

# REPORT CARD ON TALENT-MANAGEMENT SYSTEMS

Large\*\*\* & Mid-Size\*\* Organizations

A majority of Talent-Management System owners use a suite of solutions, have a system that is more than three years old, say they are satisfied with their system and provider, and don't know the annual per-owner cost of the system.

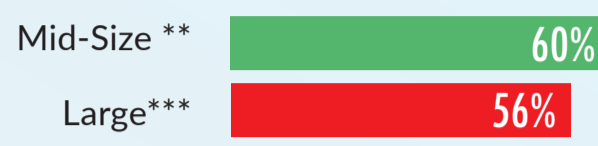


Enterprise organizations are 42% more likely than mid-size organizations to own a talent-management system. Therefore, they also are more likely to have older systems and are looking for a replacement. But there is not a major difference between use of suites or satisfaction with the system and the provider.

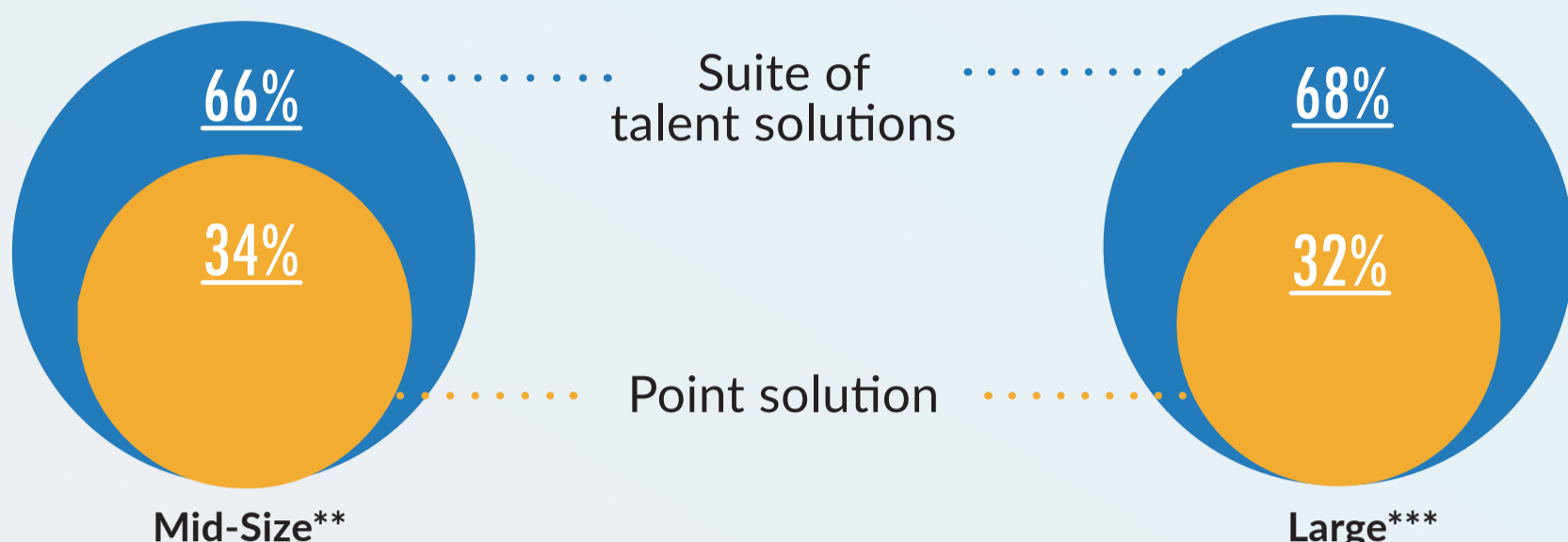
## Own a Talent-Management System



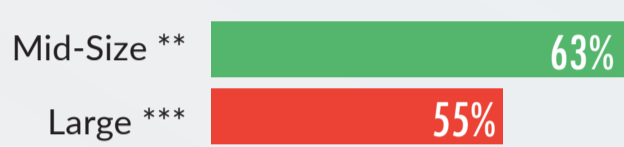
## Satisfied with Talent-Management System



