

MCP SERVER

NO CODE

CLOUD HOSTED

# Personio MCP

Manage Employee Records and HR Data via Chat.

The Personio MCP connects your AI agent directly to your HR platform data, letting you handle complex people operations tasks via natural conversation. You can manage employee records, track time off, update attendance logs, and even run custom reports without logging into the dedicated system or copying spreadsheets.

**A+** Quality Score 100/100

employee-management

attendance-tracking

payroll

people-ops

recruiting

hr-automation



# The connectivity layer between AI and the world's software.



Vinkius sits between AI and every application. All communication passes through Vinkius Cloud via the Model Context Protocol (MCP) — with governance, observability, and security at every layer.

# Your AI Connections Run Through Vinkius Cloud

The world's largest  
managed MCP catalog

Vinkius is the connectivity layer where AI connects to the software your business already runs. We handle the hosting, the security, the credentials, the uptime — you get agents that actually do things.

We operate the world's largest managed MCP catalog. Major SaaS platforms, CRMs, databases, and cloud providers — running, monitored, production-ready. This MCP server is hosted and maintained by the Vinkius Cloud for AI Agents.

*The agent doesn't manage credentials, doesn't manage uptime, doesn't manage security. Vinkius does.*

— Architecture principle

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## Four Pillars of the Vinkius Runtime

### 01 — Security by design

Credentials stay encrypted at rest via AES-256. The AI agent never touches raw keys — they're injected into a sandboxed V8 isolate at runtime. Actions are logged, and connections have an emergency kill switch.

### 03 — Deterministic observability

Eight immutable metrics per endpoint: request volume, p95 latency, error rate, active connections, cost attribution. A live payload feed logs every tool call with mutation detection.

### 02 — Built on MCP Fusion

This MCP server was built with **MCP Fusion**, the open-source framework (Apache 2.0) that powers the entire Vinkius catalog. Schema-as-firewall strips undeclared fields, compiled PII redaction runs at zero overhead, and cryptographic lockfiles produce git-diffable audit trails.

### 04 — Autonomous operations

Servers are deployed, monitored, and patched autonomously. New capabilities and security patches ship weekly. Zero-downtime deployments ensure continuous availability across all managed MCP servers.

**AES-256**

Encryption at rest

**Ed25519**

PKI vault signatures

**24h TTL**

Ephemeral session keys

**V8 Isolate**

Sandboxed execution

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## One Token. Instant Access.

Every MCP server on Vinkius is accessed through a **Connection Token**. Tokens are generated in the cloud dashboard and produce a unique MCP endpoint URL. Paste this URL into any MCP-compatible client — no SDK required.

A single token can serve **multiple AI clients simultaneously**, or you can issue separate tokens per client for granular access control. Each token tracks its own request count, last activity timestamp, and can be individually enabled or revoked.

MCP ENDPOINT

`https://edge.vinkius.com/{token}/mcp`

Claude



Cursor



VS Code



Windsurf



Grok



Gemini

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## Security Is the Architecture

Security in Vinkius is not a feature — it's the foundation of the runtime. The gateway enforces multiple independent protection layers between AI agents and third-party APIs.

### 01 — Ed25519 PKI Vault

Every workspace has an Ed25519 Master Key. Session keys are generated ephemerally (24h TTL) and signed by the Master Key. Credentials never leave the vault boundary.

### 02 — V8 Isolate Sandboxing

Tool code runs inside isolated-vm V8 isolates with 64 MB memory caps and per-request timeouts. No filesystem access, no network access except through the SSRF-guarded fetch bridge.

### 03 — SSRF Guard

All outbound HTTP requests are DNS-resolved and validated before execution. Private IP ranges (10.x, 172.16-31.x, 192.168.x, AWS metadata 169.254.x) are blocked at the network layer.

### 05 — Cryptographic Audit Trail

Every request is signed into a SHA-256 hash chain with Ed25519 signatures. Events form a tamper-proof, SIEM-exportable forensic record.

### 04 — DLP & PII Redaction

A ResponseGuard pipeline intercepts every tool response. Configurable redaction patterns strip sensitive fields (emails, SSNs, card numbers) before data reaches the AI agent.

### 06 — Honeypot Trap System

Phantom credentials are injected into isolated environments. If a honeypot is used outside Vinkius infrastructure, the server is quarantined instantly.

## Emergency Kill Switch

EU AI Act Art. 14(1)  
Compliant

The kill switch is an **emergency halt** mechanism — not a simple toggle. When triggered, it executes three actions atomically:

#### 01 — Server deactivated

The MCP server is immediately taken offline across the entire cluster.

#### 02 — All tokens revoked

Every connection token is invalidated. Total lockout — reconnection blocked until new tokens are issued.

