

Global Human Resource Outsourcing Solution Market Growth (Status and Outlook) 2026-2032

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Abstracts

The global Human Resource Outsourcing Solution market size is predicted to grow from US\$ 35218 million in 2025 to US\$ 66016 million in 2032; it is expected to grow at a CAGR of 9.4% from 2026 to 2032.

Human resource outsourcing solutions refer to a category of service offerings in which enterprises entrust part or all of their human resource management functions to specialized third-party service providers. These solutions encompass various processes, including employee recruitment, onboarding and offboarding procedures, labor contract management, social security and housing provident fund contributions, payroll processing, individual income tax filing, attendance management, employee record-keeping, labor dispatch, flexible staffing, employee benefits administration, and labor compliance consulting. The core objective of these solutions is to assist enterprises in reducing HR management costs, alleviating the burden of administrative tasks, and enhancing both labor compliance and management efficiency?thereby enabling companies to concentrate more of their energy on core business operations, organizational development, and talent strategies.

A key insight regarding human resource outsourcing solutions is that long-term demand within this sector is driven by corporate imperatives for cost reduction and efficiency gains, labor compliance, cross-regional workforce management, and the growing trend of flexible staffing. This growth potential remains particularly strong in specific scenarios?such as those involving small and medium-sized enterprises (SMEs), retail chains, manufacturing firms, internet platforms, and multinational corporations requiring localized staffing?where services such as payroll and social security outsourcing, employee lifecycle management, Recruitment Process Outsourcing (RPO), Professional Employer Organization (PEO) / Employer of Record (EOR) services, and flexible

workforce management continue to demonstrate significant room for expansion. The gross margin for HR outsourcing solutions stands at approximately 63%.

The demand for human resource outsourcing solutions stems primarily from corporate pressures to reduce costs, enhance efficiency, and ensure labor compliance. As enterprises expand their operations across regions, diversify their workforce structures, and face increasingly stringent labor regulations, the complexity of managing HR affairs continues to rise. This is particularly true for transactional tasks such as social security and housing fund administration, payroll processing, individual income tax filing, labor contract management, employee onboarding and offboarding, and employment risk management which demand a high degree of professionalism and accuracy. Consequently, by leveraging HR outsourcing, companies can alleviate their internal administrative burdens while simultaneously elevating their standards for process standardization and compliance management.

Industry competition is currently shifting from traditional transactional outsourcing toward comprehensive solutions that integrate 'services, systems, and compliance consulting.' In the past, HR outsourcing focused predominantly on foundational services such as labor dispatch, social security agency payments, and payroll processing which yielded relatively limited gross margins. Today, however, clients place a greater emphasis on integrated Human Capital Management (HCM) systems, employee self-service portals, automated payroll processing, digital contracts, employment risk early-warning systems, and the capability to adapt to diverse regional regulatory policies. Service providers equipped with robust digital platforms, nationwide service networks, expert compliance consulting capabilities, and proven experience in serving large-scale clients are best positioned to secure stable client relationships and generate higher value-added services.

Future trends point toward the continued growth of flexible employment models, Employer of Record (EOR) services, and digitalized HR outsourcing. Against the backdrop of organizational streamlining, project-based work structures, the rise of remote work, and increasing cross-border employment, specialized service segments such as EOR, PEO (Professional Employer Organization), RPO (Recruitment Process Outsourcing), flexible workforce management, and global payroll outsourcing are poised for further expansion. Concurrently, AI and automation tools will be increasingly applied to tasks such as resume screening, employee support services, attendance anomaly detection, payroll calculation, and compliance alerts. As a result, the HR outsourcing industry is set to evolve from merely handling low value-added administrative tasks into a critical pillar supporting corporate workforce management

and the enhancement of overall organizational operational efficiency.

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

This Insight Report provides a comprehensive analysis of the global Human Resource Outsourcing Solution 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 Human Resource Outsourcing Solution portfolios and capabilities, market entry strategies, market positions, and geographic footprints, to better understand these firms' unique position in an accelerating global Human Resource Outsourcing Solution market.

This Insight Report evaluates the key market trends, drivers, and affecting factors shaping the global outlook for Human Resource Outsourcing Solution and breaks down the forecast by Type, 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 Human Resource Outsourcing Solution.

This report presents a comprehensive overview, market shares, and growth opportunities of Human Resource Outsourcing Solution market by product type, application, key players and key regions and countries.

