

The Power of Personio Report

Our impact on 12,000+ businesses and what
it means for your organisation

Personio

Contents

01 Introduction

02 Key takeaways

03 Regional breakdown

04 Impact across your organisation

05 Your current HR solution

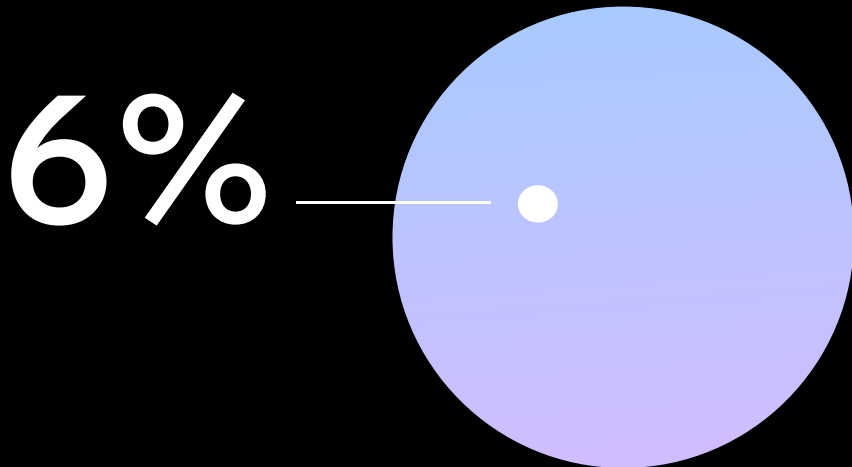
06 Growing returns, every year

07 Unlock more impact in less time

INTRODUCTION

How would a 6% increase in revenue each year change your business?

Searching for the right HR solution isn't always easy. Getting to grips with dozens of suppliers, demos, pricing plans and comparison site ratings can feel overwhelming, no matter your company size. Ultimately, the best solution will come down to **the concrete metrics it can drive for your organisation.**



To make the process a bit more straightforward, we surveyed nearly 350 customers across Europe and the UK. Inside this report, you'll see the impact that Personio can have for your business, such as:

- Overall cost savings
- Impact on recruiting efficiency
- Increase in employee satisfaction
- Time savings for both employees and HR
- HR productivity, decision-making and IT support

The average savings from implementing Personio were consistent across countries and the number of years they've had the platform in place, meaning Personio continues to add value, year-on-year.

Use this report as a benchmark to understand:

- How Personio helps HR teams demonstrate their value
- How Personio goes beyond HR by improving all employee workflows
- How Personio helps organisations unlock the power of their people
- And much more...

“Our customers are at the forefront of everything we do. Understanding their needs and solving their challenges is our number one priority. We did this report to find out exactly how we are helping small and medium-sized enterprises across Europe and the impact that our work has on their organisation. We founded Personio eight years ago, based on the belief that SMEs should have more time for what matters most: people. It's fantastic to see the value now quantified.

Key findings from our study reveal that Personio significantly enhances both time and resources available to HR departments. These savings allow HR teams to focus on strategic initiatives - for example driving organisational growth or boosting employee satisfaction.

We are proud to support SMEs in their journey towards digital transformation, enabling them to achieve greater productivity and success, especially in today's fast-paced business environment where time and budget are critical resources. Our intelligent HR platform ensures compliance across diverse regions and delivers value, no matter where your business is based.

Together, we are building a future where intelligent HR solutions drive impact at every level of the organisation.”



Hanno Renner,
Co-Founder and CEO

Personio

Key takeaways

Let's dig directly into the results that we have delivered for our customers. Most importantly, let's take a look at what you can expect if you choose Personio's flexible HR platform.

High ROI across Europe

Savings are consistent across all nine countries in which we surveyed customers, meaning Personio is not only compliant across regions, it delivers value no matter where you're based.

Unlocks +42% more time, +31% more budget on average

Time spent on attendance and absence management was reduced by 50%, while HR saved over a third of their time. On top of that, HR costs decreased by 31%.

Great for those new to digitisation

For those who previously had no HRIS in place, time savings for employees (45%) and the increase experienced in HR efficiency (40%) was especially significant.

General HR metrics

Using Personio cuts time spent from a fifth to nearly one half among general HR metrics and results in a 22% improvement in employee satisfaction scores.

