

Data Divers

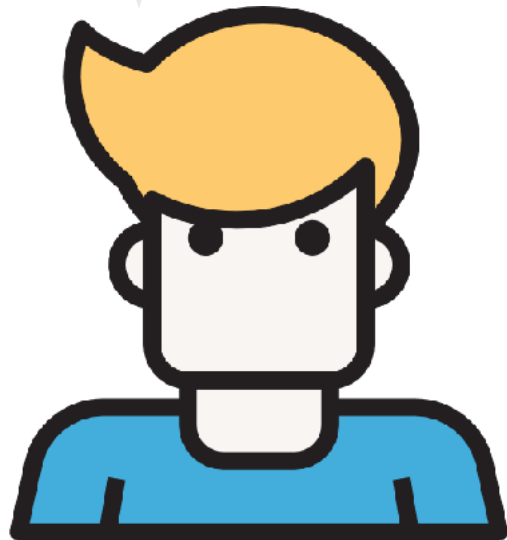
Data Science – Yellow Belt Lecture 1

by Sebastian Sauer

Introducing

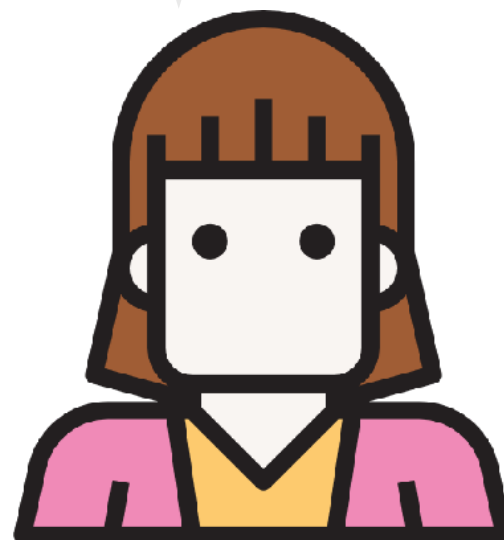
Introducing

I'm a great
business man!



Don

I like data. Crunched
data.



Angi

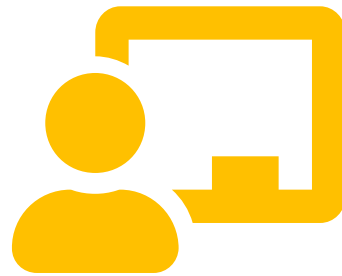
My job is to play the
nerd.



Wolfi



Sebastian Sauer



Teacher



Scientist



Learner





Photo by [Salmen Bejaoui](#) on [Unsplash](#)

Overview

Learning goals

- ▶ **Understanding** what „**big data**“ is, with a focus on „big“.
- ▶ Being able to **differentiate typical buzzwords** such as data science, data mining ...
- ▶ Knowing the **basic analytical approaches**
- ▶ Being familiar with **market research case studies** on big data.
- ▶ Having a grip on the **limits** of big data analytics.
- ▶ Knowing how to pursue the learning journey autonomously, ie., **self-learn paths**.



Agenda

- ▶ What is Big Data?
- ▶ What made data big?
- ▶ Big Data – Buzzwords
- ▶ The two cultures of statistical modelling
- ▶ Big data market research case studies
- ▶ Why most analytical insights are unfit for business decisions
- ▶ From Mediocristan to Extremistan
- ▶ Self-learning paths



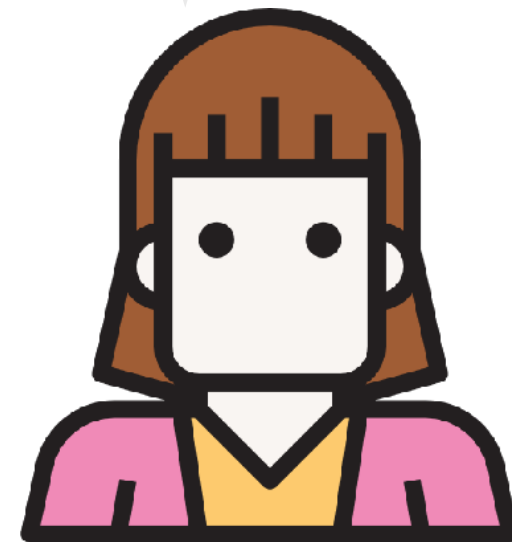
I need you

Guys. This can be a tough ride. Are you prepared to be fully concentrated?



Wolfi

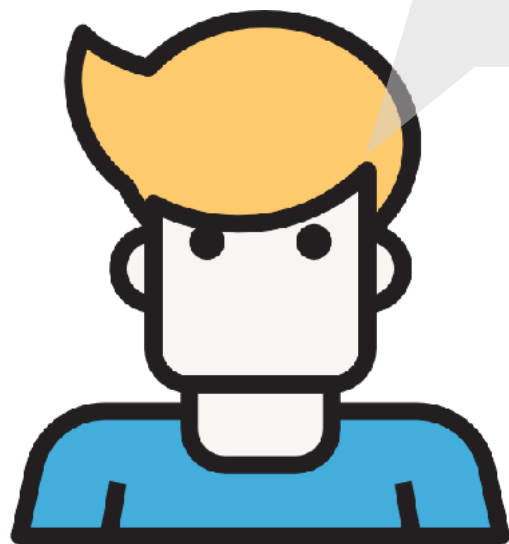
Wolfi! Don't again scare people away.



Angi

What is „Big Data“?

Big Data: How big is „big“?



Don

Big? Great?! I know
very well what that is!
So simple!

Different opinions
prevail on what „big“ is.

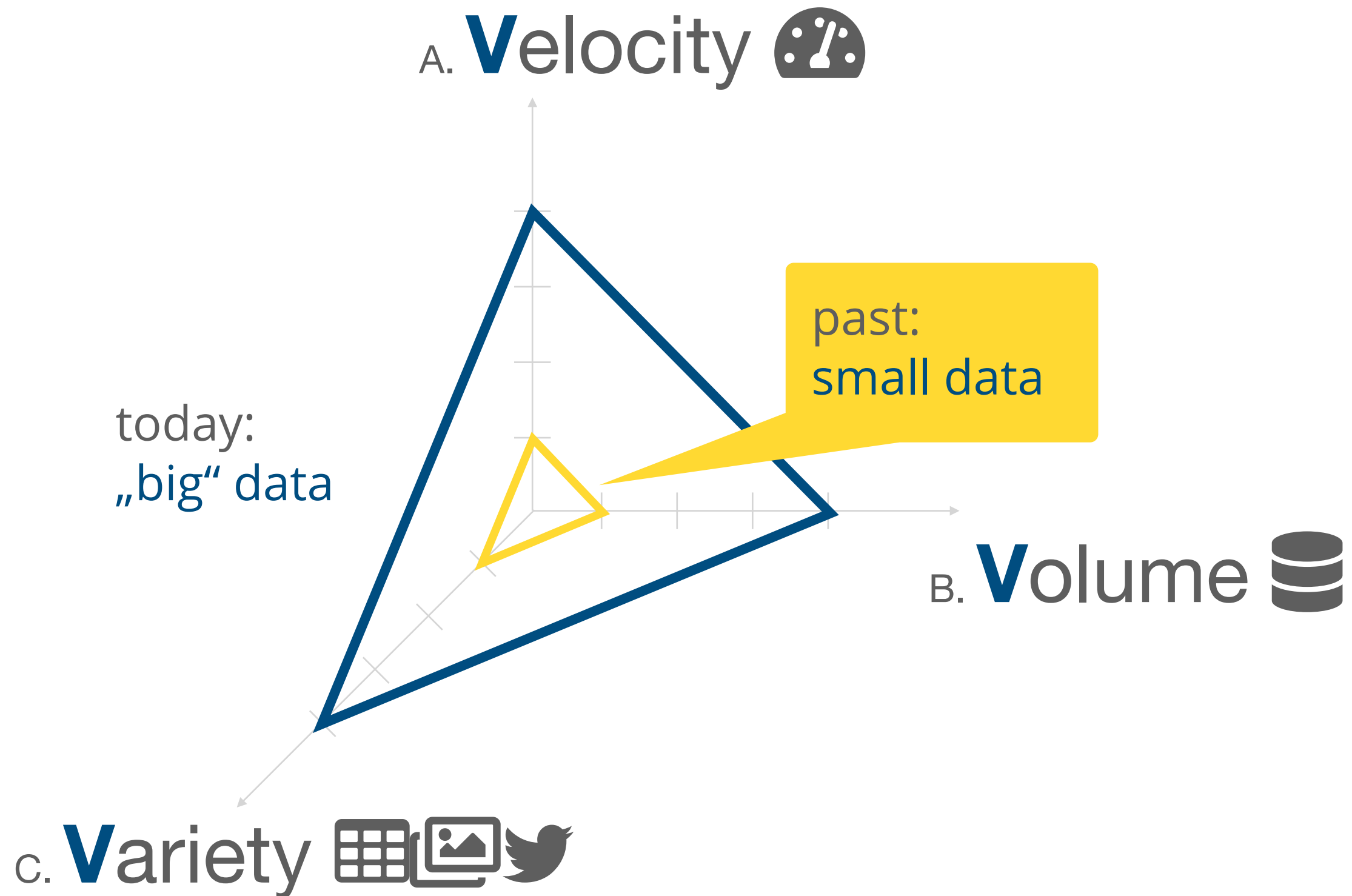


Wolfi

What about: Data is big,
if it does not fit on your
PC?



The 3 Vs of Big Data



Data analysis now and then

Hey, it was me who came up with all that classical statistics stuff – back in the 1920, you youngsters!



<http://hdl.handle.net/2440/81668>

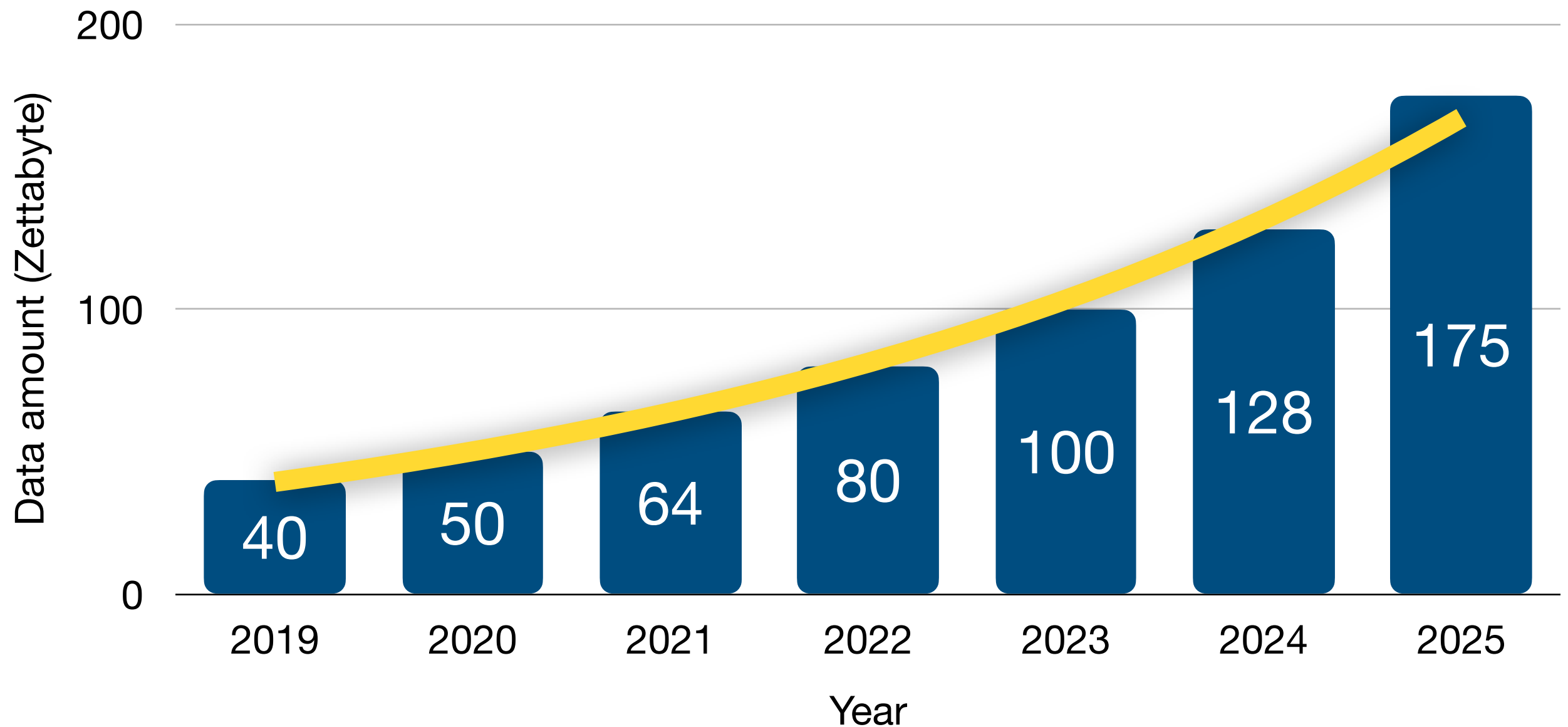
Sir Ronald Fisher

	back then	today
amount of data	small	yuuge
dimensionality	low	high
research design	mostly experiment	mostly observation
domains	agriculture	diverse
velocity	slow	fast



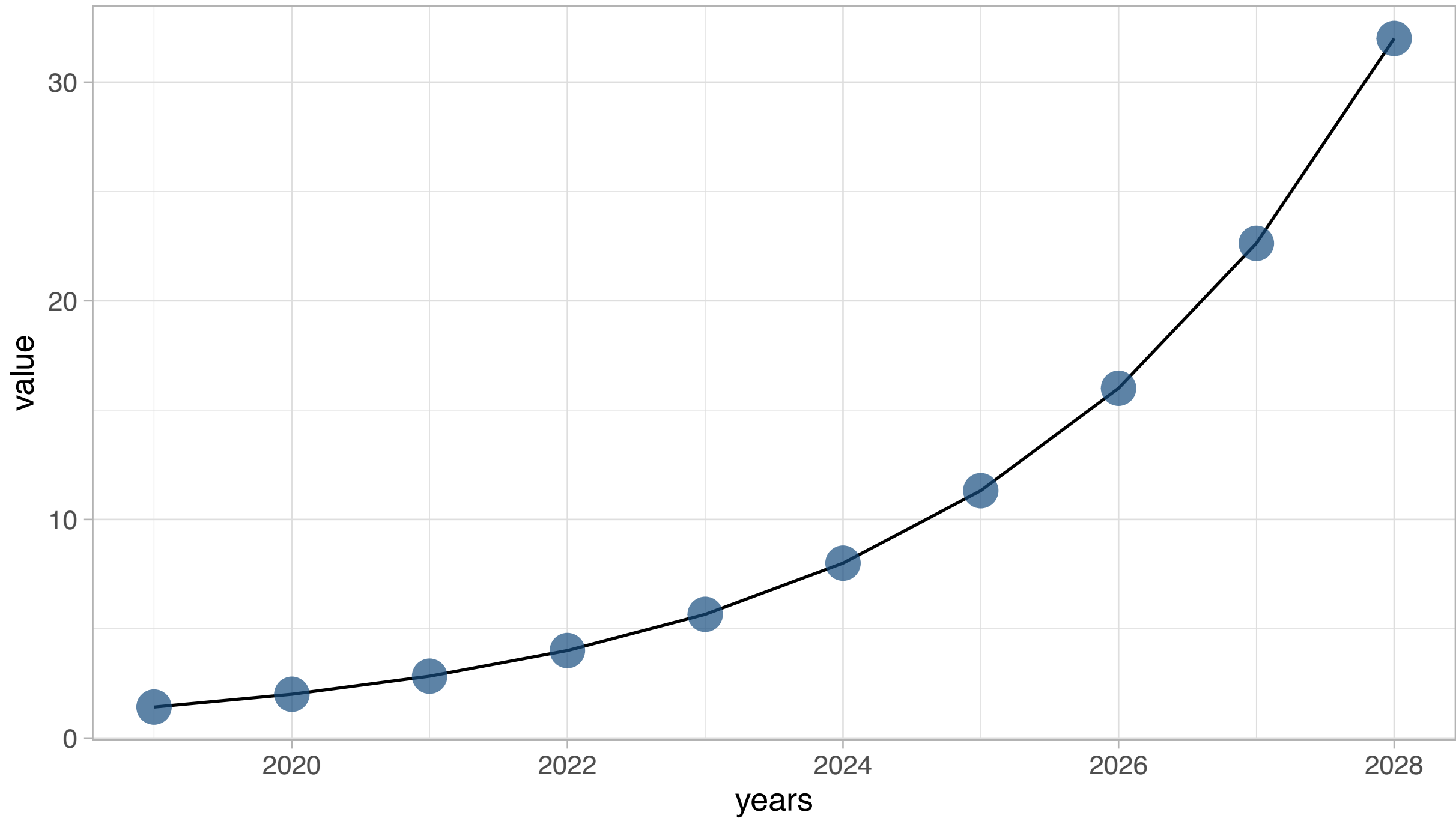
Today's big is tomorrow's small

A. **V**elocity 🕒



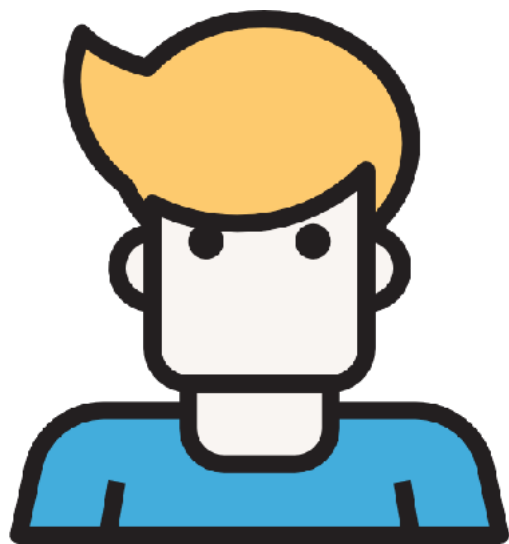
Datasphere doubles every second year

A. **V**elocity 🕒



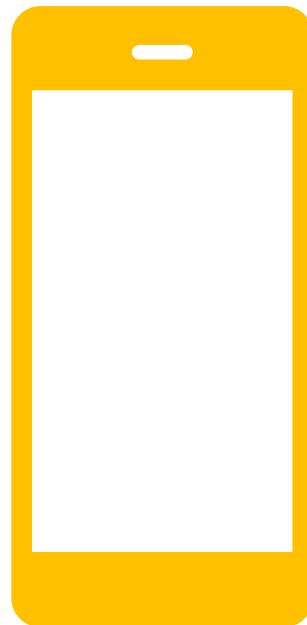
Quiz on growth processes

Stop right here. I need to check if we are on the same page.



Don

Get your phone.



Go to menti.com



Enter the PIN given.



or hit this [link](#).

Growth process: Growing by a constant factor

- ▶ ... is called **exponential growth**

Let me
explain:

- ▶ Each year means „half“ ($\frac{1}{2}$) doubling:

$$v = 2^{\frac{1}{2}y}$$

- ▶ Each exponential growth can be expressed via the **e** constant:

$$v = 2^{\frac{1}{2}y} = e^{(\ln 2) \cdot \frac{1}{2}y}$$



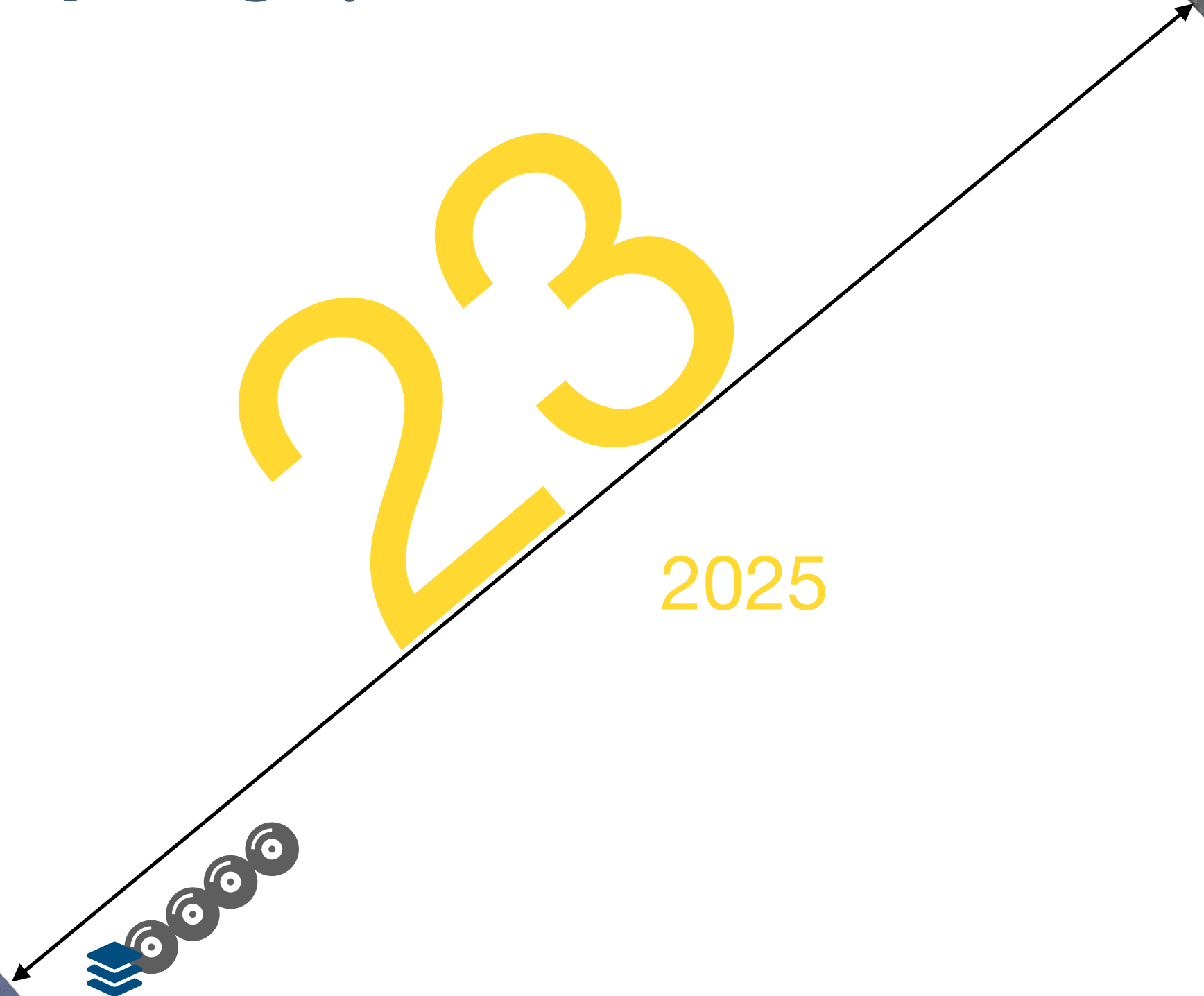
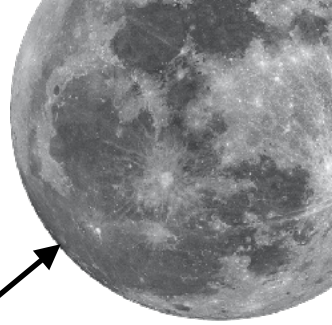
Wolfi

175 Zettabyte: yuuuge pile of DVD

B. **V**olume 

2023

2025



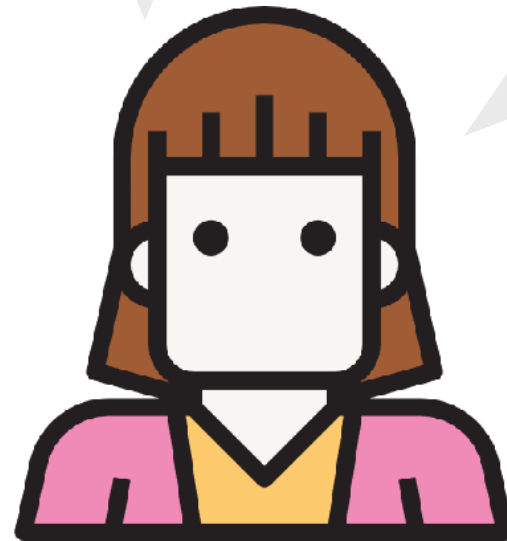
Bildquellen:
Mond: [Mike Petrucci on Unsplash](#)
Erde: [NASA/Apollo 17 crew](#)

Reinsel, D., Gantz, J., & Rydning, J. (2018). *Data Age 2025—The Digitization of the World. From Edge to Core* (#US44413318; IDC White Paper). <https://www.seagate.com/files/www-content/our-story/trends/files/idc-seagate-dataage-whitepaper.pdf>

How fast does the datasphere grow?

Doubling every two years,
that is exponential growth.

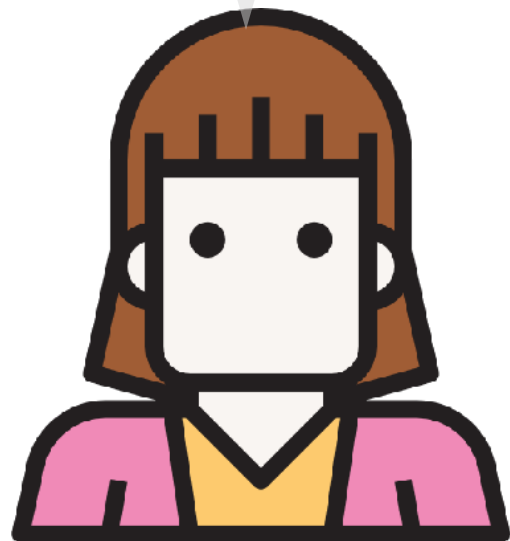
Let me crunch the data ...



Angi

👥 Exercise: Doubling data volumes

We begin with 1 unit of data.
After two years we have 2, after
4 yours 4 and so on.



Angi

step	amount
0	1
1	2
2	4
3	...
4	...
5	?
6	
7	
8	
9	
10	
32	
64	
128	
256	

👥 Exercise: Doubling data volumes

Being familiar with the doubling of two is kinda basis of data science.



Wolfi

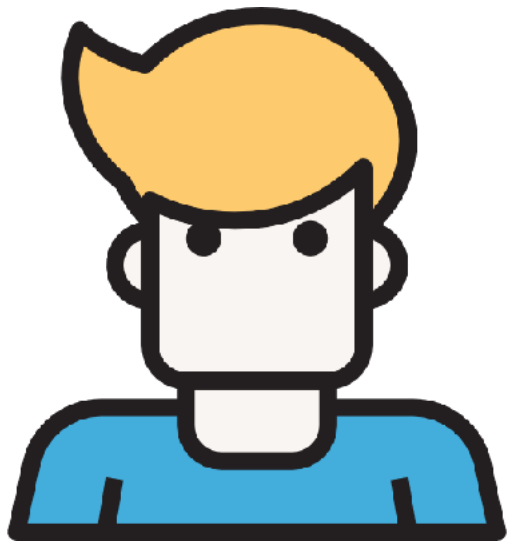
I know the first few, afterwards I take my [calculator](#).

step	amount
0	1
1	2
2	4
3	8
4	16
5	32
6	64
7	128
8	256
9	512
10	1024
32	≈4 Mrd
64	≈ 10^{18}
128	≈ 10^{36} 🤔
256	💣💣💣

$$2^{256} =$$

1157920892373161954
2357098500868790785
3269984665640564039
4575840079131296399
36

nifty stuff!



Don

Building intuition on „big“

”

There was once a king in India who was a big chess enthusiast and had the habit of challenging wise visitors to a game of chess. One day a traveling sage was challenged by the king. The sage having played this game all his life all the time with people all over the world gladly accepted the Kings challenge. To motivate his opponent the king offered any reward that the sage could name. The sage modestly asked just for a few grains of rice in the following manner: the king was to put a single grain of rice on the first chess square and double it on every consequent one. The king accepted the sage's request.

The king lost.

What's the amount of rice the king owes to the sage?

► [Klick here to submit your answer.](#)

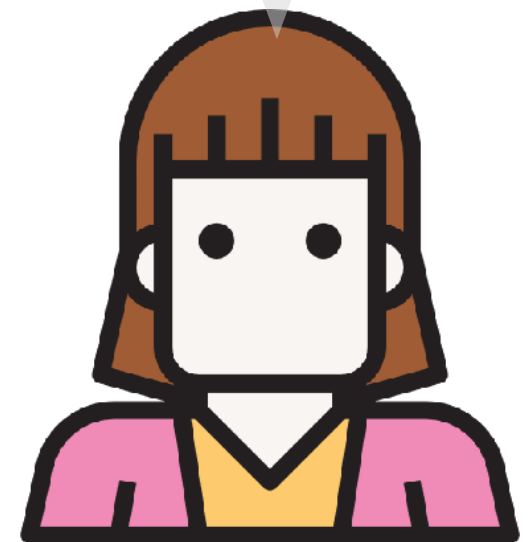
👥 What means „10 to the 3rd power“?

You should know that and that is simply ...



Wolfi

Wolfi, wait! Let the participants explain!



Angi

● „10 to the 3rd power“ equals 1,000

$$10 = 10^1$$

$$100 = 10^2$$

$$1000 = 10^3$$

6 is the exponent

$$1,000,000 = 10^6$$

6 zeros/places after the leading 1



Estimating 2^{64} as decimal number

$$2^{64} = ?$$

$$2^{10} \approx 10^3$$

$$2^{20} = 2^{10} \cdot 2^{10} \approx 10^3 \cdot 10^3 = 10^6$$

$$2^{40} = 2^{20} \cdot 2^{20} \approx 10^6 \cdot 10^6 = 10^{12}$$

$$2^{60} = 2^{40} \cdot 2^{20} \approx 10^{12} \cdot 10^6 = 10^{18}$$

1,000,000,000,000,000,000



18 zeros/places after the leading 1



● 2^{256} – rough estimate: 1 followed by 72 zeros

$$2^{256} \approx 10^{72}$$



Wolfi running wild

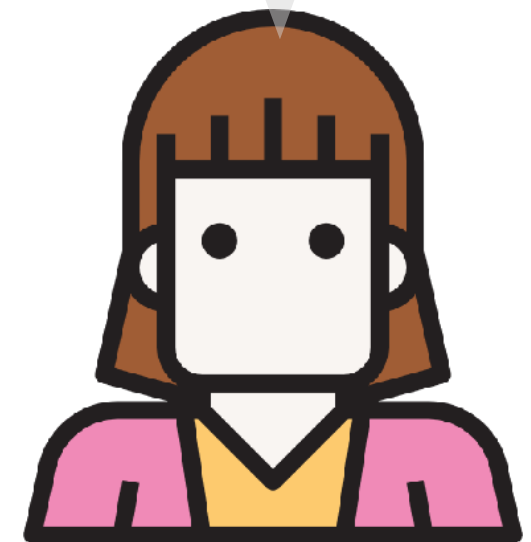
Now you need to to the e -function. That's the most important number in the universe.



Wolfi

e is the growth number. Let me explain, it's fascinating ...

Wolfi, stop it!



Angi

Wolfi dreaming ...