Segmentation by Type:

HR Outsourcing for Micro & Small Enterprises (2,000 Employees)

Segmentation by Technical Capabilities:

Basic Manual Service Model

Automated System Model

Segmentation by Outsourcing Depth:

Single-Function HR Outsourcing

Modular HR Outsourcing

Comprehensive HR Outsourcing

End-to-End HR Outsourcing

Segmentation by Application:

BFSI

Telecom

Healthcare

Energy

Manufacturing

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.

ADP

Paychex

TriNet

Insperity

Deel

Alight

Mercer

Randstad

Adecco

ManpowerGroup

SD Worx

Pasona

PERSOL

Recruit Staffing

FESCO

CIIC

FESCO Adecco

Zhonghe

Renrui HR

Contents

1 SCOPE OF THE REPORT

- 1.1 Market Introduction
- 1.2 Years Considered
- 1.3 Research Objectives
- 1.4 Market Research Methodology
- 1.5 Research Process and Data Source
- 1.6 Economic Indicators
- 1.7 Currency Considered
- 1.8 Market Estimation Caveats

2 EXECUTIVE SUMMARY

- 2.1 World Market Overview
 - 2.1.1 Global Human Resource Outsourcing Solution Market Size (2021-2032)
 - 2.1.2 Human Resource Outsourcing Solution Market Size CAGR by Region (2021 VS 2025 VS 2032)
 - 2.1.3 World Current & Future Analysis for Human Resource Outsourcing Solution by Country/Region (2021, 2025 & 2032)
- 2.2 Human Resource Outsourcing Solution Segment by Type
 - 2.2.1 HR Outsourcing for Micro & Small Enterprises (2,000 Employees)
 - 2.2.5 Human Resource Outsourcing Solution Market Size by Type
 - 2.2.5.1 Human Resource Outsourcing Solution Market Size CAGR by Type (2021 VS 2025 VS 2032)
 - 2.2.5.2 Global Human Resource Outsourcing Solution Market Size Market Share by Type (2021-2026)
- 2.3 Human Resource Outsourcing Solution Segment by Technical Capabilities
 - 2.3.1 Basic Manual Service Model
 - 2.3.2 Automated System Model
 - 2.3.3 Human Resource Outsourcing Solution Market Size by Technical Capabilities
 - 2.3.3.1 Human Resource Outsourcing Solution Market Size CAGR by Technical Capabilities (2021 VS 2025 VS 2032)
 - 2.3.3.2 Global Human Resource Outsourcing Solution Market Size Market Share by Technical Capabilities (2021-2026)
- 2.4 Human Resource Outsourcing Solution Segment by Outsourcing Depth
 - 2.4.1 Single-Function HR Outsourcing
 - 2.4.2 Modular HR Outsourcing

- 2.4.3 Comprehensive HR Outsourcing
- 2.4.4 End-to-End HR Outsourcing
- 2.4.5 Human Resource Outsourcing Solution Market Size by Outsourcing Depth
 - 2.4.5.1 Human Resource Outsourcing Solution Market Size CAGR by Outsourcing Depth (2021 VS 2025 VS 2032)
 - 2.4.5.2 Global Human Resource Outsourcing Solution Market Size Market Share by Outsourcing Depth (2021-2026)
- 2.5 Human Resource Outsourcing Solution Segment by Application
 - 2.5.1 BFSI
 - 2.5.2 Telecom
 - 2.5.3 Healthcare
 - 2.5.4 Energy
 - 2.5.5 Manufacturing
 - 2.5.6 Human Resource Outsourcing Solution Market Size by Application
 - 2.5.6.1 Human Resource Outsourcing Solution Market Size CAGR by Application (2021 VS 2025 VS 2032)
 - 2.5.6.2 Global Human Resource Outsourcing Solution Market Size Market Share by Application (2021-2026)

3 HUMAN RESOURCE OUTSOURCING SOLUTION MARKET SIZE BY PLAYER

- 3.1 Human Resource Outsourcing Solution Market Size Market Share by Player
 - 3.1.1 Global Human Resource Outsourcing Solution Revenue by Player (2021-2026)
 - 3.1.2 Global Human Resource Outsourcing Solution Revenue Market Share by Player (2021-2026)
- 3.2 Global Human Resource Outsourcing Solution Key Players Head office and Products Offered
- 3.3 Market Concentration Rate Analysis
 - 3.3.1 Competition Landscape Analysis
 - 3.3.2 Concentration Ratio (CR3, CR5 and CR10) & (2024-2026)
- 3.4 New Products and Potential Entrants
- 3.5 Mergers & Acquisitions, Expansion