42%



Average monthly employee time saving

Average time, per month, employees save with HR to update their data

38%



HR productivity improvement

Average time saved, per month, by HR on building reports and gathering data / approvals and changes / creating communications / processing & reworking changes / searching & updating employee data / rework combined

31%



Average HR cost savings

Average of yearly costs saved in pen, paper and postage used for HR activities

27%



HR support improvement

Average increase in resolving HR support queries on first contact

22%



Average improvement in employee satisfaction

Yearly increase in employee satisfaction score

21%

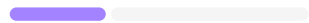


Average HR decision making improvement

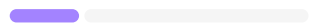
Average time saved, per decision, in HR decision making

And here's the potential impact on your business

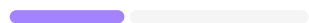
Your HR team



31% lower HR costs

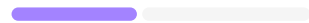


21% faster decisions

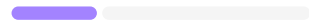


38% higher productivity

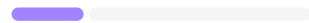
Your employees



42% faster HR processes

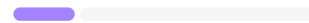


27% faster HR support



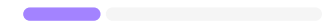
22% higher satisfaction

Your IT costs



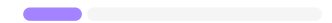
18% less time needed from IT

Your recruiting costs



24% reduction in time to hire

Your payroll processes



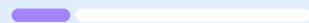
17% lower payroll costs

What's the minimum impact I can expect?

Every customer we surveyed reported at the very least:



23% faster attendance management



17% time saved updating and finding HR data



15% faster HR processes



15% lower HR costs



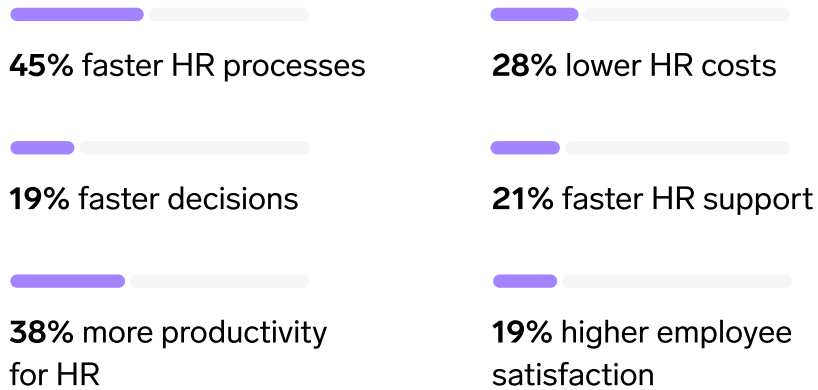
13% faster reporting and approvals



11% faster CV screening

Breakdown by region

The average for customers in Germany, Austria and Switzerland 🇩🇪 🇦🇹 🇨🇭

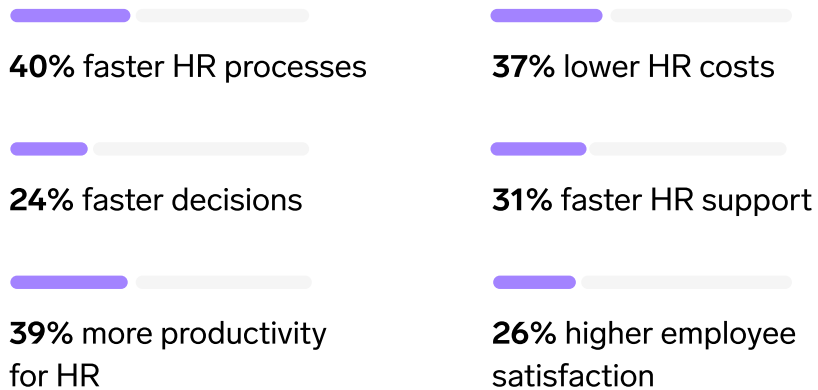


“I always have Personio open. When employees call me or if I go to a meeting, I always have a look at Personio first and check the numbers or draft reports. I’m always using it, from when I start my day to when I finish.”

Kristin Brandt – Senior HR Manager

LUSH

The average for customers in Spain 🇪🇸



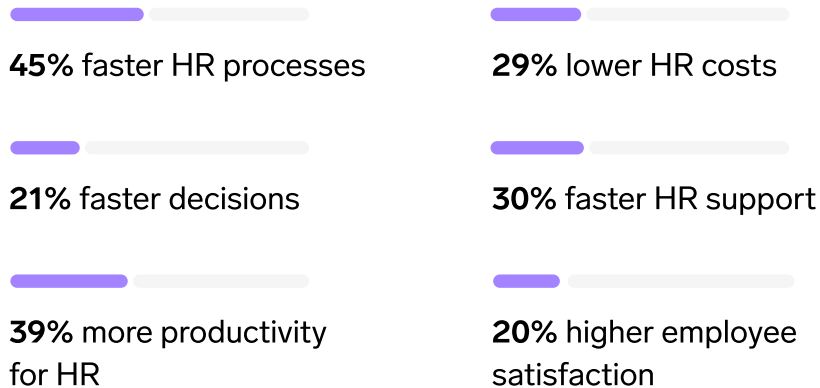
“We needed HR software that could not only support our day-to-day work, but also support our growth. Overall, we’ve been able to save more than 80% of time spent on administrative work and routine tasks.”

