



VENTANA RESEARCH

— 2023 —

Market Agenda Human Capital Management

Actionable insight on business and technology



Quincy Valencia
Vice President
& Research Director



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Employee Experience

Market Assertion

By 2025, two-thirds of organizations will require AI in all HCM and adjacent systems to curate personalized experiences for all workers to drive engagement, productivity and retention.



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VP & Research Director

Opportunities Ahead For Human Capital Management Leaders



1. Organizational resilience to meet evolving workforce expectations.

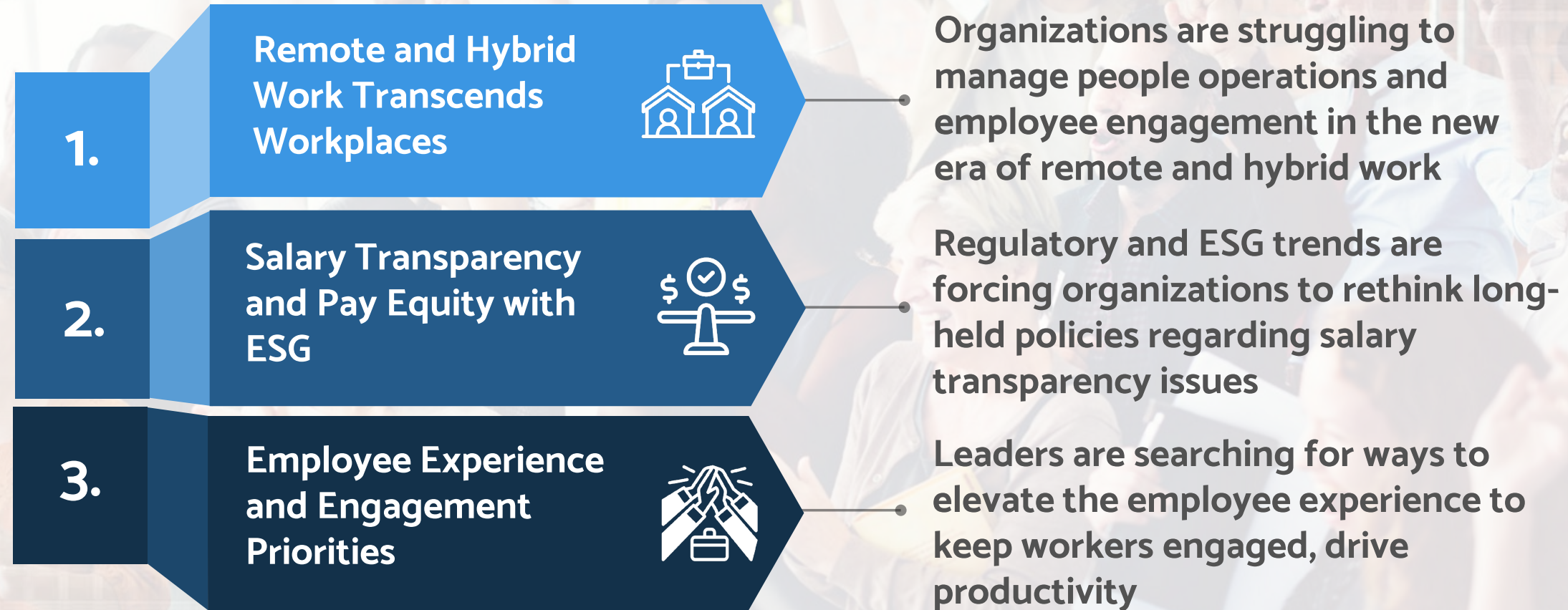
2. Work dynamics after pandemic have changed employee experiences.

3. Diverse workforce and opportunities are not well managed.

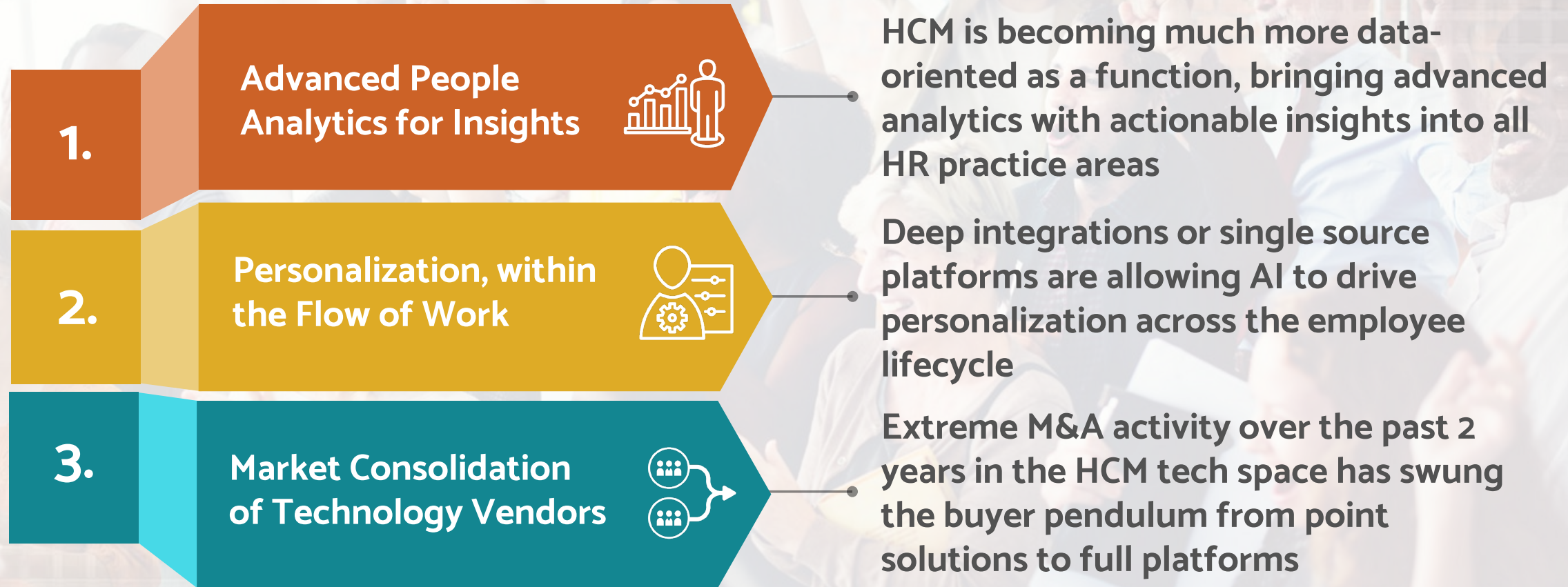
4. HR operations teams lack automation and insights.

5. Pressure to predict employee performance.

Business Trends in Human Capital Management



Technology Trends in Human Capital Management



Human Capital Management: Areas of Expertise

Human Capital Management provides organizations the ability to engage their workforce with the applications, processes and programs required to optimize the employee experience, value creation and organizational agility.

Compensation
Management

Learning
Management

Talent
Management

Employee
Experience

Payroll
Management

Workforce
Management



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Human Capital Management

Benchmark Research

- Human Capital Management Suites
- Compensation Management
- Learning Management
- Payroll Management
- Workforce Management

Dynamic Insights

- People Analytics
- Employee Experience
- Talent Acquisition

Value Index

- HCM Suites
- Talent Management
- Payroll Management
- Workforce Management





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