

Data  
Divers

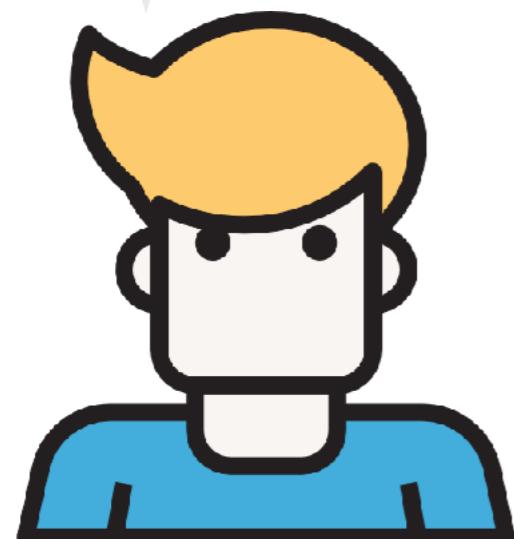
# Data Science – Yellow Belt Lecture 1

by Sebastian Sauer

# Introducing

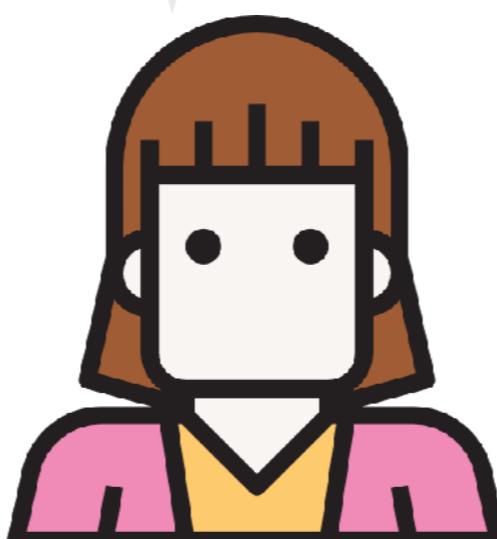
# Introducing

I'm a great  
business man!



Don

I like data. Crunched  
data.



Angi

My job is to play the  
nerd.

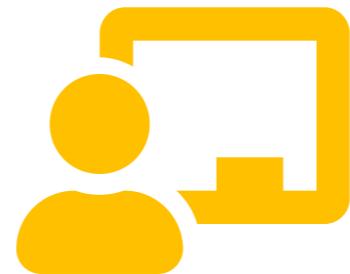


Wolfi

# Truly yours



Sebastian Sauer



Teacher



Scientist



Learner





# 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-lean 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



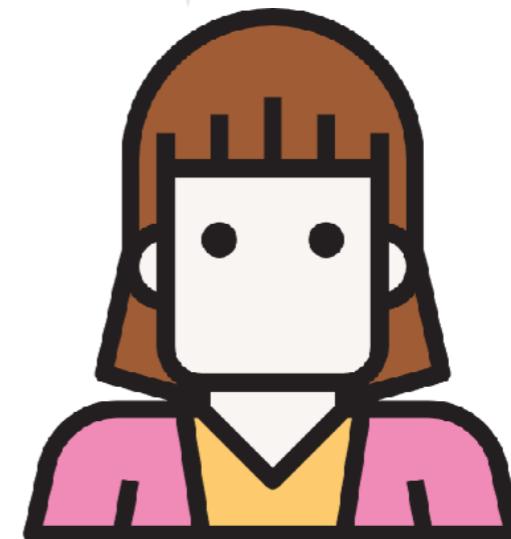
# I need you

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



Wolfi

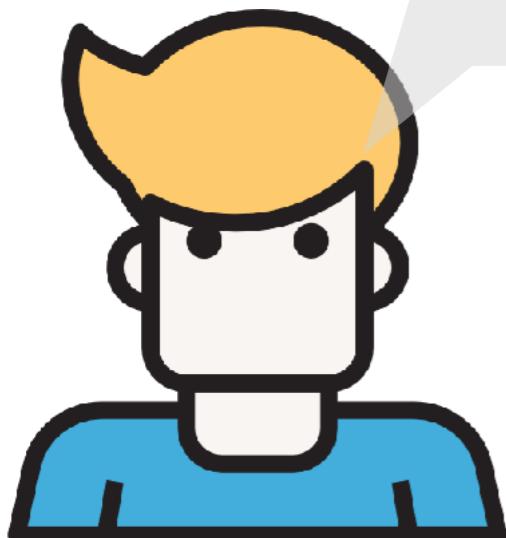
Wolfi! Don't again scare people away.



Angi

# What is „Big Data“?

# Big Data: How big is „big“?



Don

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

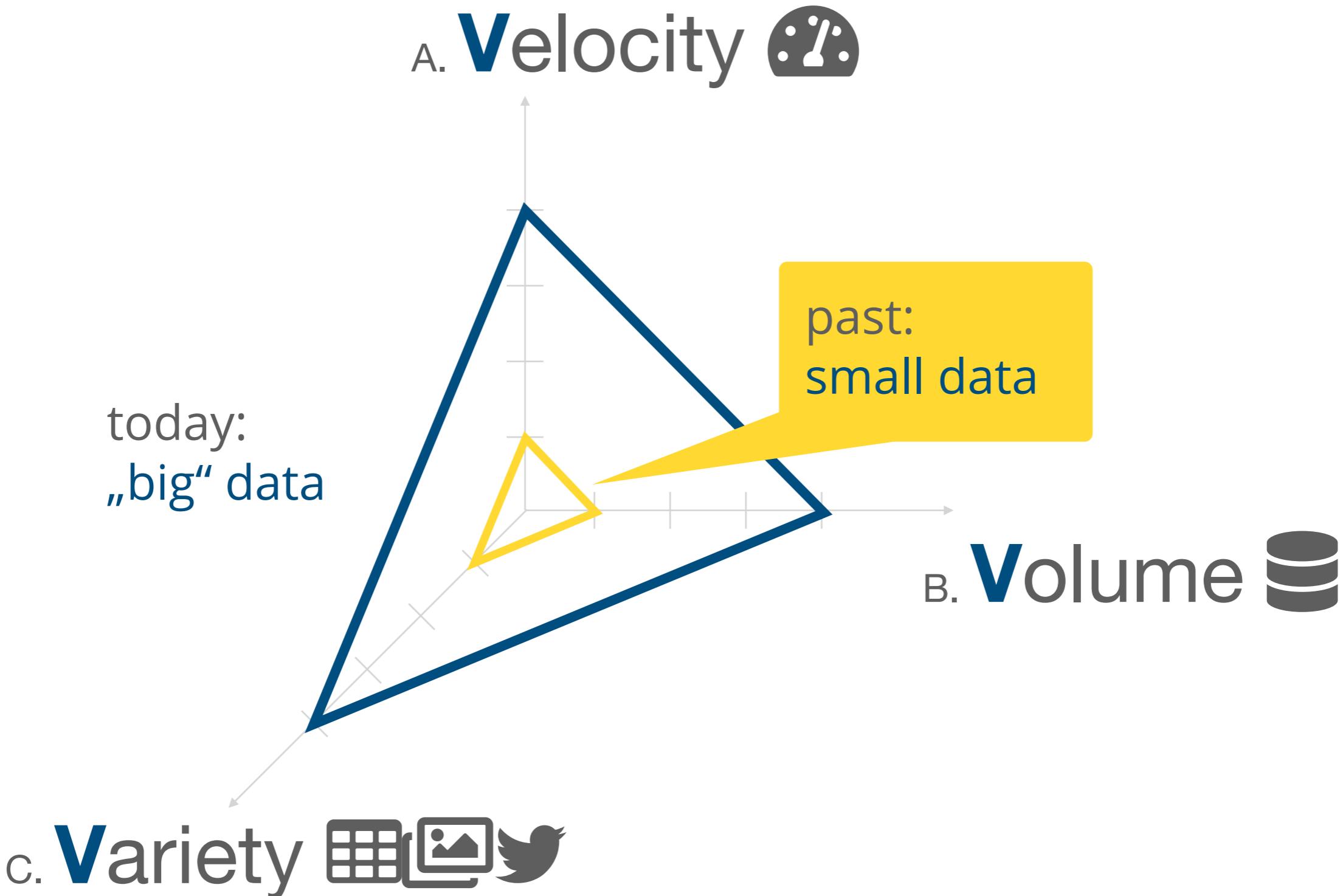


Wolfi

Different opinions  
prevail on what „big“ is.

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>

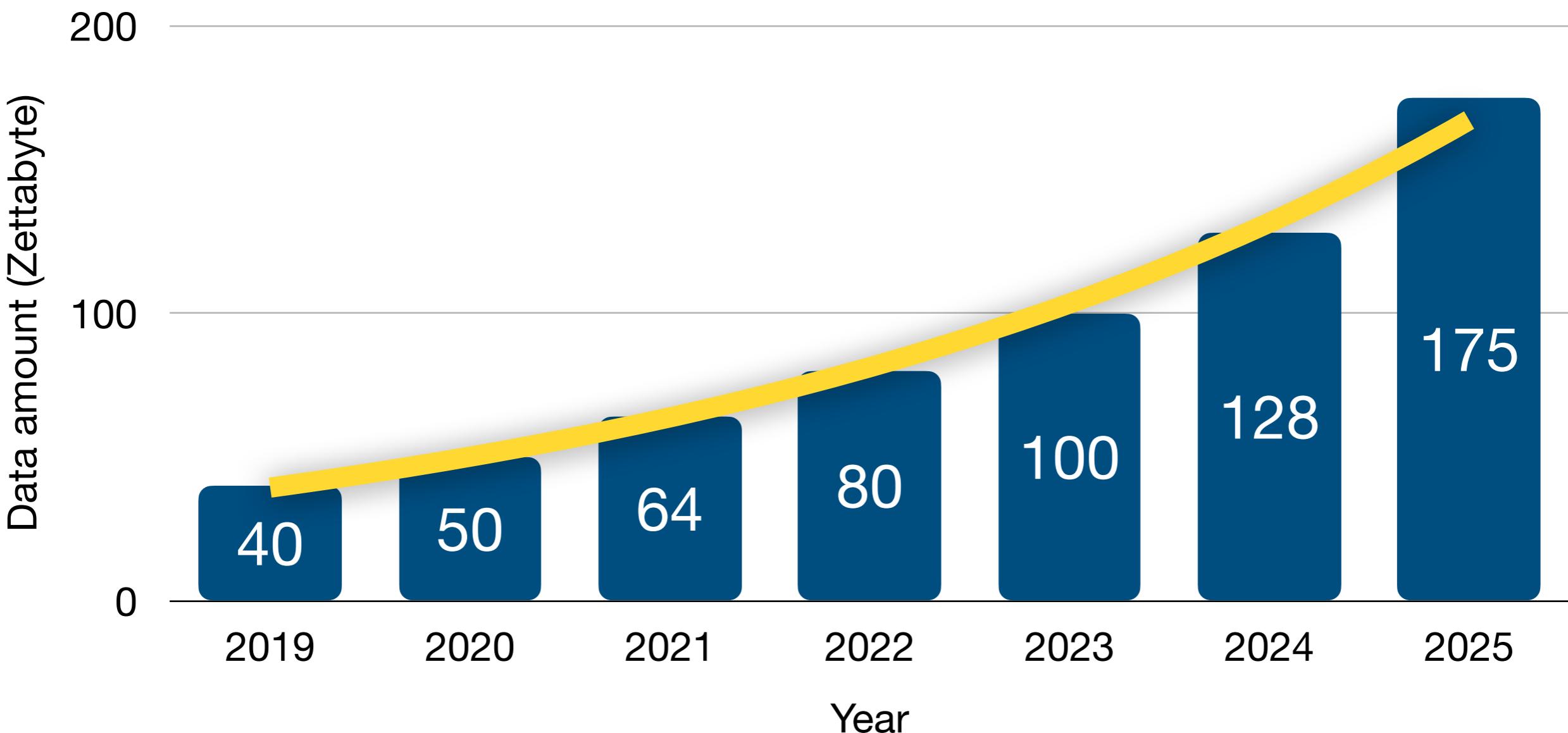
Sir Ronald Fisher

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



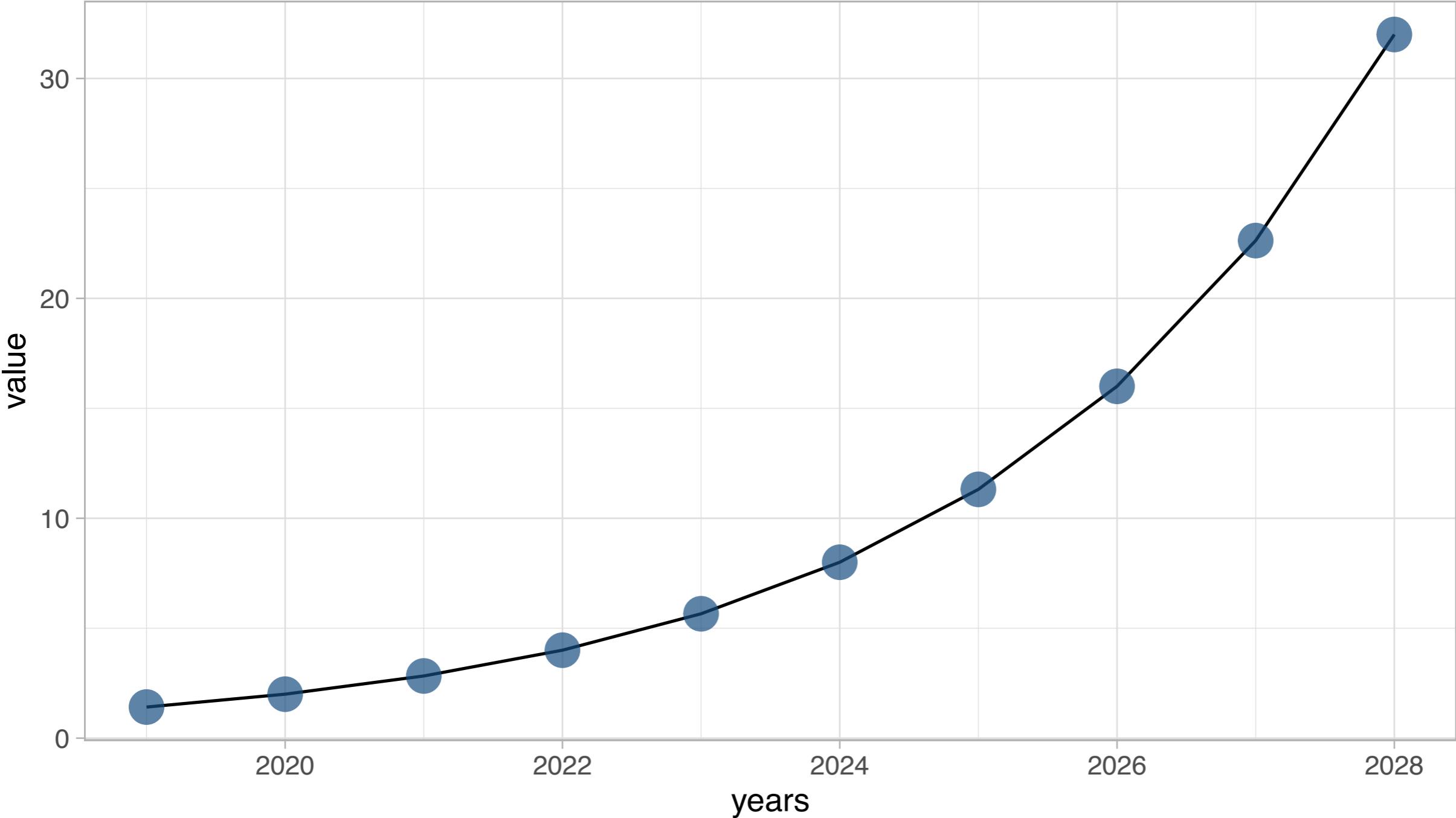
# Today's big is tomorrow's small

A. Velocity 🕒



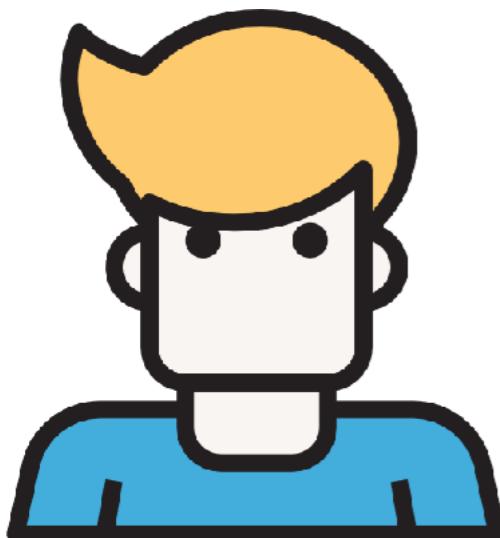
# Datasphere doubles every second year

A. Velocity 🕒



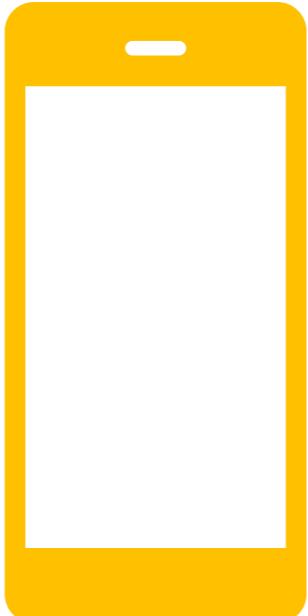
# Quiz on growth processes

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



Don

Get your phone.



Go to [menti.com](https://menti.com)



Enter the PIN given.



or hit this [link](#).

# Growth process: Growing by a constant factor

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

Let me  
explain:



Wolfi

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

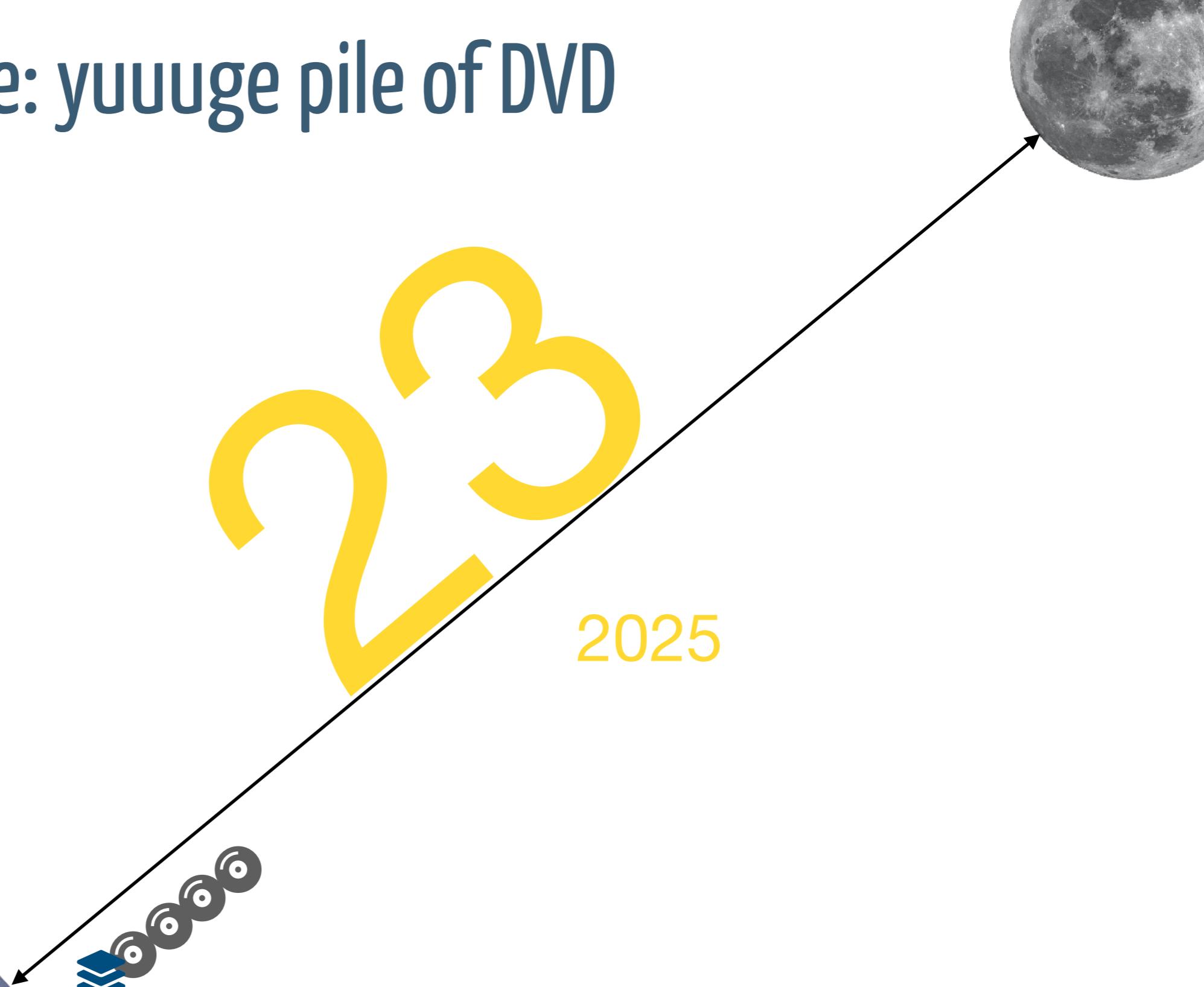
$$v = 2^{\frac{1}{2}y}$$

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

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

# 175 Zettabyte: yuuuge pile of DVD

B. Volume 

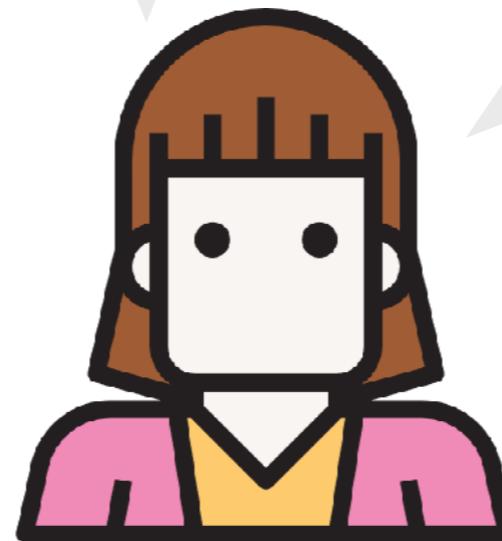


Bildquellen:  
Mond: Mike Petrucci on [Unsplash](#)  
Erde: NASA/Apollo 17 crew

# How fast does the datasphere grow?

Doubling every two years,  
that is exponential growth.

Let me crunch the data ...



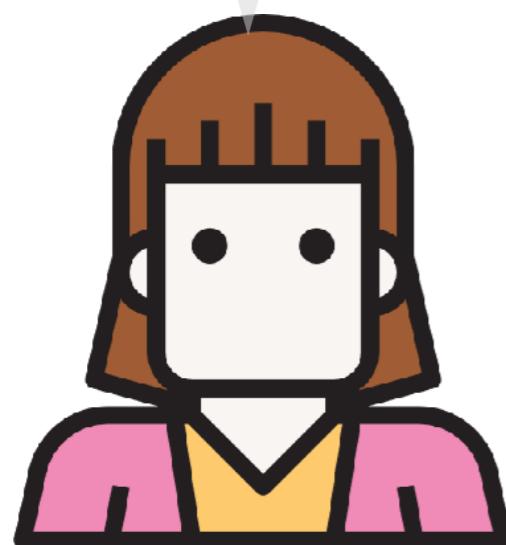
Angi





# 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.



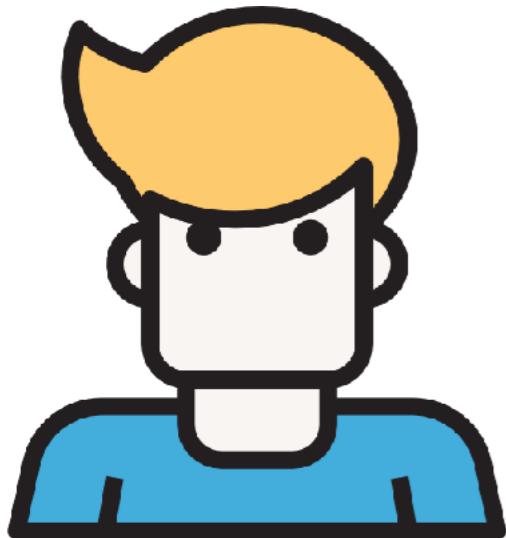
Wolfi

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<sup>256</sup> =

nifty stuff!



Don

1157920892373161954  
2357098500868790785  
3269984665640564039  
4575840079131296399  
36



# 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.](#)

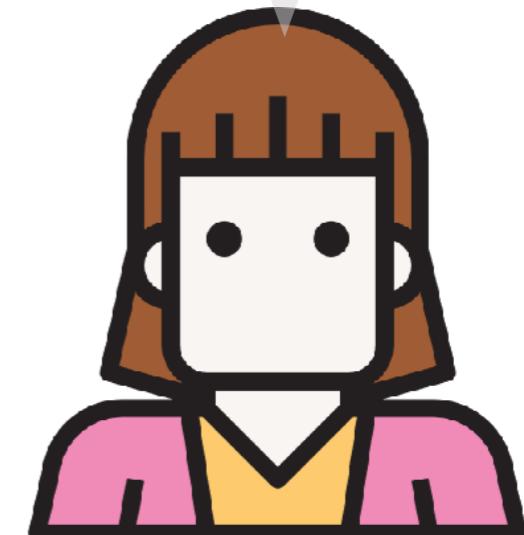
# What means „10 to the 3rd power“?

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



18 zeros/places after the leading 1

2<sup>256</sup> – rough estimate: 1 follows by 72 zeros

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

# Wolfi running wild

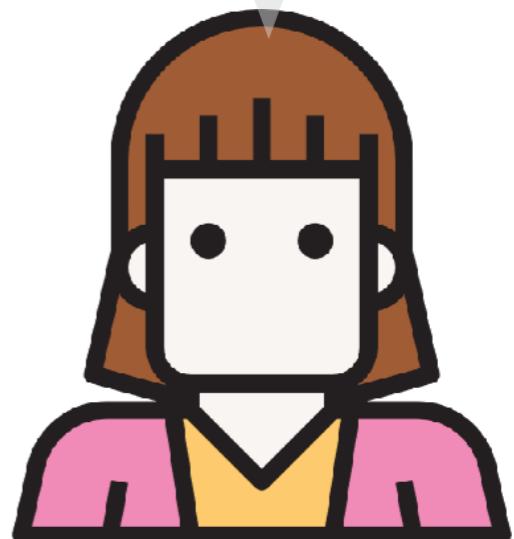
Now you need to to the e-function. That's the most important number in the universe.