4 HUMAN RESOURCE OUTSOURCING SOLUTION BY REGION

- 4.1 Human Resource Outsourcing Solution Market Size by Region (2021-2026)
- 4.2 Global Human Resource Outsourcing Solution Annual Revenue by Country/Region (2021-2026)
- 4.3 Americas Human Resource Outsourcing Solution Market Size Growth (2021-2026)

- 4.4 APAC Human Resource Outsourcing Solution Market Size Growth (2021-2026)
- 4.5 Europe Human Resource Outsourcing Solution Market Size Growth (2021-2026)
- 4.6 Middle East & Africa Human Resource Outsourcing Solution Market Size Growth (2021-2026)

5 AMERICAS

- 5.1 Americas Human Resource Outsourcing Solution Market Size by Country (2021-2026)
- 5.2 Americas Human Resource Outsourcing Solution Market Size by Type (2021-2026)
- 5.3 Americas Human Resource Outsourcing Solution Market Size by Application (2021-2026)
- 5.4 United States
- 5.5 Canada
- 5.6 Mexico
- 5.7 Brazil

6 APAC

- 6.1 APAC Human Resource Outsourcing Solution Market Size by Region (2021-2026)
- 6.2 APAC Human Resource Outsourcing Solution Market Size by Type (2021-2026)
- 6.3 APAC Human Resource Outsourcing Solution Market Size by Application (2021-2026)
- 6.4 China
- 6.5 Japan
- 6.6 South Korea
- 6.7 Southeast Asia
- 6.8 India
- 6.9 Australia

7 EUROPE

- 7.1 Europe Human Resource Outsourcing Solution Market Size by Country (2021-2026)
- 7.2 Europe Human Resource Outsourcing Solution Market Size by Type (2021-2026)
- 7.3 Europe Human Resource Outsourcing Solution Market Size by Application (2021-2026)
- 7.4 Germany
- 7.5 France
- 7.6 UK

