

Talent Management Software Market – Global Industry Size, Share, Trends, Opportunity, and Forecast, Segmented by Deployment (Cloud, On-premise), By Component (Solution, Services), By End-User Industry (Consumer, IT and Telecom, Healthcare, Banking, Financial Services, and Insurance (BFSI), Manufacturing and Industrial, Others), By Region, By Competition, 2018-2028

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Abstracts

Global Talent Management Software Market has experienced tremendous growth in recent years and is poised to continue its strong expansion. The Talent Management Software Market reached a value of USD 8.65 billion in 2022 and is projected to maintain a compound annual growth rate of 12.76% through 2028.

The Global Talent Management Software Market is thriving as organizations increasingly leverage artificial intelligence and wearable technologies. Talent management platforms now offer unprecedented insights into workforce performance and productivity.

Tools like augmented and virtual reality headsets are empowering companies to monitor employee behaviors and detect anomalies in real-time. Using behavioral analytics and AI, these wearable solutions can help address key business challenges around fraud prevention, regulatory compliance, and cybersecurity risk. Financial institutions have already widely adopted headset technologies for these purposes.

As remote and hybrid work models become the norm, data-driven visibility into global

operations is more important than ever. Major organizations are utilizing mixed reality data and wearable solutions to streamline collaboration between distributed teams. This allows for more effective engagement of both remote employees and digital-first customers across multiple channels.

Talent management software providers are also investing heavily in predictive modeling, AI integration, and user-friendly designs. This will enable even greater value extraction from wearable technologies going forward. Applications like predictive maintenance, optimized decision-making, and personalized digital services for customers are well-positioned for growth.

Overall, the talent management market outlook remains strong as wearable devices continue integrating artificial intelligence capabilities. This powers personalized insights and automated processes that address the evolving needs of both the workforce and customer experience in an increasingly digital world.

Key Market Drivers

Increasing Need for Streamlining HR Processes

With the growing size and global presence of organizations, managing the entire HR lifecycle from hiring to retirement has become an increasingly complex task. Traditional manual methods are unable to handle the massive volumes of employee data and the diverse and changing compliance requirements across countries. There is a pressing need for automating and streamlining HR processes through a centralized talent management platform. This is driving greater adoption of talent management software which can help standardize, digitize and automate all aspects of talent acquisition, performance management, learning and development, succession planning etc. With software, organizations can achieve higher efficiency, compliance and visibility into the global talent pipeline.

Rising Importance of Data-Driven Decision Making

In the current volatile business environment, access to accurate and real-time people analytics has become critical for strategic workforce planning and decision making. Talent management software equips leaders and managers with powerful reporting and analytics tools to glean insights from employee data. Features like predictive analytics and benchmarking help identify high performers, critical skills gaps, retention risks, diversity trends and more. With data-backed views, organizations can make more

informed choices around recruitment, compensation, training needs, organizational restructuring and other talent-related initiatives. This is a key factor spurring greater investments in talent management systems.

Growing Need to Engage and Retain Millennial Workforce

As Millennials and Gen Z continue to dominate the global workforce, their expectations from employers are reshaping organizational priorities. Younger employees demand more engaging learning and development opportunities, transparent career paths, work-life balance, regular feedback and opportunities to showcase their skills and talents. Traditional HR approaches are unable to meet these needs. Talent management platforms offer modern features to boost employee engagement like social networking, gamification of learning, competency frameworks, continuous performance management and skills-based projects. When talent is nurtured through technology, it leads to higher motivation, productivity and retention of top performers - especially younger employees. This is propelling the adoption of new age talent management software.

