

Tobias M. Scholz

Big Data in Organizations and the Role of Human Resource Management

A Complex Systems
Theory-Based Conceptualization

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RESEARCH

PERSONALMANAGEMENT UND ORGANISATION


Herausgegeben von Volker Stein

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Big data are changing the way we work as companies face an increasing amount of data. Rather than replacing a human workforce or making decisions obsolete, big data are going to pose an immense innovating force to those employees capable of utilizing them. This book intends to first convey a theoretical understanding of big data. It then tackles the phenomenon of big data from the perspectives of varied organizational theories in order to highlight socio-technological interaction. Big data are bound to transform organizations which calls for a transformation of the human resource department. The HR department's new role then enables organizations to utilize big data for their purpose. Employees, while remaining an organization's major competitive advantage, have found a powerful ally in big data.

Tobias M. Scholz is currently holding a position as a Post-Doctoral Researcher at the University of Siegen. After graduating from universities in Germany and the U.S., he has worked as a Research and Teaching Assistant. His field of research is human resource management and organizational behavior.

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