Best AI HR Software 2026

Idea In Short

Choose artificial intelligence [AI] human resources [HR] software by the HR task it takes on, not by the AI label every vendor now uses. Name the one task that consumes the most hours this quarter, such as payroll reconciliation or policy questions, and read each vendor's AI page for that task alone. Payroll teams should look at variance checks before the run, managers at review drafts and survey summaries, and shift-based employers at demand forecasting. Treat point tools such as Leena AI and Eightfold AI as companions to a human resources information system [HRIS], not replacements. Ask every vendor five written questions on data retention, model training, permissions, approvals and admin controls before security signs off.

Every human resources [HR] vendor's homepage now carries the words artificial intelligence [AI] and agents, which has turned "AI HR software" into a label that filters out nothing. Taken at face value, the label puts a résumé screener and a full human capital management [HCM] suite side by side as if they did the same job. They don't, and the gap shows on a Thursday afternoon when a payroll admin needs a variance explained before the run closes and the screener has nothing to say about it.

Sorting by HR task is more useful. An assistant that answers payslip questions saves a payroll admin an hour. An agent that drafts twelve review summaries saves a manager most of a day, and the two have little to do with each other. Each entry below names the vendor's AI and the HR tasks it handles inside the platform, then gives the price and the limit the vendor's own pages set. Ten of the twelve are HR platforms with the AI built in. Two, Leena AI and Eightfold AI, are point tools that pair with a human resources information system [HRIS] rather than replace one, and their entries say so.1

How AI is used in HR today

AI in HR shows up as six kinds of work, and most platforms lead with one or two of them.

Knowing which kind a vendor means by "AI" tells you more than the brand name does.

Answering employee and manager questions

The most common use is a natural-language assistant inside the HR system that answers "how many paid time off [PTO] days do I have left" or "why did this deduction change" from the live record, within the asker's permissions. Bob Companion and Ask BambooHR sit in this group, as do the Paylocity and Dayforce assistants. The payoff is deflection: a question that used to become an HR ticket gets answered at 9 pm from a phone.

Drafting text

Job descriptions and emails are the common cases. Review drafts and goal statements need performance history behind them to be worth reading, and Deel adds policy documents and training courses. The draft is a starting point a manager edits, which is how HiBob and Lattice both describe it.

Summarizing reviews and survey comments

Reading 400 free-text survey comments or a dozen peer reviews is slow work, and nobody misses it. Bob pulls the themes out of a 360 review and reads engagement surveys for sentiment. BambooHR groups employee net promoter score [eNPS] free responses into themes, and Lattice drafts a review from the feedback it already holds.

Checking payroll before it runs

For the payroll vendors here, AI means exception checks: flag the line that changed, explain why in plain language, let the admin fix it before submission. ADP Assist and Paylocity's Ignite AI agents both describe this step, and HiBob's US payroll has a Pay Admin AI preview for the same reconciliation work.

Recommending pay, successors and schedules

Recommendation engines sit on structured data. A pay suggestion draws on performance history and budget; a shift forecast draws on demand. Bob's Compensation Agent and UKG Bryte AI are examples at opposite ends of HR, pay decisions on one side and workforce scheduling on the other, and HiBob's performance module adds a successor suggested by

skill match, with the manager deciding.

Running workflow steps as agents

Agents are the newest layer. One takes a trigger (a start date, an approved request, a schedule) and completes a multistep task. Rippling's AI automations run on triggers such as schedules or employee-data changes, Deel's Time Off Fairy handles PTO requests, and Bob Companion orchestrates named agents across the platform. The approval question around these agents is where governance starts.

The 12 best AI HR software platforms in 2026

1. HiBob

Bob, HiBob's platform, keeps its AI inside the same system as the employee record. Core HR, time off and payroll run on that record, and hiring, performance, compensation planning, engagement surveys and the recognition and feedback tools read it too, so a company that buys Bob consolidates several single-purpose products into one platform. HiBob positions it for companies from 50 employees upward and counts 5,500-plus customers, mid-sized and enterprise organizations in more than 170 countries.