Key Market Challenges

Adapting to a Remote Workforce

As the pandemic forced many companies to transition to remote work, talent management software providers faced the challenge of helping their clients adapt to managing a dispersed workforce. Tools that were designed for an in-office environment needed improvements to facilitate remote collaboration, communication, and performance management. Functions like team building, mentorship programs, and informal learning became more difficult without in-person interaction. Talent management software had to evolve to address these changes and support remote workforces over the long term. Features like improved video conferencing, asynchronous communication tools, and mobile optimization became essential. Data security and privacy were also a higher priority as sensitive employee information was accessed outside the traditional network perimeter. Looking ahead, talent management platforms must continue enhancing their remote work capabilities to remain relevant as hybrid and distributed work models become more common globally.

Integrating Disparate Systems

As talent management has become a strategic priority, many organizations have

implemented piecemeal solutions for functions like recruiting, performance management, learning and development, and compensation. However, these disparate systems often lack integration, forcing employees and managers to toggle between multiple user interfaces. Silos of data make it challenging to gain insights across the full talent lifecycle. For talent management software vendors, integrating with existing HRIS and back-office systems was a hurdle, as was providing a unified experience. To address this, vendors focused on open APIs, enhanced integrations, and consolidated dashboards. Moving forward, ease of integration and system interoperability will be important competitive differentiators. Vendors must simplify the process of connecting talent data and workflows, both within their own platforms and with third party solutions, to deliver a truly holistic view of the global talent pool..

Key Market Trends

Rise of Cloud-Based Talent Management Solutions

Cloud-based talent management solutions have seen increased adoption in recent years. With cloud technology, talent management software can be accessed from anywhere using an internet connection. This provides the flexibility for both employees and employers to manage talent processes remotely. Cloud deployment also reduces upfront infrastructure costs compared to on-premise solutions. It allows for scalability as the number of users can be easily increased without having to make large capital investments in servers. The software can also be accessed on any device like smartphones, tablets or laptops. This enables a mobile workforce to stay connected. With the rise of remote and hybrid work models, cloud-based talent management solutions have become crucial for distributed teams. Their ease of deployment and use is driving more companies to adopt cloud-based options over on-premise software. Going forward, the flexibility, scalability and cost advantages of the cloud will propel its growth within the talent management market.

Integration of AI and Advanced Analytics

Artificial intelligence and advanced analytics are being increasingly integrated into talent management software. AI capabilities like machine learning and natural language processing are enhancing areas like candidate screening, skills assessments and succession planning. For example, AI tools can analyze resumes, video interviews and past performance reviews to identify the top candidates for a role. They can also evaluate an employee's skills and recommend suitable learning and development opportunities. Advanced analytics provides insights into trends like high-potential

employees, retention risks, diversity metrics and performance across divisions/locations. When combined with HR data, these insights help organizations make more informed talent decisions. AI assistants powered by chatbots and virtual agents are also improving the candidate and employee experience. As AI and analytics become more sophisticated, their use in talent management will continue to rise in the coming years. This trend is driving new product development and upgrades within the industry.

Focus on the Candidate and Employee Experience

Earlier, talent management systems primarily focused on automation and efficiency from the employer's perspective. However, candidates and current employees now expect technology solutions that provide an engaging, personalized and user-friendly experience at all stages - from application and onboarding to performance reviews, learning and career growth. Vendors are recognizing the need to design software keeping the end-user experience as a top priority. Features like customized career portals, mobile responsiveness, gamification of learning and social collaboration tools are enhancing the experience. Streamlined workflows and intuitive interfaces are improving usability. Sentiment analysis and pulse surveys help understand engagement levels and take corrective action. Customized communication based on individual preferences ensures regular connect between managers and their teams. As talent competition intensifies, a great candidate and employee experience will be a key competitive differentiator, driving the market towards more user-centric product designs and implementations.

Segmental Insights

Deployment Insights

The cloud segment dominated the global talent management software market in 2022 and is expected to maintain its dominance during the forecast period from 2022 to 2027. Cloud-based talent management software held a market share of over 70% in 2022 as most organizations, especially small and medium-sized enterprises, are adopting cloud-based solutions due to advantages such as low upfront costs, scalability, easy deployment, and remote access. Cloud-based talent management software provides all the core HR functionalities of onboarding, training & development, performance management, and compensation management through simple subscription-based pricing without the need for expensive hardware infrastructure. This has made cloud-based talent management software very attractive for organizations of all sizes.