Wolfi



Some context to „big“

fact	figure
Covid-19 death toll in Germany (as of 2020-09-17)	10^4
number of people in Germany	10^8
number of people in the world	10^{10}
number of neutrons in the brain (except Don's)	10^{11}
numbers of stars in the universe	10^{23}
number of atoms in the universe	10^{80}

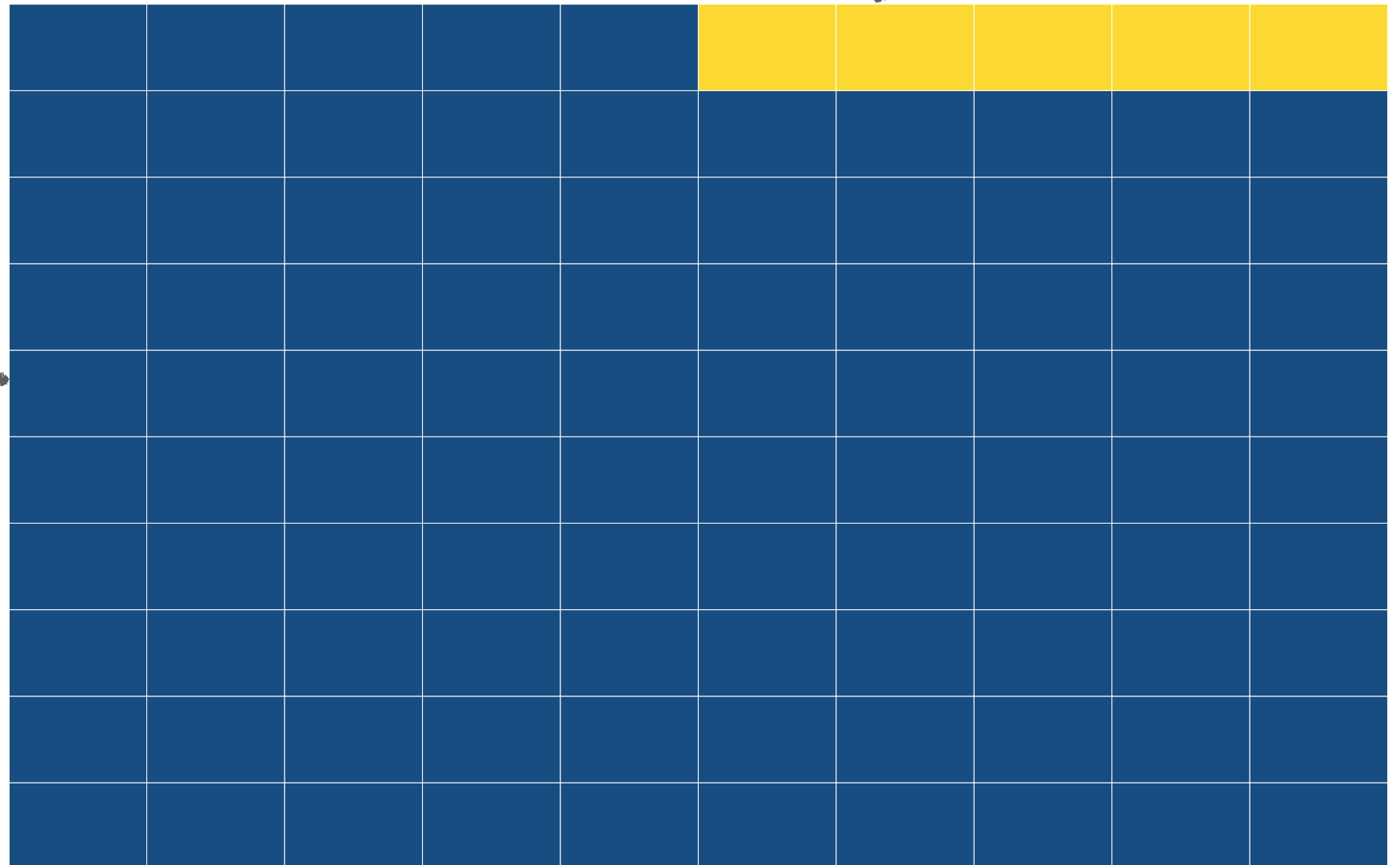


Data tend to be unstructured

C. **V**ariety   

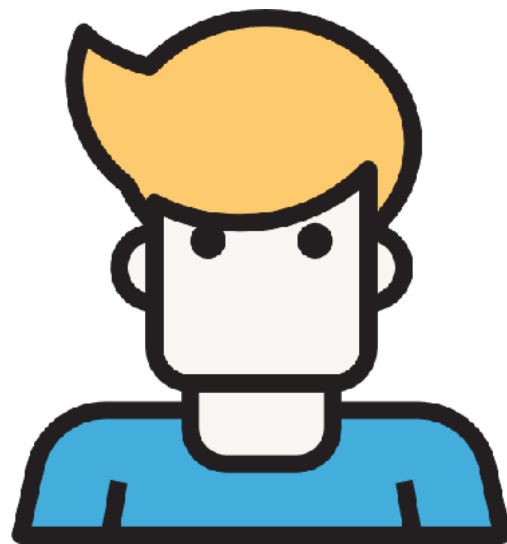
unstructured
Data  

rectangular data 



Big data and Microsoft Excel

My dataset is 500
Megs of size. Excel
won't load it!!



Don

That's not big data. Get some
decent analytical software.



Wolfi



Analytical technologies as a function of data size

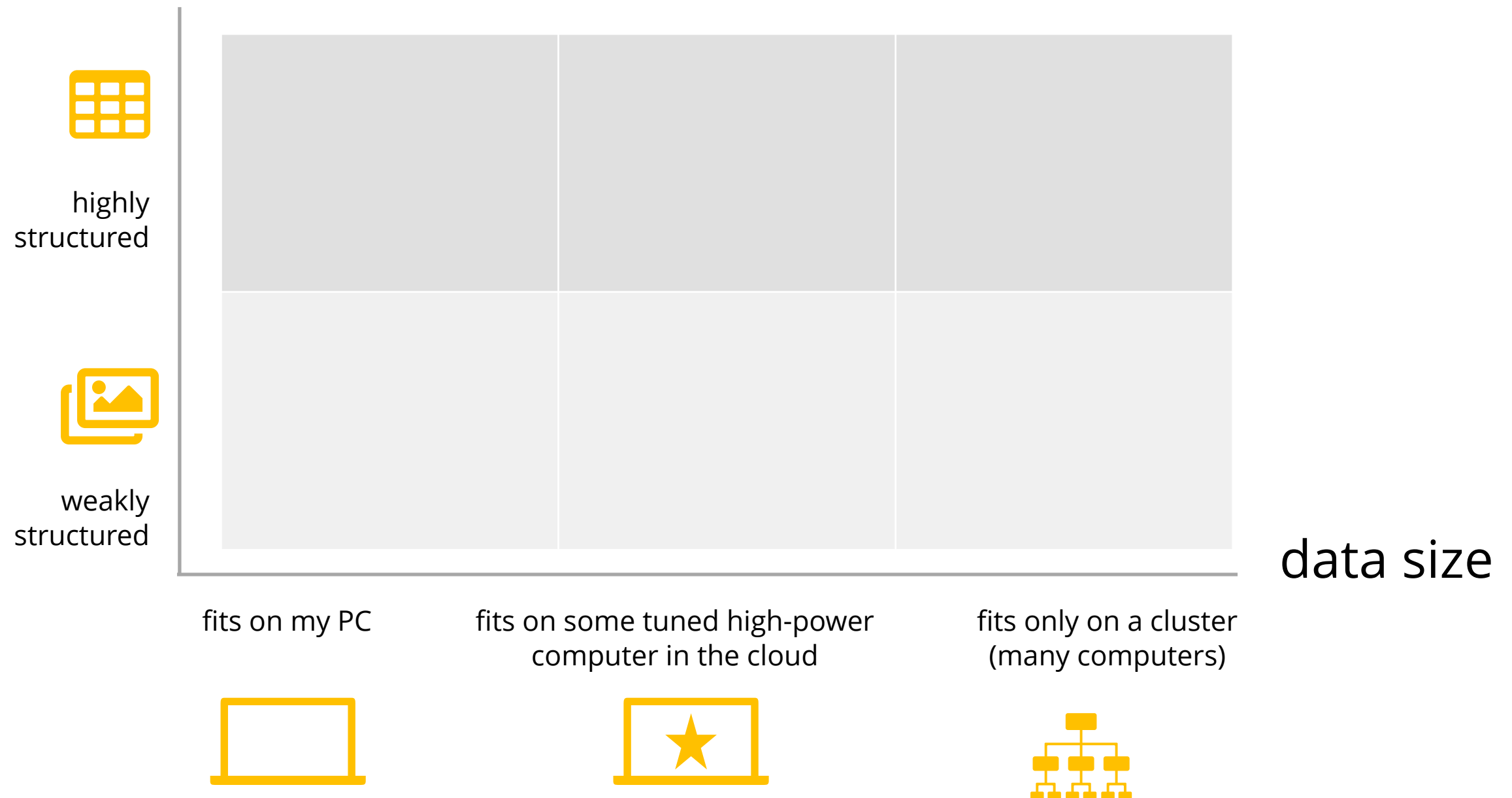
Size	adequate technology
some kilobytes	Get a pencil and a pocket calculator.
some megabytes	Each analytical software will swallow that amount.
some gigabytes	Get more RAM to your machine.
some hundreds gigabytes	Install simple SQL server on your machine.
smaller than 1 terabyte	Rent some supercomputer in the cloud.
some terabytes	Use Hadoop.



Pragmatic classification of your data formats

Place dots in this [conceptboard](#). Discuss.

structure level

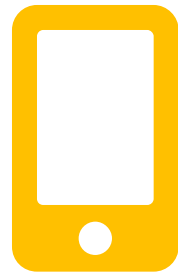


Recap – Big Data

- ▶ Big can be defined as „bigger than what fits on your PC“.
- ▶ The 3V's are commonly used for defining big data.
- ▶ We need to change data analysis methods as the data have changed too.
- ▶ Data is growing veeery rapidly.
- ▶ It's difficult to image bigness.

What made data big?

Some drivers of data growth



real-time data



machines, sensors



image and videos

Data formats used by your customers

- ▶ What data formats do your customers use?
- ▶ Example data formats include survey multiple choice, images, free text, click rates, ...
- ▶ Collect such data formats using [this conceptboard](#)



Big data = evil data?

Read up [these stories](#) for some spicy view on the dark side of big data.



Wolfi

Case study: Predicting your personality

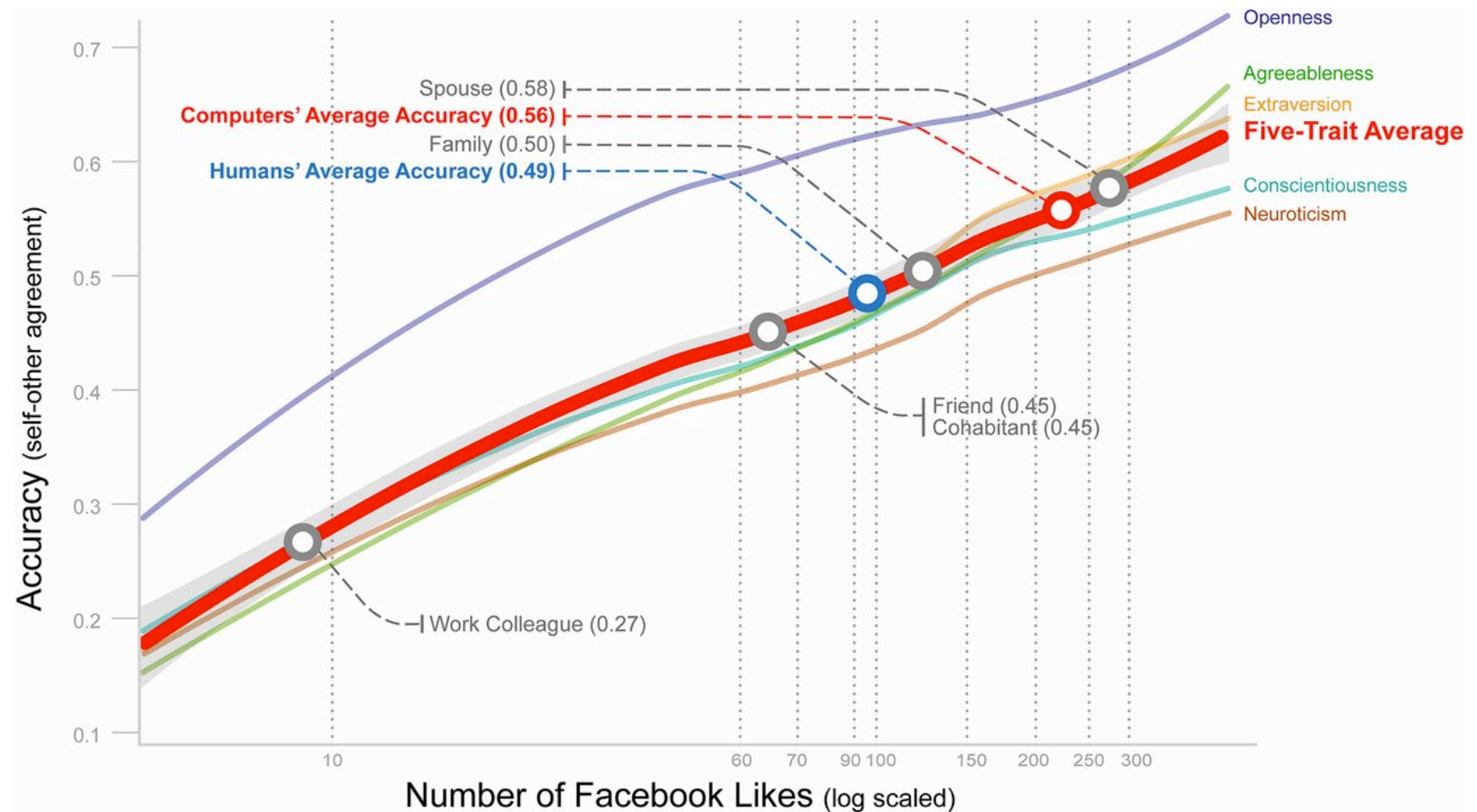
- ▶ The computer outperformed even close friends when it comes to predicting a personality, study finds.

amount of data 

70000 individuals

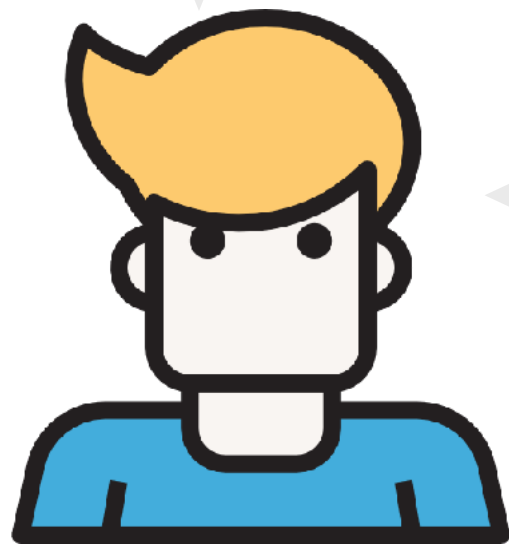
analytic method 

LASSO-Regression,
cross validation



Reflecting on the power of the algorithms

Yeah! I got social media data of every human, so I'll send ads that match your personality.



Don

Is the machine capable of predicting sexual preferences? That could be nicely exploited.

It's too early to assess the quality of this method.



Wolfi

Welcome to the dark side

RESEARCH ARTICLE

Private traits and attributes are predictable from digital records of human behavior

Michal Kosinski, David Stillwell, and Thore Graepel

PNAS April 9, 2013 110 (15) 5802-5805; <https://doi.org/10.1073/pnas.1218772110>



We show that easily accessible digital records of behavior, Facebook Likes, can be used to automatically and accurately predict a range of highly sensitive personal attributes including: sexual orientation, ethnicity, religious and political views, personality traits, intelligence, happiness, use of addictive substances, parental separation, age, and gender.

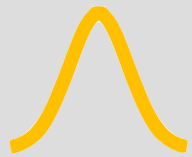


Recap – Drivers of Big Data

- ▶ Drivers of data growth include real-time, mobile data, sensors, images, videos and more.
- ▶ Big data technologies raise data privacy issues.
- ▶ Big data technologies can possibly exploited by bad intentions.
- ▶ It's too early to evaluate whether the powers and promises are real or overhyped.

Big Data – Buzzwords

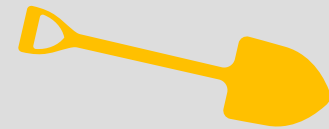
Buzzwords



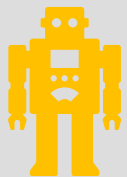
Statistics



Data Science



Data Mining



Machine Learning



AI*



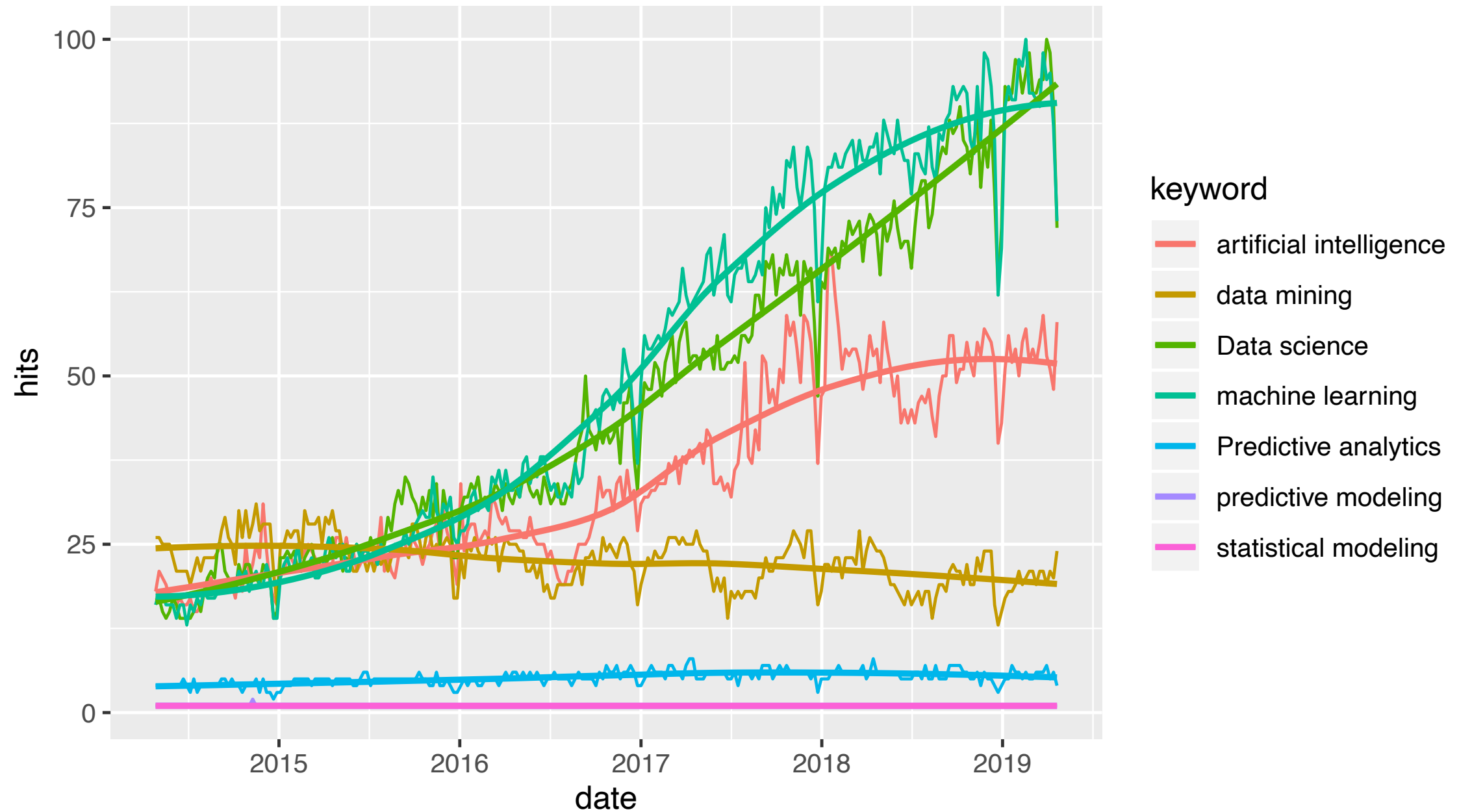
Deep Learning

*Artificial Intelligence



Data Science emerged as the new sexy term

Google Search hits to big data buzzwords





Science of uncertainty.



Think probability calculus.

Wolfi

Data Science



Data Science

Sexed-up term for statistics.

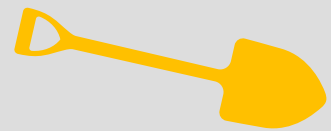


Inject heavy dose of computer science algos.

Wolfi



Data Mining



Data Mining

Search the haystack.
Repeat until you find a
needle.

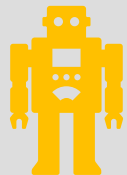


Wolfi

You are certain to find
some needle.

Machine Learning

The cool bit is that the machine is not explicitly programmed but learns from data.



Machine Learning

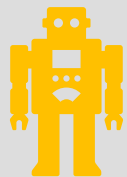


Wolfi



Artificial Intelligence (AI)

Catch-all term for the latest smart technology such as speed recognition, autonomous driving etc.



AI



Wolfi

Deep Learning (artificial neural networks)

A certain algorithm of machine learning. Powerful in some domains.



Deep Learning



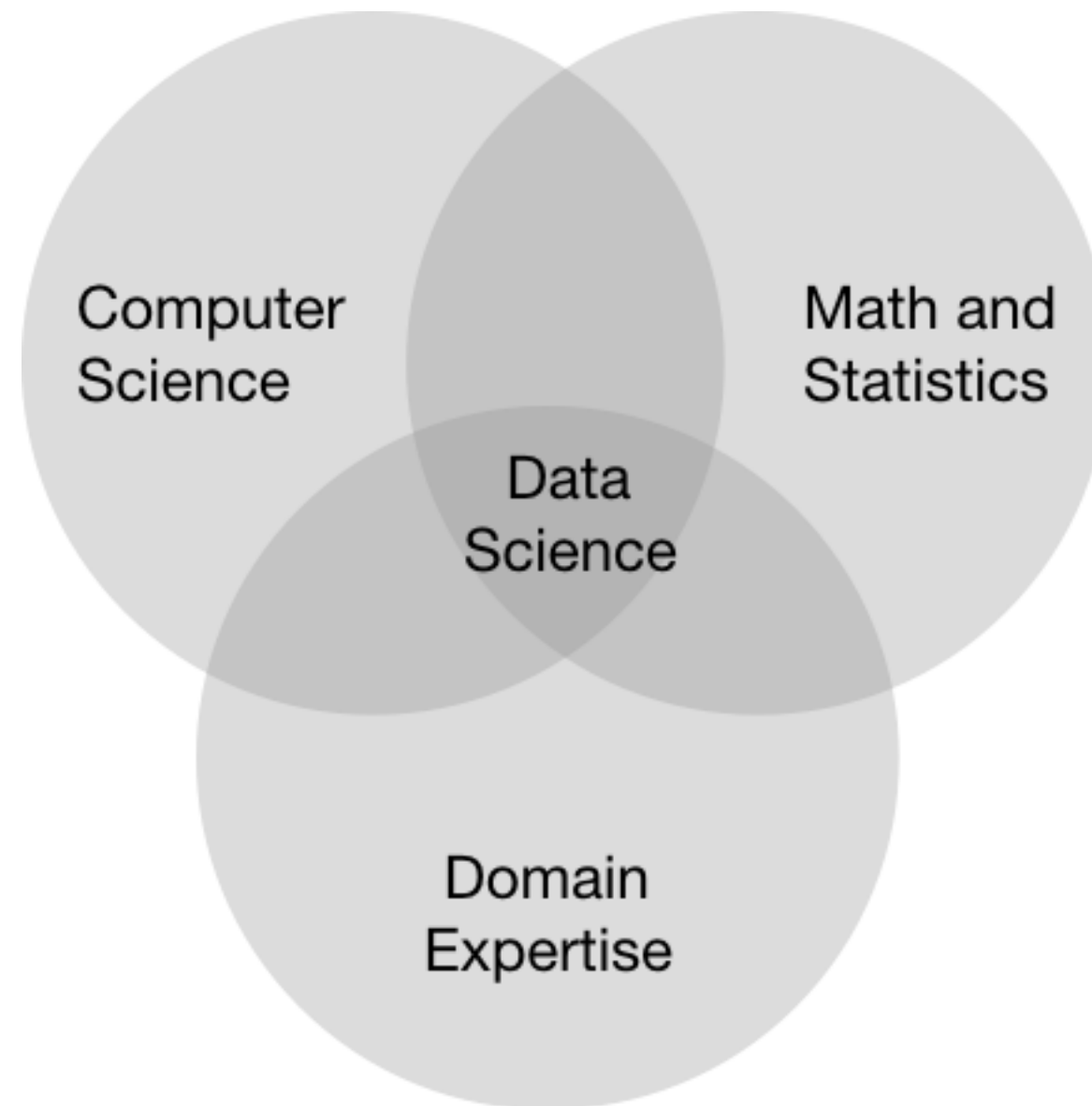
Wolfi

(Buzz)Words – overview

- ▶ [Statistics](#): Science of measuring uncertainty. Probability theory is pivotal.
- ▶ [Data Science](#): Applied statistics drawing heavily on computers. Less probability, more algorithms.
- ▶ [Data Mining](#). Searching large amounts of data for some useful patterns.
- ▶ [Machine Learning](#): Teaching machines (computers) to learn patterns from data instead of programming hard-wired rules to the machine.
- ▶ [Artificial intelligence](#): If a machine routinely completes a task which would need intelligence if accomplished by a human, some kind of AI is said to be present.
- ▶ [Deep Learning](#): Class of algorithms that uses multiple layers to progressively extract higher level features from raw input.



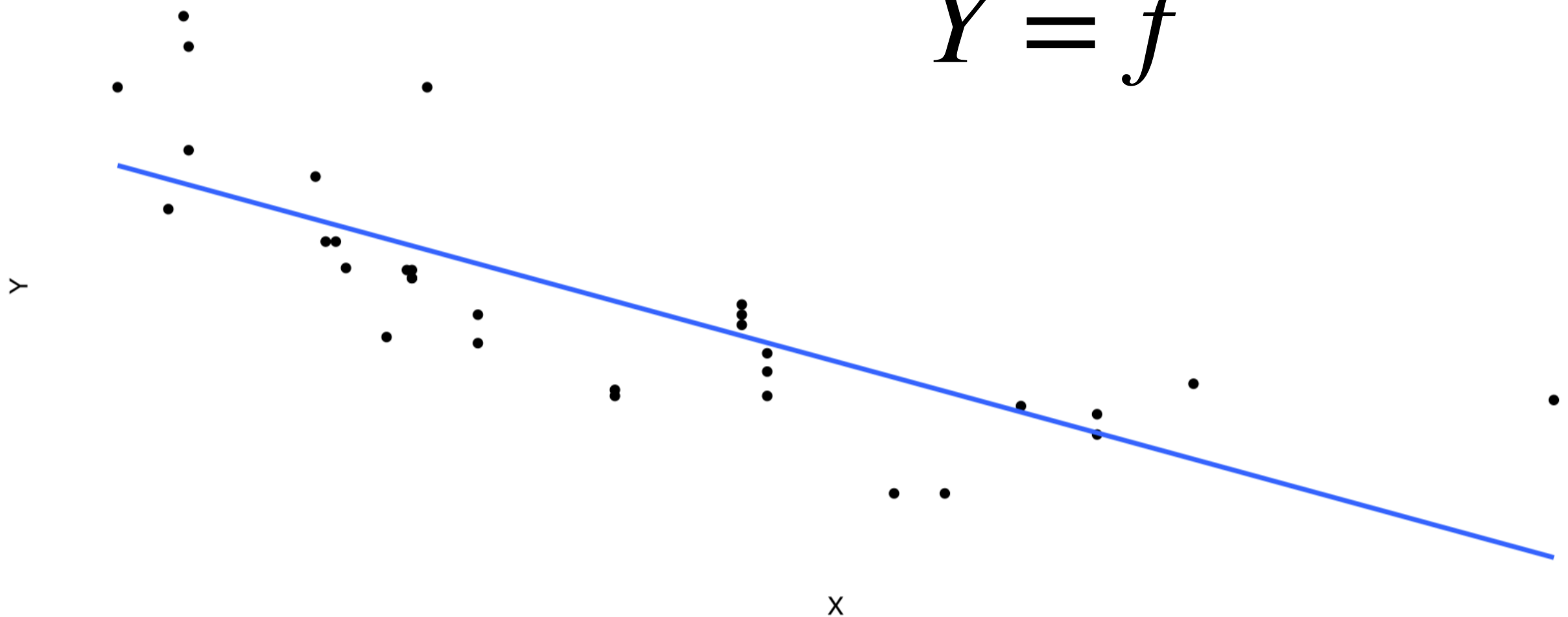
More on Data Science



Common ground: Quantifying patterns in data

$$Y = f(x) + \epsilon$$

$$\hat{Y} = \hat{f}$$

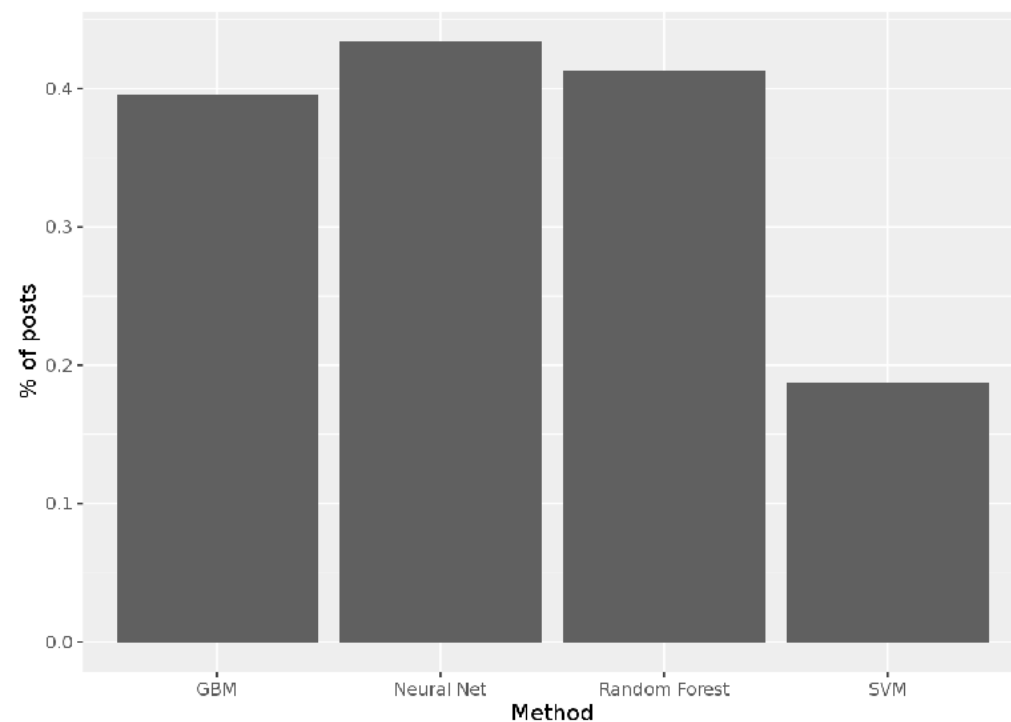


● The best model/method/approach ...