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 <a href="#">Germany</a> (as of 2020-09-17)	<b>10<sup>4</sup></b>
number of people in Germany	<b>10<sup>8</sup></b>
number of people in the <a href="#">world</a>	<b>10<sup>10</sup></b>
number of neutrons in the <a href="#">brain</a> (except Don's)	<b>10<sup>11</sup></b>
numbers of stars in the <a href="#">universe</a>	<b>10<sup>23</sup></b>
number of atoms in the <a href="#">universe</a>	<b>10<sup>80</sup></b>

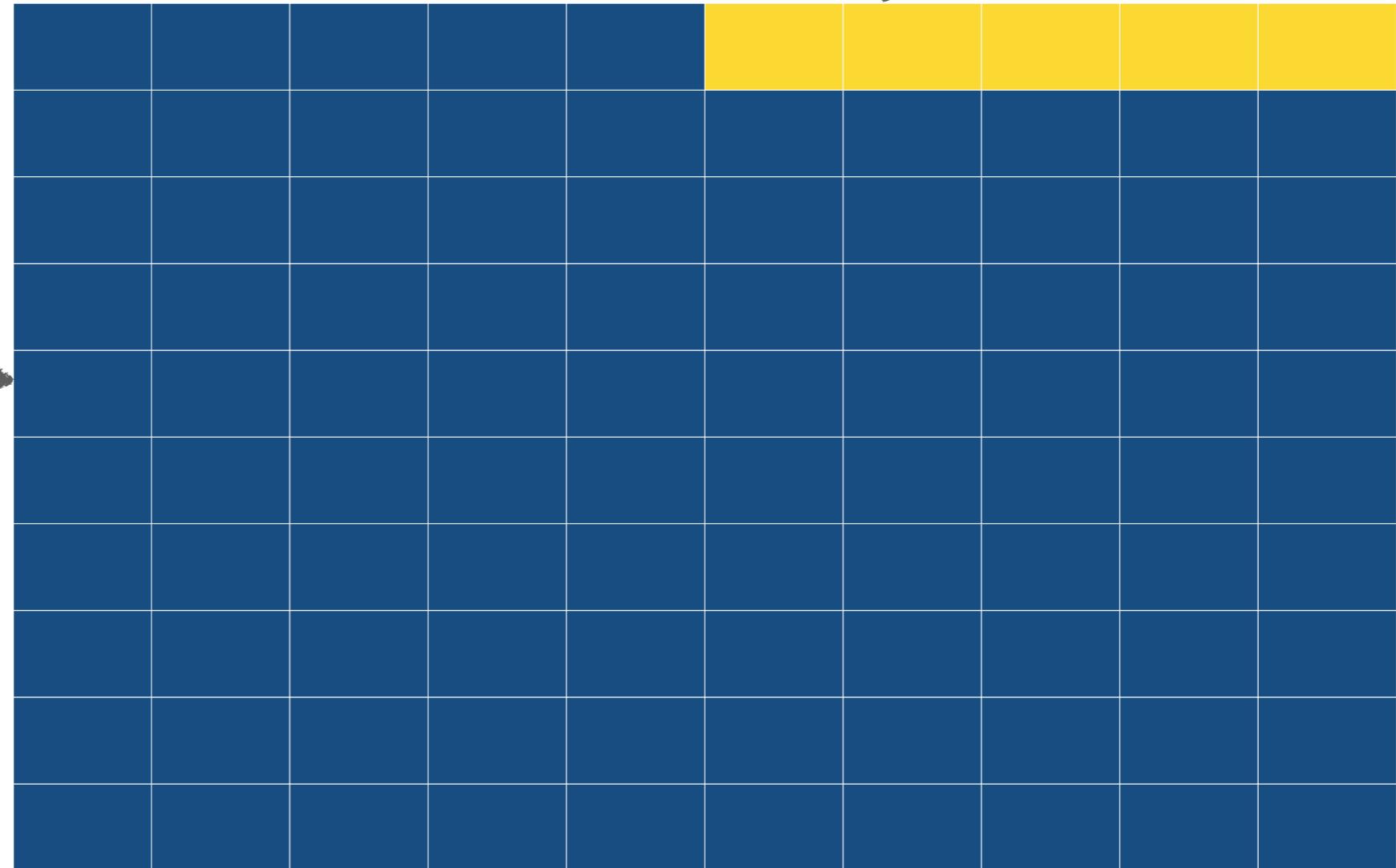


# • Data tend to be unstructured

C. Variety   

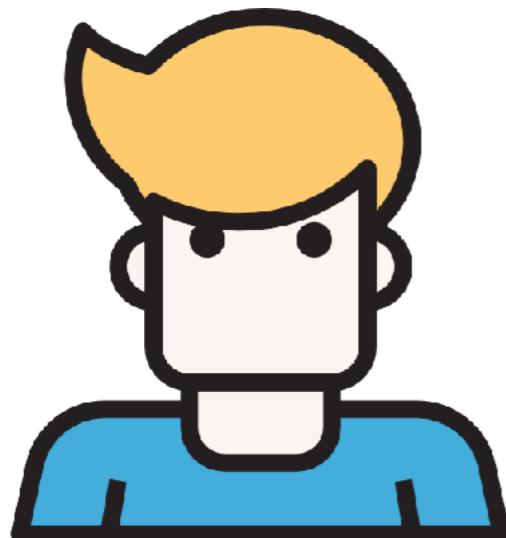
*unstructured*  
Data  

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

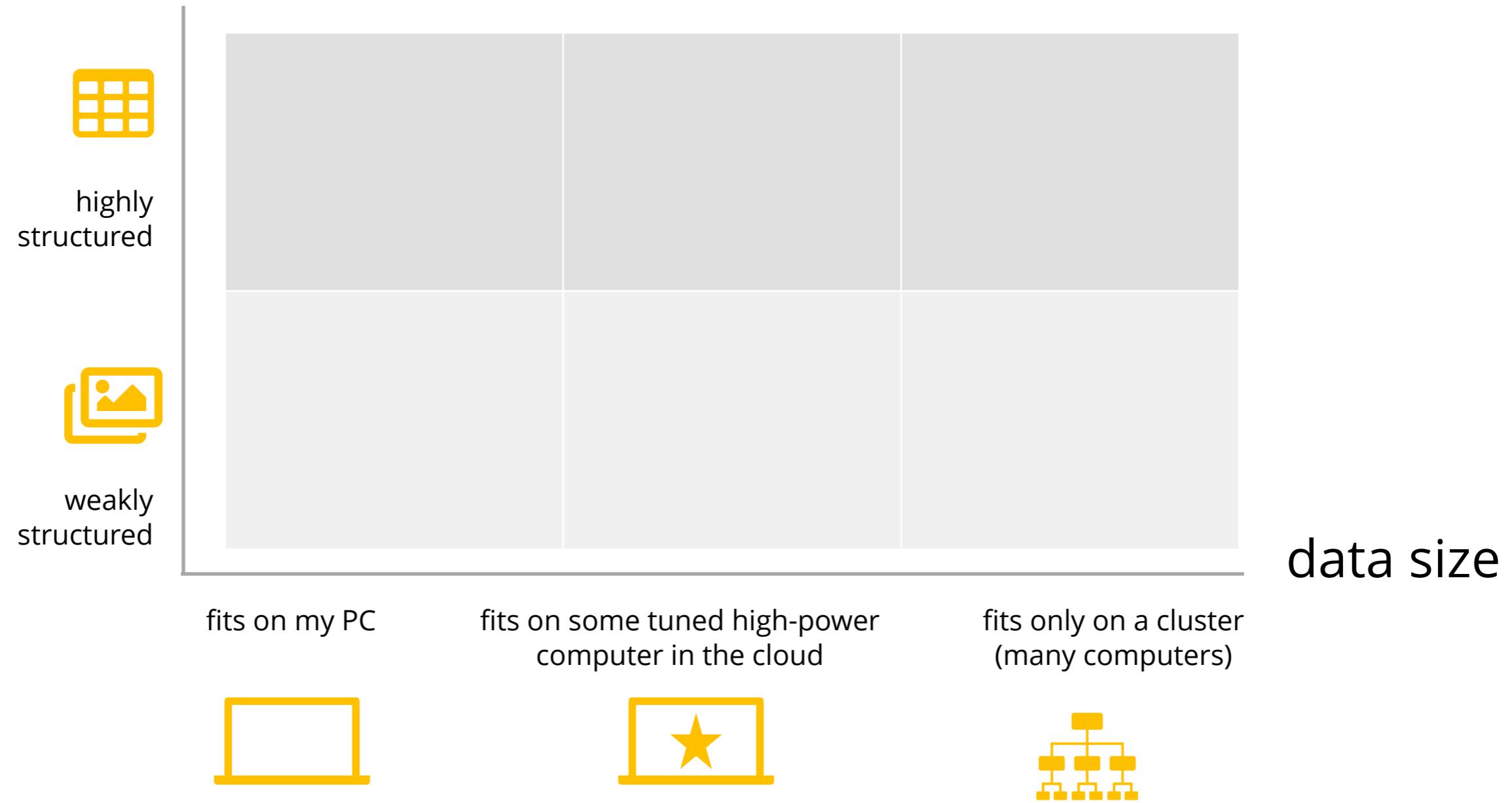
Size	adequate technology
some kilobytes	Get a pencil and a pocket calculator.
some megabytes	Each analytical software will swallow that amount.
some gigabytes	Get more RAM to your machine.
some hundreds gigabytes	Install simple SQL server on your machine.
smaller than 1 terabyte	Rent some supercomputer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

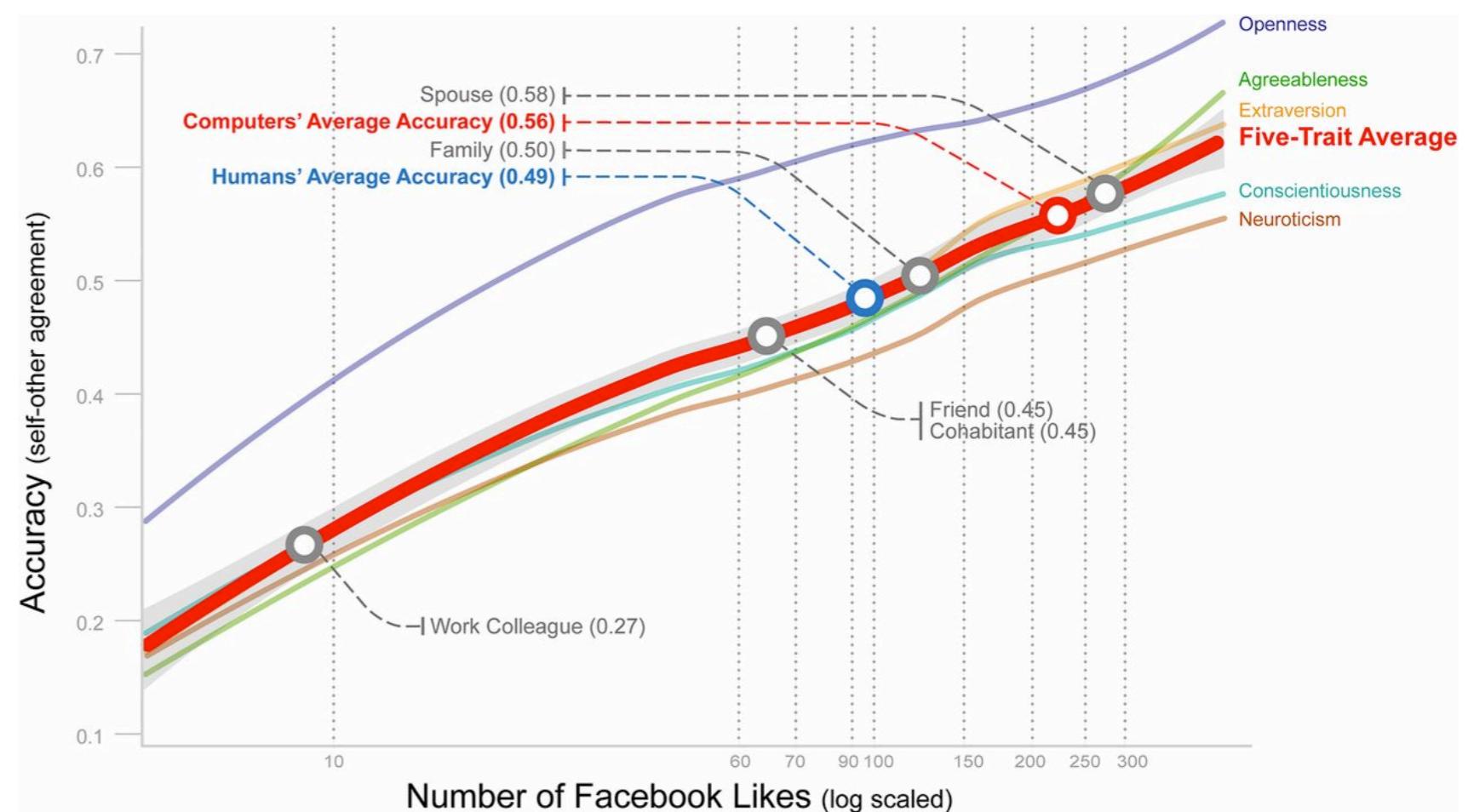
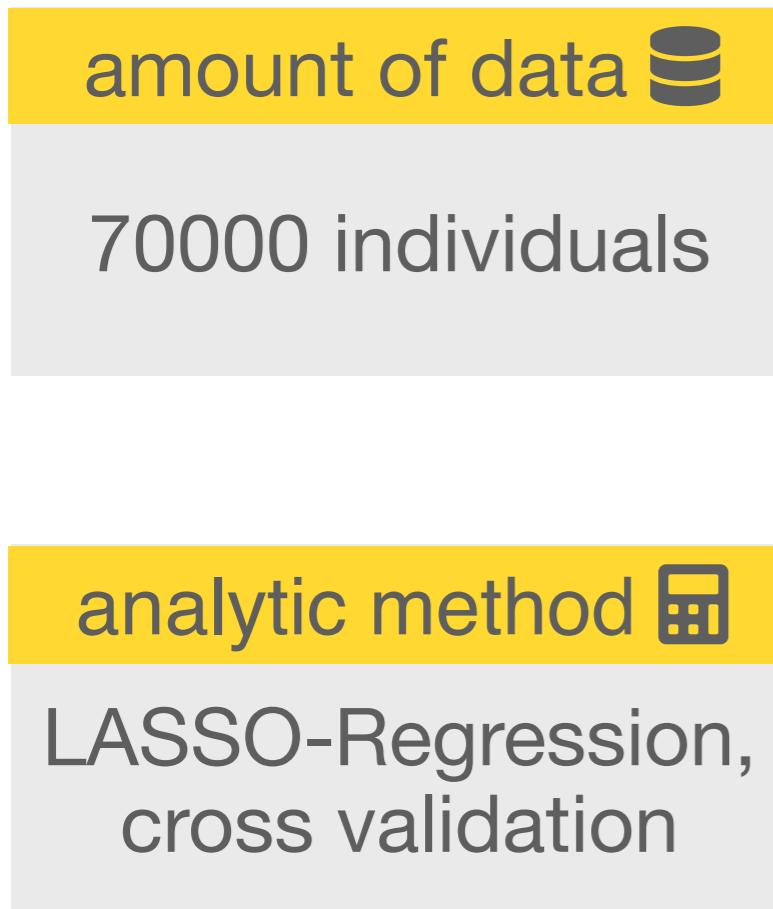


Wolfi



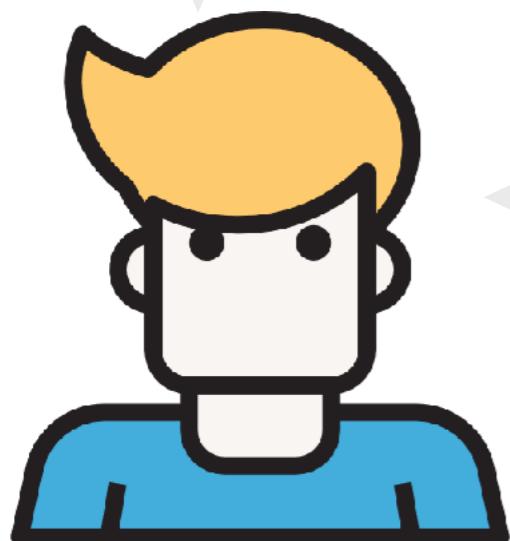
# Case study: Predicting your personality

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



# 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

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



Wolfi

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

# 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.



Kosinski, M., Stillwell, D., & Graepel, T. (2013). Private traits and attributes are predictable from digital records of human behavior. *Proceedings of the National Academy of Sciences*, 110(15), 5802-5805. <https://doi.org/10.1073/pnas.1218772110>



# 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\*

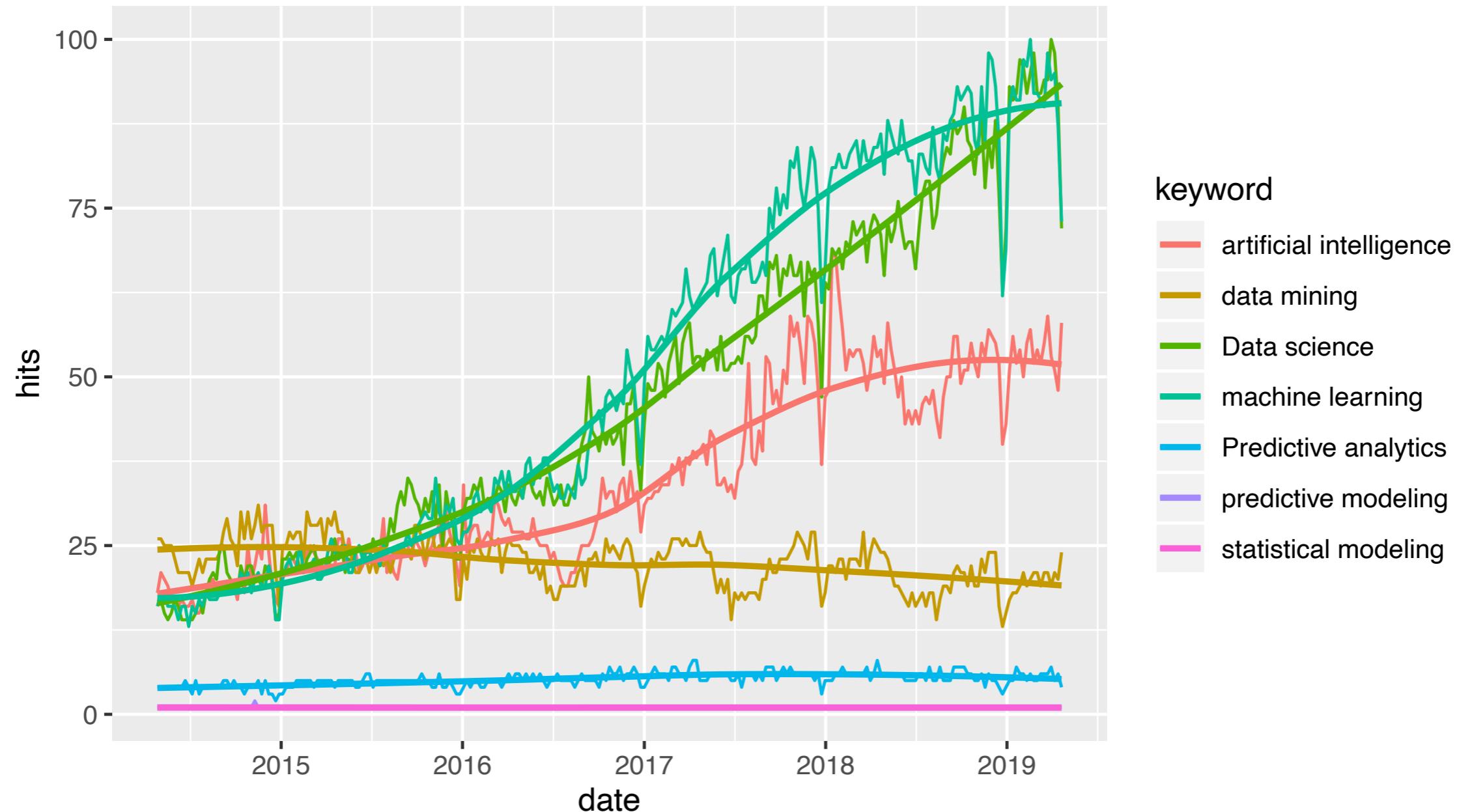


Deep Learning

\*Artificial Intelligence

# Data Science emerged as the new sexy term

Google Search hits to big data buzzwords



# Statistics



Science of uncertainty.



Think probability calculus.



# Data Science



Sexed-up term for  
statistics.



Inject heavy dose of  
computer science algos.

# Data Mining



Data Mining

Search the haystack.  
Repeat until you find a  
needle.



You are certain to find  
some needle.

Wolfi



# 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.



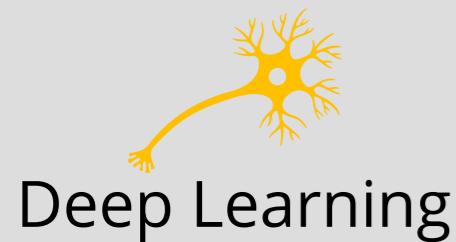
AI



Wolfi

# Deep Learning (artificial neural networks)

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



Wolfi

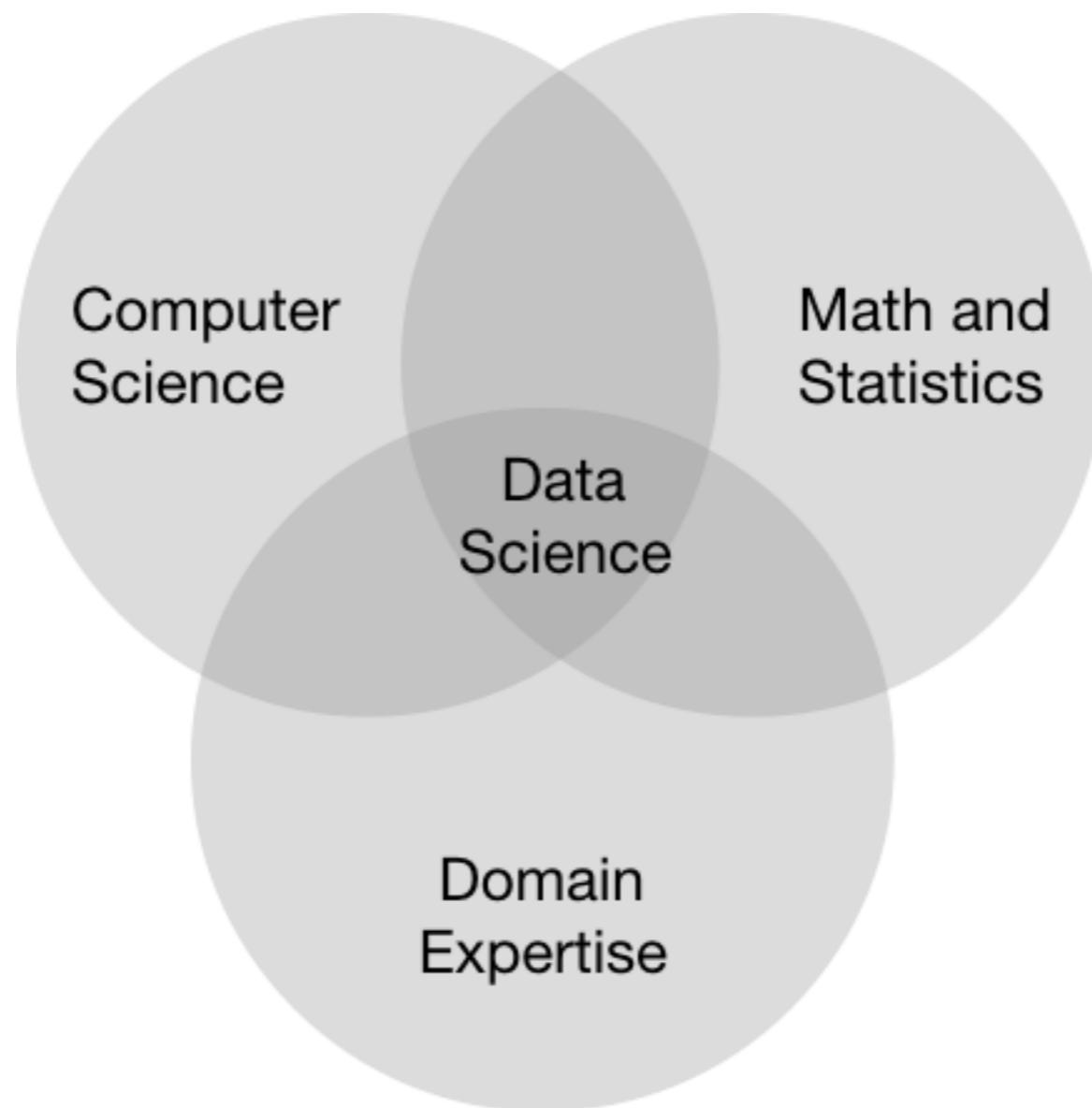


# (Buzz)Words – overview

- ▶ 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.



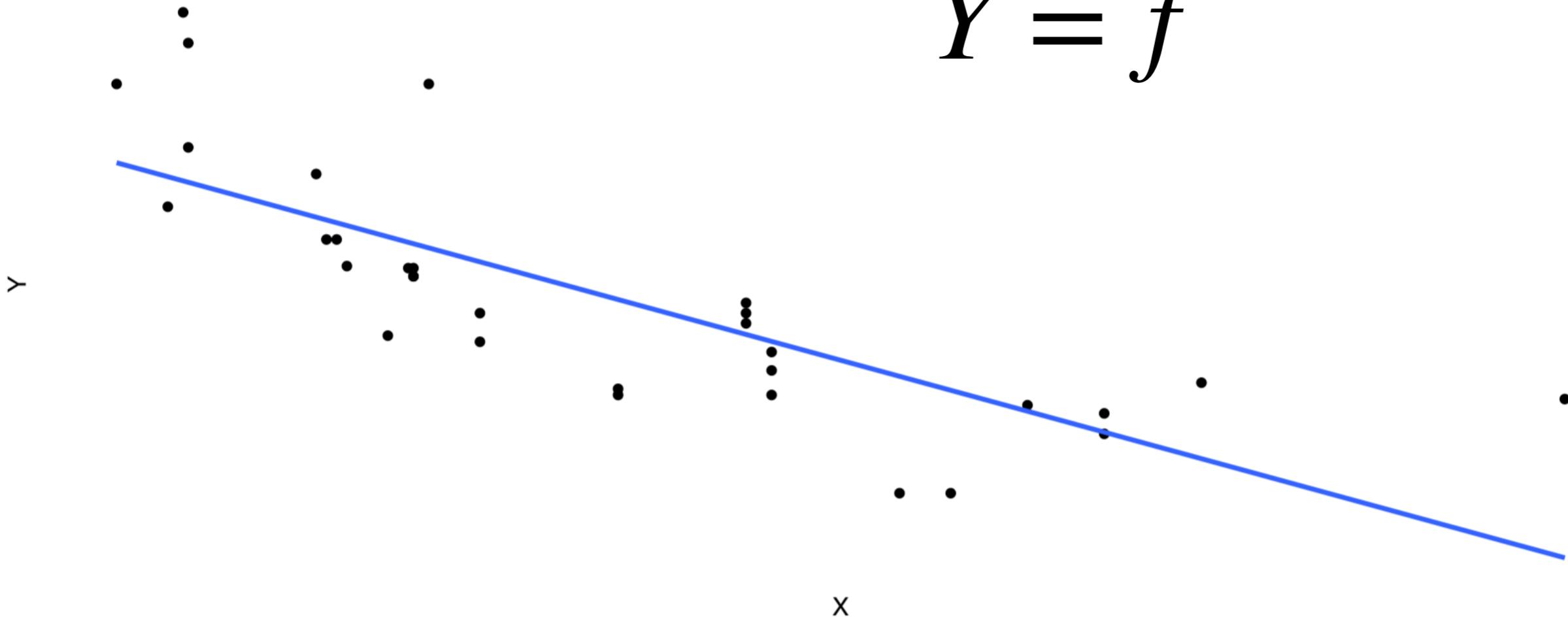
# More on Data Science



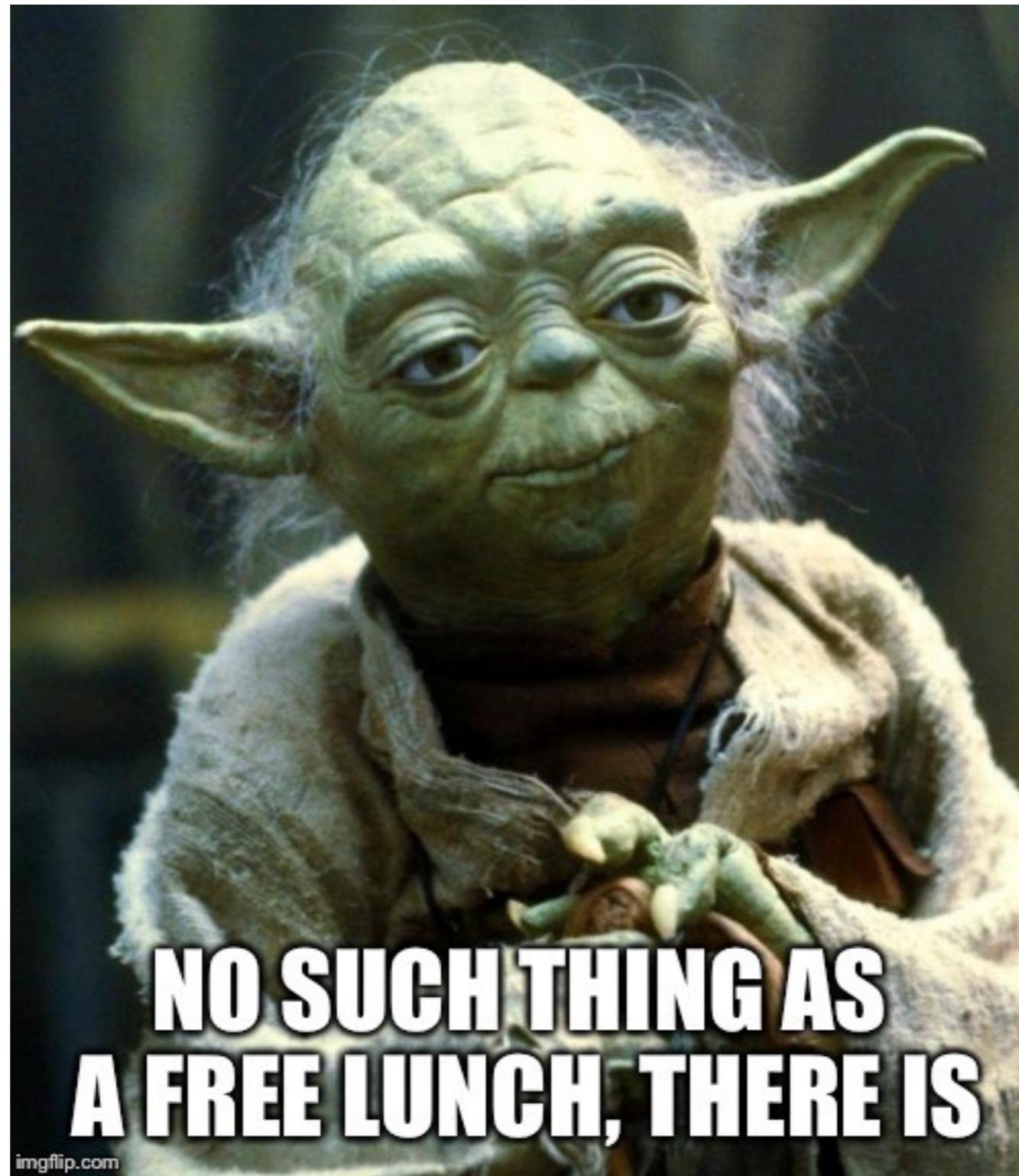
# Common ground: Quantifying patterns in data

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

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

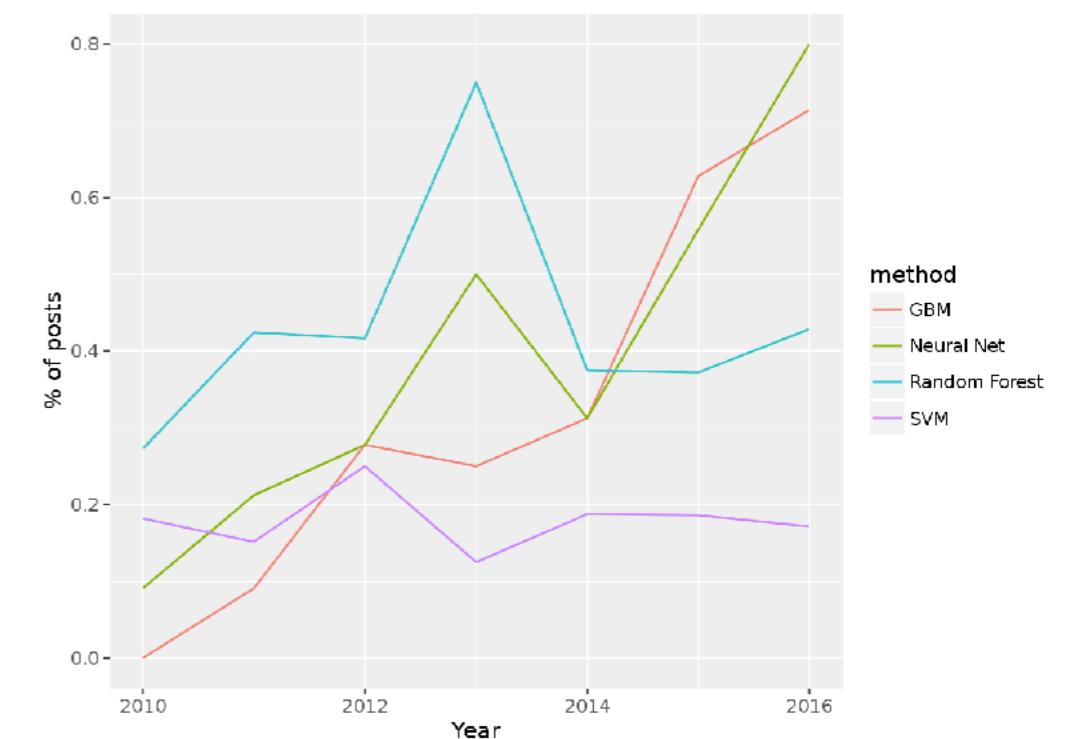
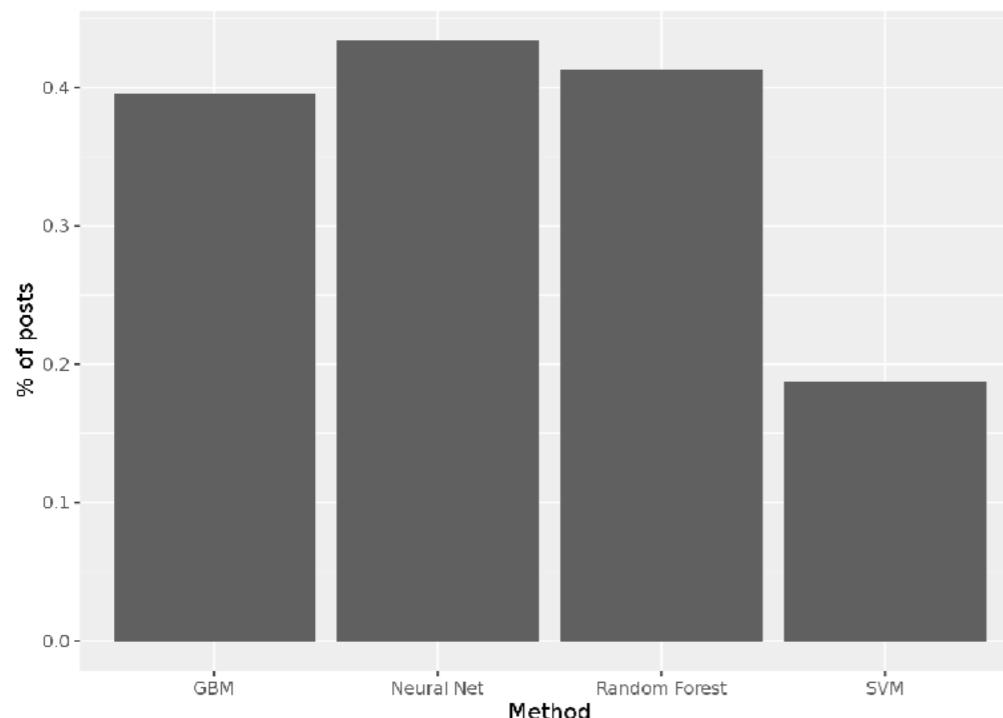


# The best model/method/approach ...



# What algos are most successful on kaggle.com?

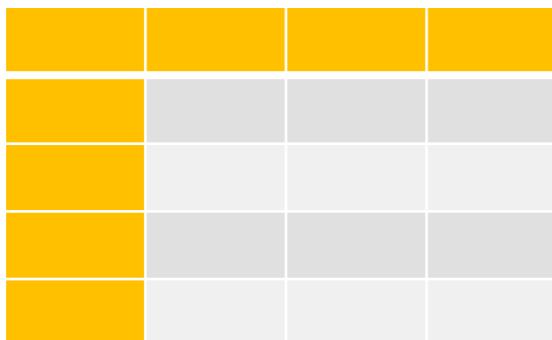
- ▶ Neural nets are among the top scoring algos.
- ▶ And they appear to stay on the rise.



