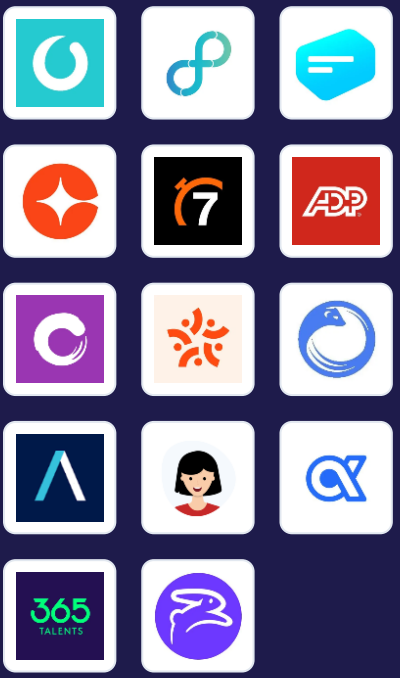
# Talent & workforce technology landscape




384 solutions from 238 vendors across recruiting, learning, payroll and time, performance, compliance, engagement and workforce analytics, each rated for AI against the vendor's own website

Interactive version, with each vendor's own words and source: **commercial.ai/landscape/talent-workforce**

Compiled from vendors' public websites via commercial.ai, retrieved 2 Nov 2026. Corrections welcome.

# 384 solutions in 7 segments

**101**
Talent Acquisition & Recruiting

**74**
Learning & Development

**74**
Payroll & Time Tracking

**37**
Performance Management

**33**
Compliance & Risk Management

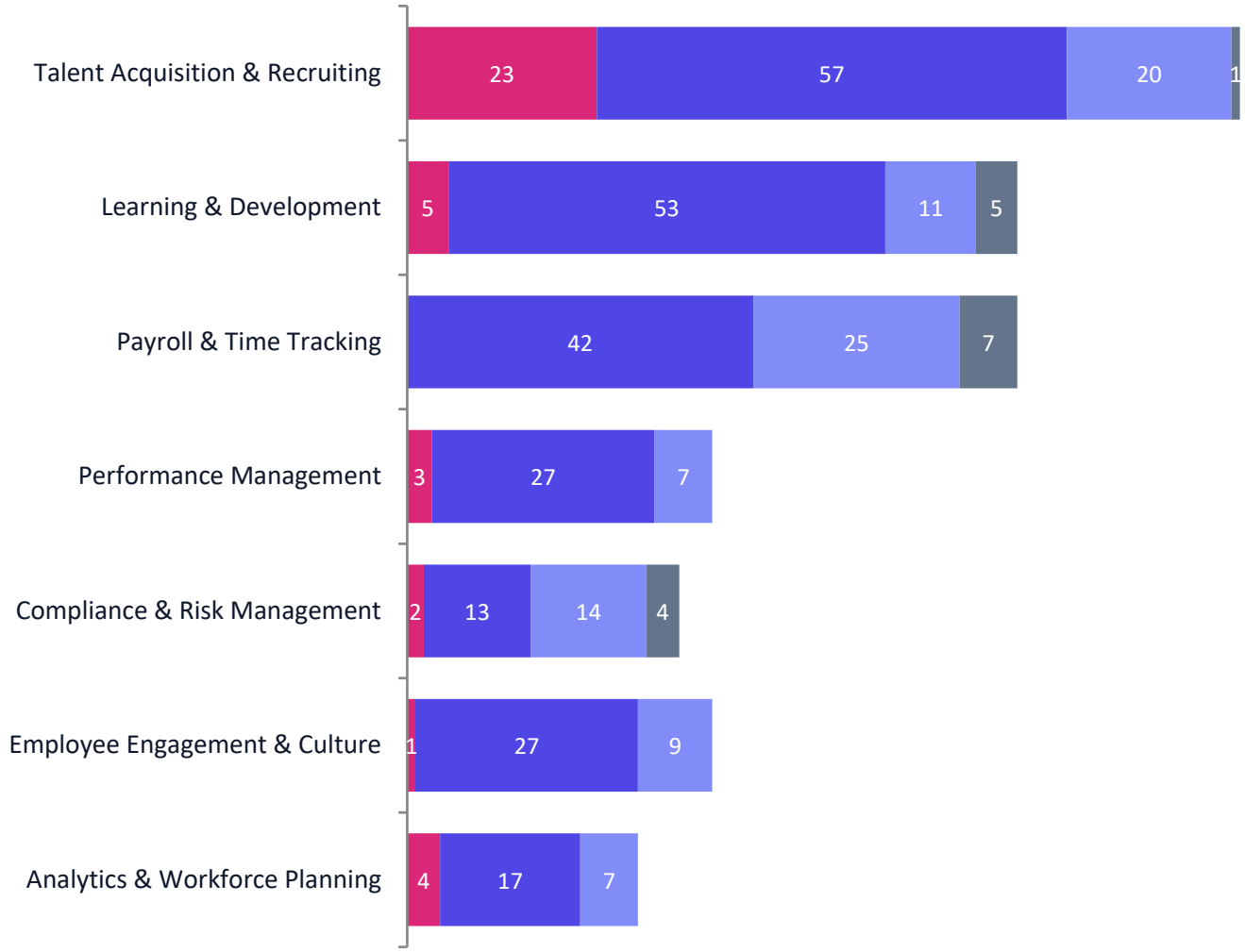
**37**
Employee Engagement & Culture

**28**
Analytics & Workforce Planning

**384**
solutions from 238 vendors

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# 274 of 384 products (71%) show concrete AI




**AI-native 38**

The core function is delivered by AI, with evidence about this product

**AI features 236**

Named AI capabilities shipped inside this product

**Light AI 93**

Generic claims, or AI shown for the vendor but not for this product

**No AI claims found 17**

No AI claim for this product found on the vendor's own site

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# The 38 AI-native products

**365Talents**
Analytics & Workforce…

**AI Coach**
Performance Management

**AI Manufacturing…**
Talent Acquisition…

**AI-Powered Knowledge…**
Learning & Development

**Alex**
Talent Acquisition…

**Amber by inFeedo**
Employee Engagement…

**Ask ChartHop**
Analytics & Workforce…

**Cornerstone Workforce AI**
Learning & Development

**D2L Lumi**
Learning & Development

**Eightfold AI Interviewer**
Talent Acquisition…

**Eightfold Talent…**
Talent Acquisition…

**Eightfold Workforce…**
Talent Acquisition…

**Ferretly**
Compliance & Risk Management

**Findem**
Talent Acquisition…

**Gloat Agentic HR…**
Analytics & Workforce…

**HappyRobot AI Platform**
Talent Acquisition…

**HeyMilo**
Talent Acquisition…

**HireBound**
Talent Acquisition…

**hireEZ**
Talent Acquisition…

**Humanly**
Talent Acquisition…

**iCIMS AI**
Talent Acquisition…

**Juicebox**
Talent Acquisition…

**Kona**
Performance Management

**Lattice AI Agent**
Performance Management

**Leoforce**
Talent Acquisition…

**Lyzr HR Agents**
Talent Acquisition…

**Metaview**
Talent Acquisition…

**Mitratech ARIES™**
Compliance & Risk Management

**Nova AI Recruiter**
Talent Acquisition…

**Orchestra**
Talent Acquisition…

**Perfect (GoPerfect)**
Talent Acquisition…

**Rocky.ai**
Learning & Development

**Second Nature**
Learning & Development

**Skima AI**
Talent Acquisition…

**Textio**
Talent Acquisition…

**Workday AI**
Analytics & Workforce…

**Workday Paradox**
Talent Acquisition…

**Zammenow**
Talent Acquisition…

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

SEGMENT 01 OF 7

# Talent Acquisition & Recruiting

Sourcing, ATS, assessment, interviewing and onboarding

**101** solutions

from 66 vendors

23 AI-native · 57 with AI features · 21 light or none

- Alex
- Aon
- Ashby
- Avature
- Bamboo HR
- Beamery
- Breathe
- Breezy HR
- Bullhorn
- Cezanne HR
- Checkr
- ClearCompany
- CodeSignal
- Contrario
- Elevatus
- Emissary AI
- Findem
- Fountain
- Gem
- GoodTime
- GoPerfect
- Greenhouse Software
- HackerRank
- HappyRobot
- HeyMilo
- HireBound
- hireEZ
- HireRight
- Indeed
- JazzHR
- Jobma
- Jobvite
- Joveo
- Juicebox
- Keka
- Leoforce
- Lever
- LinkedIn
- Lyzr AI
- Manatal
- Metaview
- MokaHR
- Peoplebox
- Phenom
- Recruitee
- SeekOut
- Shazamme
- SHL
- Skima AI
- SmartRecruiters
- Tallect
- Teamtailor
- Textio
- Turn
- VidCruiter
- Workable

