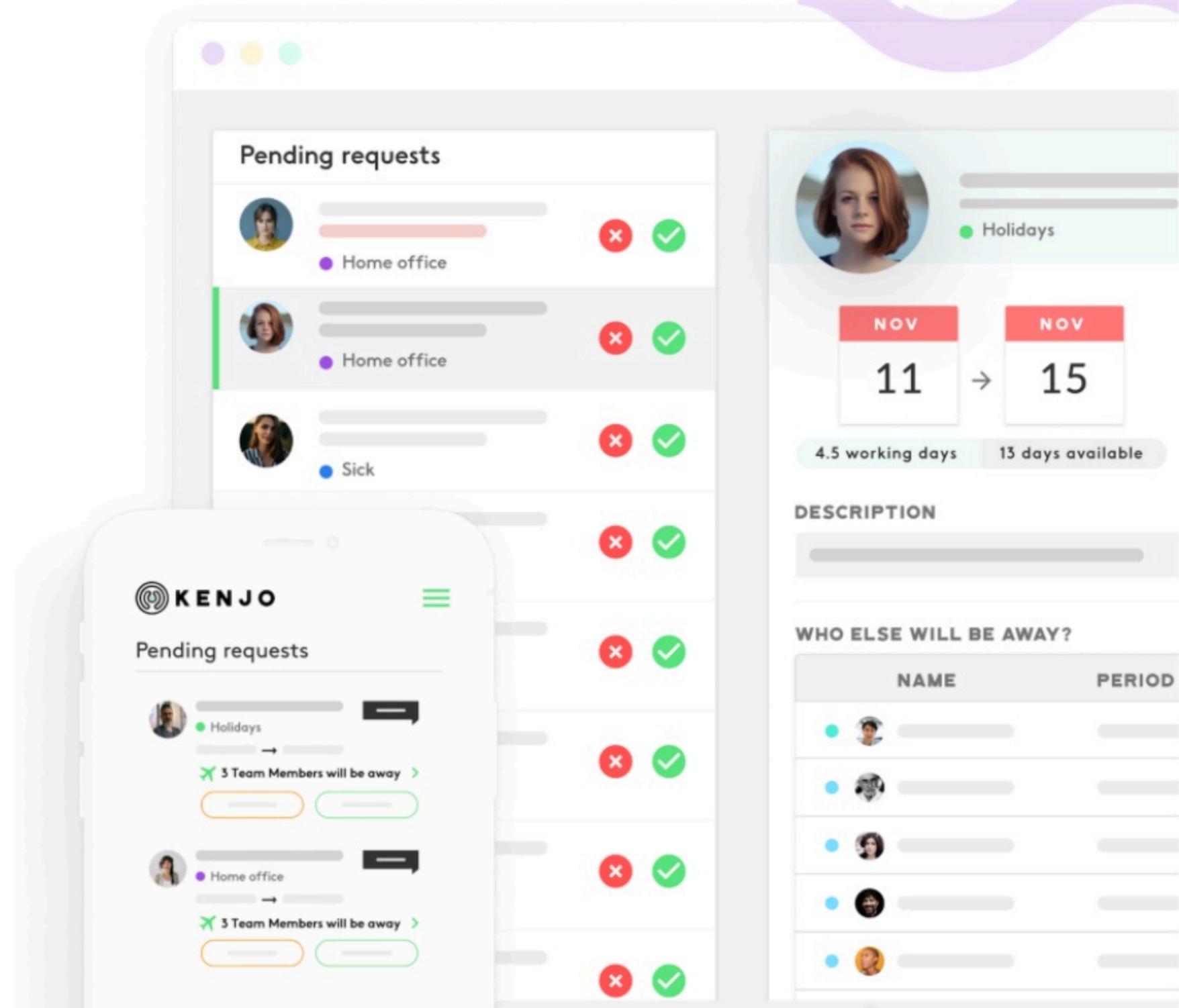




HR & Culture platform
for engaged employees

kenjo.io





The majority of **SMBs use email, Excel or paper** to manage their employees

1.7M

SMB in Europe*

<30%

Use an HR software

93%

Use outdated HR software

*Annual report on European SME - Publications Office of the European Union.

Using Excel and email leads to **higher costs**, **lower performance and retention of employees**

36K

year average savings
when using HR software

15K

annual average cost of
replacing an employee

22%

productivity increase of
engaged employees

67%

less absenteeism of
engaged employees

KEY PROBLEMS

HIGH COSTS

Managing employees in Excel files and email takes up to 60% of the time of the HR team. This is mainly admin work of low added value and high cost that requires expensive data entry.

