# Businesses face talent acquisition challenges as they adapt to new technologies



As businesses navigate the rapidly changing landscape leading up to 2025, securing a competent workforce has emerged as a critical challenge. Numerous companies are grappling with the intricate task of talent acquisition, a process made even more complex by the advent of emerging technologies, including automation and artificial intelligence (AI), alongside transitions to platforms like SAP S/4HANA.

Recent insights from SAPinsider highlight how organisations must adapt their strategies to acquire skilled professionals adept at leveraging these technological advancements effectively. This necessity stems from the high demand for workers who possess the know-how to optimise business operations using modern technologies.

In light of the staffing challenges businesses face, talent acquisition experts at Radancy have introduced a new guide titled “From Hi to Apply: The Talent Acquisition Platform Guide.” This publication delves into the multifaceted difficulties that companies encounter in their efforts to recruit talent, notably the acceleration of workforce transformation and the increasing costs associated with hiring.

The guide's key recommendation is for organisations to simplify their technology landscape, which frequently comprises a disjointed array of tools, including resume databases, career sites, chatbots, and employee referral systems. Such fragmentation can create obstacles in the hiring process, leading to delays and a less-than-ideal experience for prospective employees. By integrating these various applications into a cohesive talent acquisition platform, like the Radancy Talent Acquisition Cloud, companies can not only streamline their processes but also enhance the applicant’s experience, potentially fostering a more favourable perception of the organisation.

To further elucidate the significance of this integrated approach, the guide presents a clear, step-by-step plan to optimise the talent acquisition workflow. It underscores that a simplified tech stack can save both time and resources, supporting HR teams in their journey to fill talent gaps effectively.

Moreover, the report underscores the necessity for employers to engage with potential hires proactively. Given that applicants with critical skills usually have a plethora of job opportunities, organisations are advised to simplify and elevate their application and interview processes. Such initiatives reflect a well-structured operation, which can substantially increase the attractiveness of a company as a potential employer to skilled applicants.

SAPinsider emphasises the increasing trend among forward-thinking businesses towards the adoption of consolidated talent acquisition platforms. By adopting this comprehensive approach, companies can manage every aspect of the hiring process from a single interface, reducing administrative burdens and enhancing their capacity to attract top talent in an increasingly competitive marketplace.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://sapinsider.org/map/bolstering-the-talent-acquisition-process-for-2025/> - This link corroborates the challenges of talent acquisition, the need for skilled professionals in emerging technologies, and the recommendation to simplify the technology landscape for a more efficient hiring process.
2. <https://www.radancy.com/resources/from-hi-to-apply-the-talent-acquisition-platform-guide/> - This link supports the introduction of Radancy's guide, 'From Hi to Apply: The Talent Acquisition Platform Guide,' and its emphasis on simplifying the tech stack and enhancing the applicant experience.
3. <https://www.claremontconsulting.com/the-future-of-sap-recruitment> - This link highlights the importance of adapting recruitment strategies to include remote work, specialized skills, and the integration of AI and automation, all of which are crucial in the context of SAP recruitment and talent acquisition.
4. <https://www.redglobal.com/news-blog/ensuring-successful-migration-to-sap-s4hana-the-critical-role-of-resourcing-> - This link explains the critical skills and expertise required for SAP S/4HANA migration, which aligns with the need for skilled professionals in emerging technologies mentioned in the article.
5. <https://www.venquis.com/essential-skills-for-a-sap-s-4-hana-migration/> - This link details the essential technical and people skills necessary for a successful SAP S/4HANA migration, supporting the article's emphasis on the need for specialized skills.
6. <https://sapinsider.org/map/bolstering-the-talent-acquisition-process-for-2025/> - This link underscores the importance of proactive engagement with potential hires and simplifying the application and interview processes to attract top talent.
7. <https://www.claremontconsulting.com/the-future-of-sap-recruitment> - This link supports the trend towards remote work and its impact on SAP recruitment, which is part of the broader talent acquisition challenges faced by businesses.
8. <https://www.redglobal.com/news-blog/ensuring-successful-migration-to-sap-s4hana-the-critical-role-of-resourcing-> - This link emphasizes the need to determine the size and composition of the team required for SAP S/4HANA migration, aligning with the article's discussion on workforce transformation.
9. <https://www.venquis.com/essential-skills-for-a-sap-s-4-hana-migration/> - This link highlights the importance of problem-solving and change management skills in SAP S/4HANA migrations, which are crucial people skills mentioned in the article.
10. <https://sapinsider.org/map/bolstering-the-talent-acquisition-process-for-2025/> - This link supports the adoption of consolidated talent acquisition platforms to manage every aspect of the hiring process, reducing administrative burdens and enhancing the capacity to attract top talent.
11. <https://www.claremontconsulting.com/the-future-of-sap-recruitment> - This link discusses the growing importance of diversity and inclusion in recruitment strategies, which is another critical aspect of talent acquisition in the modern landscape.
12. <https://sapinsider.org/map/bolstering-the-talent-acquisition-process-for-2025/> - Please view link - unable to able to access data