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **AI Manufacturing Recruiting** Paradox · module<br>Keep your hiring humming like a… | • Automating high-volume hiring for plant operators…<br>• Text-to-apply and instant screening of applicants on…<br>• Automating interview scheduling and reminders… | • AI Assistant (Olivia)<br>• Interview Scheduling…<br>• Automated Messaging | **AI-native**<br>“Paradox is built to handle the unique speed, scale, and complexity of manufacturing.… |
| **Alex**<br>Interview everyone. Hire the best. | • Rediscovering past applicants already in the ATS for…<br>• Scoring every resume against the criteria for a role<br>• Running first-round screening interviews by video… | • The Candidate Blueprint<br>• Resume Screening<br>• The AI interviewer | **AI-native**<br>“Free your team to hire at their best, at any scale. Alex is the AI recruiter that… |
| **Eightfold AI Interviewer** module<br>Meet AI Interviewer: Your 24/7… | • Running first-round and high-volume interviews at scale<br>• Interviewing candidates around the clock, at times…<br>• Evaluating functional, coding, soft-skill and language… | • Unbiased Skills Assessment | **AI-native**<br>“Agentic AI offers a solution by automating repetitive recruiting tasks while… |
| **Eightfold Talent Intelligence**<br>Talent Intelligence meets agentic AI — to give you a lasting… | • Finding, engaging and hiring talent based on skills…<br>• Retaining people, guiding skills development and…<br>• Helping people understand their skills and build… | – | **AI-native**<br>“Turn deep understanding of people and work into real-time talent decisions with a… |
| **Eightfold Workforce Exchange** module<br>Workforce Exchange connects… | • Matching job seekers to roles and learning…<br>• Helping job seekers understand their skills<br>• Planning career paths for people in job transitions | • Explainable skills insights<br>• Self-Service Talent…<br>• Deep Learning AI Matching | **AI-native**<br>“Deep-learning AI efficiently matches people with employers, helping them discover… |
| **Findem**<br>Built to find what builds people. | • Sourcing candidates from inbound, rediscovered…<br>• Rediscovering past applicants, finalists and silver…<br>• Personalized outreach and ongoing nurture of talent… | • Market Intelligence<br>• Talent Analytics<br>• Assistive AI | **AI-native**<br>“Studio is Findem’s agentic work environment. It turns people intelligence into… |
| **HappyRobot AI Platform**<br>AI workers for HR & Recruiting | • Screen candidates and schedule interviews<br>• Confirm shifts before they start<br>• Run onboarding check-ins at day 1, 15 and 30 | • HR & RECRUITING<br>• Candidate Screening…<br>• Shift Confirmation… | **AI-native**<br>“HappyRobot's AI workers automate candidate screening, shift confirmation… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **HeyMilo**<br>The AI Recruiter for teams swamped by applications | • Automating screening and triage of applicants through…<br>• Running consistent voice and video interviews at the…<br>• Letting staffing agencies deflect screening volume so… | • Analytics Dashboard<br>• Candidate Scorecard<br>• Two-Way Conversational… | **AI-native**<br>“HeyMilo is an agentic recruiting layer used by high-volume hiring teams to evaluate… |
| **HireBound**<br>AI Agents That Actually Recruit For You | • Sourcing candidates across 30+ sources the moment a…<br>• Rediscovering dormant candidates already in the ATS<br>• Screening candidates over WhatsApp, voice or email in… | • Every number, every open…<br>• Opening Performance CSV<br>• AI insight | **AI-native**<br>“HireBound's AI agents source, screen, and evaluate candidates end-to-end — so your… |
| **hireEZ**<br>One Talent Acquisition Platform. Agentic AI on top of your ATS. | • Sourcing candidates across the open web, deep search…<br>• Reviewing every applicant with evidence-backed AI…<br>• Screening candidates with voice AI | • Market Insights<br>• AI-Powered Open Web Sourcing<br>• Applicant Match & Screening | **AI-native**<br>“EZ Agent is hireEZ's semi-autonomous, agentic AI technology that functions as your… |
| **Humanly**<br>AI Recruiting Platform for High-Volume Hiring | • Automatically engaging, screening and scheduling every…<br>• Running structured AI interviews by chat, voice or…<br>• High-volume, hourly and frontline hiring | • Analytics Dashboard<br>• AI Recruiter<br>• AI Interviewer | **AI-native**<br>“Humanly is AI recruiting software that helps hourly, frontline, and high-volume… |
| **iCIMS AI** module<br>Intelligent hiring. Confident decisions. | • Sourcing and attracting candidates, including job…<br>• Engaging candidates through a career site chatbot and…<br>• Ranking and matching applicants to jobs | • Recruiting Analytics<br>• Rank candidates based on…<br>• Applicant tracking | **AI-native**<br>“ICIMS AI introduces intelligent agents that actively support sourcing, matching… |
| **Juicebox**<br>Recruiting AI that gets it | • Searching for candidates in plain language across…<br>• Ranking and reviewing candidates against your own…<br>• Running always-on sourcing agents across several open… | • Intake & Talent Insights<br>• Precision Search<br>• Search for top talent in… | **AI-native**<br>“Juicebox Agents learn how you search, then source around the clock, so you find… |
| **Leoforce**<br>Agents that transform your job advertising and candidate engagement | • Re-engaging past candidates who are already in your ATS<br>• Shifting job advertising spend toward the channels…<br>• Receiving pre-vetted, interview-ready candidates and… | • Build Future Talent Pipelines<br>• Qualified Applicants<br>• Customizable Recruitment… | **AI-native**<br>“Our AI recruitment agent optimizes your career site into a branded experience by… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Lyzr HR Agents**<br>The agentic OS built for the enterprise HR function. | • Running sourcing, screening, scheduling and candidate…<br>• Screening CVs and scoring candidates before a…<br>• Running personalised 30/60/90-day onboarding journeys | • Engagement & ESAT<br>• Attrition risk<br>• Offboarding & exit… | **AI-native**<br>“An HRIS is a system of record. An Agentic OS is a system of action: it reads your… |
| **Metaview**<br>Metaview: The Agentic Recruiting Platform | • Source and contact candidates<br>• Review inbound applications<br>• Screen candidates | • Queryable talent data<br>• Audit trail of AI reasoning<br>• Autonomous sourcing | **AI-native**<br>“fillmore is the AI coworker that finds candidates, runs personalized outreach, and… |
| **Nova AI Recruiter** Peoplebox · module<br>Hiring used to need a team. Now… | • Engaging career-site visitors and starting…<br>• Re-engaging past applicants already stored in the ATS<br>• Scoring resumes against the role requirements and… | • AI-Powered Interviews<br>• Candidate Screening<br>• OKRs/ Goals | **AI-native**<br>“Nova is an AI hiring engine by Peoplebox.ai that automates the entire first level of… |
| **Orchestra** GoodTime | • Screening candidates, scheduling interviews and…<br>• Flagging bottlenecks in the hiring journey<br>• Watching live Recruiter Agent activity in the Job… | • Hiring Dashboards<br>• Training path KPIs<br>• Job Pipeline | **AI-native**<br>“And then came Orchestra. This bold new layer of human-centric AI brings a smarter… |
| **Perfect (GoPerfect)**<br>One Agent. Your Entire Hiring Pipeline. Running Right Now. | • Sourcing and shortlisting candidates against criteria…<br>• Automated outreach across email, LinkedIn and…<br>• AI phone calls to candidates who have not replied | • AI-driven Candidate Matching<br>• Deep Search | **AI-native**<br>“Perfect: The Autonomous AI Recruiter \| Agents Run the Pipeline” |
| **Skima AI**<br>The AI layer for modern talent teams | • Find qualified talent already in your database<br>• Conduct structured video interviews with AI<br>• Automate personalized candidate outreach | • Explainable Matching<br>• AI that remembers every…<br>• Talent Rediscovery | **AI-native**<br>“Skima AI is an AI recruitment platform that works inside your existing ATS or HCM.… |
| **Textio**<br>Attract. Interview. Hire. Develop. It's all on Textio. | • Write inclusive job posts<br>• Write candidate sourcing messages<br>• Score job ads for audience appeal | • Textio Score<br>• Age graph<br>• Gender meter | **AI-native**<br>“Textio AI is powered by millions of real-world hiring outcomes and performance… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Workday Paradox** module | – | – | **AI-native** "Workday Paradox supports both high-volume frontline hiring and complex corporate… |
| **Zammenow** Shazamme · module | • Building an online recruitment brand<br>• Implementing recruitment website and integration…<br>• Managing company digital assets | – | **AI-native** "Zammenow by Shazamme is the AI-powered recruitment chatbot that engages candidates… |
| **Ashby**<br>The all-in-one recruiting platform that evolves at the speed of AI. | • Reviewing inbound applications against job criteria…<br>• Using the candidate history already in Ashby to get a…<br>• Running outreach sequences that mix email and LinkedIn… | • Real-time Pipeline…<br>• Ashby Analytics<br>• AI-Assisted Application… | **AI features** "The Ashby Assistant lets you chat with AI agents that answer questions and take… |
| **Avature**<br>The AI Platform for Strategic HR Transformation | • Track applicants and manage hiring workflows<br>• Build and nurture talent pools with a recruiting CRM<br>• Run high-volume recruiting | • Hiring metrics dashboards<br>• Dedicated stakeholder views<br>• Candidate fraud detection | **AI features** "Let Avature Copilot take action on your behalf to keep processes moving." |
| **Beamery**<br>The AI Platform For Workforce Transformation | • Plan the workforce by modelling future scenarios and…<br>• Recruit faster with AI-powered sourcing, skills…<br>• Support internal mobility and career paths with… | • Talent Analytics<br>• Workforce Intelligence Suite<br>• Skills Intelligence | **AI features** "Ray is your embedded, agentic AI consultant: built to help you understand and shape… |
| **Breezy HR**<br>Find & Hire Employees, Sooner. | • Advertising jobs on 50+ job sites with one click.<br>• Building a branded career site without coding.<br>• Scoring applicants against criteria the hiring team… | • Branded Career Sites<br>• Automated Interview…<br>• Integrations | **AI features** "Applicant Insights is an AI-powered tool that measures and explains how well a… |
| **Bullhorn ATS & CRM**<br>The AI recruitment ATS & CRM powering 10,000+ staffing agencies | • Track candidates and job orders<br>• Manage client relationships and sales pipeline<br>• Search and match candidates with AI | • Placement readiness view<br>• Single source of truth<br>• Amplify Chat | **AI features** "Ask Amplify Chat about your candidates, jobs, and clients as easily as you'd ask a… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Cezanne Recruitment** module<br>Attract top talent, expand your reach, and fill vacancies faster. | • Running the recruitment process from job posting…<br>• Posting one vacancy to multiple job boards and social…<br>• Tracking applicants, shortlisting candidates and… | • HIRING MANAGER REVIEW<br>• Centralized Candidate…<br>• Customizable Career Pages | **AI features**<br>“Yes. Cezanne Recruitment software includes AI-powered features to make hiring… |
| **ClearCo Recruiting** ClearCompany · module<br>Make confident hiring decisions… | • Track candidates through hiring stages and automate…<br>• Evaluate candidates consistently with interview…<br>• Move candidates from interview to offer with built-in… | • Decision-ready insight<br>• AI Sourcing Engine<br>• AI Talent Match | **AI features**<br>“The Agent Platform goes further with purpose-built agents that don't just surface… |
| **CodeSignal**<br>The Agentic Skills Intelligence Platform | • Screen candidates with AI interviews<br>• Assess technical skills in a real-world IDE<br>• Run live technical interviews | • AI interview report<br>• Suspicion Score<br>• Certified assessments | **AI features**<br>“Identify top talent faster with AI agents that conduct structured, legally… |
| **Darwinbox Recruitment** module<br>Hire Smart. Hire Right. Hire… | • Large-scale, multi-country hiring for global…<br>• Letting hiring managers raise requisitions for their…<br>• Generating bias-free job descriptions and posting jobs… | • Analytics & Reporting<br>• Bias-Free JD Generation<br>• Candidate Recommendation | **AI features**<br>“Conversational AI agents that understand intent, act autonomously, and get hiring… |
| **Elevatus**<br>The AI Operating System for Modern Hiring | • Building customizable hiring pipelines with automated…<br>• Shortlisting candidates by matching and ranking…<br>• Posting jobs to 2,000+ job boards and tracking… | • Monitor and track applicants…<br>• Video Assessment AI<br>• Dedicated Account Support | **AI features**<br>“Elevatus is the forefront of Agentic AI-driven recruitment, enabling enterprises and… |
| **Emissary Text Recruiting**<br>Connect faster with texting, automation and AI | • Texting candidates and employees one to one from…<br>• Running large text recruiting and HR campaigns<br>• Screening candidates and scheduling interviews with a… | • Short Codes & Text-to-Apply | **AI features**<br>“Automate repetitive tasks with conversational AI and transform organizational… |
| **Fountain**<br>Run your frontline operations from a single prompt. | • Hire hourly workers at high volume<br>• Screen candidates and schedule interviews automatically<br>• Re-engage past applicants and rehire top performers | • Audit trail<br>• Cross-location visibility<br>• Admin visibility | **AI features**<br>“Cue doesn’t hand your team another dashboard to read. It does the work: sources… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Gem**<br>Better recruiting. Built on Gem. | • AI sourcing across 800M+ profiles and rediscovery of…<br>• Reviewing and ranking applicants with explanations for…<br>• Detecting fraudulent candidates | • Full-Funnel Analytics<br>• AI Sourcing Agents<br>• AI Inbound Application Review | **AI features**<br>“Yes. Gem has three AI recruiting agents: the AI Sourcing Agent searches 800M+… |
| **GoodTime Hire**<br>Complex interview scheduling, perfected with AI | • Automating scheduling for multi-day panels and global…<br>• Bulk-scheduling interviews for high-volume hiring<br>• Selecting interviewers automatically and replacing… | • Training path KPIs<br>• AI activity feed<br>• AI Interview Scheduling | **AI features**<br>“AI interview scheduling uses artificial intelligence to make and adapt scheduling… |
| **Greenhouse**<br>Everything it takes to hire, in one place | • Source qualified job seekers when a role opens<br>• Run a structured first interview with Voice AI<br>• Record, transcribe and summarize interviews and map… | • AI agents<br>• Automatically record and…<br>• Resume Anonymization | **AI features**<br>“Greenhouse Voice AI provides a structured first conversation that helps teams… |
| **Greenhouse AI** module<br>AI that’s built to make hiring better, not just faster | • Running a first-round voice interview with candidates…<br>• Recording, transcribing and summarizing interviews…<br>• Generating structured interview stages, questions and… | • Automated Hiring Tasks | **AI features**<br>“Voice AI runs a first two-way voice interview on the candidate’s schedule. It’s a… |
| **Greenhouse Sourcing** module<br>See the best talent as soon as a role opens | • Building a searchable network of prospects and…<br>• Personalizing and automating outreach to prospects<br>• Reconnecting with past candidates when a new role opens | • Sourcing Analytics…<br>• MCP & integrations | **AI features**<br>“Does AI decide who I contact? No. Greenhouse surfaces recommendations with context… |
| **HackerRank**<br>Online Coding Tests and Technical Interviews | • Screen developers with coding assessments<br>• Run live pair-programming interviews<br>• Conduct first-round interviews with an AI interviewer | • Explainable scoring<br>• MCP data access<br>• Chakra agentic interviewer | **AI features**<br>“An agentic interviewer that spins up a canvas with a real-world problem, observes… |
| **HireRight** service<br>Hiring Never Felt So Right | • Pre- and post-hire screening of candidates and…<br>• Criminal background checks to help reduce risk in the…<br>• Verifying education, employment history… | • Real-time Status Updates<br>• HireRight Insights<br>• Global ID Check | **AI features**<br>“identity document is authentic using the latest advanced AI-driven Optical Character… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **HireVue**<br>Make confident talent decisions. | • Guiding candidates on a careers site to relevant jobs…<br>• AI screening interviews for every applicant<br>• Assessing candidates with job-relevant skills tests… | • Interview Insights<br>• Candidate skill profile<br>• Conversational AI | **AI features**<br>“AI interviewing uses artificial intelligence to guide structured candidate… |
| **HireVue Candidate Engagement & Text Recruiting** module | • Guiding candidates to the roles they fit best<br>• Letting candidates apply within a single conversation<br>• Always-on engagement that answers candidate questions… | – | **AI features**<br>“Built from the ground up using generative and agentic AI – not layered on legacy… |
| **HireVue Game-based Assessments**<br>module<br>Quickly find and engage… | • Pre-employment assessment of candidates<br>• Assessing internal mobility and leadership potential<br>• Quickly gauging a candidate's potential while reducing… | • Quickly find and engage… | **AI features**<br>“Our AI-driven game-based assessments provide a transparent and fair screening… |
| **HireVue Video Interviewing** module<br>Empower candidates to tell their… | • On-demand video interviews that candidates complete on…<br>• Live video interviews with candidates from any device<br>• Structured interviews built from job-specific… | • Conversational AI<br>• Automated Scheduling<br>• STRUCTURED INTERVIEWING | **AI features**<br>“Shortlist faster with 24/7 AI screening interviews built on validated hiring… |
| **iCIMS Applicant Tracking** module<br>Say goodbye to slow, inefficient… | • Posting jobs from pre-approved templates and…<br>• Routing candidates, offers and jobs through approval…<br>• Comparing, ranking and matching candidates to jobs | • Custom reports<br>• Automated Candidate…<br>• Applicant tracking | **AI features**<br>“See how AI talent matching is built right into the iCIMS Applicant Tracking System… |
| **iCIMS Engage** module<br>A new breed of candidate relationship management | • Surfacing top matches for critical roles with an AI…<br>• Re-engaging previous applicants and retargeting an…<br>• Running multichannel recruitment campaigns across… | • Optimize hiring performance<br>• Create and save custom…<br>• Applicant tracking | **AI features**<br>“Activate an AI sourcing agent to automatically surface top matches for your most… |
| **iCIMS Hire** module<br>A single solution for modern enterprise hiring | • Applicant tracking with role-specific workflows<br>• Texting candidates and letting them book interviews…<br>• Onboarding several new hires at once | • Optimize hiring performance<br>• Create and save custom…<br>• Automate and streamline the… | **AI features**<br>“AI email writing assistance” |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Indeed for employers**<br>Find your next great candidate | • Post a job for free or sponsored<br>• Review and shortlist applicants<br>• Message candidates | • Matched applicants on top<br>• Talent Scout<br>• Smart Screening | **AI features**<br>“Talent Scout: Indeed’s conversational AI recruiting assistant helps employers… |
| **JazzHR**<br>JazzHR: User-Friendly Recruiting Software | • Post jobs to multiple job boards<br>• Track applicants through custom workflow stages<br>• Match candidates to jobs with AI-powered… | • Built-in hiring reports<br>• Hiring insights<br>• AI fit recommendations | **AI features**<br>“JazzHR’s built-in automation and AI-powered fit recommendations surface the… |
| **Jobma**<br>Intelligent, Human-first Hiring System | • High-volume candidate screening with one-way video…<br>• Live and panel interviews with hiring managers from…<br>• Automated interview scheduling with self-service… | • Candidate Intelligence<br>• AI Interviewer<br>• AI Assistant | **AI features**<br>“Conduct autonomous interviews with adaptive follow-up questions to uncover richer… |
| **Jobma Assessment Solutions** module<br>Automate Pre-Employment… | • Pre-employment skill screening with pre-built…<br>• Validating the ability to write, test and troubleshoot…<br>• Checking the core knowledge and skills required for a… | • Monitor Candidate Progress<br>• Review Evaluations Directly<br>• AI Scoring | **AI features**<br>“Evaluate candidates beyond their resumes with pre-recorded interviews, AI scoring… |
| **Jobma Coding Assessments** module<br>AI-Powered Coding Assessments… | • Technical screening of developers and software…<br>• Screening for highly technical roles right after the…<br>• Assessing problem-solving, debugging ability and… | • Automated Scoring<br>• AI-Powered Coding…<br>• Automated and Objective… | **AI features**<br>“AI-Powered Coding Assessments for Tech Hiring” |
| **Jobma Live Video Interviewing**<br>module<br>Live Video & Panel Interviews… | • One-on-one and panel interviews with qualified…<br>• Interacting with candidates in real time from anywhere<br>• Assessing technical skills with in-session live coding… | • Reporting & Insights<br>• AI-Powered Candidate…<br>• Automated Interview… | **AI features**<br>“Easily orchestrate structured interviews, including one-way video interviews, live… |
| **Jobma One-Way Video Interviewing**<br>module<br>Interview on Demand, Not on the… | • Replacing phone screens with structured…<br>• Screening hundreds or thousands of applicants without…<br>• Asking every candidate the same questions under the… | • Candidate Response Review<br>• Reporting & Insights<br>• AI Scoring | **AI features**<br>“Automate candidate screening, interview scheduling, and evaluations with one-way… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Jobvite by Employ**<br>Hire With Confidence, Not Compromise | • High-volume hiring: distributing jobs at scale and…<br>• Hourly and frontline recruiting with automated texting…<br>• Internal mobility and rehire programs | • 60+ Standard Reports<br>• Company Quarterly Hiring…<br>• Intelligent Messaging | **AI features**<br>“Distribute jobs at scale, let AI surface the best-fit applicants, while analytics… |
| **Jobvite Recruitment Marketing**<br>module<br>Stop Posting Jobs. Start… | • Surfacing best-fit candidates from the existing…<br>• Distributing jobs to reach applicants who actually fit<br>• Building long-term talent pools by nurturing past… | • Recruitment Analytics…<br>• Personalized Content Delivery<br>• Internal Mobility & Rehire… | **AI features**<br>“AI-powered language guides candidates to find the right opening for them.” |
| **Keka Hire** module<br>The power of a standalone ATS, backed by the People OS | • Posting jobs to 15+ job boards and a branded career…<br>• Tracking all candidates in one applicant pipeline<br>• Scoring and screening applicants with AI | • Centralized Applicant…<br>• Career Site Integration<br>• Structured Feedback Analysis | **AI features**<br>“Candidates go through a structured AI-led screening interview with transcripts and… |
| **Lever by Employ**<br>Hiring That Doesn't Hijack Your Week | • Tracking applicants and managing candidates in one ATS…<br>• Nurturing candidates with personalized outreach at…<br>• Reconnecting with previous candidates from the… | • AI Screening Companion<br>• AI-Powered Insights<br>• Automated Workflows | **AI features**<br>“Unlimited AI interview transcripts and summaries: Capture every interview… |
| **LinkedIn Jobs**<br>Reach the right candidates on LinkedIn whether you’re filling one… | • Posting open roles on LinkedIn and managing the…<br>• Reaching active and passive job seekers<br>• Getting a shortlist of top candidates when hiring… | • Hiring Insights<br>• Landing Pages<br>• Integrated with tools you… | **AI features**<br>“Your AI-assistant can automatically generate job descriptions, screening questions” |
| **LinkedIn Recruiter**<br>Hire top talent with our recruiting platform and agentic AI — built… | • Searching LinkedIn's network with 40+ advanced…<br>• Messaging candidates directly on LinkedIn with…<br>• Delegating sourcing and applicant review to the Hiring… | • Advanced Search Filters<br>• Manage pipeline<br>• Integrated with tools you… | **AI features**<br>“Recruiter’s new AI agent helps you find candidates others miss, do less busy work… |
| **Manatal**<br>AI Recruitment Software designed to source and hire candidates… | • High-volume recruiting<br>• Finding and sourcing job applicants<br>• Improving employer branding with branded career pages | • Customizable Dashboards…<br>• AI Interviewer<br>• AI Candidate Matching | **AI features**<br>“Meet Manatal AI Interviewer, your recruiting agent to interview one or thousands of… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **MokaHR**<br>AI-Powered Hiring | • Posting jobs to local job boards and a career site…<br>• AI-assisted sourcing and resurfacing past candidates…<br>• Scoring and ranking incoming resumes | • Visual Pipeline Management<br>• AI Recruitment<br>• Live Human Support | **AI features**<br>“Moka ATS is an AI-powered applicant tracking system for enterprise teams hiring… |
| **Oracle Fusion Cloud Recruiting**<br>module<br>Empower hiring teams to attract… | • Create job descriptions with generative AI<br>• Build branded career sites<br>• Recommend candidates and nurture talent pools | • Real-time hiring KPIs<br>• Full business visibility<br>• Candidate recommendations | **AI features**<br>“Introducing Career Coach, a new AI agent–driven candidate experience” |
| **Paradox Career Site Studio** module<br>The career site that (actually)… | • Having Paradox design, build, host and manage a…<br>• Letting candidates search for jobs, ask questions and…<br>• Building separate career sites for different brands… | • Resume Matching<br>• SEO Optimization<br>• Dynamic Content | **AI features**<br>“Career Site Studio websites are interactive, AI-powered candidate experiences that… |
| **Paycor Recruiting** module<br>Hire Top Talent Faster, From Posting to Offer | • Creating job descriptions with AI that fills in…<br>• Posting jobs to online job boards through integration…<br>• Staying in touch with candidates through personalized… | • Candidate Dashboard<br>• Interview Scorecards<br>• Recruiting Analytics | **AI features**<br>“Manage large applicant pools across multiple open roles more efficiently. WISE… |
| **Phenom Talent CRM** module<br>Every role you open should start with the people you already know. | • Re-engaging past applicants, runner-ups, event leads…<br>• Ranking best-fit candidates from job requirements…<br>• Running email, text and chat campaigns to keep… | • Know which pipelines…<br>• Every decision logged<br>• Orchestration and automation | **AI features**<br>“Phenom Sourcing Agent keeps building pipeline after recruiters log off, so sourcers… |
| **Phenom Talent Experience Platform**<br>Hire faster. Develop better.… | • Screening applicants, simplifying interview scheduling…<br>• Identifying the most qualified candidates and matching…<br>• Personalizing the new hire journey and matching… | • Know which pipelines… | **AI features**<br>“WorkOps is the execution layer: an orchestration and governance system for… |
| **SeekOut**<br>Sourcing, applicant evaluation, and AI screening, run on your… | • Sourcing passive candidates others miss<br>• Processing thousands of inbound applicants in hours<br>• Surfacing silver medalists and past applicants from ATS | • Talent Pool Insights<br>• Talent Insights<br>• Intelligent Search | **AI features**<br>“Agentic AI recruiting uses AI agents that research candidate profiles, evaluate… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **SeekOut Sourcing** module | – | • Agentic AI Recruiting | **AI features** "Search 1B+ profiles across external sources and your ATS with AI that understands… |
| **Shazamme Recruitment & Staffing Websites** module<br>Our recruitment website platform | • Building and managing recruitment websites without code<br>• Publishing job posts across social platforms at scale<br>• Creating employer and candidate landing pages | • Advanced Data & Analytics…<br>• AI Operated Chatbots<br>• Social Media Multiposting… | **AI features** "AI Operated Chatbots" |
| **SHL**<br>People Science. People Answers | • Assess candidates with behavioural and cognitive tests<br>• Screen candidates with recorded video interviews<br>• Test coding skills of software engineers | • Decision dashboards<br>• Tailored reports<br>• Coding skills report | **AI features** "SHL's AI uses validated data sets to assess candidate competency for your role. It… |
| **SmartRecruiters**<br>Talent Acquisition and Hiring Platform - AI-Powered | • Managing complex talent acquisition needs<br>• Hiring at scale<br>• High-volume, high-turnover roles | • AI Talent Matching Engine<br>• AI-Powered Candidate…<br>• Conversational AI Chat | **AI features** "Powered by Winston, our embedded AI hiring companion, and SmartRecruiters, our… |
| **Tallect Hiring Intelligence** module<br>Make data driven hiring… | • Build offers on internal and market benchmarks<br>• Check compa-ratio while approving offers<br>• Flag out-of-band offers | • Real-time compa-ratio view<br>• Internal equity check<br>• Candidate total rewards view | **AI features** "AI-assisted drafting helps generate the first version of offer letters and total… |
| **Teamtailor AI** module | – | – | **AI features** "Teamtailor AI Surfaces matches, drafts job ads, summarises CVs." |
| **Tellent Recruitee**<br>Hire faster, stay aligned, and make better hiring decisions. | • Building a careers site and showcasing open positions<br>• Posting vacancies to multiple job boards at once<br>• Managing applicants through pipelines with custom… | • AI Evaluation Insights<br>• Recruitment Analytics…<br>• Reporting dashboards… | **AI features** "AI Evaluation Insights summarizes your team's individual feedback on candidates… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Turn**<br>The screening infrastructure behind modern HR . | • Screen candidates in 200+ countries<br>• Continuous post-hire monitoring for driver roles<br>• Criminal and MVR monitoring on active workforce | • Bulk CSV Export<br>• Candidate dashboard<br>• Automated Pre-Adverse Action… | **AI features**<br>“Turn AI Assistant Provides contextual FCRA guidance within the platform… |
| **VidCruiter**<br>AI Recruiting Software for High-Volume Hiring | • Plan, conduct, analyze, and optimize enterprise and…<br>• Conduct pre-recorded video interviews<br>• Automate interview scheduling and candidate routing | • AI Fraud Detection<br>• AI Interview Scoring<br>• AI Candidate Screening | **AI features**<br>“VidCruiter's video interview software uses AI that generates real-time notes… |
| **Workable** | • Screening inbound candidates against job criteria<br>• Managing talent pools in a searchable database<br>• Automating employee onboarding paperwork | • Sources passive candidates…<br>• Builds a shortlist of…<br>• Learning Resources | **AI features**<br>“Most AI tools in recruiting handle one task at a time: write a job description… |
| **BambooHR Applicant Tracking** module<br>Hire the Right Talent for Every… | • Posting jobs to leading job boards and social networks<br>• Collaborative candidate review by hiring teams<br>• Automating candidate emails and interview… | • Candidate Funnel Report<br>• Custom Report Builder<br>• Time-Off Calendar | **Light AI · vendor-level only**<br>“Bamboo AI™ doesn't just suggest the next step—it completes routine work and brings… |
| **Breathe Recruitment** module<br>Recruit top talent the easy way. | • Creating and sharing vacancies and assigning…<br>• Posting vacancies on a company website and collecting…<br>• Collecting applicant details and documents such as… | • Applicant details in one…<br>• Centralized Application…<br>• Self-service application | **Light AI · vendor-level only**<br>“…practical AI built into Breathe to reduce searching, answering and repetitive admin” |
| **Checkr Adverse Media Search** module | • Looking for negative media about a candidate<br>• Screening candidates in countries that restrict access…<br>• Adding out-of-country history to a US background check | • Real-time Status Updates<br>• Customizing and saving… | **Light AI**<br>“Checkr launched in 2014 as a modern technology company, building a new background… |
| **Checkr Education & Employment Verification** module | • Confirming a candidate's employers, job titles and…<br>• Confirming degrees, diplomas and certifications<br>• Checking education and work history from outside the US | • Real-time Status Updates<br>• Automated Verification<br>• Customizing and saving… | **Light AI**<br>“Pay stubs, bank statements, offer letters, resumes. Checkr AI scans every uploaded… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Checkr International Criminal Search** module | • Screening candidates who have lived, worked or studied…<br>• Screening candidates who will work outside the US<br>• Checking US-based candidates who have an address… | • Customizing and saving… | **Light AI**<br>“Checkr AI powers every verification” |
| **ClearCompany Onboarding** module<br>Confident first days start here | • Complete I-9s, W-4s, policy acknowledgements and other…<br>• Assign onboarding tasks to HR, IT, managers and new…<br>• Give new hires role-based checklists for what needs to… | • Progress tracking<br>• Scale onboarding with less…<br>• Guided next steps | **Light AI**<br>“Talent AI and agents embed intelligence directly into everyday talent workflows” |
| **Contrario**<br>Hire great talent faster | • Filling critical roles by matching them with…<br>• Starting a search by pasting a job description or…<br>• Handing sourcing, scheduling, follow-ups and… | • Concierge-level support<br>• Upload your role | **Light AI**<br>“Our AI reads intake notes and JDs to generate instant match-probability scores.” |
| **Cornerstone Recruiting** module<br>Hire and retain the best talent. | • Sourcing and maintaining a warm pool of qualified…<br>• Managing candidates across all requisitions from a…<br>• Taking candidates from job browsing to signing offer… | • Uncover hidden talent<br>• Attract the best-fit…<br>• Drive engagement from the… | **Light AI**<br>“Cornerstone talent development includes Performance Management, Succession Planning… |
| **HireRight Employment & Education Verification** module | • Verifying a candidate's employment history with past…<br>• Confirming start and end dates, job titles and…<br>• Verifying self-employment | • Real-time Status Updates<br>• HireRight Insights<br>• Global ID Check | **Light AI · vendor-level only**<br>“…advanced AI-driven Optical Character Recognition” |
| **Jobma Game-Based Evaluations** module<br>Interactive Game-Based… | • Pre-employment screening of cognitive ability…<br>• Evaluating logical reasoning, attention to detail and…<br>• Automating and standardizing early screening when… | • Reporting & Insights<br>• AI interviewing Platform<br>• AI-Powered Video Interviewing | **Light AI · vendor-level only**<br>“Jobma is an AI-powered video interviewing and assessment platform that allows talent… |
| **Jobma Interview Scheduling** module | • Self-service interview booking, rescheduling and…<br>• Syncing interviewer availability with calendars<br>• Reducing no-shows with automated reminders | • Reporting & Insights<br>• AI Scoring<br>• AI interviewing Platform | **Light AI · vendor-level only**<br>“Jobma is an AI-powered video interviewing and assessment platform that allows talent… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Jobs by Workable** adjacent<br>Search thousands of job openings from global companies hiring right… | – | – | **Light AI · vendor-level only**<br>“Use AI to scan our database of over 400 million passive candidate profiles” |
| **Joveo** | • Purchasing, publishing, and optimizing of job ads<br>• Automated system for purchasing space to advertise job…<br>• Launch and refine ads displayed across the web | • Programmatic Job Advertising | **Light AI · vendor-level only**<br>“AI will make your job easy. Get the best CPH.” |
| **Phenom High-volume Hiring Automation** module<br>Scale high-volume hiring. | • Screening applicants as soon as they apply, with Voice…<br>• Letting top candidates book their own interviews<br>• Sending borderline candidates to a recruiter and… | • Every decision logged<br>• Know which pipelines…<br>• Orchestration and automation | **Light AI**<br>“When a candidate applies at 11pm and hears nothing until Thursday, they're as good… |
| **Recruiting Software for Hiring Managers** Paradox · module | • Posting and promoting jobs from a mobile app<br>• Screening candidates instantly while managers focus on…<br>• Automating interview scheduling, calendar syncing and… | • Resume Matching<br>• Dynamic Content<br>• Talent Community Nurture | **Light AI · vendor-level only**<br>“Our AI platform automates the entire hiring funnel — from application to offer — to… |
| **Smart Apply Forms** Shazamme · module | – | – | **Light AI · vendor-level only**<br>“The RAG architecture allows our AI to dynamically update with the latest informa” |
| **Social Media Search** HireRight · service | • Screening candidates' public social media for…<br>• Flagging drug and alcohol use for employers sensitive…<br>• Helping ensure a safe workplace and avoid reputational… | • Real-time Status Updates<br>• Social Media Search<br>• Adverse Media Search | **Light AI · vendor-level only**<br>“…advanced AI-driven Optical Character Recognition” |
| **Talent Assessment Products and Tools** Aon · module<br>Make Better Talent Selection and… | • Hiring at scale with mobile-first ability and skills…<br>• Assessing technical talent with coding simulations<br>• Predicting on-the-job performance with situational… | • Video Assessments<br>• Ability and Skills Talent…<br>• Behavioral Assessments | **Light AI**<br>“Our asynchronous proprietary AI video interview platform enables candidates to… |

