

HIREWAND · RESEARCH SUMMARY

Fragmentation & Integration

How AI is reshaping every category of software — and why the resulting tools still need to work together as one system.

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AI is splitting the market into more — and more varied — tools

AI reshapes each category of software differently. None disappears — but the number of tools an organisation runs keeps climbing.



Custom software

Cheaper to build, so the market for custom grows.



Broad platform

Prices fall, and built-in AI keeps increasing.



Hyper-specialist

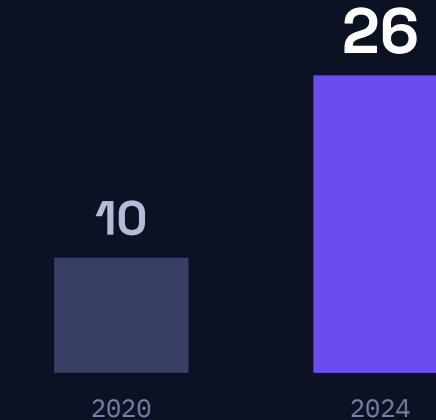
Many more, and more varied, tools — mostly AI.



Tech + services

Routine work automated; human judgment stays.

HR TOOLS PER ORGANISATION



2.6× more in five years

Each is a sound choice — but neither, on its own, is a system



Broad platform

BROAD BUT AVERAGE

GAINS One coherent system, full coverage

TRADES Rarely the best at any single task



Hyper-specialist

DEEP BUT NARROW

GAINS Best-in-class depth in its area

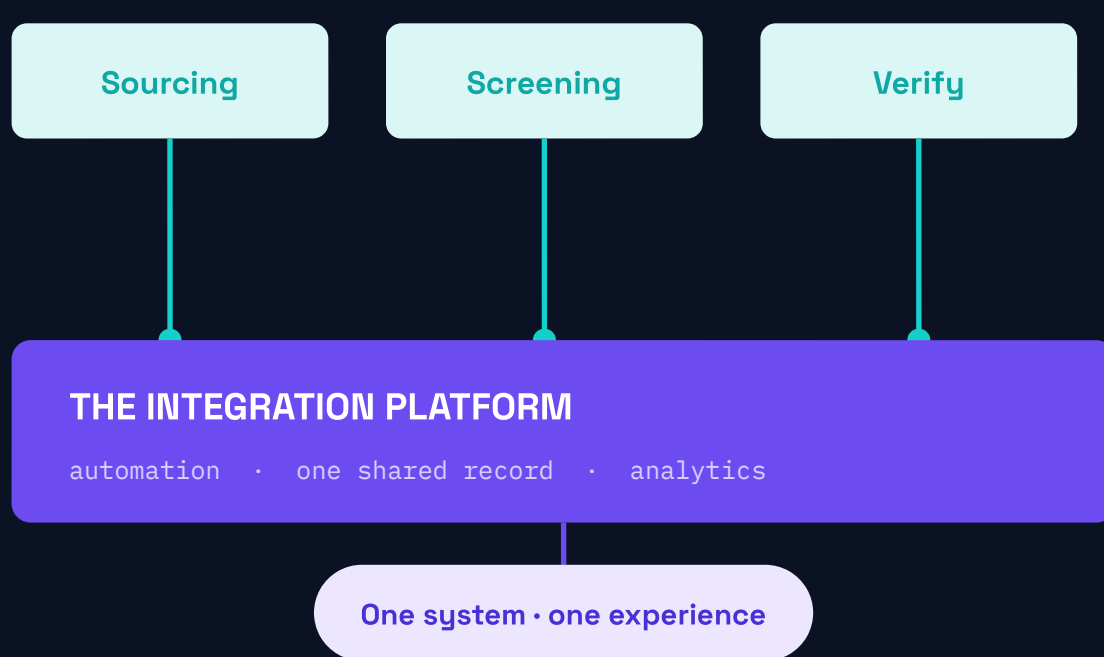
TRADES Covers only that one area

Use several, and someone has to make them work together.

Moving data between tools, fixing the handoffs, keeping everything in sync — today that connecting work falls on your team.

An integrated architecture

One platform ties the best tools together — so you get coverage and depth, without doing the wiring yourself.



Coverage and depth at once

One system, plus the best tool where it matters.



The wiring isn't your job

The platform builds and maintains the connections.



One coherent record

Consistent data end to end, for clean analytics.



Swap any tool, anytime

Upgrade one part without rebuilding the rest.

The full analysis is in the detailed white paper — reach out to shiva.maran@hirewand.com