

THE STATE OF TALENT ACQUISITION 2016

Tools, Services & Strategies



3 out of 5 organizations are satisfied with their ATS - the rest are unhappy or indifferent



1 in 5 are looking to replace their sourcing technology

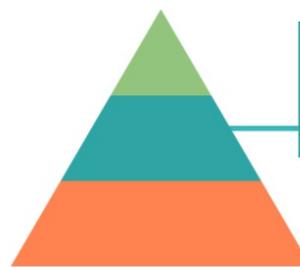


Only **3%** of companies use all the functionality of their ATS

and just 45% would consider their ATS provider a true partner

On average organizations believe 23% of their employees would leave for equal or better pay

The three items rated as having the most significant impact on a candidate's decision to join were



1. Compensation/benefits
2. Perks and incentives
3. A positive candidate experience

The recruitment marketing capabilities most frequently cited as critical:



1. Career sites
2. Search engine optimization (SEO)
3. Employee referrals
4. Talent networks and communities
5. Recruitment marketing analytics