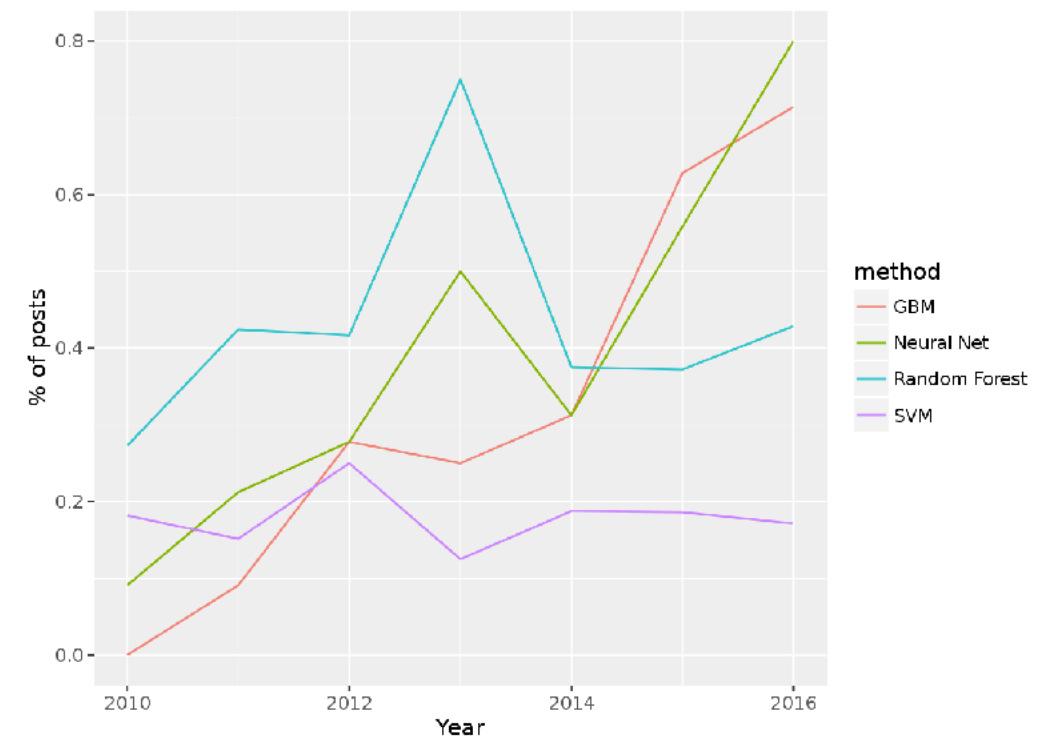


What algos are most successful on [kaggle.com](https://www.kaggle.com)?

- ▶ Neural nets are among the top scoring algos.



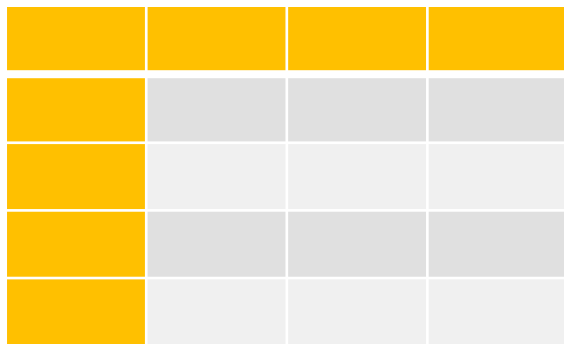
- ▶ And they appear to stay on the rise.



Are neural nets always the best choice?

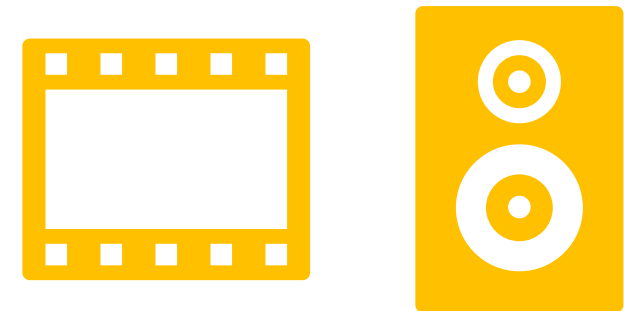
- ▶ According to Kaggle's CEO and founder, Anthony Goldbloom, there are two winning approaches:

rectangular data



decision trees
ensembles such as
random forest or
boosting

image or speech data



deep learning (aka,
neural nets)

How large should my sample be?

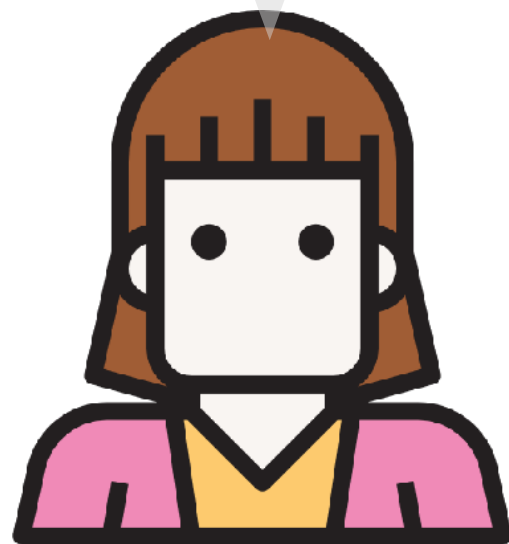
It depends.



Wolfi

How large should my sample be? 2/2

Wolfi! That's true
but not helpful!



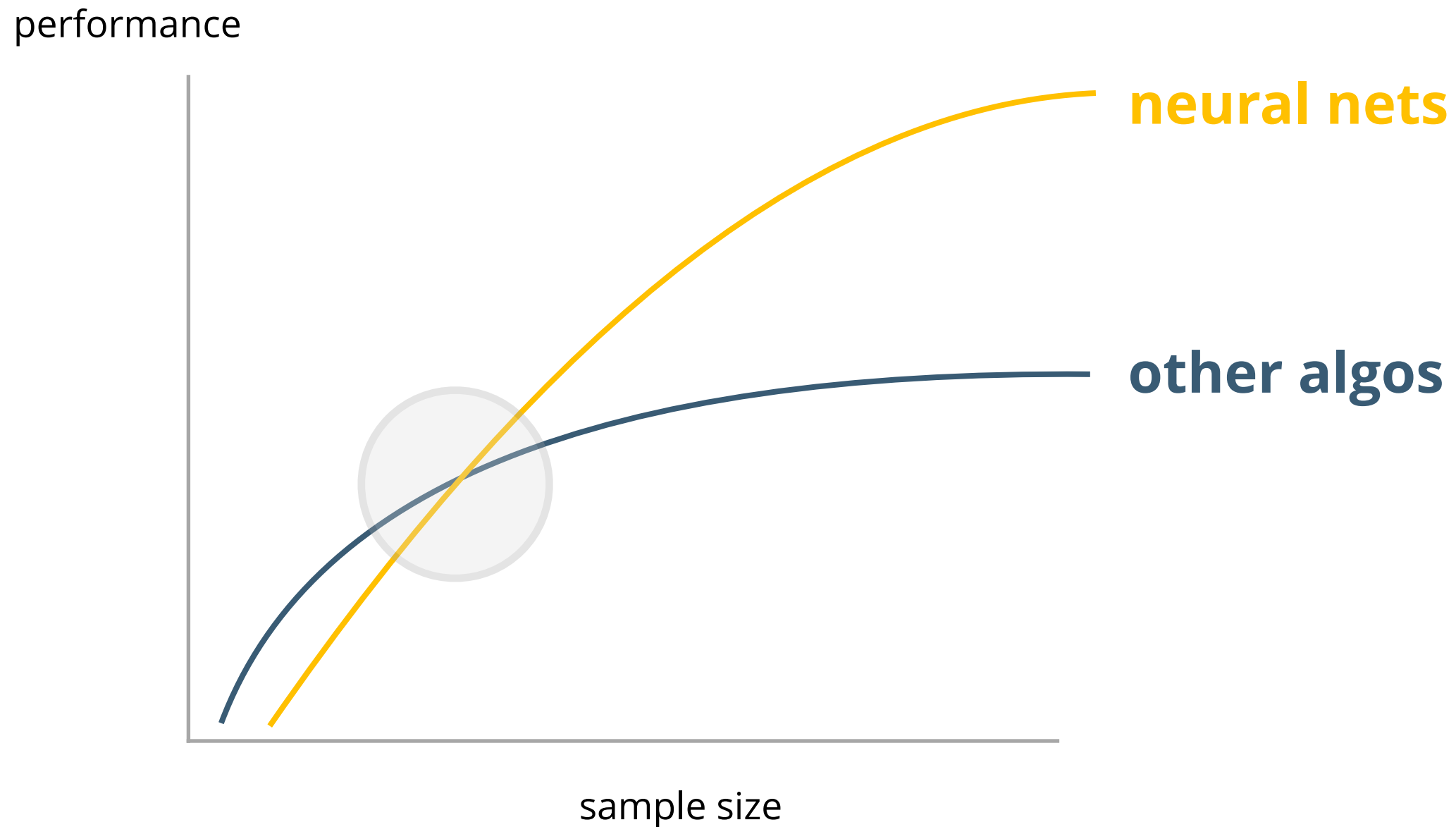
Angi

Take 1,000 good
cases per class as a
rule of thumb.



Wolfi

What about neural nets and sample size?



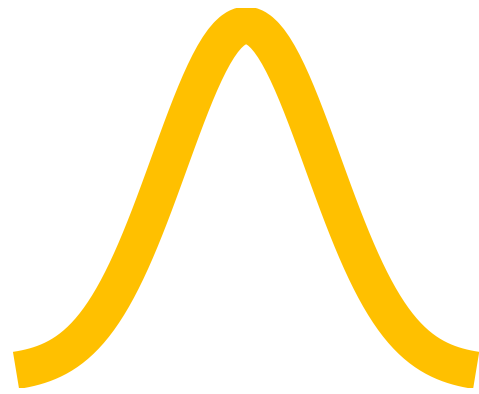
Recap – Buzzwords

- ▶ All those shiny terms are in effect just different perspectives on modern data analysis.
- ▶ The core principle is to find patterns in mass data.
- ▶ There's no single best approach/method.
- ▶ Tree-based models work well for rectangular data.
- ▶ Neural nets work well for less structured data such as images or speech.
- ▶ Neural nets can better exploit large data corpora.

The (two) cultures of data analysis

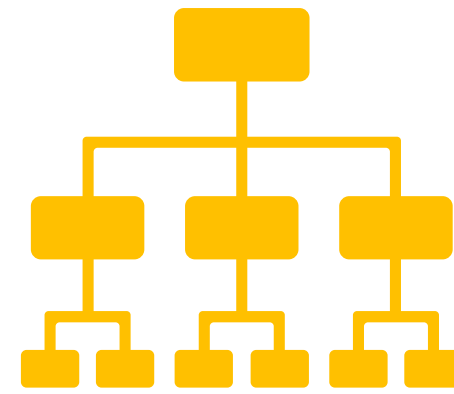
Breiman's two cultures

stochastic modelling



building on
probability theory

algorithmic modelling



building on computer
science models



Data Science vs. Statistician



Created by H Alberto Gongora
from Noun Project



Created by Alfonso López-Sanz
from Noun Project

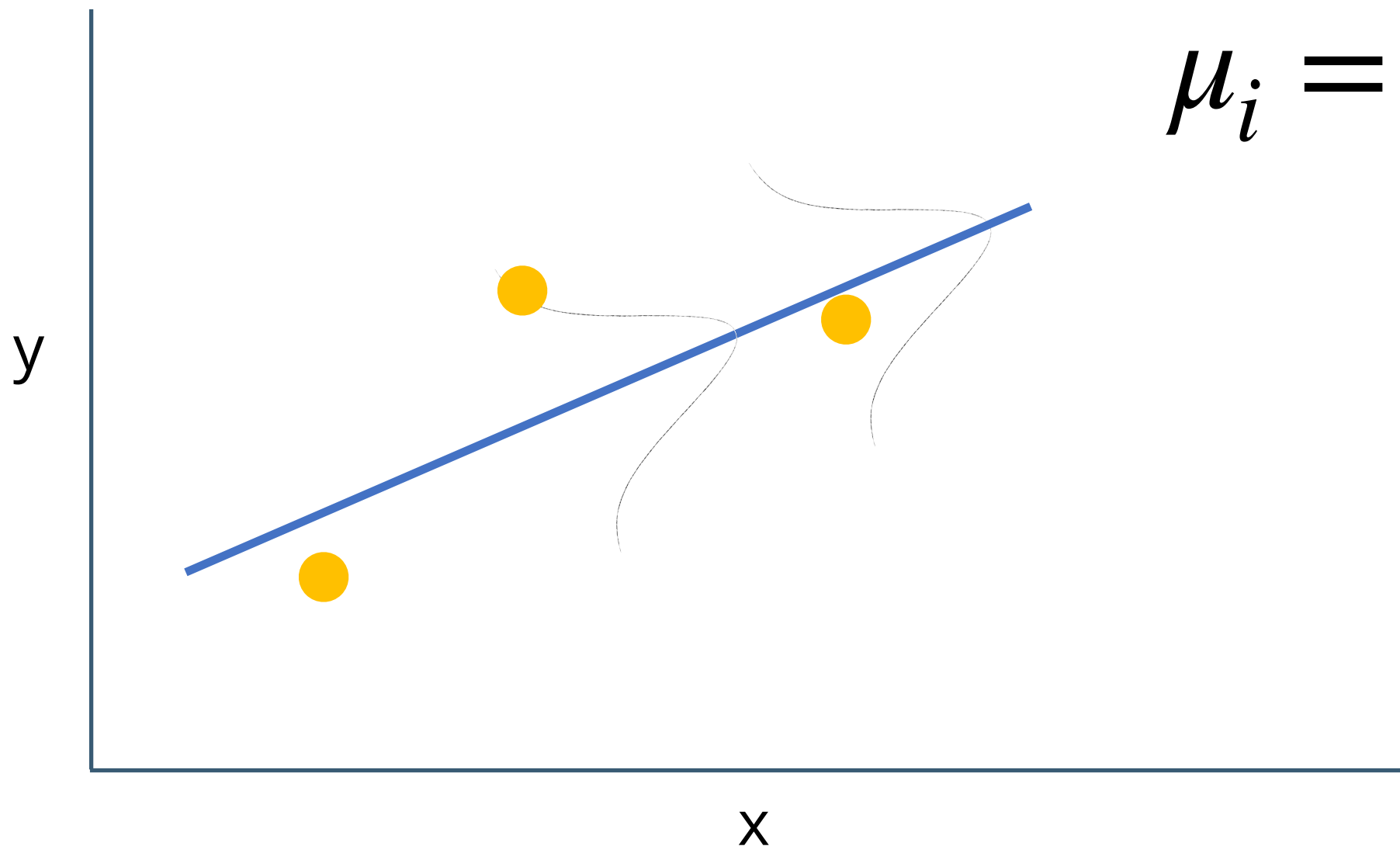


- ▶ Watch the [video](https://www.youtube.com/watch?v=uHGICi9jOWY)
- ▶ Report back the (alleged) characteristics of a data scientist vs. a statistician

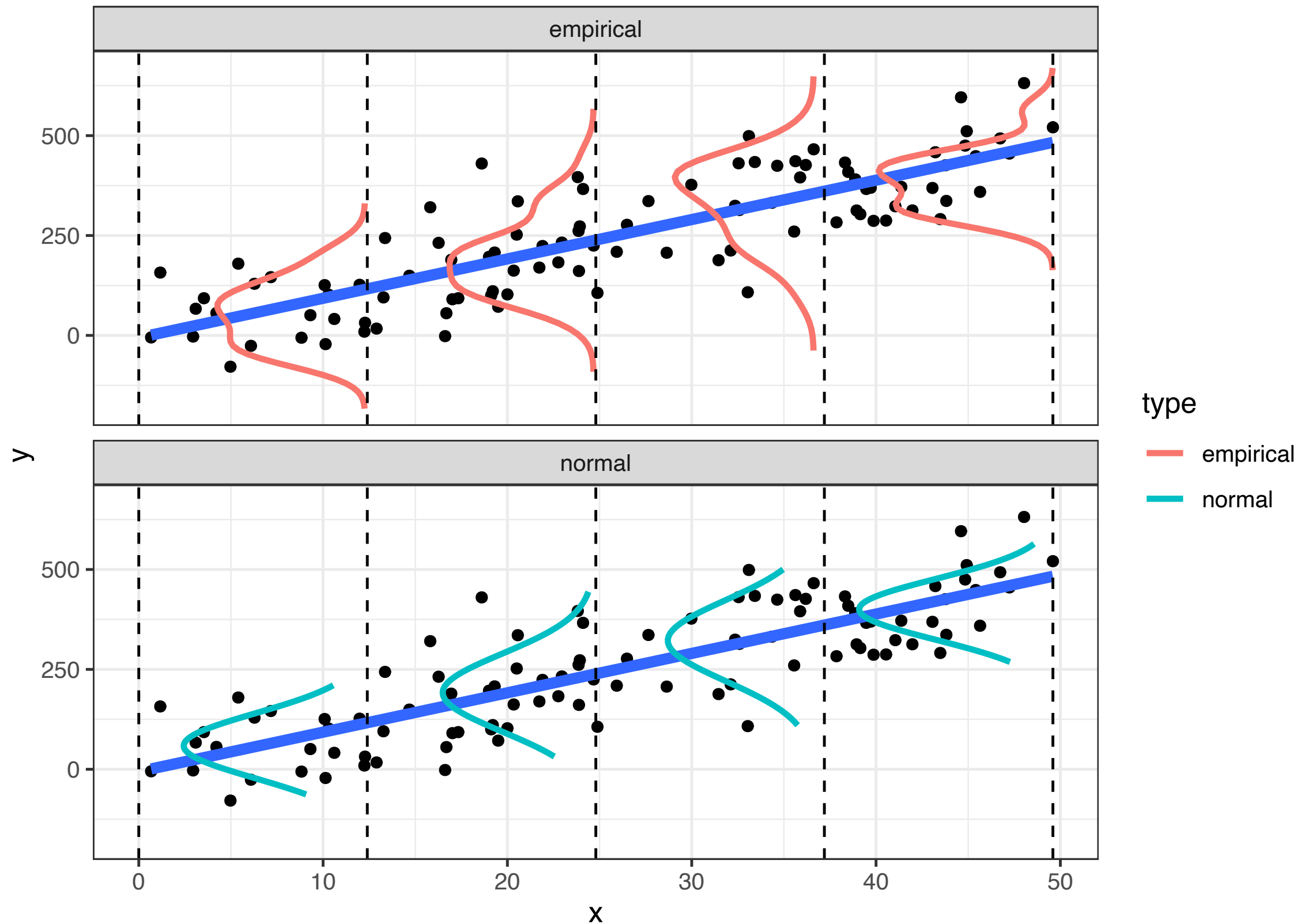
Culture 1: Classical statistics

$$y_i = N(\mu_i, \sigma)$$

$$\mu_i = \alpha + \beta x_i$$



Stochastic model



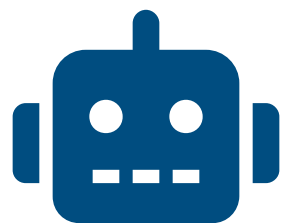
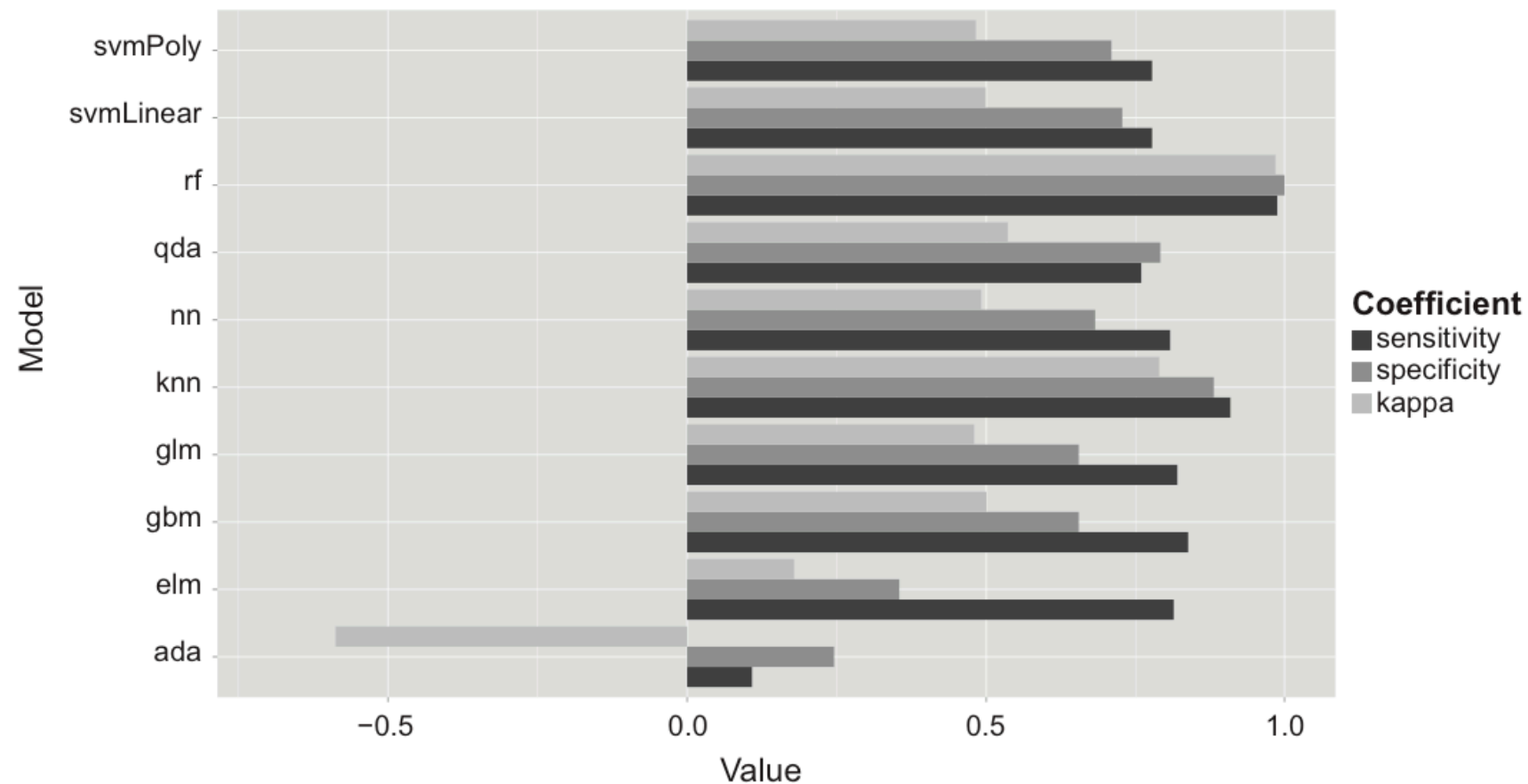
Case study: Regression in real live

amount of data 

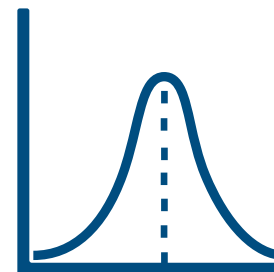
276 individuals,
14 survey items

analytic method 

10 machine learning
algos

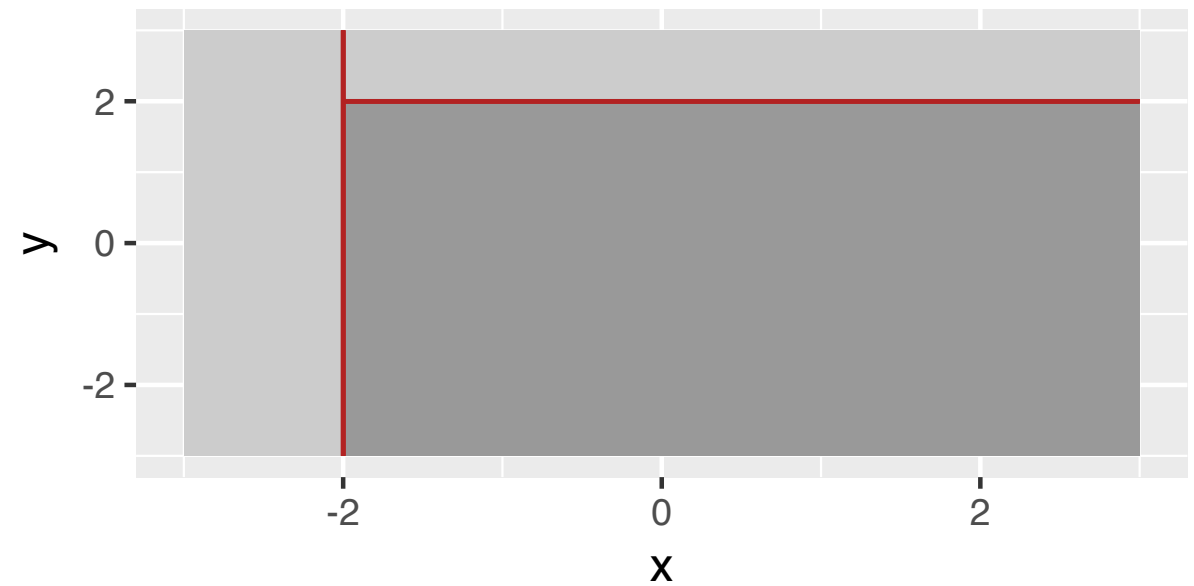
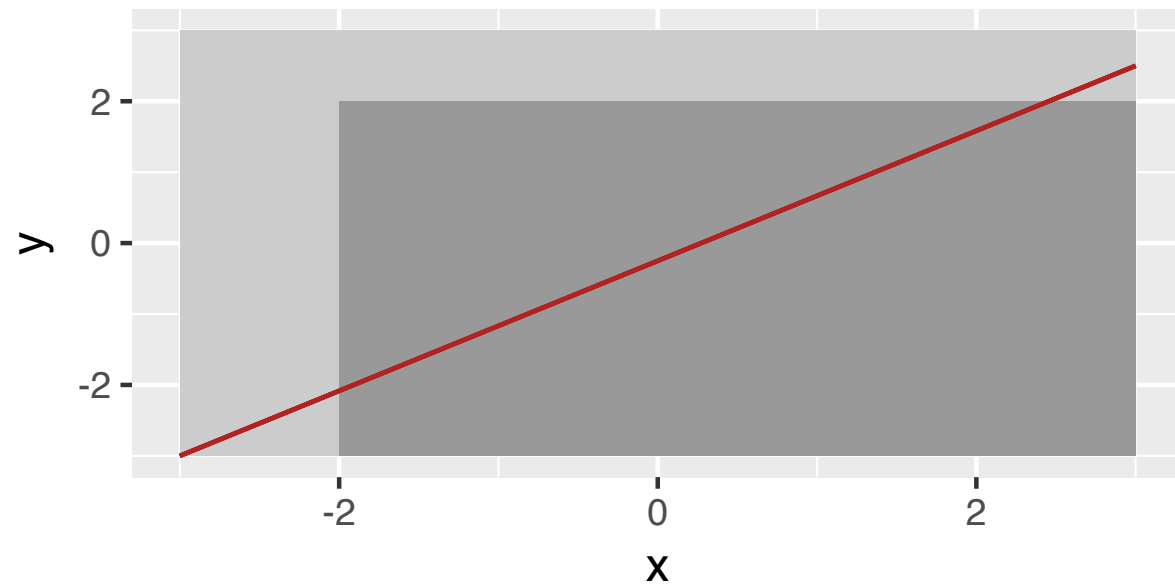
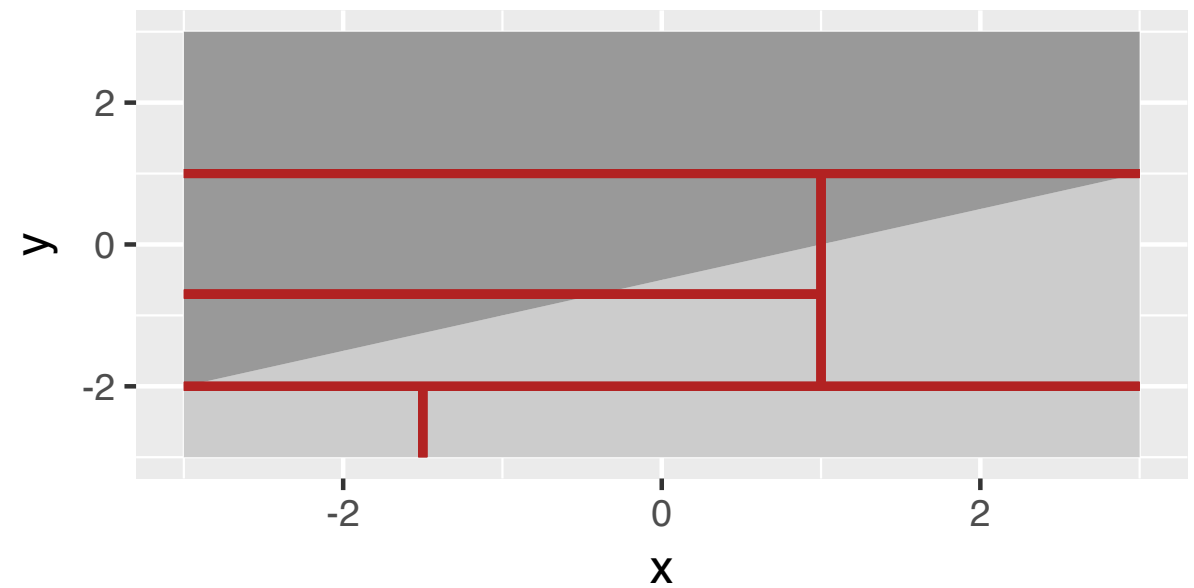
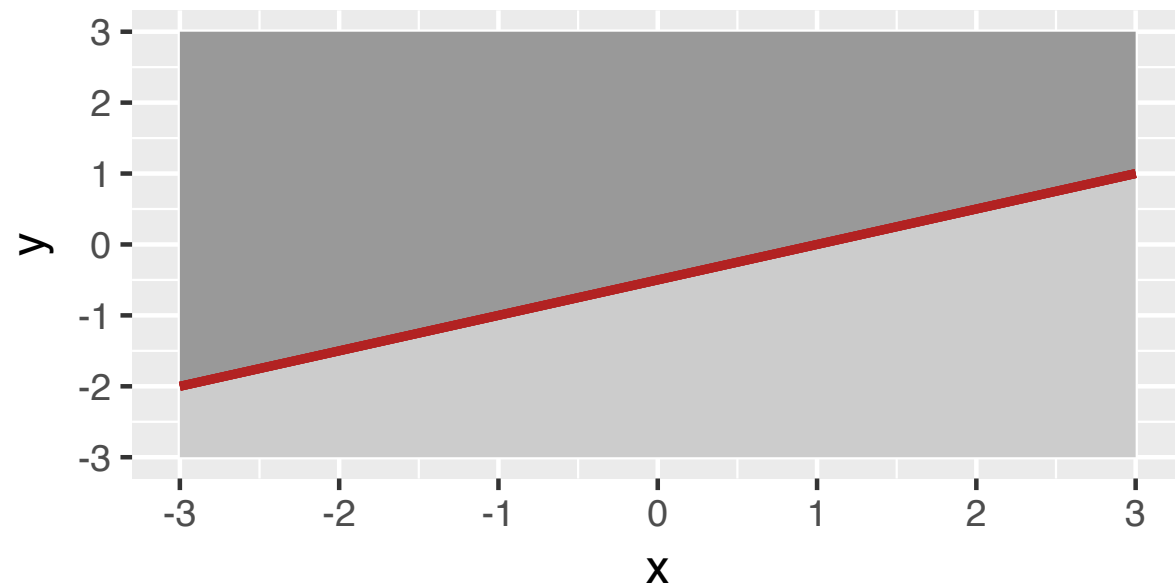


Machine learning provided
higher predictive accuracy ...



