

# Global Recruitment Market Report: 2016 Edition

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## Abstracts

Recruitment is the process of attracting, screening, and selecting a qualified person (from within or outside of an organization) for a job opening. The global recruitment/staffing industry comprises of recruitment or employment agencies providing for services of recruiting staff/employees for various business enterprises in different sectors. Such companies hire these employment agencies to recruit personnel to carry out their business operations. The recruitment market can be segmented into temporary and permanent staffing markets on the basis of job duration.

The temporary staffing market is cyclical in nature and establishes high correlation with the global GDP. Permanent staffing market also maintains a positive relation with economic conditions. Both permanent and temporary staffing markets have a positive relation with the deregulation of labor market. The staffing market varies considerably from one country to another with the U.S., Japan and the UK showing the highest degree of fragmentation. North America represented the single largest market measured in terms of revenues followed by Japan, the UK, France and Germany.

The EU region continues to struggle with its economic revival, especially France, Spain, Greece, among others. Income growth has also come under pressure from rising unemployment, putting downward pressure on real wages in many advanced economies. With the economic revival in the coming years, sources of new employment opportunities can be expected; however, the continuing challenge in overcoming the problem of skill gap in both advanced and emerging economies will continue to affect the revenue growth of the staffing industry.

Most of the mergers and acquisitions that took place in the IT & Healthcare segment and involved middle sized staffing firms as they proved to be attractive acquisition targets, offering geographic coverage and differentiated services. The staffing industry acquisition activities remain primarily driven by privately held strategic buyers, as the

larger and better known public staffing companies' account for only a limited number of transactions each year. People are increasingly using social media to network and identify employment opportunities.

Moreover, the global recruitment market is fiercely competitive and highly fragmented with numerous players vying for market share. However, consolidation in the staffing industry is ongoing, particularly in the fragmented markets and is prompted by several factors. Adecco Group is the largest company operating in this industry, followed by Randstad and Manpower. The present report profiles these four companies along with a discussion of their respective business strategies.

The report provides a comprehensive overview of the global staffing industry along with the coverage of major regional markets like North America (the U.S. and Canada), Europe (France, Germany, Italy, the UK,), and Asia Pacific (Australia and Japan), discussing the market size, segmentation, and employment/unemployment rates.

By combining SPSS Inc.'s data integration and analysis capabilities with our relevant findings, we have predicted the future growth of the industry. We employed various significant variables that have an impact on this industry and created regression models with SPSS Base to determine the future direction of the industry. Before deploying the regression model, the relationship between several independent or predictor variables and the dependent variable was analyzed using standard SPSS output, including charts, tables, and tests.

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