



Kinetic Analysis

For HR Leaders & People Managers

The only platform that connects performance, learning, talent development, and organisational memory — end to end.



The four challenges every HR leader knows

Performance data in silos

KPIs in spreadsheets. Learning in a separate LMS. Talent in another system. No connection. No early warning.

Learning disconnected from performance

Training assigned by tenure, not skill gaps. You cannot prove any course moved any metric.

PIP managed via Word & calendar

No structured template. No KPI linkage. No periodic check-ins. No audit trail. Managers skip steps.

Knowledge walks out the door

25-35% of your people leave every year. With them goes process knowledge, client context, and years of institutional memory. Forever.

What Kinalys does for HR — **six problems solved**

01 Multi-Methodology KPIs

COPC for Contact Centre, Six Sigma for IT, BSC for HR and Finance — all in one platform.

02 AI Coaching (Standard)

Every plan includes AI coaching. KPI goes red → AI gap analysis → course recommended.

03 Predictive Performance

Know who is likely to struggle next quarter before it starts. Trigger coaching early.

04 Structured PIP Module

KPI-linked forms, periodic check-ins, end-date notifications, and full audit trail.

05 Organisational Memory

Departing employee knowledge captured automatically. Intelligence Brief generated.

06 E-Learning Marketplace

Internal LMS plus marketplace connection with revenue share and connection fees.

The PIP Module — structured KPI-linked improvement

Most organisations manage PIPs using Word documents, spreadsheets, and calendar reminders. Kinalys replaces this with a fully structured, auditable, KPI-linked workflow.

01 Manager raises PIP

Structured form: KPI selector from live data, improvement targets, duration, support plan, review frequency

02 HR reviews & approves

Full PIP visible to HR. Can approve, request revision, or delegate to HR Executive with TAT

03 Employee acknowledges

Mandatory timestamped acknowledgement. Employee sees PIP + targets. PIP tag added to profile

04 Periodic check-ins

Exceeding Target · On Track · Needs Attention · Not Improving · Regressed. 2 consecutive Not Improving → HR alert

05 End-date notifications

7 days before · 24 hours before · on end date. Manager must submit outcome within 24 hours

06 Closure + release package

Successful / Extended / Unsuccessful. Full evidence package: performance + PIP + 1-on-1 data for HRIS

Organisational Memory — solving HR's oldest problem

"Every year you lose 25-35% of your people. With them goes everything they knew. For the first time, Kinalys captures it automatically."

01 Role Intelligence Brief

Included in all plans · Auto-generated

- Full KPI history
- 1-on-1 notes
- OKR contributions
- Competency profile
- PIP history
- New hire ready day one

02 Communication Import

Add-on: \$750-\$1,999/mo

- Teams/Gmail/Slack AI extraction
- Raw data deleted after 90 days
- AI summary retained permanently
- Pre-authorized via employment contract
- In-platform acknowledgement
- Immediate releases covered

03 Organisational Brain

Add-on: included in Tier 2 bundle

- Natural language knowledge search
- "How do we handle X?" — AI answers
- 5-year historical data import
- Gets smarter with every departure
- Standalone product potential
- Integrates with any HR/CRM/ERP

Pricing — Base Plans + Add-ons

<p>Hatchling Up to 50 users</p> <p>₹23,999/mo \$249/mo</p>	<p>Starter Up to 100 users</p> <p>₹47,999/mo \$499/mo</p>	<p>POPULAR</p> <p>Growth Up to 200 users</p> <p>₹76,999/mo \$799/mo</p>	<p>Scale Up to 300 users</p> <p>₹1,04,999/mo \$1,099/mo</p>	<p>Enterprise 700+ users</p> <p>Custom Quote based</p>
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Standard on All Plans: KPI Management · Scorecard · AI Coaching · LMS · OKR · 1-on-1s · Talent Grid · 9 HRIS Connectors · Org Memory Tier 1

Premium Add-ons (Available for all tiers)

<p>Org Memory Expansion Starter (25) · Growth (75) · Scale (150)</p> <p>From ₹71,999</p>	<p>Advanced Predictive Analytics Early warning systems and churn metrics</p> <p>₹14,399/mo</p>
<p>Competency Framework Full skill mapping and library access</p> <p>₹33,599/mo</p>	<p>Development Paths (FLT + MRT) Structured growth tracking and mapping</p> <p>₹9,499/mo</p>

Overage: ₹299/\$3 per addl user/mo · Org Memory overage: \$22-35/departure above limit
Two ways to grow — add features via add-ons or upgrade base plans seamlessly

Getting started — from contract to first live cycle in 30 days

1

Day 1

Onboarding & Setup

Tenant created. Departments configured. Methodologies assigned. Users imported.

2

Day 2-3

KPI Templates Applied

HR Admin applies templates per dept. COPC, Six Sigma, BSC for HR/Sales/Finance.

3

Day 3-5

First Cycle Launch

Review cycle created. KPIs live. Employees see scorecards. Manager workflow active.

4

Day 7

Add-ons Activated

Org Memory, Predictive Analytics, Development Paths — activated same day.

5

Day 30+

Predictions + Org Memory Live

Predictive analysis activates. Org Memory Tier 1 generates on first departure.