

# Netherlands.

76%

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



84%

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



78%

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



35%

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



96%

believe technology enhances the attraction, engagement and retention of talent



80%

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



45%

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



80%

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



88%

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



46%

of professionals say their expectations of employers are continually evolving