Additionally, the flexibility and agility of cloud-based solutions allow companies to adapt quickly to changing business needs. With the remote and hybrid work culture becoming the new normal, cloud-based talent management software has gained even more prominence as it facilitates seamless collaboration and management of a distributed workforce. As digital transformation continues to accelerate across all industries, the demand for cloud-based talent management solutions is expected to grow substantially during the forecast period, enabling the cloud segment to maintain its dominant position in the global market.

Component Insights

The solution segment dominated the global talent management software market in 2022 and is expected to maintain its dominance during the forecast period till 2027. Talent management software solutions help organizations streamline and automate various talent management functions such as recruitment, onboarding, training & development, performance management and succession planning. These solutions are deployed by organizations to efficiently manage the entire employee lifecycle from hiring to retirement. With the growing need among organizations to optimize talent management processes, reduce costs and improve productivity, the demand for talent management software solutions is increasing globally. As talent management software solutions provide a centralized platform to manage the entire talent pool of an organization, their demand is expected to remain high during the forecast period. The solutions aid HR teams in data-driven decision making for strategic workforce planning and development of a robust talent pipeline. This helps organizations enhance organizational performance by attracting, developing, and retaining top talent. Owing to these advantages, the solutions segment is anticipated to account for the major share in the global talent management software market during 2022-2027.

Regional Insights

North America dominated the global talent management software market in 2022 and is expected to maintain its dominance during the forecast period from 2023 to 2027. The region accounted for the largest market share of over 35% in 2022 owing to the early adoption of advanced technologies across various industries in countries like the United States and Canada. Furthermore, the presence of major talent management software vendors in the region along with significant investments in research and development is also fueling the growth of the market. Some of the key factors driving the demand for talent management software in North America include the growing need among organizations to streamline and automate recruitment and hiring processes, manage

employee performance and development, and optimize workforce costs. With technological advancements and digital transformation initiatives gaining momentum across sectors, North American companies are increasingly leveraging talent management solutions to gain competitive advantage in attracting and retaining top talent. The rising popularity of cloud-based deployment models and ongoing modernization of HR practices are further propelling the adoption of talent management software in the region. Robust internet infrastructure, high technology adoption rate, and stringent government regulations regarding data privacy and security are also contributing to North America's continued dominance in the global market over the forecast period.

Key Market Players

Oracle Corporation

SAP SE

IBM Corporation

SumTotal Systems, LLC

Automatic Data Processing, Inc

Ceridian HCM, Inc

Ultimate Software

LinkedIn Corporation

Cornerstone OnDemand, Inc

Workday, Inc

Report Scope:

In this report, the Global Talent Management Software Market has been segmented into the following categories, in addition to the industry trends which have also been detailed below:

Talent Management Software Market, By Deployment:

Cloud

On-premise

Talent Management Software Market, By Component:

Solution

Services

Talent Management Software Market, By End-User Industry:

Consumer

IT and Telecom

Healthcare

Banking, Financial Services, and Insurance (BFSI)

Manufacturing and Industrial

Talent Management Software Market, By Region:

North America

United States

Canada

Mexico

Europe

France

United Kingdom

Italy

Germany

Spain

Asia-Pacific

China

India

Japan

Australia

South Korea

South America

Brazil

Argentina

Colombia

Middle East & Africa

South Africa

Saudi Arabia

UAE

Kuwait

Turkey

Egypt

Competitive Landscape

Company Profiles: Detailed analysis of the major companies present in the Global Talent Management Software Market.

Available Customizations:

Global Talent Management Software Market report with the given market data, Tech Sci Research offers customizations according to a company's specific needs. The following customization options are available for the report:

Company Information

Detailed analysis and profiling of additional market players (up to five).

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