India Recruitment Software Market Size and Share Outlook - Forecast Trends and Growth Analysis Report (2025-2034)

Market Report | 2025-06-30 | 135 pages | EMR Inc.

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Report description:

The India recruitment software market size reached approximately USD 88.82 Million in 2024. The market is assessed to grow at a CAGR of 6.30% between 2025 and 2034 to attain a value of around USD 163.62 Million by 2034.

Key Trends in the Market

Recruitment software refers to a system that can support hiring professionals to manage the recruitment process, ranging from the identification of candidates to onboarding. It can speed up the recruitment process, reduce administrative load, simplify scheduling interviews, and improve the quality of hire.

- One of the India recruitment software market trends is the rising popularity of virtual recruiting and onboarding. Companies are deploying recruitment software to find suitable candidates beyond geographical reach, convey the company's culture, improve brand visibility, and enhance the real-time visibility of candidates.

- The integration of predictive analytics and big data, among others, in the solution to mine and analyse information about candidates, understand candidate behaviours, forecast the performance and cultural fit of a candidate, and improve organisational efficiency is fuelling the India recruitment software market demand.

- With the rising emphasis on personalisation, companies are leveraging features such as customised application forms, personalised communication, and tailored job-recommendation of recruitment software to create a positive candidate experience and attract high-quality talent.

- Advancements in technologies like artificial intelligence (AI) are likely to favour the India recruitment software market growth in the forecast period. AI-enabled recruitment software enhances the flexibility and efficiency of the workflow and talent acquisition

process, automates the recruitment process, and boosts candidates' experiences while improving the decision-making ability of recruiters.

Market Segmentation

The EMR's report titled "India Recruitment Software Market Report and Forecast 2025-2034 offers a detailed analysis of the market based on the following segments:

Market Breakup by Component

- Software
- Services

Market Breakup by Enterprise Size

- Small and Medium Sized Enterprises
- Large Enterprises

Market Breakup by Industry

- Manufacturing
- Healthcare
- BFSI
- Education
- Hospitality
- Others

Market Breakup by Region

- North India
- East and Central India
- West India
- South India

Market Share by Enterprise Size

Small and medium-sized enterprises represent a major portion of the India recruitment software market share. SMEs, encompassing sectors such as IT, manufacturing, and food, among others, are not only the backbone of the Indian economy but also a major employer of the country's population. Recruitment software can support such enterprises to streamline their workflow and evaluate their recruiting process to create data-driven and cost-effective recruiting strategies.

Market Share by Industry

As per the India recruitment software market analysis, the usage of the software in the BFSI industry is significantly rising. Banks and financial institutions are actively deploying recruitment services and solutions to automate several recruitment processes such as candidate matching and interview screening while prioritising the experience of candidates.

In the forecast period, the demand for recruitment software in the healthcare sector is anticipated to witness healthy growth, supported by the growing requirement for qualified professionals due to increasing health issues. The increasing attempts by healthcare organisations to optimise recruitment and ensure the compliance of healthcare workers with various regulations are likely to further aid the India recruitment software market expansion in the coming years.

Competitive Landscape

The comprehensive EMR report provides an in-depth assessment of the market based on the Porter's five forces model along with giving a SWOT analysis. The report gives a detailed analysis of the following key players in the India recruitment software market, covering their competitive landscape and latest developments like mergers, acquisitions, investments and expansion plans.

Accenture Plc

Accenture Plc is one of the largest professional service providers that was founded in 1989. Its services are widely deployed by governments and businesses to optimise their operations, enhance their efficiency, and boost their profitability. With footprints in over 120 countries across the globe, the company aims to combine technology with its global delivery capacity to support the digital transformation of numerous organisations.

SAP SE

SAP SE, headquartered in Walldorf, Germany, is a leading provider of software services and enterprise software. Established in 1972, the company supports organisations of all sizes to enhance their sustainability, visibility, transparency, and profitability across different domains.

GoHire Technologies LTD.

GoHire Technologies LTD., a part of Orpine Group, is a company that provides various technologies and tools to support businesses in optimising their recruitment process. It is based in Tamil Nadu, India, and is recognised for its focus on reliability, innovations in service delivery, and quality. Some of the sectors it serves are BFSI, technology, telecommunications, and manufacturing, among others.

Other India recruitment software market players include Oracle Corporation, Zoho Corporation Pvt. Ltd., Turbohire Technologies Pvt Ltd., Zimyo, and Talentica Software (Talentpool), among others.

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