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# Talent Acquisition & Recruiting



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Video Job Ads** Shazamme · module | – | – | **Light AI · vendor-level only** "The RAG architecture allows our AI to dynamically update with the latest informa" |
| **Workday Recruiting** module | – | – | **Light AI** "Workday sits at the intersection of HR and finance, understanding people, policies… |
| **HireVue Virtual Job Tryout** module Predict fit. Slash turnover.… | • Judging whether candidates are the right fit for a job<br>• Giving candidates a realistic job preview so they can…<br>• Hiring for entry-level to manager roles in industries… | • Data-Driven Insights | **No AI claims found** on the vendor's own pages |

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SEGMENT 02 OF 7

# Learning & Development

LMS, content, skills and career development

**74** solutions

from 55 vendors

5 AI-native · 53 with AI features · 16 light or none

- 15Five
- 360Learning
- Absorb Software
- Articulate
- Axonify
- BenchPrep
- BetterUp
- Breathe
- ClearCompany
- CoachHub
- Cognota
- Cornerstone OnDemand
- Coursera
- CYPHER Learning
- D2L
- Degreed
- Disprz
- Diversio
- Docebo
- EdCast
- Engagedly
- Epignosis
- Fuel50
- Go1
- Intellum
- iSpring Solutions
- iTacit
- Kahoot! ASA
- Lattice
- Leapsome
- Learn Amp
- LearnUpon
- LinkedIn
- Mitti
- Moodle
- Navari
- Oracle
- Pluralsight
- Rocky.ai
- Sana
- SAP
- SAP Litmos
- Second Nature
- Seismic
- Skillshare
- Skillsoft
- TalentGuard
- Totara
- Udacity
- Udemy
- Valamis
- WalkMe
- Whatfix
- Workday
- WorkRamp