POOR EMPLOYEE EXPERIENCE

Employees demand a consumer-like experience. The lack of it at work negatively impacts the company, making it more difficult to attract and retain talent.

POOR COMMUNICATION

The lack of a digital tool for planning and managing time leads to undesired overlap in holidays which can impact clients and internal projects. Poor control of holidays and sickness ends up with companies giving away free holidays or missing insurance claims when employees are sick.

POOR PERFORMANCE

High engagement increases employee productivity by 21% on average. Engagement is hard to measure and analyse without the right tools and most companies don't go beyond one annual survey or they don't manage employee engagement at all.

Outdated HR software doesn't cut it

The screenshot shows a web-based HR interface. On the left, there is a calendar for October 2017 with a list of employees: Becker, Johannes; Busch, Hanna; Fuchs, Raphael; Gnus, Bernadette; Hamsel, Hanne; Hofmann, Tobias; Huber, Hans; Käfer, Rosa; Krake, Dorothea; Mösang, Hannes; Schaaf, Lea; Siegler, Susann; Vogt, Jannik; and Widder, Randolf. A modal window titled "Workflow Abwesenheit: Herr Hans Huber" is open, showing a form to request absence. The form includes fields for "Workflow Typ" (Abwesenheit), "Name" (Herr Hans Huber), "Buchung" (Urlaub), "Zeitraum" (26.10.2017 - 31.10.2017), "Tage" (4,0), "Halbe Tage", "Anlagen" (with checkboxes for Do, 26.10.2017; Fr, 27.10.2017; Mo, 30.10.2017; Di, 31.10.2017), "Vertretung", and "Bemerkung".

The screenshot shows a modern HR software interface for the employee "Frau Sabrina Aigner". The profile includes a photo, ID number 597, and status "Aktiv". Key details include: "Geburtsdatum" (01.10.1986, 29 Jahre), "Einstellungsdatum" (01.01.16 03:35), "Eintritt" (01.02.2011), "Probeweit" (01.02.2011 - 01.08.2011), "Befristung", "Austritt", "Ruhestand" (67), and "Ruhestand Datum" (01.10.2053). The "Organisation" section shows: "Vorgesetzte" (Livia Lüthi), "Stelle" (Personalreferenten 100%), "Organisation" (Employer Branding < HR Bern < Administra...), "Leitung" (Livia Lüthi), "Projekt", "Kostenstelle" (2022 - Controlling 100%), "Headcount" (1,00), and "FTE" (1,00). The "Telekommunikation" section lists: "Telefon geschäftlich" (+43 316 900800-55), "Mobil geschäftlich", "E-Mail geschäftlich" (sabrina.aigner@no systems.com), and "Fax geschäftlich". The "Versorgung" section includes: "Krankenversicherung", "Krankenversicherung Daten", "Privat versichert", "Sozialvers.-Nr.", and "Bemerkung". The "Familie & Steuer" section shows: "Familienstand" and "Steuerklasse". The "Sonderzeiten" section includes: "Elternzeit" and "Elternzeitzeit".

With interfaces and technology from the 90's, the “solution” becomes even worse than the actual problem due to more complexity and manual workload.

INTRODUCING KENJO

Modern **Full-Service** HR and Culture Platform that **automates admin work and grows employees**



