

Management in the Era of Big Data: and AI: Trends, Challenges and Opportunities

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Abstract

Innovative improvement of society, and specifically the general digitization of the economy, will essentially affect the work market and on the director's work capacities. The utilization of Artificial Intelligence frameworks and mechanical technology conveys with it both enormous open doors and dangers of changes and even vanishing of specific callings. The capacity to re-plan the administration framework as per new open doors and difficulties will be a critical element in adjusting associations to the new circumstances in light of a legitimate concern for laborers, managers and society. This research examines the use of artificial intelligence in the workplace and its impact on the employment market and the work of CEOs. Also included is information on how AI opens openings for businesses and representatives as well as the fundamental challenges of implementing it within an organization's administrative framework.

Keywords: Management. Big data Management, Artificial Intelligence, Challenges and solution.

1. Introduction

Modern society is increasingly interconnected, resulting in an enormous amount of data being generated all the time. This data comes from sources as diverse as the logging records of clients of informal organizations, web indexes, email clients, and machine-produced data like sensor networks for dams or extensions, as well as data from various vehicles such as aircraft or boats. In the previous two years, we've developed 90% of the information we have today, according to an infographic from Intel. When the world's information was projected in 2003 to be 5 ExaBytes (1 ExaByte is equivalent to 1 million GigaBytes), it had increased to 2.7 ZettaBytes by 2012, according to the International Telecommunication Union (ITU) (1 ZettaByte rises to 1000 ExaBytes). Until 2015, it is predicted to grow by several times. [1]. From 2012 to 2021, the global market for RFID

labels is expected to grow from 12 million to 209 billion. Many climbing issues are addressed in this volume when it comes to collecting, organising, and analysing the material in this volume. The phrase "Enormous Data" encompasses all of the aforementioned types of data. Big Data, as the name suggests, refers to an enormous amount of data, yet this isn't enough to convey the idea's relevance. Although the data is incredibly diverse, its crude, semistructured, or unstructured nature makes it unusable for routine social data set treatment. There are a variety of ways the information can be handled depending on the inquiry that needs to be carried out or the data that has to be identified in the underlying data. Large amounts of information are often transmitted at breakneck speeds, thus it's imperative that they be intercepted and dealt with in a timely manner. Enormous information research has drawn in extensive scholarly consideration. In any case, working on the information the board structure to produce ideal experiences from a lot of information is a continuous administration concern.

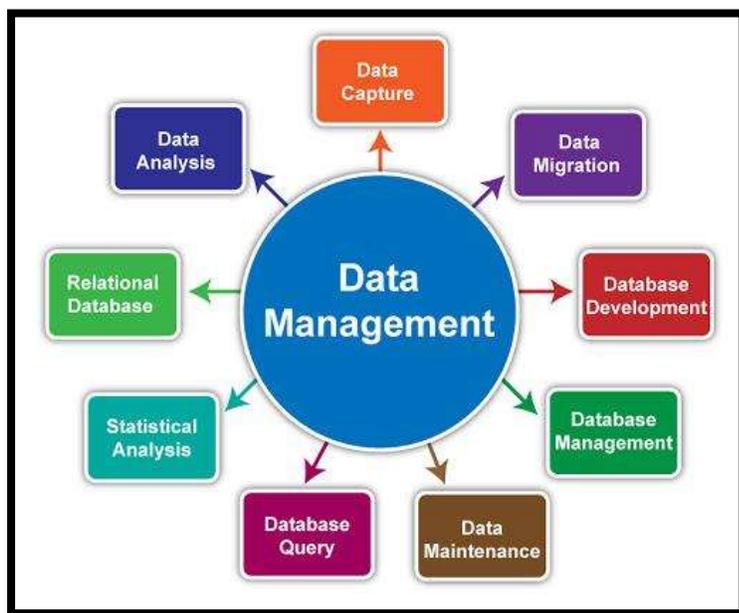


Figure: 1 Big Data Management

1.1.Management

Management is the method involved with arranging and sorting out the assets and exercises of a business to accomplish explicit objectives in the most potential compelling and proficient way. Productivity in management alludes to the fulfillment of undertakings

accurately and at negligible expenses. Viability in management connects with the fulfillment of undertakings inside unambiguous timetables to yield substantial outcomes.