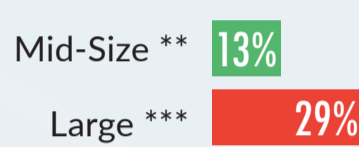
## Type of Talent-Management Solution



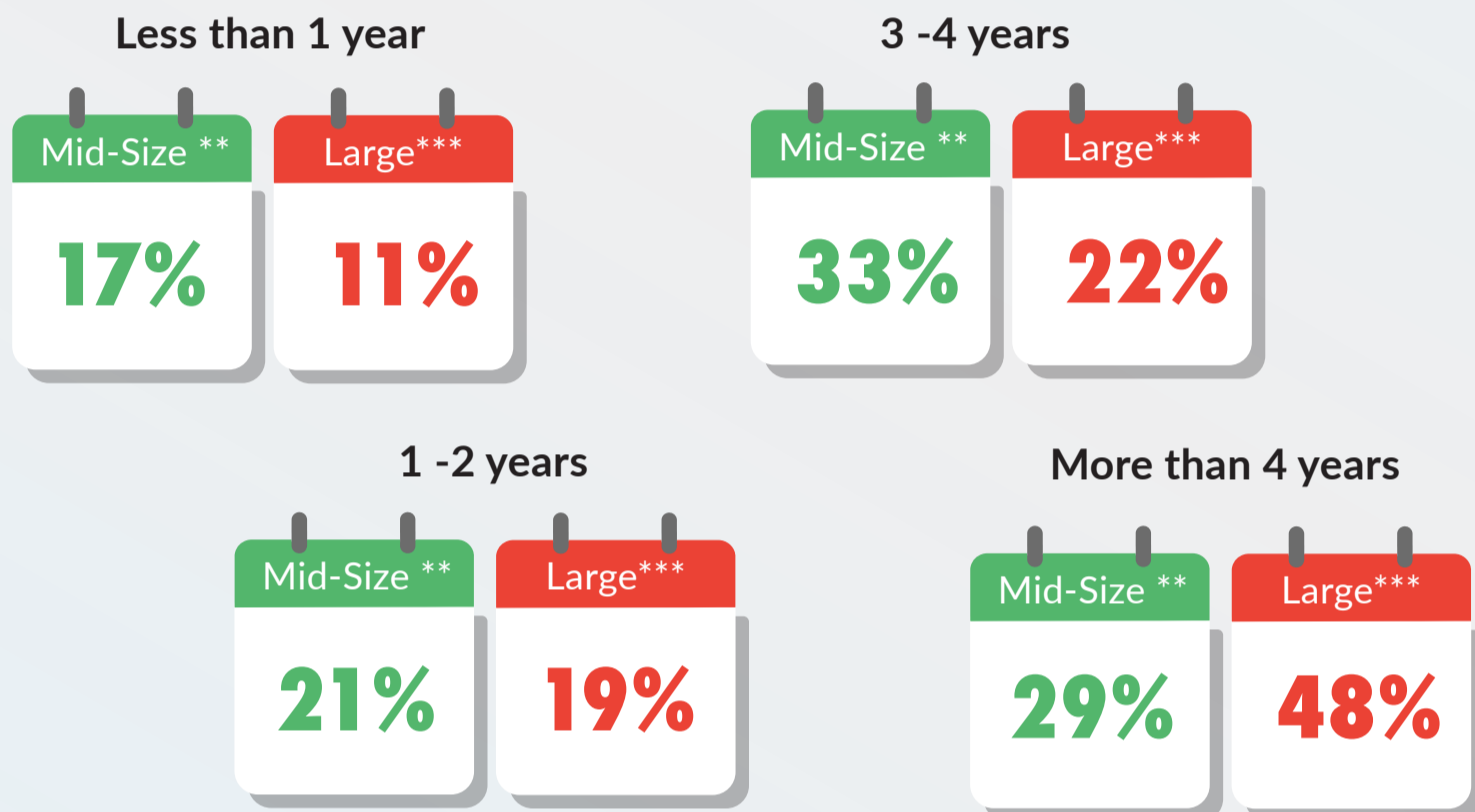
## Satisfied with Talent-Management System Provider



