

1. Lumesse

Website: www.lumesse.com

Lumesse helps customers globally to implement local talent management initiatives that identify, nurture, educate and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organizations or cultures are the same. We work with 1,900 customers in more than 70 countries. Our integrated talent management and learning solutions are comprehensive, intuitive, secure and available in more than 50 languages.

Key clients: Nike, GlaxoSmithKline, Merck, RBS, Virgin Atlantic, Sara Lee

Features and services:

- Recruiting
- Onboarding
- Learning management
- Performance management
- Compensation management
- Skills and competency management
- 360 degree feedback
- Career and succession planning
- HR analytics

2. Kenexa Corporation, an IBM Company

Website: www.kenexa.com

Kenexa, an IBM company, is a global provider of recruiting and talent

management solutions, bringing a unique combination of cloud-based technology, content, and consulting services that integrates people, data and processes, providing solutions to engage a smarter, more effective workforce across their most critical business functions. Kenexa serves more than half of the Fortune 500 and offers the most comprehensive set of talent management solutions in the market. Its solutions include recruiting technology; RPO services; employment branding; assessments; job descriptions; competency libraries; competency management technology and services; onboarding technology and services; employee engagement surveys and services; performance management; succession management; compensation management and compensation analytics data and technology; leadership development content and services; learning management; learning content management; mobile learning; and social/collaboration solutions.

Key clients: Royal Dutch Shell "Shell", Sears, Kohls, Best Buy, CVS, Boeing, YUM China, Huawei, and Ministry of Defense

Features and services:

- Applicant tracking solution
- Employer branding
- Social sourcing
- Interview builder
- High volume hiring module
- Recruitment process outsourcing (RPO)
- Assessments

- Onboarding solution
- Performance management solutions
- Succession management
- Compensation management
- Competency libraries and job description library
- Learning solutions
- Surveys
- Compensation solutions and content
- Leadership development

Most important metrics:

- Most no. downtime/uptime
- Most latency or seconds of load performance
- Customer support response time

3. iCIMS

Website: www.icims.com

iCIMS, a provider of innovative software-as-a-service (SaaS) talent acquisition solutions, is an Inc. 500 and software satisfaction honoree focused on solving corporate business issues through the implementation of easy-to-use, scalable solutions that are backed by award-winning customer service. iCIMS' talent platform enables organizations to manage their entire talent acquisition lifecycle from sourcing to recruiting to onboarding all within a single web-based application. With more than 1,400 clients worldwide, iCIMS is one of the largest and fastest-growing talent acquisition system providers with offices in North America, U.K., and China.