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QUESTION 1

Which of the following is usually considered an advantage for outsourcing payroll?

- A. All of the business needs can be met with no customizations
- B. Tax withholding updates in the system are the responsibility of the service provider
- C. The employer is relieved of all compliance responsibility
- D. Business decisions transfer to the outsource provider

Correct Answer: B

QUESTION 2

An environment in which the back office transaction-intensive processes and customer care functions are consolidated is known as:

- A. Shared services
- B. Pre-processing
- C. Open systems
- D. Outsourcing

Correct Answer: A

QUESTION 3

Flawless Flower Shops accepts payments for flowers and local delivery from customers anywhere in the United States. The employees of Flawless typically work 6 days a week. How must they be compensated?

- A. Overtime must be paid on a daily basis
- B. Compensatory pay is allowed for hours over 80 in a biweekly pay period
- C. Overtime is due for hours worked over 40 in a workweek
- D. Double time is required for work on holidays

Correct Answer: C

QUESTION 4

Which of the following is an example of a system edit?

- A. A special panel or screen is used to input corrections



- B. The payroll specialist re-enters an employee's ZIP code
- C. An on-line message alerts the user that a 401(k) deduction percent higher than the company allows was entered.
- D. The system has an on-line report writer

Correct Answer: C

QUESTION 5

Which of the following would not be included in the system testing stage of an implementation?

- A. Volume testing
- B. Functional testing
- C. Recruiting tests
- D. Stress testing

Correct Answer: C

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