#### 03 — WebSocket connections killed

Active connections terminated via Redis pubsub broadcast. Propagates to every runtime node in the cluster.

## Full Visibility. Zero Guesswork.

The Vinkius cloud dashboard includes a full MCP Governance suite — real-time analytics and security controls for production AI operations.

**Control Plane**

KPI dashboard with request volume, latency, success rate, token consumption, and AI-generated operational briefings.

**FinOps**

Cost tracking per tool, payload compression savings, budget optimization signals, and consumption trends.

**Firewall & DLP**

PII redaction activity, sensitive data protection counters, and security event timeline.

**Agent Activity**

Which AI clients are connecting, how often, and what they're doing — real-time session tracking.

**Tool Health**

Slowest and most error-prone tools, with actionable root-cause insights and performance baselines.

**Incident Log**

Error trends, failure rates, status-code breakdowns, and forensic audit trail access.

Get started at [cloud.vinkius.com](https://cloud.vinkius.com) — connect your AI agent in under 60 seconds.

# Personio MCP

25 tools available

Cloud-hosted on Vinkius

Managing staff data used to mean jumping between multiple tabs: one for payroll, another for absences, and a third just for open job listings. Now, you can handle your entire people operation workflow right from your chat window. Just talk to your agent about what you need—like listing all current employees or checking if someone logged their time today. You can create records, update attendance logs, or even build reports by asking questions in plain English. The MCP handles the connection to Personio and surfaces the answers instantly. If you're exploring how to connect external systems to your AI agent, Vinkius is the central catalog where you find this connector alongside thousands of others.

This tool lets you go beyond simple data retrieval. You can create a brand new person or update an existing employee's details in minutes. It also keeps your recruiting pipeline moving by letting you list job openings and manage applications without leaving your current task.

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## Core Capabilities

### 01 — Manage Employee Records

Create, read, and modify full records for employees or general persons within the system.

### 02 — Track Time & Absences

Record daily working hours, log attendance periods, and manage time off requests and deletions.

### 03 — Handle Recruiting Pipelines

List job openings and track the status of candidates applying for roles.

### 04 — Access Custom HR Data

Fetch data from custom reports you've built in Personio so your agent can analyze it immediately.

### 05 — Automate Webhook Management

Create, read, or delete webhooks to keep other external systems connected and synchronized with HR events.

# One Click on Vinkius — From Prompt to Execution

Available at [vinkius.com/mcp/personio-alternative](https://vinkius.com/mcp/personio-alternative) — connect your AI agent in three steps.

- 01** Subscribe to this MCP on Vinkius and input your required Personio Client ID and Client Secret.
- 02** Your AI client connects, establishing a secure data channel that allows the agent access to all HR functions.
- 03** You simply ask your agent conversational questions—like 'list employees in marketing' or 'create an absence record for John Doe on October 1st.' — and get direct actions taken.

The bottom line is, you never have to manually export data or jump between multiple HR dashboards again.

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## Built For

HR Managers who hate manual reporting. Recruiters who spend too much time chasing down candidate statuses. Team Leads needing instant visibility into team attendance and resource availability.

### HR Manager

You use this to pull custom report data and run bulk actions, like creating multiple employee records or deleting old absence logs, directly from your chat interface.

### Recruiter

You list job openings and manage candidates' applications in real-time. You can check the status of an applicant and move them through the pipeline without leaving your recruiting dashboard.

### Team Lead

You verify team attendance records instantly and track absences to ensure you have accurate resource planning for sprints or projects.

## What Changes When You Connect

- 01 Instead of manually running reports, you can simply ask your agent to 'get the Q3 payroll summary' or 'list all employees in engineering,' getting instant data analysis without leaving your workflow.
- 02 You save time on attendance tracking. Instead of logging into a separate dashboard to check hours, your agent tracks and updates records using tools like `create_attendance` right from your conversation.
- 03 Recruiting becomes faster. You can list open jobs ( `list_jobs` ) and manage candidate applications ( `list_applications` ) with one prompt, keeping the hiring process moving without manual data entry.
- 04 The ability to fetch custom reports means you don't need a dedicated BI tool. Just ask your agent for specific columns or data points from a report you already built in Personio.
- 05 You maintain data accuracy because you can use tools like `update_employee` and `create_person` through natural language, eliminating the risk of spreadsheet errors and manual API calls.

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## Real-World Applications

### Checking Team Availability Before Planning a Sprint

A team lead needs to know who is available next week. Instead of checking individual calendars or running several reports, they ask their agent to 'list all employees and check their absence status.' The MCP uses `list_employees` and `list_absences` to give an immediate, compiled list, allowing them to plan the sprint without delay.

### Onboarding a New Contractor

A manager needs to add a temporary worker who isn't yet fully onboarded. They prompt their agent to 'create a new person with these details.' The MCP uses `create_person` to log the contact immediately, keeping track of them until they become full employees.