7.7 Italy

7.8 Russia

8 MIDDLE EAST & AFRICA

8.1 Middle East & Africa Human Resource Outsourcing Solution by Region (2021-2026)

8.2 Middle East & Africa Human Resource Outsourcing Solution Market Size by Type (2021-2026)

8.3 Middle East & Africa Human Resource Outsourcing Solution Market Size by Application (2021-2026)

8.4 Egypt

8.5 South Africa

8.6 Israel

8.7 Turkey

8.8 GCC Countries

9 MARKET DRIVERS, CHALLENGES AND TRENDS

9.1 Market Drivers & Growth Opportunities

9.2 Market Challenges & Risks

9.3 Industry Trends

10 GLOBAL HUMAN RESOURCE OUTSOURCING SOLUTION MARKET FORECAST

10.1 Global Human Resource Outsourcing Solution Forecast by Region (2027-2032)

10.1.1 Global Human Resource Outsourcing Solution Forecast by Region (2027-2032)

10.1.2 Americas Human Resource Outsourcing Solution Forecast

10.1.3 APAC Human Resource Outsourcing Solution Forecast

10.1.4 Europe Human Resource Outsourcing Solution Forecast

10.1.5 Middle East & Africa Human Resource Outsourcing Solution Forecast

10.2 Americas Human Resource Outsourcing Solution Forecast by Country (2027-2032)

10.2.1 United States Market Human Resource Outsourcing Solution Forecast

10.2.2 Canada Market Human Resource Outsourcing Solution Forecast

10.2.3 Mexico Market Human Resource Outsourcing Solution Forecast

10.2.4 Brazil Market Human Resource Outsourcing Solution Forecast

10.3 APAC Human Resource Outsourcing Solution Forecast by Region (2027-2032)

10.3.1 China Human Resource Outsourcing Solution Market Forecast

- 10.3.2 Japan Market Human Resource Outsourcing Solution Forecast
- 10.3.3 Korea Market Human Resource Outsourcing Solution Forecast
- 10.3.4 Southeast Asia Market Human Resource Outsourcing Solution Forecast
- 10.3.5 India Market Human Resource Outsourcing Solution Forecast
- 10.3.6 Australia Market Human Resource Outsourcing Solution Forecast
- 10.4 Europe Human Resource Outsourcing Solution Forecast by Country (2027-2032)
 - 10.4.1 Germany Market Human Resource Outsourcing Solution Forecast
 - 10.4.2 France Market Human Resource Outsourcing Solution Forecast
 - 10.4.3 UK Market Human Resource Outsourcing Solution Forecast
 - 10.4.4 Italy Market Human Resource Outsourcing Solution Forecast
 - 10.4.5 Russia Market Human Resource Outsourcing Solution Forecast
- 10.5 Middle East & Africa Human Resource Outsourcing Solution Forecast by Region (2027-2032)
 - 10.5.1 Egypt Market Human Resource Outsourcing Solution Forecast
 - 10.5.2 South Africa Market Human Resource Outsourcing Solution Forecast
 - 10.5.3 Israel Market Human Resource Outsourcing Solution Forecast
 - 10.5.4 Turkey Market Human Resource Outsourcing Solution Forecast
- 10.6 Global Human Resource Outsourcing Solution Forecast by Type (2027-2032)
- 10.7 Global Human Resource Outsourcing Solution Forecast by Application (2027-2032)
 - 10.7.1 GCC Countries Market Human Resource Outsourcing Solution Forecast

11 KEY PLAYERS ANALYSIS

11.1 ADP

- 11.1.1 ADP Company Information
- 11.1.2 ADP Human Resource Outsourcing Solution Product Offered
- 11.1.3 ADP Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
- 11.1.4 ADP Main Business Overview
- 11.1.5 ADP Latest Developments

11.2 Paychex

- 11.2.1 Paychex Company Information
- 11.2.2 Paychex Human Resource Outsourcing Solution Product Offered
- 11.2.3 Paychex Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
- 11.2.4 Paychex Main Business Overview
- 11.2.5 Paychex Latest Developments

11.3 TriNet

- 11.3.1 TriNet Company Information
- 11.3.2 TriNet Human Resource Outsourcing Solution Product Offered
- 11.3.3 TriNet Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
- 11.3.4 TriNet Main Business Overview
- 11.3.5 TriNet Latest Developments
- 11.4 Insperity
 - 11.4.1 Insperity Company Information
 - 11.4.2 Insperity Human Resource Outsourcing Solution Product Offered
 - 11.4.3 Insperity Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.4.4 Insperity Main Business Overview
 - 11.4.5 Insperity Latest Developments
- 11.5 Deel
 - 11.5.1 Deel Company Information
 - 11.5.2 Deel Human Resource Outsourcing Solution Product Offered
 - 11.5.3 Deel Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.5.4 Deel Main Business Overview
 - 11.5.5 Deel Latest Developments
- 11.6 Alight
 - 11.6.1 Alight Company Information
 - 11.6.2 Alight Human Resource Outsourcing Solution Product Offered
 - 11.6.3 Alight Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.6.4 Alight Main Business Overview
 - 11.6.5 Alight Latest Developments
- 11.7 Mercer
 - 11.7.1 Mercer Company Information
 - 11.7.2 Mercer Human Resource Outsourcing Solution Product Offered
 - 11.7.3 Mercer Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.7.4 Mercer Main Business Overview
 - 11.7.5 Mercer Latest Developments
- 11.8 Randstad
 - 11.8.1 Randstad Company Information
 - 11.8.2 Randstad Human Resource Outsourcing Solution Product Offered
 - 11.8.3 Randstad Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)

- 11.8.4 Randstad Main Business Overview
- 11.8.5 Randstad Latest Developments
- 11.9 Adecco
 - 11.9.1 Adecco Company Information
 - 11.9.2 Adecco Human Resource Outsourcing Solution Product Offered
 - 11.9.3 Adecco Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.9.4 Adecco Main Business Overview
 - 11.9.5 Adecco Latest Developments
- 11.10 ManpowerGroup
 - 11.10.1 ManpowerGroup Company Information
 - 11.10.2 ManpowerGroup Human Resource Outsourcing Solution Product Offered
 - 11.10.3 ManpowerGroup Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.10.4 ManpowerGroup Main Business Overview
 - 11.10.5 ManpowerGroup Latest Developments
- 11.11 SD Worx
 - 11.11.1 SD Worx Company Information
 - 11.11.2 SD Worx Human Resource Outsourcing Solution Product Offered
 - 11.11.3 SD Worx Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.11.4 SD Worx Main Business Overview
 - 11.11.5 SD Worx Latest Developments
- 11.12 Pasona
 - 11.12.1 Pasona Company Information
 - 11.12.2 Pasona Human Resource Outsourcing Solution Product Offered
 - 11.12.3 Pasona Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.12.4 Pasona Main Business Overview
 - 11.12.5 Pasona Latest Developments
- 11.13 PERSOL
 - 11.13.1 PERSOL Company Information
 - 11.13.2 PERSOL Human Resource Outsourcing Solution Product Offered
 - 11.13.3 PERSOL Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.13.4 PERSOL Main Business Overview
 - 11.13.5 PERSOL Latest Developments
- 11.14 Recruit Staffing
 - 11.14.1 Recruit Staffing Company Information