# Learning & Development

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| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **AI-Powered Knowledge Management Software** iTacit · module | • Onboarding new employees and explaining HR policies…<br>• Answering employee questions about benefits…<br>• Replacing repetitive questions to managers with… | • Frequently searched topics<br>• Teams or locations with…<br>• Training content that's… | **AI-native**<br>"Help your team work smarter with AI. iTacit's AI Assistant puts your company's… |
| **Cornerstone Workforce AI**<br>Your intelligence platform for workforce readiness. | • Building and maintaining a job architecture and seeing…<br>• Reskilling plans and readiness timelines based on…<br>• Internal mobility: matching roles and projects to… | • Context graph<br>• Skills engine | **AI-native**<br>"Cornerstone Workforce AI™ is an agentic evolution of the Cornerstone you've trusted… |
| **D2L Lumi** module<br>Purposeful AI, Driving the Learning Moment | • Turning existing materials into interactive content…<br>• Giving learners AI-generated study support, summaries…<br>• Providing personalized study aids and accessible… | • Personalized Study Support | **AI-native**<br>"Customize content. Receive AI-generated study support, summaries and practice… |
| **Rocky.ai**<br>Your method. Your brand. An AI coach for every person you serve. | • Practise sales, leadership and difficult conversations…<br>• Deploy coaching, mentoring, training and roleplay to…<br>• Run white-label AI coaching with a separate sub-brand… | • Self-Assessments & Insights<br>• Roll out and prove impact<br>• Generative AI Roleplay | **AI-native**<br>"AI Coaching Platform Tailored to Your Company \| Rocky - Build your App & Custom… |
| **Second Nature** | • Train sales reps in AI-driven role plays<br>• Practice difficult scenarios like escalation and…<br>• Apply knowledge in realistic scenarios for L&D programs | • Real-time Feedback<br>• Conversational AI Role Play<br>• Customizable Scenarios | **AI-native**<br>"Second Nature uses generative AI and machine learning to power immersive role play… |
| **360Learning** | • Automate mandatory training and re-certification<br>• Build onboarding programs that ramp new hires quickly<br>• Train sales teams with 1:1 video coaching at scale | • Learning Analytics…<br>• Data & insights<br>• Dedicated Customer Support | **AI features**<br>"Enrollment, translation, and catalog management run themselves with agentic… |
| **Absorb LMS**<br>The AI-powered LMS that actually knows your business | • Onboarding new hires, customers and partners<br>• Employee development matched to role, goals and skill…<br>• Compliance training with real-time status monitoring | • Reporting & Analytics<br>• Report on compliance and ROI<br>• Personalized upskilling | **AI features**<br>"Absorb is launching Absorb Aura, a suite of AI Agents designed to help both Learners… |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Articulate 360**<br>The #1 AI-powered platform for workplace training | • Build professional training courses<br>• Collaborate with stakeholders on reviews<br>• Distribute and track training | • Org-wide training results<br>• Learner progress<br>• Engagement insights | **AI features**<br>“Use our built-in AI to turn a simple prompt or document into an outline, lesson, or… |
| **Axonify**<br>Close the gap between learning and execution. | • Onboarding new frontline hires<br>• Executing product launches and promotions<br>• Building product knowledge through daily reinforcement | • AI-powered guidance | **AI features**<br>“Agentic AI surfaces readiness gaps before they become problems and recommends the… |
| **BenchPrep**<br>One Learning Platform. Endless Possibilities. | • Exam prep for entrance, licensing and credentialing…<br>• Online practice exams modeled on the real exam…<br>• Software training and certification practice for… | • Strengths & Weaknesses…<br>• AI Assistant<br>• Personalized Learning Paths | **AI features**<br>“BenchPrep AI enhances the learner experience in two key ways. AI Assistant provides… |
| **BetterUp**<br>Powering performance-ready workforces in the AI era | • Developing leaders and critical talent with coaching…<br>• Helping people managers develop their teams and…<br>• Giving every employee AI coaching in the moment they… | • Performance intelligence<br>• Science-Backed AI Coaching | **AI features**<br>“BetterUp Grow™ gives your entire workforce AI coaching in the moment they need it… |
| **Cezanne Learning** module<br>Cezanne Learning: one place to train, track and prove the impact of… | • Onboarding, compliance pathways and skills tracks…<br>• Assigning mandatory compliance training with…<br>• Tracking CPD in regulated sectors such as healthcare… | • CPD tracking<br>• Content Recommendations<br>• Tasks and compliance tracking | **AI features**<br>“An AI-assisted page builder to help you put content together faster, plus an AI… |
| **ClearCompany Learning Management** module<br>Learning management that… | • Run learning programs for employees and for extended…<br>• Track required training and certifications with status…<br>• Assign learning based on role, skill needs or… | • Embedded AI Course Builder<br>• Content management<br>• Course and content… | **AI features**<br>“AI Course Builder is a new capability within the ClearCompany Learning Management… |
| **CoachHub**<br>People Powered Change | • Driving AI adoption<br>• Strengthening leadership in uncertainty<br>• Developing key talent | • AIMY™ AI Coach<br>• AI Coach Matching | **AI features**<br>“The CoachHub Companion supports employees between coaching sessions with their… |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Coaching** 15Five · service<br>Pair your leaders with certified coaches for development that's… | • Building managers' leadership skills through…<br>• Group coaching for shared learning, collaboration and…<br>• Adding a human layer of accountability to targeted… | • Total Rewards dashboards<br>• AI-Powered Coaching Assistant<br>• AI-coaching | **AI features**<br>"Kona Coach — AI-powered coaching delivered in real-time via Slack and" |
| **Cognota**<br>Learning Operations Platform for Enterprise Talent and L&D | • Let people submit training requests through a request…<br>• Assign request forms to owners who assess and approve…<br>• Prioritize learning projects on a stage-based Kanban… | • Governed AI Workforce for…<br>• Dedicated Customer Success | **AI features**<br>"On the AI side, Cognota's AI agents handle the repeatable, high-volume tasks that… |
| **Cornerstone Learning**<br>Enterprise learning software for global compliance and readiness. | • Employee onboarding<br>• Compliance training<br>• Certification and recertification | • Advanced Analytics…<br>• Advanced analytics and…<br>• Personalized Learning Paths | **AI features**<br>"VR training role-play through Cornerstone Immerse AI Companion" |
| **Coursera for Business**<br>The expert-powered learning platform that drives business growth | • Building in-demand skills across teams<br>• Role-specific learning paths through Skills Tracks for…<br>• Creating custom courses that combine company-specific… | • Skill Benchmarks…<br>• Personalized AI Guidance<br>• Role-Specific Learning Paths | **AI features**<br>"Personalized AI guidance" |
| **Coursera for Government**<br>Accelerate public sector growth with a learning platform for… | • Upskilling and reskilling civil servants and citizens…<br>• Role-specific learning through Data, IT and Software…<br>• Reskilling job seekers for high-demand roles | • Customize training<br>• Unlimited Content Access<br>• Offer learning in 25+… | **AI features**<br>"Customize content with our AI-powered builder tools to fit your agency's tech stack… |
| **CYPHER Learning**<br>Turn training into performance | • Creating courses with AI from a prompt or an…<br>• Employee training<br>• Customer training | • CYPHER Agent<br>• Professional courses in…<br>• Personalized learning | **AI features**<br>"CYPHER Learning: Turn training into performance with an AI-native training platform" |
| **D2L Brightspace**<br>Transform the Learning Experience | • Onboarding new hires with role-based learning<br>• Upskilling and certification through personalized…<br>• Product enablement for teams | • Data and Analytics<br>• Outcomes-Based Education<br>• Learning Insights | **AI features**<br>"AI-powered personalized learning with adaptive recommendations and an AI assistant… |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Degreed**<br>Outlearn Change | • Onboarding: getting employees ready to make business…<br>• Upskilling: building deep technical know-how for…<br>• Reskilling: adapting workers to new roles or different… | • Real-time Skill Data…<br>• Skill Supply & Demand…<br>• Conversational AI Coaching | **AI features**<br>“Degreed Maestro is AI built specifically for how people learn at work. It's trained… |
| **Disprz**<br>Skills that Move, AI that Acts | • Employee onboarding<br>• Talent development<br>• Upskilling and reskilling | • Integrated Learning Analytics<br>• AI-powered learning…<br>• Personalized Learning… | **AI features**<br>“Classroom training fades before the next call. Disprz Sales Coach lets reps rehearse… |
| **Disprz LMS** module<br>Drive learning & development with a feature-rich Enterprise LMS | • Instructor-led and virtual classroom training<br>• Mobile micro-learning<br>• Blended learning following the 70:20:10 model | • AI-powered learning…<br>• Gamification<br>• Career pathways, IDPs, and… | **AI features**<br>“Agentic AI that autonomously builds scalable, enterprise-ready learning content… |
| **Disprz LXP** module<br>Facilitate Skill-based Personalized Learning with a Learning… | • Mapping skills and proficiency levels to job roles<br>• Measuring employee skill levels with 360°, adaptive…<br>• Personalized learning tailored to individual skill… | • Skills assessments…<br>• AI-driven Content…<br>• AI-powered learning… | **AI features**<br>“An intelligent learning experience and skills platform driven by AI that connects… |
| **Docebo**<br>Always be upskilling. Never stop learning. | • Employee onboarding<br>• Skills building and talent development<br>• Compliance training | • Reporting for ROI<br>• Skills Intelligence<br>• AI Workforce Readiness… | **AI features**<br>“Give admins and learners AI that can use your data, rules, and workflows to do the… |
| **Docebo Content** module | • Browsing, purchasing and syncing off-the-shelf courses…<br>• Adding marketplace training material to Docebo courses<br>• Buying SCORM content packages for compliance training | • Custom Dashboards<br>• Dependency Graph<br>• AI-powered Content Creation | **AI features**<br>“AI-powered content creation” |
| **Extended Academies** 360Learning · module<br>Supercharged training for… | • Training customers, partners and vendors<br>• Creating white-labeled learning experiences for each…<br>• Providing personalized training for different… | • Academy dashboards<br>• Custom fields<br>• Learning Needs dashboard | **AI features**<br>“Your SMEs are no instructional designers. They don’t need to be with our AI Content… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Fuel50**<br>Build the Workforce You Need as AI Changes Work | • Skills visibility and management<br>• Reskilling and upskilling to enable internal mobility<br>• Workforce agility through internal talent movement | • Executive-Ready Insights<br>• Workforce Mobility…<br>• Skills Growth & Gaps Tracking | **AI features**<br>“Fuel50 Agents are AI-powered assistants people use in natural language for… |
| **Go1**<br>Simplify employee training with one AI-powered L&D solution. | • Delivering compliance and mandatory training with…<br>• Onboarding and ongoing skill development training<br>• Sending assignments and course recommendations to… | • Dedicated Customer Success | **AI features**<br>“Morgan by Go1 is our intelligent agent that brings training directly into Slack and… |
| **Intellum**<br>AI-powered LMS for the extended enterprise | • Educating customers to speed product adoption<br>• Training and certifying partners and the wider…<br>• Closing employee skill gaps and keeping field teams… | • Data Connector | **AI features**<br>“Yes. Intellum's Creator Agent turns documents, videos, and manuals into structured… |
| **iSpring Suite**<br>Turn slides into engaging courses in minutes | • Turning PowerPoint slides and Word or PDF documents…<br>• Creating quizzes from course content and assessing…<br>• Building branching dialogue simulations and role-plays | • AI Course Creator<br>• Instant lifelike voiceovers<br>• Phone Support | **AI features**<br>“…iSpring Suite AI generates slide-based courses with quizzes, tailored to your… |
| **Kahoot! 360**<br>Kahoot! 360, the ultimate workforce engagement platform. | • Employee onboarding for new hires<br>• Mandatory compliance training, plus product and sales…<br>• Interactive presentations and team meetings | • Reporting API<br>• AI Creation Tools<br>• Customer Success Coaching | **AI features**<br>“Create engaging experiences in seconds with the Kahoot! Assistant, powered by AI” |
| **Lattice Grow** module<br>Deploy employee development plans that nurture talent | • Define competency matrices<br>• Create individual development plans<br>• Create transparent career tracks | • Competency & Competency…<br>• AI-powered growth areas<br>• Competency Matrices | **AI features**<br>“Lattice AI Writing Assistants” |
| **Learn:Up (formerly WorkRamp)** | – | – | **AI features**<br>“AI simulations replace time-consuming live practice sessions.” |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Learning and Development Module**<br>Engagedly · module<br>Highly Personalized Engaging… | • Onboarding new hires with interactive learning…<br>• Delivering targeted compliance training on industry…<br>• Personalised learning for sales teams | • Personalized Learning Paths<br>• Intelligent Course…<br>• Automated Compliance Training | **AI features**<br>“Personalized learning paths driven by AI and gamification” |
| **LearnUpon**<br>Connect your learning in one intelligent platform. | • Onboarding employees and ramping them faster<br>• Upskilling employees and supporting internal mobility<br>• Compliance training and certification that keeps teams… | • AI-Powered Assessments<br>• LearnUpon IQ<br>• Implementation Consultant | **AI features**<br>“Yes, LearnUpon features an integrated AI suite including Create+, an AI-powered… |
| **LinkedIn Learning**<br>Personalized career guidance for every employee | • Developing critical skills at scale and supporting…<br>• Practicing challenging conversations with AI-powered…<br>• Upskilling employees on AI and generative AI | • Skill Insights<br>• Personalize learning…<br>• Personalized career guidance… | **AI features**<br>“LinkedIn Learning’s new chatbot provides deeply personalized learning advice and… |
| **Litmos** SAP Litmos<br>The Learning Acceleration Platform | • Employee onboarding<br>• Compliance and certification<br>• Customer adoption and retention | • AI Video Assessments<br>• Generative AI Learning…<br>• Multi-language Support | **AI features**<br>“Generate course outlines, write module content, and build assessments in a fraction… |
| **Mitti Training (formerly EdApp)**<br>module<br>Training built for the frontline | • Onboarding new team members<br>• Regulatory training to keep workers compliant with…<br>• Turning SOPs and work instructions into training | • Track performance and…<br>• Turn documents into courses<br>• Start from a prompt | **AI features**<br>“Upload a PDF, PowerPoint or Word file and let AI turn it into a structured course… |
| **Moodle LMS**<br>Moodle LMS delivers eLearning made by educators, for educators | • Secure online learning spaces for schools (K-12)<br>• A custom LMS for a university, college, academy or…<br>• Bringing vocational training courses online | • Inform teaching decisions<br>• Learning and teaching…<br>• Give it your own look and… | **AI features**<br>“Effortlessly generate images with AI, enhancing content creation and accessibility… |
| **Moodle Workplace**<br>Train and engage diverse teams of learners | • Employee onboarding<br>• Employee training programs with automation and…<br>• Compliance training with automated recertification | • Improved Course Discovery<br>• Integrations | **AI features**<br>“With built-in features like AI-driven content and image generation, as well as… |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Oracle Fusion Cloud Learning** module<br>Develop your talent with a… | • Upskill and reskill the workforce with tailored…<br>• Assign and track compliance training, with rules for…<br>• Manage certifications and automate recertification | • Compliance Reporting…<br>• AI-Driven Skill…<br>• Automated Learning… | **AI features**<br>“Access and understand your assigned, in-progress, or completed learning in Oracle… |
| **Pluralsight**<br>Technology is ready. Is your workforce? | • Spotting skill gaps with Skill IQ assessments and…<br>• Measuring role mastery and promotion readiness with…<br>• Preparing for certifications with practice exams and… | • Personalized Learning Paths<br>• Certification Prep<br>• Role-Based Skill Development | **AI features**<br>“Iris is a conversational, generative AI assistant integrated into the Pluralsight… |
| **Sana Learn** | • Turn ideas into courses in any language<br>• Manage paths, enrollments, and reminders on autopilot<br>• Convert SCORM files, documents, and PDFs into… | • AI Tutor<br>• AI-powered authoring<br>• Virtual Classroom | **AI features**<br>““Sana is not an LMS with Gen AI added. It’s AI at its core.”” |
| **SAP SuccessFactors Learning** module | • Promote continuous corporate training and development<br>• Train external audiences and extended enterprise<br>• Boost compliance | • Virtual Learning Systems…<br>• Open Content Network…<br>• Implementing Open Content… | **AI features**<br>“AI-Assisted Course Generation in Learning \| SAP Help Portal” |
| **Seismic Learning** module | • Onboarding new sellers<br>• Creating interactive online sales training courses<br>• Simulating real-life scenarios with AI-powered… | • Personalized Learning Paths<br>• Personalized coaching plans<br>• Sales training and coaching | **AI features**<br>“…simulate real-life scenarios with AI-powered role-plays” |
| **Skillsoft Percipio** | • Close skill gaps faster<br>• Manage the full learning lifecycle<br>• Understand workforce readiness in real time | • Skills Benchmarks<br>• AI Content Creation<br>• Create And Manage Content… | **AI features**<br>“Skillsoft Percipio is the AI-native skills management platform that connects skills… |
| **TalentGuard**<br>Enterprise Skills Trust & Readiness Intelligence | • Succession planning<br>• Internal mobility<br>• Measuring skills and readiness against roles | – | **AI features**<br>“WorkforceGPT is TalentGuard’s AI engine for building structured, skills-based roles… |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **TalentGuard Talent Frameworks** module | • Align workforce with strategic goals<br>• Create job descriptions<br>• Consistent selection for positions | • Talent Frameworks<br>• Job Content | **AI features**<br>“Accelerate the curation, mapping, and management of skills and job data with… |
| **TalentLMS** Epignosis<br>Fueling growth with the #1 LMS | • Employee training<br>• Onboarding training<br>• Partner training | • Real-time Reports<br>• Custom Reports<br>• Timeline | **AI features**<br>“Beyond TalentCraft, TalentLMS offers AI document extraction, translations… |
| **Totara Learn** module<br>Enterprise Learning Management System (LMS) | • Efficient onboarding of new starters<br>• Managing multiple audiences or clients via…<br>• Building Communities of Practice for collaborative… | • Personalised learner journeys<br>• Collaborative learning | **AI features**<br>“AI Writing assistant: Create text using prompts, or summarise lengthy text” |
| **Udacity for Business**<br>Workforce Transformation & Skills | • Upskill teams in AI, cloud, leadership and business<br>• Accelerate workforce transformation<br>• Develop data skills across the company | • Organizational-level…<br>• Progress Tracking & Reporting<br>• Analytics & Integrations | **AI features**<br>“Combine the immediate, real-time project support of our AI assistant with in-depth… |
| **Udemy Business**<br>AI is changing the game | • Prepare for a certification<br>• Professional development<br>• Learn Artificial Intelligence | • Analytics & Insights<br>• AI Starter Paths<br>• Role Play | **AI features**<br>“Practice with AI coaching” |
| **Valamis** | • Skills mapping<br>• Onboarding new hires<br>• Workforce planning | • Learning Record Store (LRS)<br>• Compliance training<br>• Skills development | **AI features**<br>“Valamis includes AI for learning recommendations (matching employees with relevant… |
| **WalkMe**<br>WalkMe turns AI potential into AI performance. | • Guide employees with in-app walkthroughs<br>• Train and onboard in the flow of work<br>• Measure software and AI adoption | • Engagement and friction…<br>• AI Insights<br>• App usage discovery | **AI features**<br>“Contextual AI Assistance is WalkMe’s suite of AI capabilities, available inside the… |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Whatfix** adjacent<br>Increase user adoption with in-app guidance | • Onboard faster and increase adoption<br>• Deflect support tickets and accelerate…<br>• Standardize task execution | • Guidance Analytics<br>• Multi-Language Localization<br>• In-App Guidance | **AI features**<br>“Collection of guided Flows, videos, help articles, links, and more in an embedded… |
| **Workday Learning** module<br>Provide end-to-end learning across your talent and HR ecosystem… | • Automate enrollment and assignment management<br>• Run live and on-demand virtual classrooms<br>• Create and update content with AI writing assistant | • Real-time Learning Dashboards<br>• Personalized Learning Paths<br>• Specialized Learning Agents | **AI features**<br>“Workday Learning, powered by Sana, gives every employee a personal AI tutor that… |
| **Breathe Learn** module<br>A simpler, smarter way to train your team – built right into… | • Rolling out compliance training such as GDPR…<br>• Bulk-assigning courses to individuals, departments or…<br>• Evidencing completed, in-progress and overdue training… | • Learning records<br>• Centralise learning records<br>• Course Library Access | **Light AI · vendor-level only**<br>“…practical AI built into Breathe to reduce searching, answering and repetitive admin” |
| **Coursera Plus** adjacent<br>Start in minutes today. Build skills this week. | • Exploring AI, business, technology and other subjects…<br>• Earning unlimited certificates<br>• Learning job-relevant skills and tools with hands-on… | • Earn unlimited certificates | **Light AI · vendor-level only**<br>“Course Builder is an AI-assisted authoring tool that empowers you to easily produce… |
| **Docebo Connect** adjacent | • Integrating the Docebo platform with more than 400…<br>• Running trigger-based recipes that exchange data…<br>• Starting from example recipes and connectors in the… | • Dependency Graph<br>• Activity Audit Log | **Light AI · vendor-level only**<br>“Your Docebo learning platform is powered by Artificial Intelligence (AI)” |
| **Docebo Extended Enterprise App** module | • Branded learning experiences for different branches of…<br>• Separate client sites on a subfolder or an independent…<br>• Public course catalogs for non-authenticated users of… | • Custom Dashboards<br>• Managing the client branding…<br>• Course catalog tab | **Light AI · vendor-level only**<br>“Your Docebo learning platform is powered by Artificial Intelligence (AI)” |
| **Employee Training Software** iTacit · module<br>Effective employee training… | • Reducing or eliminating in-person training<br>• Tracking which employees are compliant and up to date…<br>• Setting up automatic learning paths for onboarding and… | • Performance Metrics…<br>• Team and Compliance Tracking<br>• Canned and Ad Hoc Reporting | **Light AI**<br>“AI knowledge management system that pulls directly from your internal policies” |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Fuel50 Base** module<br>The foundation for skills-powered workforce transformation – built… | • Managing users and employee profiles<br>• Applying a people-science powered skills ontology<br>• Analytics and core insights from day one | • Personalized Skill…<br>• Skills Solution | **Light AI**<br>“Fuel50 Agents are AI-powered assistants people use in natural language for… |
| **Leapsome Academy** module<br>Turn managers into leaders | • Building people-management habits with bite-sized…<br>• Giving managers free, on-demand leadership training<br>• Developing resilient management habits | • Learning Progress Tracking<br>• COURSE ANALYTICS<br>• LEARNING MANAGEMENT SYSTEM | **Light AI · vendor-level only**<br>“Leapsome AI drafts complete learning paths in minutes” |
| **Online Courses** Coursera · adjacent | • Starting a career<br>• Changing career<br>• Growing in a current role | – | **Light AI · vendor-level only**<br>“Coursera Course Builder is an AI-assisted course builder platform” |
| **Professional Certificates** Coursera · module<br>Get job-ready for an in-demand… | • Launching a career<br>• Advancing a career<br>• Preparing for an industry certification | • Flexible Online Learning<br>• Hands-On Projects<br>• Create work samples | **Light AI · vendor-level only**<br>“Course Builder is an AI-assisted authoring tool that empowers you to easily produce… |
| **Spark** Learn Amp | – | • Org chart printing<br>• Configuration options for…<br>• Moving managers with their… | **Light AI · vendor-level only**<br>“An AI-assisted page builder to help you put content together faster” |
| **TalentCards** Epignosis<br>Train your deskless teams where work actually happens | • Onboarding new hires with bite-sized lessons<br>• Compliance training that people finish and that can be…<br>• Product training for reps | • Spaced Repetition<br>• Mobile-first<br>• Compliance training | **Light AI · vendor-level only**<br>“AI-powered tools like TalentCraft for instant course creation” |
| **Diversio Workplace Training** module<br>DEI Training that builds skills… | • Unconscious bias and allyship training<br>• Respect in the workplace and inclusive communications<br>• Inclusive leadership development | • Global survey with added…<br>• Customized survey<br>• Qualitative data collection | **No AI claims found**<br>on the vendor's own pages |

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# Learning & Development



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **MyGuide Digital Adoption Platform**<br>EdCast · adjacent<br>MyGuide: Digital adoption and… | • Onboarding users<br>• Rolling out changes<br>• Enhancing productivity | • Step-by-step guidance | **No AI claims found**<br>on the vendor's own pages |
| **Pluralsight Cloud+** module<br>A Cloud Guru is now part of Pluralsight | • Preparing for cloud certifications with practice exams<br>• Technical deep dives into AWS, Azure and Google Cloud<br>• Learning by doing in live AWS, Azure and GCP sandboxes | • Assessments<br>• Skill Assessments<br>• Hands-on Experiences | **No AI claims found**<br>on the vendor's own pages |
| **Skillshare for Teams**<br>Skillshare for Teams | • Keeping teams sharp and current with creative classes<br>• Staying up on the latest trends<br>• Deep diving into technology | • Usage and Progress Tracking<br>• Content Recommendations | **No AI claims found**<br>on the vendor's own pages |
| **The Learning Center** Navari · module<br>Learning and development that… | • Creating clear development paths for every role.<br>• Competency-based learning aligned to career…<br>• Guiding employees from onboarding through ongoing… | • Insights That Guide…<br>• Track progress and…<br>• Learning Insights & Visbility | **No AI claims found**<br>on the vendor's own pages |

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SEGMENT 03 OF 7

# Payroll & Time Tracking

Payroll, time and attendance, scheduling and workforce management

**74** solutions

from 53 vendors

0 AI-native · 42 with AI features · 32 light or none

- 7shifts
- ADP
- Bamboo HR
- Blue Yonder
- Breathe
- CloudPay
- Connecteam
- DailyPay
- Dayforce
- Deel
- Deltek
- Deputy
- Employee Navigator
- Fishbowl
- G-P
- GreenSlate
- Gusto
- HiBob
- Homebase
- Hubstaff
- Humanica
- Intuit
- Justworks
- KeepActive
- Legion Technologies
- Memory.ai
- Multiplier...
- MYOB
- Native Teams
- Oyster HR
- Papaya Global
- Payactiv
- Paychex
- Paycom Software
- Payfit
- Paylocity
- Pebl
- Quinyx
- Ramco Systems
- Remote Technology
- RemotePeople
- Rippling
- SutiSoft
- Symmetry Tax Engine
- TeamSense
- TimeTrex
- UKG
- When I Work
- Wisemonk
- Workday
- WorkForce Software
- Workforce.com
- Zoho

# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **7shifts**<br>Built around how restaurant teams actually work | • Scheduling shifts around availability, labor targets…<br>• Staying compliant with local labor laws, including…<br>• Messaging staff and sending announcements without… | • Real-time Labor & Sales…<br>• Mobile tip earning reports…<br>• Track completion by… | **AI features**<br>“The AI Schedule Importer extracts departments, roles, and employee names from your… |
| **ADP Global Payroll**<br>Leverage intelligent automation and local expertise to deliver… | • Running multi-country payroll in one system<br>• Adding new country payrolls as the business grows into…<br>• Staying compliant with local legislation across… | • Strategic decision<br>• Turn payroll data into…<br>• Global Payroll Experts | **AI features**<br>“A new ADP Assist agent automatically identifies payroll variances, suggests and… |
| **ADP Workforce Management**<br>Whether you operate in one country or fifty, ADP is ready to assist… | • Recording time with web-based timesheets, mobile apps…<br>• Tracking hours to jobs, projects, work orders and cost…<br>• Managing paid time off, absences and leave cases from… | • Customizable Dashboards<br>• Reporting and Analytics<br>• Standard reports | **AI features**<br>“…including forecasting enabled by AI” |
| **ADP WorkForce Suite**<br>Enterprise workforce management software from ADP | • Managing regulatory, union and company policies<br>• Modeling pay rules and union agreements<br>• Time tracking, shift management and overtime use | • Labor optimization<br>• Personalized automation<br>• Global and local compliance | **AI features**<br>“Join our product experts as they show how integrated conversational AI lets managers… |
| **Beti** Paycom Software · module<br>Automated payroll software that delivers accuracy every pay period | • Starting payroll automatically each pay period from…<br>• Letting employees preview, troubleshoot and approve…<br>• Finding payroll errors and guiding employees to fix… | • Monitor payroll progress…<br>• Payroll that builds itself<br>• Automated approvals synced… | **AI features**<br>“We’ve revolutionized how users find and access HR, applicant and employee data…. |
| **Breathe Expenses** module<br>Handle expense claims, approvals and company spending in one place… | • Employees submitting expense claims and uploading…<br>• Managers reviewing and approving claims from the app…<br>• Setting company expense rules, including spending… | • Single View of Expenses<br>• Expense Data Export | **AI features**<br>“Let AI capture key details from receipts, keeping supporting evidence with the… |
| **CloudPay**<br>All your global payroll needs, delivered by the High-Performance… | • Run payroll for international teams as a managed…<br>• Pay an international workforce, local tax authorities…<br>• Give employees access to wages they have already… | • Optimize reporting<br>• Monitor worldwide statuses<br>• Check data in real-time | **AI features**<br>“Instant answers and smarter decision-making with Knowledge Base AI-assistant” |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Connecteam**<br>Manage your entire team without the chaos | • Hiring and onboarding new staff with mobile job posts…<br>• Training staff on their phones with AI-built or…<br>• Tracking work time with a time clock, GPS and… | • AI Agent<br>• Auto-Scheduling<br>• AI Course Creator | **AI features**<br>“Let employees get instant answers with an AI assistant connected to your resources… |
| **Connecteam AI Tools** module<br>AI built for deskless teams | • Getting answers to employee questions from the…<br>• Building team schedules automatically from…<br>• Turning a described training topic into a full course | • See the work as it gets done<br>• Auto-Scheduling<br>• Smart Voice Input | **AI features**<br>“Just ask your AI sidekick in chat. From stock info to safety steps, manuals, or care… |
| **Deel**<br>Hire, manage, pay, & equip anyone, anywhere. | • Hiring workers anywhere in days, which the vendor…<br>• Running payroll for employees, contractors and EOR…<br>• Running HR for every worker type from one system | • Consolidated Spend Visibility<br>• Sync workforce cost and…<br>• Connect AI agents to… | **AI features**<br>“An AI agent is a purpose-built assistant that helps you investigate issues, explain… |
| **Deel Payroll** module<br>Run global payroll without the sprawl | • Running payroll for employees, contractors and EOR…<br>• Paying workers in their local currencies<br>• Calculating gross-to-net pay by country under local… | • Pay and report with…<br>• Catch issues before payroll…<br>• Run payroll globally | **AI features**<br>“An AI agent is a purpose-built assistant that helps you investigate issues, explain… |
| **Deltek Replicon**<br>Track Time. Bill Accurately. Pay With Confidence. | • Capturing billable and payable project hours…<br>• Tracking workforce attendance and overtime for…<br>• Managing job schedules, time-off requests and… | • Real-time Project Tracking<br>• Global Workforce Visibility<br>• Capture Every Billable Hour… | **AI features**<br>“Automatically Track Project Hours with AI” |
| **Deputy**<br>Make shift work simpler, faster, and more profitable | • Building schedules that meet demand and staff…<br>• Forecasting staffing needs from sales, delivery…<br>• Recording employee hours with a time clock app on… | • Labor Cost Analysis<br>• Advanced Analytics+<br>• Demand Forecasting | **AI features**<br>“Deputy AI is an AI conversational agent designed to help leaders turn everyday… |
| **G-P Global Employment Platform**<br>Manage your global workforce. | • Hire employees in 180+ countries without a local entity<br>• Pay and manage global contractors<br>• Convert contractors to full-time employees | • Real-time ops insights<br>• Global workforce visibility<br>• Compliant contracts | **AI features**<br>“G-P Assist combines workflow execution with verified global employment expertise, so… |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Gusto**<br>Hire, pay, and grow like a pro. | • Running payroll for employees and contractors, with…<br>• Offering health insurance and 401(k) benefits with…<br>• Tracking time and approving time off, with hours… | • Pay Insights<br>• Automated Payroll Processing<br>• R&D Tax Credit Service | **AI features**<br>“Use Gusto's AI assistant, Gus” |
| **Homebase**<br>Schedule. Manage. Pay. All from one easy app. | • Build employee schedules from team availability, work…<br>• Let employees swap shifts and request time off<br>• Track hours, breaks and overtime on a mobile or tablet… | • Scheduled vs. Actual Hours…<br>• AI-Powered Smart Scheduling<br>• Employee Performance Tracking | **AI features**<br>“Hiring Assistant is Homebase’s AI conversational screener. It screens every… |
| **Hubstaff**<br>Integrated employee time tracking, productivity metrics, and… | • Track employee time across tasks, projects and…<br>• Track time against projects and set budgets to manage…<br>• Turn approved hours into timesheets and send global… | • App & URL Tracking<br>• GPS Tracking for Field Teams<br>• Customizable Reports | **AI features**<br>“AI-powered Unusual Activity flags patterns like apps that fake keyboard and mouse… |
| **KeepActive Workforce Analytics**<br>Work smarter. Stay active. | • Tracking working hours, lateness and attendance<br>• Analysing productivity by application and website use<br>• Preparing timesheets for accounting, HR and payroll | • Real-Time Activity Tracker<br>• Operational Dashboard<br>• Work Time Report | **AI features**<br>“AI productivity suggestions” |
| **Legion WFM**<br>Maximize Labor Efficiency and Employee Engagement Simultaneously | • Forecasting demand with machine learning for each…<br>• Creating compliant, budget-aware schedules that match…<br>• Capturing time and attendance and automating timecard… | • Real-Time Labor Tracking<br>• Demand Forecasting<br>• Automated Schedule… | **AI features**<br>“Legion’s AI-native Workforce Management Software is intelligent, automated, and… |
| **Multiplier**<br>Manage global teams and process payroll with 100% compliance | • Hiring and onboarding employees in 150+ countries…<br>• Creating legally compliant employment contracts…<br>• Paying global teams in local currencies, with… | • Automated Tax & Statutory…<br>• 24/5 Human Support<br>• Cross-border payments in… | **AI features**<br>“The level of support AI can provide often goes beyond what payroll teams have… |
| **Oyster**<br>Hire, pay, and care for talent in 180+ countries. | • Hire and onboard full-time team members in 180+…<br>• Generate locally compliant employment agreements and…<br>• Run payroll with automated calculations, payslips and… | • Time-Off and Expense Tracking<br>• Employment Cost Calculator<br>• Salary Insights Tool | **AI features**<br>“That’s why we’re delighted to introduce Oyster AI, our AI chatbot that provides… |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Paychex Flex**<br>Scalable, All-in-One Payroll & HR Technology | • Running payroll with automatic payroll tax…<br>• Handling multi-state payroll tax calculation…<br>• Paying independent contractors and simplifying 1099… | • Automated Tax Administration<br>• Paychex Integrations<br>• Paychex Flex ® Software… | **AI features**<br>“WISE, the AI built into Paychex Flex, helps you get every payroll right.” |
| **Payfit**<br>Payroll and HR: expert support when you need it. You stay in… | • Have payroll experts run and check each pay run<br>• Submit RTI returns to HMRC automatically<br>• Handle pension submissions to main providers | • Natural-language HR reports<br>• Real-time payroll visibility<br>• Anomaly flagging | **AI features**<br>“Built into your workspace, Payfit AI answers your payroll and HR questions, spots… |
| **Payroll Software** Paylocity · module<br>Save time and gain confidence. | • Simplifying payroll, automating processes and staying…<br>• Configuring check types, time-off accruals, reporting…<br>• Reviewing and processing payroll in a few clicks with… | • Ensure paycheck accuracy<br>• AI-powered Expense Management<br>• Employee Self-Service Portal | **AI features**<br>“Ignite AI pay and time agents help close payroll with fewer surprises” |
| **Pebl (formerly Velocity Global)**<br>Hire anywhere—in as little as 24… | • Hire employees in 185+ countries without a local entity<br>• Run global payroll through the EOR service<br>• Offer locally relevant employee benefits | • Real-time payroll reporting<br>• Audit-ready reports<br>• Insights by team and role | **AI features**<br>“Alfie combines trusted global employment guidance, real-time workforce intelligence… |
| **QuickBooks Workforce** Intuit<br>Pay and manage your team with confidence | • Running payroll automatically after initial setup…<br>• Calculating, filing and paying payroll taxes<br>• Tracking time and approving timesheets, connected to… | • Integrated time tracking<br>• Run payroll automatically<br>• Workforce app | **AI features**<br>“Payroll AI also helps run payroll from wherever the team is, texting your admin to… |
| **Quinyx**<br>Workforce management that works smarter – powered by AI, built for… | • Forecast labour demand<br>• Build optimised, compliant schedules<br>• Track labour spend, overtime and attendance | • Labour spend visibility<br>• AI workforce forecasting<br>• Optimised scheduling | **AI features**<br>“Quinyx Ava Assistant provides instant answers, automates everyday tasks, and… |
| **Ramco Payce**<br>Payce Payroll Software | • Running payroll for multiple countries on a single…<br>• Applying country-specific statutory, tax and social…<br>• Employee self-service for payslips, leave and personal… | • Chia AI Virtual Assistant<br>• One Payroll Platform for…<br>• Employee Self-Service (ESS) | **AI features**<br>“AI-driven automation, real-time analytics, and enterprise-grade security make… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Remote**<br>The financial operating system for the global workforce | • Hire and pay a global workforce through EOR, direct…<br>• Run multi-country payroll in one system of record<br>• Manage contractor engagement, invoices and payouts | • Dedicated Local Experts<br>• Multiple employment models | **AI features**<br>“The Remote AI agent is a conversational assistant built directly into Remote. You… |
| **RemotePeople**<br>Recruit. Employ. Incorporate. Anywhere. | • Employ a team in 150+ countries without setting up a…<br>• Get four vetted candidates from in-country recruiters…<br>• Pay every employee on time and in local currency… | • Global Payroll<br>• Contractor management<br>• Command Center | **AI features**<br>“Get global HR done in minutes. Ask in plain English. Powered by RemotePeople’s… |
| **Replicon Workforce Management**<br>Deltek · module<br>Manage Your Workforce Operations… | • Tracking time and attendance for exempt, non-exempt…<br>• Applying overtime, meal break and labor law rules…<br>• Creating shift schedules with real-time schedule… | • Timesheets<br>• Simplify Shift Scheduling…<br>• Capture Every Billable Hour… | **AI features**<br>“Automatically Capture Time with AI” |
| **Rippling Payroll** module<br>Cut hours of manual payroll work with AI | • Run payroll with payroll taxes calculated and filed…<br>• Pay employees and contractors around the world<br>• Compare the current pay run with previous ones to… | • Total visibility<br>• Track changes across pay runs<br>• Payroll automation | **AI features**<br>“Drag in bonuses for payroll and AI will map the data, flag issues, get your… |
| **Rota, Time & Attendance** Breathe · module<br>Stress-free team and shift… | • Building and publishing rotas with drag and drop and…<br>• Letting employees accept, decline or swap shifts and…<br>• Recording start and finish times with a Timeclock on a… | • Customisable Reports<br>• View and manage shifts… | **AI features**<br>“Smart scheduling – save time with digital rotas and AI-driven autoscheduling” |
| **RUN Powered by ADP®**<br>See how easy small business payroll and HR can be | • Pay employees and contractors<br>• Have federal, state and local payroll taxes…<br>• Create, deliver and e-file W-2 and 1099 forms | • Dedicated Support Team<br>• Add-ons and integrations<br>• Retirement Solutions | **AI features**<br>“ADP Assist simplifies payroll and HR with generative artificial intelligence… |
| **TeamSense**<br>The only text-first, fully automated absence reporting system | • Report absences via text<br>• Automate attendance workflows<br>• Send updates and safety notices | • Real-time Attendance Tracking<br>• Real-Time Absence Alerts<br>• AI Assistance for the… | **AI features**<br>“Employees can text questions about policies, benefits, or schedules and get instant… |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Timely** Memory.ai<br>The AI time tracker to end time tracking | • Automatically logging billable client time for…<br>• One-click AI timesheets with review and approval<br>• Tracking billable and non-billable work and… | • Visual Memory Timeline<br>• Utilization rate<br>• Time planning | **AI features**<br>“Timely's AI Timesheet Assistant revolutionizes the way you log time by using AI to… |
| **TimeTrex** | – | • Comprehensive Reporting and…<br>• Streamlined Time and…<br>• Intuitive Employee Scheduling | **AI features**<br>“It's Completely Free: The AI Assistant is included at no additional charge with a… |
| **TimeTrex Enterprise** | – | • Turn Enterprise Data Into…<br>• Track Time at Enterprise…<br>• Run Payroll with More Control | **AI features**<br>“Simplify shift planning with AI-powered tools that help you avoid overstaffing” |
| **UKG Pro Workforce Management** module<br>Global Workforce Management… | • Automate time tracking and approvals<br>• Build accurate, best-fit schedules<br>• Forecast labor demand and project costs | • Customizable Reports<br>• Time and attendance | **AI features**<br>“UKG Bryte, the built-in AI, delivers people-first insights, personalized… |
| **Wisemonk**<br>Legal, compliant employment in India | • Recruit, employ, equip, and pay full-time talent in…<br>• Hire in India without setting up a local entity<br>• Pay Indian contractors and freelancers compliantly | • Dedicated HR Support<br>• Personalised insurance…<br>• End-to-end onboarding… | **AI features**<br>“Mira AI turns a sentence into a job description and a scorecard, then scores every… |
| **Workday Payroll** module<br>Streamline enterprise pay. | • Automate end-to-end payroll<br>• Manage payroll requirements across multiple countries<br>• Automate tax calculations, deductions, and filings | • Payroll Management<br>• Payroll Reporting & Analytics | **AI features**<br>“Workday's payroll management system is a unified, cloud-based platform that… |
| **Zoho Payroll**<br>Payroll software built for businesses across regions | • Automate payroll across the GCC<br>• Run payroll for businesses in Canada<br>• Run payroll for businesses in the USA | • Payroll software for all GCC…<br>• Ensure GCC-wide compliance<br>• Manage leave, attendance… | **AI features**<br>“AI Assistant in Zoho Payroll - Zia for Employee Self Service” |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **7shifts Payroll** module<br>Pay your team in minutes with payroll made for restaurants | • Running payroll for hourly and salaried staff<br>• Calculating tips and paying them through payroll<br>• Calculating wages, breaks, overtime, tips, taxes and… | • Mobile tip earning reports…<br>• Tip Management<br>• Labor Compliance | **Light AI · vendor-level only**<br>“Forecast sales and schedule smarter with AI” |
| **ADP PayForce**<br>Secure, accurate, consistent and compliant mid-to-large business… | • Running payroll with exceptions, time sheets and other…<br>• Processing PAYG and superannuation contributions<br>• Submitting Single Touch Payroll (STP) pay event data… | • Partner Integrations<br>• Payroll Calculation<br>• Calculate employee payroll… | **Light AI · vendor-level only**<br>“Conversational chat: Get fast, AI-driven answers to HR-related questions” |
| **ADP Time & Attendance** module<br>Say goodbye to manually tracking… | • Tracking time without manual entry, using a smart time…<br>• Sending time data directly to payroll to avoid manual…<br>• Creating, publishing and managing schedules online… | • Manage your team's time<br>• Handle time-off requests…<br>• Wage and hour compliance | **Light AI · vendor-level only**<br>“Conversational chat: Get fast, AI-driven answers to HR-related questions” |
| **BambooHR Payroll** module<br>Easy, Accurate Payroll Software Without the Headache | • Filing federal, state and local payroll taxes for…<br>• Paying employees by direct deposit and creating W-2s<br>• Paying different project and role-based rates | • CUSTOM JOURNAL ENTRY<br>• Dedicated Payroll Project…<br>• STATE & FEDERAL TAX FILING | **Light AI · vendor-level only**<br>“…a powerful AI engine that instantly reviews and categorizes responses” |
| **Blue Yonder Workforce & Labor Management** | • Generating employee schedules automatically from…<br>• Limiting schedules by rules such as a maximum of eight…<br>• Allowing for breaks and fatigue when setting labor… | – | **Light AI**<br>“Workforce & Labor Management - Blue Yonder FAQ: AI-Driven Supply Chain, Planning… |
| **DailyPay**<br>Get your money before payday | • Offer earned wage access to employees<br>• Connect to HCM, payroll and time systems<br>• Support recruitment and retention | • Daily earnings view<br>• 180+ payroll integrations<br>• Encryption and SOC 2 | **Light AI · vendor-level only**<br>“The company also deploys cutting-edge AI algorithms to prevent suspicious account… |
| **Dayforce Wallet** module<br>Provide flexible, on-demand pay with Dayforce Wallet | • Letting employees request a payout of earned wages any…<br>• Offering on-demand pay as a benefit to attract talent<br>• Paying employees directly on a Dayforce Prepaid… | • On-Demand Pay<br>• Continuous calculation | **Light AI · vendor-level only**<br>“With these enhancements, you can empower Dayforce AI Assistant to draw on… |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Deputy Payroll** module<br>Stop entering hours every pay run. | • Sending approved timesheets, pay rates and leave to…<br>• Carrying built-in US pay rates from every shift into…<br>• Letting employees view their Paycor pay stubs in the… | • HOME payroll software | **Light AI · vendor-level only**<br>"…real-time attendance insights and AI-powered actions" |
| **Employee Call-In Solution** TeamSense · module<br>Easy, Automated Employee Call In… | • Reporting absences via text-based call-off<br>• Tracking employee attendance<br>• Accessing policies, procedures, and forms | • In-the-Moment Attendance…<br>• Automated Absence Reporting<br>• Diverse Language Translations | **Light AI · vendor-level only**<br>"Get the most from your digital connection with AI-powered automation" |
| **Employee Navigator Time Off Tracking** module<br>Request, review, & manage your… | • Automating accruals and balance updates for employee…<br>• Building company time off policies and holiday…<br>• Automating accrual increases based on years of service | • Simplified time off tracking<br>• View Schedules At A Glance<br>• Automatic Calculations | **Light AI · vendor-level only**<br>"…the new Employee Navigator AI Support Assistant provides brokers and HR managers" |
| **Employer of Record (EoR) Services**<br>Papaya Global · service | • Hiring and paying workers in established and emerging…<br>• Running employees, contractors and Employer of Record…<br>• Reimbursing employee expenses through payroll after… | • Native data integrations<br>• API access for custom data…<br>• Consistent data model across… | **Light AI · vendor-level only**<br>"…embrace an AI-driven technology" |
| **Fishbowl Time** module<br>Clock in anywhere, from any device, at any time | • Clocking employees in and out from any Wi-Fi-connected…<br>• Tracking hours across different projects, including…<br>• Tracking overtime automatically through the pay period | • Employee Time Clock Interface<br>• Track employee projects…<br>• Cloud-Based Time Tracking | **Light AI · vendor-level only**<br>"Our AI delivers on-demand business data, analytics, and actionable insights. Get the… |
| **HiBob Payroll** module<br>Payroll designed for people, not just payments | • Running US payroll with federal and state tax filing<br>• Running UK payroll and centralising payslips, P11Ds…<br>• Connecting an existing payroll provider through… | • Centralized Payroll Dashboard<br>• Integrate with Retirement…<br>• Find and read employee data | **Light AI**<br>"AI-powered payslip companion" |
| **Justworks Payroll**<br>Pay Your Team in Minutes with Justworks Payroll | • Paying employees across multiple states with multiple…<br>• Paying US-based and international contractors…<br>• Filing employer payroll taxes and W-2 and 1099 forms | • Payroll Reporting<br>• PTO Management<br>• Expert Support | **Light AI**<br>"Justworks MCP Access your live Justworks data (headcount, payroll, time off, and… |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **MCPO (Multi-Country Payroll Outsourcing)** Humanica · service | • Running cross-border payroll in Thailand, Indonesia… • Consolidating payroll reports once operations span… • Relieving a central HR team of tracking changing tax… | • Social security reports • Third-party payments • MCPO Outsourcing | **Light AI · vendor-level only** “AI assigns the right tasks to the right people based on skills and capabilities.” |
| **MYOB Payroll Only** Simple payroll software that won't break the bank | • Running simple pay runs for a small team of up to 4… • Calculating superannuation, tax, annual leave and… • Sending Single Touch Payroll reports to the ATO. | – | **Light AI · vendor-level only** “Now with in-built AI features” |
| **Payactiv** The access standard for earned money | • Offer earned wage access to employees • Launch a payroll card for your workforce • Pay outside the regular payroll cycle | • Real-time earnings view • AI-backed wellness tools • Payroll and HCM connections | **Light AI** “The company also provides its users with a range of financial wellness and planning… |
| **ProjectTime** Deltek · module | • Tracking billable and non-billable project time • Entering time by duration or by start and stop times • Recording time against projects, tasks and activities | • Capture Every Billable Hour… • Manage Global Teams with… | **Light AI · vendor-level only** “Automatically Track Project Hours with AI” |
| **QuickBooks Time** Intuit Manage people, projects, and payroll | • Tracking, submitting and approving employee time from… • Seeing who is working, what they are working on and… • Syncing time data to accounting or payroll for payroll… | • Customizable Reports • Project Estimates vs.… • See who’s working | **Light AI · vendor-level only** “Payroll AI also helps run payroll from wherever the team is, texting your admin to… |
| **Remote Embedded** module Grow bigger, faster, and stronger with Remote Embedded | • Giving customers in-product access to a global talent… • Selling employer of record and payroll as a new… • Giving customers a single view of their workforce in… | • Global Hiring Capabilities • Global Payroll Management • White Label | **Light AI · vendor-level only** “We build AI to solve real-world problems in global employment.” |
| **SutiHR Time Tracking** SutiSoft · module AI-Powered Time Tracking… | • Capturing work hours across web, mobile, biometric and… • Geofenced mobile clock-ins for field and remote workers • Calculating overtime thresholds and applying premium… | • Project & Task-Based Time… • Anomaly Detection • Payroll Synchronization | **Light AI** “With SAM, SutiSoft’s Agentic AI Manager, AI agents can work across multiple SutiSoft… |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Symmetry Payroll Point**<br>Local Payroll Tax Rates | • Automate local payroll tax withholding rates<br>• Audit or onboard employees into payroll or HR systems<br>• Incorporate local tax data into payroll systems via XML | • Portal maps<br>• Portal reports<br>• Accurate local taxes and… | **Light AI · vendor-level only**<br>“Symmetry’s 24/7 AI tax calculation expert.” |
| **TimeBill Plus** Deltek · module | • Billing clients on Time & Materials or Fixed Bid…<br>• Creating invoices from approved hours and tracking…<br>• Marking time as billable or non-billable and choosing… | – | **Light AI · vendor-level only**<br>“Automatically Track Project Hours with AI” |
| **TimeCost Plus** Deltek · module | • Calculating project costs from hours worked and hourly…<br>• Comparing actual project costs with estimates<br>• Tracking costs by cost type, such as CapEx or OpEx | – | **Light AI · vendor-level only**<br>“Automatically Track Project Hours with AI” |
| **Workforce.com**<br>All-in-One Workforce Management | • Building schedules, optimizing staffing levels and…<br>• Using AI to guide staffing levels based on sales and…<br>• Capturing hours worked, breaks and time off on… | – | **Light AI**<br>“Connect your sales data to build a predictive workforce™ model, automatically… |
| **Gig Pay** Native Teams · module<br>Global gig payments, simplified | • Managing rideshare drivers' earnings from multiple…<br>• Managing delivery workers' income from multiple…<br>• Paying freelancers in their contracted currency, such… | • Real-time Tracking<br>• Payments for Gig Workers<br>• EU bank account setup | **No AI claims found**<br>on the vendor's own pages |
| **GreenSlate Payroll**<br>The Most Advanced All-in-One Production Payroll Platform | • Onboarding crew digitally with start work paperwork<br>• Processing union and non-union entertainment payroll<br>• Submitting and approving timecards, with hours grossed… | • Cross-Project Dashboard<br>• Self-Service Employee Portal<br>• EOR or Agency | **No AI claims found**<br>on the vendor's own pages |
| **Native Teams**<br>Hire and Pay Anyone, Anywhere, Today | • Employing people abroad without setting up a local…<br>• Running payroll across countries<br>• Paying contractors and gig workers | • Multi-Currency Wallet<br>• Expense Management<br>• Absence Management | **No AI claims found**<br>on the vendor's own pages |