The AI is called Bob AI. Bob Companion, included in Bob Core, is the natural-language front door for employees, managers and HR, with named agents behind it. HiBob states that a person must approve any action Bob AI takes on company data. HR configures review templates, approval flows and time-off policies by location or employee group; approved absence flows into the US and UK payroll runs without re-entry, and a compensation approval travels a path set by role level and budget impact, and by location, with budget use and pay equity reported by role, gender and site.

HiBob sells by quote, priced per employee, and Bob Core is the entry point with modules layered on as a company wants them. Bob's G2 score on October 26, 2026 read 4.5/5, with 2,711 reviews behind the number. A single record holds staff in every country, pay data in each currency, language set per user, though native payroll stops at the US and the UK: anywhere else, the pay run belongs to a local provider linked through Payroll Hub (ADP and Xero, for example) or to an employer of record [EOR] partner (Oyster and Multiplier among those listed).

AI features:

- **Bob Companion:** Answers HR policy, payroll and benefits questions in natural language and drafts emails and job descriptions; included in Bob Core
- **Named agents:** Payroll Agent explains payslips, Time Off Agent checks availability and policy, Compensation Agent supports pay decisions
- **Review and survey summaries:** Strengths and growth areas from 360 reviews, sentiment across survey comments, and drafted goals and development plans for managers to edit
- **HiBob MCP:** Governed people data inside ChatGPT, Claude, Copilot and Slack, for answers and HR actions where people already work

2. Workday HCM

Workday Human Capital Management is the enterprise suite, where the HR record sits with payroll and talent in one system and the AI agents, in Workday's words, are grounded in the customer's HR data. Eleven years as a Leader in Gartner's cloud HCM suites Magic Quadrant (the 1,000-plus employee enterprise segment) and a pitch that names midsize businesses alongside the Fortune 500 tell you where the center of gravity sits.

The AI is now called Sana. Workday describes Sana as built on Workday data and connected to the company's other business apps, so teams can build and run agents across functions, with "Agentic HR" as the label for the HR side. The Self-Service Agent is the one Workday prices out in public: instant information retrieval costs 1 credit per action and autonomous task completion costs 5.

Pricing is by quote; the product page's only call to action is a demo. G2's October 26, 2026 figure for Workday HCM: 4.2/5, from 2,466 reviews. Workday meters agent usage through Flex Credits, bought in bulk against a rate card, with an annual complimentary allowance sized to company headcount, so the AI bill moves with usage and a heavy year of agent actions costs more than a quiet one.

AI features:

- **Sana:** Agents grounded in Workday data and connected to other business apps, run and managed from one place
- **Self-Service Agent:** Information retrieval at 1 Flex Credit per action; autonomous

task completion at 5

- **Agentic HR:** Workday's label for AI that automates HR processes and supports managers
- **Flex Credits:** Bulk-purchased credits applied to any eligible agent, with annual complimentary credits by company size

3. Rippling

Rippling describes a workforce platform in which HR, information technology [IT] and spend all run from one employee record, and payroll, benefits, device management and expenses each arrive as a product you add. The pitch is the single console, and the quote form takes companies from 1 to 1,001-plus employees.

Rippling AI runs on the live business data and the permissions already set in the platform, so an employee asking it a question sees only what their role allows. Beyond answering questions, it has two work layers. AI skills take one employee's AI workflow and share it with others by role, location or any other attribute. AI automations run repeatable work from triggers such as a schedule, a change to employee data or a webhook. Rippling states that the AI stops for approval before any action it takes.

Rippling quotes each customer, charging per employee each month with a base fee on certain products; a startup program covers the first six months for eligible US venture-backed startups. Rippling's G2 rating, 4.7/5, draws on 14,735 reviews, the count as of October 26, 2026. Rippling prices every product on its own, and its AI page doesn't say whether Rippling AI carries its own charge, so the quote is where that answer lives.

