

IT 认证电子书



质 量 更 高 服 务 更 好

半年免费升级服务

<http://www.itrenzheng.com>

Exam : MB3-230

**Title : Great Plains 8.0 Human
Resources Payroll(U.S)**

Version : DEMO

1. Which of the following statements are true about salary matrixes?

- A. Salary matrixes are optional.
- B. Salary matrixes are required for each pay code.
- C. Salary matrixes will not allow you to save pay rates outside the maximum rate specified.
- D. If a salary matrix is assigned to a pay code, the system will warn you when you are outside the matrix standards with a message.

Answer: AD

2. Human Resources supports which of the following premium methods for Life Insurance?

- A. Fixed Amounts only
- B. Fixed Amounts and Variable Amounts
- C. Fixed Amounts and Age Based
- D. Variable Amounts and Age Based

Answer: C

3. Which of the following are true about setting up Health Insurance plans in Human Resources?

- A. A COBRA premium can be tracked.
- B. A waiting period can be specified before an employee becomes eligible.
- C. A copay code could be attached for prescription drugs.
- D. Contributions to pay for the plan can come from the employee and employer.

Answer: ABCD

4. Which of the following organizational setups allow you to track 25 extra fields?

- A. Company
- B. Employee
- C. Position
- D. Dependents

Answer: ABC

5. Which of the following organizational setups require that you set up at least one? .

- A. Division
- B. Department
- C. Position/Job title
- D. Supervisors

Answer: BC

6. The adjusted hire date can be used for which of the following?

- A. To calculate Benefit eligibility
- B. To calculate Attendance accruals
- C. To pro-rate salary
- D. To determine Length of service

Answer: ABD

7. What procedure(s) should be run if Payroll was set up prior to purchasing Human Resources to ensure the HR benefit information will be updated?

- A. Shrink and verify
- B. Reconcile
- C. Year end closing in Payroll and HR
- D. This will happen automatically as soon as HR is loaded

Answer: B

8. If a 401K retirement plan is set up in Human Resources, and the employer match percent is 50%, what would be the deduction and benefit percentage amounts in Payroll if the employee contributed 4%?

- A. 4% deduction and no benefit
- B. 4% deduction and 2% benefit
- C. 100% deduction and 50% benefit
- D. 100% deduction and 2% benefit

Answer: B

9. Which of the following can be archived in Human Resources?

- A. Applicants
- B. Employees
- C. To-Do Lists
- D. Organizational Setups

Answer: AB

10. Which of the following is true about your employee benefits, such as health coverage, when you are setting up Payroll and Human Resources?

- A. Benefits should be set up in Payroll and not in HR.
- B. Benefits should be set up in Payroll and then the corresponding codes in HR.
- C. Benefits should be set up in HR and then the corresponding codes in Payroll.
- D. If the Payroll view box is checked for the user, they will be prompted to set up the corresponding codes in Payroll after entering a benefit in HR.

Answer: CD

11. Where are General Ledger accounts for Payroll transactions pulled?

- A. Employee Maintenance
- B. The Class assigned to the Employee
- C. Payroll Posting Accounts Setup
- D. Posting Accounts Setup

Answer: C

12. What Payroll Setup option should be checked if you want to change month to-date amounts on an employee pay record?

- A. Edit Payroll information
- B. Edit financial fields
- C. Change employee records
- D. Change Payroll information

Answer: B

13. If you wish to give all employees in your organization a cost of living pay increase, what window could be used to ensure both Payroll and Human Resources will be updated?

- A. Payroll Mass Update
- B. Payroll Pay Code Update
- C. Compensation Management
- D. Reconcile Human Resources

Answer: C

14. Which of the following tax records allow you to enter an additional withholding amount?

- A. State Tax
- B. Local Tax
- C. Federal Tax
- D. Unemployment Tax

Answer: ABC

15. Which of the following options are available when setting up a deduction record in Payroll?

- A. A deduction can have tiers.
- B. It can be based on one specific pay code.
- C. You can set a maximum lifetime amount for the deduction.
- D. You can specify a W2 box and W2 label for the deduction.

Answer: ABCD

16. Which of the following is a benefit of activating automatic overtime?

- A. No overtime records would need to be set up for an employee.
- B. Overtime hours would be automatically calculated for a salaried employee.
- C. Activating automatic overtime would automatically record all hours worked as overtime hours for hourly employees but not for salaried employees.
- D. Overtime transactions would be generated when the regular hours required is exceeded on an hourly pay record transaction.

Answer: D

17. Which of the following modules integrate with Payroll?

- A. General Ledger
- B. Bank Reconciliation
- C. Receivables Management
- D. Sales Order Processing

Answer: AB

18. If you want the system to only withhold \$100 per pay period for federal taxes for an employee, what would you need to do?

- A. Enter \$100 in the additional withholding field in Employee Tax Maintenance
- B. Enter \$100 in the estimated withholding field in Employee Tax Maintenance
- C. Enter a flat tax percentage on all of an employees different pay records for federal withholding
- D. Adjust the number of exemptions or frequency of pay records until you get \$100 in federal taxes withheld

Answer: B

19. Which of the following pay types can be excluded from gross wages by not checking the Report as wages box?

- A. Holiday
- B. Pension
- C. Commissions
- D. Business Expense

Answer: D

20. To ensure that salary/wage history shows on Human Resources reports, what needs to be done in the Employee Pay Code Maintenance window?

- A. The employee must be assigned to a class.
- B. The pay code must be based on another pay code.
- C. The Primary Pay Code box needs to be checked for the employee primary pay code.
- D. The employee must have all pay codes assigned to attendance time codes and have a salary matrix

assigned to each pay code.

Answer: C