- 11.14.2 Recruit Staffing Human Resource Outsourcing Solution Product Offered
- 11.14.3 Recruit Staffing Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
- 11.14.4 Recruit Staffing Main Business Overview
- 11.14.5 Recruit Staffing Latest Developments
- 11.15 FESCO
 - 11.15.1 FESCO Company Information
 - 11.15.2 FESCO Human Resource Outsourcing Solution Product Offered
 - 11.15.3 FESCO Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.15.4 FESCO Main Business Overview
 - 11.15.5 FESCO Latest Developments
- 11.16 CIIC
 - 11.16.1 CIIC Company Information
 - 11.16.2 CIIC Human Resource Outsourcing Solution Product Offered
 - 11.16.3 CIIC Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.16.4 CIIC Main Business Overview
 - 11.16.5 CIIC Latest Developments
- 11.17 FESCO Adecco
 - 11.17.1 FESCO Adecco Company Information
 - 11.17.2 FESCO Adecco Human Resource Outsourcing Solution Product Offered
 - 11.17.3 FESCO Adecco Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.17.4 FESCO Adecco Main Business Overview
 - 11.17.5 FESCO Adecco Latest Developments
- 11.18 Zhonghe
 - 11.18.1 Zhonghe Company Information
 - 11.18.2 Zhonghe Human Resource Outsourcing Solution Product Offered
 - 11.18.3 Zhonghe Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.18.4 Zhonghe Main Business Overview
 - 11.18.5 Zhonghe Latest Developments
- 11.19 Renrui HR
 - 11.19.1 Renrui HR Company Information
 - 11.19.2 Renrui HR Human Resource Outsourcing Solution Product Offered
 - 11.19.3 Renrui HR Human Resource Outsourcing Solution Revenue, Gross Margin and Market Share (2021-2026)
 - 11.19.4 Renrui HR Main Business Overview

11.19.5 Renrui HR Latest Developments

12 RESEARCH FINDINGS AND CONCLUSION

List Of Tables

LIST OF TABLES

Table 1. Human Resource Outsourcing Solution Market Size CAGR by Region (2021 VS 2025 VS 2032) & (\$ millions)

Table 2. Human Resource Outsourcing Solution Annual Sales CAGR by Country/Region (2021, 2025 & 2032) & (\$ millions)

Table 3. Major Players of HR Outsourcing for Micro & Small Enterprises (2,000 Employees)

Table 7. Human Resource Outsourcing Solution Market Size CAGR by Type (2021 VS 2025 VS 2032) & (\$ millions)

Table 8. Global Human Resource Outsourcing Solution Market Size by Type (2021-2026) & (\$ millions)

Table 9. Global Human Resource Outsourcing Solution Market Size Market Share by Type (2021-2026)

Table 10. Major Players of Basic Manual Service Model

Table 11. Major Players of Automated System Model

Table 12. Human Resource Outsourcing Solution Market Size CAGR by Technical Capabilities (2021 VS 2025 VS 2032) & (\$ millions)

Table 13. Global Human Resource Outsourcing Solution Market Size by Technical Capabilities (2021-2026) & (\$ millions)

Table 14. Global Human Resource Outsourcing Solution Market Size Market Share by Technical Capabilities (2021-2026)

Table 15. Major Players of Single-Function HR Outsourcing

Table 16. Major Players of Modular HR Outsourcing

Table 17. Major Players of Comprehensive HR Outsourcing

Table 18. Major Players of End-to-End HR Outsourcing

Table 19. Human Resource Outsourcing Solution Market Size CAGR by Outsourcing Depth (2021 VS 2025 VS 2032) & (\$ millions)

Table 20. Global Human Resource Outsourcing Solution Market Size by Outsourcing Depth (2021-2026) & (\$ millions)

Table 21. Global Human Resource Outsourcing Solution Market Size Market Share by Outsourcing Depth (2021-2026)