1.2. Big Data Management

The expression "big data" ordinarily alludes to data stores described by the "3 Vs": high volume, high speed and wide assortment. Big data management is an expansive idea that incorporates the arrangements, strategies and innovation utilized for the assortment, stockpiling, administration, association, organization and conveyance of enormous archives of data. It is capable of data cleansing, relocating, combining, and laying the foundation for announcements and inquiries. At the end of the day, though, Massive amounts of structured and unstructured data need to be managed through the use of big data management. Big data management is strongly linked to the ability to manage the entire lifecycle of a piece of data (DLM). This is a method based on strategy for determining which data should be stored where and when in an organization's IT environment.

When it comes to business intelligence and big data analysis, it's important to have high-quality data that can be easily accessed. Businesses, government agencies, and other organisations rely on big data management systems to keep up with the ever-increasing volumes of data they generate and store in a wide variety of formats, such as terabytes or even petabytes. Unstructured and semi-structured data from various sources, such as call detail records, framework logs, sensors, photos and internet entertainment places can all be accessed through compelling big data management.

1.3. Significance of big data

Due to its incredible worth, big data has been basically changing and changing the manner in which we live, work, and think. In what follows, we depict exhaustively the meaning of big data in different viewpoints.

1.3.1. Significance to national development: At present, the world has completely entered the era of the information age. The extensive use of Internet, Internet of

Things, Cloud Computing, and other emerging IT technologies has made various data sources increasing at an unprecedented rate, while making the structures and types of data increasingly complex. Depth analysis and utilization of big data will play an important role in promoting sustained economic growth of countries and enhance the competitiveness of companies. In the future, big data will become a new point of economic growth. With big data, companies will upgrade and transform to the mode of Analysis as a Service (AaaS), thereby changing the ecology of the IT and other industries. In this context, the global giants of the IT industry (such as IBM, Google, Microsoft, and Oracle) have already begun their technical development planning in the big data era.

1.3.2. Significance to industrial upgrades: Big data is currently a common problem faced by many industries, and it brings grand challenges to these industries' digitization and informationization. Research on common problems of big data, especially on breakthroughs of core technologies, will enable industries to harness the complexity induced by data interconnection and to master uncertainties caused by redundancy and/or shortage of data. Everyone hopes to mine from big data demand-driven information, knowledge and even intelligence and ultimately taking full advantage of the big value of big data. This means that data is no longer a byproduct of the industrial sector, but has become a key nexus of all aspects. In this sense, the study of common problems and core technologies of big data will be the focus of the new generation of IT and its applications. It will not only be the new engine to sustain the high growth of the information industry, but also the new tool for industries to improve their competitiveness.

1.3.3. Significance to scientific research: Big data has caused the scientific community to re-examine its methodology of scientific research and has triggered a revolution in scientific thinking and methods. It is well-known that the earliest scientific research in human history was based on experiments. Later on, theoretical science emerged, which was characterized by the study of various laws and theorems. However, because theoretical analysis is too complex and not feasible for solving

practical problems, people began to seek simulation-based methods, which led to computational science.

1.4. Big Data Analysis and Management

Large-scale data analysis deviates from more typical methods. Many scientists have advocated a database management system (DBMS) in light of the enormous growth in data volume, but this is not the best solution for data of this size. Using conventional social database management systems, this type of data is challenging to manage. Google noticed the arrangement by using a handling technique known as MapReduce, which called for new inventive breakthroughs. Hadoop, an open source project based on Google's MapReduce and Google File System, is the most widely used solution for handling large amounts of data. Developed by the Apache Software Foundation, Hadoop is now widely available. Yahoo, Facebook, Citrix, Google and Microsoft are just a few of the many companies who have lent their support to the effort. Hadoop, the Hadoop Distributed File System (HDFS), Map Reduce, and other related projects are all part of this framework.

1.4.1. Data Mining Analysis: Data Mining is commonly defined as the technique to extract useful knowledge from database. It is almost impossible to derive the value directly from each data. For this reason, data mining needs pre-processing and analytic method for finding the value. Indeed, data mining is closely related with artificial intelligence and machine learning and so on. Scale of data management in data mining and big data is significantly different in size. However, the basic method to extract the value is very similar. In case of data mining, the process of extracting knowledge needs data cleaning, data integration, data selection, data transformation, data mining, pattern evaluation, knowledge presentation et..

