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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• Compliance, Research, and Resources: This section of the exam measures the skills of Payroll Compliance Officers and covers the legal and regulatory framework governing payroll processes. It includes escheatment, legislative updates, and regulatory reporting requirements, along with proper record retention and penalty management. Candidates are also expected to understand multi-state taxation, reciprocity rules, and global payroll considerations while efficiently researching and applying compliance resources.

Topic 2	• Accounting: This section of the exam measures skills of Payroll Accountants and covers the financial principles tied to payroll reporting. It includes the preparation of payroll journal entries, application of accounting principles, and accurate financial reporting of payroll expenses. Candidates must ensure the integrity of payroll data within the organization's accounting systems and support financial audits through proper reconciliation and documentation.
Topic 3	• Audits: This section of the exam measures skills of Payroll Auditors and covers the internal and external auditing processes of payroll operations. It focuses on implementing internal controls, ensuring system integrity, and maintaining compliance with audit policies and procedures. Candidates must understand how to assess third-party controls and coordinate audit activities to safeguard payroll accuracy and financial accountability.
Topic 4	• Core Payroll Concepts: This section of the exam measures skills of Payroll Specialists and covers the fundamental principles of payroll operations. It focuses on worker classification, compliance with the Fair Labor Standards Act, employment tax handling, and management of employee benefits. Candidates must understand employee and employer forms, professional responsibility in payroll management, and methods and timing of employee compensation to ensure accurate and lawful payment practices.
Topic 5	• Payroll Administration and Management: This section of the exam measures skills of Payroll Managers and covers administrative oversight and leadership within payroll departments. It includes establishing and enforcing payroll policies, developing management practices, and ensuring effective communication and customer service. Candidates are also evaluated on their ability to manage staffing, promote employee development, and maintain essential core competencies within payroll teams.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q53-Q58):

NEW QUESTION # 53
A GIS analyst wants to edit existing parcel data and separate a record into equal parts.
Which Modify Features editing tool should the analyst use to accomplish this task?

- A. Split
- B. Reshape
- C. Divide

Answer: C

Explanation:
The Divide tool is designed to split features into multiple equal parts. It supports dividing by area, count, or distance, making it ideal for tasks such as splitting parcels into equal-sized parts.
* Split (Option A) cuts features along a user-defined line but does not automatically create equal parts.
* Reshape (Option B) modifies feature boundaries but is not used to divide features into multiple parts.
Therefore, the correct answer is C.
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NEW QUESTION # 54
A GIS analyst is working with a dataset that contains state information for the entire country of the United States. The analyst needs to run analysis and create maps for only the State of Idaho. The analyst does not want to manage multiple datasets.

Which method should the analyst use?

- A. Change symbology to Unique Values > Add only Idaho to Classes
- B. Select Idaho in the map and use Export Features
- C. Create a Definition Query on the layer Where 'State' = "Idaho"

Answer: C

Explanation:
Definition Queries filter the data at the layer level based on SQL expressions without creating new datasets.
This allows the analyst to limit the data being displayed and analyzed to Idaho while continuing to use the full dataset behind the scenes.
* Changing symbology (Option A) changes display but does not filter the data for analysis.
* Export Features (Option C) creates a separate dataset, which the analyst wants to avoid.
Therefore, the correct answer is B.

NEW QUESTION # 55
In ArcGIS Pro, which type of unit of measure is always used for a vertical coordinate system?

- A. Direction units
- B. Angular units
- C. Linear units

Answer: C

Explanation:
Vertical coordinate systems always use linear units to measure elevation or depth (e.g., meters, feet). This differs from horizontal coordinate systems, which may use angular units (degrees) for geographic coordinates.
* Angular units (Option B) apply to latitude and longitude in horizontal systems.
* Direction units (Option C) apply to bearings or azimuths, not elevation.
Therefore, the correct answer is A.

NEW QUESTION # 56
A GIS specialist has a feature class of flights that contains information such as origin city, destination city, and the length of time that the flight was delayed. The specialist needs to display this information in a chart and aggregate the delayed time as an average.

- A. Scatter plot
- B. Box plot
- C. Matrix heat chart

Answer: C

Explanation:
ArcGIS Pro'sMatrix Heat Chartis designed for visualizing relationships between two categorical fields- such as origin and destination cities-and summarizing a numeric field, like delay time, using aggregate functions (e.g., mean). This type of chart aligns perfectly with the requirement:
* It allows you to setColumnto the destination city andRowto the origin city.
* Then choose theNumberfield as delay time and theAggregationmethod as "Mean" to calculate average delay.
* The chart displays each origin#destination pair as a cell, color#coded by the calculated average delay.
Official documentation highlights this example explicitly:
"Create a matrix heat chart to identify the flights that have the highest average arrival delay time between origin and destination city by setting the following properties... Aggregation-Mean; Number-DelayTime" Other chart types don't fit the requirement:
* Box plotis used to display distributions and identify outliers; it doesn't aggregate by category pairs.
* Scatter plotshows relationships between numeric variables on a continuous axis-not suitable for categorical city#pair aggregation.
Therefore, the most appropriate choice for summarizing average journey delay by city pairs is theMatrix Heat Chart (C).

NEW QUESTION # 57
A GIS analyst is trying to buffer single point features one at a time within a feature class by interactively selecting it in a map before

buffering. Multiple points are being selected, although one row in the attribute table is highlighted. The analyst does not want to modify the original data.
Which tool should be used to solve this issue?

- A. Explode
- B. Split
- C. Multipart To Singlepart

Answer: C

Explanation:
The Multipart To Singlepart tool separates multipart features into individual single-part features. This ensures that when selecting a feature, only the intended single feature is selected, rather than selecting multiple points grouped in a multipart feature.
* Explode (Option A) is not a valid geoprocessing tool for this scenario.
* Split (Option C) is used for dividing features, not separating multipart features.
Therefore, the correct answer is B.

NEW QUESTION # 58

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