Table 22. Human Resource Outsourcing Solution Market Size CAGR by Application (2021 VS 2025 VS 2032) & (\$ millions)

Table 23. Global Human Resource Outsourcing Solution Market Size by Application (2021-2026) & (\$ millions)

Table 24. Global Human Resource Outsourcing Solution Market Size Market Share by

Application (2021-2026)

Table 25. Global Human Resource Outsourcing Solution Revenue by Player
(2021-2026) & (\$ millions)

Table 26. Global Human Resource Outsourcing Solution Revenue Market Share by
Player (2021-2026)

Table 27. Human Resource Outsourcing Solution Key Players Head office and Products
Offered

Table 28. Human Resource Outsourcing Solution Concentration Ratio (CR3, CR5 and
CR10) & (2024-2026)

Table 29. New Products and Potential Entrants

Table 30. Mergers & Acquisitions, Expansion

Table 31. Global Human Resource Outsourcing Solution Market Size by Region
(2021-2026) & (\$ millions)

Table 32. Global Human Resource Outsourcing Solution Market Size Market Share by
Region (2021-2026)

Table 33. Global Human Resource Outsourcing Solution Revenue by Country/Region
(2021-2026) & (\$ millions)

Table 34. Global Human Resource Outsourcing Solution Revenue Market Share by
Country/Region (2021-2026)

Table 35. Americas Human Resource Outsourcing Solution Market Size by Country
(2021-2026) & (\$ millions)

Table 36. Americas Human Resource Outsourcing Solution Market Size Market Share
by Country (2021-2026)

Table 37. Americas Human Resource Outsourcing Solution Market Size by Type
(2021-2026) & (\$ millions)

Table 38. Americas Human Resource Outsourcing Solution Market Size Market Share
by Type (2021-2026)

Table 39. Americas Human Resource Outsourcing Solution Market Size by Application
(2021-2026) & (\$ millions)

Table 40. Americas Human Resource Outsourcing Solution Market Size Market Share
by Application (2021-2026)

Table 41. APAC Human Resource Outsourcing Solution Market Size by Region
(2021-2026) & (\$ millions)

Table 42. APAC Human Resource Outsourcing Solution Market Size Market Share by
Region (2021-2026)

Table 43. APAC Human Resource Outsourcing Solution Market Size by Type
(2021-2026) & (\$ millions)

Table 44. APAC Human Resource Outsourcing Solution Market Size by Application
(2021-2026) & (\$ millions)

Table 45. Europe Human Resource Outsourcing Solution Market Size by Country (2021-2026) & (\$ millions)

Table 46. Europe Human Resource Outsourcing Solution Market Size Market Share by Country (2021-2026)

Table 47. Europe Human Resource Outsourcing Solution Market Size by Type (2021-2026) & (\$ millions)

Table 48. Europe Human Resource Outsourcing Solution Market Size by Application (2021-2026) & (\$ millions)

Table 49. Middle East & Africa Human Resource Outsourcing Solution Market Size by Region (2021-2026) & (\$ millions)

Table 50. Middle East & Africa Human Resource Outsourcing Solution Market Size by Type (2021-2026) & (\$ millions)

Table 51. Middle East & Africa Human Resource Outsourcing Solution Market Size by Application (2021-2026) & (\$ millions)

Table 52. Key Market Drivers & Growth Opportunities of Human Resource Outsourcing Solution

Table 53. Key Market Challenges & Risks of Human Resource Outsourcing Solution

Table 54. Key Industry Trends of Human Resource Outsourcing Solution

Table 55. Global Human Resource Outsourcing Solution Market Size Forecast by Region (2027-2032) & (\$ millions)

Table 56. Global Human Resource Outsourcing Solution Market Size Market Share Forecast by Region (2027-2032)

Table 57. Global Human Resource Outsourcing Solution Market Size Forecast by Type (2027-2032) & (\$ millions)

Table 58. Global Human Resource Outsourcing Solution Market Size Forecast by Application (2027-2032) & (\$ millions)

Table 59. ADP Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 60. ADP Human Resource Outsourcing Solution Product Offered

Table 61. ADP Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 62. ADP Main Business

Table 63. ADP Latest Developments

Table 64. Paychex Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 65. Paychex Human Resource Outsourcing Solution Product Offered

Table 66. Paychex Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 67. Paychex Main Business

Table 68. Paychex Latest Developments

Table 69. TriNet Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 70. TriNet Human Resource Outsourcing Solution Product Offered

Table 71. TriNet Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 72. TriNet Main Business