# Are neural nets always the best choice?

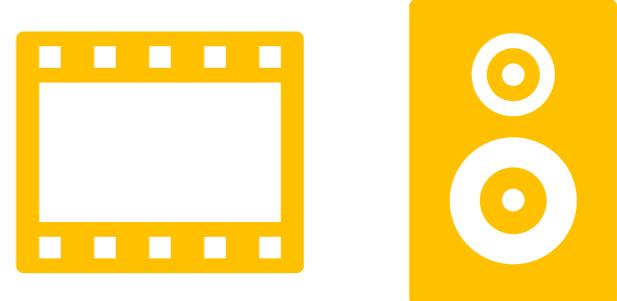
- ▶ According to Kaggle's CEO and founder, Anthony Goldbloom, there are two winning approaches:

**rectangular data**



decision trees  
ensembles such as  
random forest or  
boosting

**image or speech data**



deep learning (aka,  
neural nets)



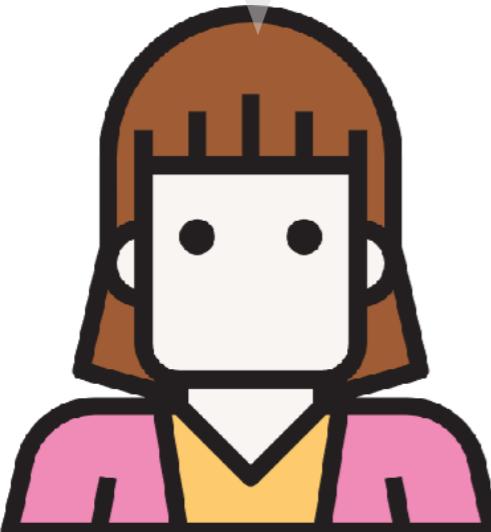
# How large should my sample be?

It depends.



Wolfi

# How large should my sample be? 2/2



Angi

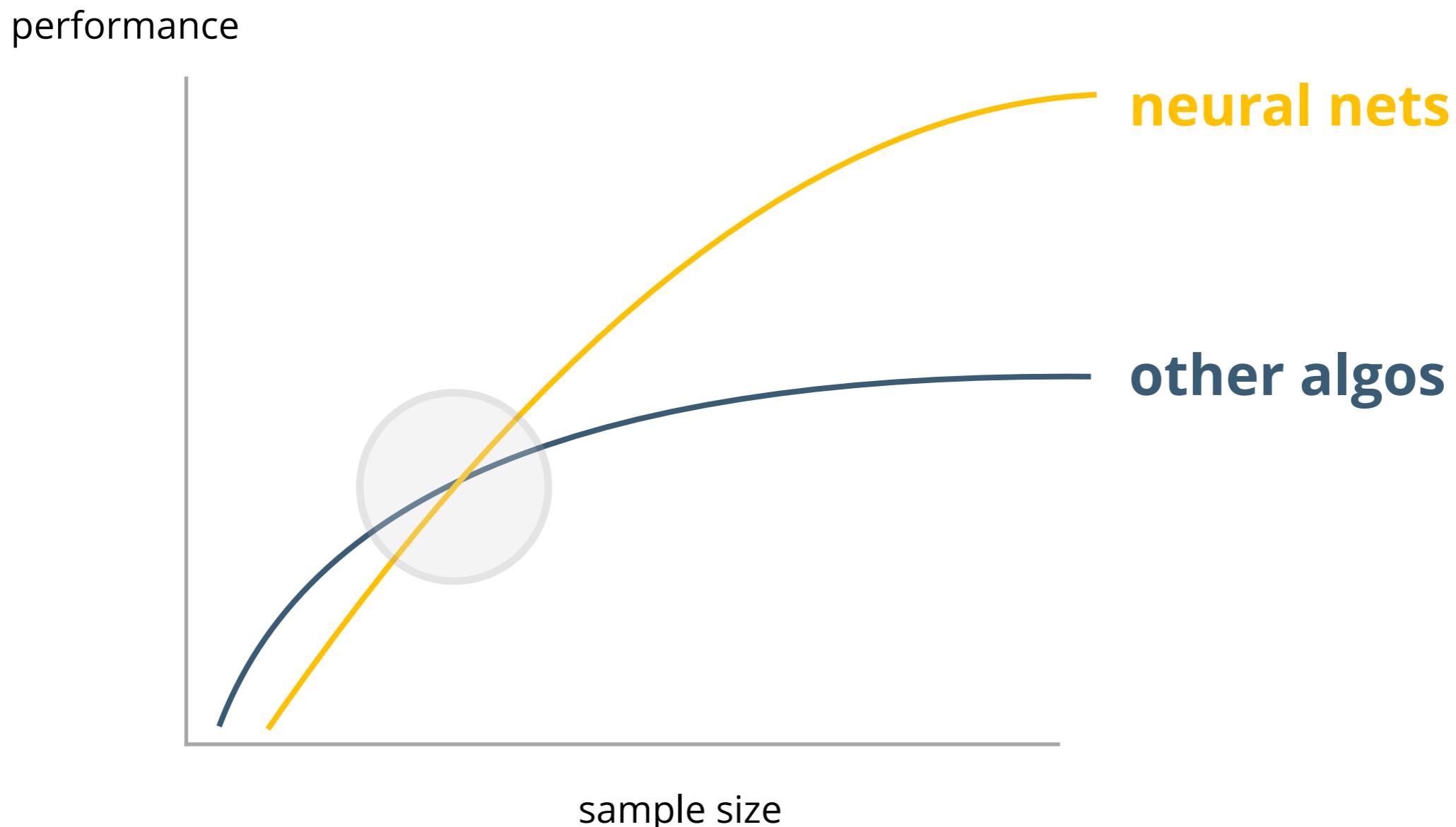
Wolfi! That's true  
but not helpful!



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



# What about neural nets and sample size?





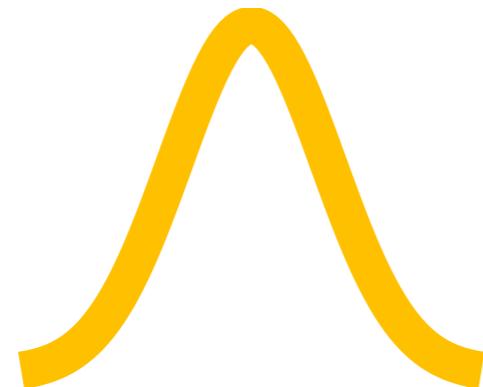
# Recap – Buzzwords

- ▶ 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

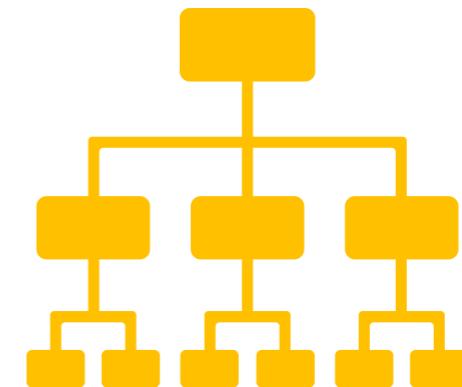
# Breiman's two cultures

stochastic modelling



building on  
probability theory

algorithmic modelling



building on computer  
science models



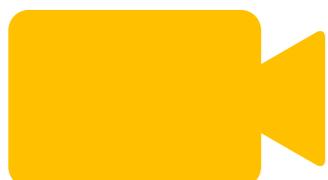
# Data Science vs. Statistician



Created by H Alberto Gongora  
from Noun Project



Created by Alfonso López-Sanz  
from Noun Project

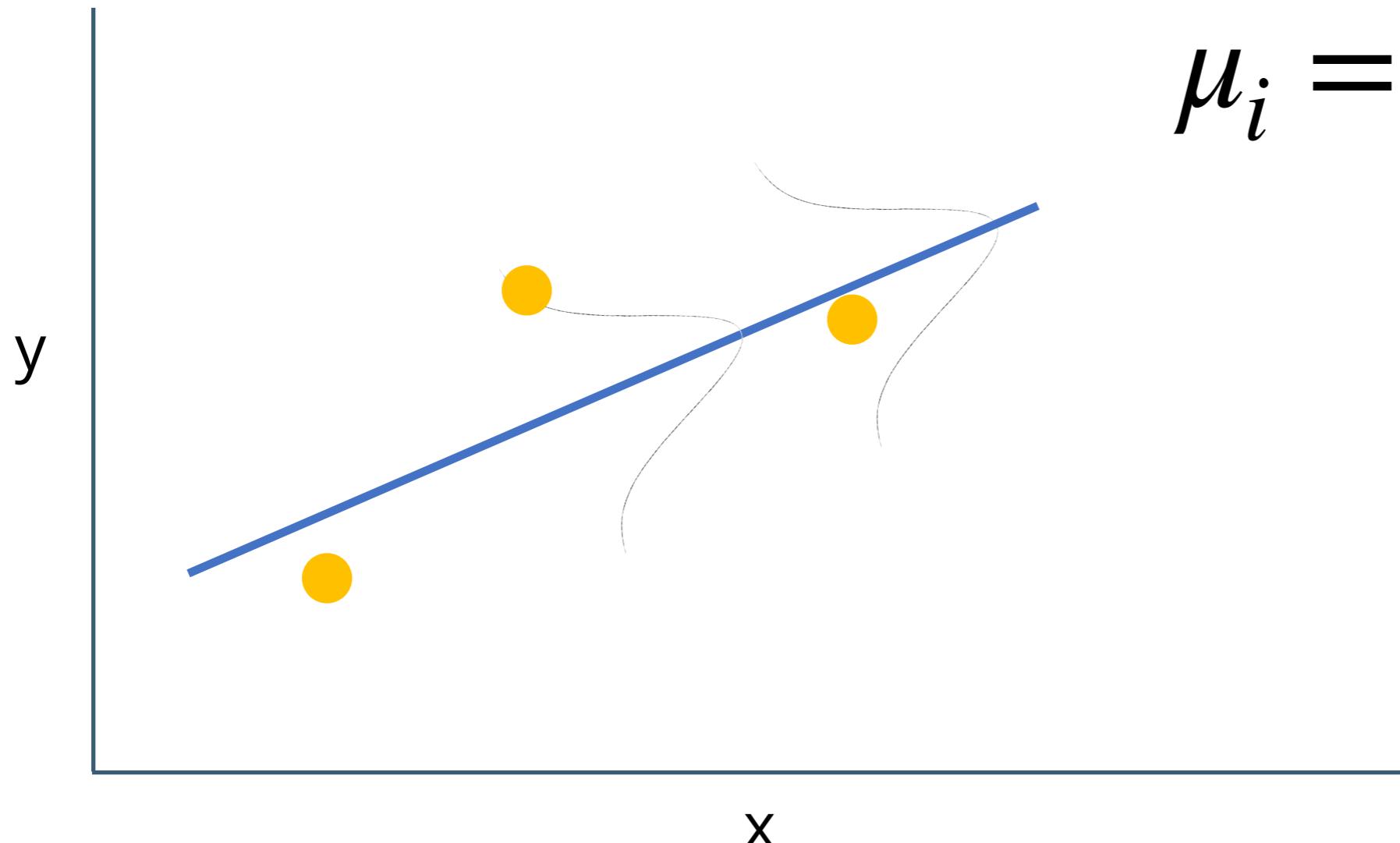


- ▶ Watch the [video](#)
- ▶ Report back the (alleged) characteristics of a data scientist vs. a statistician

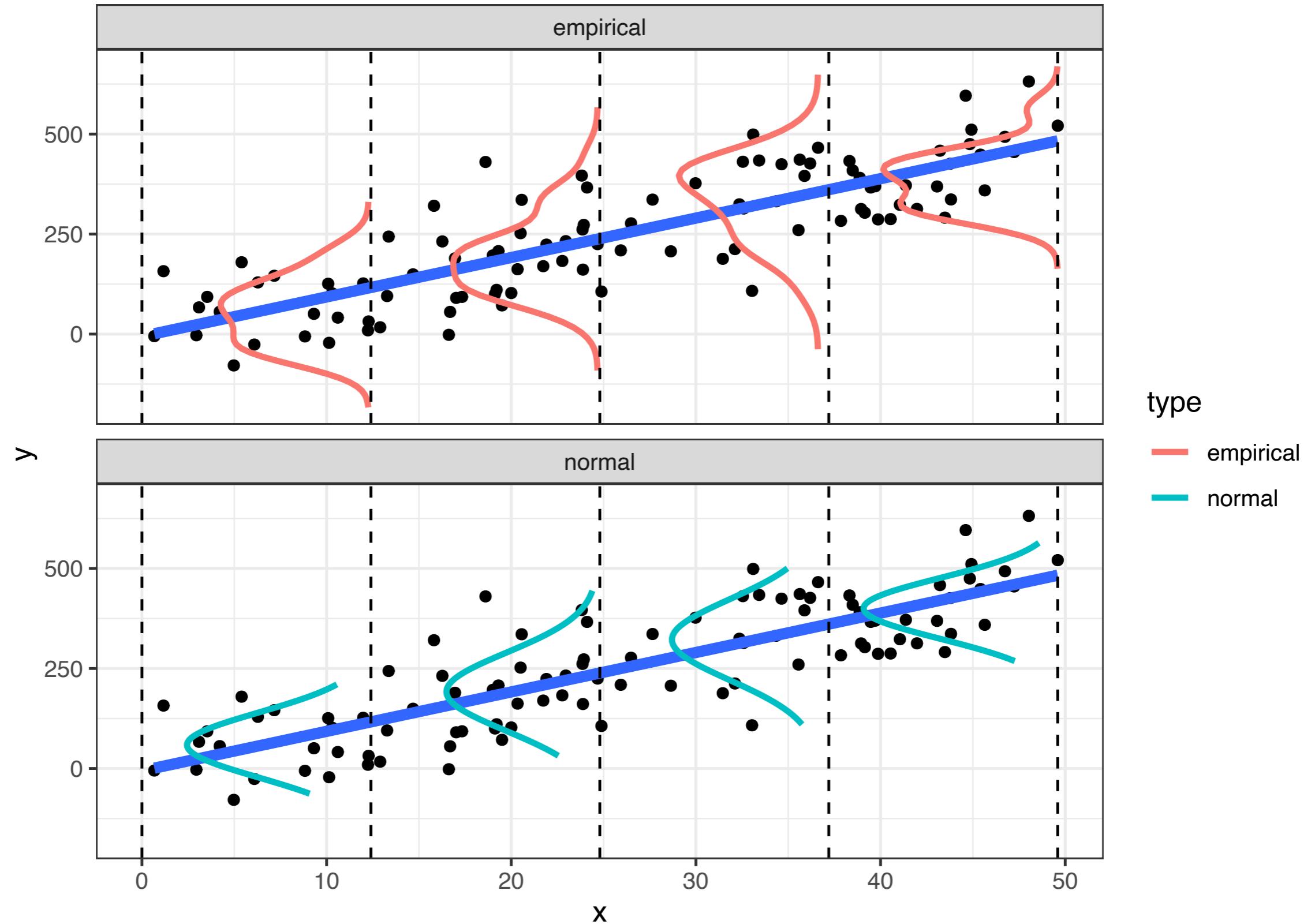
# Culture 1: Classical statistics

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

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



# Stochastic model



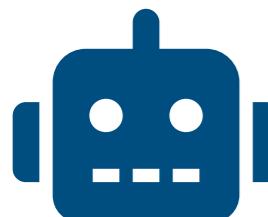
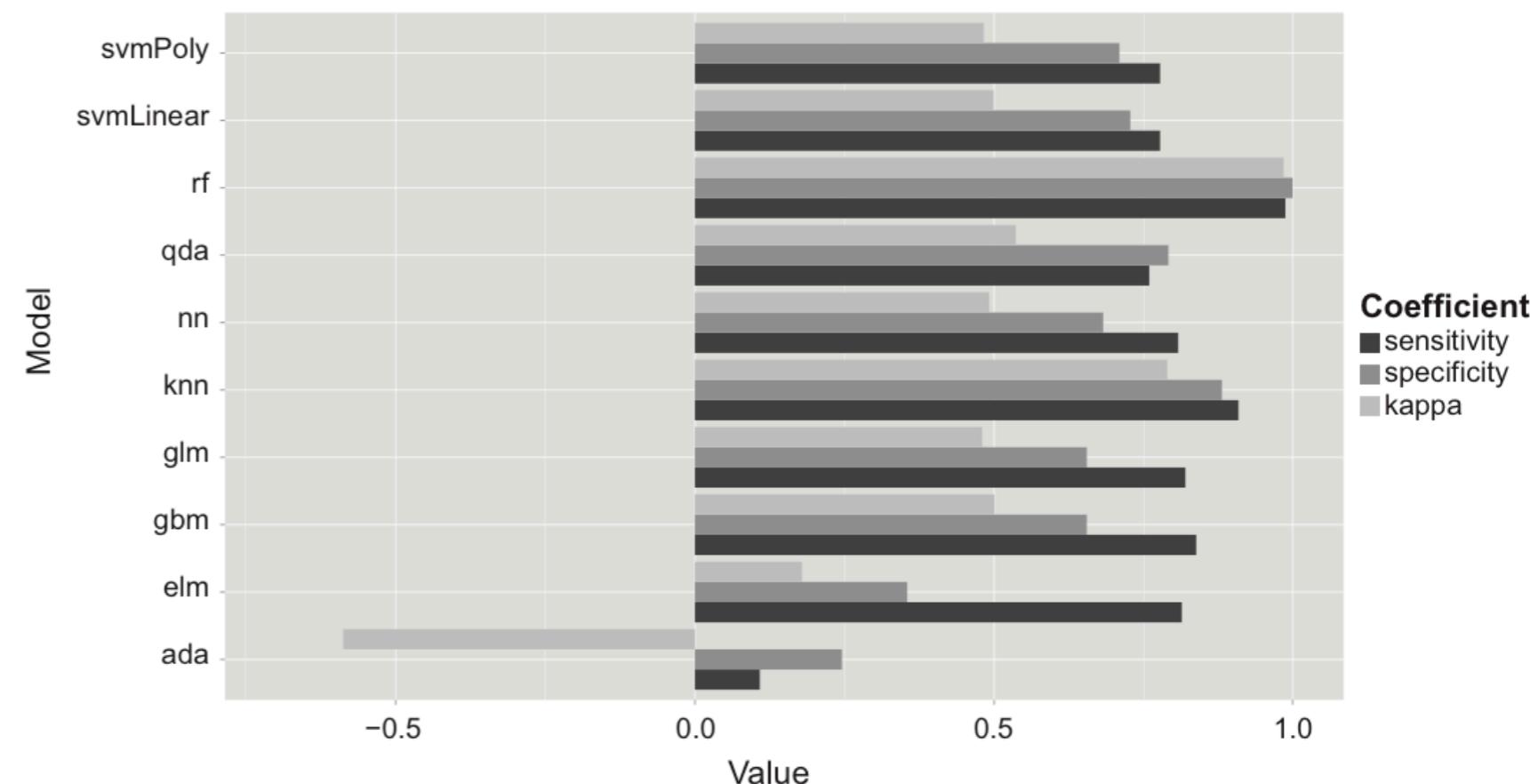
# Case study: Regression in real live

amount of data 

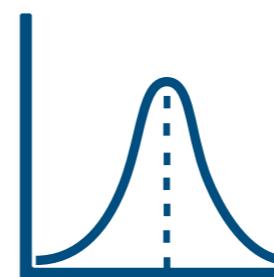
276 individuals,  
14 survey items

analytic method 

10 machine learning  
algos



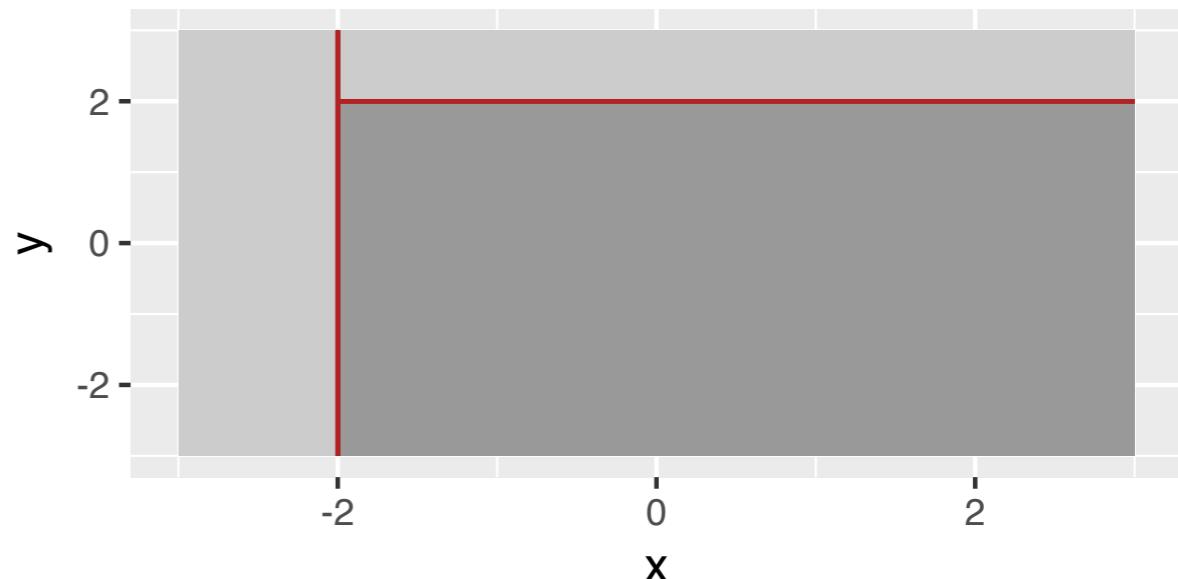
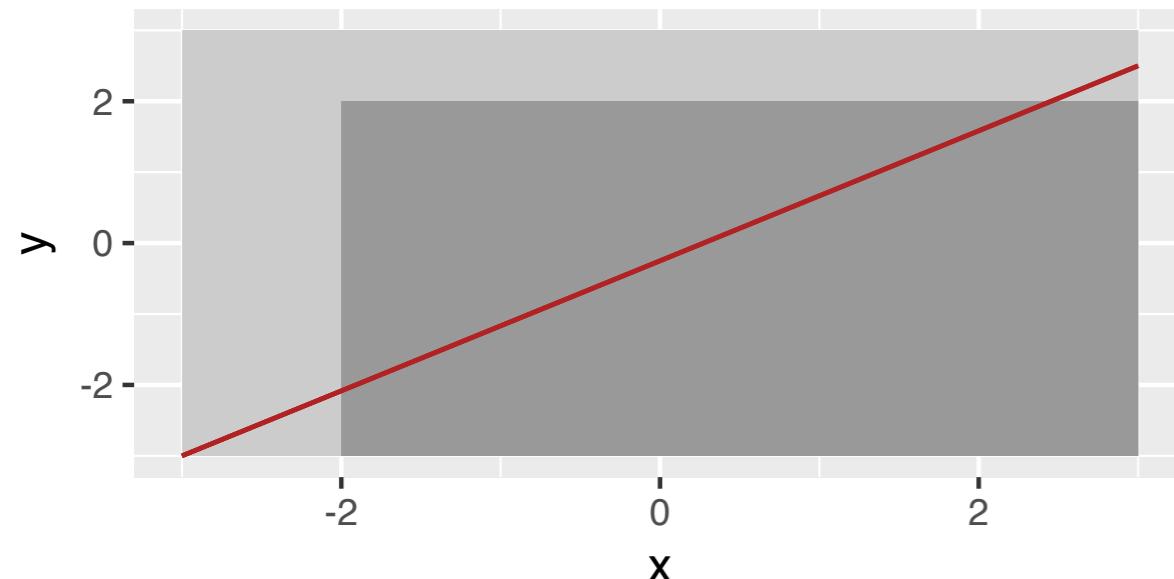
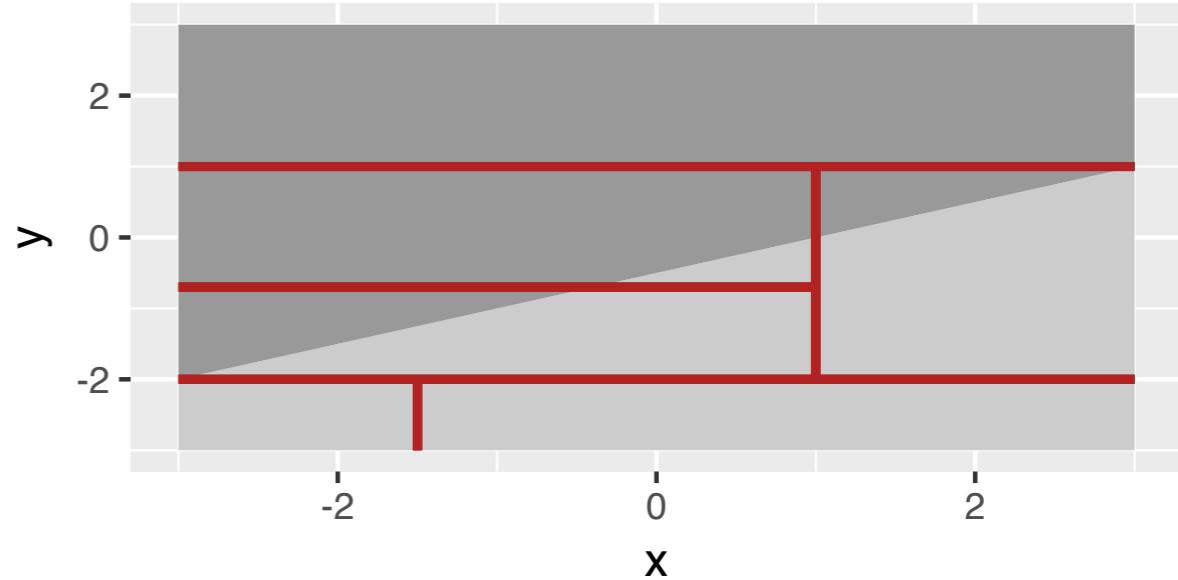
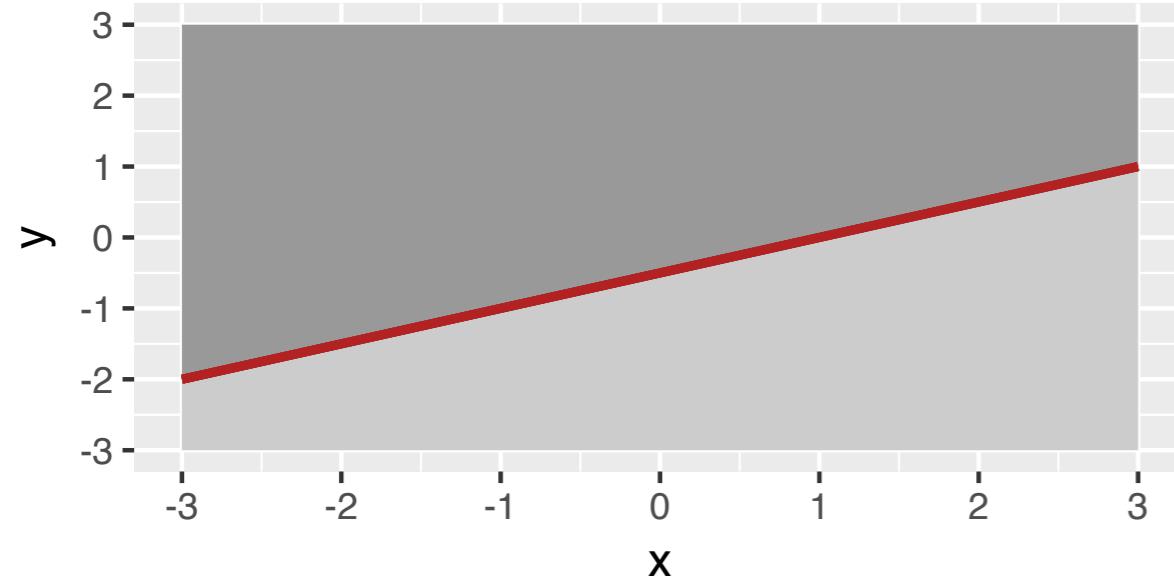
Machine learning provided  
higher predictive accuracy ...



