



## **MB3-230**

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

Document version: 9.30.06

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## Question: 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: A, D

## Question: 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

## Question: 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 copy code could be attached for prescription drugs.
- D - Contributions to pay for the plan can come from the employee and employer.

Answer: A, B, C, D

## Question: 4

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

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

Answer: A, B, C

Question: 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: B, C

Question: 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: A, B, D

Question: 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

Question: 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

Question: 9

**Which of the following can be archived in Human Resources?**

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

Answer: A, B

Question: 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: C, D

Question: 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

Question: 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

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Question: 13

If you wish to give a pay increase, what window could be used?

- A - Payroll Mass Update
- B - Payroll Payroll
- C - Compensation
- D - Reconcile Human Resources

Answer: B

Question: 14

Which of the following taxes are withheld from an employee's gross pay?

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

Answer: C

Question: 15

Which of the following is not a payroll deduction?

- B - Health Insurance
- C - You can specify a percentage of gross pay
- D - You can specify a dollar amount

Answer: A, B, C

Answer: A, B, C, D

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