... compared to classical
regression

Again, there's no free lunch



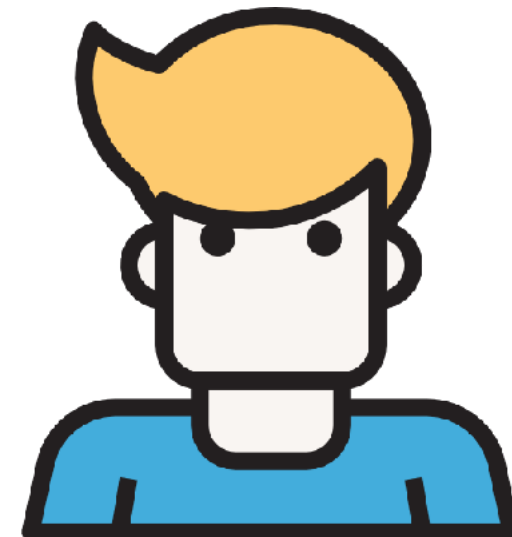
One model to rule them all

Most classical off-the-shelf statistical devices such as t-test, ANOVA etc. are just special cases of the linear model.



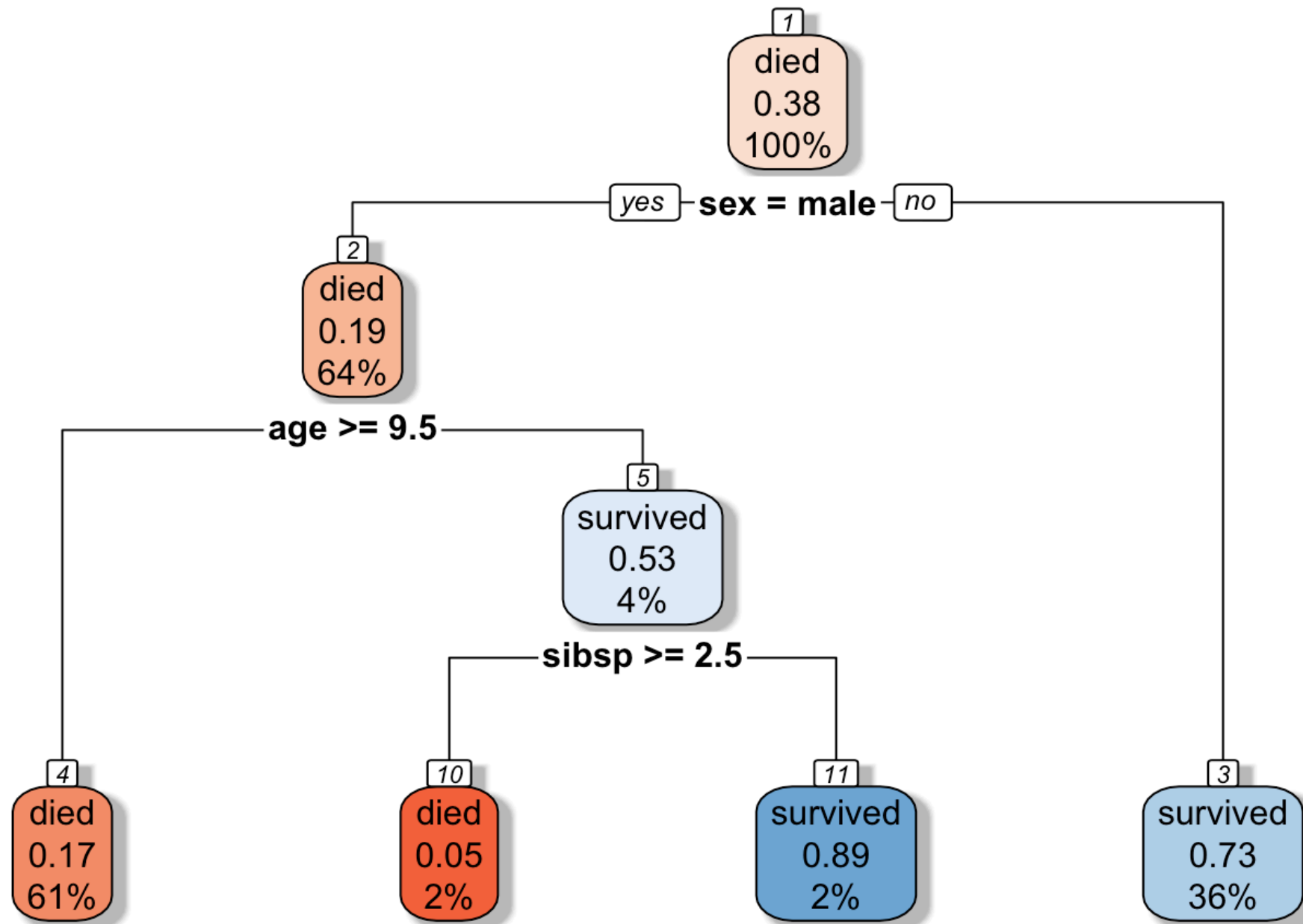
Wolfi

That's what I've kept on saying since ages! Trust me.



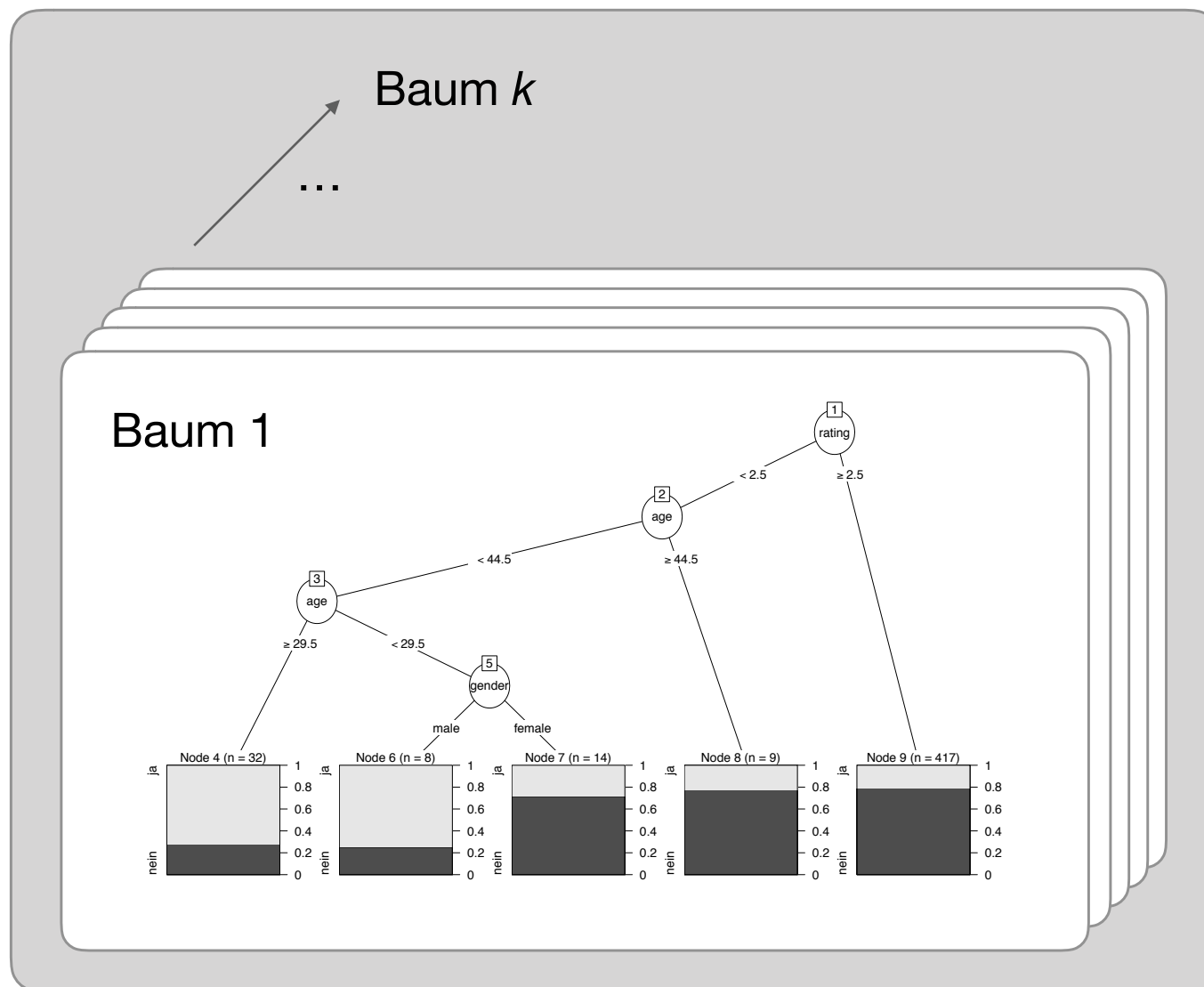
Don

Culture 2: algorithmic modelling: Decision Tree

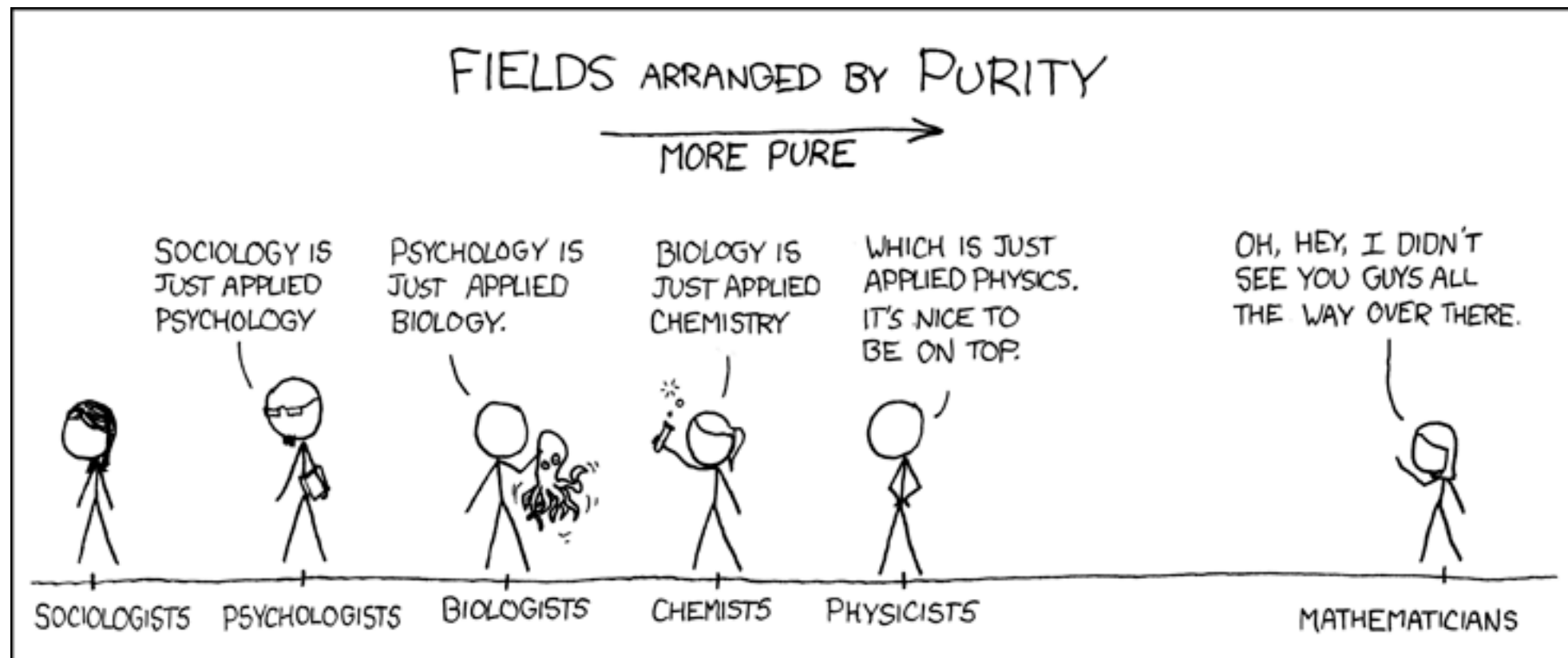


Many trees make a forest: Ensemble models

Random Forest



Fields/science branches overlap (?)

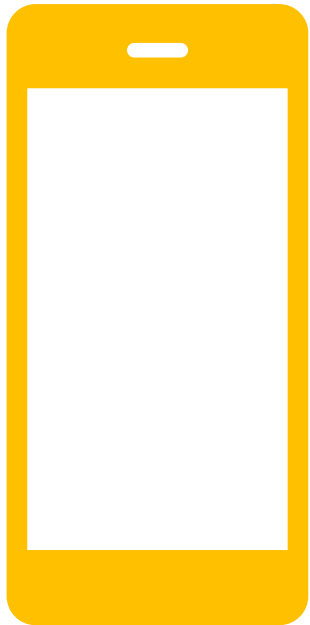


Describe the analysis

- ▶ Gather in the break-out rooms
- ▶ Work through this [demonstration](#) of the machine learning technique
- ▶ Prepare to report back the main insights

Social competition quiz

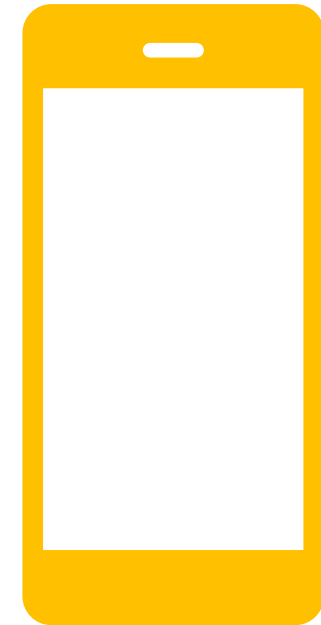
Get your phone.



Go to kahoot.it



Enter the PIN given.



or click [here](#).

Recap – Cultures of data science

- ▶ There are two tribes of data analysis:
 - a) based on stochastic models and
 - b) on computer-science models.
- ▶ Did I mention there's no free lunch?
- ▶ Tree-based models are a good starter for a data-science analysis.
- ▶ In practice, one should compare performance of multiple algos.

Big data market research case studies

There are three types of market research studies

Epistemological goals of research studies

descriptive

„What consumer types exist?“

associative

„Do Facebook likes predict personality?“

causal

„Does *consumer time on the Webshop* increase sales?“?

„effect of X on Y“

„X impacts Y“

„X influences Y“

„X leads to Y“



Analytical taxonomy



Prediction



Classification

abc

Text Mining



Data Reduction



Image/speech
recognition



Clustering

...

Sentiment mining

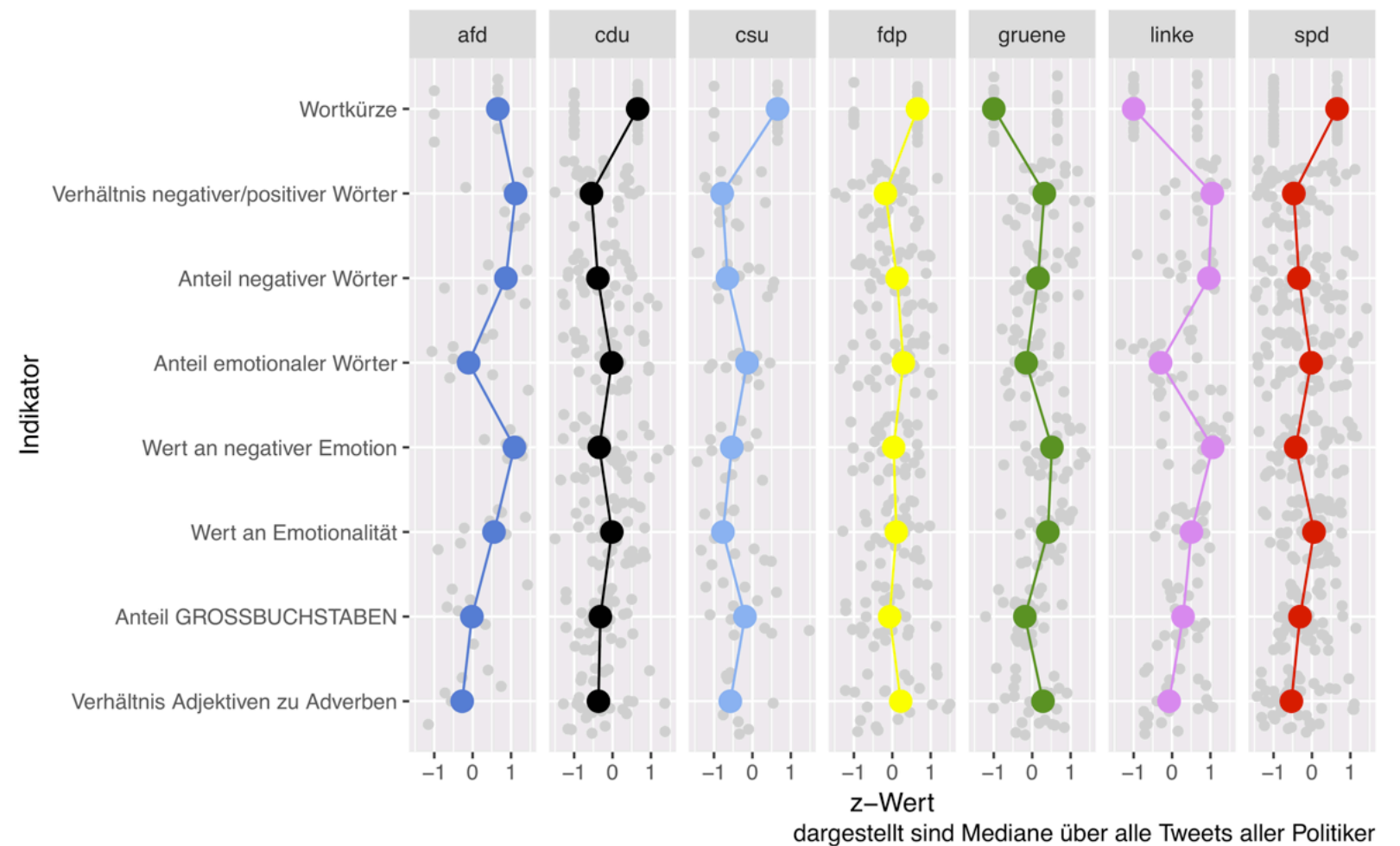
abc
Text Mining

amount of data 

6 Million words

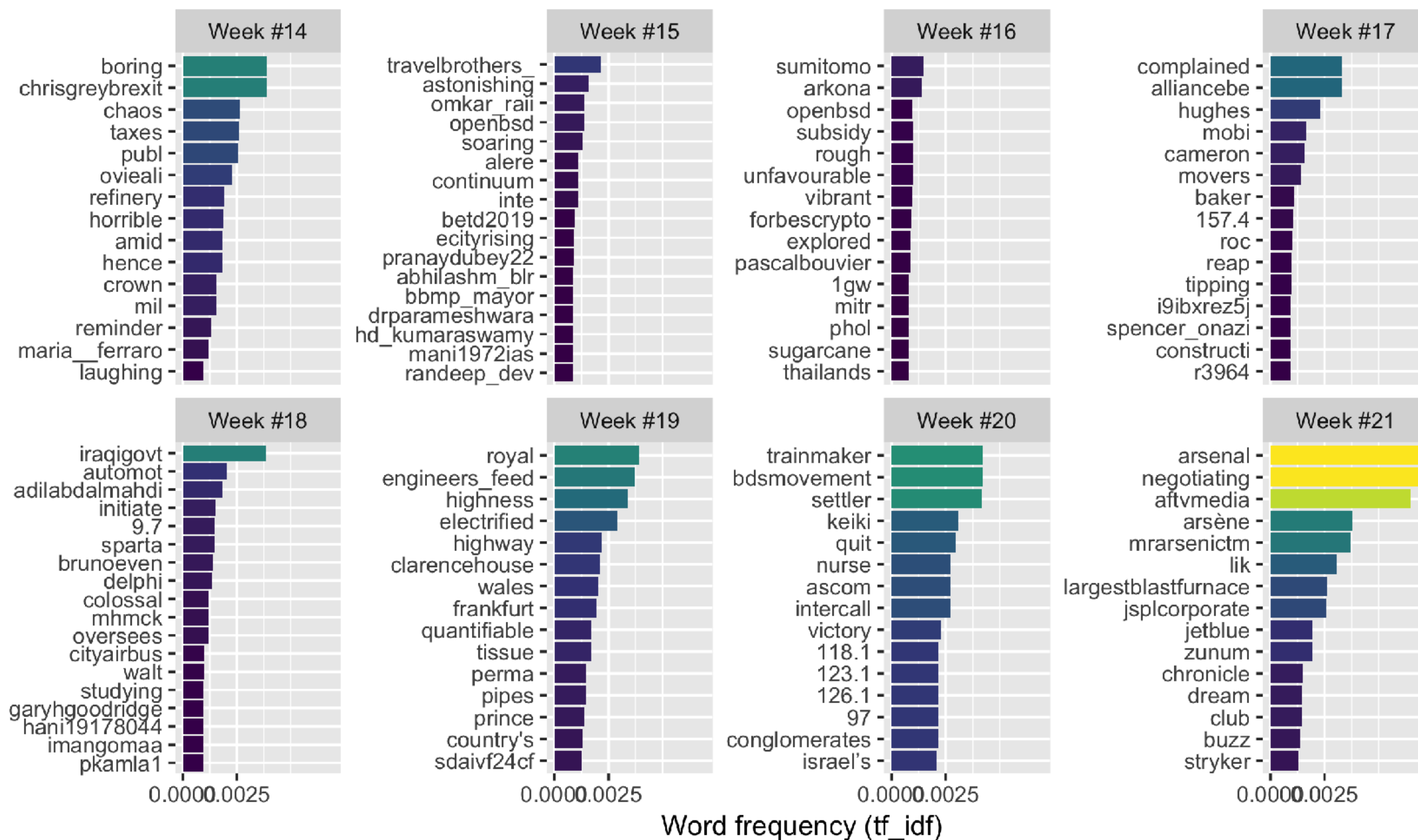
analytic method 

Twitter-Scraping,
Textmining



What do people say about Siemens?

Word frequencies in Tweets containing 'Siemens' (per week)

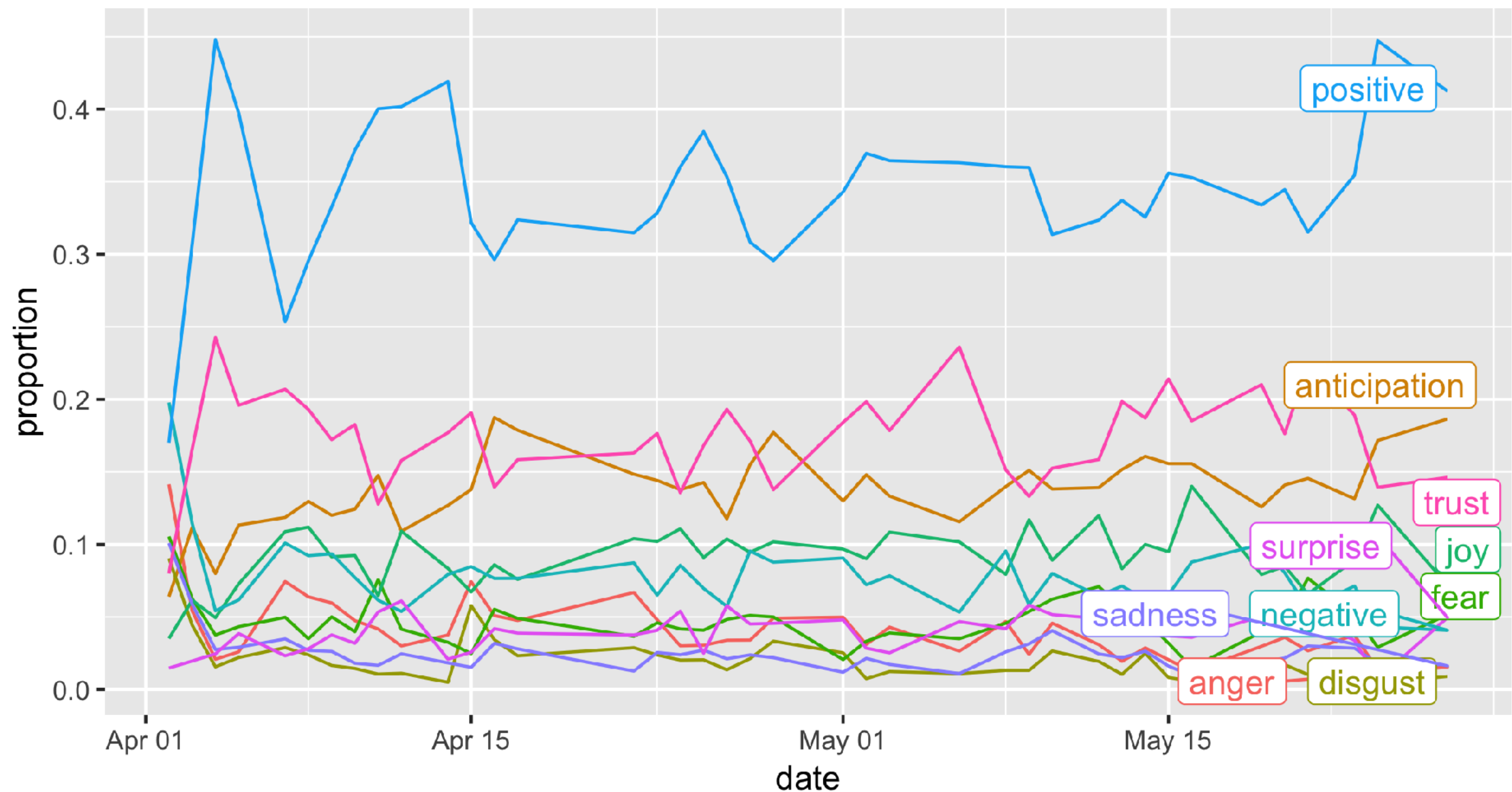


Different emotions attached to „Siemens“

abc

Text Mining

Sentiments per day in tweets with keyword 'Siemens'

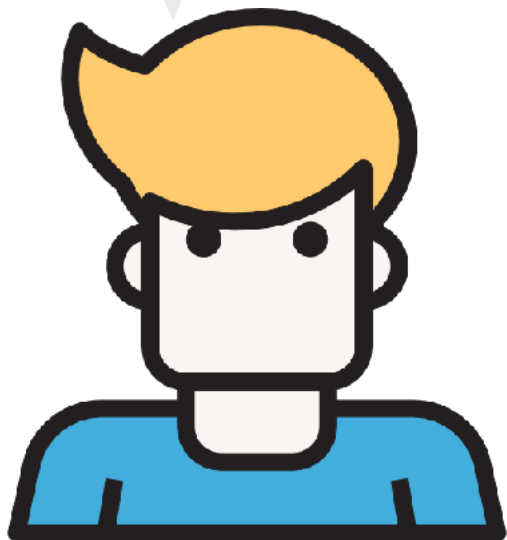


IBM predicts which employees will quit

according to a study

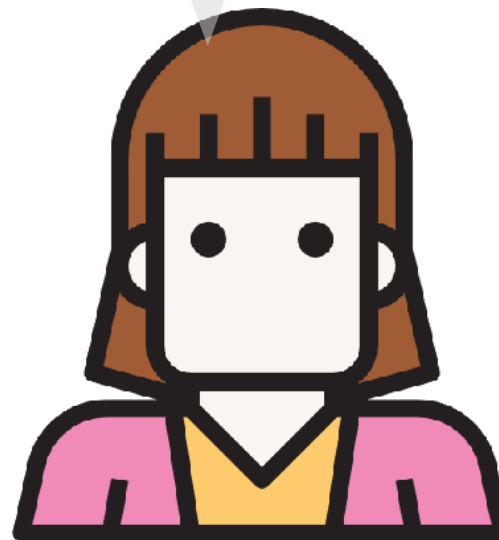


If I knew you wants
to quit, I'll fire 'em
anyway!



Don

Predictive quality
depends on data
quality.



Angi

Privacy concerns
ahead.



Wolfi



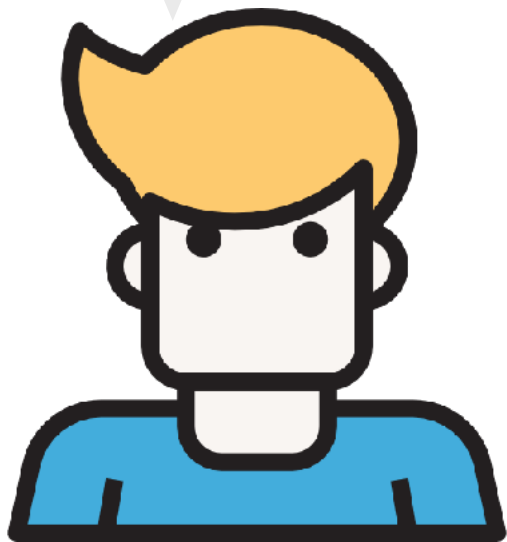
Market research in the advent of Big Data

- ▶ Amado, A., Cortez, P., Rita, P., & Moro, S. (2018). Research trends on Big Data in Marketing: A text mining and topic modeling based literature analysis. *European Research on Management and Business Economics*, 24(1), 1–7. <https://doi.org/10.1016/j.iedeen.2017.06.002>
- ▶ Bosch, V. (2016). Big data in market research: Why more data does not automatically mean better information. *Marketing Intelligence Review*, 8(2), 56–63. <https://content.sciendo.com/downloadpdf/journals/gfkmir/8/2/article-p56.xml>
- ▶ Culotta, A. (2014). Estimating county health statistics with twitter. *Proceedings of the 32Nd annual ACM conference on human factors in computing systems*, 1335–1344. <https://doi.org/10.1145/2556288.2557139> [Volltext]
- ▶ Gandomi, A., & Haider, M. (2015). Beyond the hype: Big data concepts, methods, and analytics. *International Journal of Information Management*, 35(2), 137–144. <https://doi.org/10.1016/j.ijinfomgt.2014.10.007>
- ▶ Liu, X., Shin, H., & Burns, A. C. (2019). Examining the impact of luxury brand's social media marketing on customer engagement : Using big data analytics and natural language processing. *Journal of Business Research*, S0148296319302954. <https://doi.org/10.1016/j.jbusres.2019.04.042> [Volltext]
- ▶ Markovikj, D., Gievska, S., Kosinski, M., & Stillwell, D. J. (2013). Mining facebook data for predictive personality modeling. *Seventh international AAAI conference on weblogs and social media*. [Volltext]

Check out big data business models

crystal balls

Let's just do what
the consultants say!



Don



Boston Consulting Group



PWC



McKinsey

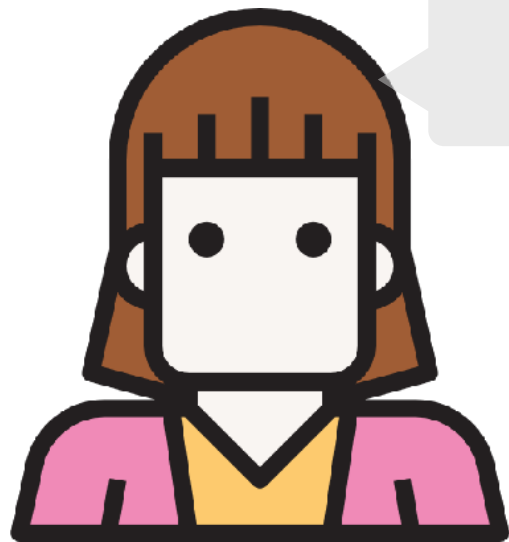


idc

What are your data analysis needs?

Try to map your ideas to the taxonomies presented above.

