# Homework 1 – Evidence Based Management at Google

## Objective:

To expose you to current Industrial and Organizational (IO) related practices in organizations

To facilitate classroom discussion about IO Psychology in organizations

## Directions:

Read the article on Blackboard titled “How Google Became Such a Great Place to Work,” and answer the following questions.

1. The head of Google’s People Analytics group, was quoted as saying, “What we try to do is bring the same level of rigor to people decisions that we do to engineering decisions. Our mission is to have all people decisions be informed by data.” What does this mean to you to inform management/people decisions with data?

To me it means that to make a correctly informed decision, the leaders must have all the details for it. The same way that engineering queries must be understood by all angles and sources of information. The only problem that there exist is that using data, the views of that data lose the emotion and human touch from what is gathered.

1. What do you see as the advantages of such an approach? What would make such an approach difficult (e.g., obstacles, etc.)?

I immediately see that there is an advantage of being able to make objective decisions that don’t involve emotions getting in the way. While it may be difficult to count how many deaths were caused by a tsunami, if you look at a graph that says the recent tsunami killed less than previous you don’t feel as disgusted as you possibly could. On the other hand not having emotion makes those employees more and more desensitized by things that would affect others drastically.

## Submission Instructions:

This homework is due January 17th by class time. It should be submitted electronically through Blackboard. Make sure you are able to discuss your answers to these questions in class.