Web-Based Esri EAPA_2025 Practice Exam

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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	• 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 3	• 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 4	• 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 5	• 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.

Esri EAPA_2025 Exam Questions: Your Key to Exam Success

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q18-Q23):

NEW QUESTION # 18
A GIS analyst needs to examine the metadata of a feature class not in the map to make sure the thumbnail graphic is current. What is the recommended workflow to view the metadata feature class?

- A. In the Catalog pane, expand the geodatabase > Right-click the feature class > Select View Metadata
- B. In the Contents pane > Right-click the feature layer > Select View Metadata
- C. In the Contents pane > Select the feature layer > From the View tab, click Catalog View

Answer: A

Explanation:
The Catalog pane provides access to datasets not yet added to the map. From there, the user can right-click any dataset (including feature classes) and select View Metadata to view or edit metadata, including the thumbnail.
* The Contents pane only lists items already in the map.
* Catalog View (Option B) works if the dataset is already loaded into that view, but directly using the Catalog pane (Option C) is more efficient here.
Therefore, the correct answer is C.
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NEW QUESTION # 19
A GIS analyst wants to change the coordinate system of a hydrant dataset from WGS 1984 to NAD 1983 UTM Zone 15N. Which tool will allow the data to be correctly transformed into the new coordinate system?

- A. Project
- B. Project Raster
- C. Define Projection

Answer: A

Explanation:
The Project tool is used to permanently transform vector data from one coordinate system to another. It accurately applies transformation parameters between WGS 1984 and NAD 1983 UTM Zone 15N for feature classes such as hydrants (point data).
* Define Projection only assigns a coordinate system when one is missing or incorrect; it does not transform coordinates.
* Project Raster applies to raster datasets, not vector feature classes like hydrants.
Therefore, the correct answer is C.
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NEW QUESTION # 20
A GIS analyst has run Ordinary Least Squares (OLS) regression on a dataset for the country of India in order to determine

contributing factors to a phenomenon. While the analysis results seem reliable, there is an asterisk on the Koenker statistic in the output report of the OLS.
Which tool does this asterisk suggest the analyst should run next?

- A. Generate Spatial Weights Matrix
- B. Generalized Linear Regression (GLR)
- C. Geographically Weighted Regression (GWR)

Answer: C

Explanation:
The asterisk on the Koenker statistic indicates non-stationarity in the data-meaning that relationships vary across space. In such cases, Geographically Weighted Regression (GWR) should be run to account for spatial variability and better model local relationships.
* Generate Spatial Weights Matrix (Option B) is used for spatial autocorrelation analyses, not regression refinement.
* Generalized Linear Regression (Option C) is a global model and does not address non-stationarity.
Therefore, the correct answer is A.

NEW QUESTION # 21
A GIS technician has crop field data and is working with a dimension feature class. The technician wants to get measurements for all features from the same starting location.
Which editing tool should the technician use to complete the task?

- A. Baseline aligned
- B. Simple aligned
- C. Continue dimensions

Answer: A

Explanation:
The Baseline Aligned dimension tool is used when multiple measurements need to originate from a common baseline. This is exactly the case when measuring multiple crop fields from the same starting location, ensuring consistent and aligned measurements across features.
* Simple Aligned creates individual dimension lines between two points but not aligned from a single baseline.
* Continue Dimensions adds dimensions that continue from the endpoint of the previous dimension but is not intended for measurements from a common baseline.
* Baseline Aligned properly anchors all measurements to the same origin point.
Therefore, the correct answer is B.
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NEW QUESTION # 22
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's Matrix Heat Chart is 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 set Column to the destination city and Row to the origin city.
* Then choose the Number field as delay time and the Aggregation method 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 # 23

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