1.4.2. Big Data over Cloud computing: Cloud computing is usually defined as a type of computing that relies on sharing pooling computing resources rather than having local servers or personal devices to handle applications. The current technologies like cloud computing platform and grid, have all intended to access huge amounts of computing resources (software ,hardware, application) and that offering in a

single system view. Among these technologies, cloud computing is becoming a powerful architecture to perform large-scale and complex computing, and has revolutionized the way that computing infrastructure is abstracted and used. Moreover, the main goal of cloud computing is to deliver computing as a solution for tackling big data, like high dimensional data sets, large size and multi-media.

1.4.3. Hadoop HDFS and Map Reduce: Hadoop distributed file system is a built-in feature of the framework [10]. [10 It is possible to store files in 64 MB blocks. 100-MB flash drives to 1-petabyte hard drives are the most common types of storage (TB). The Hadoop architecture includes the Name node, data nodes, secondary name node, Task tracker, and job tracker. The Hadoop distributed file system's Name node was in charge of tracking the metadata for each block. There are several copies of a single document stored in blocks. The Secondary Name Node Information is regularly updated to reflect changes in the validity of the Secondary Name Node. Actually, the data is kept in the data hub. Once the client provides the job description, the Job Tracker breaks it down. The Task Tracker receives these divided positions from Work Tracker at this stage. Using the Data Hub's Task Tracker, they bring in and complete the task. The Job Tracker is a constant source of conversation for them. The client's work is made easier with Work Tracker. There are a set number of slots available in Task Tracker for the execution of assignments. The Task Tracker that has the most open slots is selected by the Job Tracker. Rack awareness, or selecting the Task Tracker on a similar rack to where the data is stored, is an important part of the process. Bandwidth is saved by using this entombment rack.

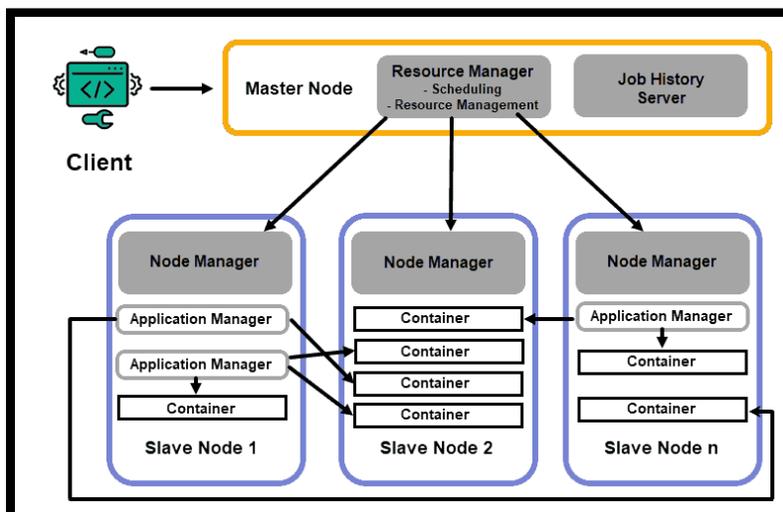


Figure: 2 Hadoop Architecture

1.5. Artificial Intelligence Trend in Big Data

Artificial intelligence is utilized in an assortment of ways and can be viewed as across countless areas, from sequential construction system robots to cutting edge toys, and from discourse acknowledgment frameworks to clinical exploration. Its most normal application is to observe designs in data, which is the reason it is regularly applied in internet based web indexes and proposal locales. Artificial intelligence would permit clients of big data to robotize and improve complex enlightening and prescient insightful errands that would be very work concentrated and tedious whenever performed by people. The scale on which big data works can surpass standard understanding. A well known model is presented by Google's pursuit term relationship of a handful of search terms and the vent, which is professed to be the consequence of testing 450 million numerical models. Another is that of Google Translate, which, while deciding whether the English word "light" ought to be meant French as "lumière" (alluding to splendor) or "léger" (alluding to weight), is said to integrate billions of pages of interpretations into its judgment. These colossal measures of

calculations on such huge measures of data would make it unimaginable for any human to reveal or imitate the exact thinking behind the decisions the product makes.

1.6. Big Data Challenges with Solution

Open doors generally follow a few challenges. To handle these challenges we really want to know different computational intricacies, security dangers, and computational procedures of big data to examine big data issues

1.6.1. Volume:

The volume of data is detonating. Consistently it will fill in mathematical movement; it has been found in the year 2000 that we had peta bytes of data all over the world.