Table 73. TriNet Latest Developments

Table 74. Insperity Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 75. Insperity Human Resource Outsourcing Solution Product Offered

Table 76. Insperity Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 77. Insperity Main Business

Table 78. Insperity Latest Developments

Table 79. Deel Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 80. Deel Human Resource Outsourcing Solution Product Offered

Table 81. Deel Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 82. Deel Main Business

Table 83. Deel Latest Developments

Table 84. Alight Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 85. Alight Human Resource Outsourcing Solution Product Offered

Table 86. Alight Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 87. Alight Main Business

Table 88. Alight Latest Developments

Table 89. Mercer Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 90. Mercer Human Resource Outsourcing Solution Product Offered

Table 91. Mercer Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 92. Mercer Main Business

Table 93. Mercer Latest Developments

Table 94. Randstad Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 95. Randstad Human Resource Outsourcing Solution Product Offered

Table 96. Randstad Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)
Table 97. Randstad Main Business
Table 98. Randstad Latest Developments
Table 99. Adecco Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors
Table 100. Adecco Human Resource Outsourcing Solution Product Offered
Table 101. Adecco Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)
Table 102. Adecco Main Business
Table 103. Adecco Latest Developments
Table 104. ManpowerGroup Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors
Table 105. ManpowerGroup Human Resource Outsourcing Solution Product Offered
Table 106. ManpowerGroup Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)
Table 107. ManpowerGroup Main Business
Table 108. ManpowerGroup Latest Developments
Table 109. SD Worx Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors
Table 110. SD Worx Human Resource Outsourcing Solution Product Offered
Table 111. SD Worx Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)
Table 112. SD Worx Main Business
Table 113. SD Worx Latest Developments
Table 114. Pasona Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors
Table 115. Pasona Human Resource Outsourcing Solution Product Offered
Table 116. Pasona Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)
Table 117. Pasona Main Business
Table 118. Pasona Latest Developments
Table 119. PERSOL Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors
Table 120. PERSOL Human Resource Outsourcing Solution Product Offered
Table 121. PERSOL Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)
Table 122. PERSOL Main Business
Table 123. PERSOL Latest Developments

Table 124. Recruit Staffing Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 125. Recruit Staffing Human Resource Outsourcing Solution Product Offered

Table 126. Recruit Staffing Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 127. Recruit Staffing Main Business

Table 128. Recruit Staffing Latest Developments

Table 129. FESCO Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 130. FESCO Human Resource Outsourcing Solution Product Offered

Table 131. FESCO Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 132. FESCO Main Business

Table 133. FESCO Latest Developments

Table 134. CIIC Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 135. CIIC Human Resource Outsourcing Solution Product Offered

Table 136. CIIC Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 137. CIIC Main Business

Table 138. CIIC Latest Developments

Table 139. FESCO Adecco Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 140. FESCO Adecco Human Resource Outsourcing Solution Product Offered

Table 141. FESCO Adecco Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 142. FESCO Adecco Main Business

Table 143. FESCO Adecco Latest Developments

Table 144. Zhonghe Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 145. Zhonghe Human Resource Outsourcing Solution Product Offered

Table 146. Zhonghe Human Resource Outsourcing Solution Revenue (\$ million), Gross Margin and Market Share (2021-2026)

Table 147. Zhonghe Main Business

Table 148. Zhonghe Latest Developments

Table 149. Renrui HR Details, Company Type, Human Resource Outsourcing Solution Area Served and Its Competitors

Table 150. Renrui HR Human Resource Outsourcing Solution Product Offered

Table 151. Renrui HR Human Resource Outsourcing Solution Revenue (\$ million),

Gross Margin and Market Share (2021-2026)