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# Payroll & Time Tracking



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **TimeTrex Community Edition** | – | – | **No AI claims found** on the vendor's own pages |
| **TimeTrex Corporate** | – | • Real-time Time & Attendance…<br>• TimeTrex Tablet | **No AI claims found** on the vendor's own pages |
| **TimeTrex Professional** | – | • TimeTrex Mobile App | **No AI claims found** on the vendor's own pages |
| **When I Work** | • Simplify staff scheduling, time tracking, and…<br>• Message your team instantly without using personal…<br>• Shift swapping and open shift planning | • Attendance Tracking<br>• Real-time Schedule Updates<br>• Labor Cost Tracking | **No AI claims found** on the vendor's own pages |

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SEGMENT 04 OF 7

# Performance Management

Reviews, goals and OKRs, feedback and 1:1s

**37** solutions

from 27 vendors

3 AI-native · 27 with AI features · 7 light or none

- 15Five
- ADP
- Apps365
- Bamboo HR
- Betterworks Systems
- ChartHop
- ClearCompany
- Culture Amp
- Deel
- Effy AI
- Engagedly
- Express Evaluations
- Intelogos
- Keka
- Lattice
- Leapsome
- Macorva
- OKRs Tool
- Peoplebox
- PeopleFluent
- PerformYard
- PossibleWorks
- Primalogik
- Small Improvements
- Teamflect
- Totara
- WorkBoard

# Performance Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **AI Coach** Culture Amp · module<br>Take action with personalized coaching | • Summarizing engagement survey themes and where to…<br>• Building step-by-step action plans from survey results<br>• Drafting messages for each audience and channel, from… | • Instant Insights<br>• Culture Quadrants<br>• Summarize engagement survey… | **AI-native**<br>“AI Coach really puts an expert coach and assistant in every manager's pocket.”” |
| **Kona** 15Five · module<br>Intelligent AI where your managers need it the most | • Saving managers time on meeting notes, agenda…<br>• Capturing notes and action items from 1-on-1 meetings…<br>• Getting personalized coaching guidance after… | • Meeting insights & notes<br>• Personalized Coaching<br>• Kona Coaching | **AI-native**<br>“Kona is an AI assistant built into 15Five that helps managers run more focused… |
| **Lattice AI Agent** module<br>The AI agent built for HR teams | • Coach managers and employees on conversations and…<br>• Draft evidence-backed performance reviews<br>• Capture 1:1 summaries and action items | • Analysis<br>• Analytics Charts in Lattice…<br>• Coaching | **AI-native**<br>“Lattice AI Agent is your built-in AI partner for people management. Powered by your… |
| **15Five**<br>The AI-powered performance management platform built for business… | • Running performance review cycles with AI-assisted…<br>• Setting and tracking OKRs and goals, and aligning…<br>• Running engagement surveys and acting on the results | • HR Outcomes Dashboard<br>• Engagement Surveys…<br>• Predictive Impact Model | **AI features**<br>“Get clarity with 15Five's new AI agent, AMAYA. Together with the new Insights… |
| **Betterworks**<br>Real-Time Performance Management & Talent Intelligence | • Cascading company priorities into team and individual…<br>• Capturing real-time feedback and recognition in the…<br>• Running review conversations grounded in goal and… | • Talent Intelligence Profiles<br>• Unified Talent Profile<br>• AI-powered Goal Assist | **AI features**<br>“AI in Betterworks helps recommend goals, summarize coaching themes, infer skills… |
| **ClearCompany Performance Management** module<br>The best performance… | • Run annual, semi-annual, quarterly or new-hire review…<br>• Link individual goals to team and organizational…<br>• Collect self-reviews, manager reviews, peer feedback… | • Performance dashboards<br>• Structured cycles<br>• Configurable timing | **AI features**<br>“Support self-reviews, manager reviews, peer feedback, and 360-degree input, with AI… |
| **Culture Amp Perform** module<br>Unlock high performance for your teams and business | • Running performance reviews with built-in calibrations<br>• Collecting real-time 360 degree feedback<br>• Holding ongoing 1-on-1 conversations between managers… | • Culture Quadrant<br>• On-Demand Training Resources<br>• Holistic Performance… | **AI features**<br>“AI-powered conversational coach that provides insights, assistance, and guidance to… |

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# Performance Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Deel Engage** module<br>Build high-performing teams with half the work | • Running customizable 360° performance reviews with a…<br>• Defining career progression frameworks that…<br>• Keeping a single source of truth for company-wide goals | • Employee Engagement Insights<br>• Skill Gap & Competency…<br>• Connect AI agents to… | **AI features**<br>“Motivate people with structured career tracks that make growth achievable and… |
| **Effy AI**<br>Performance management, done-with-you | • Running 360, peer, upward, self-assessment, probation…<br>• Turning raw feedback into AI-written summaries that…<br>• Setting, tracking and cascading goals and OKRs from… | • Automated Feedback Summaries<br>• Goals that connect to reviews | **AI features**<br>“One-on-one meeting software that works inside the AI assistant your managers already… |
| **Engagedly**<br>Transform Talent with AI: Perform, Engage, Grow - All in One… | • Streamlining continuous performance reviews and…<br>• Aligning individual and team goals with organizational…<br>• Enhancing employee engagement through surveys… | • Personalized Learning Paths<br>• Real-time Goal Tracking…<br>• Engagedly integrations | **AI features**<br>“Marissa, Engagedly’s artificial intelligence (AI) assistant, is designed to support… |
| **Engagedly Goals & OKRs** module<br>Goals & OKRs that drive alignment | • Translating business objectives into aligned goals…<br>• Coordinating shared goals across departments on…<br>• Setting measurable targets for project deliverables… | • AI-Powered Performance…<br>• Real-time Feedback Loops<br>• Goals & OKRs | **AI features**<br>“Real-time feedback, sentiment analysis, and continuous performance tracking with… |
| **Intelogos**<br>Measure what matters to improve performance | • Executives tracking KPIs and trends across the…<br>• HR improving engagement and fairness with transparent…<br>• Managers identifying bottlenecks, rebalancing… | • KPI Engine<br>• Tool Intelligence<br>• Daily Activity Timeline | **AI features**<br>“Intelogos is the AI-native workforce analytics platform that turns real-time… |
| **Keka Perform** module<br>Reset the standard for how your teams perform, with Keka | • Setting measurable goals and OKRs from role, team and…<br>• Running simple, complex or custom review cycles<br>• Keeping 1:1 conversations between managers and… | • Performance Insights<br>• CALIBRATION TOOLS<br>• AI-recommended agendas | **AI features**<br>“AI-recommended agendas” |
| **Lattice**<br>People + AI: Succeeding Together | • Run performance reviews, talent reviews and calibration<br>• Hold 1:1s and weekly updates between managers and…<br>• Plan succession and track successor readiness | • Talent Reviews<br>• Succession Planning<br>• Lattice MCP | **AI features**<br>“Start every review with an AI-powered draft, grounded in your Lattice data.” |

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# Performance Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Leapsome**<br>The Agentic HR Platform | • Core HR administration: employee records, documents…<br>• Onboarding and pre-boarding new hires<br>• Performance reviews, 360s and calibration | • People Analytics<br>• Turnover Prediction Analysis<br>• Goal Tracking & Progress… | **AI features**<br>“An HRIS centralizes core HR: employee data, documents, absences, time tracking, and… |
| **Leapsome Goals** module<br>Turn your mission into action with AI-powered goals | • Aligning personal and team goals with company…<br>• Running OKR or SMART-goal cycles with automated updates<br>• Tracking completion rates and spotting outdated goals… | • Interactive Goal Trees<br>• Goal & OKR Dashboards<br>• GOAL TREES | **AI features**<br>“Speed up goal creation with AI-powered suggestions. Instantly generate OKRs that… |
| **Leapsome Reviews** module<br>Flexible, intuitive reviews for high-performing teams | • Running 360° reviews, self-assessments and peer reviews<br>• Automating recurring review cycles<br>• Drafting reviews and feedback with AI assistance | • AI REVIEW ASSISTANT<br>• AI-powered reviews & feedback<br>• Customizable Templates | **AI features**<br>“Leapsome’s AI Review Assistant helps managers and peers create fair, thoughtful… |
| **Macorva Radiant AI** module<br>Radiant AI: The AI Powering Your Decisions | • Generating performance reviews, development plans and…<br>• Turning employee and customer feedback into…<br>• Giving managers tailored coaching recommendations | • CX Call Insights<br>• AI-Powered Skills…<br>• Deep Contextual Understanding | **AI features**<br>“Radiant AI ® is the engine at the heart of Macorva, transforming raw data into… |
| **OKRs Tool**<br>OKR Software That Survives Cycle Two | • Cascading company strategy into team and department…<br>• Automating weekly check-in nudges in-app, by email, in…<br>• Running structured 1:1s with OKR snapshots | • Goal Tree View<br>• KPI Dashboard<br>• MCP Integration | **AI features**<br>“OKRs Tool includes AI features — such as OKR insights, drafting and coaching… |
| **One-on-One Meeting Software**<br>Peoplebox · module<br>Stop Running 1:1s From Memory | • Setting a shared agenda before each 1:1<br>• Coaching from shared notes, private notes and recent…<br>• Tracking every commitment as an action item with a due… | • Turn Conversations Into…<br>• Set a Shared Agenda<br>• Close the Loop Automatically | **AI features**<br>“The Peoplebox AI Coach suggests contextual talking points for each 1:1 based on the… |
| **Peoplebox**<br>Human-Like AI for Hiring and Managing Talent | • Running performance reviews built on competencies…<br>• Cascading goals and OKRs from company to team to…<br>• Managing 1:1s with agendas, talking points and action… | • AI for Hiring and Managing…<br>• Dedicated Customer Success…<br>• Reviews drafted from real… | **AI features**<br>“Conduct AI-powered interviews, manage performance reviews, track OKRs, and handle… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Performance Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Performance** ChartHop · module<br>Build your performance process, your way. | • Running 360, upward, downward and peer reviews from…<br>• Configuring the review cycle with an organization's…<br>• Running continuous performance management with 1:1s… | • Monitor completion rates<br>• Historical performance record<br>• Performance data analysis | **AI features**<br>“In Performance, the AI summarizes 1:1 notes, reviews, and calibration packets for… |
| **Performance 365** Apps365<br>Turn Feedback into Growth with AI | • Running recurring appraisal cycles (quarterly…<br>• Collecting 360-degree feedback from managers, peers…<br>• Setting and tracking KRAs and KPIs aligned with… | • AI-Guided Improvement<br>• AI Review Summaries<br>• Teams & SharePoint… | **AI features**<br>“AI-Guided Improvement” |
| **PerformYard**<br>One Platform to Align, Engage and Develop Your People | • Run performance reviews, including 360 feedback…<br>• Set and track individual, team and company goals<br>• Give real-time recognition and feedback | • Real-Time Analytics…<br>• AI Review Summaries<br>• AI-Assist for Feedback | **AI features**<br>“PerformYard AI instantly summarizes performance reviews, engagement and 1:1 meetings… |
| **PossibleWorks**<br>Performance Intelligence in the Flow of Work | • Defining measurable objectives aligned to…<br>• Linking employee skills to goals and initiatives so…<br>• Updating performance insights from operational tools… | • Single-Screen Hub | **AI features**<br>“Our proprietary Small Language Model captures contextual work signals directly from… |
| **Primalogik**<br>Employee Performance Management Made Easy | • Collecting 360-degree feedback from peers, managers…<br>• Building and launching performance reviews with self…<br>• Setting goals and OKRs and viewing individual and team… | • People Analytics & Reporting<br>• Goals and OKRs<br>• Real-Time Employee Feedback | **AI features**<br>“Primalogik uses built-in AI to generate clear, concise summaries of each 360 report.… |
| **Small Improvements**<br>Help your teams thrive with healthy feedback | • Run performance reviews with calibration<br>• Collect 360 degree feedback<br>• Set and cascade objectives | • Reporting inside the platform<br>• Survey heatmaps and trends<br>• Adjustable AI Coaches | **AI features**<br>“Adjustable AI Coaches are visible in the sidebar next to many features, they support… |
| **Teamflect**<br>Performance Management Software for Microsoft Teams | • Align goals and run performance reviews<br>• Automate review cycles<br>• Write, track and analyze OKRs | • Teamflect AI Assistant<br>• Microsoft 365 Native…<br>• Dedicated Onboarding… | **AI features**<br>“Teamflect’s built-in AI assistant drafts your review comments, builds your… |

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# Performance Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Totara Perform** module<br>Motivate staff and retain highly-skilled employees | • Run traditional or continuous performance management<br>• Align company, team and individual goals<br>• Hold check-ins, reviews and fast feedback | • AI streamlined content…<br>• Flexible approaches<br>• Skills-based learning | **AI features**<br>“AI SMART goal assistant: Create well-structured SMART goals” |
| **WorkBoardAI**<br>Align & Drive Outcomes at AI Speed | • Run OKR cycles across the enterprise<br>• Manage strategic portfolios and initiatives<br>• Prepare 1-on-1s and coaching conversations | • Analytics Studio<br>• Private Data Lake<br>• Chief of Staff agent | **AI features**<br>“Look at person’s OKRs or goals, work in Jira or Salesforce, meetings, and Teams… |
| **ADP Talent Management** module<br>Discover how you can develop… | • Aligning performance with corporate objectives using…<br>• Running annual reviews and ratings or continuous…<br>• Delivering targeted learning and development programs | • Explore Insights<br>• Leadership Development | **Light AI · vendor-level only**<br>“Conversational chat: Get fast, AI-driven answers to HR-related questions” |
| **BambooHR Performance Management** module<br>Get to the Heart of Growth with… | • 360-degree feedback with self, manager, peer and…<br>• Setting, tracking and sharing individual and team goals<br>• Holding regular one-on-ones | • Performance Reporting<br>• Employee Assessments<br>• Goal Setting | **Light AI · vendor-level only**<br>“Go from data to decision-making with our most sophisticated AI Assistant” |
| **ClearCompany Advanced Talent** module | • Give ADP clients access to ClearCompany's talent…<br>• Run applicant tracking, onboarding, performance…<br>• Share data between ADP and ClearCompany's talent suite… | • Turn workforce data into…<br>• Reduce manual data entry and…<br>• ADP Integrations | **Light AI**<br>“AI, advanced analytics, and autonomous agents are built into the fabric of our… |
| **Express Evaluations**<br>Performance evaluation software that promotes engagement & growth | • Running performance evaluations with custom templates…<br>• Tracking employee goals and collecting feedback in one…<br>• Running pulse surveys | • Easy-to-Read Reports<br>• Pulse Survey<br>• Helpful Automations | **Light AI**<br>“AI Writing Tools” |
| **Lattice Goals & OKRs** module<br>Align your team around what matters most | • Align team goals with company objectives<br>• Run customizable goal cycles<br>• Track goal progress with updates and dashboards | • Needs Update view<br>• Granular Goals Permissions<br>• Goals Duplication for ICs | **Light AI · vendor-level only**<br>“Lattice AI Agent powers Growth Areas in Grow” |

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# Performance Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Lattice MCP Server** adjacent<br>Lattice, wherever you work | • Draft, edit and submit performance reviews from an AI…<br>• Prepare for 1:1s with goals, updates and feedback<br>• Write weekly updates | • Review Writing<br>• 1:1s Preparation<br>• Data Connector | **Light AI**<br>"…create a custom connection with the Lattice MCP Server and any AI system" |
| **Reflektive** PeopleFluent<br>Build a high-performance culture with agile performance management… | • Launching 360-degree, peer and manager reviews<br>• Tracking goal alignment for individuals, teams and the…<br>• Encouraging regular 1:1 conversations | • Goal Management | **Light AI · vendor-level only**<br>"Summarization: Utilizing AI to collate large data sets from different sources" |

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SEGMENT 05 OF 7

# Compliance & Risk Management

HR compliance, employee relations, investigations and policy

**33** solutions

from 25 vendors

2 AI-native · 13 with AI features · 18 light or none

- ADP
- Case IQ
- Checkr
- Compliance.ai
- ComplianceHR
- Employee Navigator
- Equifax
- Ferretly
- First Advantage
- Gloat
- GoodHire
- Hadrius
- HireRight
- HR Acuity
- HR Cloud
- Ineo
- Mitratech Holdings
- Native Teams
- NAVEX Global
- Paychex
- SixFifty
- Sterling
- Topia
- Trusaic
- Veza

# Compliance & Risk Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Ferretly**<br>From Candidates to Creators, Trust Starts with Deeper Insights | • Screening candidates for hiring, onboarding and…<br>• Screening candidates for staffing and recruiting firms<br>• Screening in healthcare settings | • Image and Video Detection<br>• Continuous Screening | **AI-native**<br>“Ferretly is an AI-powered risk intelligence platform that helps organizations screen… |
| **Mitratech ARIES™**<br>Drive Smarter Workflows and Deeper Business Intelligence Across… | • Answering multi-state employment law questions, such…<br>• Checking workplace harassment training requirements by…<br>• Letting employees self-serve answers to HR-related… | – | **AI-native**<br>“ARIES™ is Mitratech’s AI ecosystem: an intelligent fabric woven through our legal… |
| **Case IQ**<br>Case Management Software for Every Investigation | • HR and employee relations cases: harassment…<br>• Ethics and compliance investigations such as code of…<br>• Fraud investigations: theft, embezzlement, expense and… | • Unlock actionable insights…<br>• Clairia<br>• Audit Trail | **AI features**<br>“Clairia is Case IQ’s AI assistant for investigative case management. It helps… |
| **Checkr**<br>Background checks that don’t make you choose between speed and… | • Criminal record checks on job candidates<br>• Education and employment verification<br>• Drug, alcohol and occupational health testing | • AI-Powered Charge Classifier<br>• Automated Adjudication<br>• Dedicated Support | **AI features**<br>“Checkr’s charge classifier uses machine learning to quickly categorize criminal… |
| **Compliance.ai (now part of Archer Evolv Compliance)** adjacent | • Monitor regulatory updates from the sources and…<br>• Compare regulatory documents across versions and…<br>• Map regulatory requirements to internal controls… | • Horizon scanning<br>• Full lineage<br>• Agency report | **AI features**<br>“Our machine learning models automatically assess content in regulatory policy… |
| **Ferretly API** module<br>Native integrations with all major background screening platforms | • Submitting new background report requests…<br>• Receiving status updates on screening requests<br>• Retrieving final report results | • Seamless data sync<br>• Data enrichment | **AI features**<br>“Agentic AI search, coupled with a billion-profile index, discovers the right… |
| **First Advantage (Sterling)** | • Address compliance requirements and mitigate hiring…<br>• Confirm identity before the screening process begins<br>• End-to-end screening supported by an in-house Medical… | • Identity Verification | **AI features**<br>“Verify global identity using AI-powered document capture and validation.” |

