



Individual Contributor Roy Grant

Roy, a salaried employee works for a manufacturing company. He isn't often in front of his computer, but occasionally logs into the Paylocity suite to complete tasks associated with his job, compensation or performance.

RESPONSIBILITIES

- Is focused more on executing specific job functions, and can specialize in a particular area of expertise,
- Values job security, success recognition, and work engagement.

GOALS

- Get benefits information
- Check HR documents
- Meet or exceed performance expectations
- Accurate and fair compensation

INFLUENCERS

- Supervisor
- HR
- Team mate



Consultant Fannie Medina

Fannie is a part-time city government consultant who logs into Paylocity infrequently to complete required functions, typically weekly.

RESPONSIBILITIES

- Reports to a third-party for contracted, specific work within the organization.

GOALS

- Get compensated accurately
- Perform on the job
- Stay within the limitations of the contracts
- Control and autonomy over schedule

INFLUENCERS

- Leader
- Supervisor
- HR
- External employer



Partner Broker/Advisor Freddie Fairview

Freddie is a third-party broker or provider of external products and services to Paylocity clients. He may augment HR, financial, or other departments of smaller clients and is frequently consulted by executives and decision makers.

RESPONSIBILITIES

- Advise company executives and staff on products and services
- Support/augment client operations
- Stay uprisied of industry benchmarks, regulatory controls, policies, and laws

GOALS

- Identify and secure new revenue streams with current clients
- Differentiate from competitors
- Communicate frequently and efficiently with clients and employees
- Streamline tasks across clients

INFLUENCERS

- Client executives
- Client staff
- Partner Firm principals
- Industry leaders



Supervisor Ruby Butler

Ruby has been in a supervisory role for five years, she's a salaried employee in a manufacturing company. She has direct reports, and uses the Paylocity suite to ensure her team is running efficiently and is satisfied on the job.

RESPONSIBILITIES

- Supervisor of manufacturing team of individual contributors or contractors.
- Ensure team is running efficiently, are satisfied on the job.

GOALS

- Manage team's performance and goal progress

INFLUENCERS

- Supervisor's supervisor
- HR Policies
- Stakeholders



HR & Payroll Generalist Warren Mack

Warren is the point person for all his tech startup's HR-related needs. When not on the phone, he spends the majority of their time navigating every part of the Paylocity suite to complete his work.

RESPONSIBILITIES

- Provides support in areas of Human Resources including, recruitment and employment, personnel records, employee relations, job evaluation, compensation management, etc.

GOALS

- Ensure HR operations are operating effectively
- Assist in creation, development, and implementation of HR policies and training initiatives

INFLUENCERS

- Executive
- Other HR professionals



Partner Set Administrator Grady Greenfield

Freddie works at a third-party brokerage or firm which provides external products and services to Paylocity clients. He works with Paylocity's Channels & Alliances team to manage his agents' access to Paylocity tools and services.

RESPONSIBILITIES

- Negotiate Channel Partner agreements with Paylocity on behalf of his firm
- Manages access to partner tools and services by agents at his office.

GOALS

- Ensure that brokers/agents each have access to the right client data
- Provide internal support for 3rd party tools and integrations

INFLUENCERS

- Partner Firm principals
- Partner firm staff
- Third party vendors



Executive Jon Joseph

Jon is a young, type-A executive for an in-home health company. He travels extensively to grow his business and uses Paylocity across multiple devices. Jon uses Paylocity to plan, direct, and coordinate operational activities.

RESPONSIBILITIES

- Oversight of direction, performance of several teams or organizations
- Roles may become specialized in larger organizations (CFO, HRO, etc.)
- Brand and technology conscious

GOALS

- devise strategies and policies to ensure that an organization meets its goals.
- plan, direct, and coordinate operational activities

INFLUENCERS

- HR Generalists influence their decisions by providing actionable insights from reporting
- (in large orgs) other executives and board of directors.



HR & Payroll Specialist Ellen Haynes

Ellen is an HR Specialist and relies on Paylocity to complete most of her responsibilities. She's part of an HR team, and spends the majority of her time in the module that's most relevant to her job.

RESPONSIBILITIES

- Responsible for the development, implementation, and administration of specialized programs providing compensation.

GOALS

- Support core business functions (recruiting, benefit administration, payroll) as well as possible
- Reduce administrative costs
- Perform the least amount of work

INFLUENCERS

- HR Team/peers for answers to questions outside of their specialties.
- Handoff reports to executive/leader roles.



Leader Herman Harvey

Herman is a salaried employee in the retail industry. Although he doesn't have direct supervisory responsibilities he uses the Paylocity suite to complete a variety of tasks like setting schedules and checking compliance requirements.

RESPONSIBILITIES

- Without direct reports, performs duties that have authority over individual contributors
- Authority may reach across multiple teams

GOALS

- Establish authority with colleagues
- Be accountable to leadership in terms of proper operations.

INFLUENCERS

- Supervisors
- Executive
- Business performance