AI features:

- **Ask Rippling AI:** Questions across company data, answered within the asker's existing permissions
- **AI skills:** Package one person's AI workflow and share it by role, location or attribute
- **AI automations:** Repeatable tasks run from schedules, employee-data changes, events or webhooks
- **Approval before action:** The AI gets a sign-off before it changes anything

4. Deel

Deel HR is what Deel calls the HRIS it runs inside its global employment platform. On Core, the record carries worker profiles, an org chart, time-off tracking, the job architecture and workflow and approval tooling, with anonymous reporting and people analytics alongside. Employees, contractors and EOR workers sit in the same system across 150-plus countries, and Deel wires local contracts and each country's time-off rules into the workflows.

Deel frames its AI as clearing the busywork while a person decides: draft a job description, a policy or a training course in minutes, and pull answers from your own data. Deel AI Workforce, launched in August 2025, is where admins create and manage AI agents and workflows inside Deel; its named agents include Goodbye Genie for offboarding and Time Off Fairy for PTO requests.

The Core tier costs $5 a month for each employee and Advanced $19; the Elite price isn't on Deel's HR page. Deel HR scores 4.7/5 on G2, where 1,877 reviews sat on file as of October 26, 2026. Reviews, goals, learning and surveys arrive with Advanced, workforce planning and compensation with Elite, and an EOR employee is a separate $599 a month, so the $5 entry price buys records and workflows with the talent and planning features priced above it.

AI features:

- **Drafting:** Job descriptions, policies and training courses generated from a prompt
- **Answers from your data:** Questions answered from the company's own Deel records
- **Deel AI Workforce:** The agent hub, live since August 2025, where admins build and run their own agents
- **Goodbye Genie and Time Off Fairy:** Named agents for offboarding and PTO requests

5. Bamboo HR

BambooHR is an HRIS used by 30,000-plus companies, with payroll and benefits administration sold as add-ons. Its AI sits inside the plans at three depths, so what "AI" means depends on which tier you buy.

The assistant is called Ask BambooHR. On Core it answers everyday HR data questions, PTO balances and holidays, from company data. On Pro it reads policies, handbooks and

benefits documents. On Elite it adds Benchmark Questions & Analysis, which forecasts scenarios across the HR data for strategic questions. All plans include AI-Powered Insights, which sorts eNPS free-text responses into themes.

BambooHR publishes its prices, each per employee per month: Core $10, Pro $17, Elite $25, and a company at or under 25 employees pays a flat monthly fee starting at $250 instead. Headcount changes move the volume discount, and a registered nonprofit takes a further 15% off. BambooHR's 8,303 G2 reviews averaged 4.4/5 as of October 26, 2026. The payroll and benefits-administration add-ons cost extra and cover US employees only; 360 review cycles begin at Pro and compensation planning at Elite; the applicant tracking system [ATS] cap on open jobs is 5, 25 or 50 depending on tier.

AI features:

- **Ask BambooHR on Core:** The entry-level assistant for day-to-day questions about time off and company data
- **Ask BambooHR on Pro:** Deeper answers about policies, handbooks and benefits
- **Benchmark Questions & Analysis on Elite:** Scenario forecasting and strategic analysis across HR data
- **AI-Powered Insights:** eNPS free responses grouped into common themes, on every plan

6. Paylocity

Paylocity sells HR, payroll, finance and IT tooling as one suite, with payroll tax filing at the center and global payroll support for 100-plus countries. The HR suite has core features plus optional add-ons: Recruiting, Employee Voice, Learning and a marketplace.

The AI brand is Ignite AI, which Paylocity describes as woven across everyday processes to automate the tasks that slow people down. Purpose-built agents sit in four groups (Recruiting & Onboarding, Payroll & Time, Expense & Spend and Everyday Questions), and an agent library lets admins browse and switch on more, so the AI footprint grows at the pace the HR team chooses. The example Paylocity leads with is payroll: understand variances in plain language before submission. For employees, the Paylocity AI Assistant adds contextual, personalized prompts inside self-service.

Pricing is by quote through a demo request, and the demo form takes companies from 1-30

employees up to 5,000-plus. As of October 26, 2026, G2 put Paylocity at 4.4/5 across 6,320 reviews. Modules beyond the core are add-ons with no published price, and Paylocity's pages don't state whether Ignite AI comes with the suite or on top of it.

