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## APA Fundamental Payroll Certification Sample Questions (Q27-Q32):

### NEW QUESTION # 27

Failure to create a payroll ACH file is a violation of which customer service principle?

- A. Tangibles
- B. Responsiveness
- C. Reliability

- D. Empathy

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Reliability refers to a company's ability to provide accurate and timely service. In payroll, failing to create an ACH file results in missed payments, affecting employees and violating reliability standards.

Option A (Empathy) is incorrect because it relates to understanding and addressing employee concerns, not payroll processing.

Option C (Responsiveness) is incorrect because it deals with reaction speed rather than payroll execution.

Option D (Tangibles) is incorrect because it refers to physical aspects of service (documents, appearance, etc.).

Reference:

Payroll.org - Payroll Service Principles

NACHA - ACH Payroll Processing Standards

### NEW QUESTION # 28

Which activity does NOT indicate a data breach has occurred?

- A. Excessive requests received for certain files or information
- B. Activity in the payroll system outside normal work times
- **C. Employee personal data change in the self-service portal**
- D. Employee accounts have been locked without explanation

**Answer: C**

Explanation:

\* Employee data changes in a self-service portal (A) are normal activities unless unauthorized.

\* Payroll activity outside normal work hours (B), excessive file access (C), and unexplained account locks (D) may indicate security breaches.

References:

\* Payroll System Security Standards (Payroll.org)

\* IRS Data Security Guidelines

### NEW QUESTION # 29

An order for unpaid federal taxes is an example of a:

- A. Bankruptcy Order
- **B. Wage Attachment**
- C. Creditor Garnishment
- D. Voluntary Deduction

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation:

A wage attachment (also called a wage levy) is a legal withholding from an employee's paycheck to satisfy an outstanding debt.

IRS tax levies are a type of wage attachment used to collect unpaid federal taxes directly from an employee's wages.

Employers must comply immediately when notified by the IRS.

Option A (Bankruptcy Order) is incorrect because bankruptcy payments are handled by court-appointed trustees, not wage levies.

Option B (Creditor Garnishment) is incorrect because IRS tax levies do not require a court order like private creditor garnishments.

Option C (Voluntary Deduction) is incorrect because IRS wage levies are mandatory, not voluntary.

Reference:

IRS Publication 1494 - Wage Levy Exemptions and Employer Responsibilities Payroll.org - Wage Attachments and Tax Levies

### NEW QUESTION # 30

A record of the business transactions by account is found in the:

- A. balance sheet

- B. ledger
- C. journal
- D. chart of accounts

**Answer: B**

### NEW QUESTION # 31

An upgrade to a payroll system can impact all of the following documentation within the payroll department EXCEPT:

- A. User manuals
- B. Business continuity plans
- C. Standard operating procedures
- D. Union contracts

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation: A payroll system upgrade affects documentation related to payroll processing but does not change union contracts.

\* Option A (User manuals): Correct - New system features require updated manuals for payroll staff.

\* Option C (Business continuity plans): Correct - System changes must be included in disaster recovery plans.

\* Option D (Standard operating procedures - SOPs): Correct - Payroll procedures need updates for new workflows.

However, union contracts (Option B) remain unchanged unless a new agreement is negotiated.

Reference:

Payroll.org - Payroll System Implementation Best Practices

IRS - Payroll System Compliance Requirements

### NEW QUESTION # 32

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