naïve Bayes, and LASSO regression) as well as unsupervised learning methods (k-means, k-nearest neighbors, density-based clustering, market-basket analysis). They end their chapter by discussing how Big Data can provide insights to practical and theoretical issues in I-O psychology.

Chapter 4 by Hernandez, Newman, and Jeon focuses on Twitter analysis—another exciting topic. They make useful recommendations on filtering and aggregating data. They also show how to conduct linguistic analyses of massive datasets. Then they demonstrate how Twitter can be used to measure city-level job satisfaction (job satisfaction beyond self-reports!), including concrete examples.

Both chapter 5 by Evan Sinar (who incidentally is one of the I-O psychologists with most followers on Twitter) and chapter 6 by Jeffrey Stanton deal with data visualization—a huge topic in Big Data. Sinar describes several tools,

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