... compared to classical  
regression



# Again, there's no free lunch



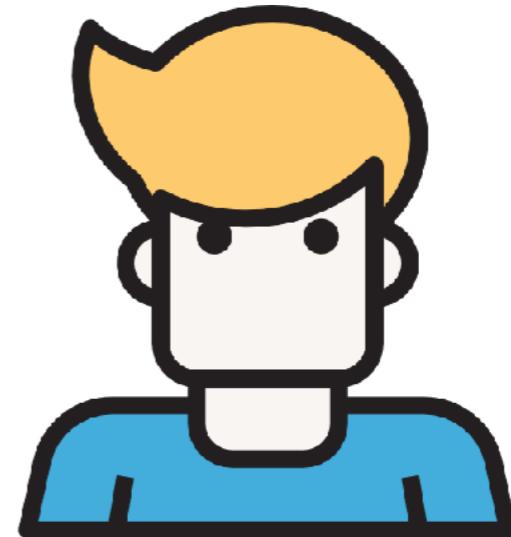
# One model to rule them all

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



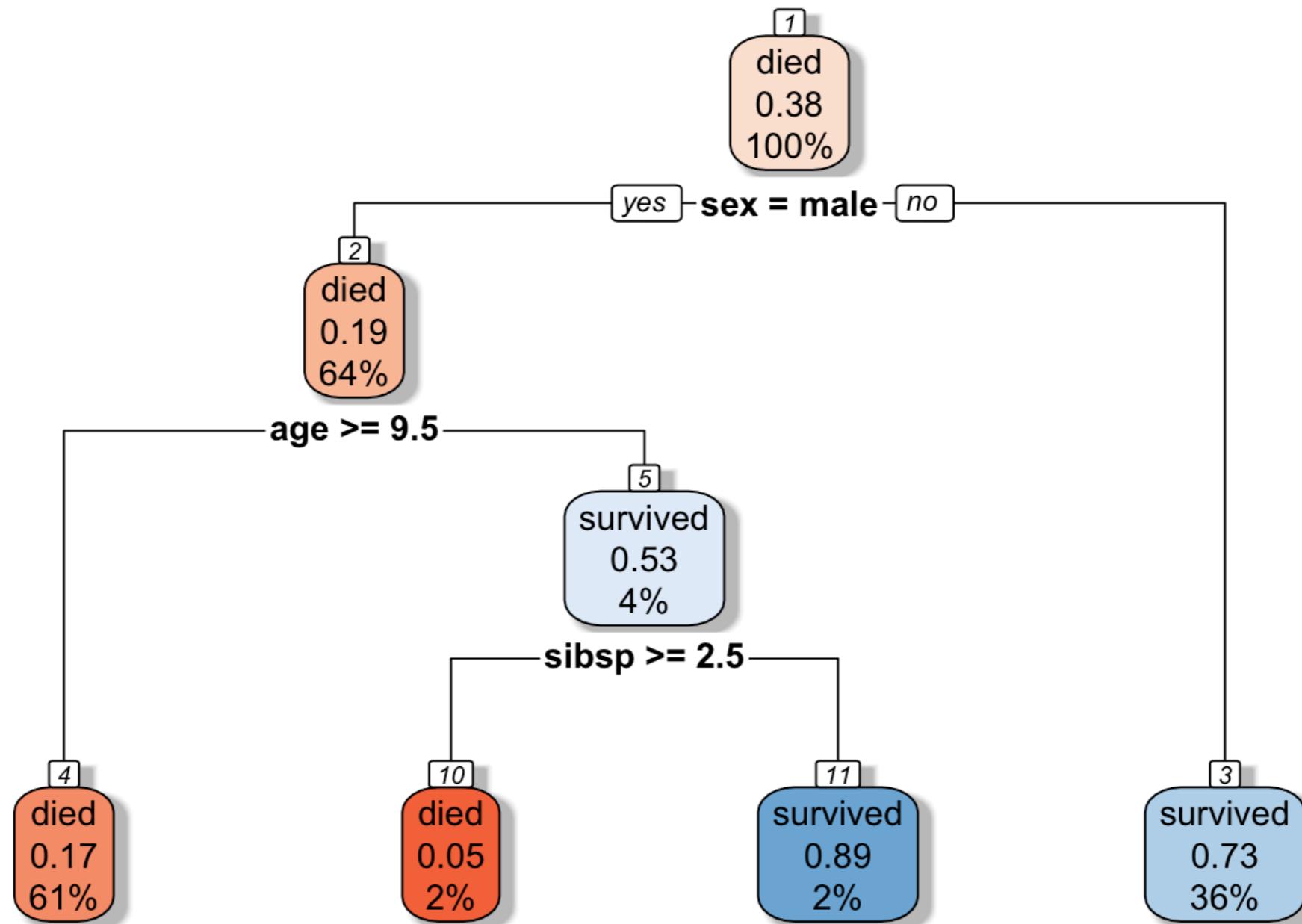
Wolfi

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

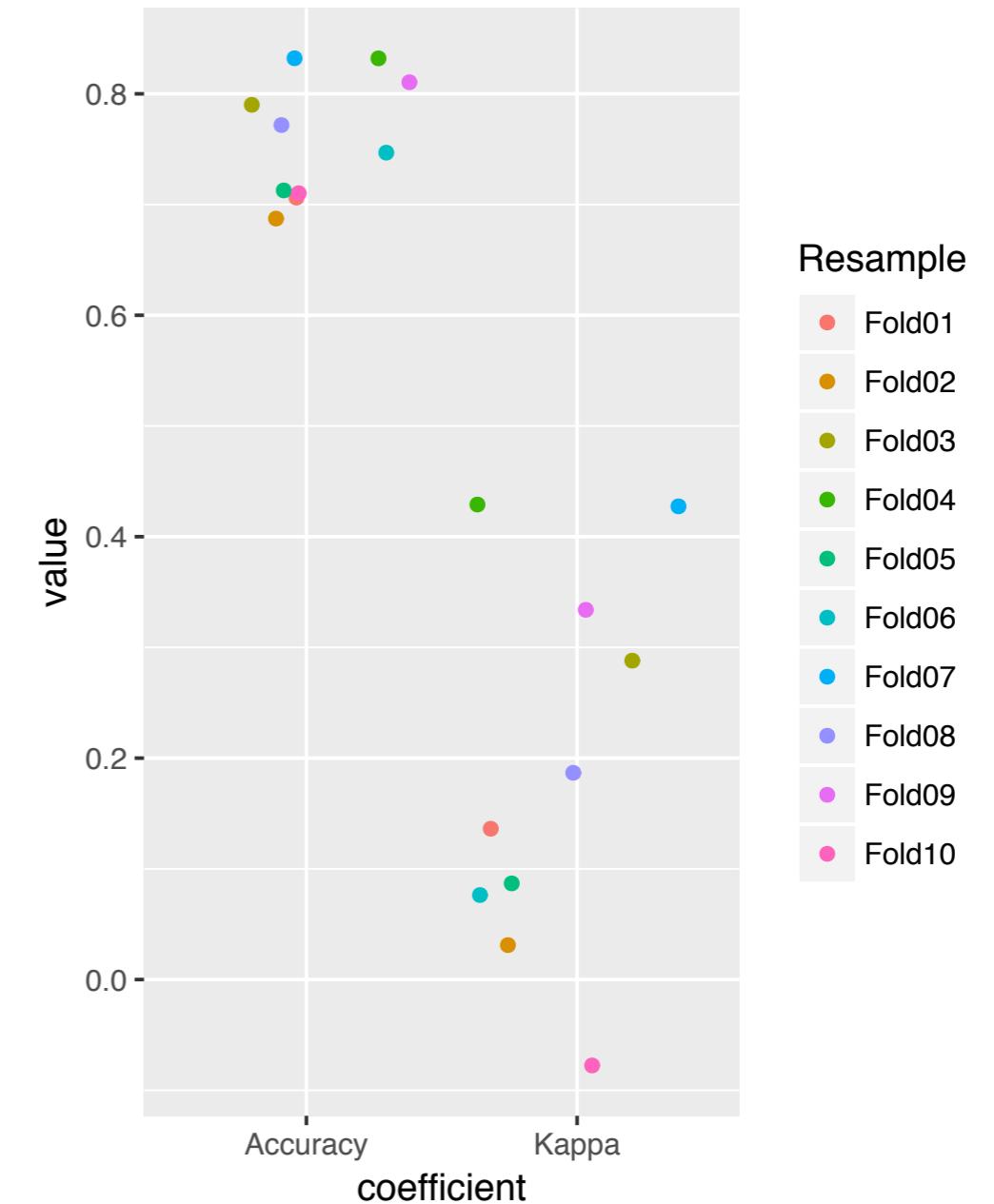
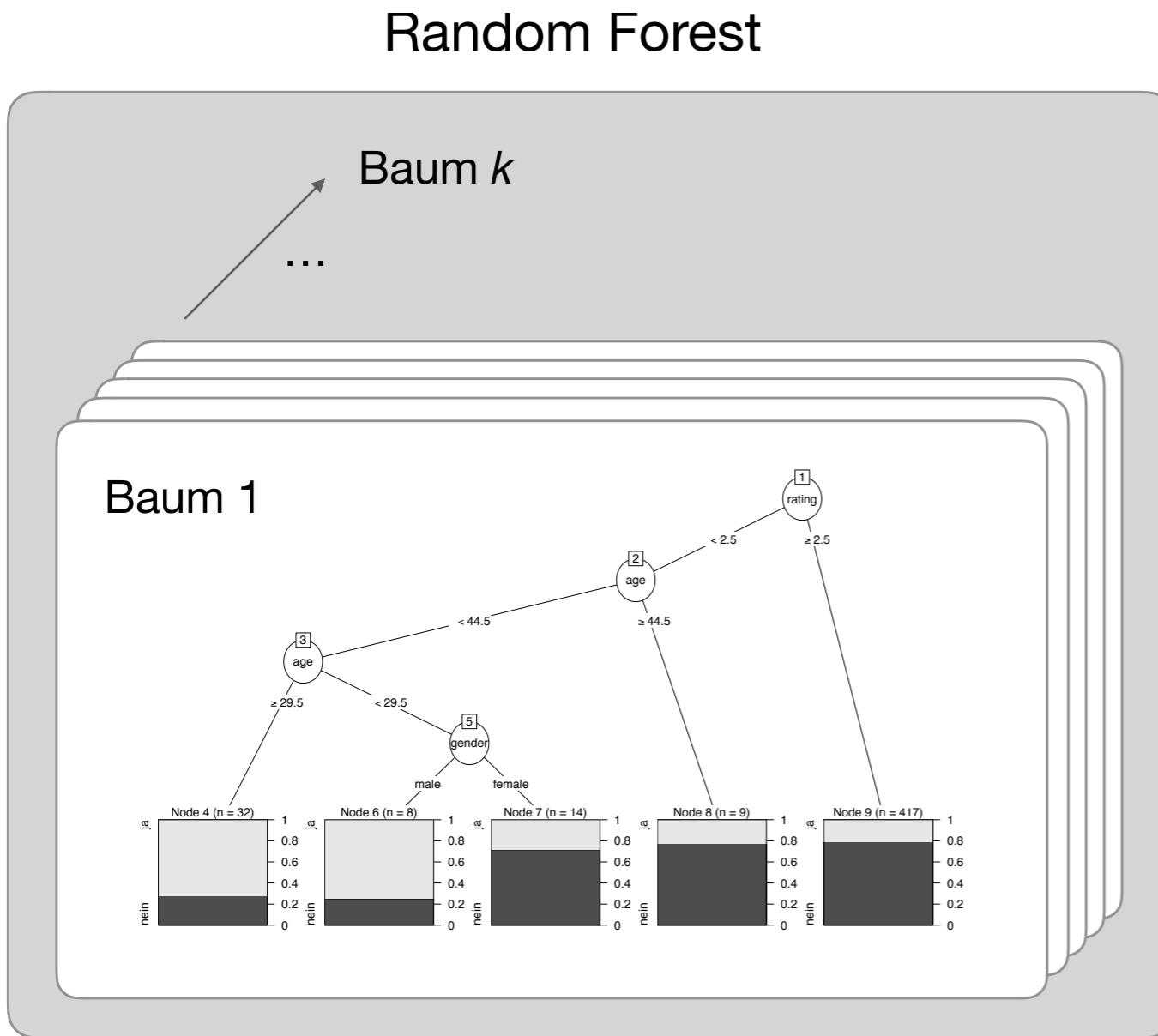


Don

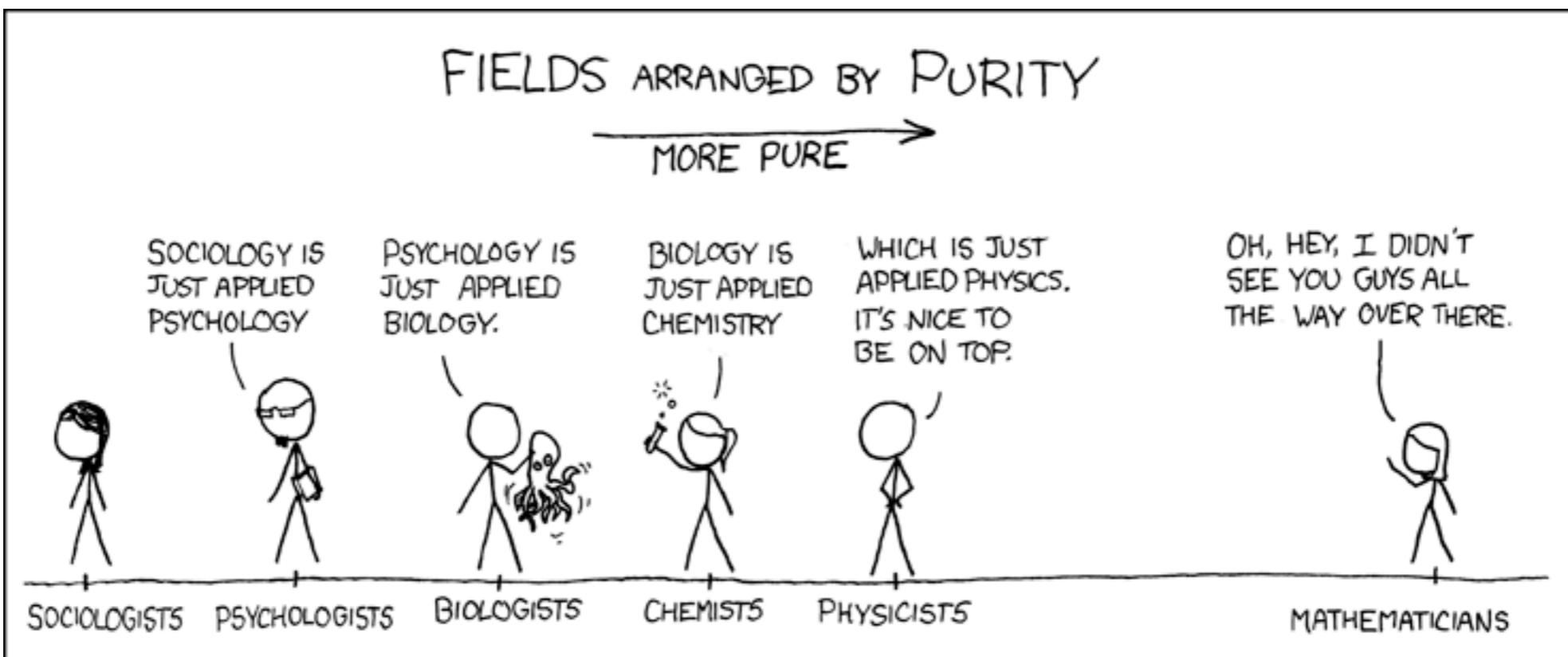
# Culture 2: algorithmic modelling: Decision Tree



# Many trees make a forest: Ensemble models



# Fields/science branches overlap (?)



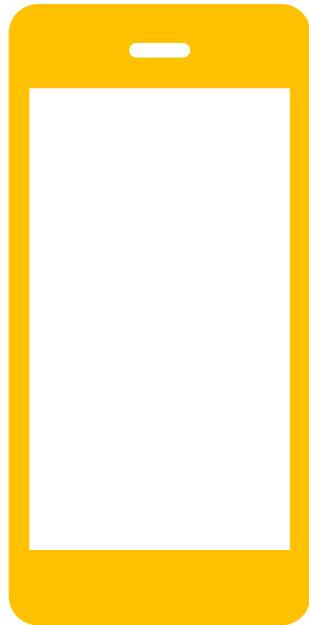


# Describe the analysis

- ▶ 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](https://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



...

# Sentiment mining

abc

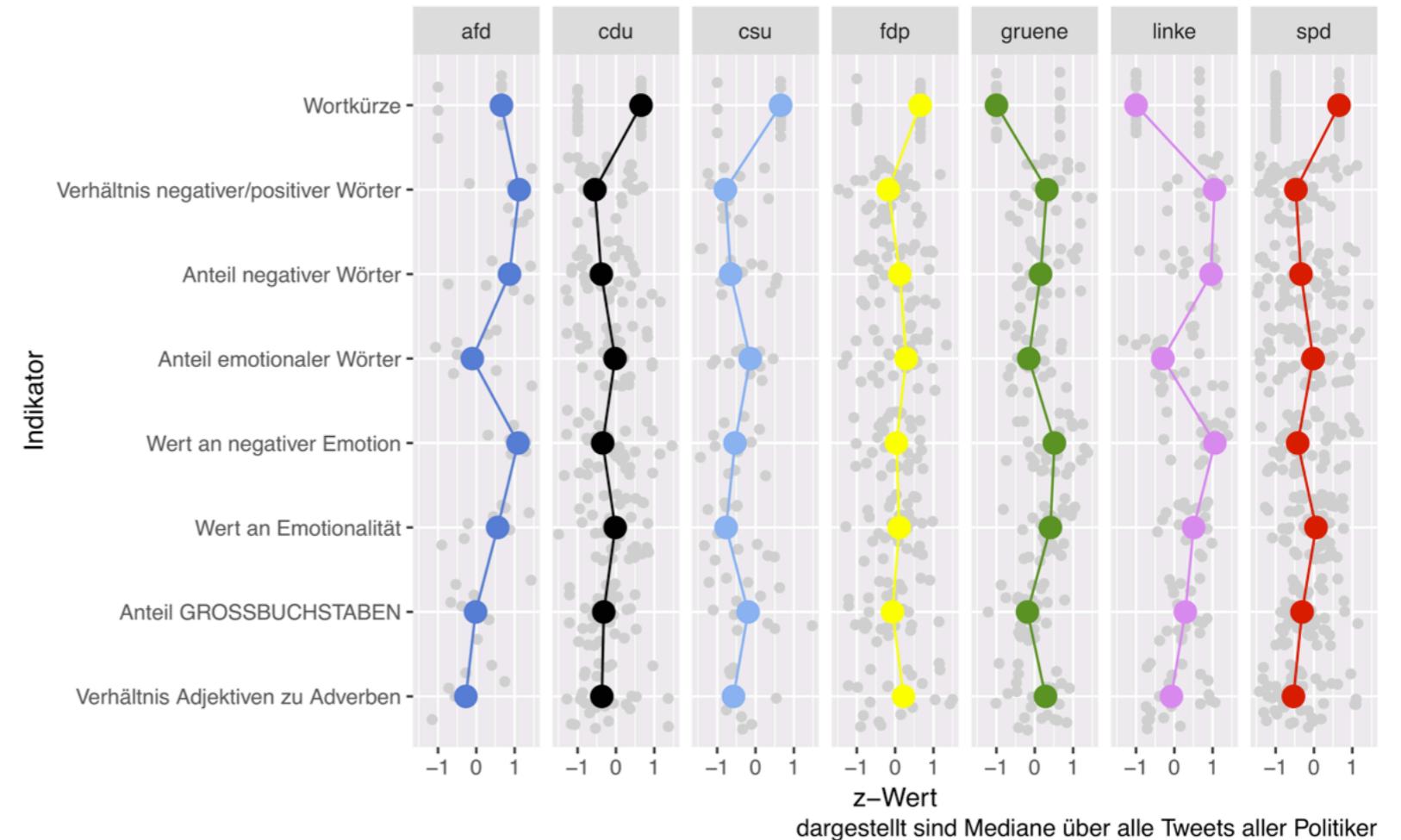
Text Mining

amount of data 

6 Million words

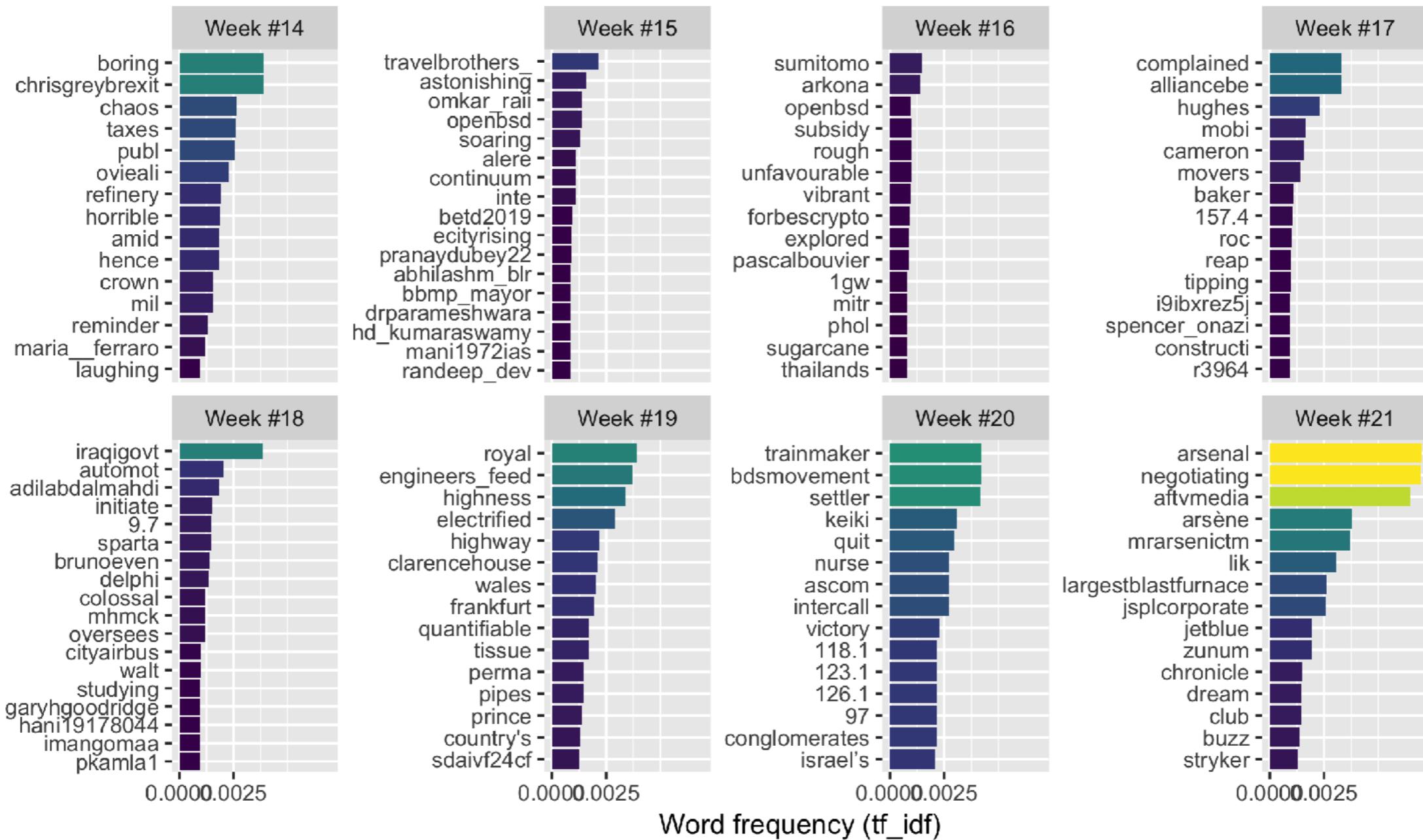
analytic method 

Twitter-Scraping,  
Textmining



# What do people say about Siemens?

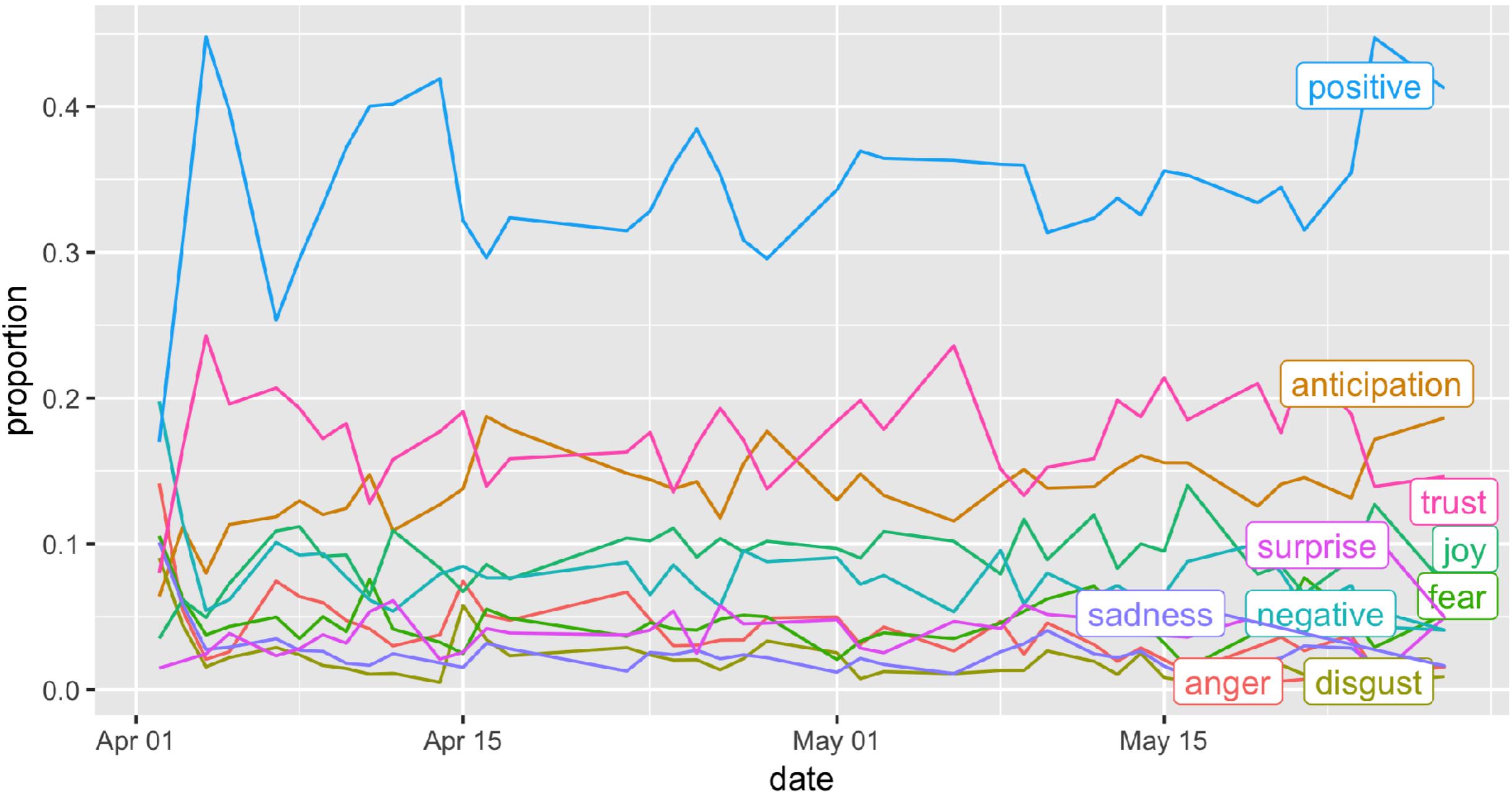
Word frequencies in Tweets containing 'Siemens' (per week)



# Different emotions attached to „Siemens“

abc  
Text Mining

Sentiments per day in tweets with keyword 'Siemens'

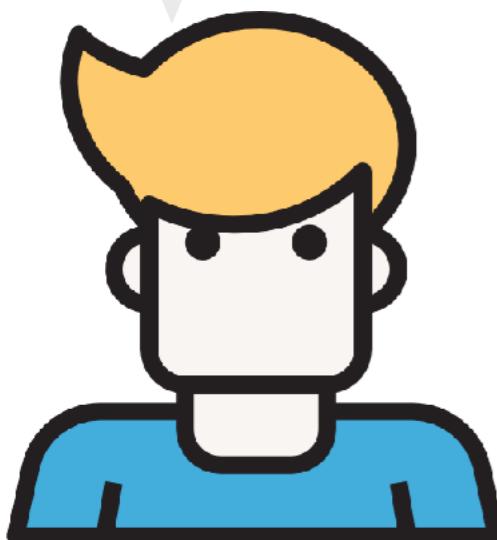


# IBM predicts which employees will quit

according to a study

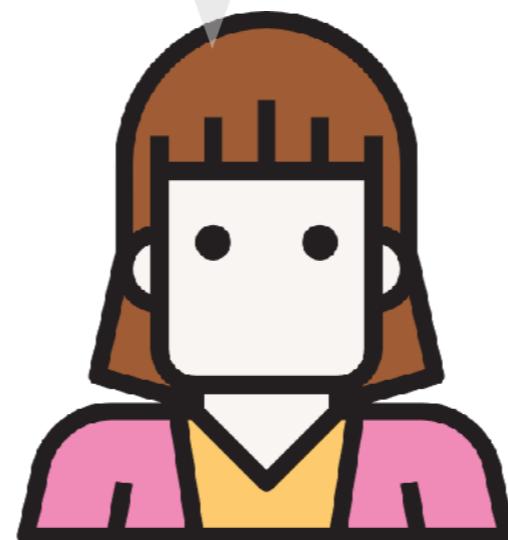


If I knew you wants  
to quit, I'll fire 'em  
anyway!



Don

Predictive quality  
depends on data  
quality.



Angi



Wolfi



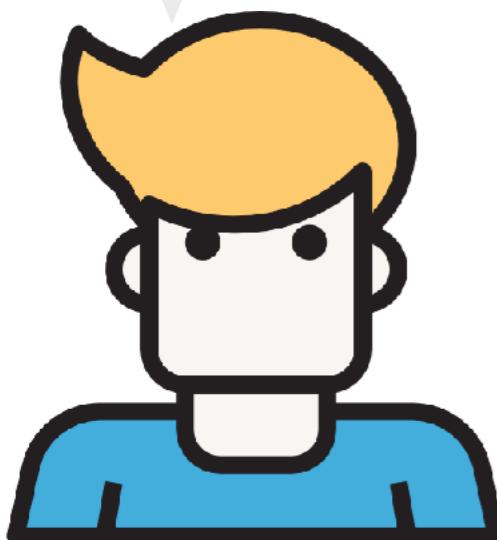
# Market research in the advent of Big Data

- ▶ 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



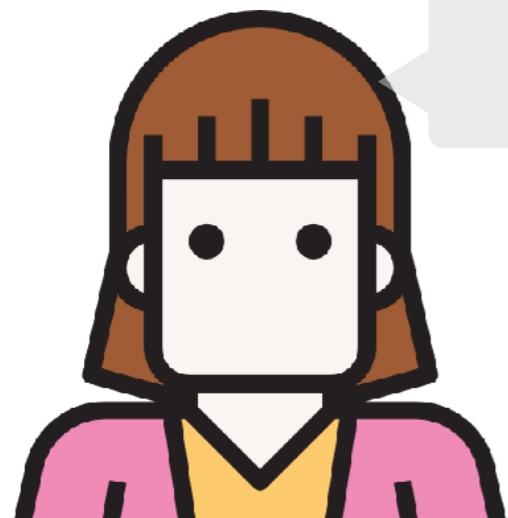
McKinsey



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



Data Reduction



Image/speech  
recognition

abc

Text Mining



Clustering



# Recap – Market research case studies

- ▶ Epistemological goals can be classified in
  - descriptive
  - 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 tailor your ideas to your customers' needs.