Solution:

- **Hadoop:** Tools like Hadoop are incredible for overseeing huge volumes of organized, semi-organized and unstructured data. Being another innovation and numerous experts are new to Hadoop. To utilize this innovation, loads of assets are expected to gain and this in the end redirects the consideration from taking care of the fundamental issue towards learning Hadoop.
- **Perception:** Another method for performing examinations and report yet here and there granularity of data expands the issue of getting to the detail level required.
- **Strong Hardware:** It is additionally an effect method for handling volume issues. It empowers expanded memory and strong equal handling to quickly bite high volumes of data.

1.6.1. Variety Combining Multiple Data Sets:

It's uncommon for us to receive organised data; more often than not, we're presented with raw, semi-structured, and unstructured data culled from a wide variety of sources on the web including web pages and search indexes as well as photographs, videos, and various types of multimedia content. Data sets become more complicated as the number of data kinds and formats increases. The problem is how to deal with so many different kinds of data.

Solutions:

- **OLAP Tools (On-line Analytical Processing Tools):** Information dealing with ought to be conceivable using OLAP instruments and it spreads out relationship among information and It in the end gathers information into a genuine method for getting to it actually and OLAP contraptions specialists can achieve quick and low loosen time for taking care of high volume information, OLAP gadgets process all of the information provided for them paying little mind to they are significant or not along these lines, this is one of the detriments of OLAP mechanical assemblies.
- **Apache Hadoop:** It is open source programming and its principle intention is to oversee tremendous measures of data in an extremely limited ability to focus time effortlessly. The usefulness of Hadoop is to split data between different frameworks foundation for handling it. A guide of the substance is made in Hadoop so it very well may be handily gotten to and found.
- **SAP HANA:** SAP HANA is an in-memory data stage that is deployable as an on-premise apparatus, or in the cloud. A progressive stage's most ideal for performing constant investigation, and creating and sending ongoing applications. New DB and ordering structures sort out unique data sources quickly.

1.6.2. Velocity Challenge:

Legitimately, there is the fast of data coming all through the construction. One of the basic hardships is the technique for taking note of the flood of data when we comprehend that we don't have the right improvement to manage such overpowering data stream.

Solutions:

- **Streak memory:** It is expected for saving data, especially in novel game plans that can parse that data as either hot (significantly got to data) or cold (only here and there got to data).
- **Value-based data sets:** "A conditional data set is a data set administration framework that has the ability to move back or fix a data set exchange or activity on the off chance that it isn't finished suitably." They are furnished with continuous investigation, quicker reaction to independent direction.
- **Cloud utilizing crossover model:** A creamer model licence for private cloud expansion allows for a rapid increase in compute power, which is necessary for data analysis and the selection of hardware, programming, and business process modifications to meet fast-paced information requirements.

1.6.3. Quality and Relevance:

It is crucial for know that accepting at least for now that its managed learning; the information should be in setting or in relevance to the issue; if not, we can never actuate right results. Along these lines, concluding the idea of informational collections and its significance to a particular case is the test.

Solutions:

- **Information discernment:** When it comes to improving the quality of information, visualisation is perhaps the best option because it allows us to understand where exceptional instances and unnecessary information are. In order to maintain quality, companies should implement a control, perception, or information the board cycle dynamic.

- **Huge information computations:** Quality and congruity of data is not a separate issue, but rather an inherent part of information management and the accumulation of every piece of information that a company delivers. Having dirty information is too expensive to even consider, and it costs American organisations millions of dollars every year. Cleaning up vast amounts of data is not only feasible but also useful for keeping track of, monitoring, and maintaining that data. In order to clean and liberalise information we can use numerous computations and models or we can develop our own estimations.

1.6.4. Privacy and Security:

To observe patterns in data, we have quit thinking often about the security and protection of a person. Care ought to be taken that separating data to help individuals shouldn't think twice about their protection.

Solutions:

- **Analyze your cloud suppliers:** Storing big data in the cloud is a decent method of capacity alongside this we want to deal with its assurance components. We ought to ensure that our cloud supplier should have successive security reviews and has disclaimer that remember suffering consequences for case sufficient security standards have not met.
- **Should have a satisfactory access control strategy:** Create arrangements so that permit admittance to approved clients as it were.
- **Safeguard the data:** The raw data, the cleansed data, and the final results of the study should all be adequately protected. Encryption is a must if sensitive

information needs to be protected. Effective encryption is the only way to ensure the security of sensitive information at all times. As an example, consider Attribute-Based Encryption (kind of open key encryption in which the mystery key of a client and the code text are subject to credits). access to the mangled information is granted to Gauzy.