[Here's a template.](#)



Angi

epistemological goals

descriptive

associative

causal

analytical goals



Prediction



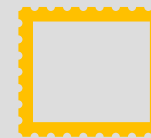
Classification

abc

Text Mining



Data Reduction



Image/speech
recognition



Clustering

Recap – Market research case studies

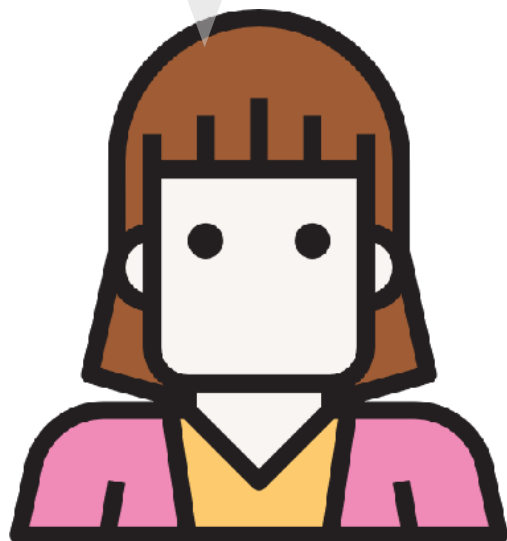
- ▶ Epistemological goals can be classified in
 - decriptive
 - associative
 - causal
- ▶ Analytical goals can be classified as
 - prediction, classification, clustering, text mining, image recognition, data reduction, ...
- ▶ Consultants propose some business models. However, it's more important to tailer your ideas to your customers' needs.

Why most analytical insights are unfit for business decisions

Examples of biased samples

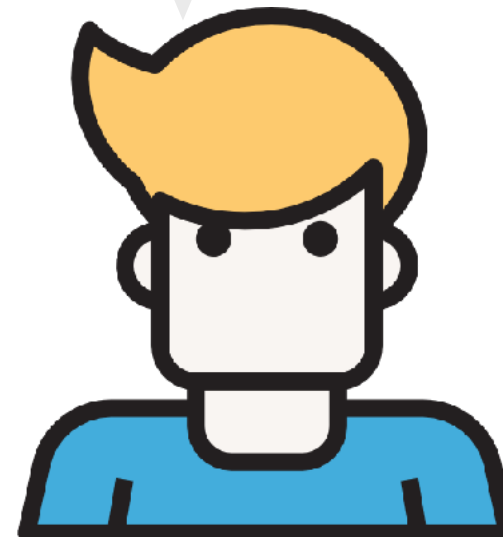
Challenge 1: Biased samples

Biased sampling
remains biased
even if the sample
is large.



Angi

Gimme an example
in three sentences.

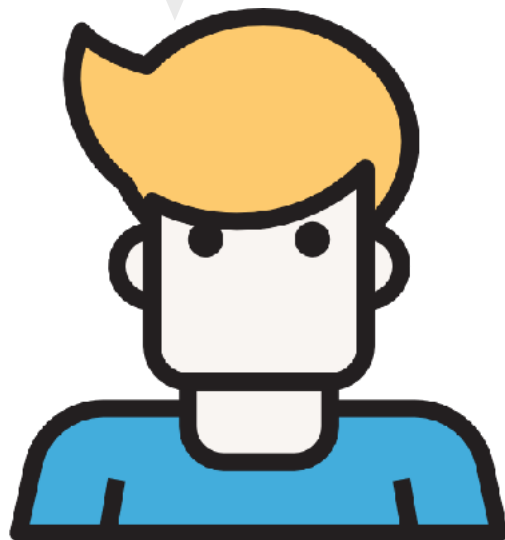


Don

👥 Explain „Correlation $\neq$ Causation“

Challenge 2: Missing causal structure

Something with
storks and babies?



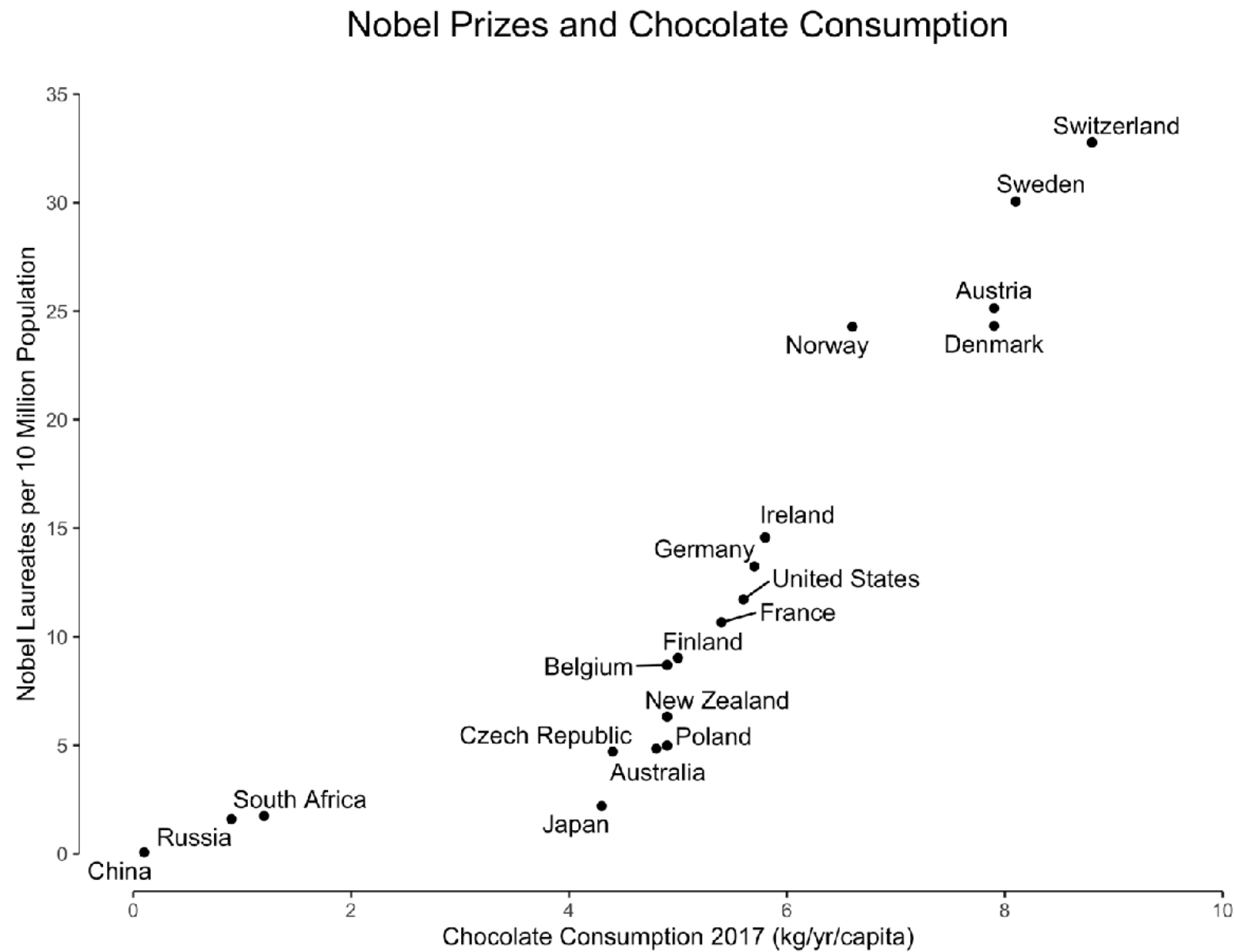
Don

Yeah, but there's
more to it.

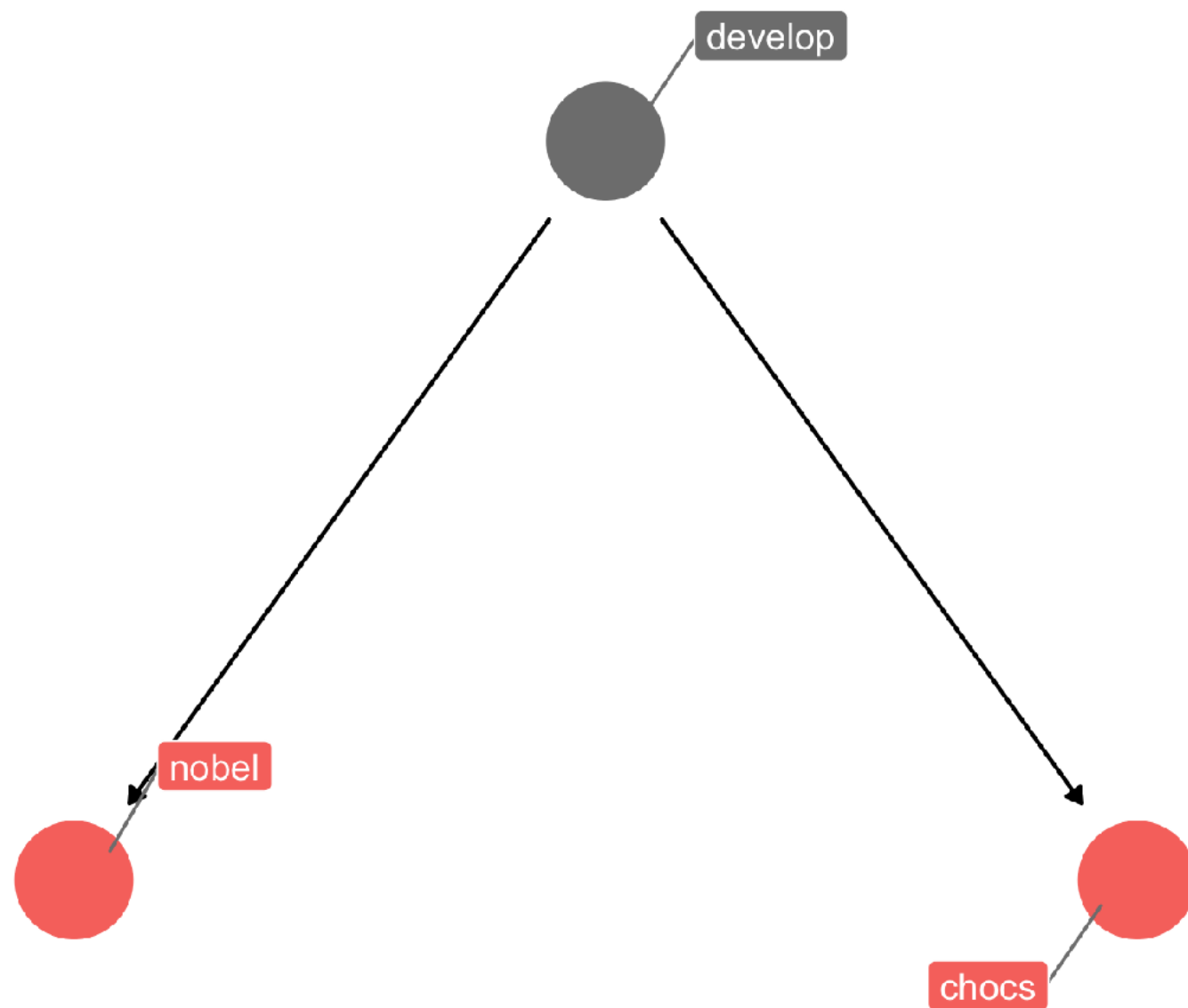


Wolfi

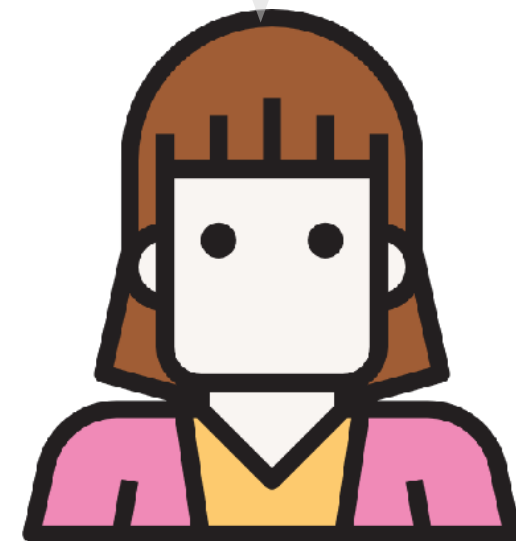
Spurious correlation: Example



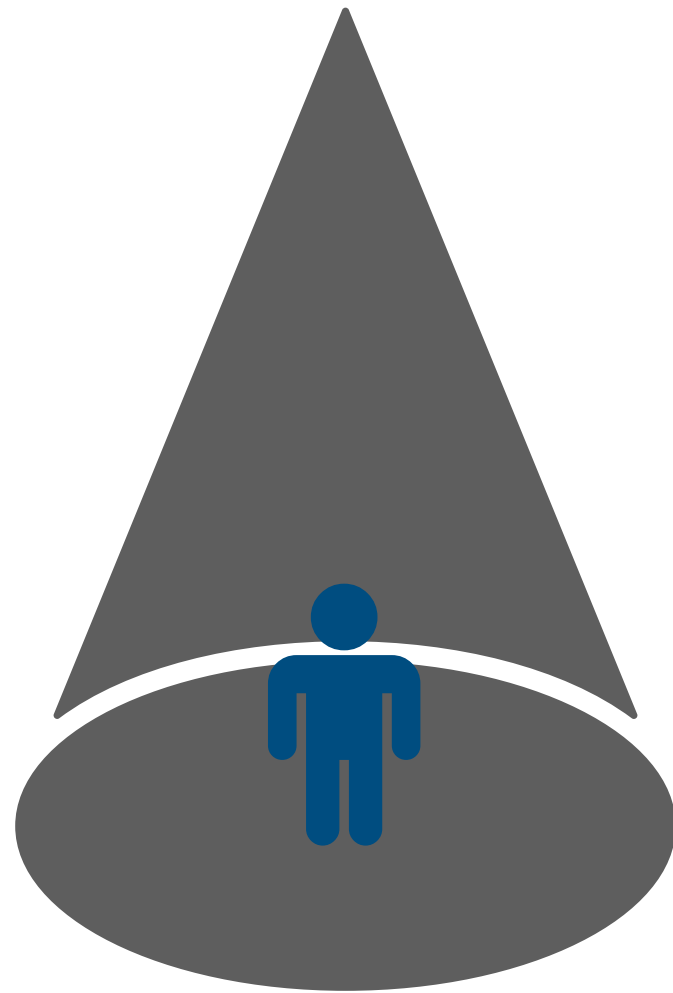
A (simplistic) causal model for the chocolate example



There'll be a fake correlation between *nobel* and *chocolate* consumption – unless you control for *develop*!



Statistical associations can be real ... or spurious



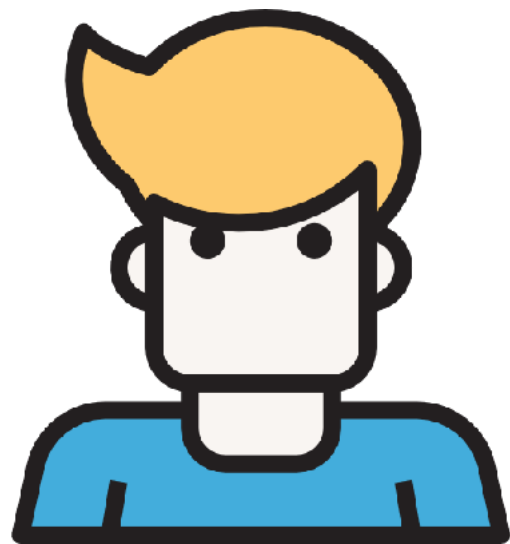
Fake (spurious)



real (causal)

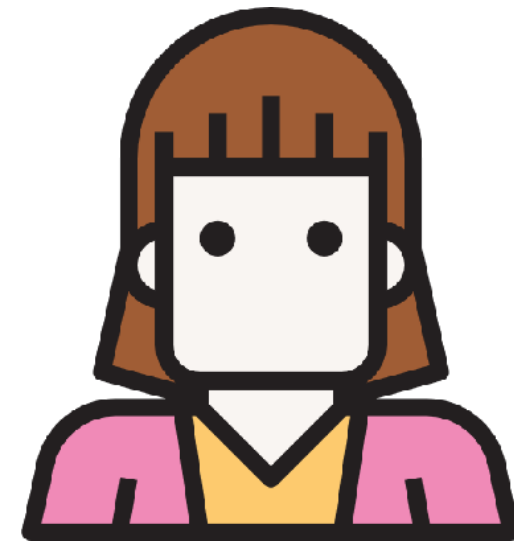
Angi's got a job from Don

What's the worth of my house? Two bedrooms! Great bedrooms!



Don

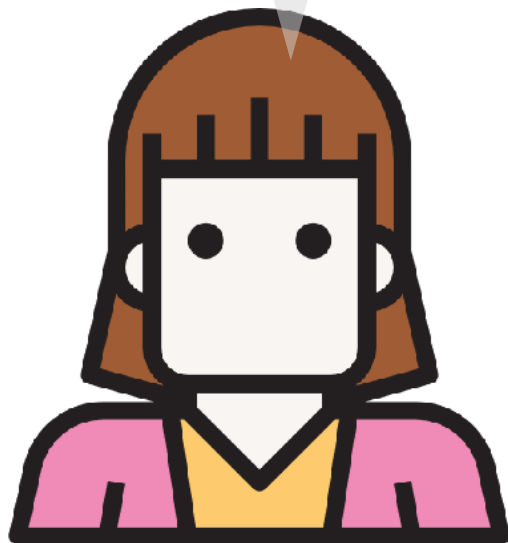
I'll find out.
The science way.



Angi

Here's a glimpse on her data

I love data! 🥰

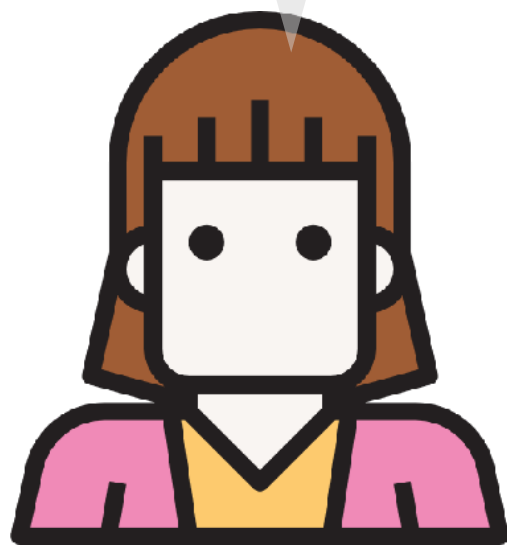


Angi

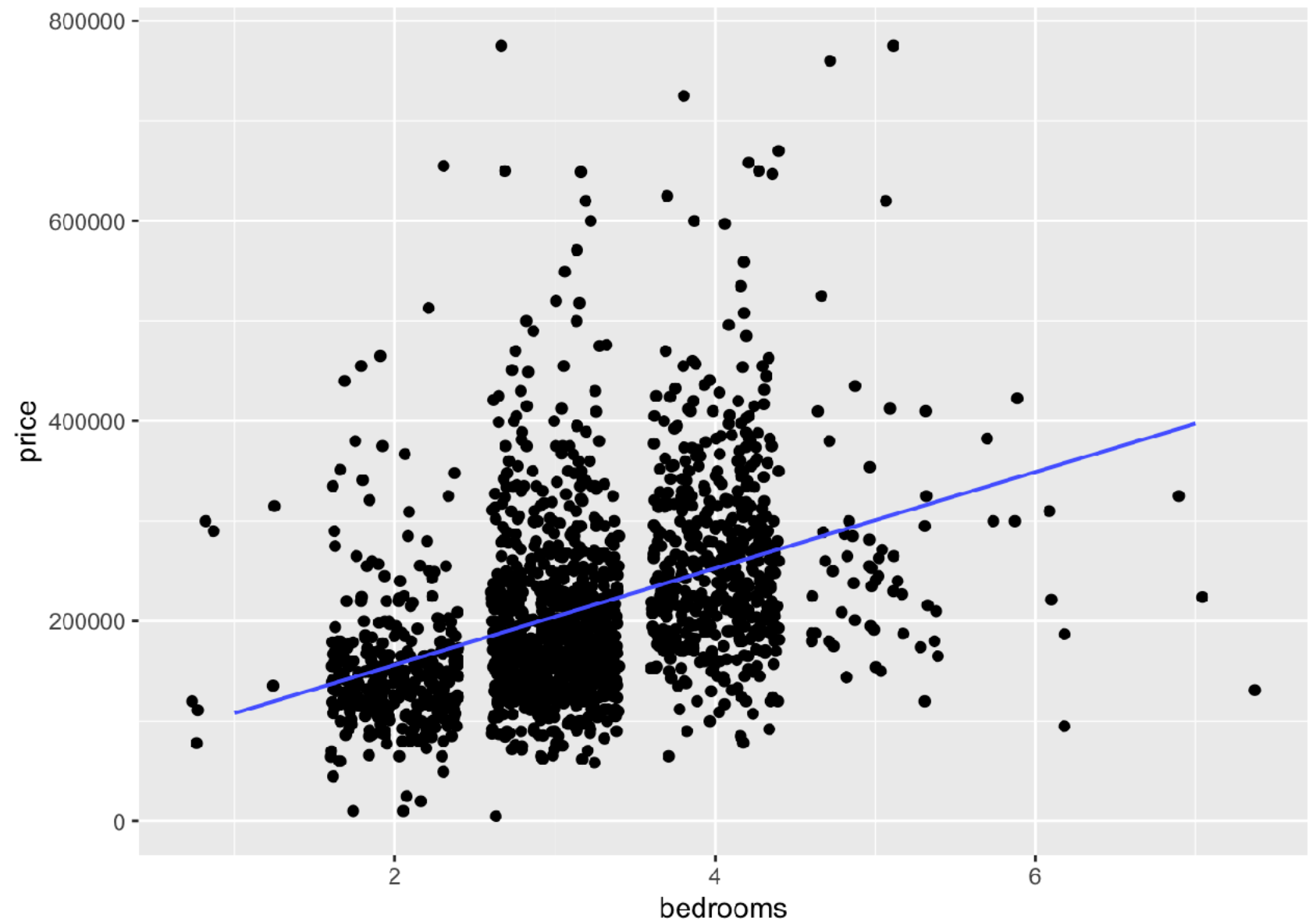
price	square-feet	age	a/c	fireplace	heating	...
132.500	84,17	42	No	Yes	Electricity	
181.115	181,44	0	No	No	Gas	
109.000	180,60	133	No	Yes	Gas	
155.000	180,60	13	No	Yes	Gas	
86.060	78,04	0	Yes	No	Gas	
120.000	107,02	31	No	Yes	Gas	
153.000	255,67	33	No	Yes	Oil	
170.000	154,40	23	No	Yes	Oil	
90.000	151,62	36	No	No	Electricity	
122.900	131,55	4	No	No	Gas	
...	...	...	...	...	...	

Model 1: Price as a function of number of bedrooms

Hey Don! More bedrooms, more bucks!



Angi



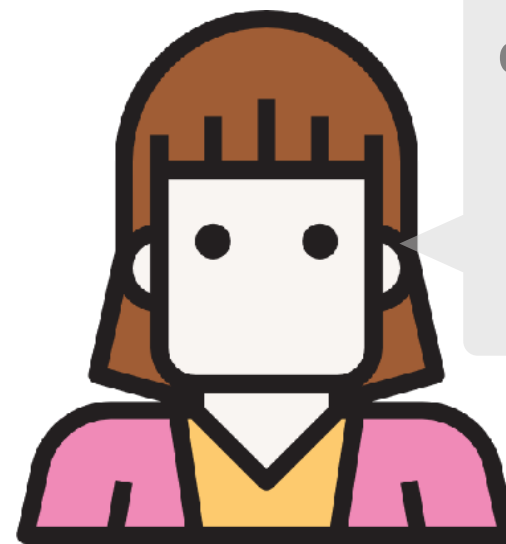
Angi reporting back to Don. Don isn't happy.

```
modell <- lm(price ~ bedrooms,  
data = SaratogaHouses)  
coef(modell)
```

```
## (Intercept)      bedrooms  
##      59862.96    48217.81
```

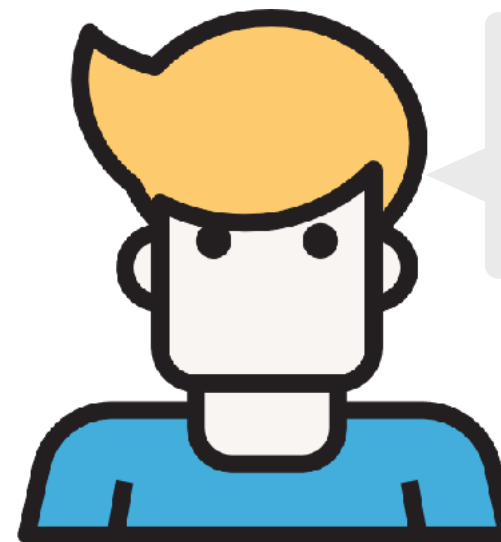
```
dons_house <- data.frame(bedrooms = 2)  
predict(modell, dons_house)
```

```
##           1  
## 156298.6
```



Angi

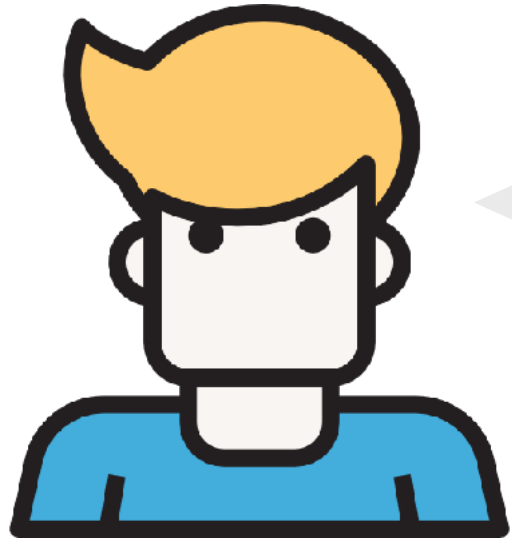
I've crunched the data. Each bedroom adds 50k worth's. Your house sells at 150k.



Don

Not enough! 🤔 😡 🤯

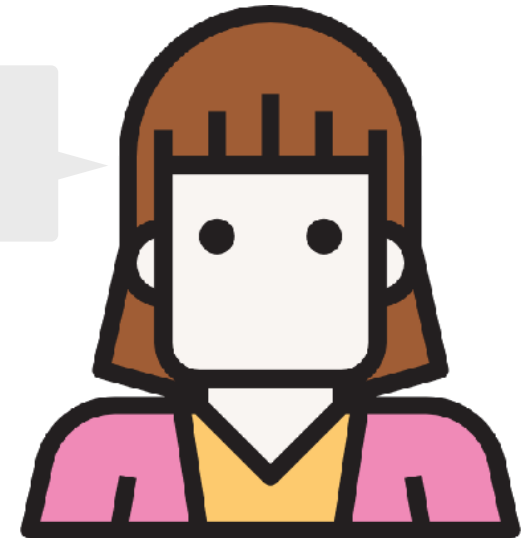
Don's got an idea: Split each bedroom into two



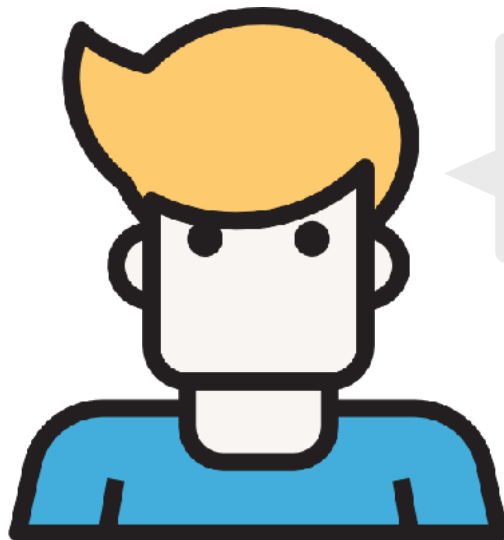
Don

I'll split each bedrooms into two!

Wait ...



Angi



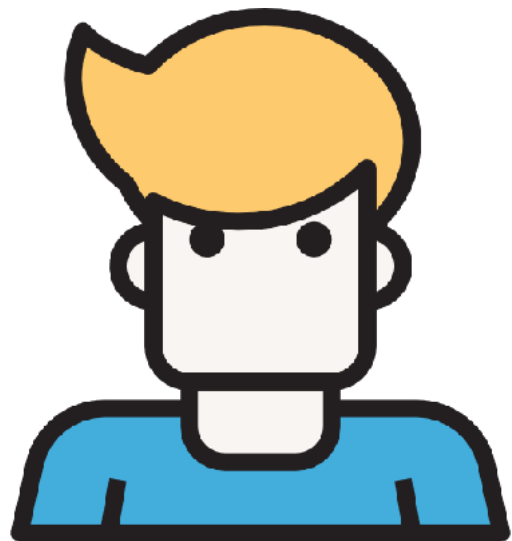
Don

Crunch the data – now!

With 4 bedrooms, the price rises to 250k, model 1 says

```
dons_new_house <- data.frame(bedrooms = 4)  
predict(model1, dons_new_house)
```

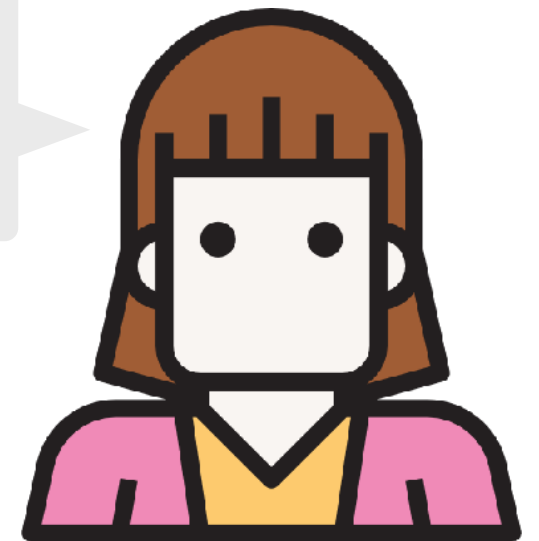
```
##           1  
## 252734.2
```



Don

I nailed it!
Now I'll earn 250k,
a full 100k plus! 💰

Not so fast ...



Angi

Wolfi wants you to know a thing



Wolfi

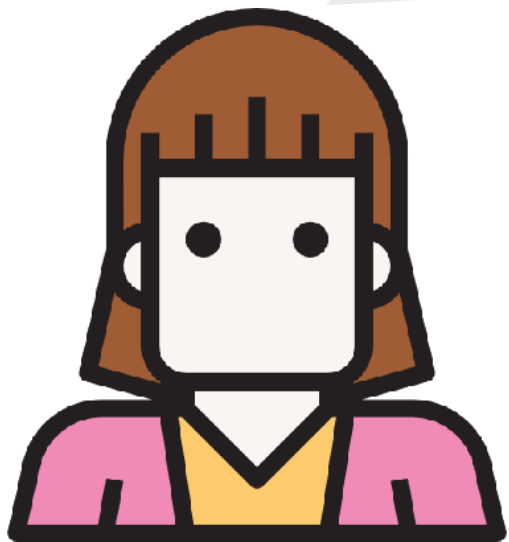
It something looks to good to be true,
it probably is.

Model 2: Price as a function of two predictors: bedrooms + living area

```
model2 <- lm(price ~ bedrooms + livingArea, data = SaratogaHouses)
coef(model2)
```

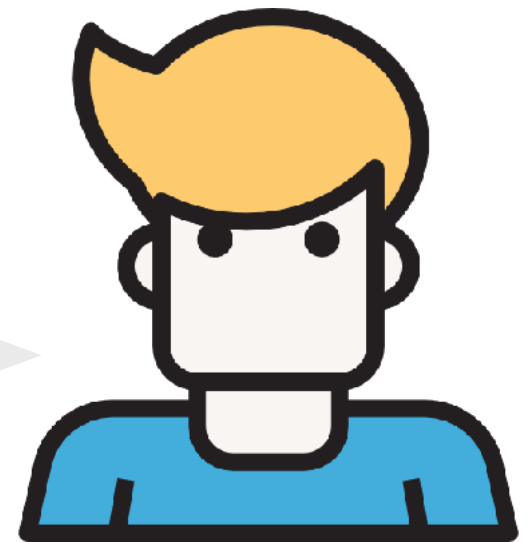
```
## (Intercept)    bedrooms  livingArea
##  36667.895   -14196.769    125.405
```

Splitting the bedrooms
may *reduce* your price,
Don!