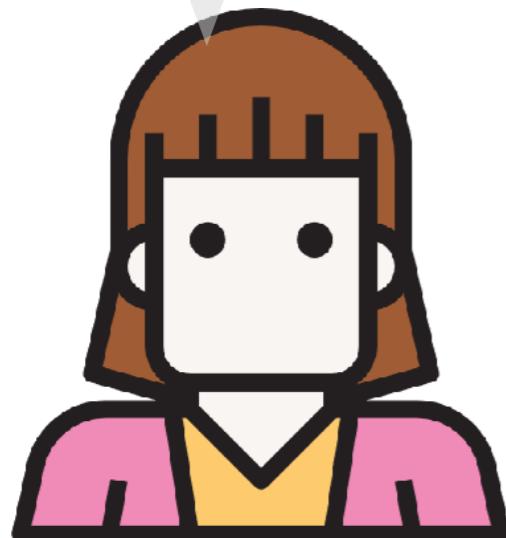
# Why most analytical insights are unfit for business decisions



# Examples of biased samples

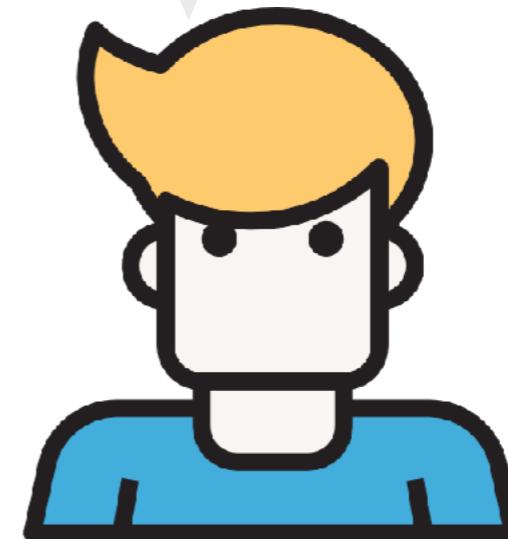
## Challenge 1: Biased samples

Biased sampling remains biased even if the sample is large.



Angi

Gimme an example in three sentences.



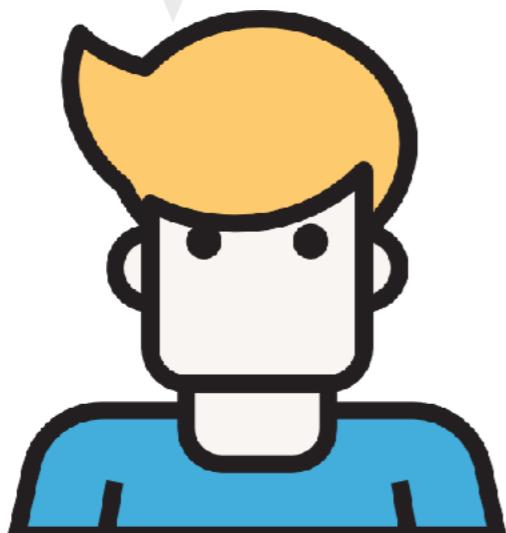
Don



# Explain „Correlation ≠ Causation“

Challenge 2: Missing causal structure

Something with  
storks and babies?



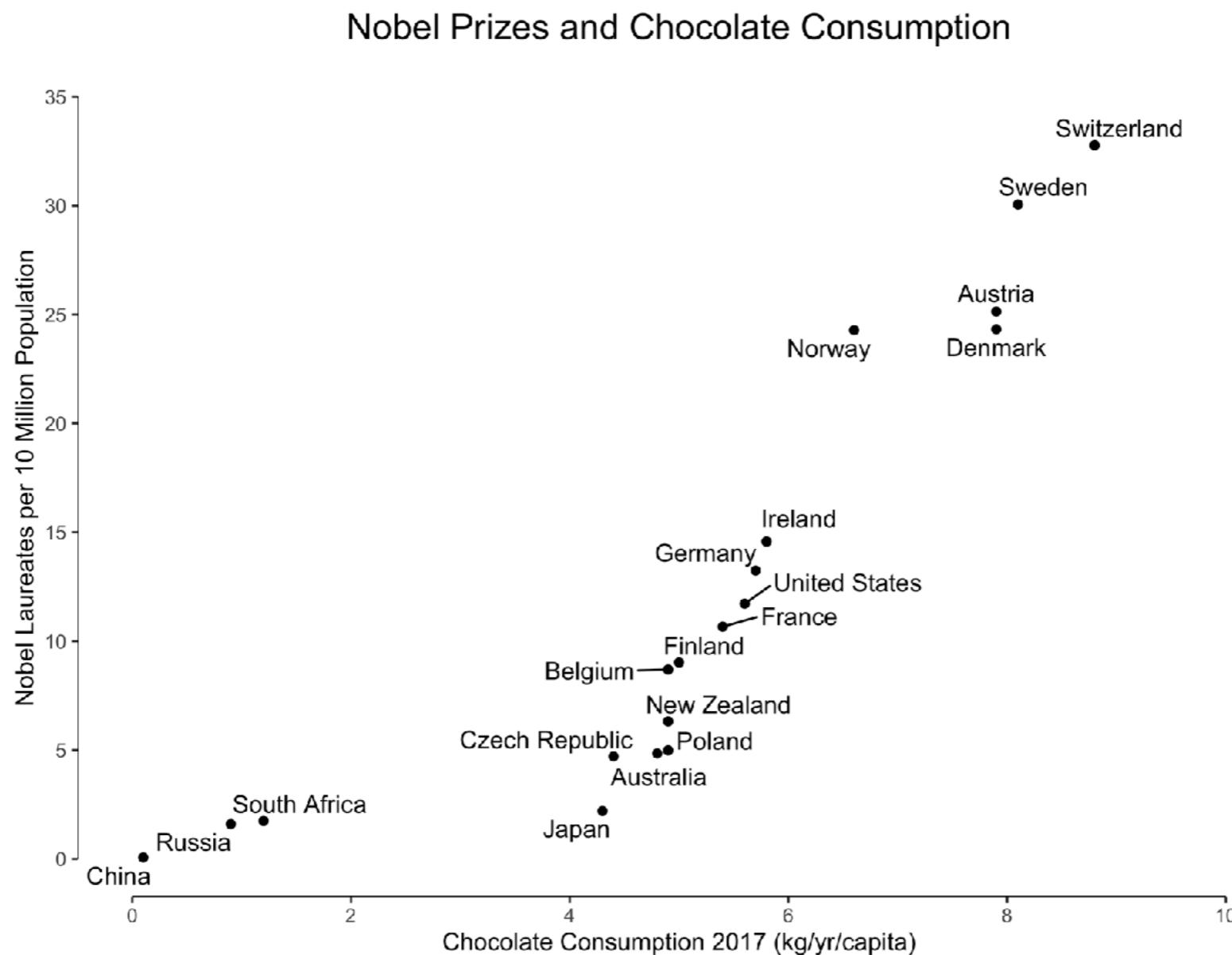
Don

Yeah, but there's  
more to it.

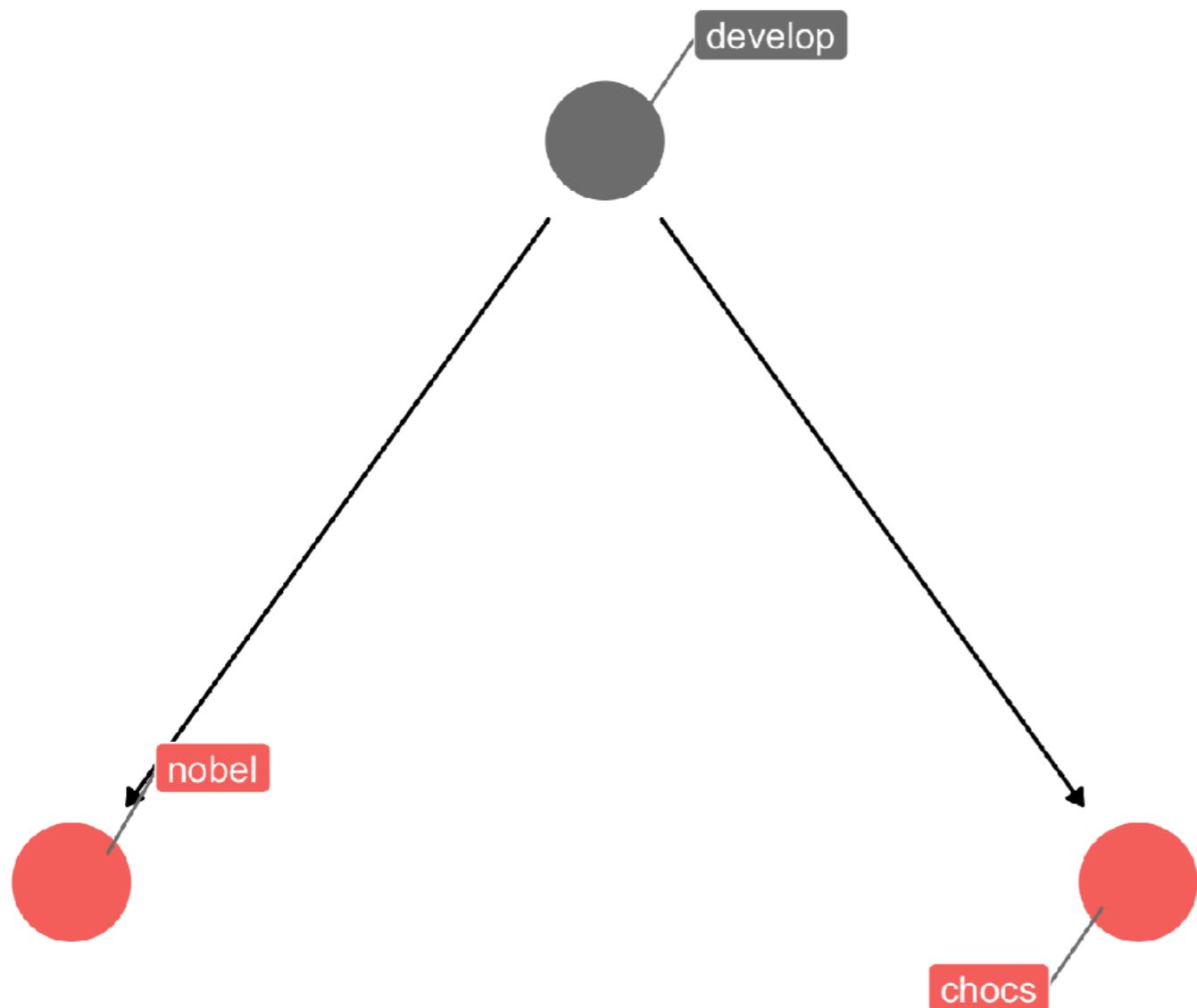


Wolfi

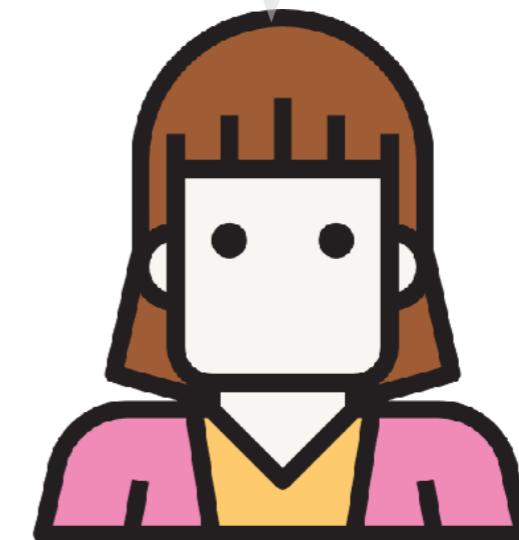
# Spurious correlation: Example



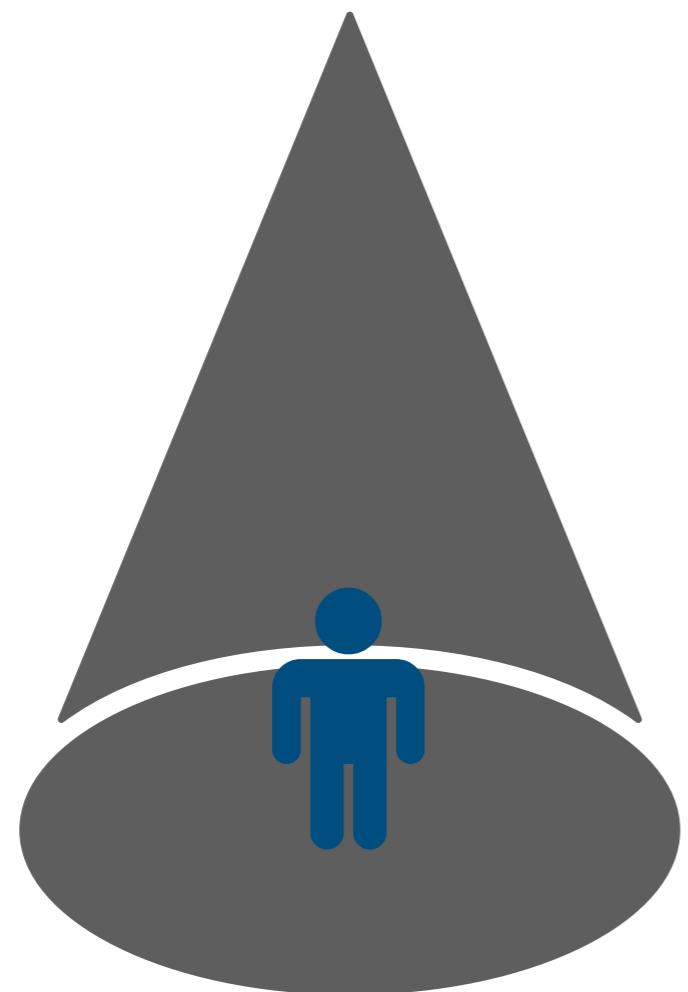
# A (simplistic) causal model for the chocolate example



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



# Statistical associations can be real ... or spurious

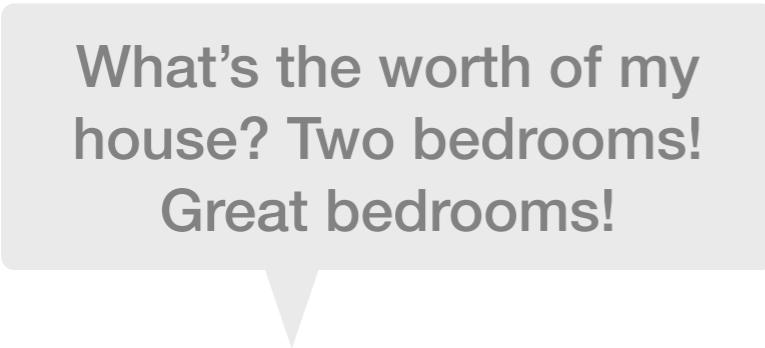


Fake (spurious)

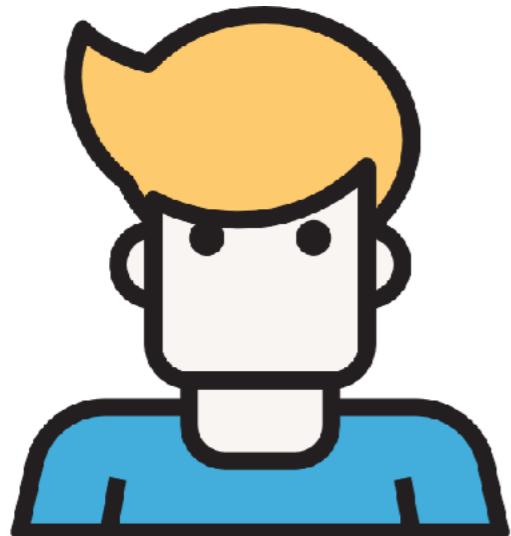


real (causal)

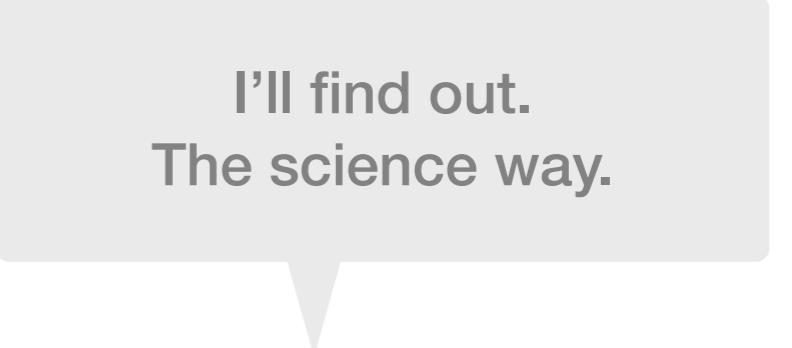
# Angi's got a job from Don



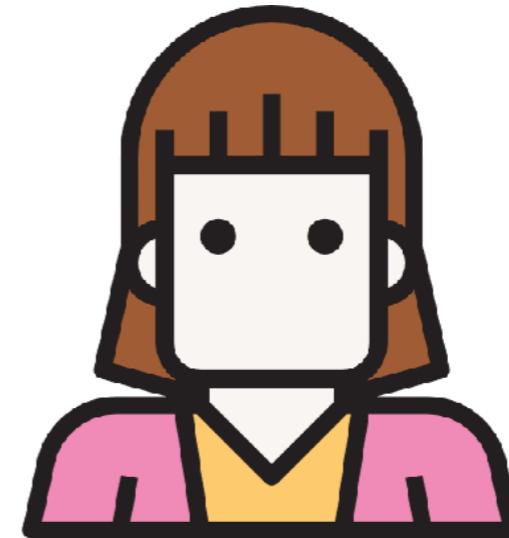
What's the worth of my house? Two bedrooms! Great bedrooms!



Don



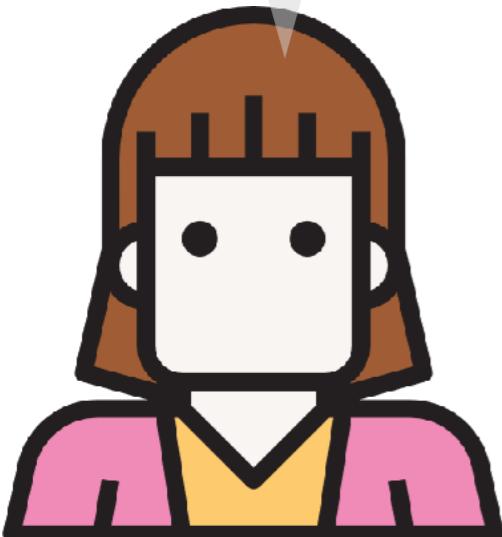
I'll find out.  
The science way.



Angi

# Here's a glimpse on her data

I love data! 😍



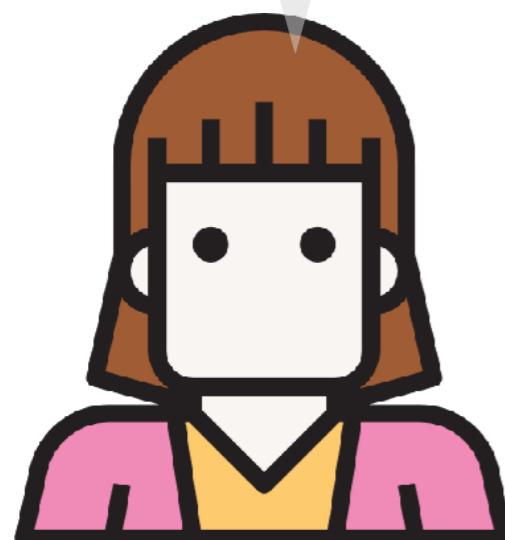
Angi

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	
...	...	...	...	...	...	...

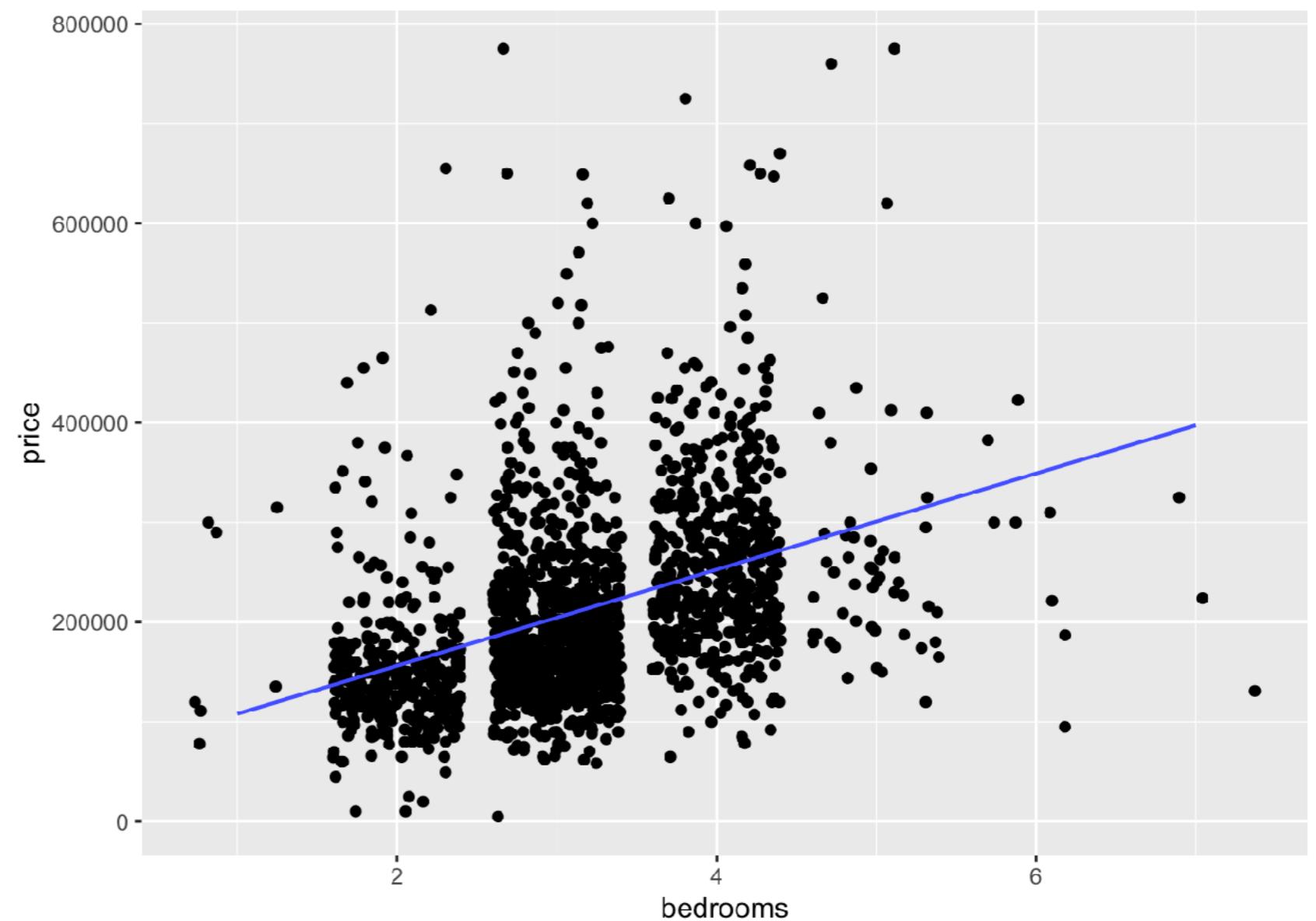


# Model 1: Price as a function of number of bedrooms

Hey Don! More  
bedrooms, more  
bucks!



Angi



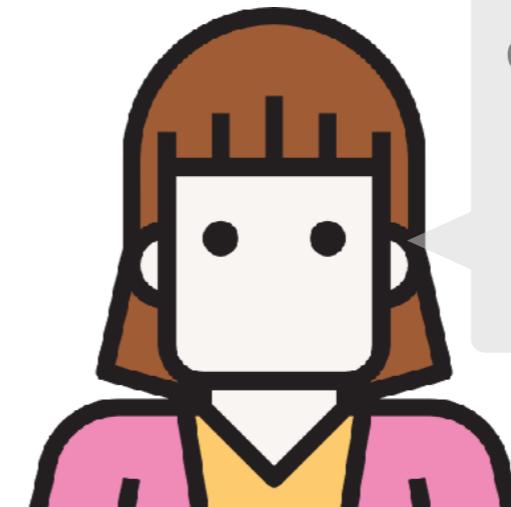
# Angi reporting back to Don. Don isn't happy.

```
model1 <- lm(price ~ bedrooms,  
data = SaratogaHouses)  
coef(model1)
```

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

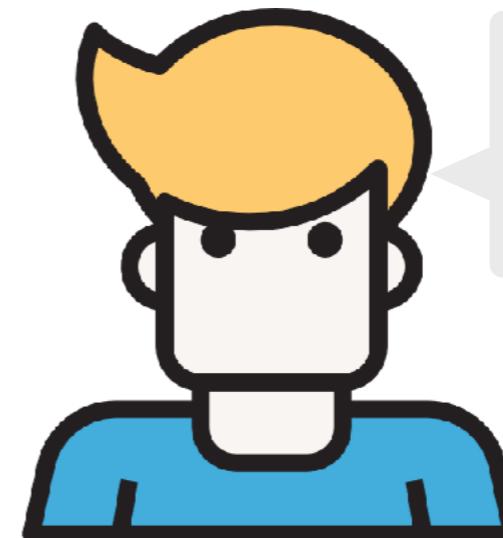
```
dons_house <- data.frame(bedrooms = 2)  
predict(model1, dons_house)
```

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



Angi

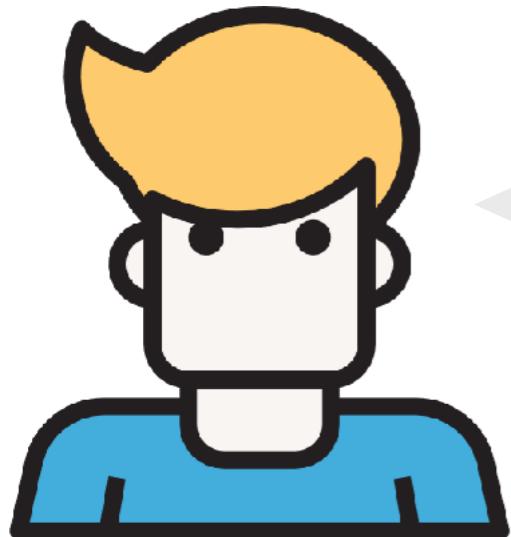
I've crunched the data. Each bedroom adds 50k worth's. Your house sells at 150k.



Don

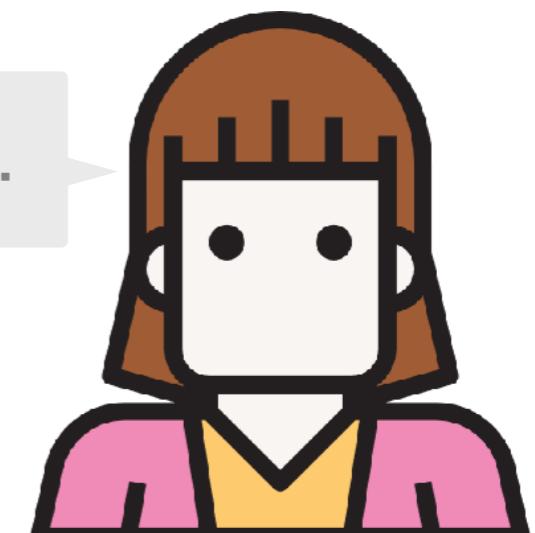
Not enough! 😡😡🤯

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



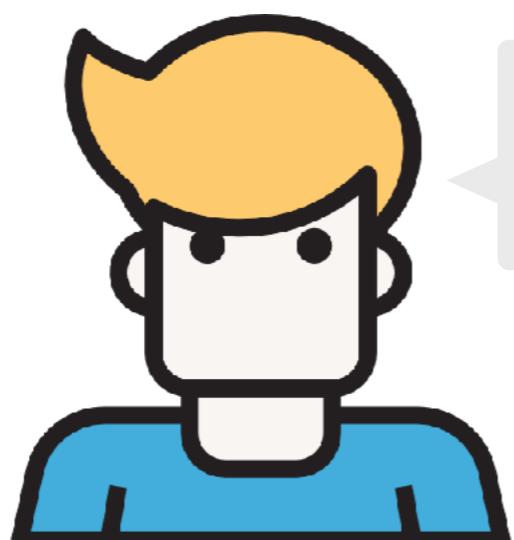
Don

I'll split each bedrooms into two!



Angi

Wait ...

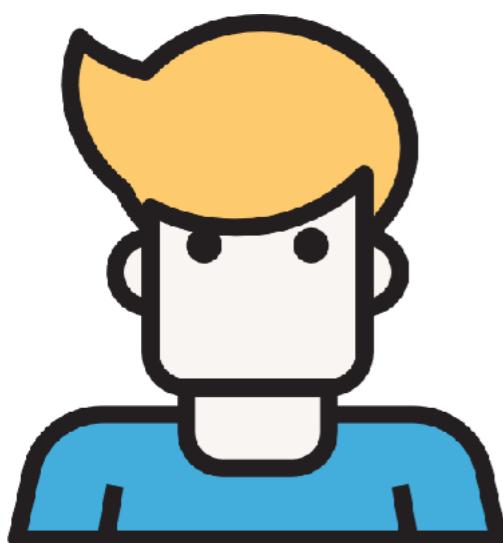


Don

Crunch the data – now!

