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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Calculation of the Paycheck: This section of the exam measures skills of Payroll Analysts and covers the detailed components involved in calculating employee pay. It focuses on regular and fringe compensation, tax calculations, and both involuntary and voluntary deductions. Candidates are required to accurately determine employer contributions and total payroll amounts to ensure precise and compliant paycheck processing.
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	• Payroll Process and Supporting Systems and Administration: This section of the exam measures skills of Payroll Systems Administrators and covers the operational and technical aspects of payroll management. It focuses on maintaining employee master files, understanding payroll system functionalities, and ensuring business continuity through effective technology use. Candidates must also demonstrate knowledge of system upgrades, maintenance, and project implementation within payroll environments.
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 (Q65-Q70):

NEW QUESTION # 65
A GIS analyst is trying to conduct overlay analysis using the Union tool but is unable to run the tool due to a red X in one of the parameters.

- **A. The environment settings for Processing Extent do not include the participating features.**
- B. The input features do not geometrically intersect.
- C. Both input features are not polygon feature classes.

Answer: A

Explanation:
In ArcGIS Pro, a red Xnext to a parameter in a geoprocessing tool typically indicates an invalid input due to conflicts with the current environment settings. One of the most common causes is when theProcessing Extentenvironment setting is configured in a way thatexcludesthe actual input features.
TheUniontool requires that input features fall within the set extent. If the Processing Extent does not cover any part of one or more input features, they are considered invalid and flagged with a red X, preventing the tool from running.
The software checks whether all input features are accessible within the defined extent. If they are not, this pre-validation error is triggered-even if the inputs are valid in terms of geometry or feature type.
* Option A is incorrect because geometrical intersection is not a requirement for Union to run-it simply overlays features and includes all areas.
* Option C is also incorrect, as the Union tool does indeed require polygon feature classes, but if incorrect feature types are used, a different error (not a red X related to extent) is shown.
This confirms that the red X in this scenario is caused by the Processing Extent settings not including the input features, making the correct answer B.

NEW QUESTION # 66
A GIS specialist is spending too much time editing text (for example, formatting and placement) associated with specific dynamic features in a series of maps they create regularly. The specialist wants to have fine- grain control of each feature's associated text. Which method is most efficient?

- A. Annotation
- B. Graphic text
- C. Text map notes

Answer: A

Explanation:
Annotation allows for feature-linked or standard text placement with fine control over positioning, symbology, and formatting. It maintains a link to spatial features when necessary, ensuring consistent updates and control across multiple map products.
* Graphic text (Option A) is map layout-specific and not dynamic or feature-aware.
* Map notes (Option C) are simple text features often used for temporary mapping tasks and lack fine control for production mapping.
Therefore, the correct answer is B.
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NEW QUESTION # 67
A GIS analyst is assigned to update an existing roads feature class (line features) with new features and information obtained from a third-party agency. However, the column names in the new feature class and the old feature class do not match.
Which geoprocessing tool should the analyst use to update the old feature class by correctly matching the columns?

- A. Append with 'Schema Type' as 'No_Test'
- B. Union with 'Attributes To Join' set as 'All Attributes'
- C. Append with 'Schema Type' as 'Test'

Answer: C

Explanation:
Using the Append tool with Schema Type set to 'Test' ensures that fields in both datasets match before appending. This allows the analyst to verify that fields align correctly and prevents mismatched data from being incorrectly merged.
* 'No_Test' (Option B) appends records regardless of schema mismatch, which is risky here.
* Union (Option C) combines geometries, not designed for updating attribute schemas.
Therefore, the correct answer is A.

NEW QUESTION # 68
A group of new GIS trainees must be trained on a specific workflow that includes zooming in to a specific area on a map, creating data, performing zonal statistics, extracting features, updating symbology, authoring a map layout, and exporting the layout into a PDF.
How should the instructor share the workflow to make sure that all steps are followed?

- A. Create and share a task as task file
- B. Create and share a model as a toolbox
- C. Create a script in Jupyter Notebook and share the notebook

Answer: A

Explanation:
Tasks in ArcGIS Pro are specifically designed to guide users through multi-step GIS workflows by packaging step-by-step instructions into a task file. This ensures trainees follow the workflow correctly and in sequence.
* Models (Option A) automate geoprocessing but do not guide interactive steps such as zooming, editing, or exporting layouts.
* Jupyter Notebooks (Option C) are suitable for scripting but not for guiding new users through step-by- step GUI-based tasks.
Therefore, the correct answer is B.

NEW QUESTION # 69
A GIS specialist needs to organize discontinuous imagery into a single dataset and wants to select individual rasters and download them when necessary.
Which dataset should be used to achieve this?

- A. Mosaic dataset

- B. Raster dataset
- C. LAS dataset

Answer: A

Explanation:
Mosaic datasets manage collections of multiple rasters, including discontinuous imagery, without physically merging the data. They allow users to query, subset, and download individual rasters on demand while maintaining a single logical dataset.
* Raster dataset (Option A) stores a single continuous raster.
* LAS dataset (Option B) is specific to lidar point cloud data.
Therefore, the correct answer is C.

NEW QUESTION # 70

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