### Analyzing Quarterly Performance Trends

The HR manager wants to understand year-over-year salary changes. Instead of exporting and manually cleaning data from several sources, they ask their agent to 'show me the custom report data for payroll.' The MCP uses ``get_custom_report_data`` to load the relevant figures directly into your chat workspace for immediate analysis.

### Fixing an Incorrect Time Log

An employee realizes they forgot to log their full hours. They tell their agent, 'update my attendance record for Tuesday.' The MCP uses ``update_attendance`` to correct the data instantly, ensuring payroll accuracy without needing manual form submissions.

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## Patterns to Avoid

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### Using spreadsheets as a single source of truth

#### X AVOID

The team copies employee names and attendance hours from an old Excel file into the new system, but misses updating department IDs or creating necessary absence records.

#### ✓ INSTEAD

Instead, ask your agent to 'list all employees' for verification. Then, use the ``create_absence`` tool directly via chat; it guarantees the record is properly logged and connected to the source data.

### Over-relying on email confirmations

#### X AVOID

A recruiter sends a candidate an email confirming their application status, but if the internal records change, the manual email communication becomes inaccurate.

#### ✓ INSTEAD

To get accurate status updates, ask your agent to 'list recruiting applications' using ``list_applications``. This pulls live data directly from Personio, ensuring the candidate always sees the current truth.

### Ignoring custom reporting capabilities

#### X AVOID

The HR manager manually runs a report on an external BI tool and then has to export it, clean it in Excel, and finally analyze it—a multi-step process.

#### ✓ INSTEAD

Just ask your agent for the data. The MCP uses ``get_custom_report_data`` to retrieve the pre-built report content directly into the chat window for immediate summarization.

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## The Right Fit

Use this MCP if your primary need is to manage, track, and analyze structured HR operational data (payroll, time off, employee records) through a conversation. It's perfect when you want to move away from clicking through multiple web dashboards or editing

spreadsheets to simply asking questions like 'Who was absent last month?' or 'List all open roles in finance.'

Don't use this MCP if your core need is highly specialized, unstructured tasks like drafting policy documents, writing complex code, or managing physical office assets. For those needs, you should look for a dedicated document generation tool or an IoT management system connector. This MCP excels at structured data CRUD (Create, Read, Update) operations and reporting.

If you only need to *view* general employee information but never want to make changes, listing tools might suffice. But if you need to perform actions—like updating attendance logs ( `update_attendance` ) or creating new employees ( `create_employee` )—you absolutely need this full MCP.

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## The HR data gap is always frustratingly manual.

Today, if you want to know who worked where last month, you have to log into the time clock system. Then, you might have to export a CSV and open it in Excel. If you need to check staffing levels for next week's project, you jump to the employee database, cross-reference department codes, and then manually filter out anyone who has approved leave.

With this MCP, all that clicking vanishes. You just tell your agent what you need—like 'show me attendance logs for last month.' It runs the required checks internally, pulls the data from Personio, and gives you a clean, summarized answer right in your chat window.

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## The Personio MCP brings direct action into your workflow.

You don't have to wait for an administrator to run the report or manually update a record. Need to create a new employee? Just tell your agent, and it handles the `create_employee` process instantly.

What changes is that you gain full control over data management without leaving the flow of work. It's immediate, conversational, and completely accurate.

Want to delete old records? A simple prompt triggers the action.

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# Personio Alternative: 25 Tools for HR Management

Use these tools to perform every key function in your HR system—from creating new hires to running complex payroll reports—all from your chat interface.

#	TOOL	DESCRIPTION
01	<code>create_absence</code>	Generates a new record confirming an employee's approved time off.
02	<code>create_application</code>	Posts a new job application into the recruiting system.
03	<code>create_attendance</code>	Records a specific period of daily employee working hours.
04	<code>create_employee</code>	Creates an entirely new profile for an active company employee.
05	<code>create_person</code>	Adds a general contact record, used when the person isn't yet a full employee.
06	<code>create_webhook</code>	Sets up an alert to fire whenever specific HR events happen in Personio.
07	<code>delete_absence</code>	Removes a previously recorded absence time off record.
08	<code>delete_attendance</code>	Deletes an incorrect or outdated attendance record.
09	<code>delete_webhook</code>	Turns off and removes a configured system alert.
10	<code>get_custom_report_columns</code>	Fetches the required column headers for any custom report you want to analyze.
11	<code>get_custom_report_data</code>	Retrieves and analyzes the actual data rows from a specific, pre-built HR report.
12	<code>list_absences</code>	Fetches a comprehensive list of all current employee absences.
13	<code>list_applications</code>	Lists job applications and candidates in the recruiting pipeline.
14	<code>list_attendances</code>	Retrieves a list of all recorded employee working hours.
15	<code>list_candidates</code>	Gets a list of potential candidates in the talent pool.
16	<code>list_custom_attributes</code>	Shows what extra data fields you can collect for employees beyond the standard profile.
17	<code>list_custom_reports</code>	Lists all custom reports that have been set up in your HR system.
18	<code>list_employees</code>	Retrieves a list of every active employee on the company payroll.