Angi

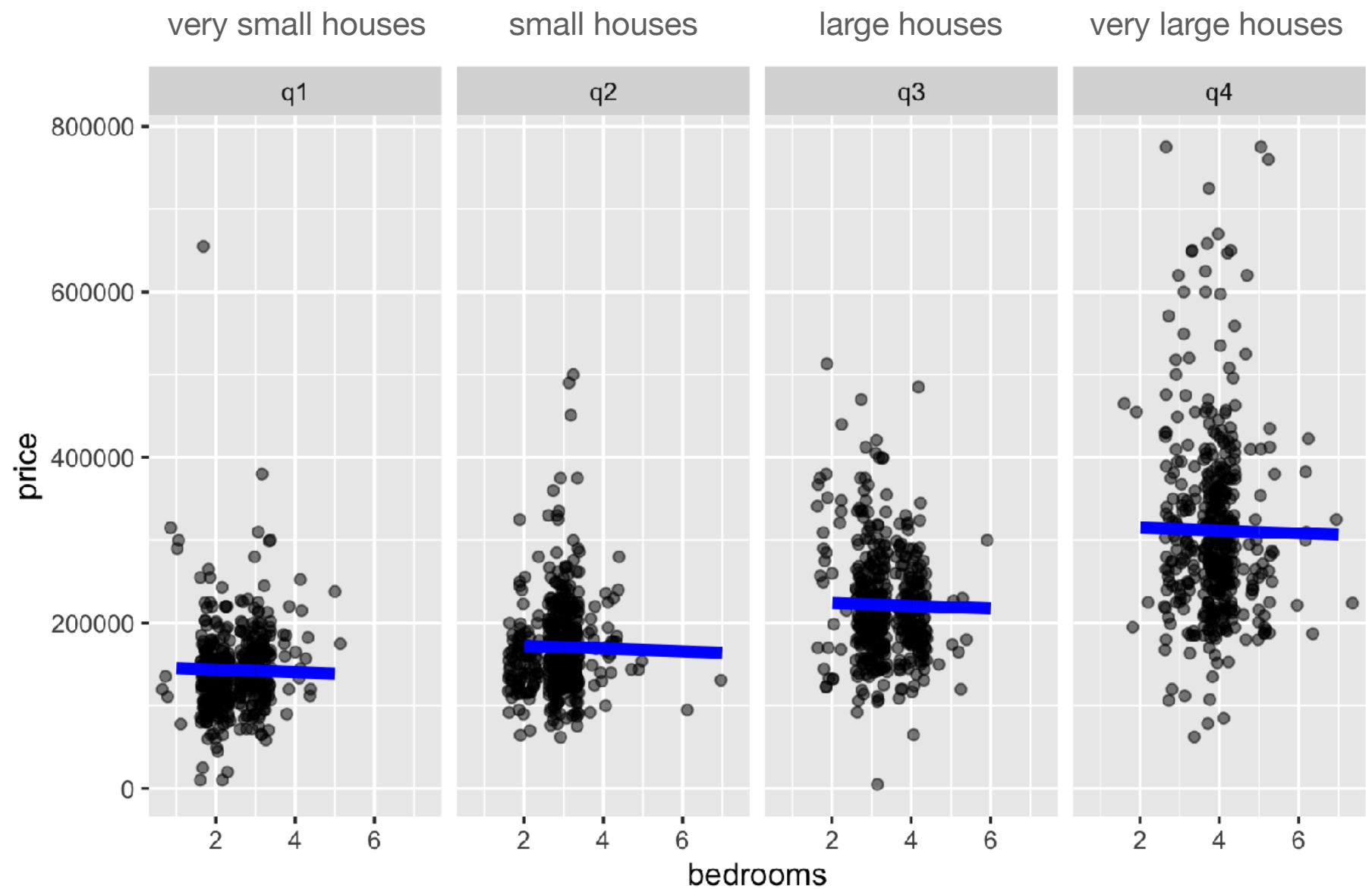
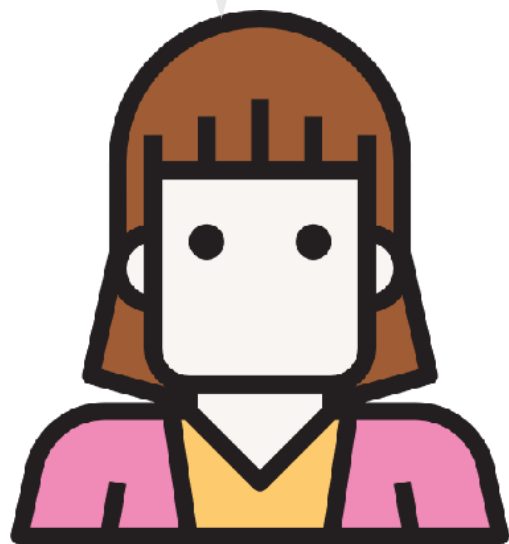
Reduce my price?!
Oh no!



Don

The number of bedrooms is negatively associated with price

Now a **NEGATIVE**
association!
NE-GA-TIVE!



Wolfi shares his wisdom

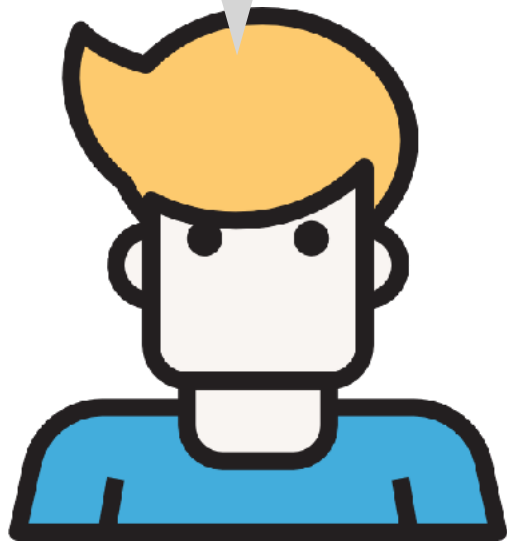
Adding predictors will often change the association to the outcome of the other predictors.



Wolfi

The borders of statistics

But which model should I trust? Model 1 or model 2?



Don

Statistics cannot tell.



Wolfi

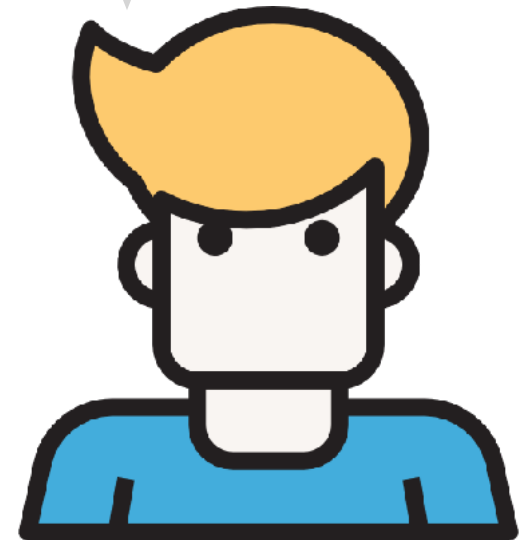
Business is about decision making

Many observational studies
are unfit for decision making.



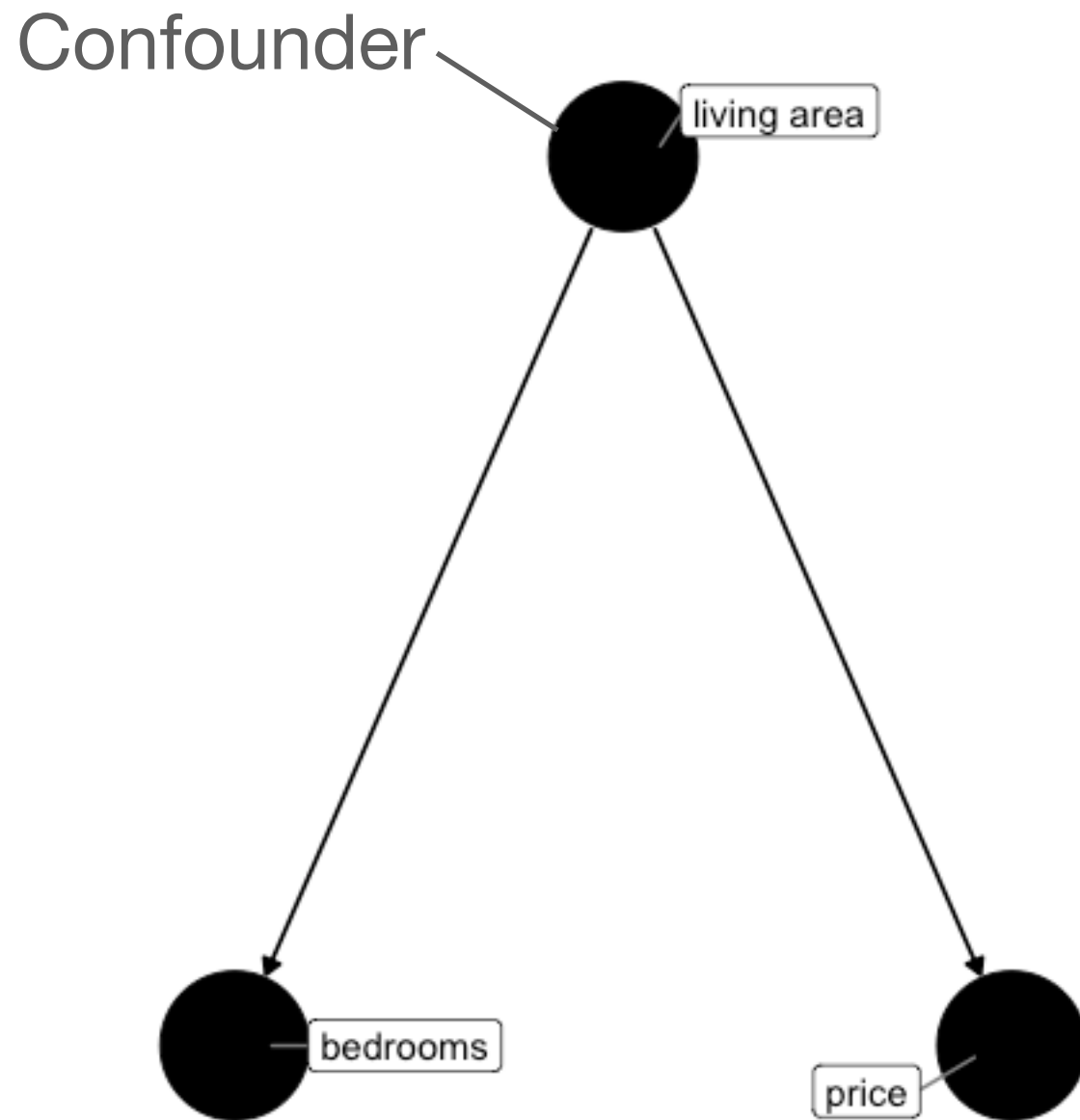
Wolfi

Who are you? The slayer
of science or what?

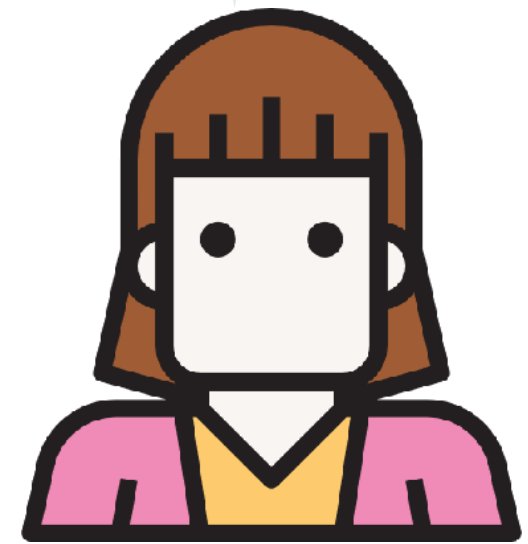


Don

Model 2: Angi's model: livingArea as a confounder

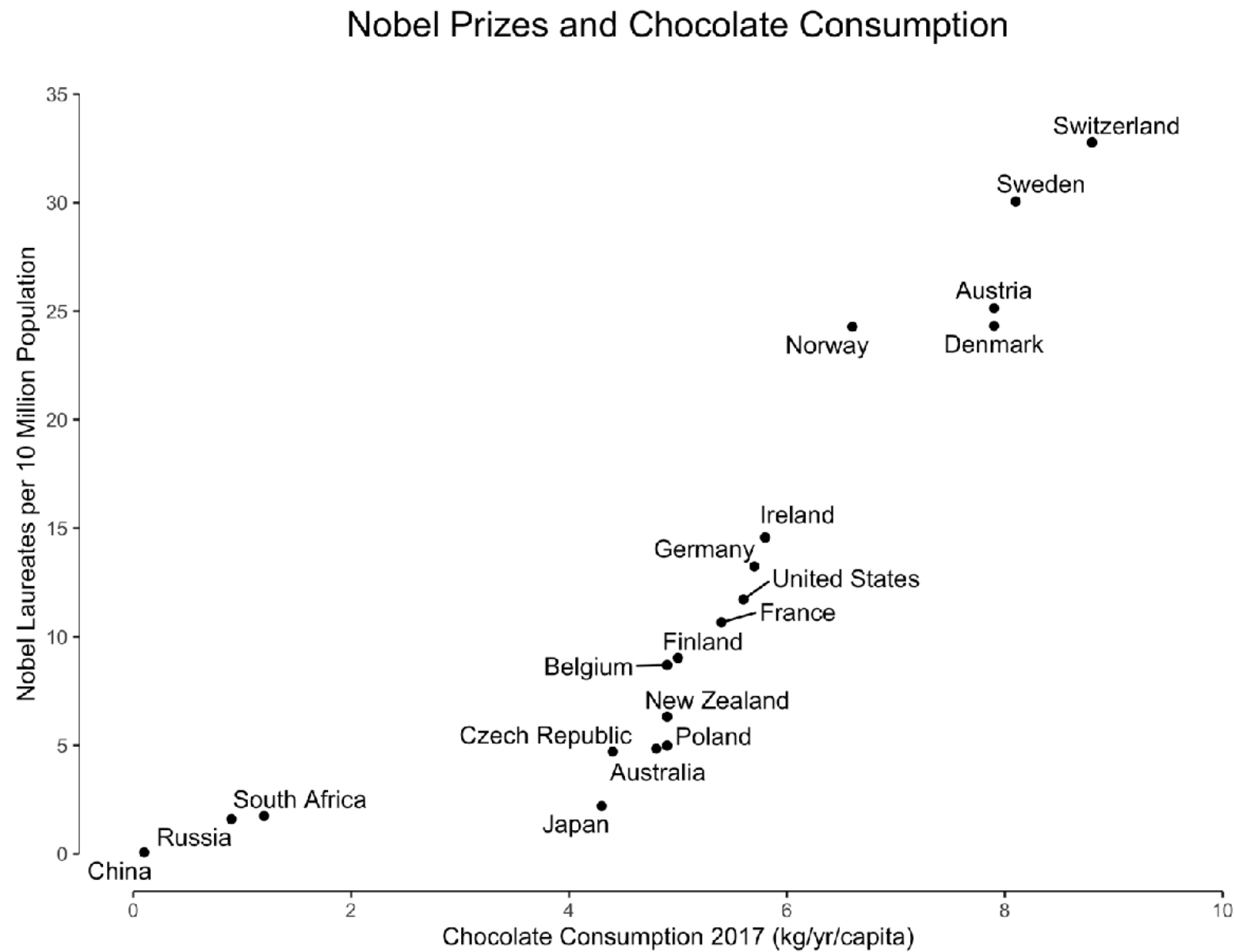


Model 2:
We should control
for *livingArea*.

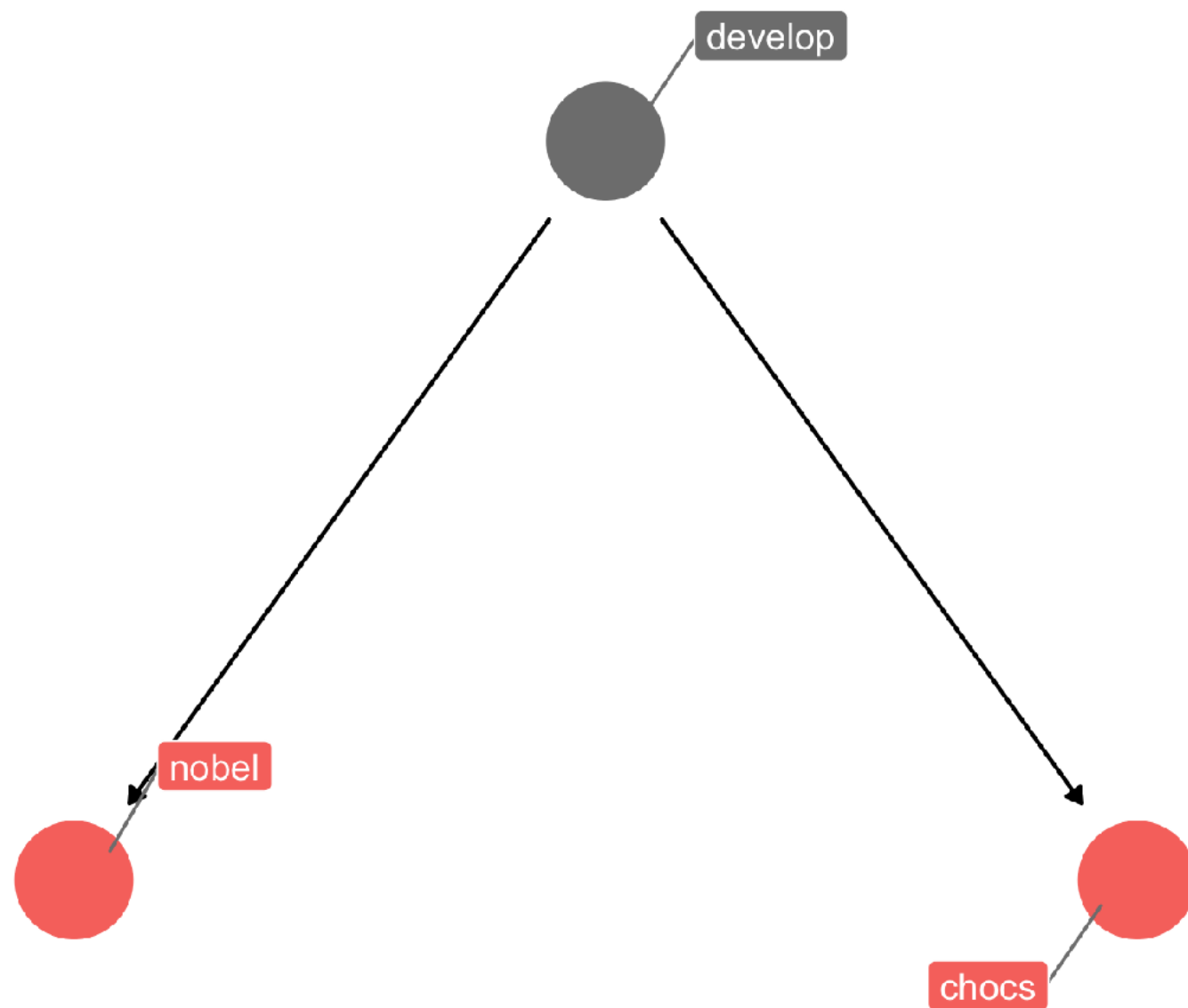


Angi

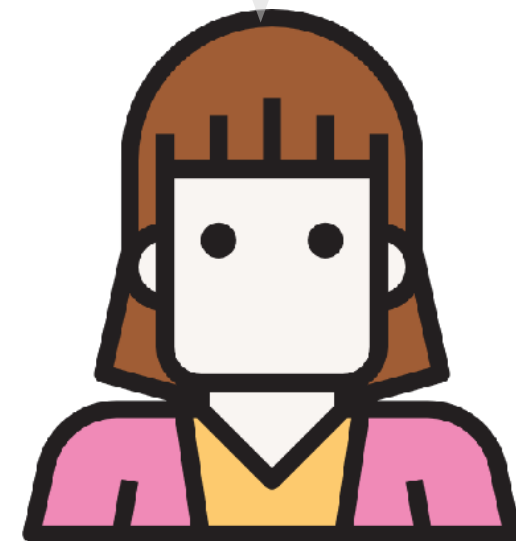
Spurious correlation: Example



A (simplistic) causal model for the chocolate example

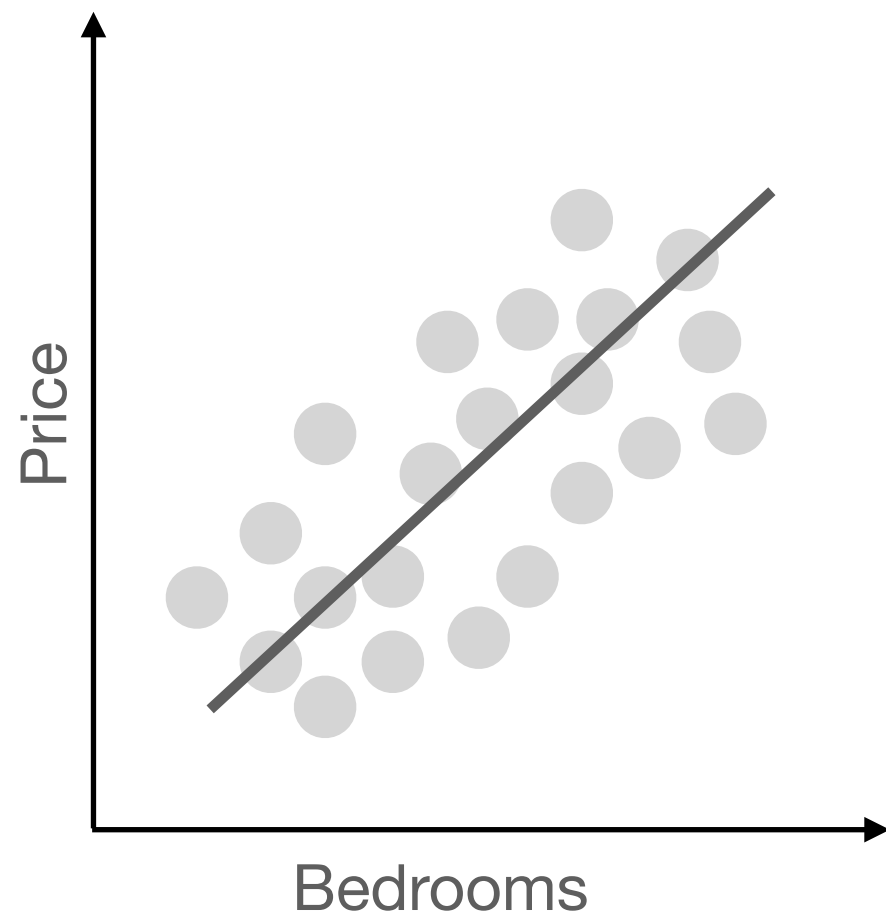


There'll be a fake correlation between *nobel* and *chocolate* consumption – unless you control for *develop*!



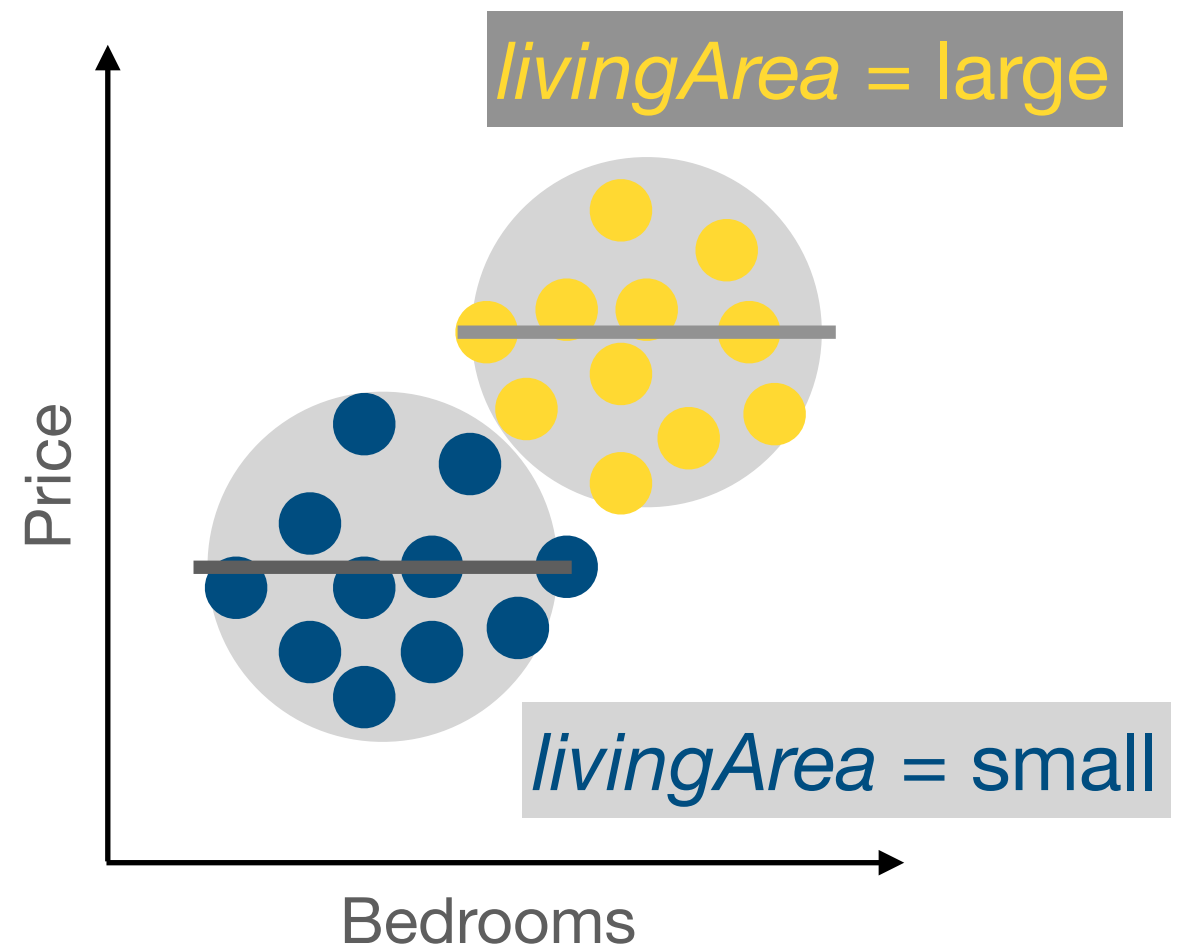
Controlling the confounder is the key

Model 1: Confounder *livingArea*
NOT controlled



Spurious correlation appears

Model 2: Confounder *livingArea*
controlled

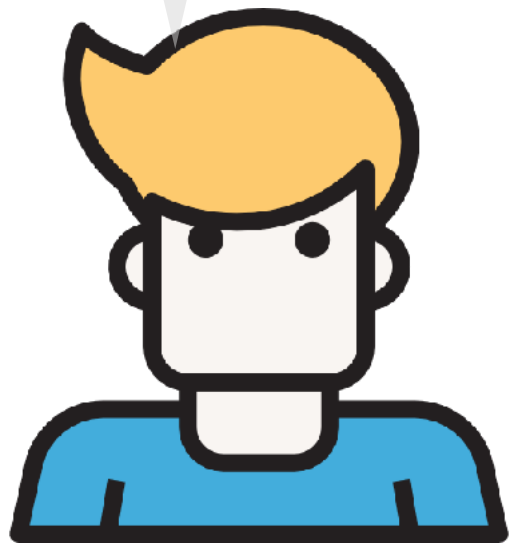


Spurious correlation disappears

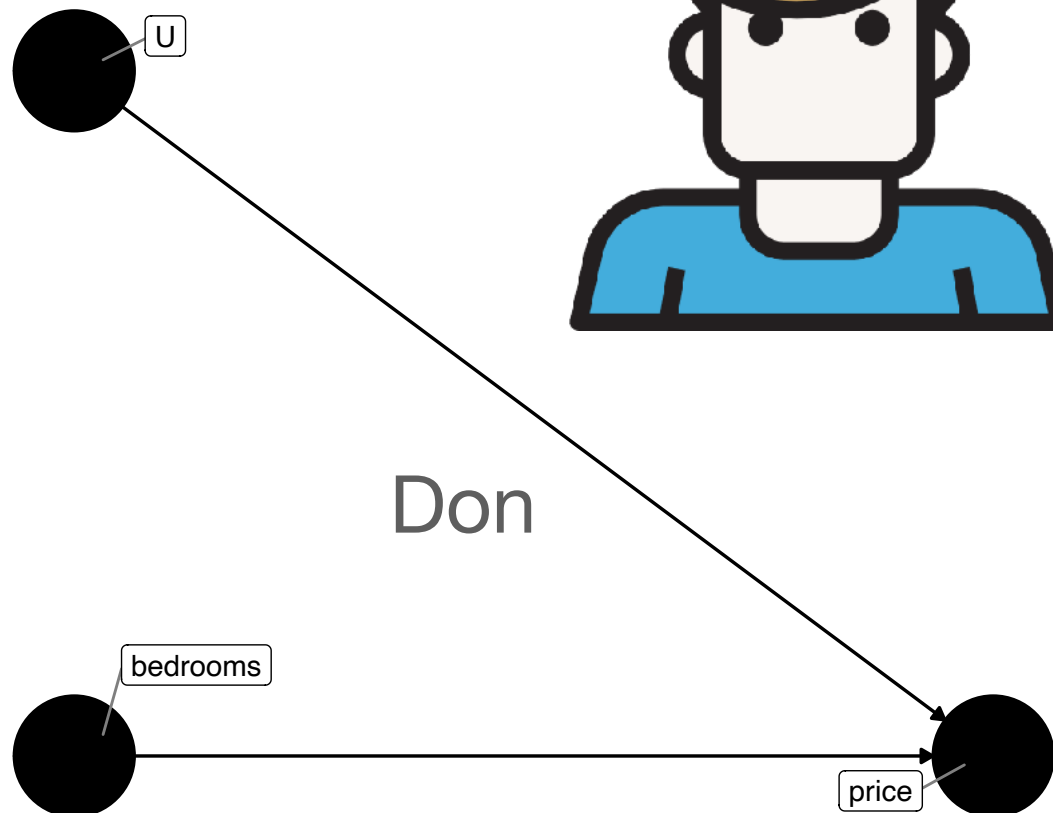
Model 1 does not fit the data

Don still likes model 1 though

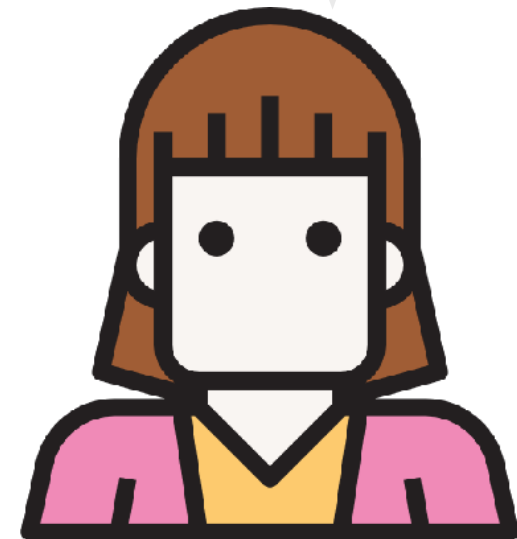
Model 1 holds that *price* is influenced by *bedrooms* only. No confounders!