2. Literature Review

Prior, in the times of time and movement concentrates in the 19th century, examination have been utilized in industry. "Investigation" is anything but another term for relevant talk when we glance back at the hour of universal conflict during the 1940s where more useful techniques and thoughts were expected to advance creation with fewer assets. Prior it was named quantitative strategies utilized in business in the late nineteenth hundred years by Frederick Winslow Taylor. From that point forward, as PCs were utilized in Decision Support Systems (DSS) in the last part of the 1960s, it gets more inclusion. All through the 1970s, not very many data were gathered utilizing manuals from the area specialists. The impulse behind this rush of investigation was to accomplish the outcomes at the best with restricted assets, and these kinds of choice help are called Operations Research and Management Science. During the 1980s, the manner in which organizations gathered their businessrelated data was communicated in a slight change. Such frameworks assist with working on the assortment, handling and connection between authoritative data fields while altogether diminishing data duplication. Everything data can be handily gotten to from anyplace and whenever through Enterprise Resource Planning (ERP). It gathers the data from each edge of the world and changes it into a pattern. All things considered, during the 1990s, there was a requirement for a more adaptable detailing framework which added to chief data frameworks. Such frameworks were planned as scorecards and realistic dashboards. Prior during the 2000s, the Business Intelligence (BI) frameworks were named for these DW-driven choice emotionally supportive networks. As a necessity for a globalized serious commercial center, leaders required the most state-of-the-art data in an entirely edible manner to address business issues and make the most of market valuable open doors as quickly as possibly. Because of the huge and highlight rich data gathered in DW, arising innovative patterns, for example, data mining and text mining

have become normal to "mine" corporate data to "find" new and helpful information chunks to upgrade business cycles and practices. "Big Data" was begat to mirror these issues that were brought to us by the new data sources. A few advancements have been made in both programming/calculations to defeat the "Big Data" challenges. Another trendy expression "profound learning" showed up with big data and further developed figuring capacities. By and large, profound learning will make Artificial Neural Networks (ANN) examine a superior way. In any case, presently things are changes and to foresee prior is extremely hard, "What the following ten years will bring to us, what are the new terms that will be utilized to call examination."

Today, the truth of the matter is that the ascent in its fame is extremely later, however examination isn't new. In this serious market, it's a decent chance to expand the income and diminished the expense by building better products, distinguishing misrepresentation before it happens, and expanding client commitment by focusing on and redoing with the assistance of data examination i.e., all with investigation and data energy. It shows development of data investigation, step by step, procedures by methods. Consequently in this segment, we have examined a few attempted endeavors by a few data designer or researcher in the earlier 10 years as for data investigation and development of examination wordings (since 1950s to 2019). Presently, next segment will examine about inspiration driving this work or realities or reason which make our advantage to work around here.

3. Research Methodology

Survey methodology included a combination of primary and secondary research. Key Industry Participants (KIPs), who are the experts of structure integrators and market-leading associations in various industry verticals, were consulted in the initial phase of the survey to gather information about current administration, the sources of income of executives, and the use of AI in administration. When it came to the second step, we gathered a vast amount of material from various sources, such as industry periodicals and trade magazines; independent examinations; and paid information sources. AI's impact on administration has been analysed by focusing on the following factors:

- Chiefs work jobs patterns

- Simulated intelligence application industry patterns
- Simulated intelligence market drivers

Weighted normal equation is the accompanying:

$$\text{Weighted Avg}x = w_1x_1 + w_2x_2 \dots w_nx_n$$

w = relative weight

x = esteem

4. Data Analysis

For the AI application in current management concentrate on it is critical to find how supervisors see their fundamental work assignments and how long in percent they spent on playing out every one of them.

N	Task	Time spent (%)
1	Governance & Control	24
2	Managing and Directing	22
3	Communication	20
4	Organizing	12
5	Inquiring	9
6	Working plan	8
7	Interpretation	5

Table 1: Time spent by managers for their job tasks performance

Administrators invested 78% of their functioning energy in such routine work assignments as coordination and control, booking, arranging and announcing. Figure 3 mirrors the level of supervisors who are prepared to move a portion of their work capacities to AI.