#	TOOL	DESCRIPTION
19	<code>list_jobs</code>	Shows all currently open job listings available for hiring.
20	<code>list_persons</code>	Retrieves a list of contacts, whether or not they are employees.
21	<code>list_webhooks</code>	Shows all webhooks currently configured to monitor HR events.
22	<code>update_attendance</code>	Modifies the recorded working hours for an employee's attendance record.
23	<code>update_employee</code>	Changes key details, such as a name or department, on an existing employee profile.
24	<code>update_person</code>	Edits general contact information for a person who is not currently employed.
25	<code>update_webhook</code>	Changes the settings or destination of an existing system alert.

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## See It in Action

Real prompts you can use once this MCP is connected to your AI agent through Vinkius Cloud.

**U** List all active employees in the Engineering department.



I've retrieved the employee list. There are 12 active employees in Engineering, including Sarah Chen (Lead Developer) and Marco Rossi (DevOps). Would you like to see their contact details?

**U** Create an attendance record for employee ID 456 for today from 09:00 to 18:00.



Attendance record created successfully for employee 456 on 2023-10-27 (09:00 - 18:00).

**U** Show me the data from my custom report 'Monthly Payroll Export'.



Fetching report data... I've loaded the 'Monthly Payroll Export'. It contains 50 rows of data across columns like 'Base Salary', 'Bonus', and 'Department'. Should I summarize the totals for you?

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## Frequently Asked Questions

### 01 How does Personio MCP handle payroll data?

The MCP provides access to custom reporting tools that let you pull specific payroll metrics from your established reports. You ask for the summary, and it fetches the raw, structured data for analysis.

### 02 Can I use Personio MCP to list all active employees?

Yes, calling 'list\_employees' retrieves a comprehensive roster of every employee currently registered in your system. It's useful for quick audits or departmental headcounts.

**03 What if I need to change an employee's department?**

You can use the `update\_employee` tool through your agent. Just tell it which employee needs updating and what the new department is, and it handles the change directly in Personio.

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**04 Does Personio MCP help with recruiting job listings?**

Yes, you can use 'list\_jobs' to see all currently open roles. It also lets you manage applicants by listing candidates using 'list\_candidates'.

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**05 Is updating attendance records difficult with Personio MCP?**

No. By using the agent and the `update\_attendance` tool, you simply tell it which employee needs their hours changed and what the correct times are; it handles the update immediately.







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# Go Live in 60 Seconds

Get your connection token from [cloud.vinkius.com](https://cloud.vinkius.com), then paste the endpoint URL into any MCP-compatible client.

YOUR MCP ENDPOINT

```
https://edge.vinkius.com/[TOKEN]/mcp
```

CLIENT	WHERE TO CONFIGURE
 <b>Claude AI</b>	Profile → Customize → Connectors → "+" → Add custom connector → Paste endpoint
 <b>Cursor</b>	Settings → Features → MCP Servers → "+ Add New MCP Server" → Type: SSE → Paste endpoint
 <b>VS Code</b>	Ctrl/Cmd+Shift+P → "MCP: Add Server" → add <code>"personio-alternative": { "url": "..." }</code>
 <b>Windsurf</b>	MCP Settings → <code>mcp_settings.json</code> → Add endpoint URL
 <b>ChatGPT</b>	Settings → Tools & plugins → Add MCP server → Paste endpoint
 <b>Gemini</b>	Extensions → Add MCP Server → Paste endpoint URL

## ASK AN AI ABOUT THIS

Let your preferred AI explain this MCP server

-  **Ask ChatGPT** 
-  **Ask Claude** 
-  **Ask Perplexity** 
-  **Ask Gemini** 
-  **Ask Grok** 

READY TO CONNECT

# Personio is live on Vinkius Cloud.

Get your connection token, paste it into your AI agent, and start building. No SDK. No deployment. Just results.

[Start at cloud.vinkius.com](https://cloud.vinkius.com) →

[vinkius.com](https://vinkius.com) · [support@vinkius.com](mailto:support@vinkius.com)

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### DOCUMENT INFORMATION

Generated	June 2026
MCP Server	Personio MCP
Server ID	019e38d6-700f-73d7-8612-0ae9e080ae90
Platform	Vinkius Cloud for AI Agents
Endpoint	<a href="https://edge.vinkius.com/{token}/mcp">https://edge.vinkius.com/{token}/mcp</a>

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