AI features:

- **Ignite AI agents:** Purpose-built agents you delegate tasks to while staying in control, grouped by function
- **Payroll variance explanations:** Plain-language reasons for variances before the run is submitted
- **Agent library:** Browse and turn on additional automations
- **Paylocity AI Assistant:** Contextual, personalized prompts and responses for employee self-service

7. Dayforce

Dayforce is an HCM suite spanning HR, pay, time, talent and analytics; its payroll engine recalculates in real time, which Dayforce calls continuous calculation, and compliance support reaches more than 200 countries and territories. Dayforce says the real-time calculation means fewer manual processes and less rework for the payroll team, and payroll is the part of the suite it talks about most.

The AI has two parts: Dayforce AI Assistant, which used to be called Dayforce Co-Pilot, and Dayforce AI Agents. The Assistant takes natural-language questions and answers them out of the content the organization has placed on Hub; Dayforce pairs it with the Agents for tasks such as generating a job description in a few clicks or booking time off and checking a leave balance. The Agents, in Dayforce's description, work in all five modules, pay and time included.

Pricing is by quote. Dayforce's G2 entry read 4.2/5 on 962 reviews when counted on October 26, 2026. Dayforce's pages don't state whether the Assistant and Agents are included in the suite price or sold on top of it, and the Dayforce Exchange listing still carries the older Co-Pilot name, so confirm what your contract calls the feature and what it costs.

AI features:

- **Dayforce AI Assistant:** Plain-language questions, answered from what the company

has published to its Hub
- **Job description generation:** Drafts a posting in a few clicks
- **Time-off actions:** Books leave and checks balances through the Assistant and Agents
- **Dayforce AI Agents:** Task automation that spans the suite's five modules

8. UKG Pro

UKG Pro is the HCM suite from UKG, combining HR, payroll, talent management and workforce management (scheduling and time) in one system, with payroll across 160-plus countries. The workforce-management heritage shows in where the AI points: shifts and time clocks as much as HR records.

UKG Bryte AI powers UKG Pro. UKG's general description, streamlining work and surfacing insights toward business goals, could belong to any vendor here; the specific claims are the ones that count. UKG describes Bryte AI as agentic AI that forecasts demand, optimizes schedules and automates time, schedules and pay, and Bryte AI Agents live inside the UKG Pro suite. For an employer whose headcount clocks in and out, that is the AI that matters; for a salaried software company, less of it applies.

Pricing is by quote. UKG Pro's G2 figure as of October 26, 2026 was 4.3/5, across 2,256 reviews. UKG's pages don't state whether Bryte AI is priced into UKG Pro or billed on top, and whether the 160-country payroll is native or partner-run isn't stated either, so both belong on the question list for the sales call.

AI features:

- **UKG Bryte AI:** The AI layer across UKG Pro: work automation, employee experience and insights
- **Demand forecasting:** Predicts staffing demand to drive schedules
- **Schedule optimization:** Builds and adjusts shift schedules against the forecast
- **Bryte AI Agents:** Automate time, schedules and pay inside the UKG Pro suite

9. ADP Workforce Now

ADP Workforce Now bundles payroll with HR for enterprise-scale employers, expert support and analytics included. The compare page lists Plus and Premium packages, and

compensation benchmarking is included.

ADP Assist is the AI. In Workforce Now it surfaces unusual changes in payroll and explains what changed, then helps resolve the issue before it grows, and ADP applies the same assistant to implementation so a new customer goes live with AI-assisted setup. Across ADP's product line the agent brand is ADP Assist Agents, and the same assistant appears in RUN, ADP's small-business product, where its job is to catch payroll errors ahead of the run and field payroll questions. The payroll heritage shows: the AI examples ADP leads with are about a pay run that would have gone wrong, which is the problem ADP's pages lead with.

Pricing is by quote. ADP Workforce Now's G2 average on October 26, 2026 was 4.2/5, with 4,477 reviews behind it. Automated time tracking through Time and Attendance sits in the Premium package only, so a Plus customer who needs clocking buys up.