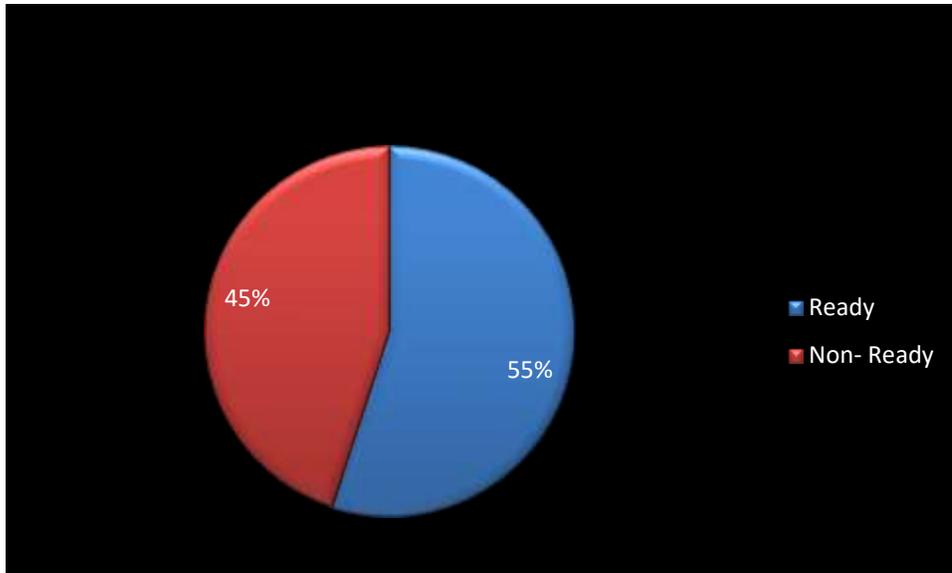


Figure: 3 Conditions under which managers are ready to transfer some of their job functions to AI

The portion of supervisors who are prepared to move a portion of their work capacities to AI as far as their particular work undertakings is displayed on Figure 4.

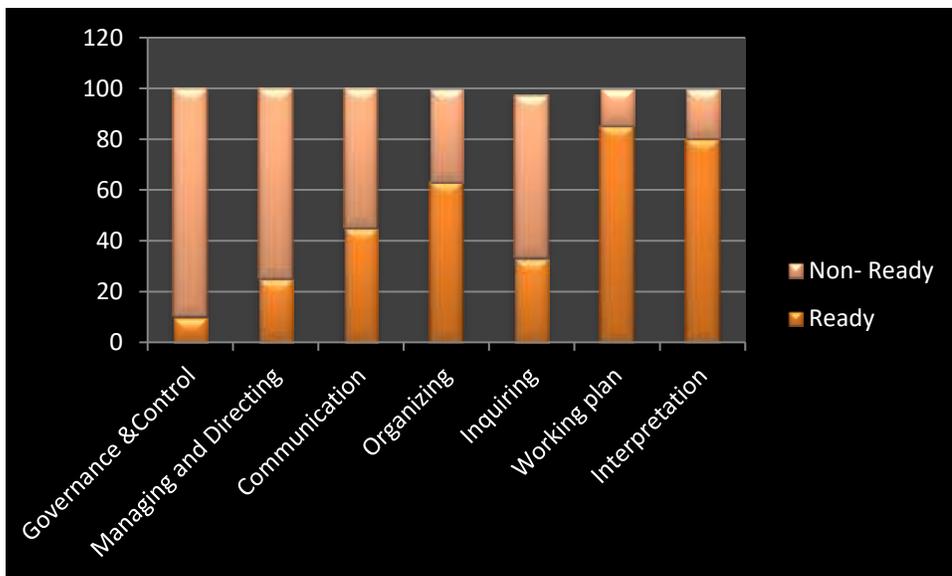


Figure: 4 Share of managers who are ready to transfer some of their job functions to AI in terms of their job tasks

Only 10% of managers are ready to governance and control to AI., 25% - Communication, 25% -managing & directing , 63% - Organizing, 33% -Inquiring , 33% - Inquiring, and 80% interpretation