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

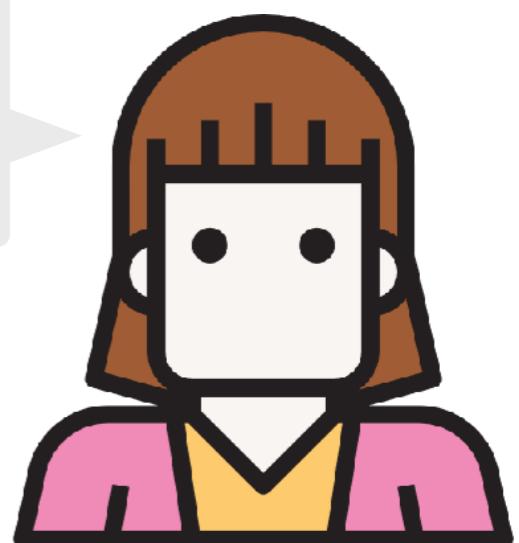
```
dons_new_house <- data.frame(bedrooms = 4)  
predict(model1, dons_new_house)  
  
## 1  
## 252734.2
```



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

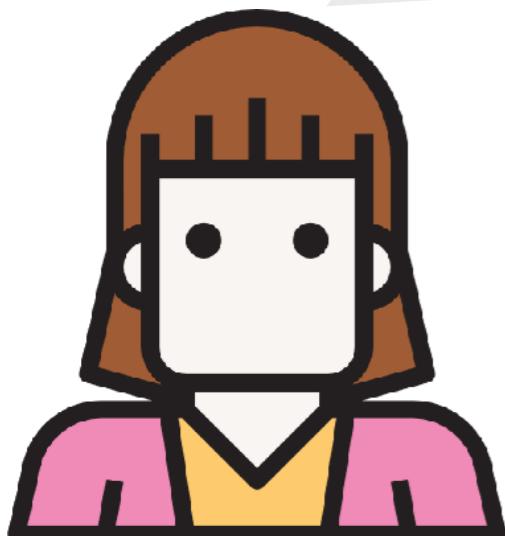
It something looks to good to be true,  
it probably is.