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# Compliance & Risk Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Gloat AI Governance Engine for Enterprise HR** module | • Enforcing approval workflows for succession approvals…<br>• Applying eligibility criteria for succession…<br>• Scoping what AI agents can show each user to the… | • Voice Agent<br>• Transactional Agents<br>• Strategic Agents | **AI features**<br>“Enterprise AI that understands your business rules before it acts.” |
| **Hadrius People Oversight** adjacent<br>Gain real-time visibility into… | • Monitoring personal trading, attestations and…<br>• Automating employee obligations and guided task flows<br>• Detecting conflicts and completeness gaps with… | • Policy-aware AI…<br>• Real-time risk mitigation | **AI features**<br>“Employee Oversight \| AI-Native Compliance \| Hadrius” |
| **HR Acuity**<br>The #1 Leader in AI-Powered HR Case Management and Employee… | • Track and manage employee relations cases from intake…<br>• Run workplace investigations with configurable…<br>• Take named or anonymous reports through an online… | • Insights That Drive Action<br>• AI-Powered Case Summaries<br>• Case Management Platform | **AI features**<br>“HR Acuity’s defensible AI summarizes cases, flags risk and suggests next… |
| **HR Cloud (Compliance Automation)** module<br>The AI Onboarding Layer for the… | • Guide new hires through Form I-9 and E-Verify with…<br>• Send onboarding documents and collect secure…<br>• Have employees read and acknowledge important documents | • Certification Tracking Matrix<br>• FORMS & E-SIGN<br>• AUTOMATED I-9 & E-VERIFY | **AI features**<br>“All three plans include AI. Onboard includes Maya AI onboarding, which guides new… |
| **Mineral** Mitratech Holdings<br>Manage HR and compliance. All in one place. | • Look up state and federal HR compliance guidance<br>• Create an employee handbook<br>• Create job descriptions and benefits documents | • HR assessment and calculators<br>• ARIES AI assistant<br>• Mineral Intelligence alerts | **AI features**<br>“ARIES uses conversational dialogue to deliver reliable answers and resources to your… |
| **Pre-Travel Assessment** Topia · module<br>Business travel: flag tax… | • Score itineraries before they are booked<br>• Assess immigration and work authorization exposure<br>• Identify income tax and corporate tax risk | • Location signals<br>• Automated day counts<br>• Automated Risk Assessment | **AI features**<br>“Agentic AI doesn't wait to be asked. When a new assignment is initiated, Horizon is… |
| **SixFifty HR Compliance**<br>The Employment Law Platform Built for HR Teams - SixFifty | • Manage multi-state compliance<br>• Draft offer letters for remote hires<br>• Update employee handbooks and policies | • Compliance Tracking<br>• HR compliance agent<br>• ASK SIXFIFTY | **AI features**<br>“Hand it to SixFifty AI. We finish the task, then show you what we did and why. More… |

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# Compliance & Risk Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Veza Access Platform** adjacent<br>Veza Access Platform | • Visualize and right-size access permissions across all…<br>• Automate user access certifications<br>• Grant and revoke access during user lifecycle changes | • Access Visibility<br>• Access Intelligence<br>• API First | **AI features**<br>“Veza helps organizations strive towards the principle of least privilege, with… |
| **ACA Complete®** Trusaic<br>Streamlined ACA Compliance Solutions | • Monthly ACA compliance monitoring and penalty risk…<br>• Tracking, preparing and filing Form 1095-C<br>• Automated ACA e-filing for California, New Jersey… | • Monthly Compliance Monitoring<br>• Automated IRS and State…<br>• IRS Penalty Defense | **Light AI · vendor-level only**<br>“Trusaic Announces Issuance of Two U.S. Patents Covering Its Application of… |
| **ACA Reporting** Employee Navigator · module<br>Simple & powerful ACA Reporting… | • Tracking hours and offering coverage to variable-hour…<br>• Configuring measurement, stability and administrative…<br>• Importing hours and enrollments for ACA tracking | • Eligibility Tracking for…<br>• Track & categorize your…<br>• 1094 & 1095 Reporting | **Light AI · vendor-level only**<br>“…the new Employee Navigator AI Support Assistant provides brokers and HR managers” |
| **ADP Employment Verification Services** service<br>Simplify employment and income… | • Answering employment and income verification requests…<br>• Verifying employment and income for credit applications<br>• Offering 24/7 employment and income verification… | – | **Light AI · vendor-level only**<br>“Conversational chat: Get fast, AI-driven answers to HR-related questions” |
| **Drug and Health Screenings** Checkr · module<br>Get easier, more reliable drug… | • Pre-employment drug testing<br>• Random, post-accident and reasonable-suspicion testing…<br>• DOT-compliant physicals, drug tests and breath alcohol… | • Review Drug Test Results<br>• Smart clinic selection with…<br>• Manage Clinic-Based Drug… | **Light AI · vendor-level only**<br>“Modernizing the adjudication process with AI-powered screenings” |
| **Employment Background Checks & Screenings** First Advantage | • Employment background checks, including criminal…<br>• Employment, education and credential verifications<br>• Pre- and post-hire drug and occupational health… | • Tax Credit Solutions<br>• Due Diligence Solutions | **Light AI**<br>“Approximately 90% of our U.S. criminal searches utilize intelligent automation to… |
| **Employment Drug Testing & Screening** GoodHire · module | • Pre-employment drug screening of candidates<br>• Drug screening of current employees<br>• DOT drug tests for regulated roles such as commercial… | • Drug Testing<br>• Order employment drug tests… | **Light AI · vendor-level only**<br>“AI-powered technology empowers you with greater speed and accuracy.” |

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# Compliance & Risk Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Form I-9 & E-Verify** HireRight · module<br>Easy and efficient online… | • Completing Form I-9 electronically<br>• Managing a Form I-9 program from one platform<br>• Completing Form I-9 for remote employees with an… | • Real-time Status Updates<br>• Electronic Form I-9…<br>• E-verify integration | **Light AI · vendor-level only**<br>"…advanced AI-driven Optical Character Recognition" |
| **GoodHire**<br>GoodHire provides simply better employment screening for you and… | • Background checks for employers in all industries…<br>• Handling adverse action with ban-the-box laws applied…<br>• Collecting candidate comments for context to support… | • Real-time Status Updates<br>• Comments for Context<br>• Dedicated Technical… | **Light AI · vendor-level only**<br>"AI-powered technology empowers you with greater speed and accuracy." |
| **HireRight Drug & Alcohol Testing**<br>service | • Pre-employment and ongoing post-hire drug and alcohol…<br>• Random testing programs for DOT-regulated employers…<br>• Post-accident and reasonable suspicion testing, with… | • Drug & Alcohol Testing<br>• Alcohol Testing<br>• Urine Testing | **Light AI · vendor-level only**<br>"…advanced AI-driven Optical Character Recognition" |
| **International Background Checks**<br>GoodHire · module<br>A faster, smarter way to verify… | • Verifying past international employers and degrees<br>• Running international criminal searches and global…<br>• Verifying a candidate's right to work in the United… | • International background…<br>• International criminal search | **Light AI**<br>"AI-powered technology empowers you with greater speed and accuracy. 97% of customers… |
| **NAVEX Ethics & Compliance Training**<br>module<br>Translate ethics and compliance… | • Tracking attestations for risk areas such as…<br>• Meeting mandatory compliance training requirements for…<br>• Providing auditable training with clear proof of… | • Training Progress Monitoring<br>• Adaptive Learning Paths<br>• Ethik & Compliance Schulungen | **Light AI**<br>"Nira is our agentic AI assistant across NAVEX One. It gives your team a secure… |
| **Report It® Anonymous Employee Hotline** Paychex · adjacent | • Reporting unethical, abusive or discriminatory…<br>• Running a traditional whistleblower hotline for…<br>• Supporting workplace violence prevention programs | • Data Analytics Dashboard<br>• Multi-Langauge Reporting<br>• Advanced Report Routing and… | **Light AI · vendor-level only**<br>"AI reviews payroll data in real time to catch inconsistencies" |
| **The Work Number** Equifax · service<br>Fast, Secure Digital… | • Automate employment and income verifications<br>• Reduce manual HR verification workload<br>• Give employees 24/7 digital verifications for loans… | • Verification tracking<br>• Employee self-service view<br>• Security controls | **Light AI · vendor-level only**<br>"Equifax uses AI Systems in a transparent, trustworthy, fair, explainable, and secure… |

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# Compliance & Risk Management



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **WorkMarket** ADP<br>The all-in-one system to manage your independent contractors | • Onboard and verify independent contractors at scale<br>• Pay contractors in the US and internationally on…<br>• Furnish and electronically file 1099-NEC forms | • Send and track work at scale<br>• Payment<br>• Open API | **Light AI · vendor-level only**<br>“Conversational chat: Get fast, AI-driven answers to HR-related questions” |
| **ComplianceHR**<br>Achieve Regulatory Clarity. Get Actionable Employment Answers in… | • Maintain compliant, up-to-date employee handbooks for…<br>• Determine whether a role is exempt or non-exempt from…<br>• Assess independent contractor misclassification risk | • Self-Service Compliance…<br>• The ComplianceHR Reference…<br>• Local, State and Federal… | **No AI claims found**<br>on the vendor's own pages |
| **Entity Management** Native Teams · module<br>Set Up, Run, and Scale Your… | • Setting up a new legal entity in a target market with…<br>• Managing existing legal entities from one platform.<br>• Running payroll, issuing contracts and staying… | • Real-time financial…<br>• Simple reconciliation across…<br>• Gig economy payments | **No AI claims found**<br>on the vendor's own pages |
| **Ineo Global Mobility Tax Services** service<br>Minimize tax risks, stay fully… | • Pre-move tax consulting so employees can plan…<br>• Preparing and filing international tax returns for…<br>• Auditing gross-up payments against corporate policy | • Global Tax Compliance<br>• Tax Equalization<br>• Pre-Move Global Mobility Tax… | **No AI claims found**<br>on the vendor's own pages |
| **Pre-Employment Drug Testing & Health Screening** Sterling · module | • Pre-hire, post-hire, and random screening<br>• DOT and Non-DOT panels<br>• Job specific physical abilities screening | • On-site occupational health…<br>• Certified In-House MRO<br>• SAMHSA Certified Laboratories | **No AI claims found**<br>on the vendor's own pages |

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SEGMENT 06 OF 7

# Employee Engagement & Culture

Surveys, listening, internal communication and culture

**37** solutions

from 33 vendors

1 AI-native · 27 with AI features · 9 light or none

- Awardco
- ChangeEngine
- ChartHop
- Culture Amp
- Diversio
- Eletive
- Empact
- Engagedly
- Firstup
- Flimp Communications
- Genesys
- Guusto
- inFeedo AI
- Keka
- Lattice
- Leapsome
- LumApps
- Medallia
- Microsoft
- Perceptyx
- Qualtrics
- Quantum Workplace
- Simpplr
- Snappy
- Staffbase
- Tallect
- Terryberry
- Unily
- Vantage Circle
- Workday
- Workleap
- WorkTango
- Workvivo by Zoom

# Employee Engagement & Culture



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Amber by inFeedo**<br>Meet Amber, your Chief Experience Officer | • Spotting disengagement early and acting on early…<br>• Retaining top talent and reducing regretted attrition<br>• Measuring eNPS and employee sentiment | • Employer Brand Report Card…<br>• Continuous Listening<br>• Spot disengagement before it… | **AI-native**<br>“Omnipresent AI People Scientist” |
| **Awardco Engage™** module<br>Awardco Engage ™ connects insight to action | • Running annual engagement surveys, eNPS and ESAT…<br>• Running shorter pulse surveys on a recurring schedule<br>• Running onboarding and exit surveys | • Actionable Insights<br>• Customizable Survey Templates | **AI features**<br>“Awardco Intelligence adds AI-powered capabilities to help organizations understand” |
| **ChangeEngine**<br>Employee communication infrastructure meets AI-native intranet | • Automating onboarding, promotion, anniversary and…<br>• Sending one message to email, Slack/Teams and SMS from…<br>• Running pulse polls, eNPS and lifecycle surveys inside… | • Analytics & Insights<br>• AI-Powered Content Creation<br>• Automated Journeys | **AI features**<br>“Turn a short prompt into an email, poster, Slack/Teams post, guide or video script.… |
| **Culture Amp**<br>The employee experience platform | • Running engagement surveys from a library of 40+…<br>• Checking the effect of organizational changes with…<br>• Benchmarking survey results against other organizations | • Performance Culture Quadrant™<br>• Feedback Improvements<br>• AI-Assisted Role Comparison | **AI features**<br>“Integrated into Culture Amp, AI Coach delivers personalized insights, expert… |
| **Diversio**<br>Measure inclusion, track progress, and drive real workplace change… | • Measuring inclusion, engagement and equity through an…<br>• Benchmarking demographic and inclusion data against…<br>• Setting goals and tracking KPIs for culture and… | • DEI Reports | **AI features**<br>“Diversio's AI and NLP engine processes your data through the five-part Inclusion… |
| **Eletive**<br>Increase engagement & performance with AI-powered people… | • Measuring employee engagement with real-time pulse…<br>• Tracking eNPS and benchmarking engagement against…<br>• Anticipating attrition and acting on early-warning… | • Employee Life Cycle Surveys<br>• Individual dashboards<br>• Eletive Copilot | **AI features**<br>“Eletive Copilot is an AI-driven assistant built directly into the Eletive platform… |
| **Employee Engagement Software**<br>Empact<br>The Employee Engagement Software… | • Reaching all employees, including deskless workers…<br>• Onboarding new employees with checklists for each…<br>• Collecting feedback on employee well-being and… | • Pulse Feedback Analytics<br>• Task & Onboarding Management | **AI features**<br>“Customized analytics dashboard and implemented AI to secure efficient search of… |

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# Employee Engagement & Culture



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Employee Surveys & Insights**<br>WorkTango · module<br>Deploy unlimited employee… | • Measure employee engagement and experience<br>• Gather diagnostic feedback for onboarding and…<br>• Analyze employee feedback instantly | • Actionable Insights<br>• Recommended actions | **AI features**<br>“AUSTIN, TX, December 12, 2024 — WorkTango, a SaaS-based employee experience… |
| **Engagedly Meetings** module<br>Meetings that turn performance context into action. | • Manager-employee 1:1s to discuss progress, challenges…<br>• Team meetings and check-ins to align priorities…<br>• Project and cross-functional updates | • Performance Management Suite<br>• Manager–employee 1:1s<br>• Team meetings and check-ins | **AI features**<br>“Use Marissa AI Notetaker to capture meeting notes and summaries.” |
| **Engagement** ChartHop · module<br>See what's behind the score, including pay. | • Seeing what drives an engagement score by cutting…<br>• Summarizing open-ended survey responses with AI<br>• Running anonymous or de-identified surveys on… | • Engagement data analysis<br>• AI Summaries<br>• Build what you need by asking | **AI features**<br>“Starting today, Ask ChartHop, our conversational AI assistant, is available across… |
| **Firstup**<br>Activate your workforce with intelligent communication | • Reach frontline employees on mobile and signage<br>• Build personalized employee journeys<br>• Answer employee questions with AI search | • Real-time campaign tracking<br>• AI Insights<br>• AI Search | **AI features**<br>“Firstup AI Search scans across your Firstup program and connected systems to deliver… |
| **Genesys Cloud EX**<br>Genesys Cloud EX helps any organisation foster employee engagement… | • AI-powered workforce forecasting and scheduling<br>• Quality management with AI and automation<br>• Performance management and gamification with… | • AI-Powered Scheduling… | **AI features**<br>“Genesys Cloud EX helps any organisation foster employee engagement, performance and… |
| **Lattice Engagement** module<br>Understand sentiment to drive engagement and results | • Run pulse surveys<br>• Collect onboarding and exit feedback<br>• Track eNPS | • Mercer & Lattice 2025…<br>• Job Architecture and…<br>• Pulse surveys | **AI features**<br>“Use AI to surface key drivers, trends, and next steps from survey results in a… |
| **Leapsome Surveys** module<br>AI-powered surveys for deeper workforce insights | • Measuring employee engagement and company culture<br>• Running pulse, onboarding and project surveys<br>• Tracking trends such as eNPS over time | • ACTIONABLE ANALYTICS<br>• AI analysis<br>• AI Copilot | **AI features**<br>“Strategize with your AI Copilot” |

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# Employee Engagement & Culture



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **LumApps**<br>LumApps is where work comes together | • Publish and target internal communications<br>• Give employees AI-powered search and answers<br>• Automate forms and workflows without code | • Intranet insights<br>• AI Agent Hub<br>• AI content lifecycle | **AI features**<br>“LumApps AI is the AI Employee Hub where people and AI agents work together across… |
| **Medallia Employee Experience**<br>Unleash the power of your employees. | • Improving the candidate experience<br>• Improving the onboarding experience<br>• Capturing employee engagement feedback | • Predictive Analytics<br>• Sentiment Analysis<br>• Root Cause Identification | **AI features**<br>“Athena AI enables people to prioritize impactful work instead of repetitive tasks to… |
| **Microsoft Viva Glint** module<br>Improve employee engagement and performance across the employee… | • Run employee engagement surveys<br>• Summarize thousands of survey comments with AI<br>• Benchmark results against industry peers | • Trend and heat-map reports<br>• Industry benchmarks<br>• AI comment summaries | **AI features**<br>“Copilot Comments Summary in Viva Glint is an AI-powered feature that summarizes… |
| **Perceptyx**<br>The AI-Powered Employee Experience Platform That Drives Action And… | • Run employee engagement surveys to find what drives…<br>• Listen continuously to surface attrition…<br>• Give managers feedback that supports leadership… | • Employee Engagement Surveys | **AI features**<br>“Activate turns workforce insights and learning into sustained behavior change by… |
| **Quantum Workplace**<br>Light the way for your leaders. | • Run engagement and pulse surveys<br>• Set and cascade goals<br>• Run 1-on-1s and continuous feedback | • Pre-made people reports<br>• Performance Snapshot<br>• Summary Assistant | **AI features**<br>“Summary Assistant uses AI to quickly generate stakeholder-ready comment… |
| **Simpplr**<br>AI intranet for modern work | • Deliver personalized, multichannel communications<br>• Create a more connected workforce with communities and…<br>• Discover, govern, and act on enterprise knowledge | • AI Unified Search<br>• Content Auto-Governance<br>• Employee Directory & Org… | **AI features**<br>“Simpplr One™ includes AI-powered features such as an AI Assistant, personalization… |
| **Snappy Gifts**<br>All-in-One Corporate Gifting Platform | • Work anniversaries<br>• Employee appreciation<br>• New hire gifting | • Track & improve impact<br>• Automated Gift Campaigns<br>• Curated Gift Collections | **AI features**<br>“Send the perfect gift with AI. Just describe the person and occasion.” |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Employee Engagement & Culture



