

## **Talent Management Software (TMS) Market: Global Industry Trends, Share, Size, Growth, Opportunity and Forecast 2023-2028**

Market Report | 2023-11-24 | 145 pages | IMARC Group

### **AVAILABLE LICENSES:**

- Electronic (PDF) Single User \$2499.00
- Five User Licence \$3499.00
- Enterprisewide License \$4499.00

### **Report description:**

The global talent management software (TMS) market size reached US\$ 12.3 Billion in 2022. Looking forward, IMARC Group expects the market to reach US\$ 29.7 Billion by 2028, exhibiting a growth rate (CAGR) of 15.83% during 2022-2028.

A talent management software (TMS) refers to a workforce management application that involves performance management, strategic hiring and employee development. It enables organizations to track and manage their employees by setting goals, identifying and closing skill gaps, providing personalized development plans and facilitating appraisals. It provides employers with the tools to accurately manage, evaluate, and compensate based on employee performance. This enables organizations to foster a culture of career development and improve the overall performance of the employees. Owing to this, it finds extensive applications across the banking, financial services and insurance (BFSI), healthcare, information technology (IT), retail, and manufacturing industries.

### **Talent Management Software (TMS) Market Trends:**

The increasing penetration rate of cloud-based platforms, along with the adoption of mobile-based personnel management systems, is one of the key factors driving the growth of the market. Organizations and human resource professionals are increasingly adopting software-as-a-service (SaaS) platforms for automating scouting, identifying and acquiring new talents from the talent pools and retaining the existing talent. A TMS also enables in streamlining the recruitment process, reinforce workforce culture, provide agile learning opportunities and identify the top performers. Additionally, various technological advancements, such as the utilization of machine learning (ML) and artificial intelligence (AI), are also acting as growth inducing factors. The software uses optical trackers to monitor individuals and to identify market trends and patterns through transactional activities and analytical inputs. Other factors, including the growing need to replace traditional talent management methods to optimize the utilization of resources and improve the quality of hiring decisions, are expected to drive the market further.

### **Key Market Segmentation:**

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

IMARC Group provides an analysis of the key trends in each sub-segment of the global talent management software (TMS) market report, along with forecasts at the global, regional and country level from 2023-2028. Our report has categorized the market based on component, deployment type, end user and vertical.

Breakup by Component:

- Solutions
  - Workforce Planning
  - Learning Management
  - Compensation Management
  - Talent Acquisition
  - Performance Management
- Services
  - Professional Services
  - Training and Education
  - Support and Maintenance

Breakup by Deployment Type:

- On-premises
- Cloud-based

Breakup by End User:

- Small and Medium Enterprises
- Large Enterprises

Breakup by Vertical:

- BFSI
- Healthcare
- IT and Telecom
- Retail
- Manufacturing
- Education
- Government
- Media and Entertainment
- Others

Breakup by Region:

- North America
  - United States
  - Canada
- Asia Pacific
  - China
  - Japan

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

India  
South Korea  
Australia  
Indonesia  
Others  
Europe  
Germany  
France  
United Kingdom  
Italy  
Spain  
Russia  
Others  
Latin America  
Brazil  
Mexico  
Others  
Middle East and Africa

#### Competitive Landscape:

The report has also analysed the competitive landscape of the market with some of the key players being Cornerstone OnDemand Inc., International Business Machines Corporation, Oracle Corporation, SilkRoad Technology, Skillsoft Corporation, Talentguard Inc., Talentsoft, Ultimate Software, Workday Inc., etc.

#### Key Questions Answered in This Report:

How has the global talent management software (TMS) market performed so far and how will it perform in the coming years?  
What has been the impact of COVID-19 on the global talent management software (TMS) market?  
What are the key regional markets?  
What is the breakup of the market based on the component?  
What is the breakup of the market based on the deployment type?  
What is the breakup of the market based on the end user?  
What is the breakup of the market based on the vertical?  
What are the various stages in the value chain of the industry?  
What are the key driving factors and challenges in the industry?  
What is the structure of the global talent management software (TMS) market and who are the key players?  
What is the degree of competition in the industry?