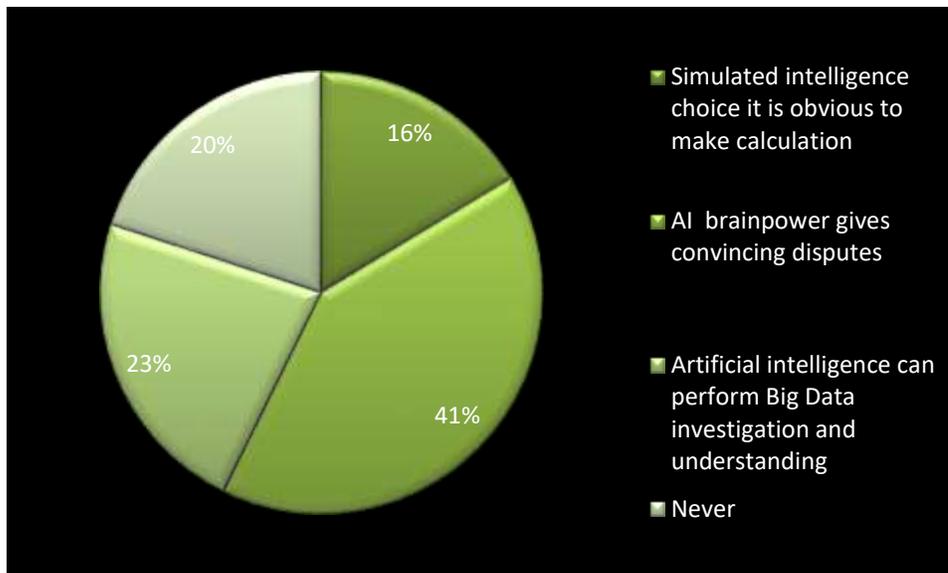


Figure: 5 Conditions under which managers are ready to transfer some of their job functions to AI

5. Result & Discussion

As per Table 1 chiefs invested 55% of their functioning energy in routine managerial work errands. A large portion of these assignments like Governance &Control, Managing and Directing, Communication, Organizing, Inquiring, Working arrangement and Interpretation could be moved to AI in the closest future. And as per Figure 4 directors in everyday help this exchange. Specifically, 73% of administrators are prepared to move their detailing capacities to AI, 82% are prepared to move booking and arranging and 67% are prepared to move designating assets. 84 % of administrators are prepared to move data investigation work capacity to AI which appears to be extremely coherent because of the way that AI can break down big measure of data in a moderately brief time frame. As per figure 4 there is Only 10% of directors are prepared to administration and control to AI., 25% - Communication, 25% - overseeing and coordinating , 63% - Organizing, 33% - Inquiring , 33% - Inquiring, and 80% understanding. The explanation is that those capacities need not just capacity to investigate Big Data, track down connections and pick

choice choices yet in addition such ability as human judgment which is mix of intelligence, experience and certain degree of aptitude in business navigation.

To the extent that weakness and equivocalness AI can't seek after right and exact business decision considering a typical way, but to the extent that complexity it can perform well. So to the extent that business dynamic the best strategy is a participation among bosses and AI. Smart machines can give a variety of possibilities to the boss, who has only two options: either make a decision based on his or her own experience and nature, or let AI to make the decision. By and large, 58% of supervisors are not ready to hand over some of their responsibilities to AI, which is a problem when it comes to trust (see Figure 3). What causes this is a lack of understanding about how AI works, as depicted in figure 5. A critical ability for working with AI, progressed development usage capacity, is excluded from this depiction. To conduct routine labour duties that may be transferred to artificial intelligence (AI) in the near future, routine capacities are necessary.

6. Conclusion

we can say that the quick improvement of AI will truly change the work market structure, yet it can not totally supplant a supervisor since it is difficult to AI to get individual judgment abilities and interactive abilities. It can not pursue choices in light of instinctive way. However, it will assume control over routine work capacities from directors and will assist them with settling on ideal choices on schedule through Big Data investigation. This implies that the prerequisites for chiefs won't stay unaltered - they should rethink their way to deal with work, thinking and deciding. Considering the way that AI will assume control over routine work errands which 47% of supervisors' functioning time they should zero in on other work assignments which will expect for instance such abilities like imagination - chiefs will work more like thoughts makers. Likewise they need to prepare their own judgment abilities to play out their business assignments and settle on ideal choices in perfect opportunity. Capacity to team up with others, make proficient informal organizations to draw in aggregate judgment for addressing their business undertakings will be important to proceed as a supervisor. Supervisors ought to likewise have the option to utilize different advanced innovations to collect information and decisions of accomplices, clients, outside partners, as well as to look for "best practices" in different

ventures. And at long last director ought to have the option to team up with AI and even to regard it as a partner since it can settle on practically ideal levelheaded business choices which can help chief in the event that when precisely sane choice is required.

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