Javier Moliner Cachazo – People Operations Specialist

cabify

Breakdown by region

The average for customers in the UK and Ireland 

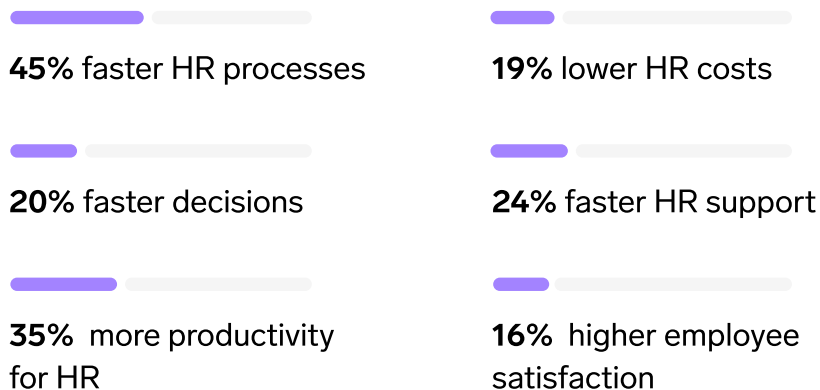


“By digitising with Personio, it's allowed us to cut back on human error to almost 0%. It's improved efficiencies for everything around onboarding, offboarding, reporting and soon-to-be performance.”

Laura Mohan – HR Business Partner

core[™]

The average for customers in Belgium, the Netherlands and Luxembourg 



“I love how intuitive it is, and how help is available in all forms. As an HR manager, I want to be able to customise reports and export at a click of a button. I love how easily I can do that with Personio.”

Julie Gajudo – Talent Management

polaroid

Impact across your organisation

Any HR solution you choose needs to work for all of your employees, as well as the teams deeply connected to and reliant on HR work. For that reason, it needs to also improve processes for your finance teams, hiring managers, middle managers and any leaders involved in upskilling and compliance training.



Here's a taste of how Personio improves collaboration and processes and cuts costs outside of HR too:



Payroll



24% faster overtime calculations



17% saved on payroll costs



Hiring



24% reduction in time to hire



16% less time managing contractors



Performance



22% faster performance review cycles



6% yearly increase in revenue



Training



20% shorter ramp time for new employees



17% faster training planning

Your current HR solution

What's the HR tech setup you're using right now? Are you still grappling with spreadsheets and outdated, hard-to-use legacy systems? Or are you using a modern solution that has a good user interface but isn't actually driving business value?

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Fortunately, Personio caters to both those switching from another solution and first-timers. Here's what to expect, depending on your current situation:

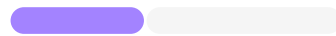
I have no HR solution in place

45%



faster HR processes for employees

40%



higher productivity for your HR team

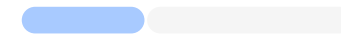
53%



faster absence and attendance management

I'm switching from another provider

36%



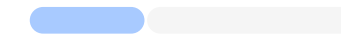
more faster HR processes for employees

34%



higher productivity for your HR team

33%



lower HR costs

Growing returns, every year

As anyone who has gone through the process of changing HR solutions will know all too well, it's important that you don't need to do it all again in a few years just because you've grown in size. When considering a new solution, you'll need to see exactly how it will scale with your business and offer regional compliance and expertise in the case of international growth.

Along with flexible pricing and continued product fit when your business grows or your needs change, you'll also need to consider the results you'll still get a few years down the line.

Here's the average impact you can expect from Personio from your first year right through to a few years in, depending on your situation:

Less than a year:



40% faster reporting



40% faster data updates



36% faster approvals



33% higher HR productivity



26% higher employee satisfaction

One to three years:



54% faster access to data



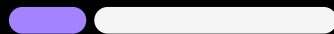
46% faster data updates



45% faster reporting



43% faster approvals



19% higher employee satisfaction

More than three years:



61% faster access to data



50% faster HR processes



47% faster reporting



47% faster approvals



23% higher employee satisfaction

Unlock more impact in less time

Personio is the flexible HR platform, built for impact

Automated, insightful, and adaptable to how you work — with compliance built in. Here's why **12,000+ businesses** trust Personio:

Single source of truth for HR data

Absence management

Digital employee file

Onboarding/offboarding

Customisable across the employee lifecycle

200+ integrations

Automated workflows

HR templates

Built-in UK and EU compliance

Time tracking

Whistleblowing

Payroll

Powerful data storytelling

Compensation management

HR analytics and reports

Employee surveys

Easy to use for HR, managers and employees

Applicant tracking system

Electronic signature

Performance & development

Start your free trial

Book your free demo



Personio