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APA Fundamental Payroll Certification Sample Questions (Q121-Q126):

NEW QUESTION # 121

All of the following workflow mapping descriptions are correct EXCEPT:

- A. Where each step follows the last without delay or gap and ends just prior to the next
- B. Depictions and descriptions of sequences of operations of connected steps
- C. When specifications detail the quality and level to be performed by one group for another
- D. Logical thought processes must include every step with nothing assumed

Answer: C

Explanation:

Comprehensive and Detailed Explanation: Workflow mapping is a visual representation of payroll processes to ensure efficiency and accuracy.

* Option A (Logical thought processes) ensures clarity and eliminates assumptions.

* Option B (Depictions of sequences) accurately describes workflow design.

* Option C (Steps follow without delay) ensures process efficiency.

* Option D is incorrect because it describes Service Level Agreements (SLA), not workflow mapping.

Reference:

Payroll.org - Payroll Workflow Mapping Guide

Process Improvement Standards - Payroll System Optimization

NEW QUESTION # 122

When should an employer remind employees to complete an amended Form W4 if their filing status or filing circumstances have changed?

- A. by december 31 of each year
- B. on an employees anniversary date with the employer
- C. it is not the employers responsibility
- D. by dec 1 of each year

Answer: D

NEW QUESTION # 123

Assume that a deposit is due on Weds, but this is a non-banking day. to be considered made timely, the employers deposit of federal payroll taxes must be made on or before the close of business on:

- A. thursday
- B. monday
- C. friday
- D. tuesday

Answer: A

NEW QUESTION # 124

Depositors that fail to deposit the entire amount of tax required by the due date, without reasonable cause for the failure, are subject to a failure-to-deposit penalty of 5% of the undeposited amount if it is:

- A. Deposited within 6-15 days of the due date.
- B. Not paid within 10 days after the employer receives its first IRS delinquency notice.
- C. Deposited more than 15 days after the due date.
- D. Deposited within 5 days of the due date.

Answer: A

Explanation:

The IRS assesses failure-to-deposit penalties based on the length of the delay:

1-5 days late: 2% penalty

6-15 days late: 5% penalty (Correct Answer)

More than 15 days: 10% penalty

After delinquency notice: 15% penalty

Reference:

IRS Deposit Penalty Guidelines (Publication 15)

NEW QUESTION # 125

The DOL can issue fines for all the following violations EXCEPT:

- A. Child Labor

- B. Minimum Wage
- C. Overtime
- D. Sick Leave

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

The Department of Labor (DOL) enforces violations related to:

Overtime (A) - Under the Fair Labor Standards Act (FLSA).

Child Labor (C) - Protecting workers under age 18.

Minimum Wage (D) - Enforcing the federal minimum wage.

Option B (Sick Leave) is incorrect because the DOL does not regulate paid sick leave at the federal level. Sick leave laws vary by state, but there is no federal mandate requiring paid sick leave.

Reference:

FLSA - Wage and Hour Division (DOL) Enforcement

Payroll.org - Federal and State Payroll Compliance

NEW QUESTION # 126

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