











10 AI Tools for Predictive Analytics in HR

Tools		Why choose it	What to use it for
01	Visier 	Industry leader in people analytics with proven ML models for attrition, promotion, and workforce planning.	Predict resignation risk, forecast headcount and costs, model succession planning.
02	Eightfold AI 	Deep-learning talent intelligence platform that forecasts talent needs and career paths.	Predict flight risk, identify internal mobility opportunities, forecast skill gaps.
03	Workday People Analytics / Attrition Insights 	Augmented analytics with dedicated attrition app surfacing real-time predictive risk factors.	Identify key drivers of turnover, predict attrition risk, inform retention strategies.
04	SAP SuccessFactors People Analytics 	Native SAP HCM analytics with predictive workforce planning and attrition modeling.	Forecast workforce demand/supply, predict retention issues, model career paths.
05	Oracle Fusion HCM Analytics 	ML-powered workforce insights with prebuilt predictive models for attrition and retention.	Predict employee turnover, analyze retention drivers, optimize workforce planning.
06	Dayforce People Analytics 	AI-driven analytics combining payroll, workforce management, and HCM data for predictive insight.	Predict workforce needs, flag retention risks, optimize scheduling and staffing.
07	ADP DataCloud 	Leverages large aggregated workforce dataset for accurate predictive modeling.	Predict turnover probability, benchmark against industry trends, model retention scenarios.
08	UKG Pro People Analytics 	Combines HCM and WFM data with AI-enriched predictive insights.	Forecast labor needs, identify flight-risk employees, optimize staffing strategies.
09	isolved Predictive People Analytics 	Uses benchmarks and modeling to predict attrition and plan succession.	Identify high-risk employees, close skill gaps, plan leadership pipelines.
10	Employment Hero 	AI-driven HR platform for SMEs/startups with staffing predictions.	Forecast hiring needs, plan workforce growth, anticipate turnover patterns.