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The 4th International Workshop on Talent and Management Computing (TMC'2023): Editorial

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ABSTRACT

In today's competitive and fast-evolving business environment, it is a critical time for organizations to rethink how to deal with the talent and management related tasks in a quantitative manner. Indeed, thanks to the era of big data, the availability of large-scale talent data provides unparalleled opportunities for business leaders to understand the rules of talent and management, which in turn deliver intelligence for effective decision making and management for their organizations. In the past few years, talent and management computing have increasingly attracted attentions from KDD communities, and a number of research/applied data science efforts have been devoted. To this end, the purpose of this workshop, i.e., the 4th International Workshop on Talent and Management Computing (TMC'2023), is to bring together researchers and practitioners to discuss both the critical problems faced by talent and management related domains, and potential data-driven solutions by leveraging state-of-the-art data mining technologies.

CCS CONCEPTS

• **Information systems** → **Data mining**; • **Applied computing** → *Enterprise applications.*

KEYWORDS

Talent behavior modeling, professional social networks, group based decision making, strategic management

1 INTRODUCTION

Talent and management computing is an emerging research topic in data mining. Indeed, they have increasingly attracted attentions from both academia and industry in previous KDD and relevant conferences. For example, in the past years, a number of papers have been published in relevant topics, including talent recruitment [9, 13, 14, 16, 17, 23], personalized job recommendation [8, 12, 18], professional social network [15, 19], talent career analysis [4, 6, 7, 11], business competition analysis [1, 10, 20], labour market intelligence [3, 21, 22], and fairness-related topics [2]. Besides, a tutorial for how AI could benefit business management during the global economic crisis has been invited in the Applied Data Science (ADS) track of KDD-2020 [5]. Along this line, there still exist numerous open problems and challenges to be addressed, especially in terms of how to leverage data mining techniques for talent and management-related tasks, such as performance evaluation, talent retention, talent development, recruitment analytics, team management, and organizational stability analysis. Especially, with the COVID-19 pandemic, AI assistances are now urgently required to benefit enterprises by enhancing their management efficiency. Meanwhile, we realize that most prior arts mentioned above obtained increasing citations in the past five years, which proves that the AI-enhanced talent service has become a hot topic for both industry and academia.

In the past five years, we successfully organized four workshops (OBTA-2018, TMC- 2019/2020/2021) and attracted at least 400 attendances. Based on the above, we believe this workshop is strongly relevant to KDD-2023, which is a global event for bringing together researchers, practitioners, innovators, decision-makers, and business experts working in the field of data mining.

2 TOPICS OF INTEREST

This workshop aims to bring together leading researchers and practitioners to exchange and share their experiences and the latest research/application results on all aspects of Talent and Management Computing based on data mining technologies. It will provide a premier interdisciplinary forum to discuss the most recent trends, innovations, applications as well as the real-world challenges encountered and corresponding data-driven solutions in relevant domains. The topics of interest include but not limited to: online recruitment, job recommendation, person-job fit and job satisfaction, career development, career path modeling, professional

social networks, talent behavior modeling, talent personality and leadership, talent performance assessment, talent retention and incentive, team formation and task assignment, group-based decision-making, organizational change and stability, organizational culture and communication, organizational competition analysis, labour market intelligence, strategic management and planning, fairness in talent and management computing.

3 EXPECTED ATTENDANCE/SUBMISSIONS

Nowadays, KDD has become a premier conference for researchers and practitioners all over the world, especially for pioneering high-tech enterprises to attract AI-related talents. Since talent analytics has become an increasingly important research focus for both academia and industry as mentioned above, we expect that this workshop could receive wide attention of attendees with interdisciplinary background, which leads to around 100+ attendances. Indeed, in the former four workshops, namely OBTA-2018 and TMC-2019/2020/2021, we have successfully invited 6 keynote talks, the speakers including the IEEE Fellow, ACM Distinguished Member Xing Xie and AIS Fellow Doug Vogel. And we have 20 oral presentations and 2 demo presentations from research institutions, universities and industries, which leads to an overall acceptance rate of around 40%. Along this line, around 100+ attendances each year were attracted to join our workshops offline (for KDD 2018-2019), and hundreds of attendances each year join online (for KDD 2020-2021 due to the COVID-19 pandemic). In this year, we are organizing a half-day workshop that will consist of invited talks from both industry and academia, as well as peer-reviewed papers.

4 PROGRAM COMMITTEE

Ahmed Abbasi (University of Notre Dame), Leman Akoglu (Carnegie Mellon University), Yuan Cheng (BOSS Zhipin), Weiguo (Patrick) Fan (University of Iowa), Xiao Fang (University of Delaware), Stephen Guo (Indeed), Bo Jin (Dalian University of Technology), Xiaolin Li (Nanjing University), Chuanren Liu (University of Tennessee, Knoxville), Chuan Qin (BOSS Zhipin), Farid Razzak (U.S. Securities & Exchange Commission), Yang Song (BOSS Zhipin), Xi Zhang (Tianjin University), Alexander Tuzhilin (New York University), Doug Vogel (Harbin Institute of Technology), Junjie Wu (Beihang University), Keli Xiao (Stony Brook University), Tong Xu (University of Science and Technology of China), Yang Yang (Nanjing University of Science and Technology), Shipeng Yu (LinkedIn), Le Zhang (Baidu Inc.), Fuzheng Zhang (Kuaishou Technology), Zhiqiang (Eric) Zheng (University of Texas, Dallas), Wenjun Zhou (The University of Tennessee, Knoxville).

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