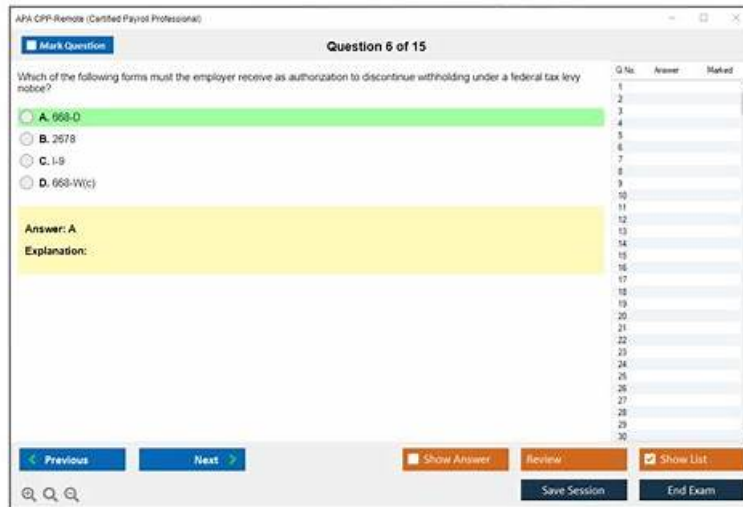


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APA Certified Payroll Professional Sample Questions (Q119-Q124):

NEW QUESTION # 119

A method to improve listening skills in which the listener repeats what they heard and asks the speaker for verification is called:

- A. reflective listening.
- B. coaching.
- C. attentive communication.
- D. mirroring.

Answer: A

Explanation:

In payroll management and customer service, effective communication is essential for resolving complex employee inquiries regarding pay and taxes. Reflective listening is a specific communication technique where the listener paraphrases or repeats the speaker's message and asks for confirmation to ensure they have accurately captured the intent and facts. This practice helps to minimize misunderstandings, particularly when discussing sensitive topics like garnishments or benefit changes. Unlike mirroring, which often involves mimicking body language or tone, reflective listening focuses on the cognitive content of the conversation. It builds trust and demonstrates to the employee that the payroll professional is fully engaged and committed to providing an accurate resolution. Mastering this skill is a core competency for payroll leadership and administration.

NEW QUESTION # 120

Agricultural employers are required to report annual wages and taxes withheld on Form:

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

The correct form for agricultural employers to report annual wages and employment taxes is:

* Form 943 - Employer's Annual Federal Tax Return for Agricultural Employees Used to report:

* Wages

* FIT withholding

* Social Security and Medicare for farm workers

Other options:

* Form 940: FUTA

* Form 944: Annual payroll tax return for small employers (non-agricultural)

* Form 945: Withheld taxes on non-payroll payments (e.g., backup withholding)

Therefore, the correct answer is B - Form 943

References:

IRS Instructions for Form 943

APA Payroll Source - Federal Tax Reporting Section

NEW QUESTION # 121

Which of the following would not be included in the Needs Analysis stage of a system evaluation?

- A. Defining the company's technical direction
- B. System testing
- C. Creating a current cost model
- D. Review of the current system

Answer: B

NEW QUESTION # 122

Assessed penalties for misclassification of a worker may be minimized when the IRS finds evidence of:

- A. an initial filing of Form SS-4.
- B. the annual reporting of Form 1099-MISC for the worker.
- C. statements prepared by the worker declaring status.
- D. Form I-9 verification procedures.

Answer: B

Explanation:

Worker classification as either an employee or an independent contractor is a major compliance area for the IRS. If the IRS determines that a worker was improperly classified as a contractor, the employer may be liable for unpaid Social Security,

Medicare, and Federal Unemployment taxes. However, Section 530 of the Revenue Act of 1978 provides a " Safe Harbor " that can minimize or eliminate these penalties if the employer has a " reasonable basis " for the classification. One of the primary requirements for Section 530 relief is " reporting consistency, " meaning the employer must have filed all required federal tax returns (such as Form 1099-MISC or 1099-NEC) for the worker in a manner consistent with their status as an independent contractor (Option D). Simply having a worker sign a statement declaring their status (Option C) or having I-9 procedures (Option B) does not satisfy the IRS requirement for reporting consistency under the Safe Harbor rules.

NEW QUESTION # 123

Which of the following does not meet the federal definition of supplemental wages?

- A. Holiday pay
- B. Certain stock awards
- C. Paid sick leave
- D. Commissions

Answer: A

NEW QUESTION # 124

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