

Global AI Talent Management Software Market Growth (Status and Outlook) 2026-2032

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Abstracts

The global AI Talent Management Software market size is predicted to grow from US\$ 1424 million in 2025 to US\$ 2735 million in 2032; it is expected to grow at a CAGR of 10.0% from 2026 to 2032.

AI Talent Management Software is an integrated digital solution that leverages artificial intelligence, big data analytics, and cloud computing to optimize the full employee lifecycle management. It integrates core modules including intelligent recruitment (AI resume parsing, candidate matching), performance management (real-time feedback, 360-degree evaluation), learning and development (personalized skill recommendations, competency mapping), and talent retention (turnover risk prediction, sentiment analysis). By automating repetitive HR tasks, generating data-driven insights, and enabling personalized employee experiences, it transcends traditional transactional tools to become a strategic asset that aligns talent management with business objectives, ensuring compliance with data security regulations while enhancing organizational efficiency and workforce agility.

Demand for AI Talent Management Software is growing rapidly driven by global enterprise digital transformation, the need for refined talent operations, and the popularization of remote/hybrid work models. It addresses pain points such as inefficient manual HR processes, inaccurate talent assessment, and difficulty in identifying skill gaps, with strong demand from large enterprises seeking integrated platforms and SMEs preferring lightweight SaaS solutions. Key business opportunities lie in developing industry-specific solutions (for finance, manufacturing, healthcare), integrating generative AI for intelligent content creation (job descriptions, development plans), and enhancing DEI (diversity, equity, inclusion) analytics and compliance capabilities. Additionally, tapping into the underserved SME market with cost-effective,

modular products and expanding ecosystem integration with HR services will further unlock high-growth potential in the global talent management technology market.

Report Scope

LPI (LP Information)' newest research report, the “AI Talent Management Software Industry Forecast” looks at past sales and reviews total world AI Talent Management Software sales in 2025, providing a comprehensive analysis by region and market sector of projected AI Talent Management Software sales for 2026 through 2032. With AI Talent Management Software sales broken down by region, market sector and sub-sector, this report provides a detailed analysis in US\$ millions of the world AI Talent Management Software industry.

This Insight Report provides a comprehensive analysis of the global AI Talent Management Software landscape and highlights key trends related to product segmentation, company formation, revenue, and market share, latest development, and M&A activity. This report also analyses the strategies of leading global companies with a focus on AI Talent Management Software portfolios and capabilities, market entry strategies, market positions, and geographic footprints, to better understand these firms' unique position in an accelerating global AI Talent Management Software market.

This Insight Report evaluates the key market trends, drivers, and affecting factors shaping the global outlook for AI Talent Management Software and breaks down the forecast by Deployment Mode, by Application, geography, and market size to highlight emerging pockets of opportunity. With a transparent methodology based on hundreds of bottom-up qualitative and quantitative market inputs, this study forecast offers a highly nuanced view of the current state and future trajectory in the global AI Talent Management Software.

This report presents a comprehensive overview, market shares, and growth opportunities of AI Talent Management Software market by product type, application, key players and key regions and countries.

Market Segmentation

Segmentation by Deployment Mode:

Cloud-Based

On-Premise

Segmentation by AI Capability:

Predictive & Prescriptive Analytics

Skills Intelligence & Talent Graphs

Matching & Recommendation Engines

Generative AI Co-pilots & Agents

Conversational Assistants & Chatbots

Segmentation by Functional Scope:

Talent Acquisition & Candidate Matching

Performance & Goals Management

Learning, Upskilling & Reskilling

Succession Planning & Internal Mobility

Compensation & Rewards Optimization

Workforce Planning & People Analytics

Segmentation by Application:

Large Enterprises

SMEs

This report also splits the market by region:

Americas

United States

Canada

Mexico

Brazil

APAC

China

Japan

Korea

Southeast Asia

India

Australia

Europe

Germany

France

UK

Italy

Russia

Middle East & Africa

Egypt

South Africa

Israel

Turkey

GCC Countries

The below companies that are profiled have been selected based on inputs gathered from primary experts and analyzing the company's coverage, product portfolio, its market penetration.

Fetcher

Docebo

Deel

Workleap

Leapsome

PerformYard

UKG

EdCast

HireVue

Findem

Eightfold AI

Engagedly

Effy AI

ClearCompany

Deltek

TalentGuard

Phenom People

Avature

365Talents

SAP

MHR

PeopleStrong

Workday

Oracle

Cornerstone

Beamery

Gloat

TechWolf

Visier

SmartRecruiters

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