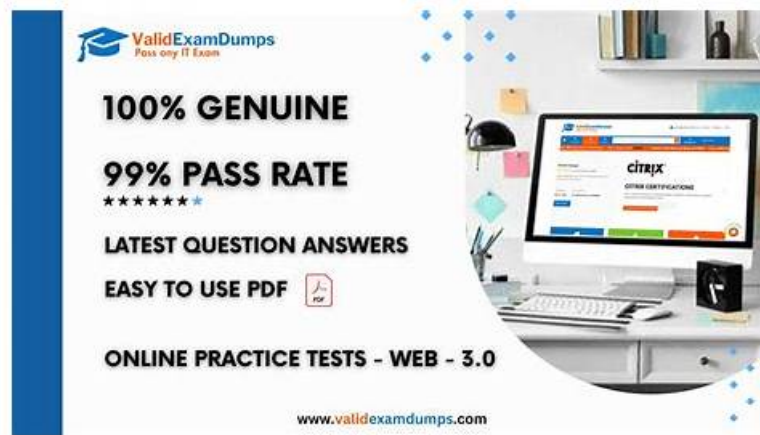# 100% Pass APA - FPC-Remote - Fundamental Payroll Certification–Trustable Valid Test Review

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APA Fundamental Payroll Certification Sample Questions (Q107-Q112):

NEW QUESTION # 107
When providing wage data for a workers' compensation audit, which of the following wage types would be included as compensation?

- A. Work uniform stipend
- B. Commissions
- C. Gratuities
- D. Third-party sick pay

Answer: B

Explanation:
* Workers' compensation includes commissions (B) as part of employee earnings.
* Gratuities (A) and uniform stipends (D) are usually excluded.
References:
* State Workers' Compensation Audit Guidelines

NEW QUESTION # 108

A mechanism which facilitates local tax withholding for an employee who is working abroad, but remains on the home country's payroll system and is paid under a tax equalization plan, is called a(n):

- A. Supplemental Payroll
- B. Off-Cycle Payroll
- C. Shadow Payroll
- D. Certified Payroll

Answer: C

Explanation:

Comprehensive and Detailed Explanation:A shadow payroll is a mechanism used for employees on international assignments who remain on the home country's payroll but must comply with host country tax withholding.
* The home country employer processes payroll normally, while the host country imposes local tax liabilities.
* The shadow payroll ensures compliance with both home and host country tax regulations.
* Option A (Certified Payroll) applies to government contracts.
* Option C (Off-Cycle Payroll) refers to out-of-schedule payments.
* Option D (Supplemental Payroll) refers to bonus or commission payrolls.
Reference:
IRS - International Payroll and Tax Compliance
Payroll.org - Shadow Payroll and Global Taxation Guidelines

NEW QUESTION # 109

Which of the following is the best method of guarding against phantom employees?

- A. audit trails
- B. monthly bank reconciliation
- C. physical payout
- D. validity edits

Answer: C

NEW QUESTION # 110

An example of an interface into a payroll system is a(n):

- A. ACH payment file.
- B. Check print file.
- C. Time and attendance system file.
- D. Transmission of general ledger transactions.

Answer: C

Explanation:

A time and attendance system file is an example of an interface into a payroll system because:
* It captures employee work hours and sends data to payroll for accurate calculations.
* Payroll interfaces ensure automated and accurate payment processing.
Other options explained:
* Check print file (A) is an output, not an interface.
* ACH payment file (B) is used to process payments, not interface data.
* General ledger transactions (D) are accounting-related, not payroll input.
References:
* Payroll System Integration Guide (Payroll.org)

NEW QUESTION # 111

All of the following statements about the implementation of department processes are true EXCEPT:

- A. Each team member has a clear and concise assignment.
- B. Managers who delegate properly have less time to focus on work.
- C. A backup manager is identified and participating in the project.
- D. The standards for measuring success must be clear and specific.

Answer: B

Explanation:
* Managers who delegate properly actually have MORE time to focus on work, not less.
* Delegation improves efficiency and productivity by allowing managers to focus on strategic tasks.
* Options A, B, and C are correct as they are key to successful implementation of processes.
References:
* Payroll Process Best Practices (Payroll.org)

NEW QUESTION # 112
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