#### Table of Contents:

- 1 Preface
- 2 Scope and Methodology
  - 2.1 Objectives of the Study
  - 2.2 Stakeholders
  - 2.3 Data Sources
    - 2.3.1 Primary Sources
    - 2.3.2 Secondary Sources
  - 2.4 Market Estimation
    - 2.4.1 Bottom-Up Approach

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

- 2.4.2 Top-Down Approach
- 2.5 Forecasting Methodology
- 3 Executive Summary
- 4 Introduction
  - 4.1 Overview
  - 4.2 Key Industry Trends
- 5 Global Talent Management Software (TMS) Market
  - 5.1 Market Overview
  - 5.2 Market Performance
  - 5.3 Impact of COVID-19
  - 5.4 Market Forecast
- 6 Market Breakup by Component
  - 6.1 Solutions
    - 6.1.1 Market Trends
    - 6.1.2 Major Types
      - 6.1.2.1 Workforce Planning
      - 6.1.2.2 Learning Management
      - 6.1.2.3 Compensation Management
      - 6.1.2.4 Talent Acquisition
      - 6.1.2.5 Performance Management
    - 6.1.3 Market Forecast
  - 6.2 Services
    - 6.2.1 Market Trends
    - 6.2.2 Major Types
      - 6.2.2.1 Professional Services
      - 6.2.2.2 Training and Education
      - 6.2.2.3 Support and Maintenance
    - 6.2.3 Market Forecast
- 7 Market Breakup by Deployment Type
  - 7.1 On-premises
    - 7.1.1 Market Trends
    - 7.1.2 Market Forecast
  - 7.2 Cloud-based
    - 7.2.1 Market Trends
    - 7.2.2 Market Forecast
- 8 Market Breakup by End User
  - 8.1 Small and Medium Enterprises
    - 8.1.1 Market Trends
    - 8.1.2 Market Forecast
  - 8.2 Large Enterprises
    - 8.2.1 Market Trends
    - 8.2.2 Market Forecast
- 9 Market Breakup by Vertical
  - 9.1 BFSI
    - 9.1.1 Market Trends
    - 9.1.2 Market Forecast
  - 9.2 Healthcare

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

- 9.2.1 Market Trends
- 9.2.2 Market Forecast
- 9.3 IT and Telecom
  - 9.3.1 Market Trends
  - 9.3.2 Market Forecast
- 9.4 Retail
  - 9.4.1 Market Trends
  - 9.4.2 Market Forecast
- 9.5 Manufacturing
  - 9.5.1 Market Trends
  - 9.5.2 Market Forecast
- 9.6 Education
  - 9.6.1 Market Trends
  - 9.6.2 Market Forecast
- 9.7 Government
  - 9.7.1 Market Trends
  - 9.7.2 Market Forecast
- 9.8 Media and Entertainment
  - 9.8.1 Market Trends
  - 9.8.2 Market Forecast
- 9.9 Others
  - 9.9.1 Market Trends
  - 9.9.2 Market Forecast
- 10 Market Breakup by Region
  - 10.1 North America
    - 10.1.1 United States
      - 10.1.1.1 Market Trends
      - 10.1.1.2 Market Forecast
    - 10.1.2 Canada
      - 10.1.2.1 Market Trends
      - 10.1.2.2 Market Forecast
  - 10.2 Asia Pacific
    - 10.2.1 China
      - 10.2.1.1 Market Trends
      - 10.2.1.2 Market Forecast
    - 10.2.2 Japan
      - 10.2.2.1 Market Trends
      - 10.2.2.2 Market Forecast
    - 10.2.3 India
      - 10.2.3.1 Market Trends
      - 10.2.3.2 Market Forecast
    - 10.2.4 South Korea
      - 10.2.4.1 Market Trends
      - 10.2.4.2 Market Forecast
    - 10.2.5 Australia
      - 10.2.5.1 Market Trends
      - 10.2.5.2 Market Forecast

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

- 10.2.6 Indonesia
  - 10.2.6.1 Market Trends
  - 10.2.6.2 Market Forecast
- 10.2.7 Others
  - 10.2.7.1 Market Trends
  - 10.2.7.2 Market Forecast
- 10.3 Europe
  - 10.3.1 Germany
    - 10.3.1.1 Market Trends
    - 10.3.1.2 Market Forecast
  - 10.3.2 France
    - 10.3.2.1 Market Trends
    - 10.3.2.2 Market Forecast
  - 10.3.3 United Kingdom
    - 10.3.3.1 Market Trends
    - 10.3.3.2 Market Forecast
  - 10.3.4 Italy
    - 10.3.4.1 Market Trends
    - 10.3.4.2 Market Forecast
  - 10.3.5 Spain
    - 10.3.5.1 Market Trends
    - 10.3.5.2 Market Forecast
  - 10.3.6 Russia
    - 10.3.6.1 Market Trends
    - 10.3.6.2 Market Forecast
  - 10.3.7 Others
    - 10.3.7.1 Market Trends
    - 10.3.7.2 Market Forecast
- 10.4 Latin America
  - 10.4.1 Brazil
    - 10.4.1.1 Market Trends
    - 10.4.1.2 Market Forecast
  - 10.4.2 Mexico
    - 10.4.2.1 Market Trends
    - 10.4.2.2 Market Forecast
  - 10.4.3 Others
    - 10.4.3.1 Market Trends
    - 10.4.3.2 Market Forecast
- 10.5 Middle East and Africa
  - 10.5.1 Market Trends
  - 10.5.2 Market Breakup by Country
  - 10.5.3 Market Forecast
- 11 SWOT Analysis
  - 11.1 Overview
  - 11.2 Strengths
  - 11.3 Weaknesses
  - 11.4 Opportunities

