

Germany.

73%

of companies that haven't yet adopted a total talent approach plan to do so in the next 12 months



68%

say their talent acquisition strategy is more about total value creation for the company than achieving cost savings



74%

are creating specific talent communities and content plans to engage and nurture the future talent pipeline



42%

use AI, big data and machine learning to reduce recruiting bias



94%

believe technology enhances the attraction, engagement and retention of talent



61%

say the goal of their talent strategy is to have a measurable impact on the business



58%

of talent who had a positive candidate experience would recommend their employers to others



82%

say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent



94%

believe robotics will have as much, if not more, influence on their business over the next year



49%

of professionals say their expectations of employers are continually evolving

