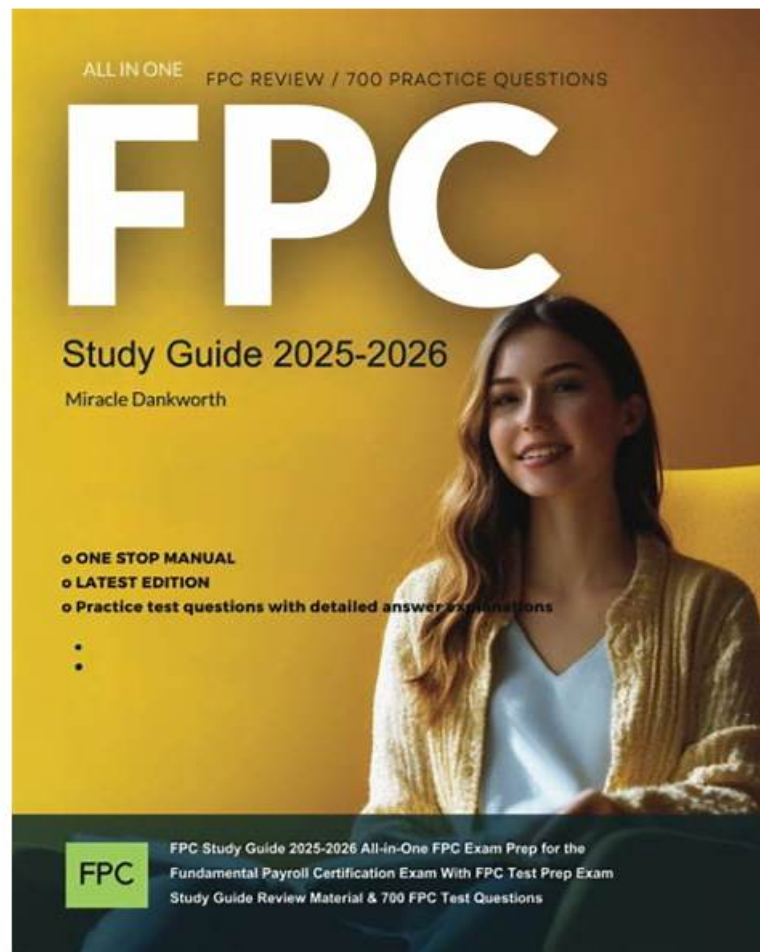


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APA Fundamental Payroll Certification Sample Questions (Q87-Q92):

NEW QUESTION # 87

All of the following preventative measures would help protect personally identifiable information EXCEPT:

- A. Locking files containing employee information.
- B. Reviewing system security periodically.
- C. Signed confidentiality agreements for staff.
- **D. Limiting communications to e-mail.**

Answer: D

Explanation:

- * E-mail is NOT a secure method for protecting sensitive payroll and HR data.
- * Best practices include data encryption, access control, and employee training.

References:

- * Data Security Standards (Payroll.org)
- * IRS Data Protection Guidelines

NEW QUESTION # 88

Specifying a defined response time for an employee's payroll-related question is a component of a Payroll Department's:

- A. Time Management
- B. Standards of Excellence
- **C. Service Level Agreement**
- D. General Service Contract

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

A Service Level Agreement (SLA) (Option B) outlines the expected response times and resolution times for payroll inquiries. This ensures that payroll staff provide timely assistance to employees.

Option A (General Service Contract) applies to external service providers, not internal payroll departments.

Option C (Standards of Excellence) refers to broad performance benchmarks, but it does not include specific response times.

Option D (Time Management) relates to personal efficiency, not defined service expectations.

Reference:

Payroll.org - Payroll Service Level Agreements Best Practices

HR Compliance Guide - Payroll Inquiry Handling

NEW QUESTION # 89

The best practice is to start the annual reconciliation after the:

- **A. W-2 audit is complete**
- B. End of the calendar year
- C. First payroll of the current year
- D. End of the first quarter

Answer: A

Explanation:

Comprehensive and Detailed Explanation: Annual payroll reconciliation ensures that payroll records match tax filings. The best practice is to start reconciliation after completing the W-2 audit, as this verifies:

- * Employee earnings and tax withholdings
- * Federal and state tax deposits
- * Year-end adjustments
- * Option B is incorrect because quarterly reconciliation is separate from annual reconciliation.
- * Option C is incorrect because reconciliation should start after verifying W-2s, not just at the year-end.
- * Option D is incorrect because reconciliation should be based on the prior year, not the first payroll of the new year.

Reference:
IRS - Year-End Payroll Reporting Guide
Payroll.org - Annual Reconciliation Best Practices

NEW QUESTION # 90

In 2020, an employer must pay social security tax on an employees wages up to:

- A. 132,900
- **B. 137,700**
- C. 127,200
- D. \$128,400

Answer: B

NEW QUESTION # 91

Examples of positive active listening through body language include all of the following actions EXCEPT:

- A. Making eye contact.
- **B. Shrugging your shoulders.**
- C. Nodding your head.
- D. Avoiding slouching posture.

Answer: B

Explanation:

Shrugging shoulders (B) is a sign of uncertainty or disinterest, making it negative body language.

Making eye contact (C), nodding (D), and avoiding slouching (A) are positive active listening cues.

Reference:

Effective Communication in Payroll Training Guide (Payroll.org)

NEW QUESTION # 92

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