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Staffbase**<br>Finally, one platform to reach every employee. Wherever they work. | • Reach frontline and deskless employees<br>• Run a personalized company intranet<br>• Send targeted internal email campaigns | • AI learning-loop analytics<br>• Email read-rate tracking<br>• Background AI agents | **AI features**<br>“Describe a task in plain language, and Staffbase runs it in the background, flagging… |
| **Terryberry Employee Listening Software** module<br>Be Heard®: Employee Listening… | • Pulse surveys<br>• Onboarding check-ins<br>• 30/60/90-day follow-ups | • The Numbers Leadership Asks…<br>• Be Heard Pro<br>• AI-powered survey creation | **AI features**<br>“AI-powered survey creation” |
| **Unily**<br>The World's First AI-Native Employee Experience Platform | • Run an enterprise intranet<br>• Send multi-channel internal communications<br>• Let employees act across HR and IT systems from one… | • In-platform reporting<br>• AI sentiment reporting<br>• Indi experience orchestrator | **AI features**<br>“Build quality employee experiences in minutes, not months. Indi, Unily's AI-powered… |
| **Vantage Pulse** module<br>Employee Survey Software & Pulse Survey Tool | • Run multiple surveys without overlap or data loss<br>• Identify recurring issues within the same team or…<br>• Forecast risks and opportunities based on feedback… | • Survey Dashboard<br>• Employee Experience Insights<br>• Spot repeating concerns… | **AI features**<br>“Pulse uses AI in four places: sentiment on each comment, summaries of comments, a… |
| **Workday Peakon Employee Voice** module<br>Workday Peakon Employee Voice… | • Keep a pulse on how people feel<br>• Understand attrition risks<br>• Identify the causes of turnover | • AI-Powered Sentiment Analysis | **AI features**<br>“Use real-time data and AI recommendations to maximize engagement, satisfaction, and… |
| **Workleap Officevibe** | • Celebrate wins with Good Vibes recognition cards<br>• Exchange real-time feedback<br>• Hold consistent one-on-one conversations | • Pulse Survey Metrics<br>• AI Feedback Summaries<br>• AI-generated recommended… | **AI features**<br>“Act with an AI coach” |
| **Workvivo HQ**<br>One digital headquarters for every employee | • Run company communications and campaigns<br>• Replace a legacy intranet with a knowledge hub<br>• Answer employee questions with an AI assistant | • Intranet search analytics<br>• Employee sentiment overview<br>• AI writing assistance | **AI features**<br>“Elevate the employee experience and make communication effortless with Workvivo AI… |

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# Employee Engagement & Culture



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Digital Postcards** Flimp Communications<br>Get 70% engagement rates with… | • Open enrollment communications<br>• Employee onboarding communications<br>• Educating the whole workforce with video and linked… | • Flimp AI Agent<br>• Send Digital Postcards<br>• Tell employee stories | **Light AI · vendor-level only**<br>“Flimp AI Agent” |
| **Flimp HR & Employee Videos** module<br>HR explainer videos that… | • Streamlining training, policy updates and benefits…<br>• Communicating enrollment processes, plan options and…<br>• Delivering long-form training content with chaptered… | • Flimp AI Agent<br>• Chaptered presentations<br>• Enrollment teasers | **Light AI · vendor-level only**<br>“Flimp AI Agent” |
| **Guusto Employee Gift Cards** module<br>Employee gift cards for any… | • Sending or scheduling 1 to 1,000 employee gift cards…<br>• Recognizing remote and hybrid employees with a fully…<br>• Giving managers and teams budgets to recognize their… | • BULK EMPLOYEE APPRECIATION…<br>• Employee gift cards | **Light AI · vendor-level only**<br>“AI recognition scores and insights show managers how they and their teams are doing… |
| **Keka Employee Pulse Survey Software** module<br>Improve and evaluate your… | • Running ongoing pulse surveys on employee happiness…<br>• Finding out whether employees are happy, frustrated or…<br>• Understanding why employees choose to stay or leave | • Trend Analysis<br>• Sentiment Analysis<br>• Reports | **Light AI**<br>“Keka AI answers questions across payroll, attendance, hiring, and performance, cites… |
| **Qualtrics Employee Experience**<br>Close the gap between feedback and action | • Running engagement and pulse surveys to improve…<br>• 360 development feedback programs for senior leaders…<br>• Capturing employee feedback across the lifecycle, from… | • Employee Engagement & Pulse…<br>• Connected Experiences<br>• Lifecycle Intelligence | **Light AI**<br>“New personalized action recommendations helps managers decide where to take the next… |
| **Service Awards & Milestones**<br>WorkTango · module<br>Automatically celebrate Years of… | • Celebrate Years of Service Awards and employee…<br>• Recognize new hires on their first day or after one…<br>• Provide retirement recognition | • Centralized Milestone…<br>• Celebrate birthdays and…<br>• Microsoft Teams | **Light AI · vendor-level only**<br>“…introduces AI features to dramatically reduce survey analysis time” |
| **Tallect Culture & Engagement** module<br>Bring your organization together… | • Run pulse and engagement surveys<br>• Survey employees across the life cycle<br>• Segment survey results by team or location | • From survey to impact<br>• Segmented survey results<br>• Results feed HR data | **Light AI · vendor-level only**<br>“Unleash the true potential of total rewards with a powerful, AI-driven unified… |

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# Employee Engagement & Culture



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Turnkey Company Swag Store**<br>Awardco · module<br>Company swag they'll want to… | • Letting employees order branded apparel and…<br>• Print-on-demand swag with no inventory or waste…<br>• Ordering custom uniforms in the right size and style… | • Swag that keeps on giving<br>• Swag & Apparel Store | **Light AI · vendor-level only**<br>“Awardco Intelligence adds AI-powered capabilities” |
| **Vantage Circle**<br>Recognition, wellness, surveys, and perks in one platform. | • Peer-to-peer and manager-led recognition with a global…<br>• Gamified wellness challenges linked to rewards<br>• Continuous pulse surveys in place of annual feedback | • Sentiment Analysis<br>• eNPS-based Survey Results<br>• Recognition Feed | **Light AI**<br>“Vantage Circle agent in Microsoft 365 Copilot flags overlooked employees and drafts… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

SEGMENT 07 OF 7

# Analytics & Workforce Planning

People analytics, workforce and headcount planning

**28** solutions

from 23 vendors

4 AI-native · 17 with AI features · 7 light or none

- 365Talents
- Agentnoon
- ATOSS Software
- Beamery
- Beeline
- Breathe
- ChartHop
- ClearCompany
- Crunchr
- five9
- FOUNT Global
- Fuel50
- Gloat
- IBM
- Lattice
- Lightcast
- LinkedIn
- One Model
- PredictiveHR
- ThoughtSpot
- Verint
- Visier
- Workday

# Analytics & Workforce Planning



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **365Talents**<br>Skills that serve your ambition. | • Workforce planning and skills gap analysis<br>• Internal mobility and career paths for employees<br>• Project and mission staffing | • Workforce Intelligence…<br>• Dynamic Skills Framework<br>• Talent Marketplace Platform | **AI-native**<br>“Our AI Agents are created to save time on repetitive tasks, deliver data-driven… |
| **Ask ChartHop** module | • Asking questions about people and job data in plain…<br>• Building employee lists (Data Sheets) and charts with…<br>• Analyzing org structure, comparing scenarios and… | • Context-Aware Insights<br>• Compensation Trend Analysis<br>• Build what you need by asking | **AI-native**<br>“Starting today, Ask ChartHop, our conversational AI assistant, is available across… |
| **Gloat Agentic HR Platform**<br>Agentic HR. Pre-built. Enterprise-ready. Live on your HCM in weeks. | • Run reviews, onboarding and comp adjustments with HR…<br>• Plan succession and model workforce capacity<br>• Match people to roles, projects and learning | • Agent decision audit trail<br>• Risk and gap alerts<br>• Outcome tracking | **AI-native**<br>“Loomra™ is a purpose-built AI architecture for workforce decisions.” |
| **Workday AI** module<br>AI that truly knows your business. | • Automate work across HR, finance, and IT<br>• Manage agents across business functions<br>• Automate processes with AI built for HR | • UNIFIED GOVERNANCE<br>• Build in Plain Language<br>• Agent-Ready Tools | **AI-native**<br>“Experience a new way to work with Sana—powerful intelligence that automates work… |
| **API-First Solution** 365Talents · module<br>365Talents unveils API-First… | • Building personalized and dynamic skills and job…<br>• Adding smart matching and suggestions to an existing…<br>• Adding skills extraction, matching and job… | • Skills Extraction & Matching<br>• Dynamic Skills Frameworks<br>• Unify your talent data | **AI features**<br>“Today, we’re launching Prism, the AI Matching Agent that provides a conversational… |
| **ATOSS Workforce Management**<br>The Intelligent Workforce Operating System for Enterprise… | • Predicting workforce demand across locations and time…<br>• Creating demand-driven schedules automatically<br>• Capturing working time and attendance data in real… | • Time Account Overview<br>• Qualification & Skill… | **AI features**<br>“Accurately anticipate workforce demand with AI-driven forecasting. Avoid… |
| **Beeline AI** module<br>Powerful enough to transform hiring and ethical enough to protect it | • Creating requisitions faster and automating interview…<br>• Enriching job descriptions and prioritizing…<br>• Evaluating suppliers with AI-powered scorecards | • Resume Visualizer<br>• Supplier Performance…<br>• Augmented Talent Sourcing | **AI features**<br>“Beeline AI follows a “human-in-the-loop” approach — providing recommendations… |

Source: commercial.ai/landscape/talent-workforce, compiled from vendors' public websites, retrieved 2 Nov 2026. Corrections welcome.

# Analytics & Workforce Planning



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **ChartHop**<br>Your org changed this morning. Your spreadsheet didn't. | • Planning headcount with HR and Finance working from…<br>• Running compensation cycles with budgets, bands and…<br>• Answering board-level questions about the organization… | • Agentic AI<br>• Bring ChartHop into Slack… | **AI features**<br>“AI Pro is the agentic add-on. Describe a job in chat and it builds an agent that… |
| **ClearCompany People Analytics**<br>module<br>Understand what’s happening… | • Monitor workforce trends through interactive Liveboards<br>• Ask AI natural-language questions about workforce data<br>• Surface the factors behind changes such as turnover… | • Interactive Analytics…<br>• Real-time data<br>• Answer builder | **AI features**<br>“Ask our AI natural-language questions about your workforce and get clear, contextual… |
| **Crunchr**<br>See the signals. Shape what’s next. | • Comparing hiring channels by how fast hires become…<br>• Understanding voluntary turnover and the segments that…<br>• Connecting engagement scores to performance, turnover… | • Predictive Analytics<br>• Natural Language Queries | **AI features**<br>“Crunchr AI appears where people already work with workforce data. Story Insights… |
| **Dayforce Strategic Workforce Planning (formerly Agentnoon)**<br>module | • Test workforce scenarios, such as a hiring pause or…<br>• Design and adjust org structures as business needs…<br>• Forecast skills and costs for workforce plans | • Headcount and Cost…<br>• Real-time Impact Analysis<br>• Strategic insights | **AI features**<br>“Bring workforce data, what-if scenarios, and AI-powered insights into one place. Ask… |
| **Headcount Planning** ChartHop · module<br>Make plans with real-time data… | • Modeling org changes, such as opening roles or…<br>• Seeing what a hire, requisition or reorg costs before…<br>• Putting Finance, HR and leadership on the same plan… | • Real-time Budget Impact<br>• Visual Scenario Modeling<br>• Customizable Dashboards | **AI features**<br>“Starting today, Ask ChartHop, our conversational AI assistant, is available across… |
| **IBM SPSS Modeler** adjacent<br>Drive ROI and accelerate time to value with an intuitive… | • Demand forecasting and price optimization<br>• Anomaly detection, classification and clustering for…<br>• Clinical prediction and optimization | • Graphics engine<br>• Visual analysis streams<br>• Text Analytics & NLP | **AI features**<br>“IBM SPSS Modeler is a leading visual data science and machine learning (ML) solution… |
| **Job Architectures** Beamery · module | • Standardizing skills data and skills taxonomies across…<br>• Building a skills blueprint that consolidates role…<br>• Improving hiring, upskilling and internal mobility… | • Market Insights Integration | **AI features**<br>“…new job architecture capabilities, powered by an intelligent skills inference” |

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# Analytics & Workforce Planning



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Lattice Analytics** module<br>Turn people data into people decisions | • Combine performance, engagement and talent data in one…<br>• Inform and measure DEIB decisions<br>• Monitor adoption of people programs | • People Analytics<br>• DEIB Analytics<br>• Adoption Dashboards | **AI features**<br>“How does Lattice's AI enhance survey analytics?” |
| **One Model**<br>AI that Turns Workforce Data into Decisions | • Unify HR data into one governed model<br>• Build executive workforce reports and Storyboards<br>• Ask workforce questions in plain language | • Storyboards and reports<br>• Unified HR data model<br>• One AI Assistant | **AI features**<br>“One AI offers intuitive yet powerful predictive analytics capabilities to help you… |
| **PredictiveHR Analytics Platform**<br>Data-Driven Insights +… | • Predicting future attrition rates<br>• Forecasting retention spikes<br>• Predicting talent acquisition trends and hiring spikes | • DISCOVER ACTIONABLE INSIGHTS<br>• Predict talent acquisition…<br>• Glean where high-performing… | **AI features**<br>“Integrity AI” |
| **Talent Analyst** Lightcast<br>Complete Intelligence for Critical Talent Decisions | • Benchmark compensation by region and skills<br>• Analyze competitor hiring demand<br>• Plan recruiting locations and markets | • Competitor demand trends<br>• Skill insights<br>• Compensation benchmarks | **AI features**<br>“Meet *ASK, your new conversational AI assistant for workforce intelligence.” |
| **ThoughtSpot** adjacent<br>Unified platform to power trusted insights across analytics… | • Find and share insights with AI analytics<br>• Embed AI and analytics into external applications<br>• Natural-language search and data exploration | • Mobile Analytics<br>• Explore Performance<br>• Find What Needs Attention | **AI features**<br>“Spotter: AI Analyst” |
| **Verint Workforce Management (WFM)**<br>AI-Powered Workforce Management… | • Analyzing historical volumes and handle times for…<br>• Long-term capacity planning and staffing needs<br>• Automatically building employee schedules based on… | • Real-time Performance…<br>• AI-powered Workforce…<br>• Workforce Intelligence | **AI features**<br>“Verint Workforce Intelligence is an AI layer that sits on top of your existing WFM… |
| **Visier People** | • Analyze and solve urgent people-related challenges<br>• Create a time-based view of the employee lifecycle<br>• Deliver insights on headcount, starts/exits, mobility… | • Turnover & Retention Insights<br>• AI-Augmented Insight Boards…<br>• Generative AI Assistant (Vee) | **AI features**<br>“Visier Ships “Vee,” an Industry First Generative AI Digital Assistant for People… |

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# Analytics & Workforce Planning



| Product | Use cases | Features | AI rating |
|---|---|---|---|
| **Breathe Reporting & Analytics** module<br>Use our HR Analytics Software to… | • Running reports on sickness, finance and time logs.<br>• Spotting HR trends and tracking key metrics before…<br>• Identifying employees at risk of burnout who have not… | • HR Analytics & Metrics<br>• Stay on top of burnout<br>• Import HR data, fast | **Light AI · vendor-level only**<br>“Smart scheduling – save time with digital rotas and AI-driven autoscheduling” |
| **Embedded Workforce Insights**<br>Beamery · module | • Informing recruitment, workforce planning and talent…<br>• Assessing the availability and cost of skilled talent…<br>• Seeing emerging and declining skills and how hard they… | • Market & Talent Intelligence | **Light AI**<br>“Ray is your embedded, agentic AI consultant: built to help you understand and shape… |
| **Five9 Workforce Engagement** module<br>Empower your agents to deliver… | • Optimizing agent performance and productivity in…<br>• Improving employee experience and engagement for…<br>• Streamlining contact center operations through… | • Real-time Performance…<br>• Interaction Analytics<br>• Performance Management | **Light AI**<br>“Turn every interaction into action. Five9 Optimize uses GenAI to score and coach on… |
| **FOUNT Global SaaS Platform**<br>A workflow intelligence platform that runs inside the LLM you… | • Choosing which employee workflows to measure for a…<br>• Collecting short, workflow-specific feedback from the…<br>• Scoring and comparing workflows to prioritise where to… | • Critical Friction Point…<br>• X-ray of employee workflows<br>• Identify workflows requiring… | **Light AI**<br>“Fount runs through the LLM your team already uses via MCP.” |
| **Fuel50 Insights** module<br>Transform Talent Data into Strategic Clarity | • Spotting shifting skills, talent gaps and workforce…<br>• Prioritizing investment across reskilling…<br>• Connecting investments in gigs, development, coaching… | • Connect Talent Metrics to…<br>• Spot Risk Earlier<br>• Become Risks | **Light AI**<br>“…responsible AI in HR anchored in governed skills data” |
| **LinkedIn Talent Insights**<br>Talent Insights gives you clear, up-to-date visibility into your… | • Find and deploy talent faster with benchmarks<br>• Address current and future skill gaps<br>• Plan headcount and retention | • Workforce snapshots<br>• Skills trends benchmarking<br>• Supply-and-demand insights | **Light AI**<br>“LinkedIn then applies the latest machine learning and artificial intelligence… |
| **Verint Desktop and Process Analytics** module<br>Transform desktop activity into… | • Monitor employee desktop activity in real-time<br>• Identify bottlenecks, deviations, and handle times<br>• Create a virtual walkaround capability for onsite and… | • Accurate Task & Process…<br>• Desktop and Process Analytics<br>• Increase quality and… | **Light AI · vendor-level only**<br>“Unlock AI-powered CX insights with Verint Analytics” |

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# How this landscape was built

1

## Source

Every row comes from the HR catalogue on commercial.ai, retrieved 2 Nov 2026; 34 well-known products missing from it were researched and added on 5 Nov 2026. Product names link to the full profile. The 7 segments are the HR subcategories used on commercial.ai.

2

## Scope

The HR products on commercial.ai that are not in the Total Rewards landscape, including modules of larger suites (marked). HRIS & core HR, compensation & benefits, wellness, global mobility and most recognition products are in that landscape, also on commercial.ai.

3

## AI rating

Rated against the vendor's own site, quoted lines re-read on 2 Nov 2026 (one site blocked the re-read; the products added on 4 and 5 Nov 2026 were read on the day they were added). Where we found AI, the rating quotes the line it is based on. Light AI marked vendor-level only means the line is about the vendor, not this product. It reflects what vendors publish, not a product test.

4

## Tables

Rows run from AI-native to no AI claims found, then by name, with the first three use cases and features. Every feature is backed by a line on the vendor's own site. Modules, services and adjacent tools are marked. 1 product whose page could not be read is left out.

*Logos come from commercial.ai or, where it had none, from the vendor's own site icon; vendors without a public logo get a neutral mark. All are trademarks of their respective owners.*

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