Kenjo Web

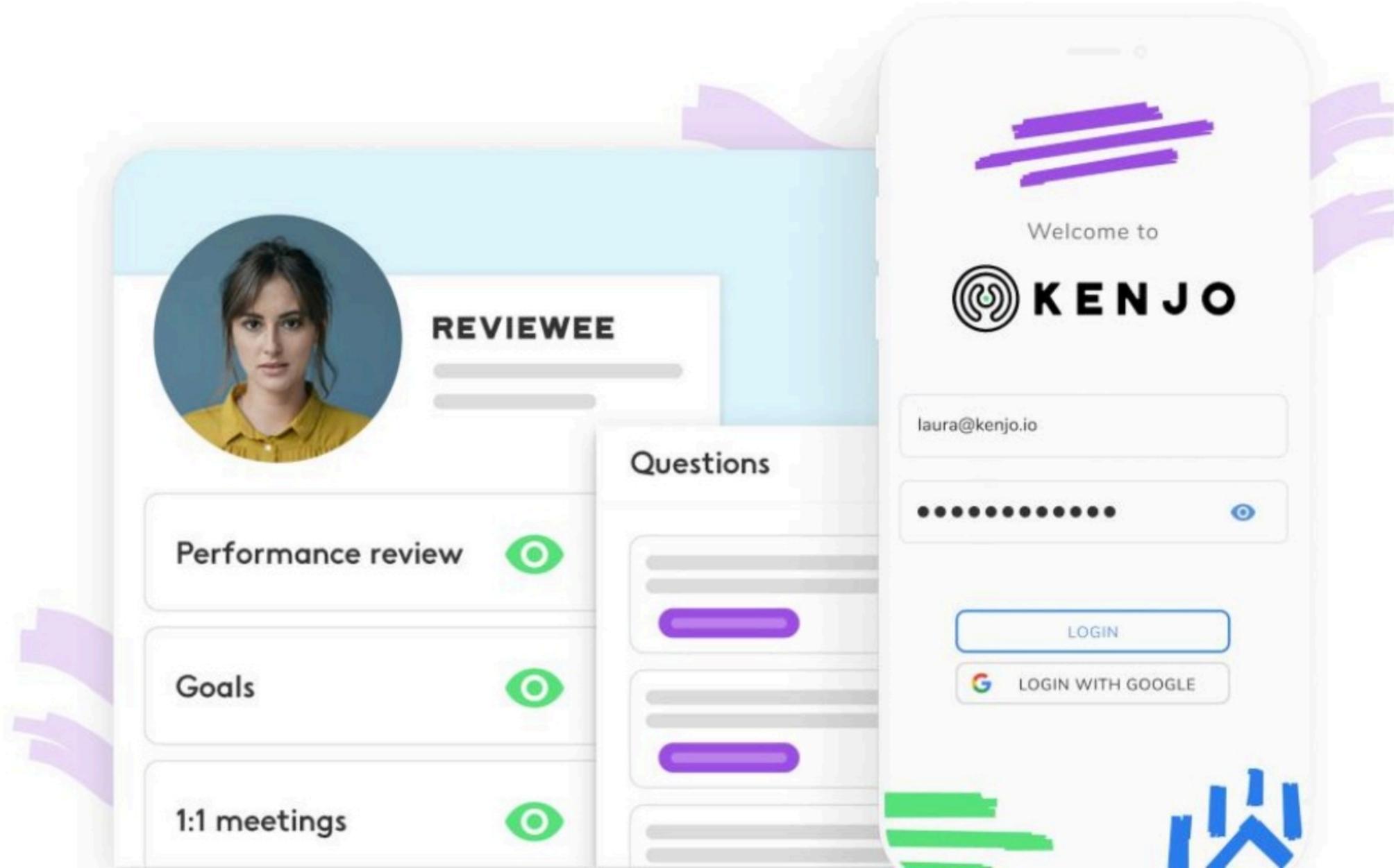
Full suite of HR and Culture tools to manage and grow employees:

- ◆ Time management.
- ◆ Employee records.
- ◆ Document Management.
- ◆ Payroll.
- ◆ Recruiting
- ◆ On-/Offboarding
- ◆ Performance Management.
- ◆ Employee surveys.



Kenjo Employee App

A mobile app for employees to track their attendance, plan holidays, submit sick notices, look up their payslips and keep track of their performance assessments.



FOR EMPLOYEES

Kenjo **makes employees' lives easier** at work, improving their productivity, communication, and engagement.



Mobile

Employees can plan their holidays or look up their payslips when they need them. Not when they are in the office and can walk up to the HR department.



Goals and Performance

Employees know what is expected of them and receive often feedback from their peers and managers. Through employee surveys they feel valued and heard and companies know where to focus to create a better work environment.

The image illustrates the Kenjo mobile application interface. On the left, a smartphone displays the 'Smart docs' section, which includes a 'TAGS' area with icons for 'Assessments', 'Data Protection', and 'Expens', and a 'RECENT' list of documents such as 'Payroll - September 2019.pdf', 'Payroll - August 2019.pdf', 'GDPR compliance checklist.pdf', 'Travel Expenses - June 2019.pdf', and 'Travel Expenses - May 2019.pdf'. On the right, a performance matrix is shown with a vertical axis labeled 'POTENTIAL' and two levels: 'HIGH' and 'MODERATE'. The 'HIGH' level is associated with the 'Future leader' category, and the 'MODERATE' level is associated with the 'High impact performer' category. Each category contains a grid of employee profile pictures.

Thank you



David Padilla
Co-founder & CEO



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