Don



Model 1 is falsified by the data.

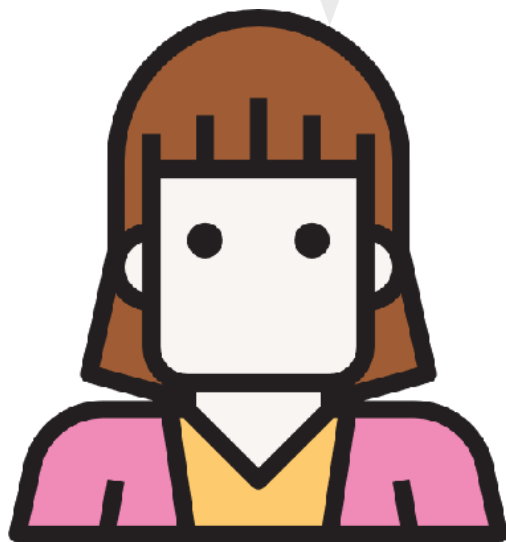


Angi

Journal of Applied Psychology reasons about causal questions

Indicators of causal hypotheses in recent issues (4/5 of 2020)

10 out of 12 studies presented their research questions using causal language.



Angi

Title	quotes (abstract)	causal language?
The generation and function of moral emotions in teams: An integrative review.	„influence on individual team members' moral emotions“	yes
On melting pots and salad bowls: A meta-analysis of the effects of identity-blind and identity-conscious diversity ideologies.	„improve intergroup relations“ „the effects of identity-blind ideologies“	yes
Political affiliation and employment screening decisions: The role of similarity and identification processes.	„to examine the effects of“	yes
A dynamic account of self-efficacy in entrepreneurship.	„self-efficacy energizes action because“	yes
Coworker support and its relationship to allostasis during a workday: A diary study on trajectories of heart rate variability during work.	„We examined the effect of“	yes
A theoretical assessment of dismissal rates and unit performance, with empirical evidence.	"utility analysis suggests that increasing dismissal rates can improve performance“	yes
Motivation to lead: A meta-analysis and distal-proximal model of motivation and leadership.	„the three MTL types partially explained the relationship“	no
Putting leaders in a bad mood: The affective costs of helping followers with personal problems.	„how such helping acts may impact leaders“ „leaders with high (vs. low) managerial experience were less affected by“	yes
When goals are known: The effects of audience relative status on goal commitment and performance.	„investigating how the perceived relative status of a goal audience influences goal commitment“	yes
Selecting response anchors with equal intervals for summated rating scales.		no
It hurts me too! (or not?): Exploring the negative implications for abusive bosses.	„we propose that perpetrated abuse impacts these supervisor outcomes“	yes
How can employers benefit most from developmental job experiences? The needs-supplies fit perspective.	„developmental job experiences (DJE) lead to positive work-related outcomes“	yes

Nothing's as practical as a good theory



Wolfi

You need a causal model in order to disentangle the true correlations in a observational study.



Digging deeper

The post is cool, but kinda heavy going.



Wolfi

Want to make good business decisions? Learn causality



EDDIE LANDESBURG, MOLLY DAVIES, AND STEPHANIE YEE

December 19, 2019 - San Francisco, CA

 Tweet this post!  Post on LinkedIn



Made with *DAGitty*



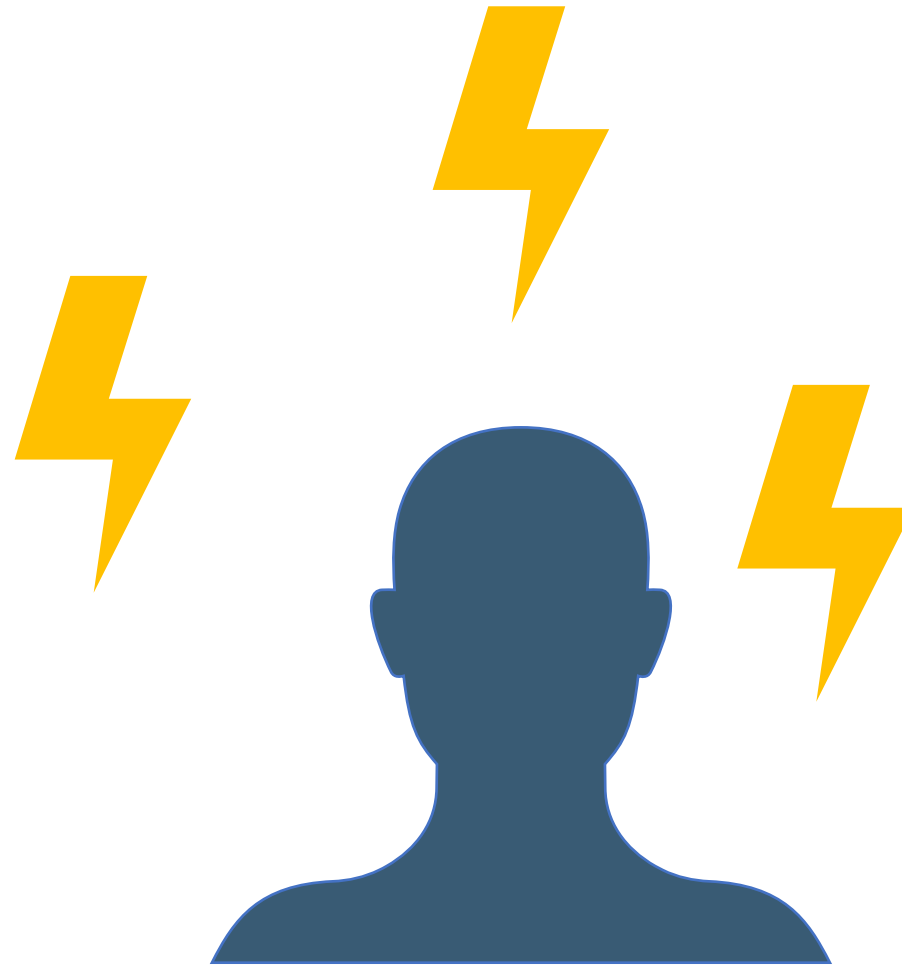
Recap – causal analysis

- ▶ In order to decide something, you need to causal knowledge
- ▶ Correlation is not sufficient for establishing causal association.
- ▶ In fact, it is even not even necessary for having causal association, but we didn't pick that up.
- ▶ Confounding is a typical problem that yields spurious correlation.

From Mediocristan to Extremistan

Some have strong feelings against prediction

Challenge 3: long-tailed variables



Nassim Taleb speaks out
against (some) prediction.



„Normal“ and long-tailed variables

Mediocristan

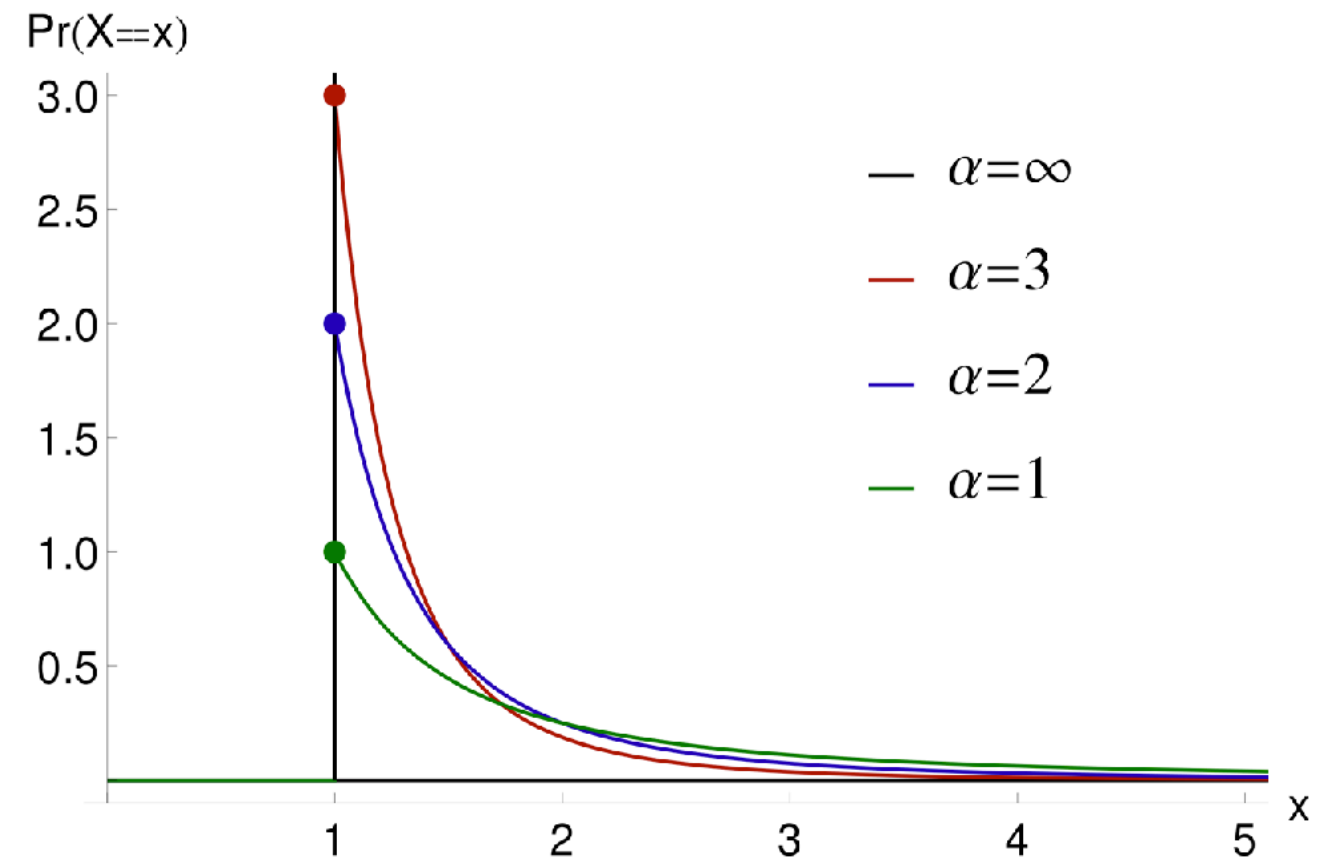
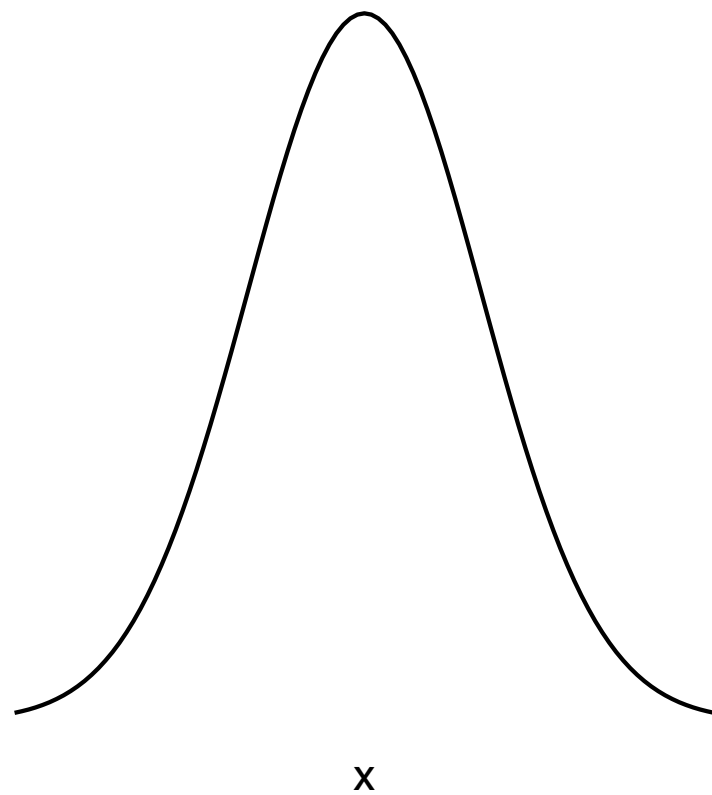
- ▶ height
- ▶ dice/coin flipping
- ▶ weight
- ▶ IQ
- ▶ blood pressure
- ▶ errors of a machine

Extremistan

- ▶ wealth
- ▶ book copies sold
- ▶ fame
- ▶ stock market
- ▶ earth quakes
- ▶ pandemics
- ▶ success on [tinder](#)
- ▶ size of meteorites
- ▶ city sizes



Mediocristan and Extremistan



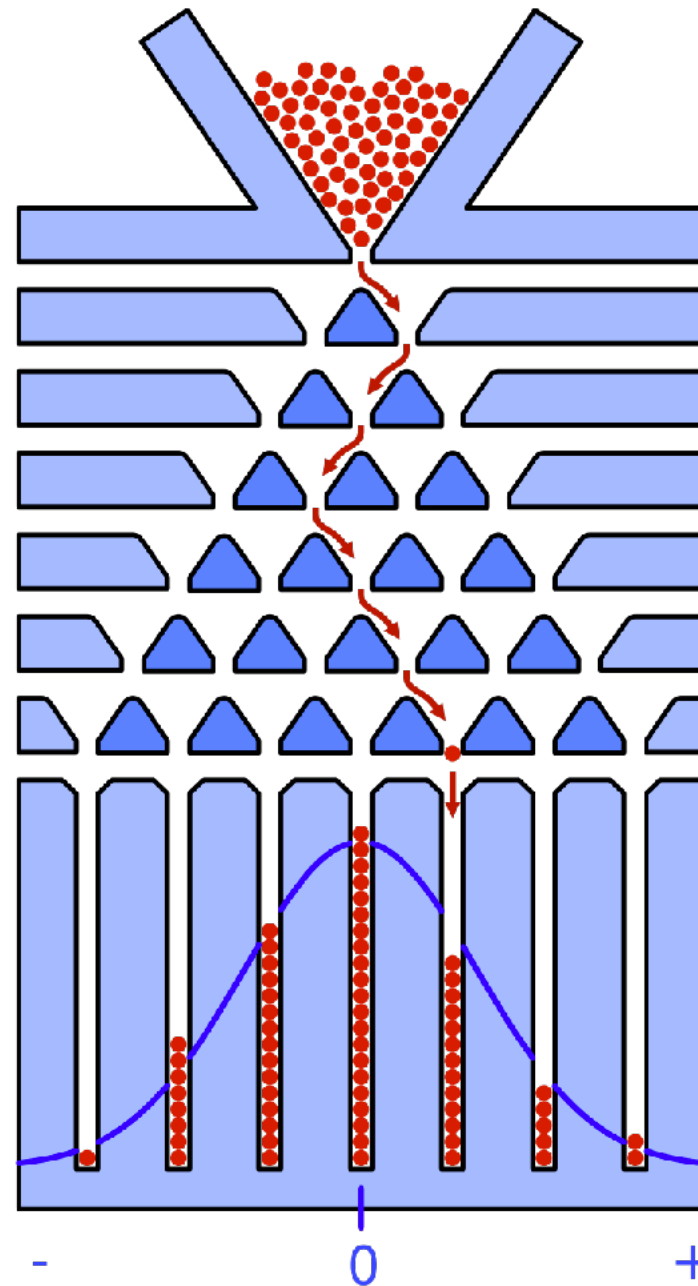
Power laws make fat tails

$$S(x) = 1 - P(X > x)$$

$$S(x) \approx \frac{1}{x^\alpha}$$

- ▶ The lower the alpha, the fatter the tail.

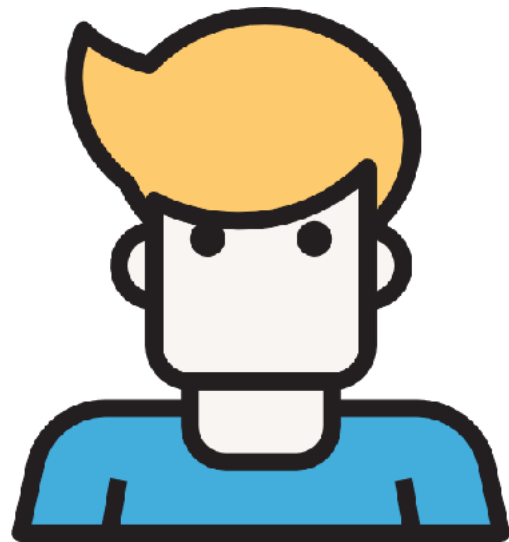
What makes normal normal?



[Video](#)

Intuition to Power laws

Explain the gist of such fat-tailed-stuff. In money terms. That's what I understand.



Don

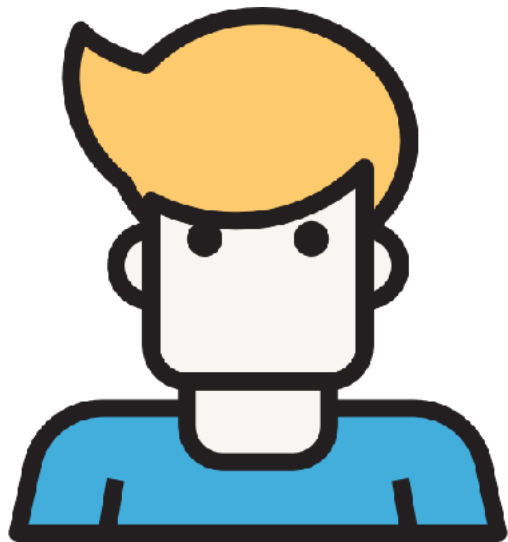
It's a Power law variable if the ratio of people with \$ 16 million compared to \$ 8 million is the same as the ratio of people with \$ 2 million and \$ 1 million



Wolfi

What's Pareto?

What's Pa-Re-To?
I heard it deals with
rich people.



Don

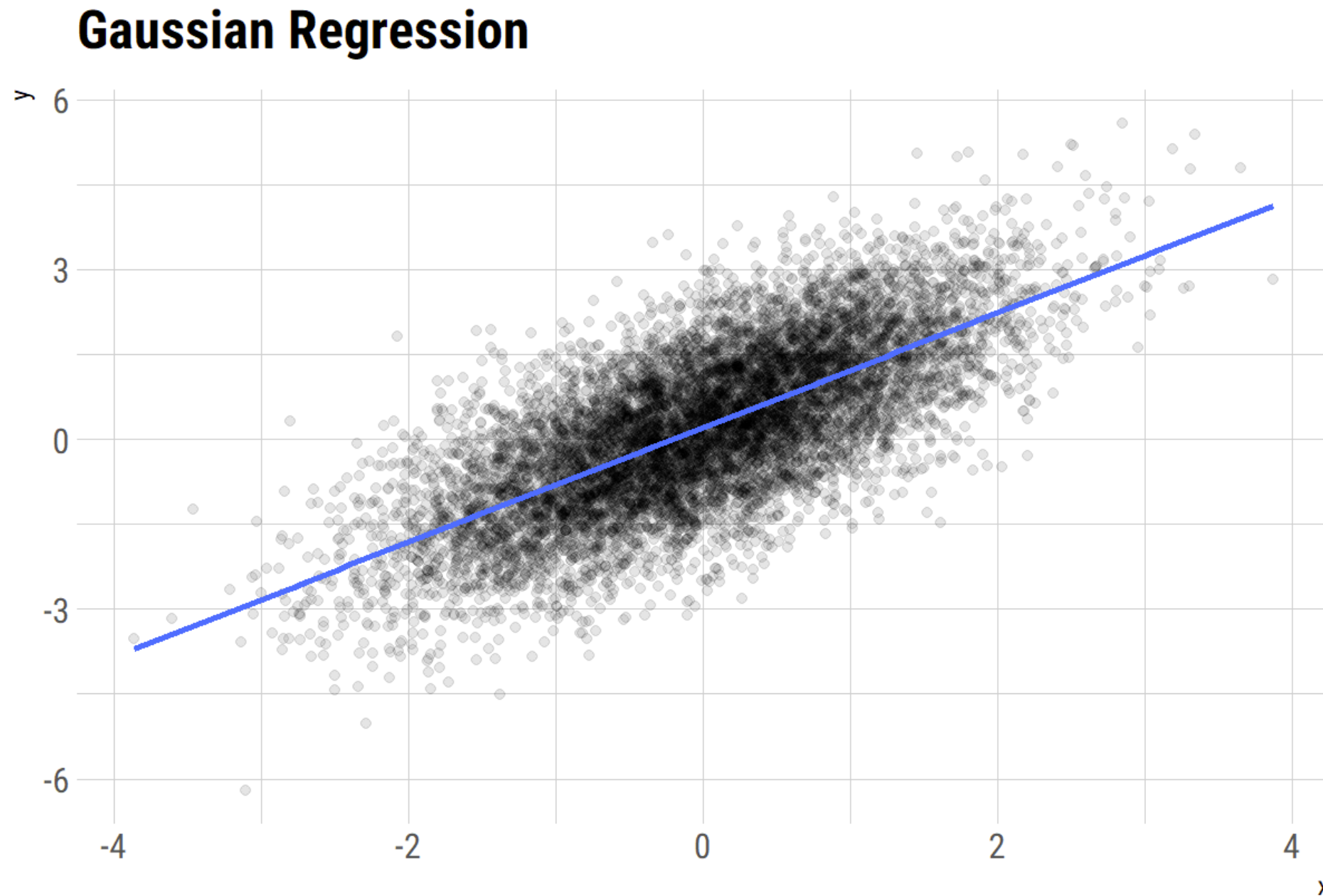
It's a power law type, where 20%
of the folks own 80% of the wealth.



Wolfi

Regression with Gaussian errors (Mediocristan)

Simulation based on true (population) $R^2 = 50\%$

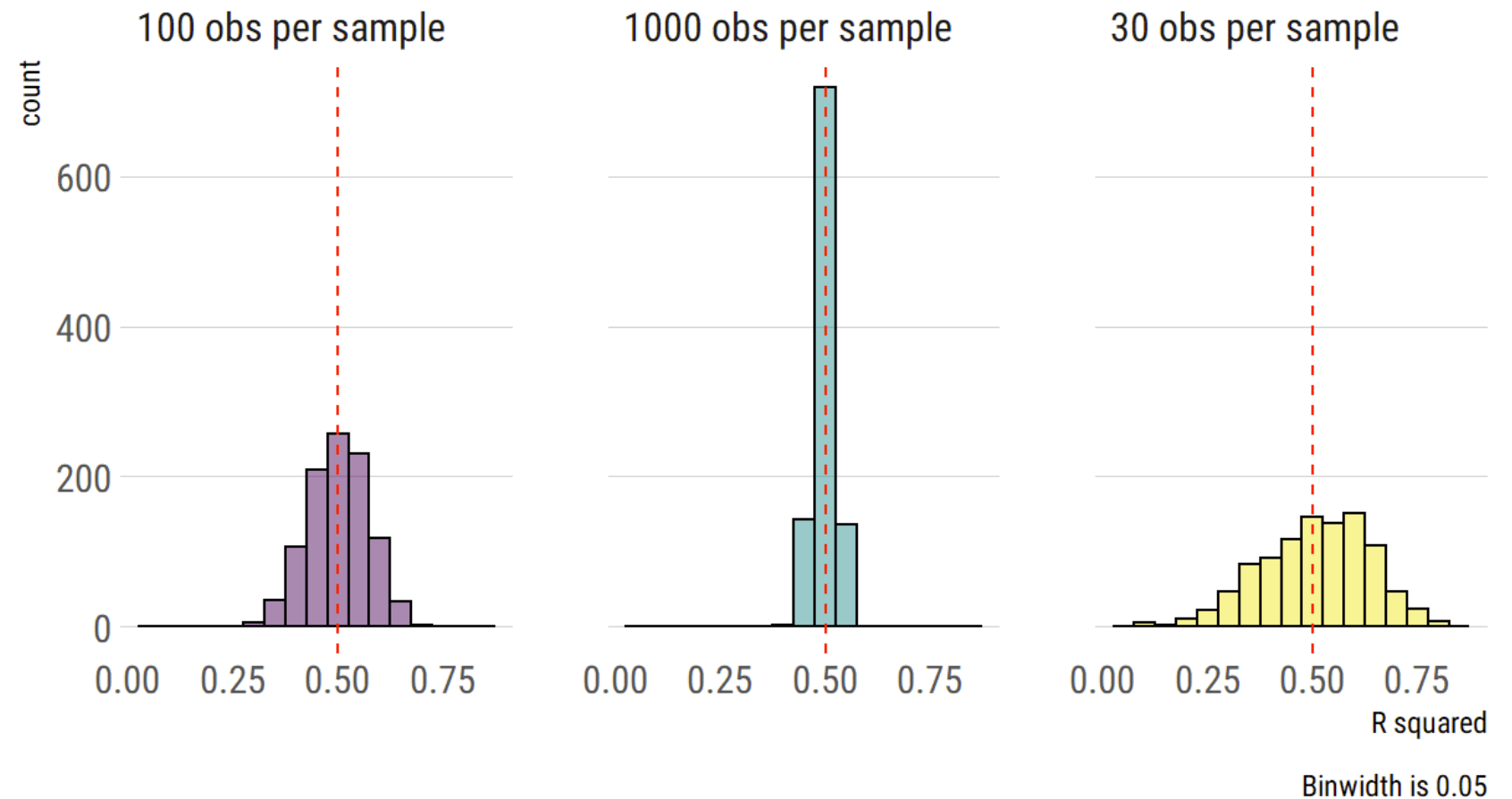
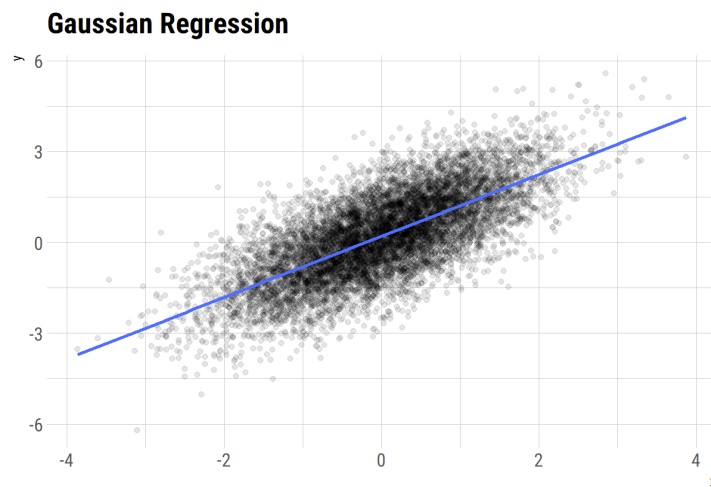


Regression with Gaussian errors: works!

Simulated samples recover true R^2 .

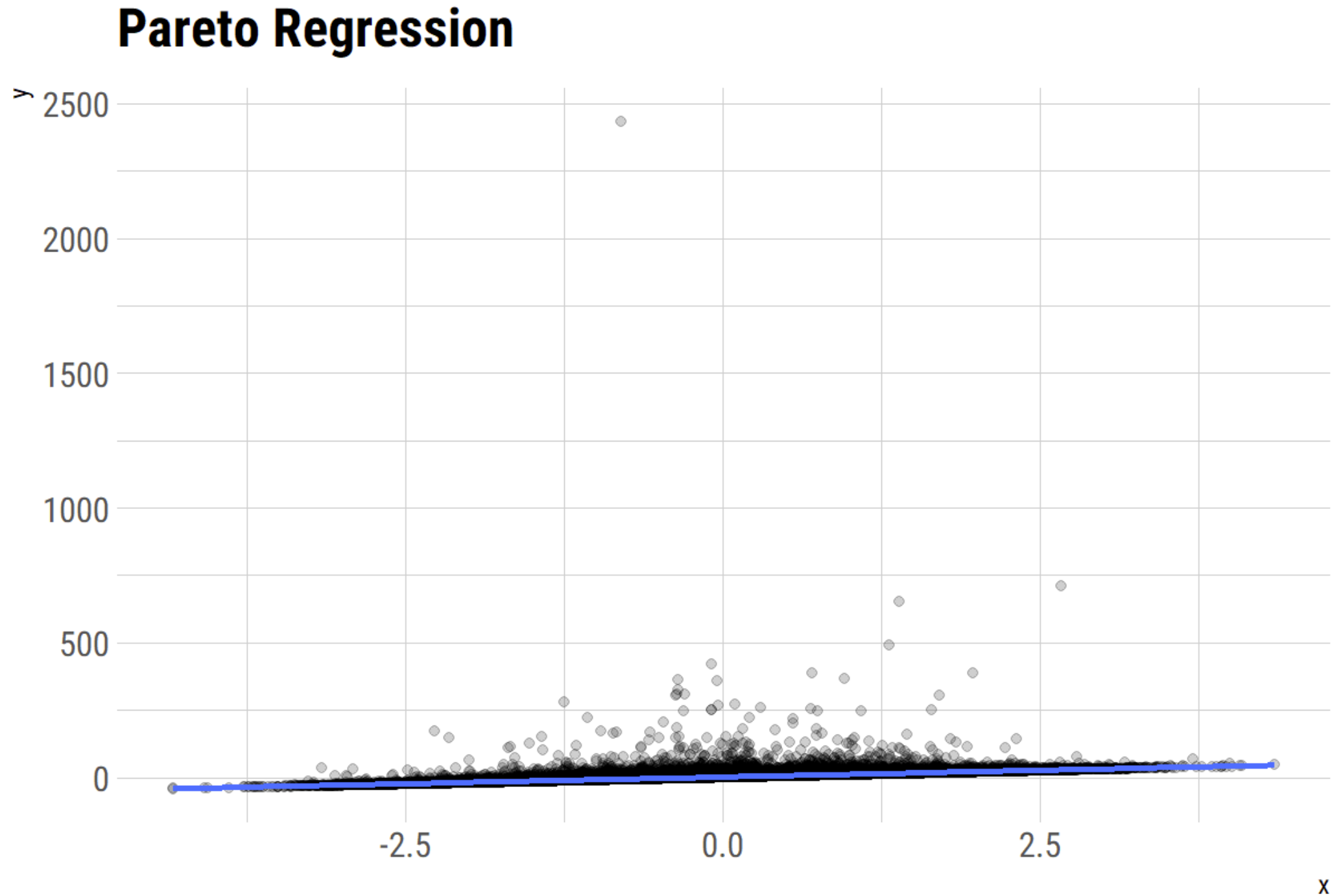
Mediocristan: Distribution of R-squared values

Gaussian Regression. True R^2 shown as red line.