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

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

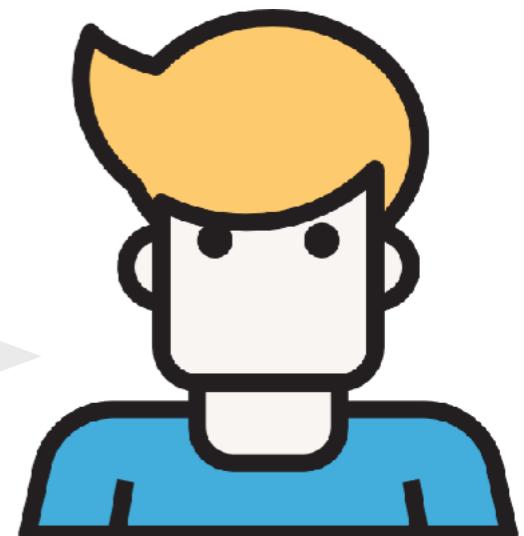
## (Intercept)    bedrooms    livingArea
## 36667.895   -14196.769      125.405
```

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



Angi

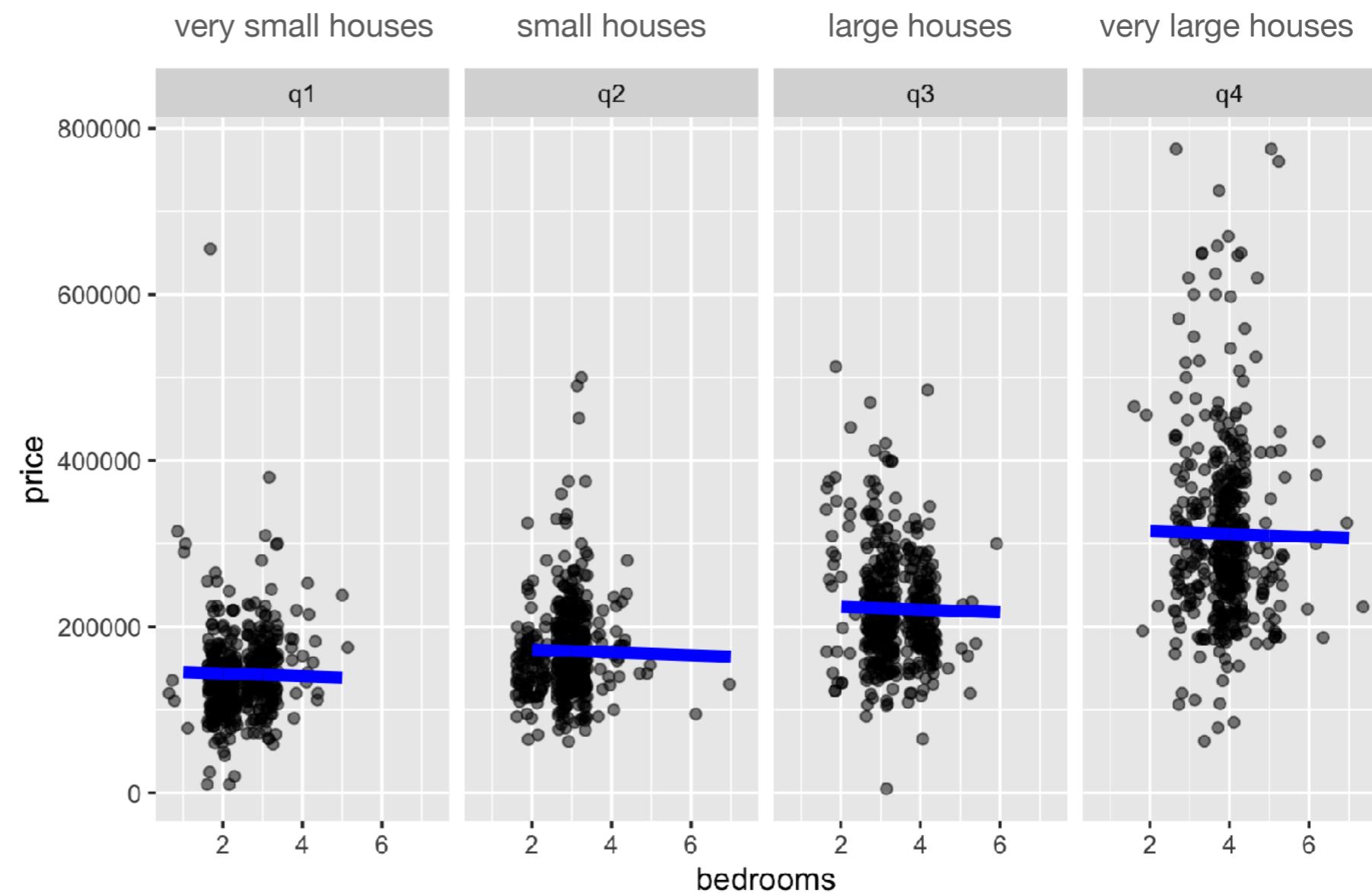
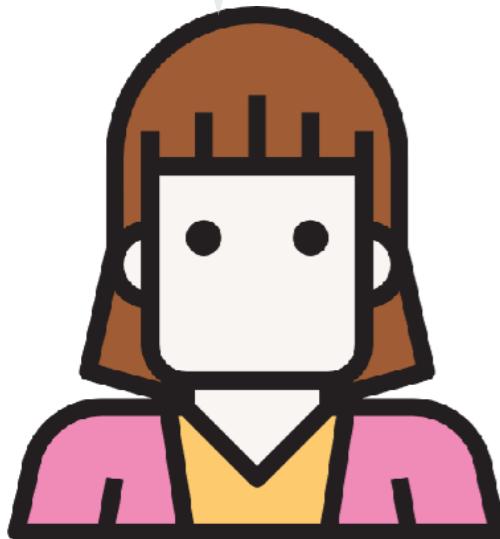
Reduce my price?!  
Oh no!



Don

# The number of bedrooms is negatively associated with price

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



# Wolfi shares his wisdom

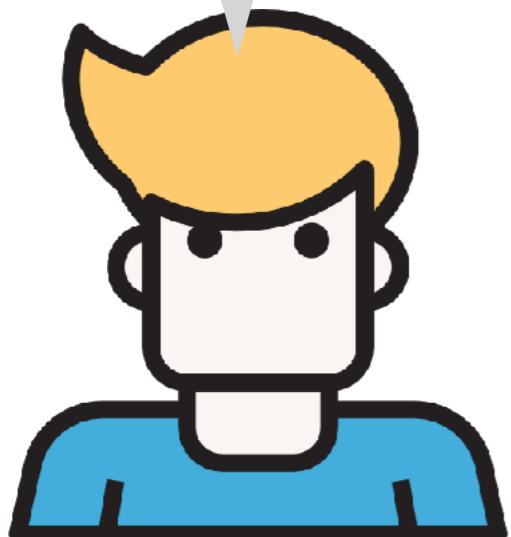
Adding predictors will often change the association to the outcome of the other predictors.



Wolfi

# The borders of statistics

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



Don

Statistics cannot tell.



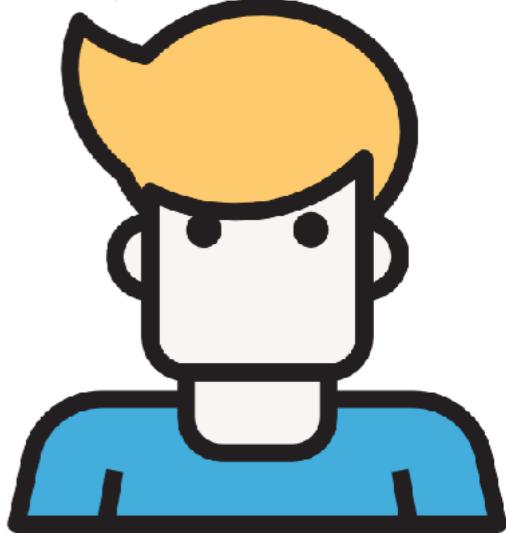
Wolfi

# Business is about decision making



Many observational studies  
are unfit for decision making.

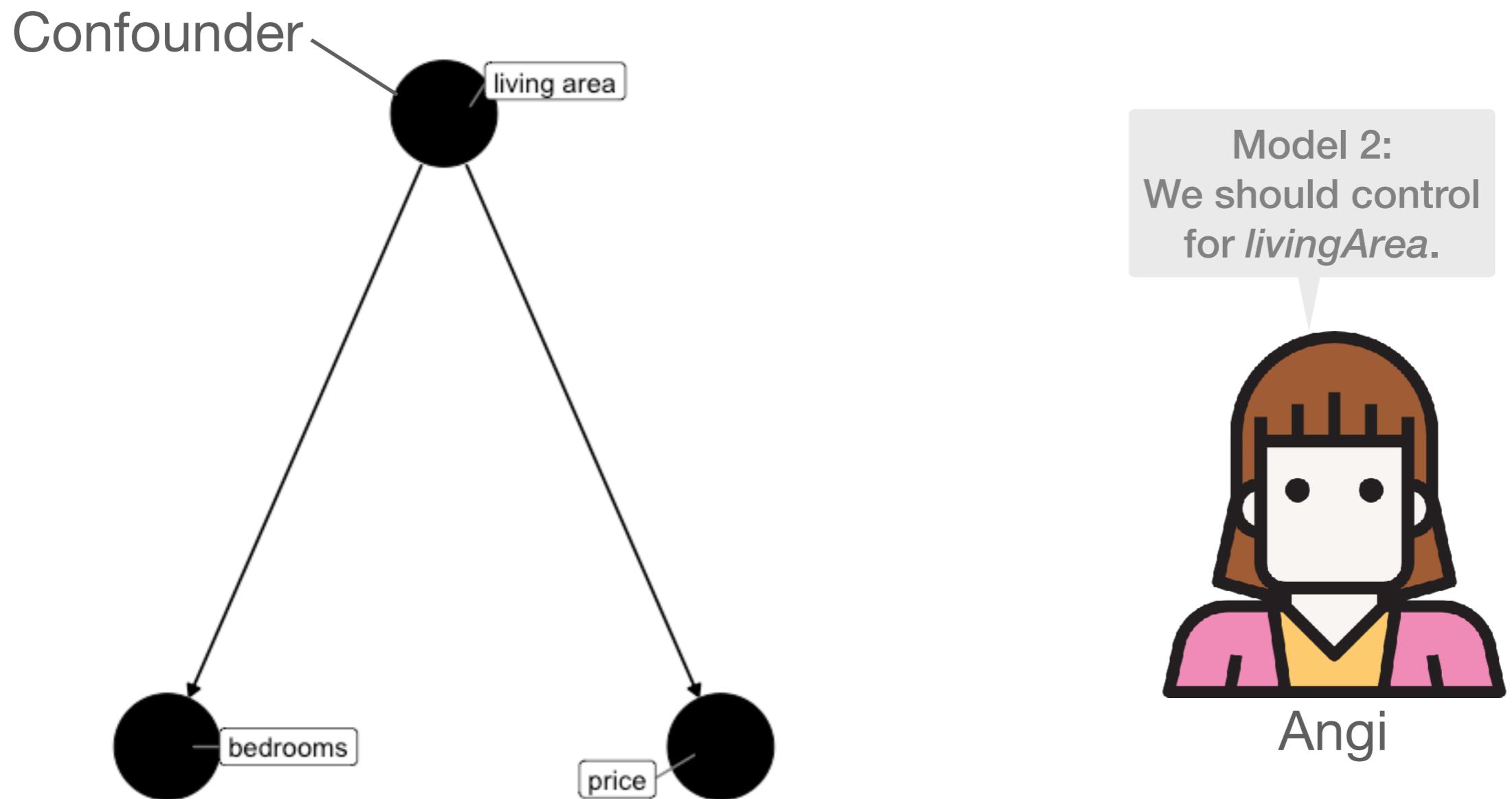
Wolfi



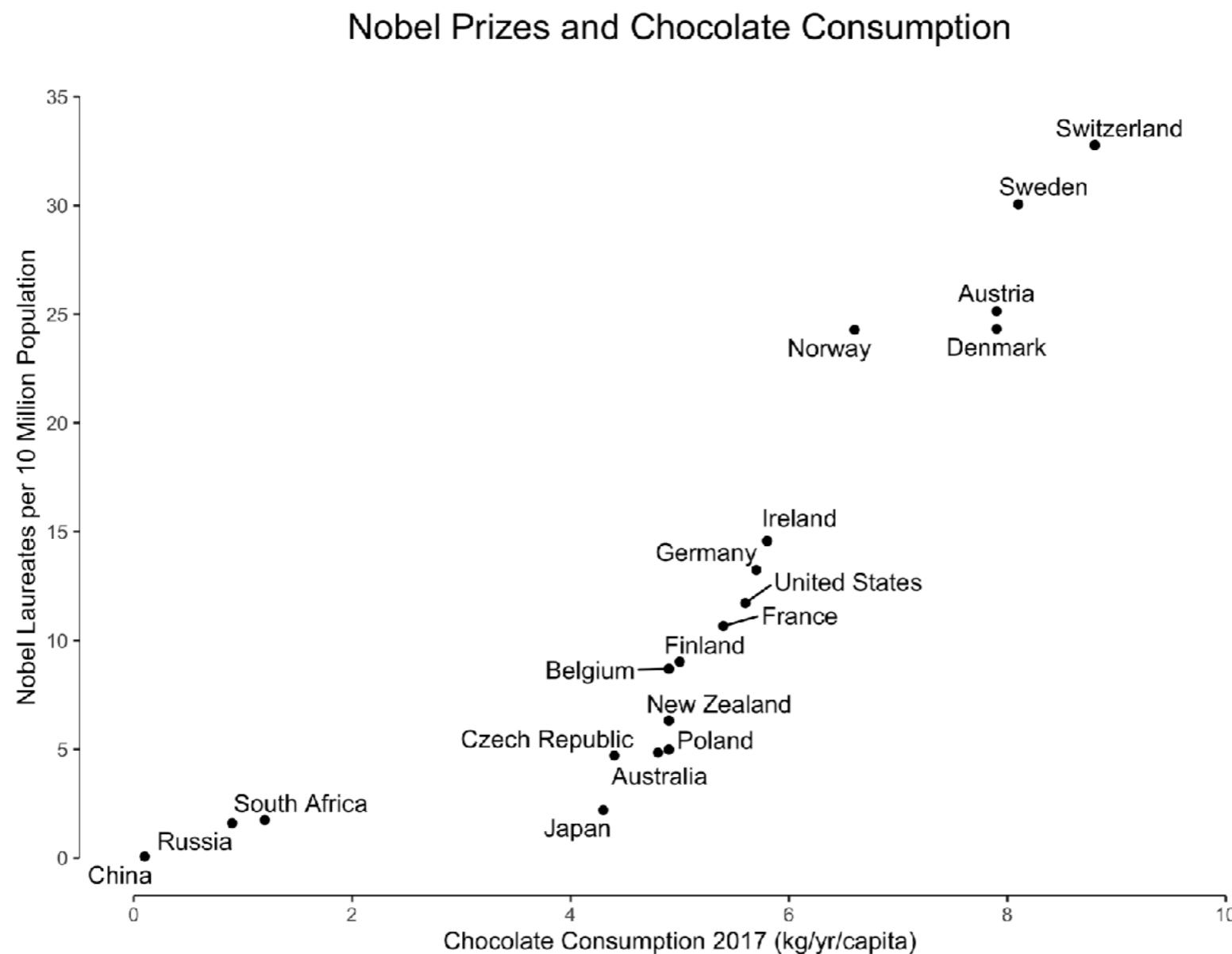
Who are you? The slayer  
of science or what?

Don

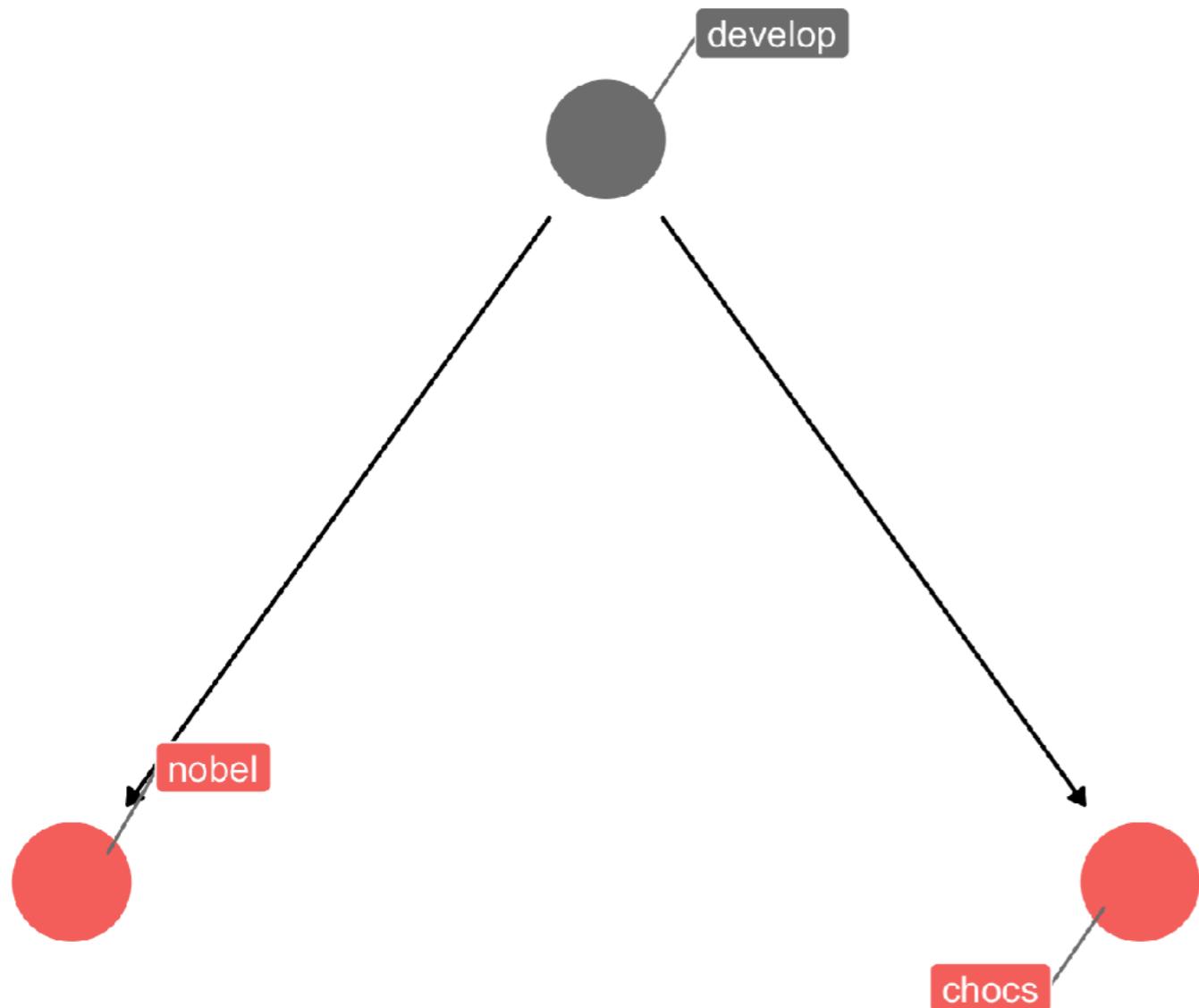
# Model 2: Angi's model: livingArea as a confounder



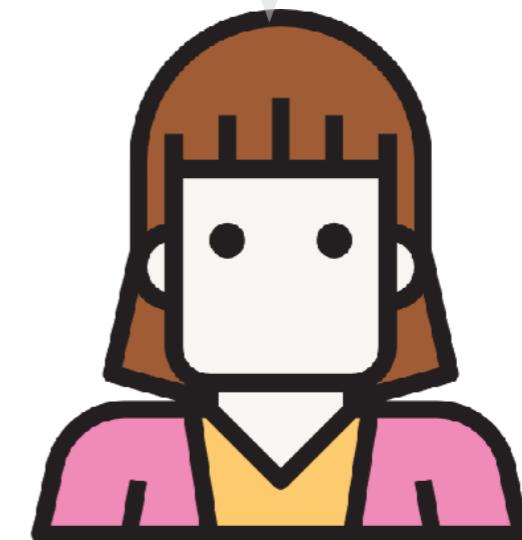
# Spurious correlation: Example



# A (simplistic) causal model for the chocolate example

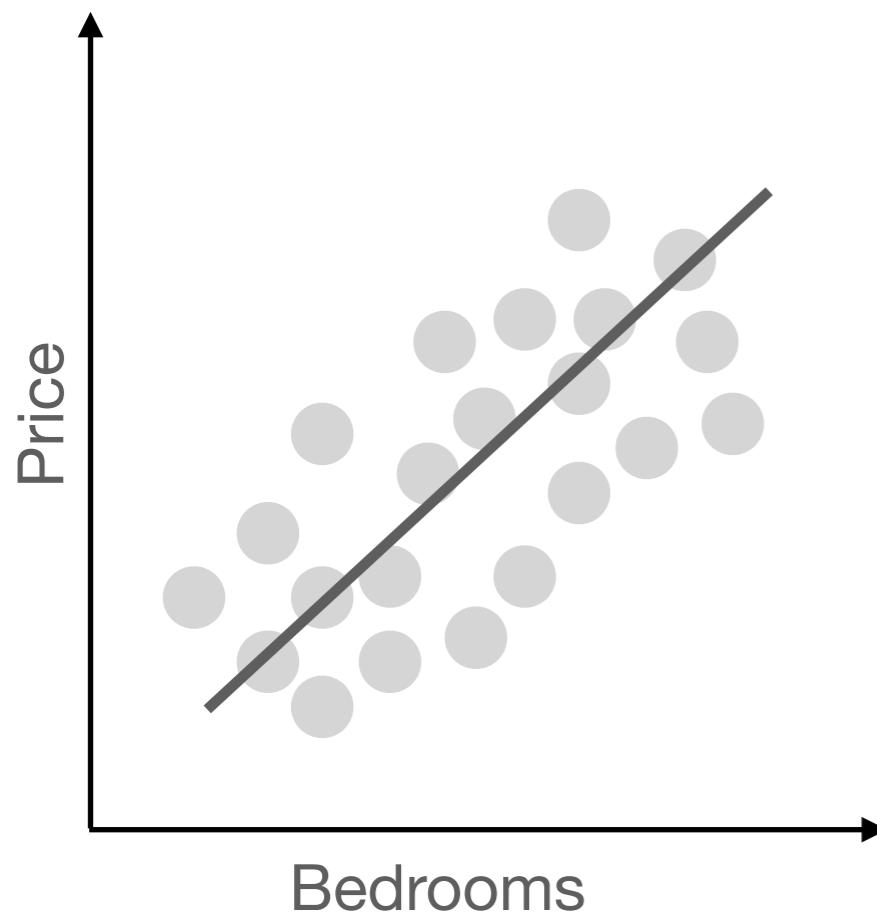


There'll be a fake correlation between *nobel* and *chocolate* consumption – unless you control for *develop*!



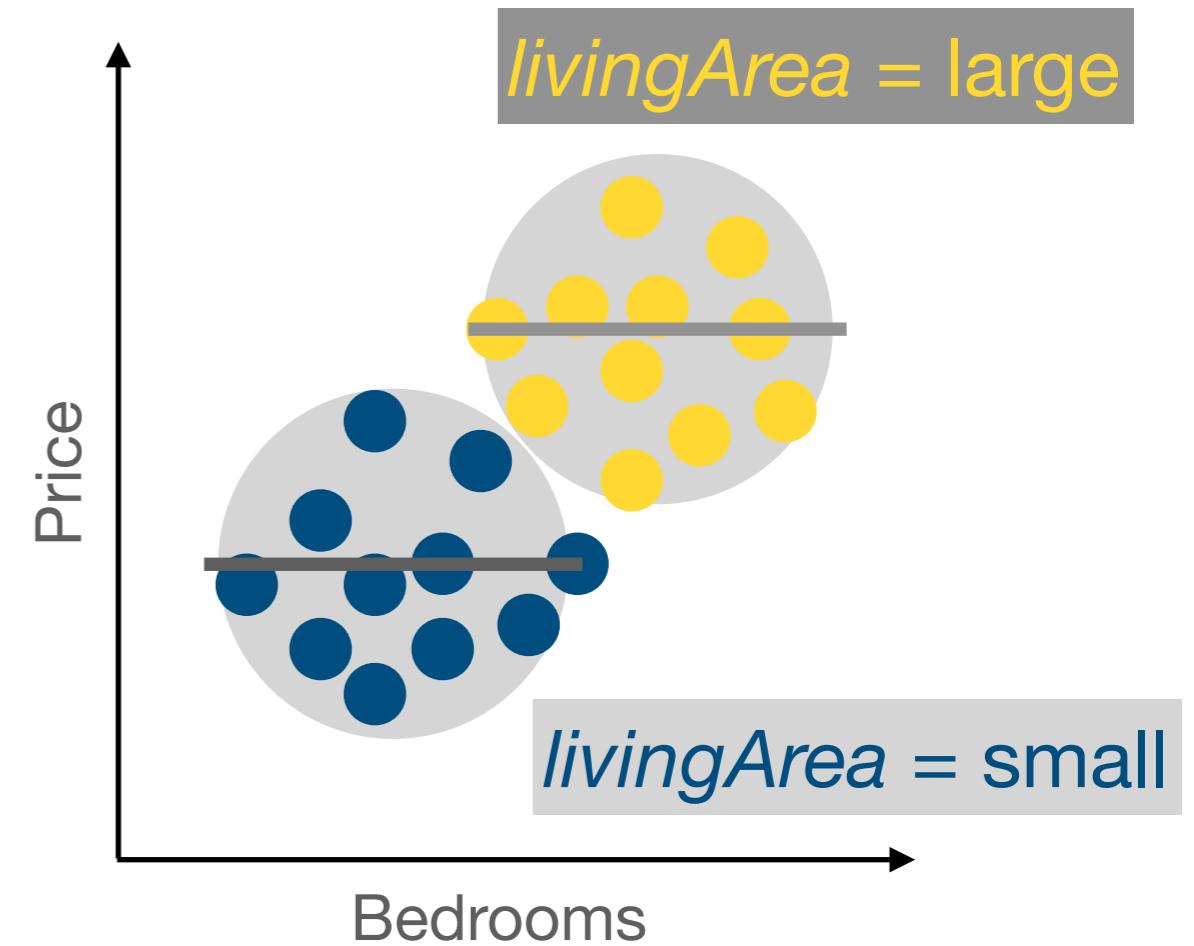
# Controlling the confounder is the key

Model 1: Confounder *livingArea*  
NOT controlled



Spurious correlation appears

Model 2: Confounder *livingArea*  
controlled

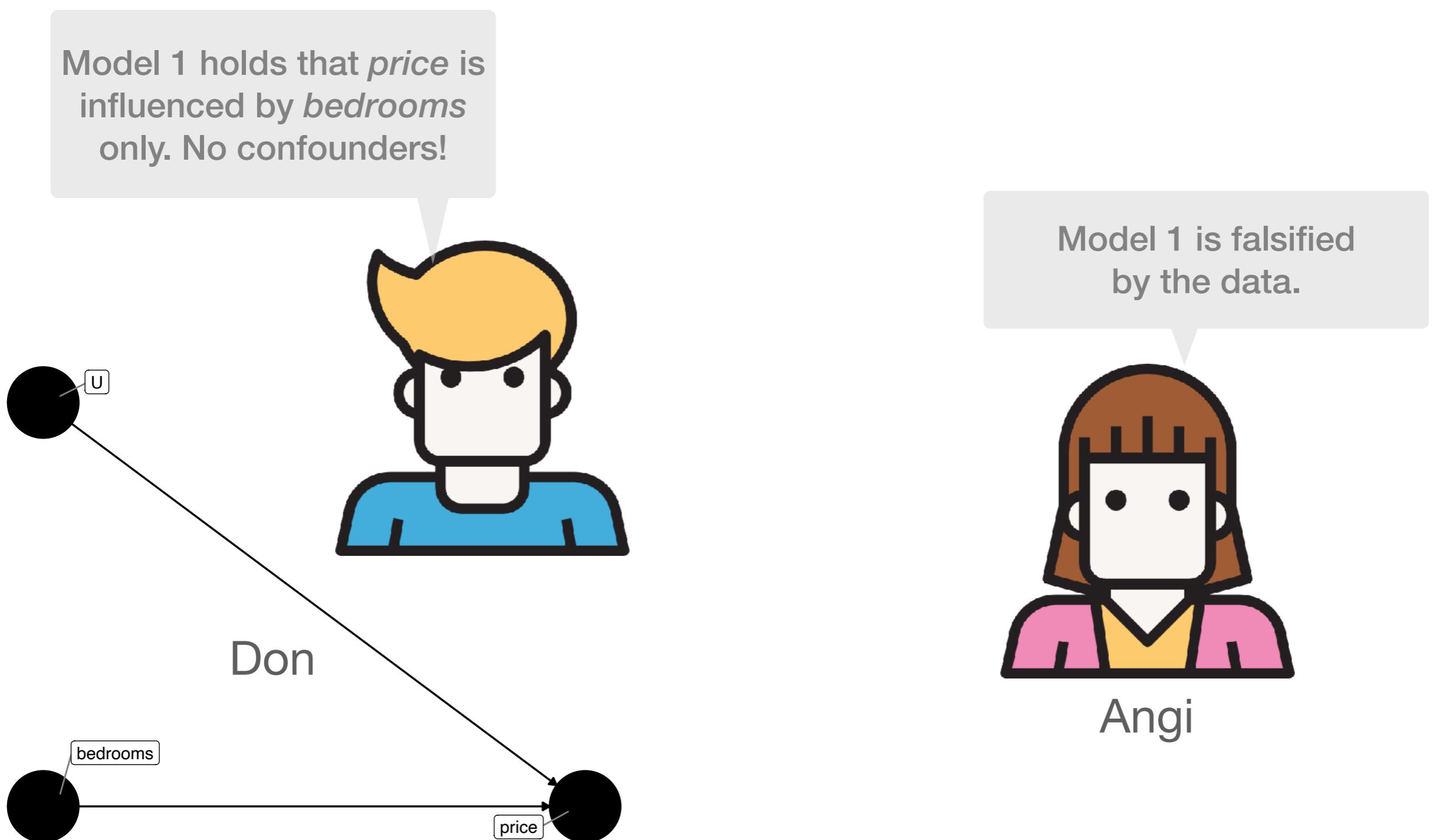


Spurious correlation disappears



# Model 1 does not fit the data

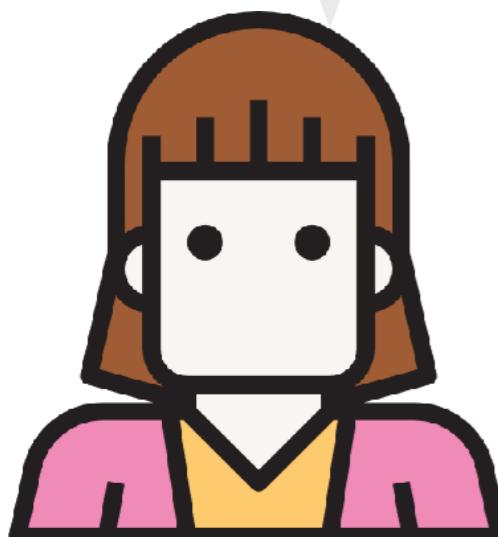
Don still likes model 1 though



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

# Nothing's a practical as a good theory



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

Wolfi

# Digging deeper

The post is cool, but kinda heavy going.



Wolfi

## Want to make good business decisions? Learn causality



EDDIE LANDESBERG, MOLLY DAVIES, AND STEPHANIE YEE

December 19, 2019 – San Francisco, CA

Tweet this post!

Post on LinkedIn



Made with *DAGitty*



<https://multithreaded.stitchfix.com/blog/2019/12/19/good-marketing-decisions/>



# 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

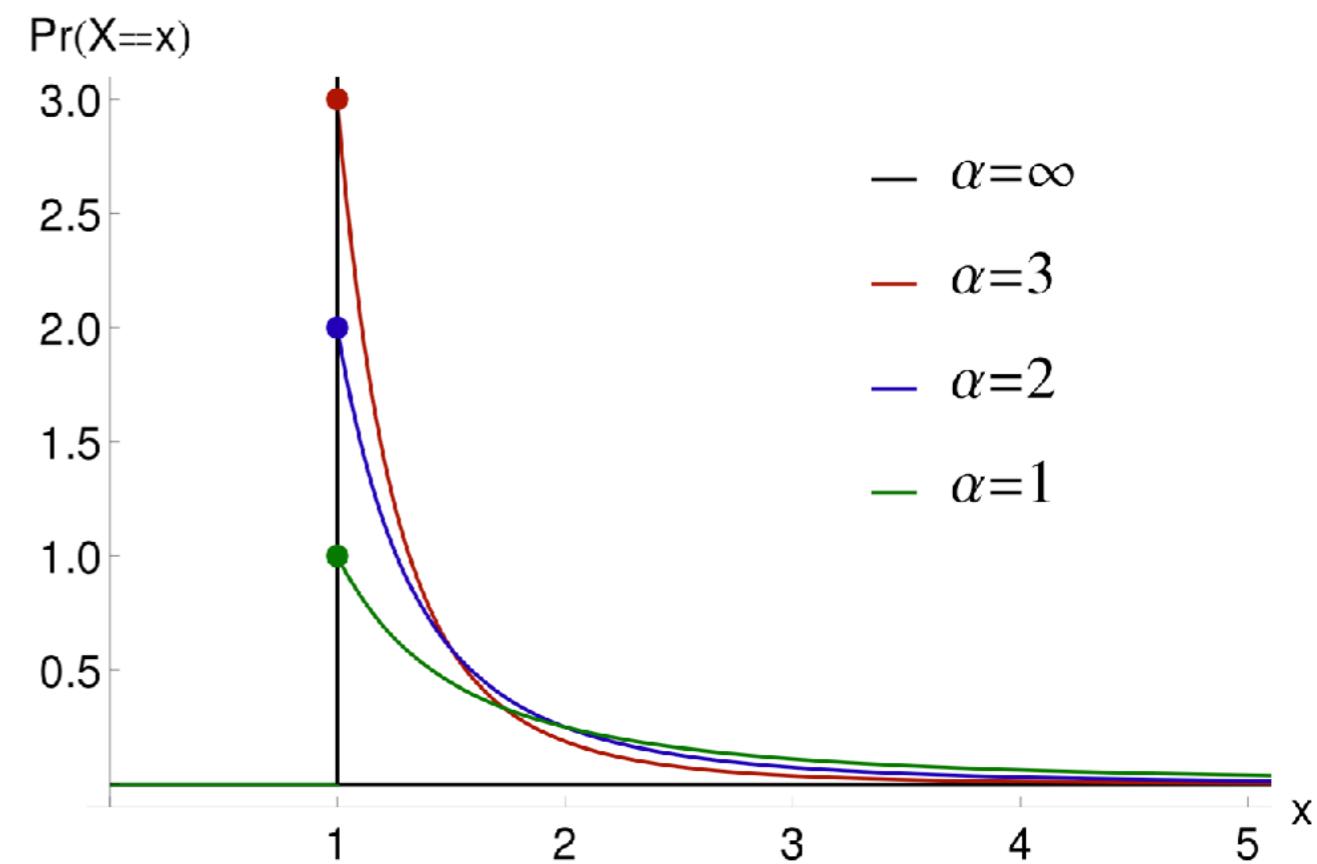
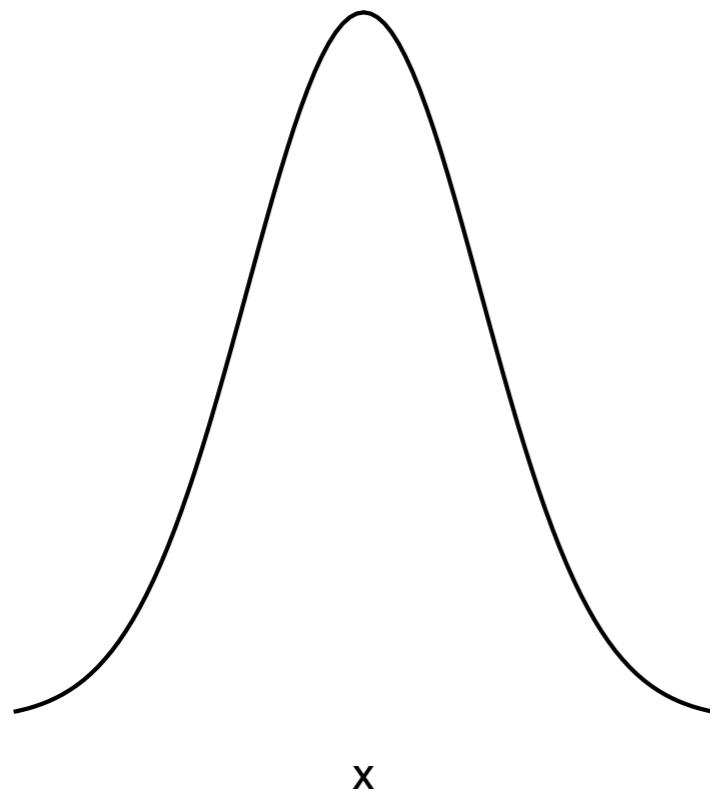
- ▶ height
- ▶ dice/coin flipping
- ▶ weight
- ▶ IQ
- ▶ blood pressure
- ▶ errors of a machine

## Extremistan

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



# Mediocristan and Extremisten



# Power laws make fat tails

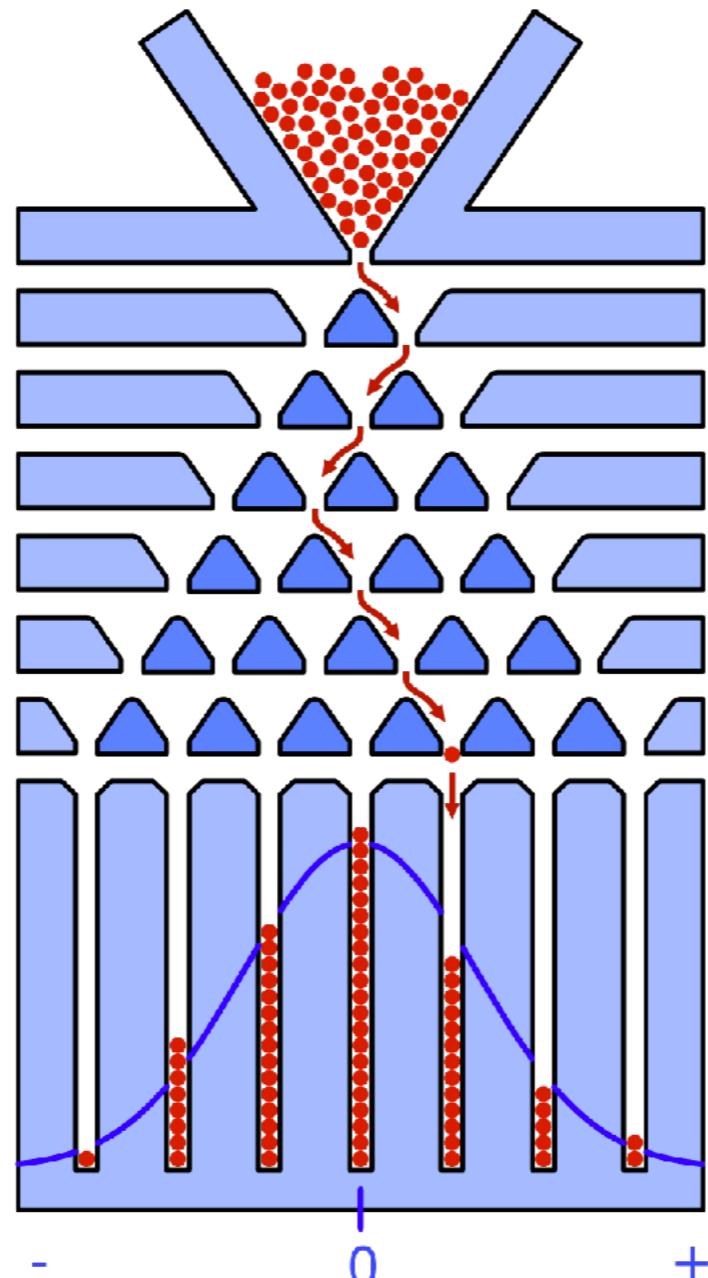
$$S(x) = 1 - P(X > x)$$

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

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



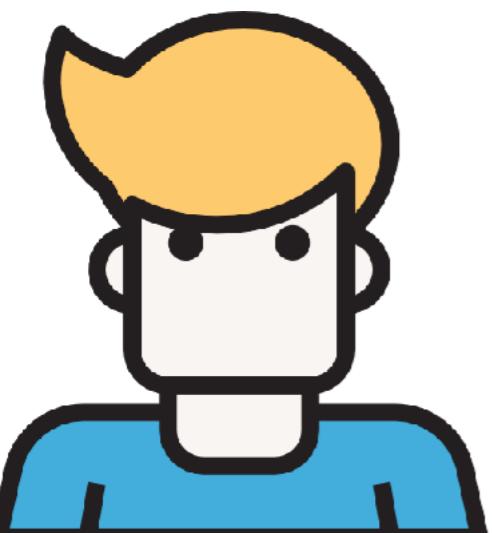
# What makes normal normal?



[Video](#)



# Intuition to Power laws



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

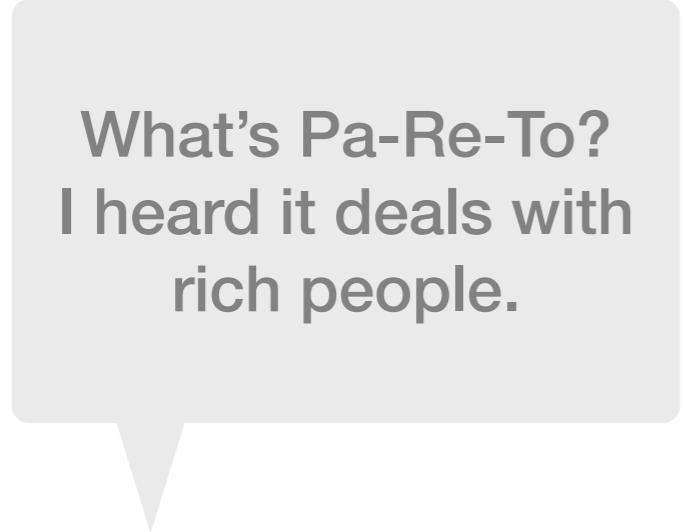


It's a Power law variable if the ratio of people with \$ 16 million compared to \$ 8 million is the same as the ratio of people with \$ 2 million and \$ 1 million

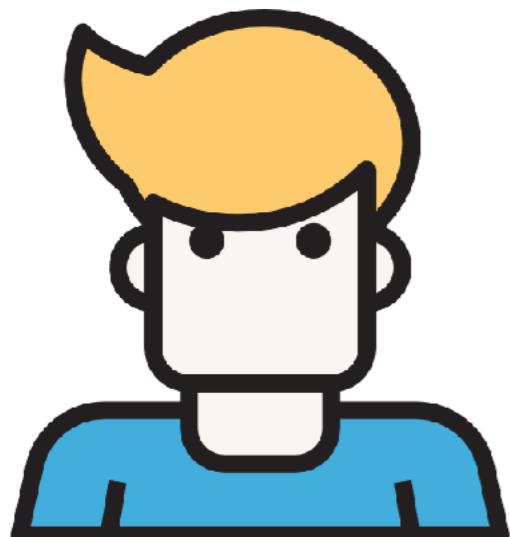