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

- 11.5 Threats
- 12 Value Chain Analysis
- 13 Porters Five Forces Analysis
  - 13.1 Overview
  - 13.2 Bargaining Power of Buyers
  - 13.3 Bargaining Power of Suppliers
  - 13.4 Degree of Competition
  - 13.5 Threat of New Entrants
  - 13.6 Threat of Substitutes
- 14 Price Analysis
- 15 Competitive Landscape
  - 15.1 Market Structure
  - 15.2 Key Players
  - 15.3 Profiles of Key Players
    - 15.3.1 Cornerstone Ondemand Inc.
      - 15.3.1.1 Company Overview
      - 15.3.1.2 Product Portfolio
      - 15.3.1.3 Financials
    - 15.3.2 International Business Machines Corporation
      - 15.3.2.1 Company Overview
      - 15.3.2.2 Product Portfolio
      - 15.3.2.3 Financials
      - 15.3.2.4 SWOT Analysis
    - 15.3.3 Oracle Corporation
      - 15.3.3.1 Company Overview
      - 15.3.3.2 Product Portfolio
      - 15.3.3.3 Financials
      - 15.3.3.4 SWOT Analysis
    - 15.3.4 SilkRoad Technology
      - 15.3.4.1 Company Overview
      - 15.3.4.2 Product Portfolio
    - 15.3.5 Skillsoft Corporation
      - 15.3.5.1 Company Overview
      - 15.3.5.2 Product Portfolio
    - 15.3.6 Talentguard Inc.
      - 15.3.6.1 Company Overview
      - 15.3.6.2 Product Portfolio
    - 15.3.7 Talentsoft
      - 15.3.7.1 Company Overview
      - 15.3.7.2 Product Portfolio
      - 15.3.7.3 Financials
    - 15.3.8 Ultimate Software
      - 15.3.8.1 Company Overview
      - 15.3.8.2 Product Portfolio
      - 15.3.8.3 SWOT Analysis
    - 15.3.9 Workday Inc.
      - 15.3.9.1 Company Overview

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)

15.3.9.2 Product Portfolio  
15.3.9.3 Financials  
15.3.9.4 SWOT Analysis

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)

[www.scotts-international.com](http://www.scotts-international.com)



## Talent Management Software (TMS) Market: Global Industry Trends, Share, Size, Growth, Opportunity and Forecast 2023-2028

Market Report | 2023-11-24 | 145 pages | IMARC Group

To place an Order with Scotts International:

- ☐ - Print this form
- ☐ - Complete the relevant blank fields and sign
- ☐ - Send as a scanned email to support@scotts-international.com

### ORDER FORM:

Select license	License	Price
	Electronic (PDF) Single User	\$2499.00
	Five User Licence	\$3499.00
	Enterprisewide License	\$4499.00
		VAT
		Total

\*Please circle the relevant license option. For any questions please contact support@scotts-international.com or 0048 603 394 346.

☐ \*\* VAT will be added at 23% for Polish based companies, individuals and EU based companies who are unable to provide a valid EU Vat Numbers.

Email*	<input type="text"/>	Phone*	<input type="text"/>
First Name*	<input type="text"/>	Last Name*	<input type="text"/>
Job title*	<input type="text"/>		
Company Name*	<input type="text"/>	EU Vat / Tax ID / NIP number*	<input type="text"/>
Address*	<input type="text"/>	City*	<input type="text"/>
Zip Code*	<input type="text"/>	Country*	<input type="text"/>
		Date	<input type="text" value="2025-06-22"/>
		Signature	

**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: support@scotts-international.com

www.scotts-international.com



**Scotts International. EU Vat number: PL 6772247784**

tel. 0048 603 394 346 e-mail: [support@scotts-international.com](mailto:support@scotts-international.com)  
[www.scotts-international.com](http://www.scotts-international.com)