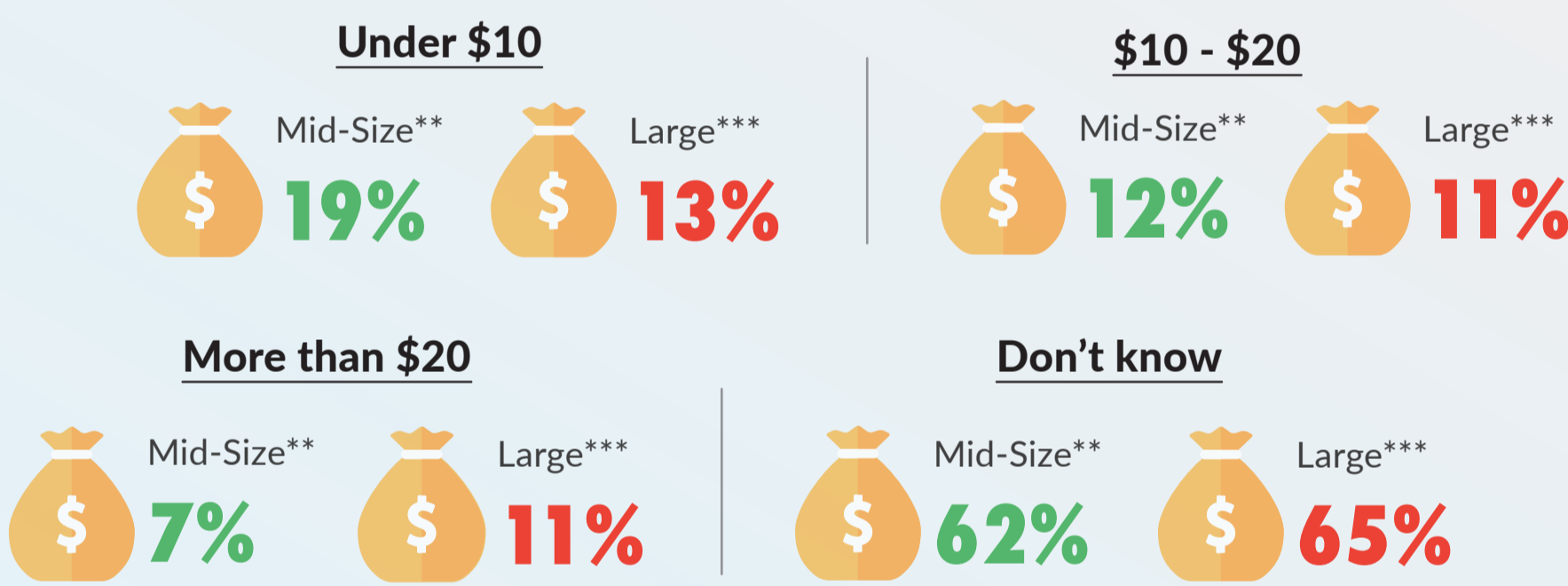
## Looking to Replace TMS



## Age of Talent-Management System



## Annual Cost Per User

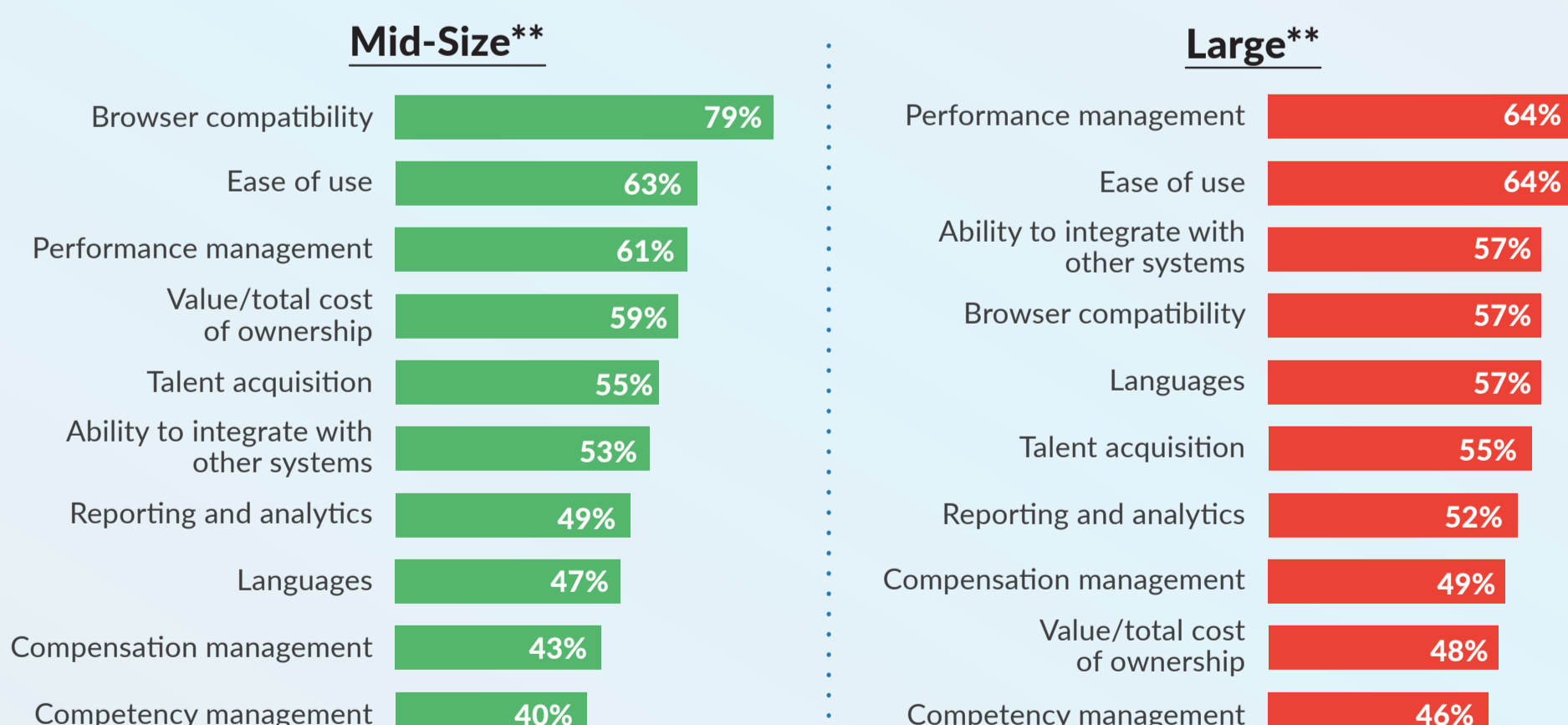


## SATISFACTION WITH SYSTEM FUNCTIONS AND PROVIDER SERVICES

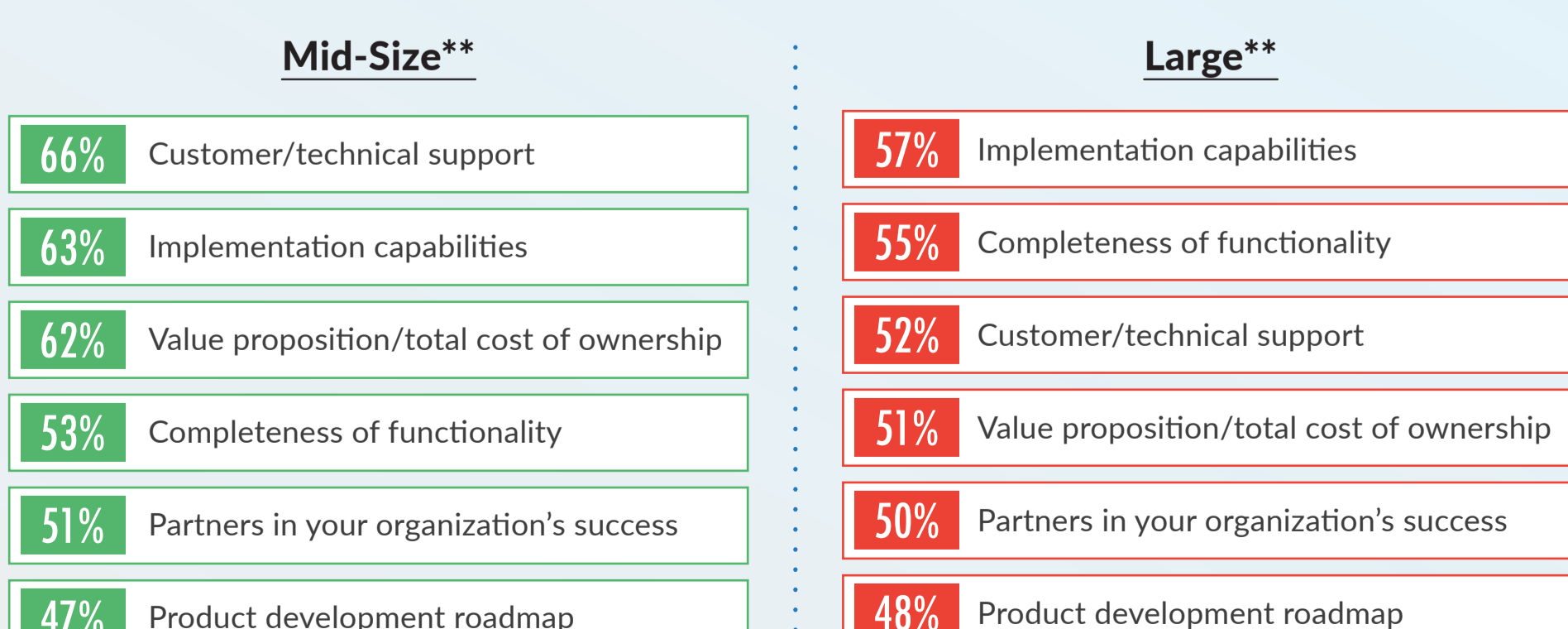
Ease of use ranks high in functionality satisfaction, while reporting and analytics rank low, and satisfaction in other functionalities vary by organization size. For instance, languages ranks high among large organizations but low among mid-size companies.



### Top 10 Talent-Management System Functionalities (Satisfied/Very Satisfied)



### Satisfaction with Services from TMS Provider (Satisfied/Very Satisfied)



\*\*Mid-size organizations: 500-5,000 employees

\*Large organizations: More than 5,000 employees