AI features:

- **ADP Assist:** Surfaces unusual payroll changes and explains what moved
- **Guided recommendations:** Points to the fix before a payroll issue grows
- **AI-assisted implementation:** Setup help for new customers going live
- **ADP Assist Agents:** ADP's agent brand across its HR products

10. Lattice

Lattice is a people platform sold as separate products: Performance at $10 per seat per month, Goals & OKRs at $8, Engagement at $4, with Compensation (+$6) and Grow (+$4) as add-ons. Manager Tools (1:1s, Feedback and Updates) come with any of the three, Performance and Goals & OKRs can be bought on their own, and Lattice connects to single sign-on [SSO] providers, Slack, Teams, Jira and major HRIS products.

The AI starts with reviews: every review cycle can open with an AI-powered draft grounded in the Lattice data about that person, which the manager edits, the same shape HiBob uses for its review summaries. Lattice also describes an AI agent for HR that acts on your data, fields your team's questions and coaches managers while they work, and the Engagement product carries AI Analysis & Trends for survey results.

The minimum annual agreement is $4,000, billed once a year in US dollars only. Lattice's G2 rating as of October 26, 2026: 4.6/5 from 4,161 reviews. Compensation and Grow, the

career-growth product, cost extra beyond Performance, and the $4,000 floor applies whatever the seat count.

AI features:

- **AI-drafted reviews:** Each review opens with a draft grounded in the person's Lattice data
- **AI agent for HR:** Lattice's agent, which it sets apart from a chatbot by acting on data and coaching managers mid-task
- **AI Analysis & Trends:** Theme and trend analysis across Engagement survey results

11. Leena AI

Leena AI is an agentic AI platform with pre-built "AI Colleagues" for HR, IT and finance back-office work, aimed at enterprises: 20 million-plus employees across 500-plus organizations, with a go-live promise of 45 days. It pairs with an HRIS rather than replacing one, connecting through pre-built integrations to Workday, SAP, ServiceNow, Salesforce and Oracle.

Harrison is the Universal HR Assistant: an always-on HR helpdesk that answers onboarding, leave, payroll and policy questions and produces letters, pulling from every HR system in the stack. It is voice-enabled, runs 24x7x365 and speaks 100-plus languages, which matters for a distributed workforce with no HR desk in each time zone. The same AI Colleagues cover IT and finance requests, so HR shares the deployment with two other departments.

Leena lists no price; the homepage asks you to book a demo. G2 lists the product as Leena AI Autonomous Agent; as of October 26, 2026 its rating was 4.6/5 on 151 reviews. The platform runs on top of existing HR systems and Leena positions it for large organizations, so it needs the Workday, SAP or other record it connects to already in place.

AI features:

- **Harrison:** Universal HR Assistant for onboarding, leave, payroll questions, letters and policies
- **AI Colleagues:** The pre-built agents Leena sells for back-office requests, with a 45-day go-live claim attached
- **Voice and languages:** Voice-enabled, available 24x7x365, fluent in 100-plus

languages
- **Connectors:** Pre-built links into the enterprise systems Leena lists, Workday and SAP among them, so no custom code sits between the assistant and the record

12. Eightfold AI

Eightfold AI calls itself the system of intelligence for workforce decisions: talent agents that do the work across talent acquisition and talent management, built on a layer it calls TalentForge, where skills, roles and talent connect. Like Leena AI, it pairs with an HRIS and doesn't replace one; the pages describe hiring and internal talent, with no mention of core HR records or payroll, and they read for a talent leader at a large employer with recruiters as the day-to-day users.

The most concrete agent is the Eightfold AI Interviewer, which interviews the candidates a recruiter invites and summarizes each conversation so the recruiter arrives with context. The other talent agents span talent acquisition and talent management, the two areas Eightfold's pages describe, which is where a skills layer like TalentForge pays off for a large employer with thousands of open roles.

Pricing is by quote. As of October 26, 2026, Eightfold AI's G2 entry showed 4.2/5 on 228 reviews. The scope stays with talent acquisition and talent management, so the employee record, time off and pay live in whichever HRIS Eightfold is connected to.