Regression with Pareto errors: Extremisten

Simulated based on $R^2 = 0\%$

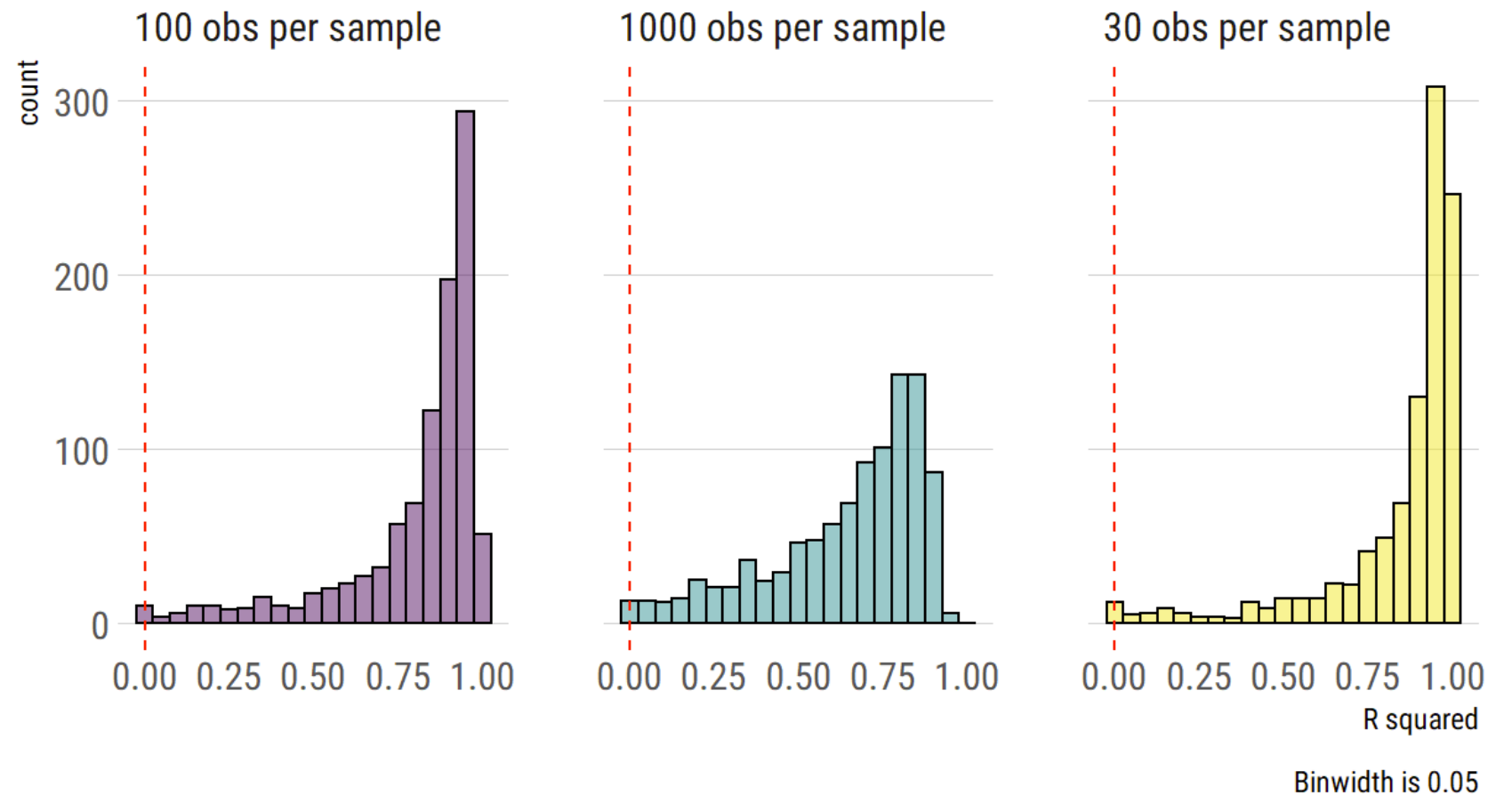
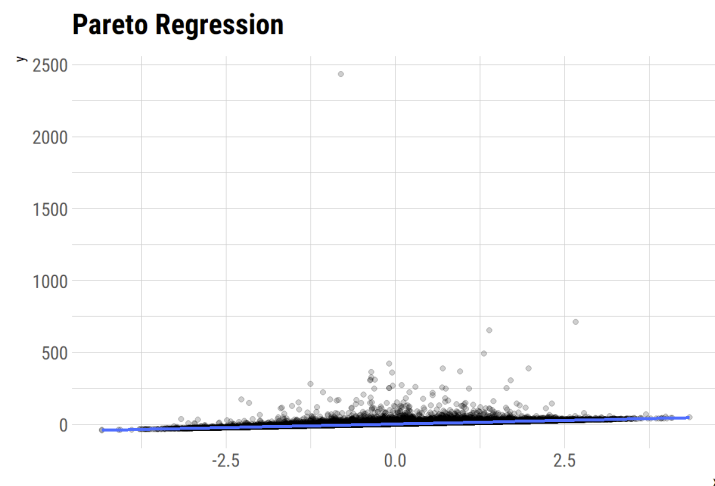


Regression with Pareto errors: FAILS!

Simulated samples FAIL DRAMATICALLY to recover true R^2 .

Extremistan: Distribution of R-squared values

Pareto (infinite variance) Regression. True R-squared is zero

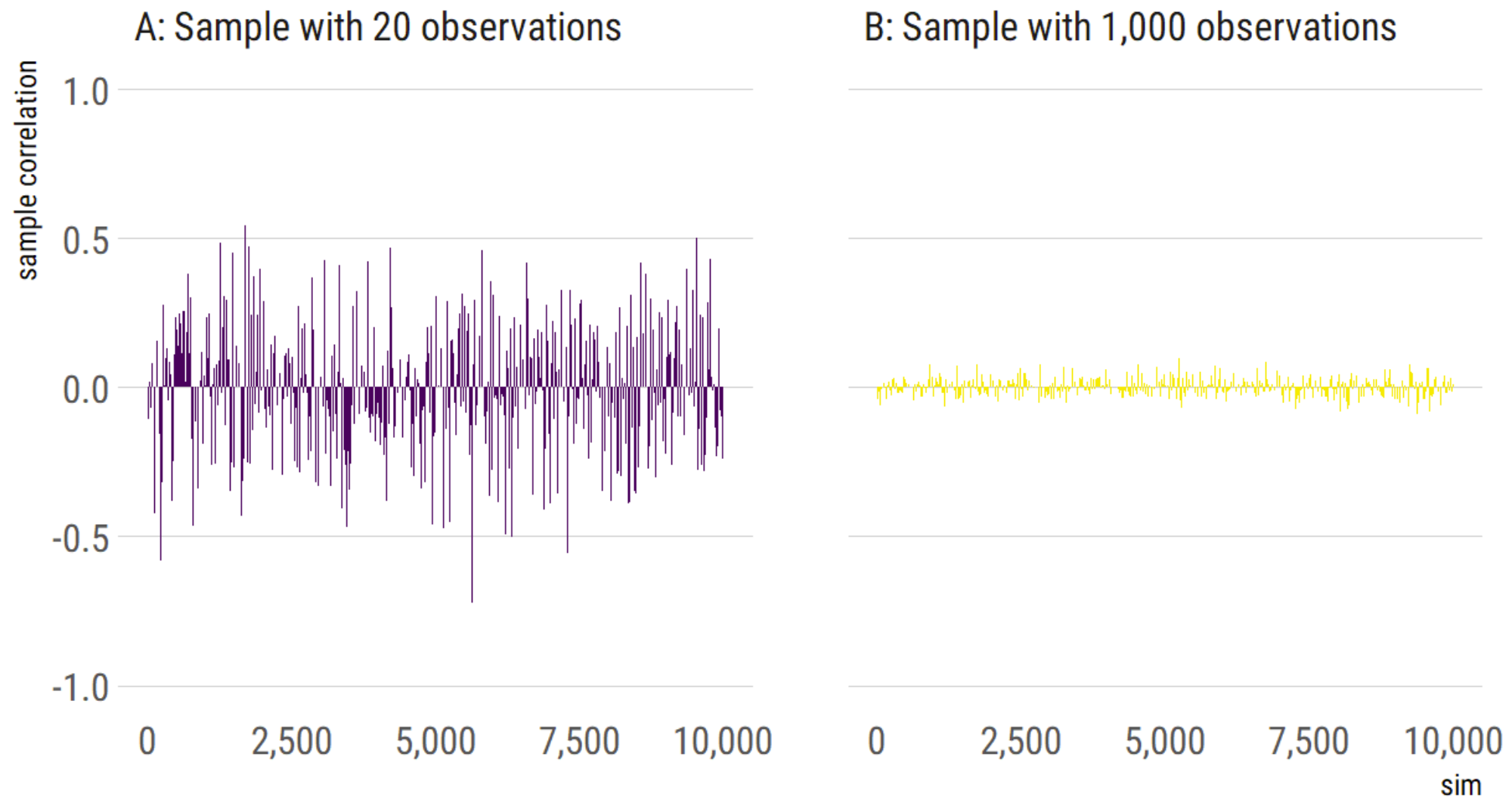


Correlation in Mediocristan

Simulation based on true (population) $r = 0$

Sample correlations across different simulations

Sample correlation quickly converges. Variables are independent

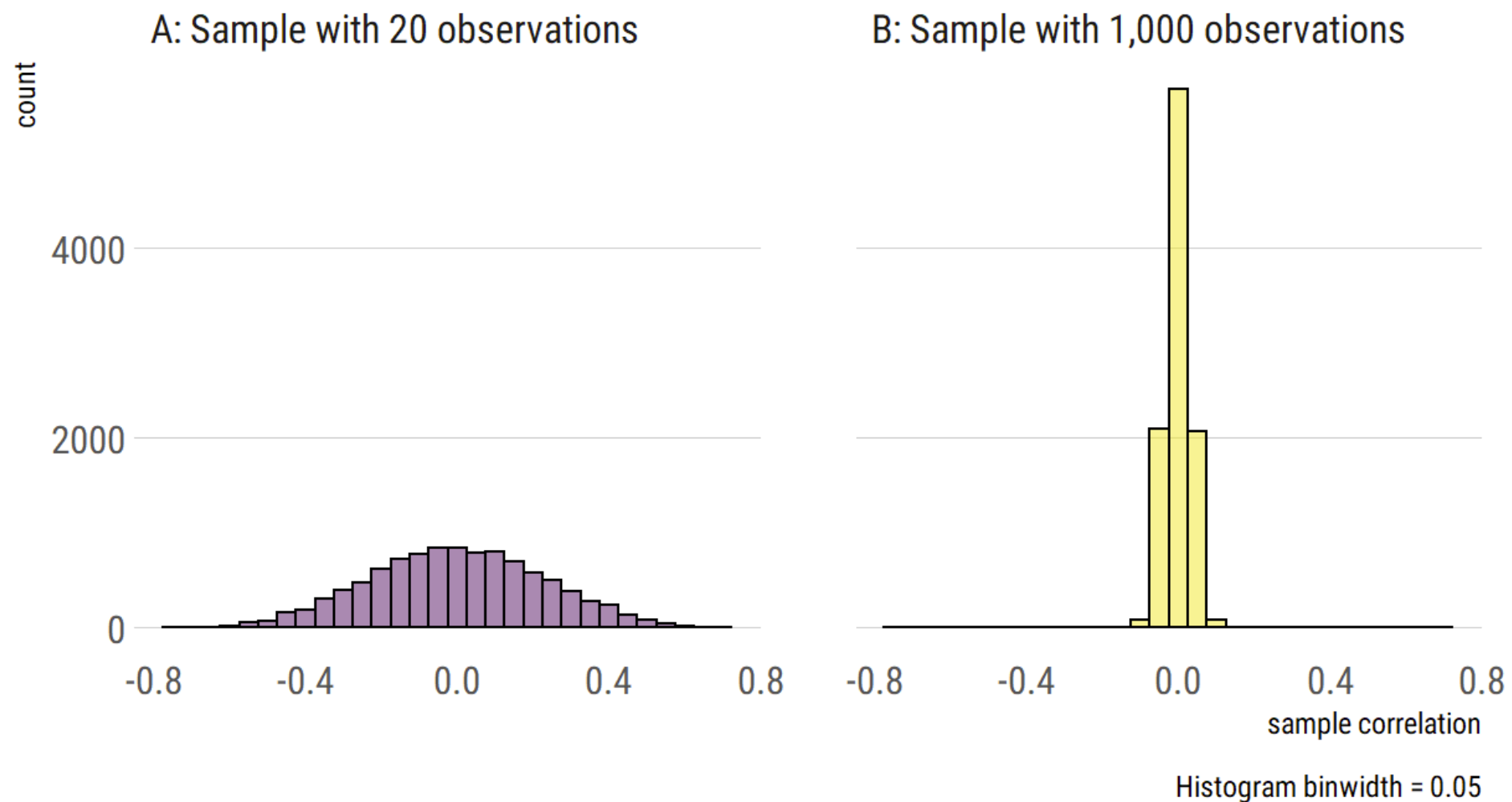


Correlation in Mediocristan

Simulation based on true (population) $r = 0$

Distribution of Sample correlations in Mediocristan

Sample correlation quickly converges. Variables are independent

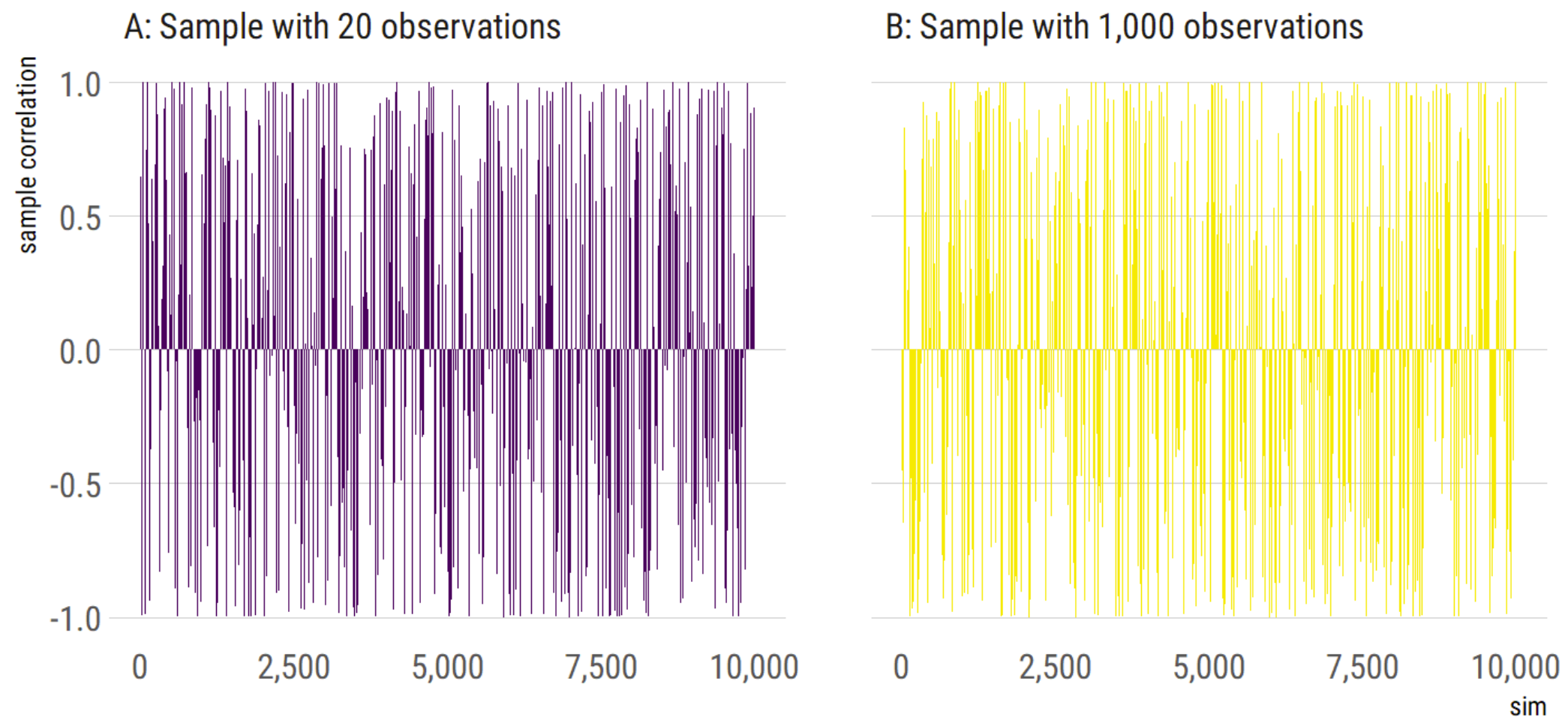


Correlation in Extremistan

Simulation based on true (population) $r = 0$

Sample correlations across different simulations

Sample correlation is just as erratic, regardless of sample size. True correlation is zero.



bivariate t-student distribution with exponent $2/3$

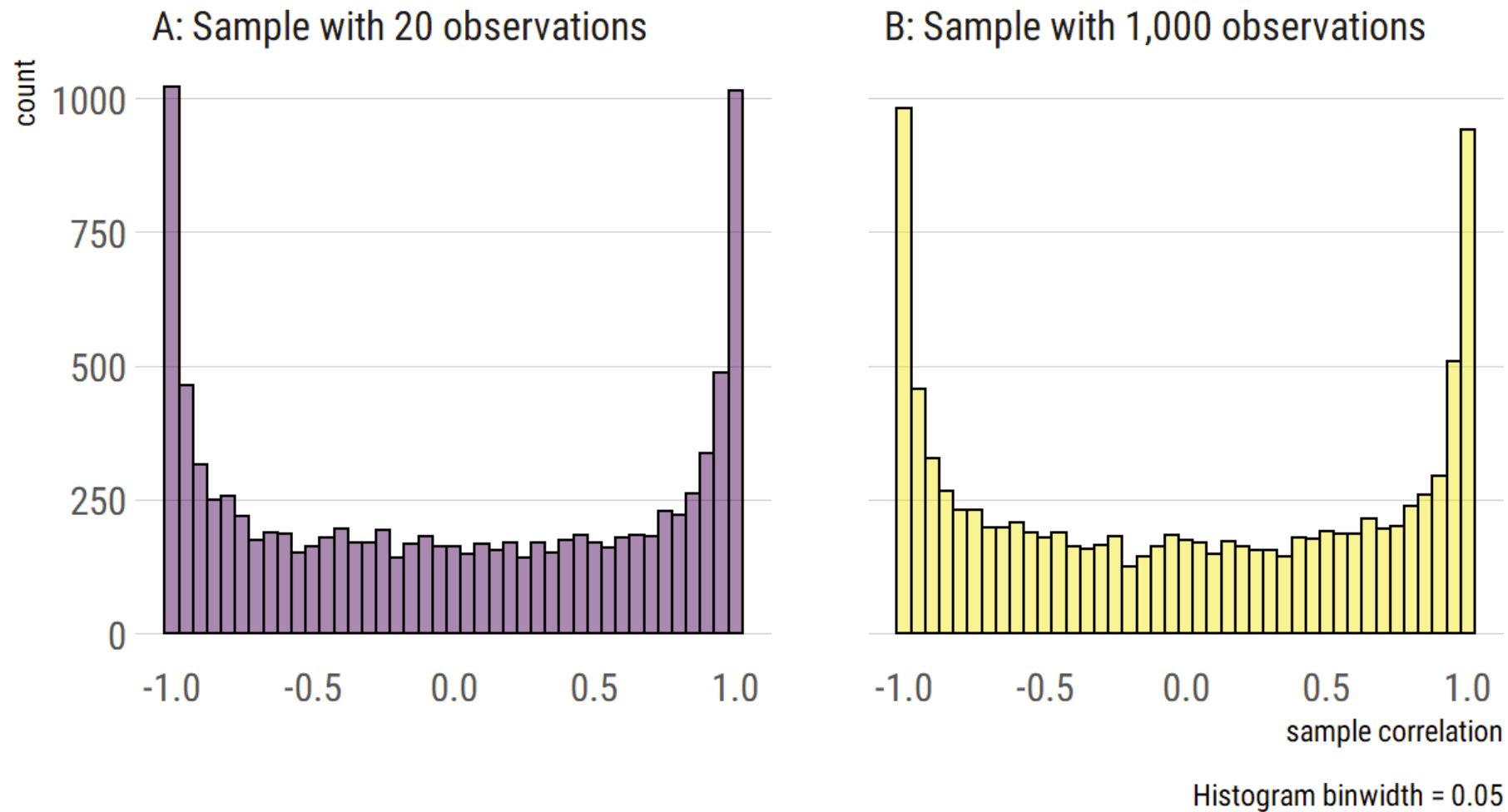


Correlation in Extremistan

Simulation based on true (population) $r = 0$

Distribution of Sample correlations from Extremistan

Sample correlation suffers from small sample effect. True correlation is zero.

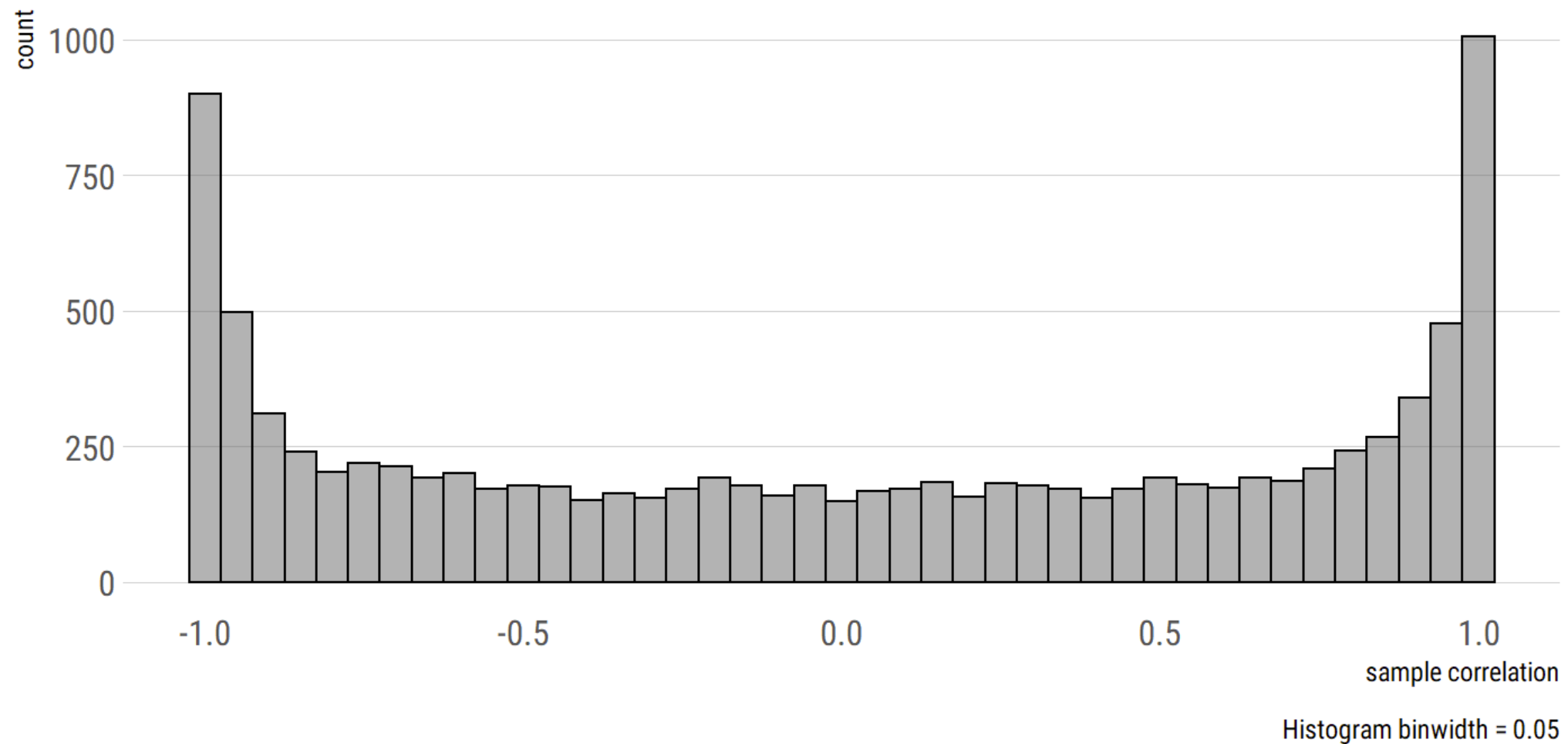


Even yuuge samples do not help in Extremistan

Everybody go home.

Distribution of Sample correlations from Extremistan

Sample ($n = 10k$) correlation suffers from small sample effect. True correlation is zero.



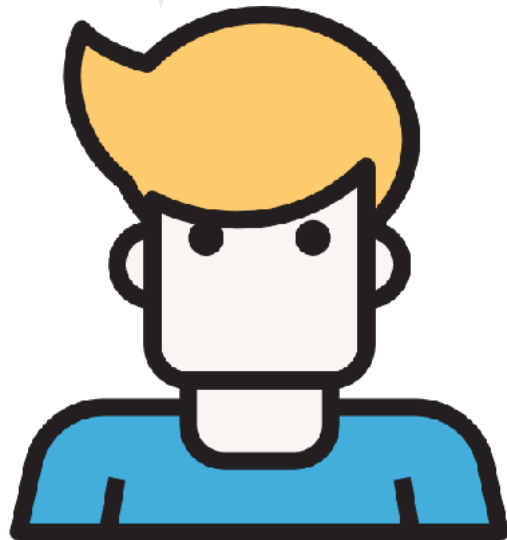
Recap – Extremistan

- ▶ Check-out whether your variables are normal (or thin-tailed) or long-tailed.
- ▶ Typical data-analysis methods work well only for thin-tailed variables (Mediocristan).
- ▶ Estimation and prediction breaks down in Extremistan. Maybe better go home and don't speak about it.

Self-learning paths

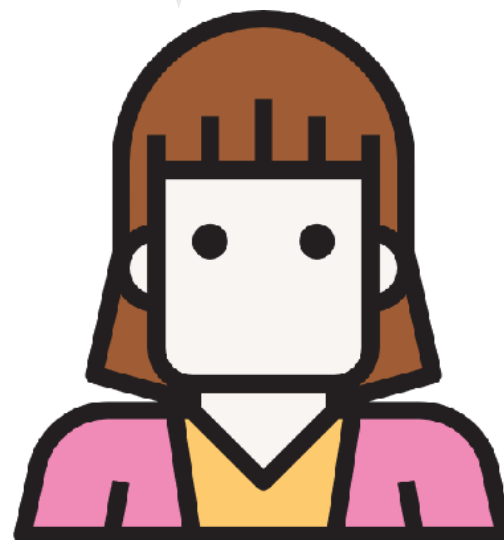
● OK, everybody give some recommendation

Oh yeah!



Don

It's a long path.



Angi

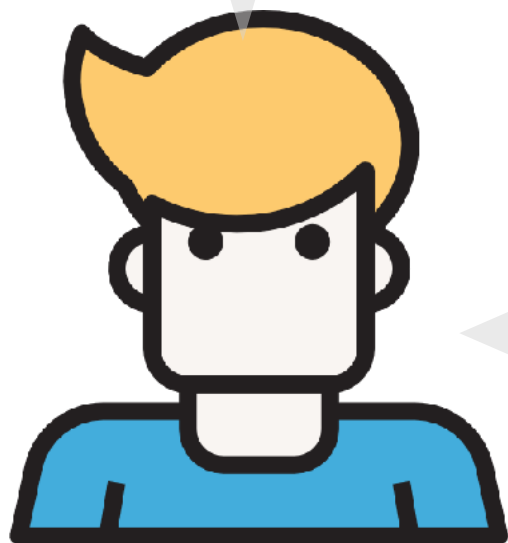
Do you really want that?



Wolfi

Don's advise

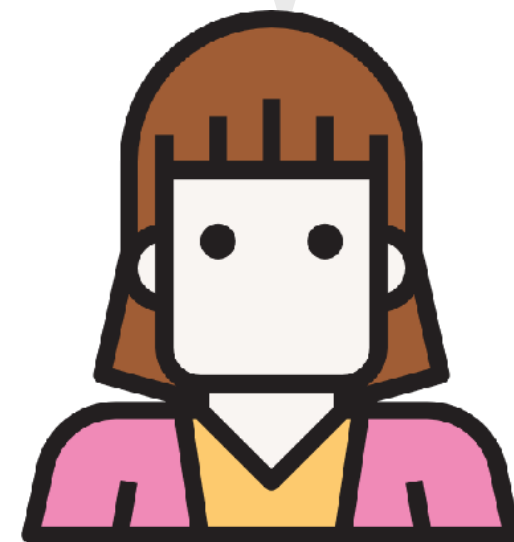
Read the flipping stuff
in the footnotes of this
document!



Don

Ok, honey.

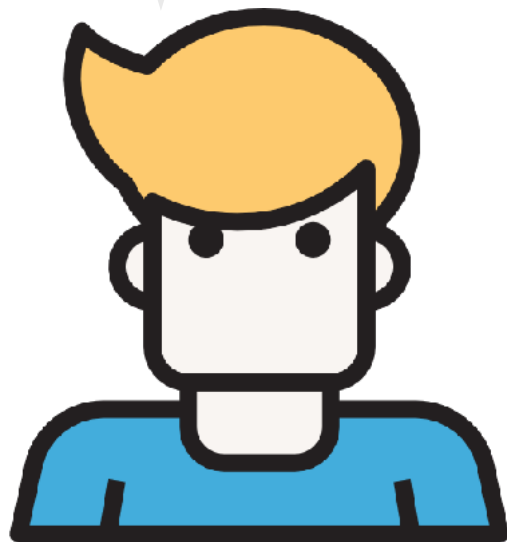
Don! Behave!



Angi

Nate Silver: The Signal and the Noise

OK. Cool read if
you don't like math.

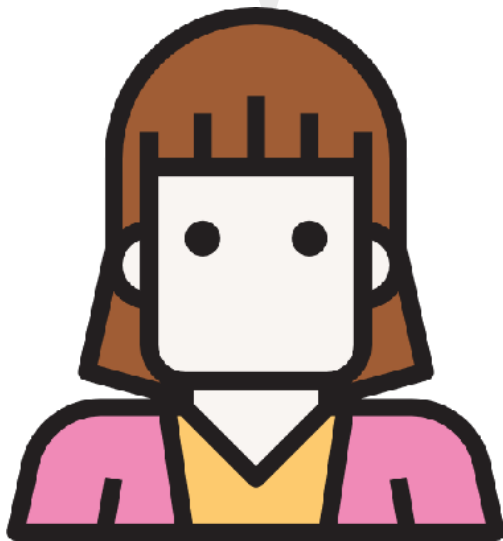


Don

*the signal and the
and the noise and
the noise and the
noise and the no
why so many and
predictions fail—
but some don't t
and the noise and
the noise and the
nate silver noise
noise and the no*

Coursera's data science courses

Cool if you like
practical
competence.



Angi

coursera



Nassim Taleb: Enfant Terrible of intellectual establishment

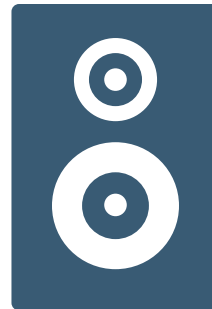
Listen to Nassim Taleb
if you like strong stuff.



Wolfi



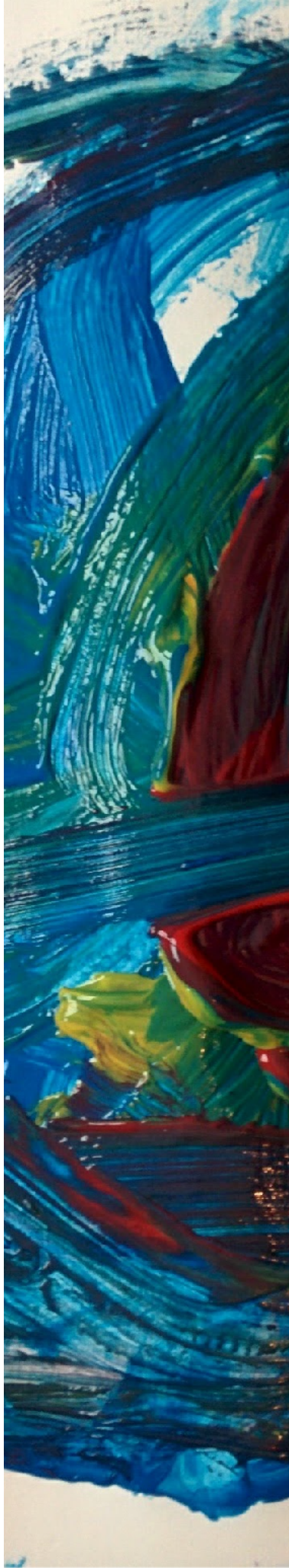
► [Taleb on Twitter](#)



► [Podcast](#)



► [Video on fat tails](#)

An abstract painting of a waterfall with vibrant blue, green, and red colors, located on the left side of the slide.

 Sebastian Sauer

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