Employee Experience Platforms
Moving From Data To Decisions In Employee Experiences

2024 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

Amidst macro forces of automation and AI, companies continue to invest in keeping the existing human employees happy and engaged. The Employee Experience Platform market is designed to improve the work environment through surveys, goal management, recognition, collaboration tools, and reporting and analytics.

Employee experience management platforms ensure employees have the tools they need to be not only successful in their roles, but actively engaged and aligned with the organization's best interests. Happy employees drive improved customers, supplier, and partner experiences. Delivering a positive employee experience will increase productivity and satisfaction, resulting in higher retention, lower turnover, and more innovation.

Vendors in this space often herald from various lineages including performance management, survey insights, recognition, and collaboration tools. Constellation expects this market to grow from a $6.3 billion market to a $13.9 billion market by 2030.

7 SOLUTIONS TO KNOW

Constellation evaluates more than 20 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.

- BLINK
- CULTUREAMP
- LATTICE
- MO
- QUALTRICS
- WORKDAY
- WORKHUMAN

LIKE WHAT YOU SEE?

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

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

THRESHOLD CRITERIA

Constellation considers the following criteria for these solutions:

- Goal management
- Surveys
- Insights and analytics
- Performance reviews
- Reporting and analytics
- Turnover prediction tool
- Employee feedback
- Peer-to-peer recognition
- Employee recognition
- Employee rewards
- Team appreciation
- News feed
- Social feed
- Secure chat function
- Content hub
- Content translation

BUSINESS THEMES

New C-Suite

Data to Decisions

Future of Work

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.

R "Ray" Wang
Founder & Principal Analyst

R "Ray" Wang provides insight into how disruptive technologies and new business models—such as digital transformation— impact brands,enterprises and organizations. He also focuses on harnessing innovation, creating next-generation business and IT leadership, and applying the new rules of business. Wang has held executive roles in product, marketing, strategy and consulting at companies including Forrester Research, Oracle, PeopleSoft, Deloitte, Ernst & Young and Johns Hopkins Hospital.