Table 152. Renrui HR Main Business

Table 153. Renrui HR Latest Developments

List Of Figures

LIST OF FIGURES

- Figure 1. Human Resource Outsourcing Solution Report Years Considered
- Figure 2. Research Objectives
- Figure 3. Research Methodology
- Figure 4. Research Process and Data Source
- Figure 5. Global Human Resource Outsourcing Solution Market Size Growth Rate (2021-2032) (\$ millions)
- Figure 6. Human Resource Outsourcing Solution Sales by Geographic Region (2021, 2025 & 2032) & (\$ millions)
- Figure 7. Human Resource Outsourcing Solution Sales Market Share by Country/Region (2025)
- Figure 8. Human Resource Outsourcing Solution Sales Market Share by Country/Region (2021, 2025 & 2032)
- Figure 9. Global Human Resource Outsourcing Solution Market Size Market Share by Type in 2025
- Figure 10. Global Human Resource Outsourcing Solution Market Size Market Share by Technical Capabilities in 2025
- Figure 11. Global Human Resource Outsourcing Solution Market Size Market Share by Outsourcing Depth in 2025
- Figure 12. Human Resource Outsourcing Solution in BFSI
- Figure 13. Global Human Resource Outsourcing Solution Market: BFSI (2021-2026) & (\$ millions)
- Figure 14. Human Resource Outsourcing Solution in Telecom
- Figure 15. Global Human Resource Outsourcing Solution Market: Telecom (2021-2026) & (\$ millions)
- Figure 16. Human Resource Outsourcing Solution in Healthcare
- Figure 17. Global Human Resource Outsourcing Solution Market: Healthcare (2021-2026) & (\$ millions)
- Figure 18. Human Resource Outsourcing Solution in Energy
- Figure 19. Global Human Resource Outsourcing Solution Market: Energy (2021-2026) & (\$ millions)
- Figure 20. Human Resource Outsourcing Solution in Manufacturing
- Figure 21. Global Human Resource Outsourcing Solution Market: Manufacturing (2021-2026) & (\$ millions)
- Figure 22. Global Human Resource Outsourcing Solution Market Size Market Share by Application in 2025

Figure 23. Global Human Resource Outsourcing Solution Revenue Market Share by Player in 2025

Figure 24. Global Human Resource Outsourcing Solution Market Size Market Share by Region (2021-2026)

Figure 25. Americas Human Resource Outsourcing Solution Market Size 2021-2026 (\$ millions)

Figure 26. APAC Human Resource Outsourcing Solution Market Size 2021-2026 (\$ millions)

Figure 27. Europe Human Resource Outsourcing Solution Market Size 2021-2026 (\$ millions)

Figure 28. Middle East & Africa Human Resource Outsourcing Solution Market Size 2021-2026 (\$ millions)

Figure 29. Americas Human Resource Outsourcing Solution Value Market Share by Country in 2025

Figure 30. United States Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 31. Canada Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 32. Mexico Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 33. Brazil Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 34. APAC Human Resource Outsourcing Solution Market Size Market Share by Region in 2025

Figure 35. APAC Human Resource Outsourcing Solution Market Size Market Share by Type (2021-2026)

Figure 36. APAC Human Resource Outsourcing Solution Market Size Market Share by Application (2021-2026)

Figure 37. China Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 38. Japan Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 39. South Korea Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 40. Southeast Asia Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 41. India Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 42. Australia Human Resource Outsourcing Solution Market Size Growth

2021-2026 (\$ millions)

Figure 43. Europe Human Resource Outsourcing Solution Market Size Market Share by Country in 2025

Figure 44. Europe Human Resource Outsourcing Solution Market Size Market Share by Type (2021-2026)

Figure 45. Europe Human Resource Outsourcing Solution Market Size Market Share by Application (2021-2026)

Figure 46. Germany Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 47. France Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 48. UK Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 49. Italy Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 50. Russia Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 51. Middle East & Africa Human Resource Outsourcing Solution Market Size Market Share by Region (2021-2026)

Figure 52. Middle East & Africa Human Resource Outsourcing Solution Market Size Market Share by Type (2021-2026)

Figure 53. Middle East & Africa Human Resource Outsourcing Solution Market Size Market Share by Application (2021-2026)

Figure 54. Egypt Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 55. South Africa Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 56. Israel Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 57. Turkey Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 58. GCC Countries Human Resource Outsourcing Solution Market Size Growth 2021-2026 (\$ millions)

Figure 59. Americas Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 60. APAC Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 61. Europe Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 62. Middle East & Africa Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 63. United States Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 64. Canada Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 65. Mexico Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 66. Brazil Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 67. China Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 68. Japan Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 69. Korea Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 70. Southeast Asia Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 71. India Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 72. Australia Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 73. Germany Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 74. France Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 75. UK Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 76. Italy Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 77. Russia Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 78. Egypt Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 79. South Africa Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 80. Israel Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

Figure 81. Turkey Human Resource Outsourcing Solution Market Size 2027-2032 (\$

millions)

Figure 82. Global Human Resource Outsourcing Solution Market Size Market Share Forecast by Type (2027-2032)

Figure 83. Global Human Resource Outsourcing Solution Market Size Market Share Forecast by Application (2027-2032)

Figure 84. GCC Countries Human Resource Outsourcing Solution Market Size 2027-2032 (\$ millions)

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