AI features:

- **Talent agents:** Eightfold's agents for hiring and internal talent decisions
- **Eightfold AI Interviewer:** Interviews invited candidates and summarizes each one for the recruiter
- **TalentForge:** The layer where skills, roles and talent connect for the agents to build on

AI governance in HR software

Recruiting AI gets most of the headlines, which is why so many products sold as AI HR tools are hiring tools. Recruiting is one stage of the employee lifecycle, and a hiring agent has nothing to say about a payslip query or a review cycle. AI for HR covers the whole span after

the hire, and most of that work happens on a record a hiring tool never holds.

The consequence for a buyer: a recruiting point tool such as Eightfold AI slots in beside an HRIS, while the AI inside Bob or Rippling starts from the record and reaches hiring as one module among several. If the bottleneck is 4,000 applications a month, buy the recruiting tool. If it's everything after the hire, start with the platform. In New York City, employers and employment agencies may not use an automated employment decision tool unless it was audited for bias within the year before use.2

Once an AI assistant can read the employee record, five questions decide whether security signs off:

- Where prompts and outputs go after the session ends
- Whether customer data trains the vendor's models
- Whether the AI respects the permissions already set on the record
- Whether the AI can change data without a person approving
- Whether an admin can switch the AI off

HiBob publishes an answer to each on its Bob AI page: zero data retention, no training of models on customer data, AI access that follows existing permissions, and a human in the loop to approve any action that affects company data. HiBob also states that Bob AI doesn't make decisions on the organization's behalf, and account admins can enable or disable AI features at any time from the AI Settings page. The certifications HiBob holds include System and Organization Controls [SOC] 2 Type II and International Organization for Standardization [ISO] 27001.3 Bob itself is aligned with the General Data Protection Regulation [GDPR], with customer data hosted in the European Union [EU].

Ask every other vendor on your shortlist the same five questions and get the answers in writing. If a vendor's public pages are silent, treat the silence as an item for the sales call.

How to choose AI HR software

Start with the bottleneck

Name the one HR task that eats the most hours this quarter: payroll reconciliation, or the ticket queue of policy questions. Then read each vendor's AI page for that task alone. A platform whose AI shines at scheduling does little for a 300-person software company with

no shift workers, however good the demo.

AI that finishes work vs AI that drafts it

Drafting a job description is a convenience. An agent that books the leave, updates the record and notifies payroll with one approval removes a task from someone's day. Sales pages call both "AI", and they deserve different prices.

Fit with your HRIS and payroll

An AI HRIS that reads the live record answers with the right PTO balance and the right pay rate. AI pointed at an export answers with last month's. Check whether the assistant sits inside the HRIS, as Bob Companion or Ask BambooHR do, or connects to it, as Leena AI's Harrison does, and check what the payroll side can see.

Security and privacy questions

Past the five governance questions, ask for the AI's data-processing terms, the list of subprocessors that see prompts, and whether outputs are logged for audit. The AI addendum is a newer document than the SOC 2 report, so ask for it by name.

Where human judgment stays in AI HR

HiBob spells the limit out in a product FAQ: Bob AI summarizes reviews and drafts feedback and goals, and managers and HR remain responsible for performance and development decisions. Rippling's version is that the AI gets your approval before it acts. Treat that as the floor for any vendor: summaries and drafts from the machine, decisions and sign-offs from a named person, with a trail to prove it.4 The assistant takes the ticket queue; the sensitive conversation and the final call stay with people.

- 1Human resource management system
- 2Automated employment decision tools (AEDT) - DCWP
- 3ISO/IEC 27001 information security management systems
- 4AI risk management framework | NIST

Summary

Read a 2026 artificial intelligence [AI] human resources [HR] software shortlist task by task. Payroll admins want variance checks before the run, which ADP Assist, Ignite AI and Bob's Pay Admin preview all describe. Managers want review drafts and survey summaries, which Bob and Lattice deliver at different depths. Employers with shift-based workforces want the forecasting in UKG Bryte AI, and global employers with employer of record [EOR] headcount want Deel's agents on the same screen as the contracts. Bob's named agents reach payroll, time off, hiring, performance, surveys and compensation from one Companion, with HiBob's written commitments on data retention and human approval published where a security team can check them. Bob Companion is included in Bob Core, and pricing is quote-based from 50 employees up.