Don

Wolfi

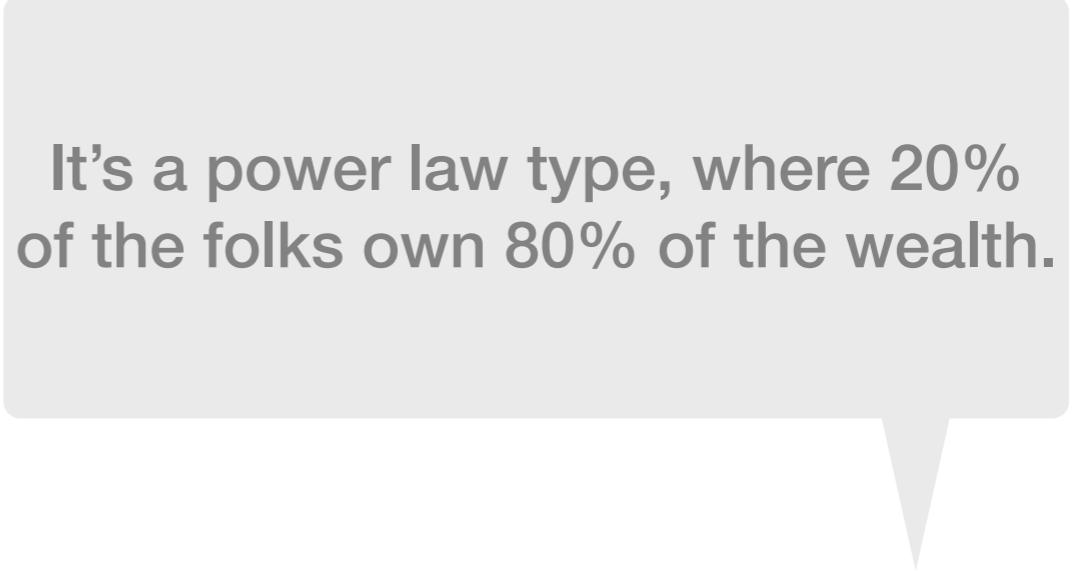
# What's Pareto?



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



Don



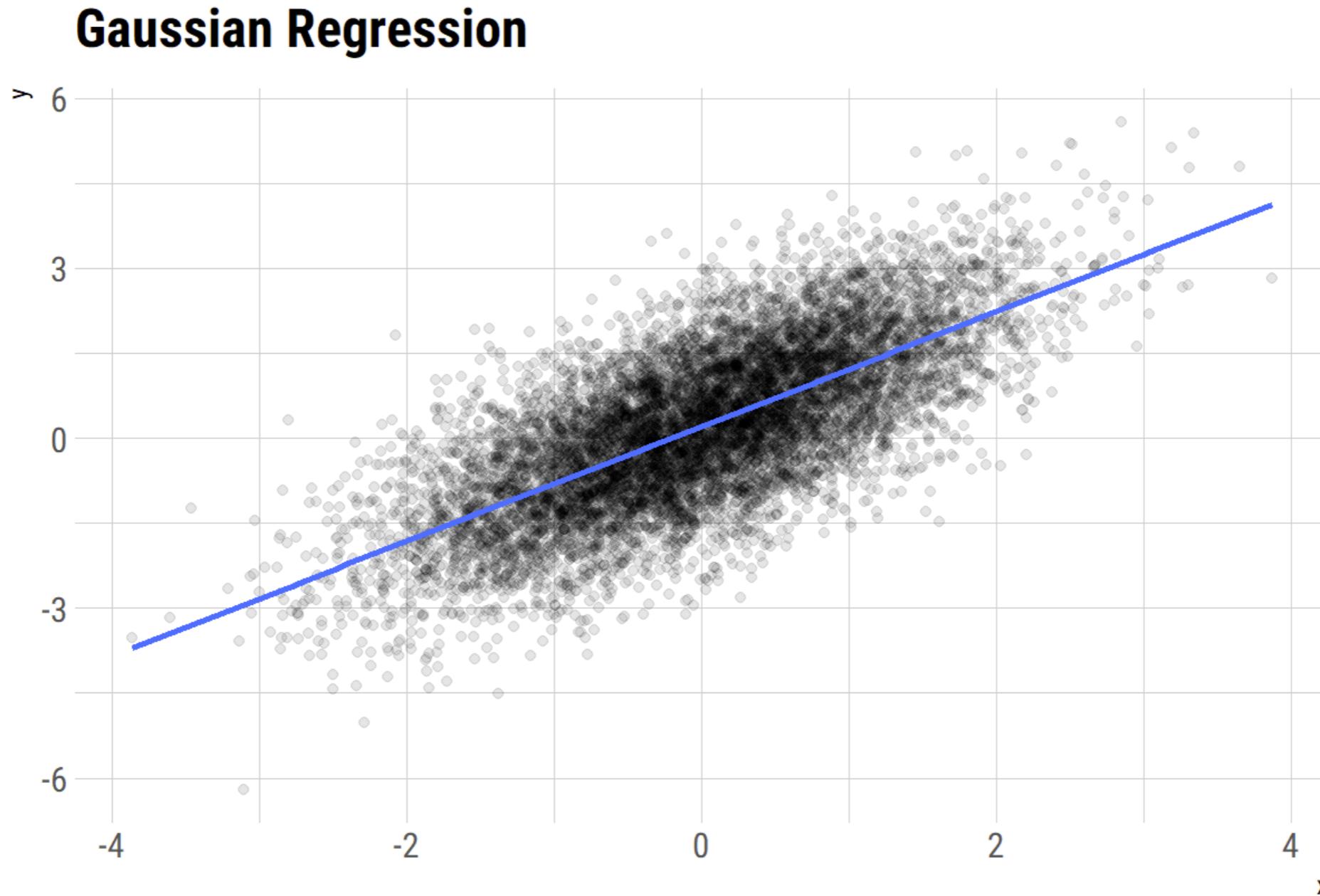
It's a power law type, where 20%  
of the folks own 80% of the wealth.



Wolfi

# Regression with Gaussian errors (Mediocristan)

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

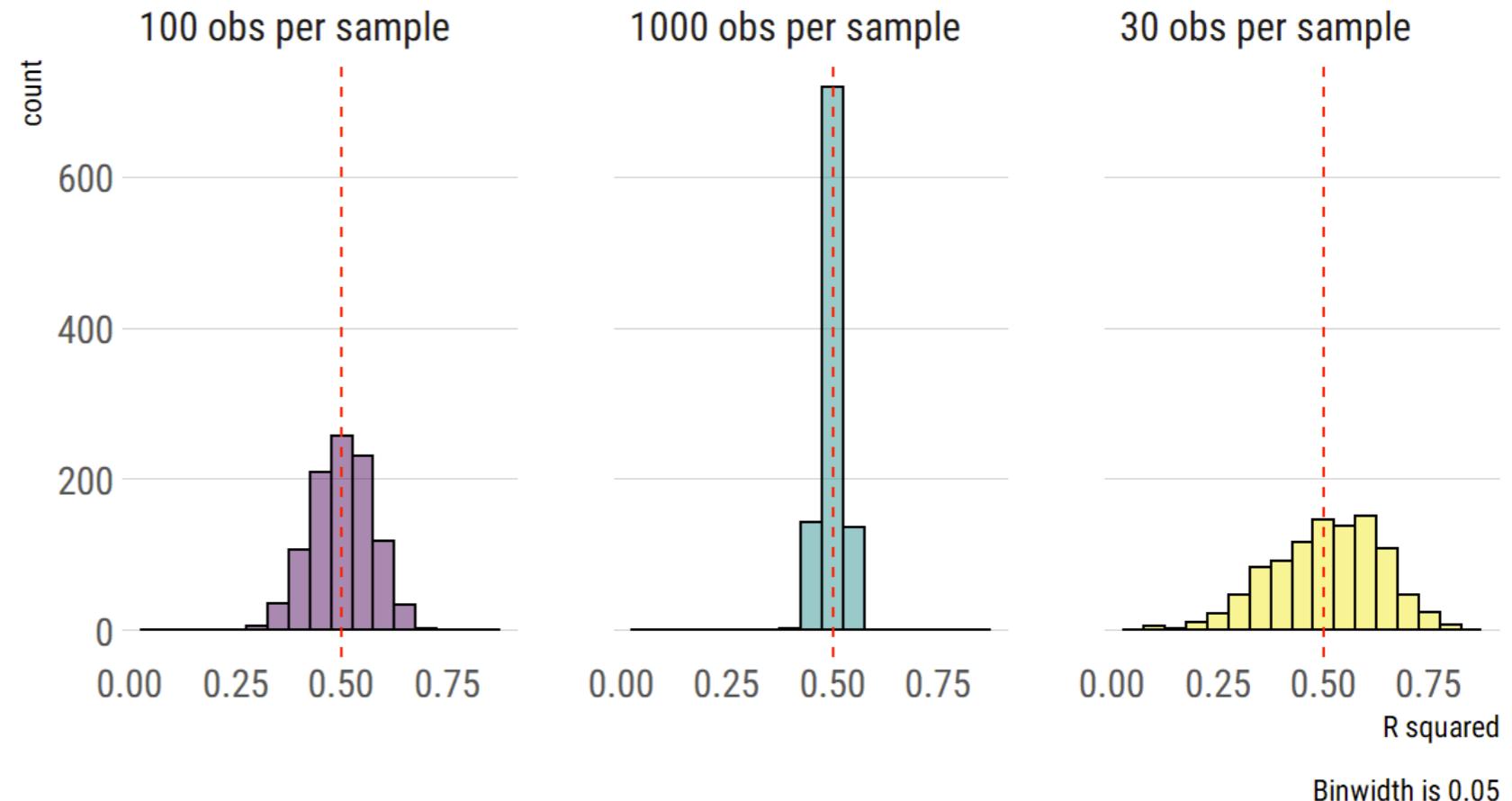
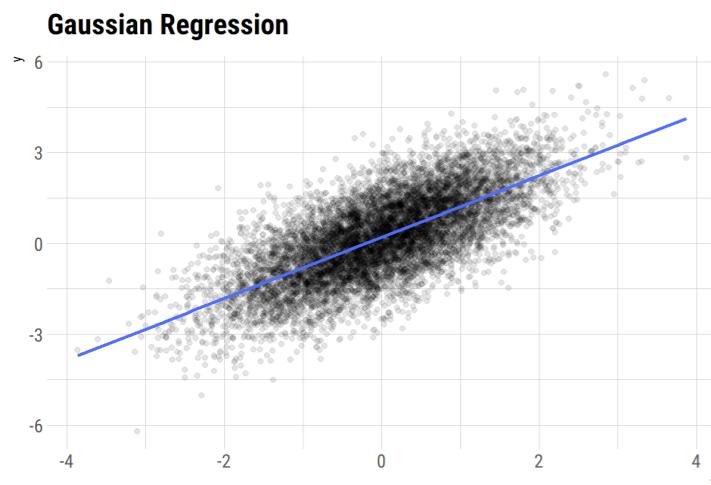


# Regression with Gaussian errors: works!

Simulated samples recover true  $R^2$ .

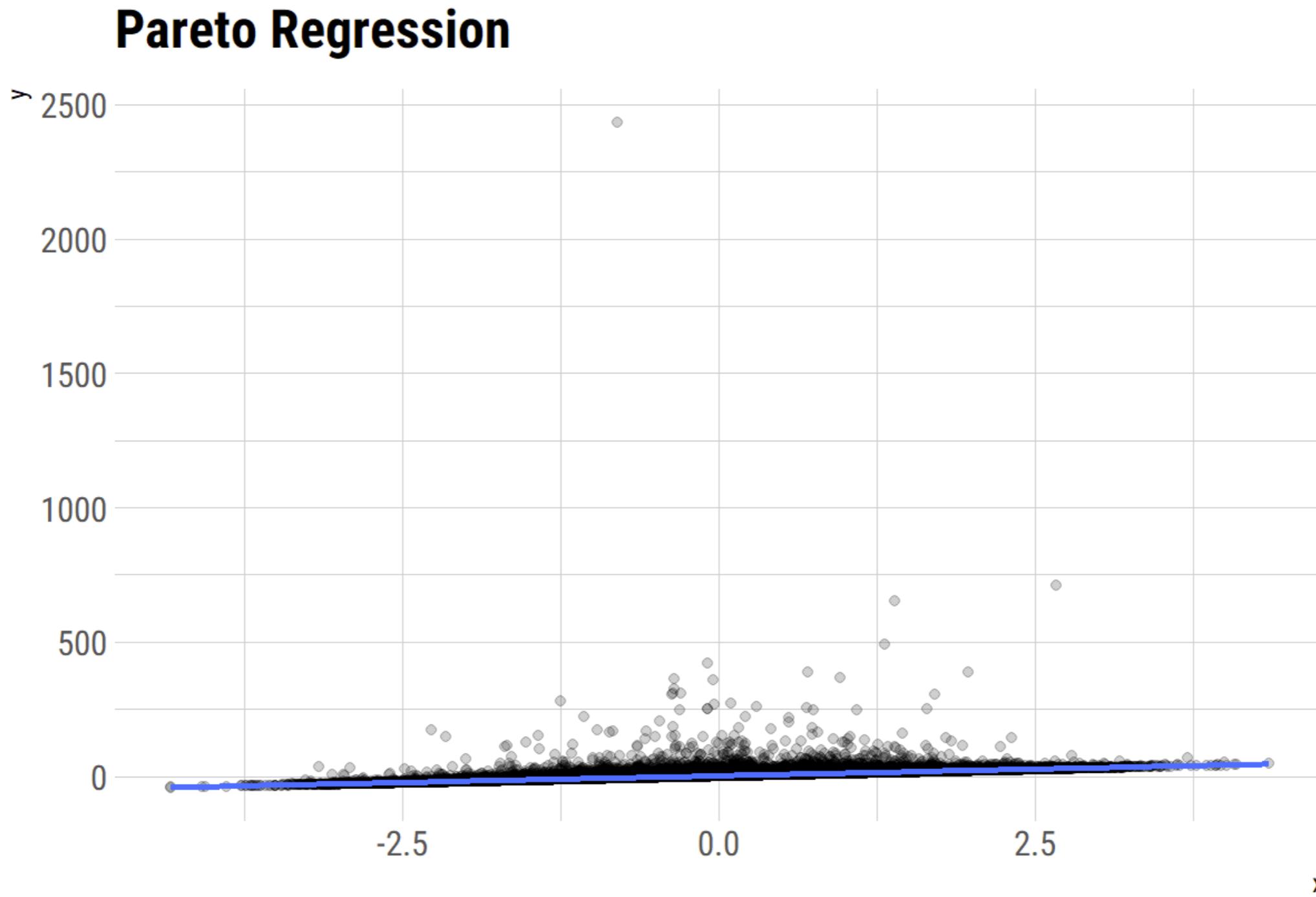
## Mediocristan: Distribution of R-squared values

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



# Regression with Pareto errors: Extremisten

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

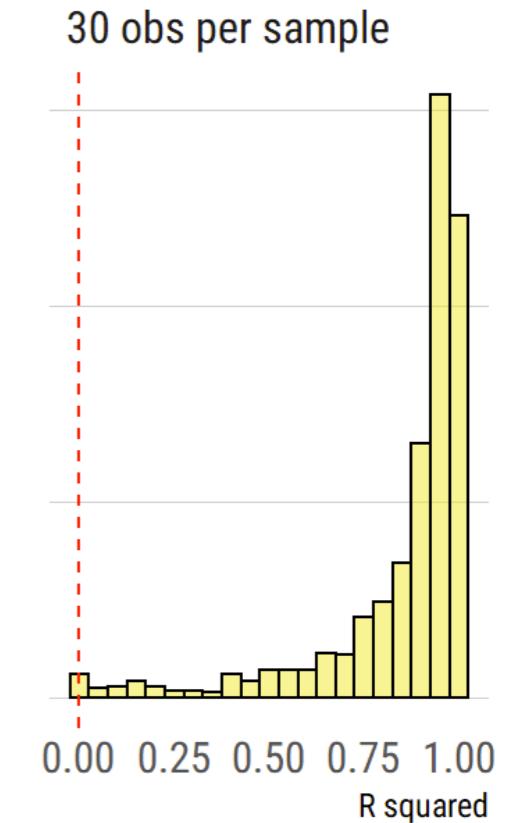
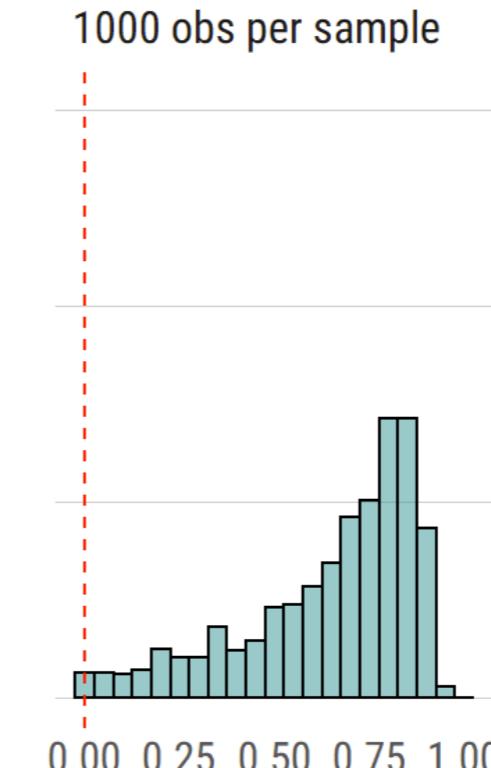
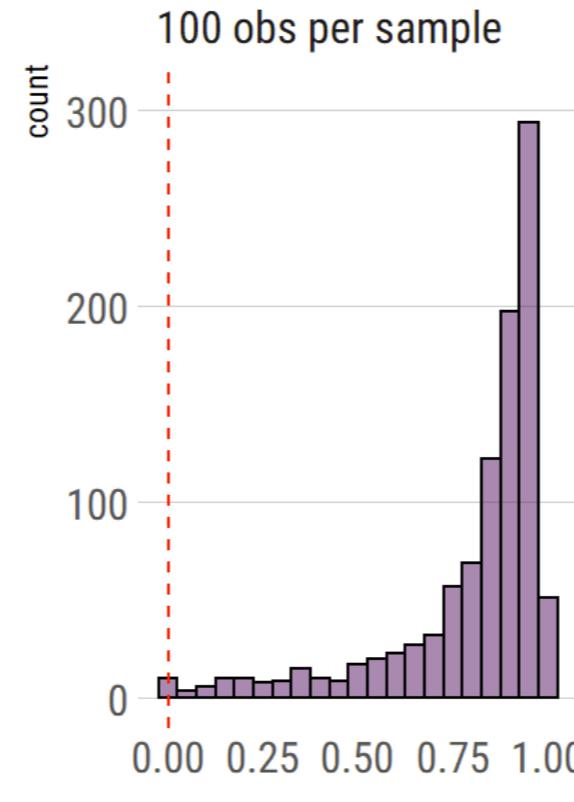
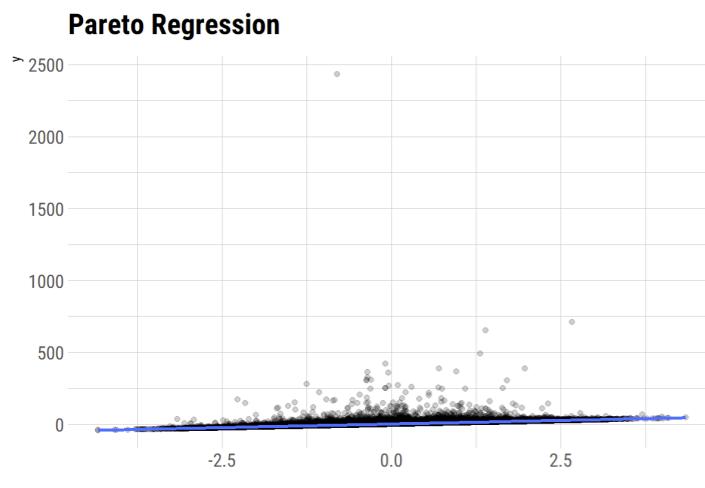


# Regression with Pareto errors: FAILS!

Simulated samples FAIL DRAMATICALLY to recover true  $R^2$ .

## Extremistan: Distribution of R-squared values

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

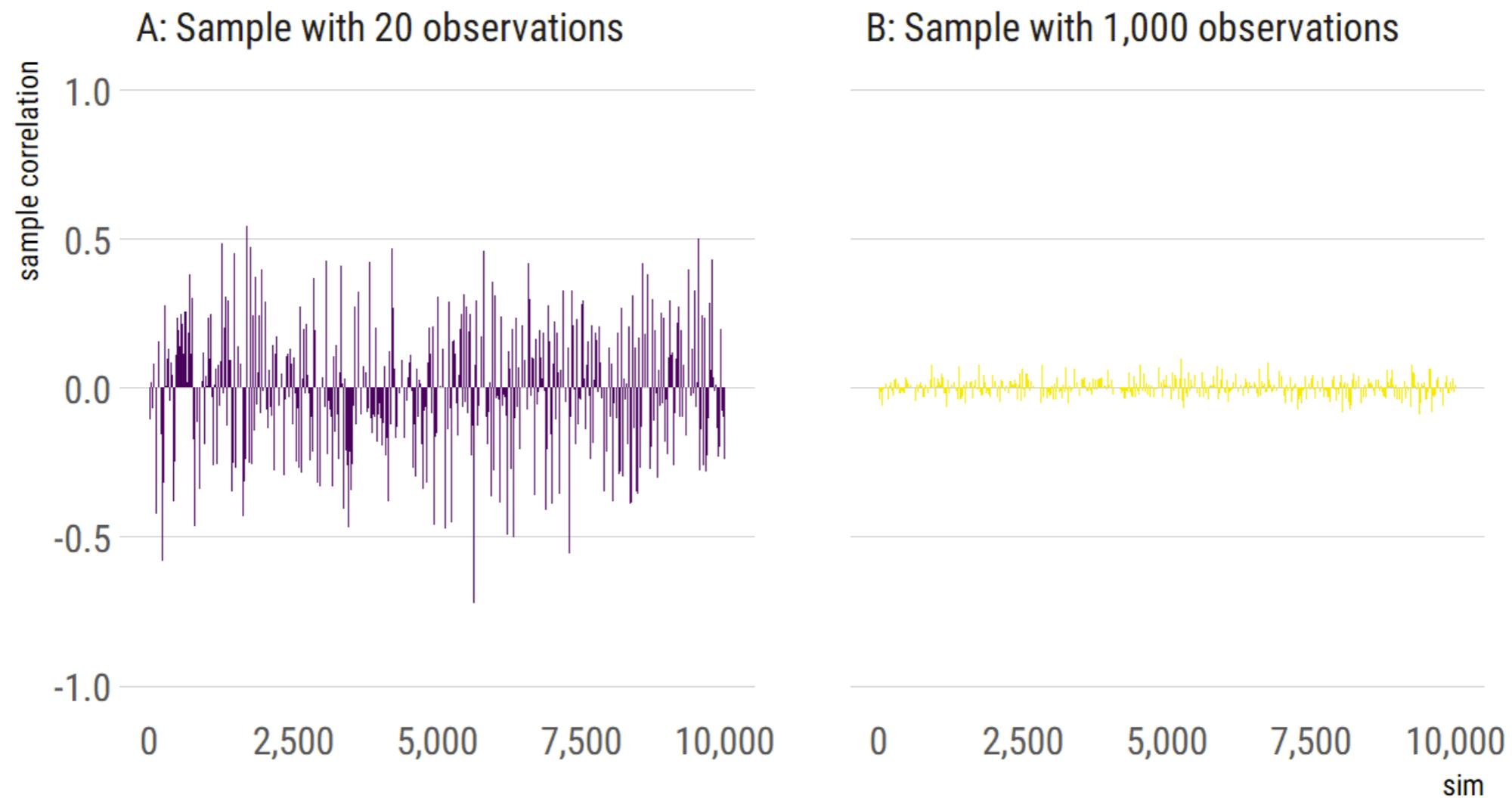


# Correlation in Mediocristan

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

## Sample correlations across different simulations

Sample correlation quickly converges. Variables are independent

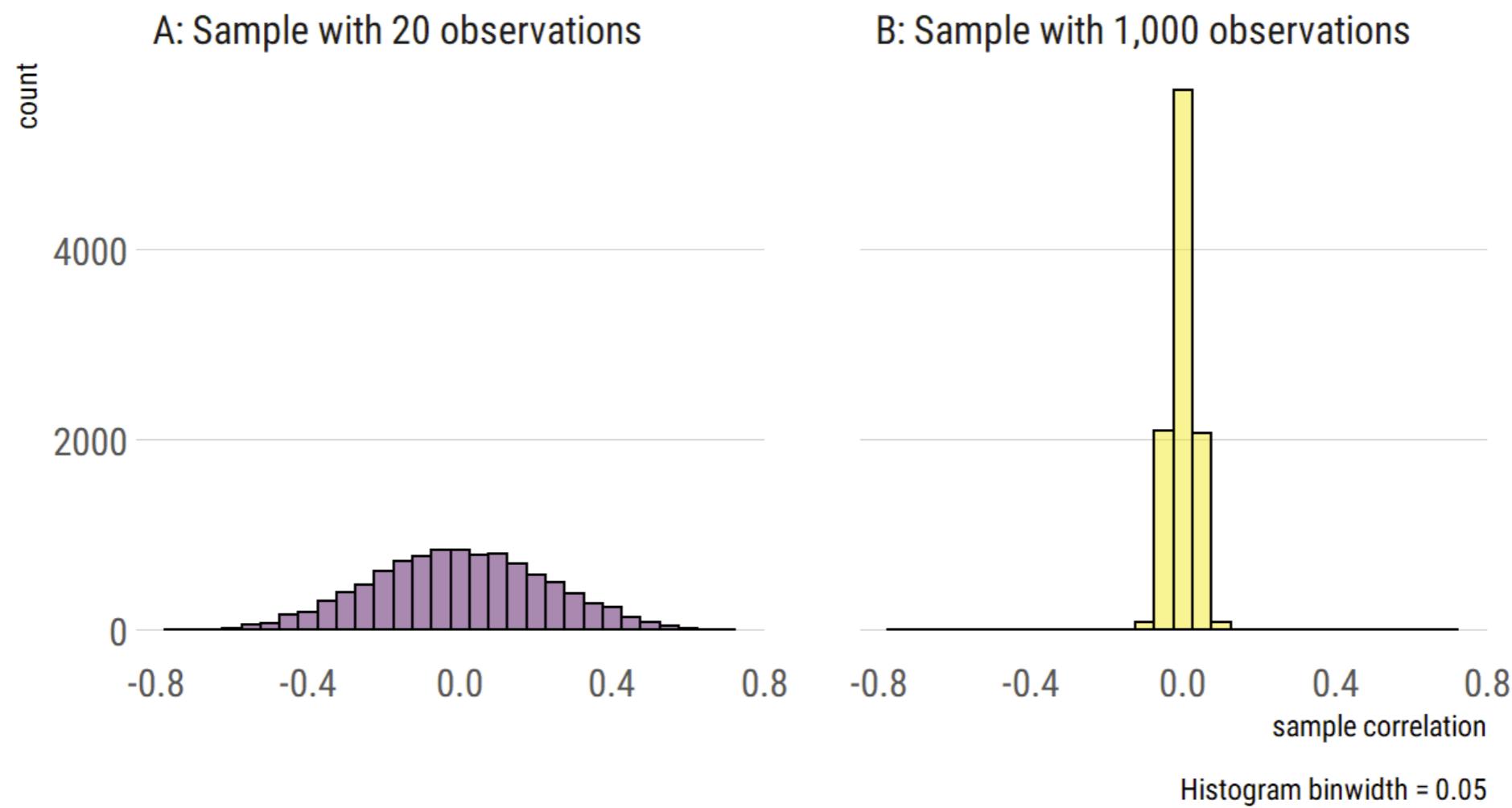


# Correlation in Mediocristan

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

## Distribution of Sample correlations in Mediocristan

Sample correlation quickly converges. Variables are independent

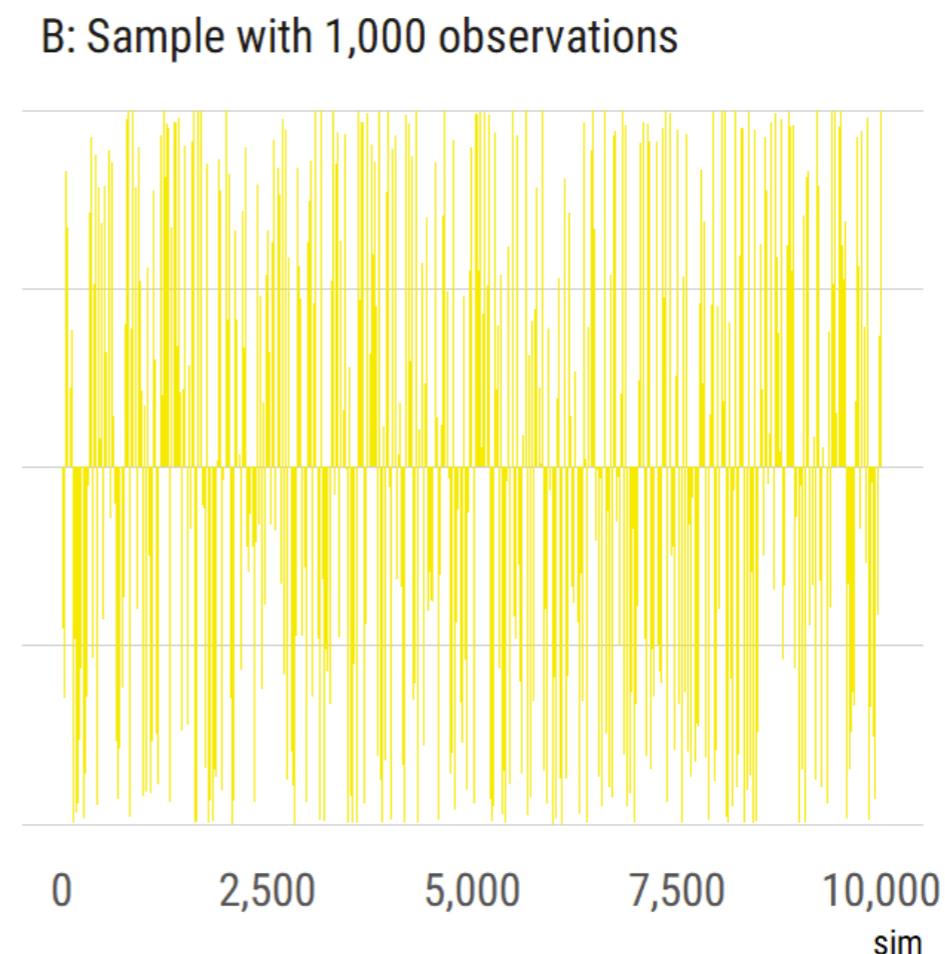
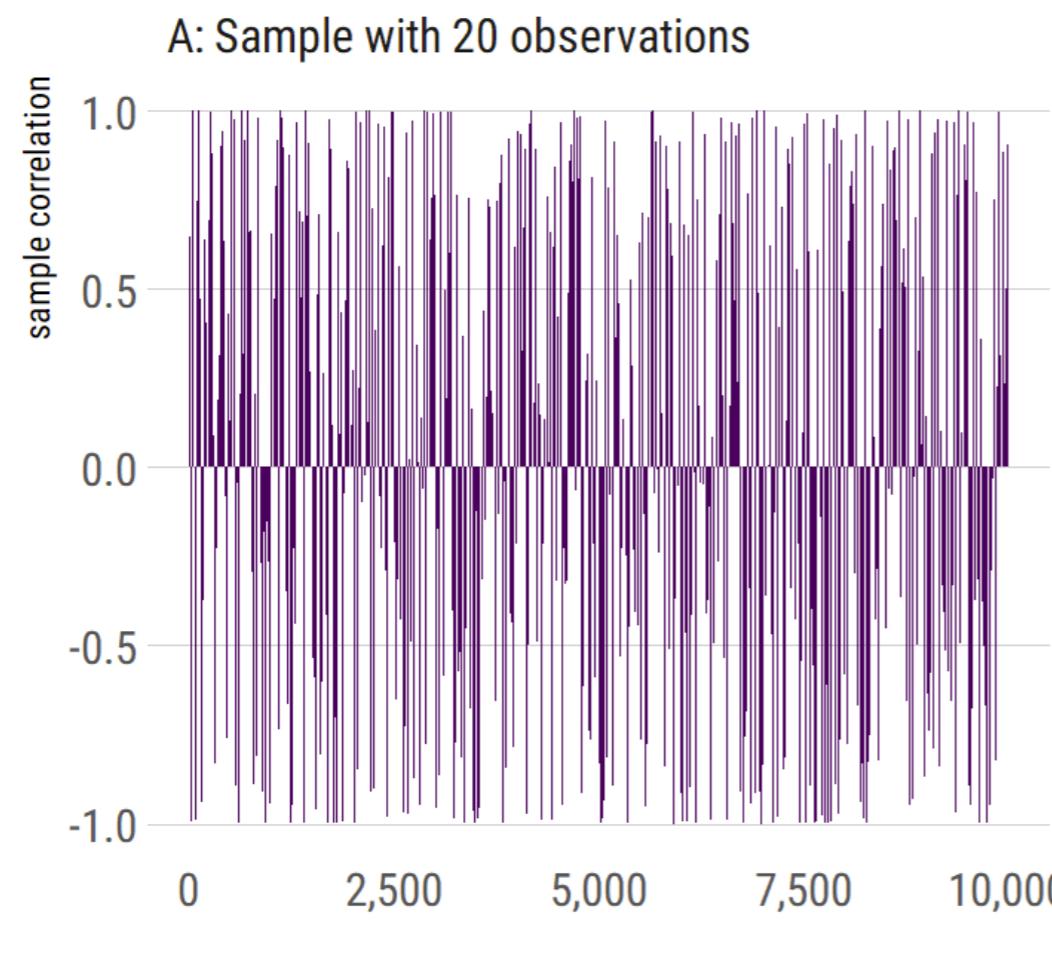


# Correlation in Extremistan

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

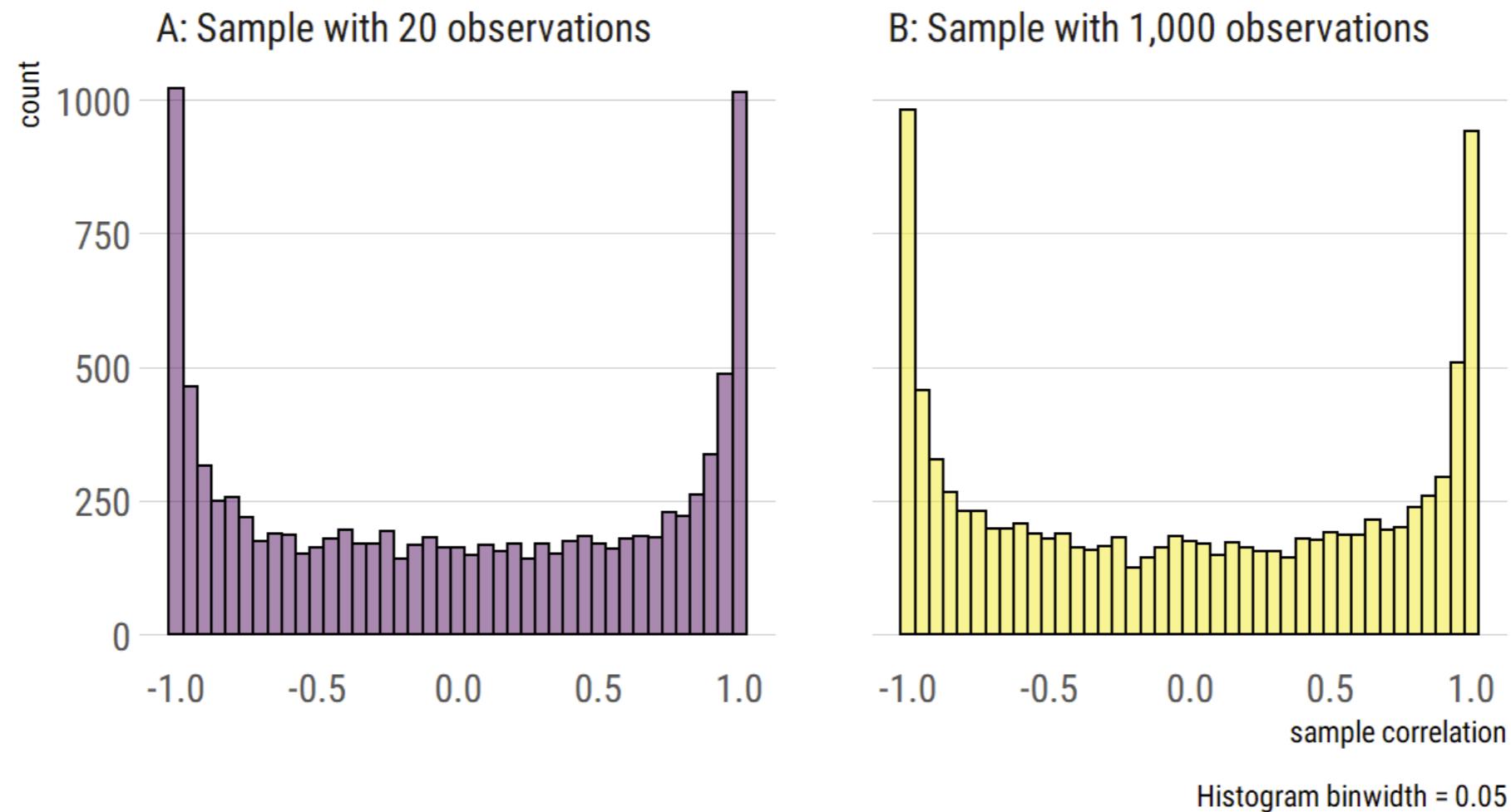


# Correlation in Extremistan

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

## Distribution of Sample correlations from Extremistan

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

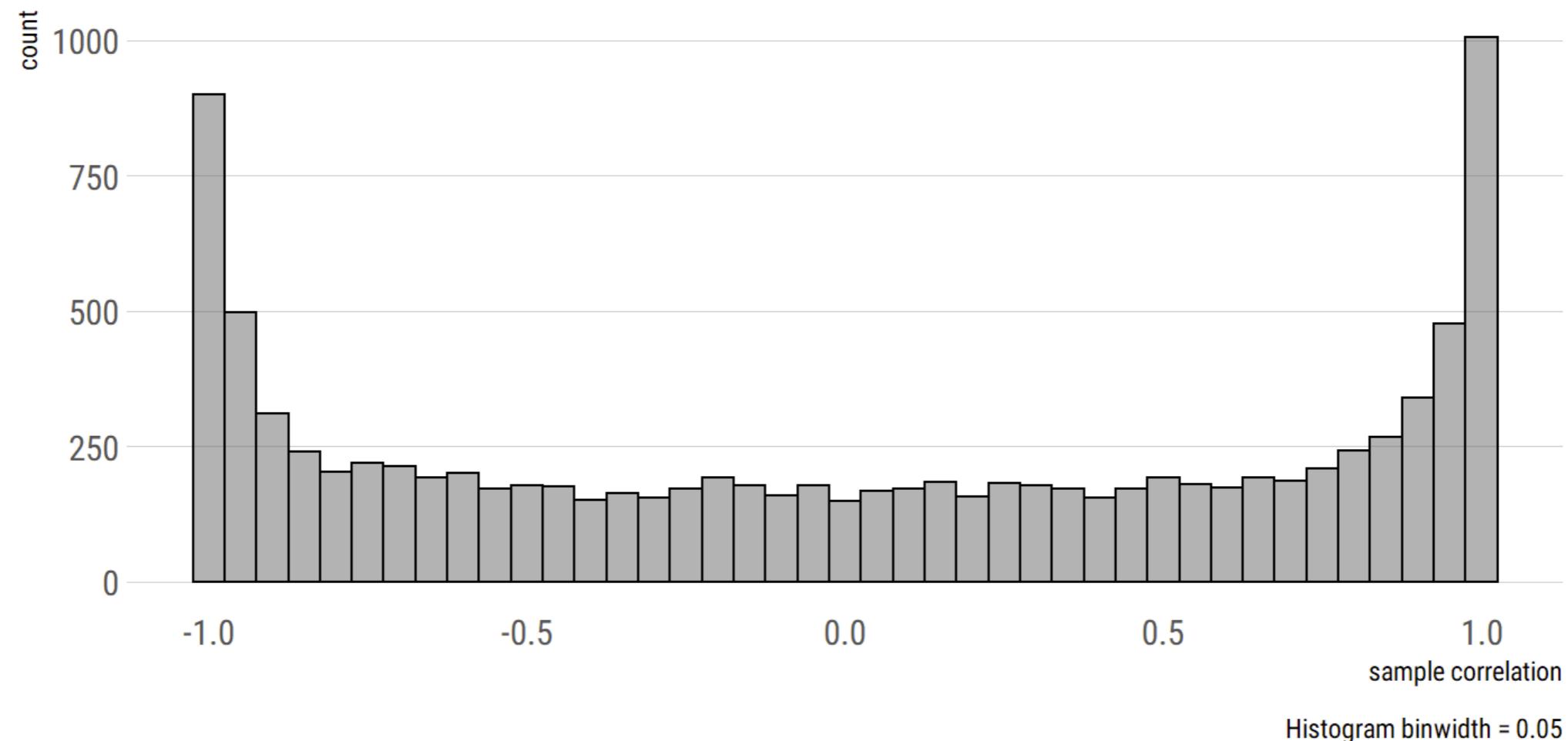


# Even yuuge samples do not help in Extremistan

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.

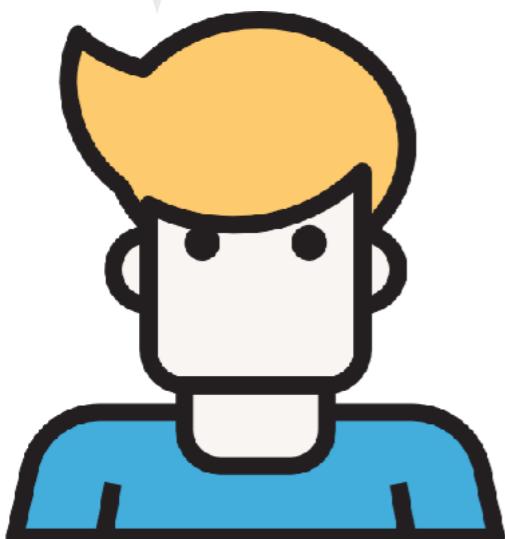
# Self-learning paths

OK, everybody give some recommendation

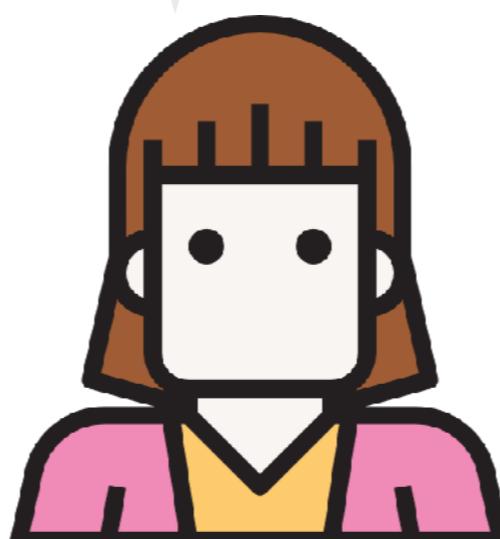
Oh yeah!

It's a long path.

Do you really want that?



Don



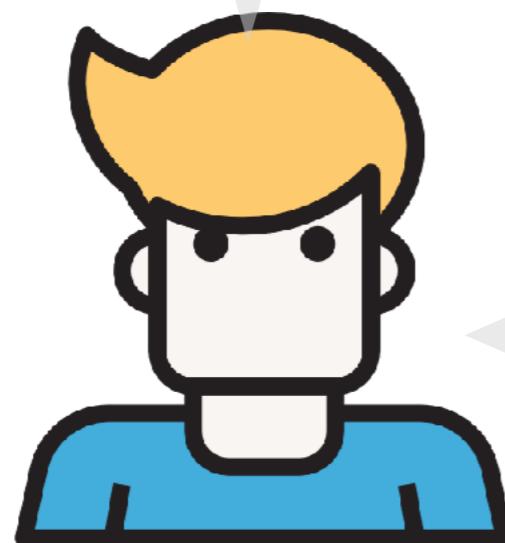
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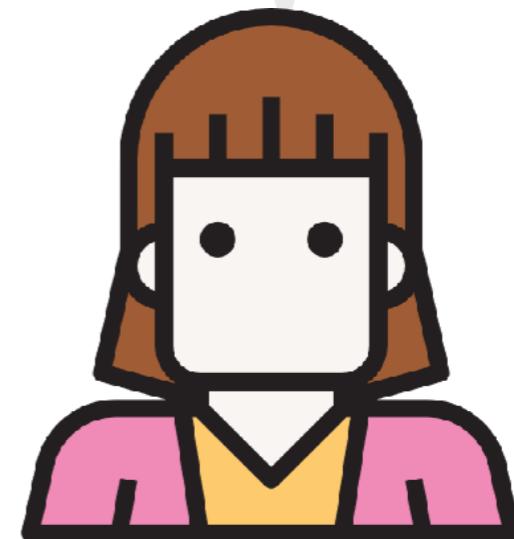
# Don's advise

Read the flipping stuff  
in the footnotes of this  
document!



Don

Ok, honey.



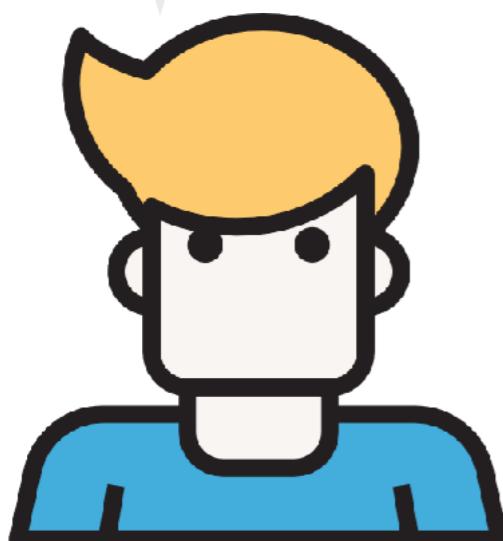
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Don! Behave!



# Nate Silver: The Signal and the Noise

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

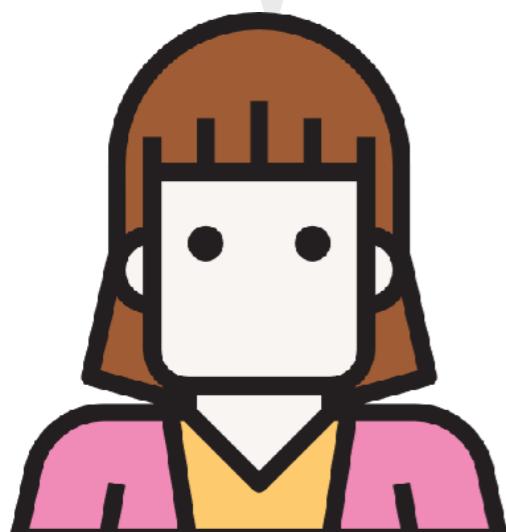


Don



# Coursera's data science courses

Cool if you like  
practical  
competence.



Angi

coursera



<https://www.coursera.org/specializations/jhu-data-science>

# Nassim Taleb: Enfant Terrible of intellectual establishment

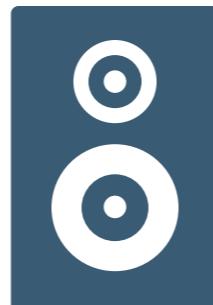
Listen to Nassim Taleb  
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Wolfi



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 Sebastian Sauer

 sebastian.sauer@data-divers.com

 data-divers.com