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### **Aptitude Research Releases Most In-Depth Look at Talent Acquisition Systems to Date**

*The Aptitude Index Report: Talent Acquisition Systems (2021) is the most comprehensive report available about the talent acquisition landscape, trends and technology.*

**BOSTON, MASSACHUSETTS – April 15, 2021:** Aptitude Research, a leading human capital management (HCM) research and advisory firm, today announced the release of its latest *Aptitude Index Report: Talent Acquisition Systems (2021)*. This flagship report takes a comprehensive look at talent acquisition technology trends and solutions – enabling HR leaders to save time, money and ultimately improve the recruiting, hiring and workforce management processes. [The report is now available to download here.](#)

According to Aptitude Research, 44% of companies adopted new talent acquisition solutions in 2020, and one in four companies are looking to replace their ATS system in 2021. Remote recruiting, economic uncertainty, and the mounting pressure to “do more with less” have forced companies to closely examine their talent acquisition technology solutions.

“HR departments will be investing in talent acquisition and retention technology more this year than any other,” said Madeline Laurano, founder and chief research analyst at Aptitude Research. “Our new *Aptitude Index Report: Talent Acquisition Systems (2021)* delivers a comprehensive and independent look at current trends and technology. This report is a great resource to understand the TA technology landscape and make informed technology decisions.”

*The Aptitude Index Report: Talent Acquisition Systems (2021)* looks at key themes, discusses changes in the market, predicts the top ten new trends, discusses top pain points, identifies key drivers and criteria, and introduces a new framework for talent acquisition. The report also takes a close look at key players in the market. It does not rate or rank providers, but offers a high-level overview of talent acquisition technology providers to help companies determine what criteria to evaluate when selecting a solution and which vendors might meet their needs. This year’s report profiles 13 vendors and in addition to highlighting their key differentiators, their response to COVID-19 and diversity, equity and inclusion (DEI) efforts are also examined. Vendors profiled in *The Aptitude Index Report: Talent Acquisition Systems (2021)* include (in alphabetical order): ADP, Avature, Cornerstone OnDemand, Greenhouse, IBM (Kenexa), iCIMS, Jobvite, Lever, Oleo, Oracle, SAP, SmartRecruiters, and Workday. Finally, *The Aptitude Index Report: Talent Acquisition Systems (2021)* includes an ecosystem of over 100 providers that integrate with talent acquisition systems.

#### **Research Process**

This study is the combination of three major research initiatives conducted by Aptitude Research in 2020 and 2021:

1. *Quantitative Research:* Through a 2021 research study of over 400 organizations across a wide range of industries and company sizes, Aptitude Research identified key trends and challenges that customers are facing when selecting and implementing a talent acquisition system.

2. *Qualitative Research*: Aptitude Research conducted a series of customer interviews from August 2020 to March 2021 to learn more about what companies are looking for in a talent acquisition solution and what they would like to see in a technology partner.
3. *Solution Provider Analysis*: Aptitude Research conducted in-depth briefings and demos with each of the providers included in this report. Company background, product background and a product demonstration were all carefully considered during these sessions.

**Useful Links:**

- To download a complimentary copy of *The Aptitude Index Report: Talent Acquisition Systems (2021)*, visit: [https://www.apituderesearch.com/research\\_report/talent-acquisition-systems-2021/](https://www.apituderesearch.com/research_report/talent-acquisition-systems-2021/)
- For more information on Aptitude Research or to schedule a briefing with Madeline Laurano, visit: <https://www.apituderesearch.com/>
- Connect with Aptitude Research on [Twitter](#) & [LinkedIn](#)
- Tweet about the report using #AptitudeIndex and mention @AptitudeHCM
- Join the [Talent Strategy group](#) on LinkedIn to get in on the HCM conversation

**About Aptitude Research**

Aptitude Research is a leading human capital management (HCM) research and advisory firm. Our in-depth research and vendor assessments help HR leaders develop a deep understanding of the HCM technology landscape, including talent acquisition and engagement, to ultimately make better purchase decisions.

Our flagship research, *The Aptitude Index Report: Talent Acquisition Systems (2021)*, delivers a comprehensive look at talent acquisition trends and technology. This knowledge, combined with our consulting and advisory services, enables companies to save time, money and improve the recruiting, hiring and workforce management experience.

Founded by leading analyst Madeline Laurano and based in the Boston area, Aptitude Research provides a wealth of HCM expertise to companies, vendors and investors. View our recent and upcoming research at [www.AptitudeResearch.com](http://www.AptitudeResearch.com) or connect with us on [Twitter](#) or [LinkedIn](#).

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