



European Talent Management Suites and Functions

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2025 CONSTELLATION SHORTLIST

The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research. This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis and briefings with vendors and partners.

ABOUT THIS SHORTLIST

With close to 750 million people living in Europe, double the amount of North America, the European talent management market reached a notable size. It features some unique characteristics. For instance, the unfavorable aging dynamics in many European countries increase the competition for talent and require a new approach for talent management best practices. At the same time, European legislative bodies are not standing still when it comes to regulations, especially privacy-related legislations, including the effects and ramifications of GDPR. All of this creates a unique breeding ground and market for talent management in Europe, where European-based CxOs look for local vendors that understand these dynamics.

Artificial Intelligence is changing enterprise automation substantially and HCM is no exception. Vendors need to have enabled AI based automation in at least three of the five key HCM automation areas – with tangible success. To enable customers to uptake AI as well, vendors need to upgrade their Enterprise Application Platform (EAP) capabilities with respect to AI.

LIKE WHAT YOU SEE?

Consider partnering with Constellation Research on your go-to-market-strategy. Email ShortList@ConstellationR.com for more info.

To learn more about Constellation Research Shortlists visit:
www.constellationr.com/ShortList

5 SOLUTIONS TO KNOW

Constellation evaluates over 15 solutions categorized in this market. This Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share, and internal research.

 **ABACUS UMANTIS**

 **CEGID TALENTSOFT**

 **DOCEBO**

 **HAUFE-UMANTIS**

 **PERBILITY**



THRESHOLD CRITERIA

Constellation considers the following criteria for these solutions:

- More than 1000 production installs
- At least four or more talent management functions generally available
- ROI proven uptake of AI in at least 2 core talent management functions
- Bulk of business conducted in Europe (over 66%)
- European-based headquarters
- Support for at least seven European countries from a legislative compliance perspective
- Support for at least fifteen European languages out of the box
- Representation in at least seven European countries (possible through partnerships, but corporate presence scores higher)

ABOUT CONSTELLATION RESEARCH

As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation. Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

FREQUENCY OF EVALUATION

Each Constellation ShortList is updated at least once per year. Updates may occur after six months if deemed necessary.

EVALUATION SERVICES

Constellation clients can work with the analyst and the research team to conduct a more thorough discussion of this ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

BUSINESS THEMES

 Future of Work

 New C-Suite

 Technology Optimization



Holger Mueller

Vice President & Principal Analyst

Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs and CIOs as well as investment analysts, VCs, PE firms and technology buyers.

