



Kenexa, an IBM company Recruitment Process Outsourcing

Vendor Assessment
Report Abstract

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Who Is This Vendor Assessment For?

NelsonHall's Recruitment Process Outsourcing Vendor Assessment for Hays is a comprehensive assessment of Hays's Recruitment Process Outsourcing offering and capabilities designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of recruitment process outsourcing and identifying vendor suitability for recruitment process outsourcing RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the support services sector
- HR decision makers

Key Findings & Highlights

Kenexa, a talent management provider with RPO services and technology is an IBM company. It was acquired by IBM in December 2012. Kenexa's offering consists of talent management services, including SaaS solutions, content, technology, behavioral science methodologies, and consulting and RPO services.

Today the Kenexa organization has ~2,800 employees across 21 countries, of which ~1400 are providing RPO services. Kenexa offers RPO to 80+ countries in 40+ languages. They have over 9 global RPO contracts covering 3 or more regions. NelsonHall estimates that Kenexa RPO services provide ~25% of the revenues of Kenexa, and that Kenexa performed ~65K–85K permanent hires in 2012.

Kenexa supports a wide range of industries and sectors in placing permanent, permanent positions and does not have an MSP offering.

Kenexa offers end-to-end RPO that uses behavioral science methodologies for sourcing. In 2012 it developed the Archetype Study, a cultural fit assessment methodology that helps identify archetypes in a culture.

NelsonHall estimates that ~40% of Kenexa employees are in the following service management centers:

- Wayne, U.S.; Krakow, Poland; Dubai, M.E.; Vizag, India; Shanghai, China; Suzhou, China; Manila, Philippines; and Kenexa is now able to leverage IBM centers in addition.

Kenexa targets the following sectors:

- Manufacturing & Engineering
- Pharmaceuticals / Healthcare / Medical
- Manufacturing – Chemicals
- Technology
- Education
- Financial Services
- Oil & Gas

Scope of the Report

The report provides a comprehensive and objective analysis of Kenexa's recruitment process outsourcing offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location, size and scale of delivery locations and their activities.



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Recruitment Process Outsourcing Vendor Assessments also Available for:

Pontoon

Alexander Mann

Aon Hewitt

Futurestep, a Korn/Ferry Company

Hays

Hudson

Infosys

KellyOCG

ManpowerGroup Solutions

Pinstripe OchreHouse

Randstad Sourceright

AllegisTalent2

The RightThing, an ADP Company