Vendor: Microsoft

Exam Code: MB3-533

Exam Name: Microsoft Dynamics GP 10.0 Human Resources and Payroll

Version: DEMO

1: When using Pay Steps, an employee's step increases can be based on which of the following?

A.Seniority Date

B.Birth Date

C.Years of Education

D.Years of Experience

Correct Answers: A

2: What window is used to access American Disabilities Act (ADA) information?

A.Division Setup

B.Department Setup

C.Position Setup

D.Employee Maintenance

Correct Answers: C

3: Fabrikam, Inc. currently uses Payroll and has decided to add the Human Resources module. What procedures need to be run to ensure the Human Resources benefit information is updated?

A.Shrink and verify

B.Reconcile

C.Year-end closing

D.This automatically happens as soon as HR is loaded

Correct Answers: B

4: Life Insurance set up requires a premimum method to be selected. Which of the following methods are supported in Microsoft Dynamics GP Human Resources?

A.Fixed Amounts only

B.Fixed Amounts and Variable Amounts

C.Fixed Amounts and Age Based

D.Variable Amounts and Age Based

Correct Answers: C

5: What does a red exclamation mark mean next to a To-Do List item?

A.The item is very important.

B.The item has been entered today.

C.The item has been rolled forward as opposed to a new entry for the day.

D.The item is a new item that day,, is important,, and cannot be deleted until it is completed.

Correct Answers: C

6: If a 401K retirement plan is set up in Human Resources, and the employer match percentage is 50%, what are the deduction and benefit percentage amounts entered in Payroll if the employee contributed 8%?

A.8% deduction and no benefit

B.8% deduction and 4% benefit

C.4% deduction and 8% benefit

D.4% deduction and 4% benefit

Correct Answers: B

7: Which of the following is considered a Miscellaneous Benefit in Microsoft Dynamics GP Human Resources?
A.Dental
B.Disability
C.Age-Based Life Insurance
D.Flexible Spending Account
Correct Answers: D

8: Health Insurance Plans in Human Resources allow which of these items to occur? Choose the 3 that apply.
A.A FMLA premium can be tracked.
B.A waiting period can be specified before an employee becomes eligible.
C.A copay code could be attached for prescription drugs.
D.Contributions to pay for the plan can come from the employee and employer.
Correct Answers: B C D

9: The FMLA 12-Month Period can be based on which of the following? Choose the 3 that apply.
A.Calendar Year
B.Anniversary Year
C.12 months forward from a previous FMLA leave
D.An employee-specific fixed 12-month period
Correct Answers: A C D

10: When defining a Review Policy, which of the following is true? Choose the 2 that apply.
A.Intervals are displayed in chronological order.
B.Date of the next review is always based upon the date of the last review.
C.Words or numbers can be used to rate each category in a review.
D.Review dates can be posted to the Personal To Do List.
Correct Answers: A C

11: Microsoft Dynamics GP is designed to allow certain users to automatically set up Payroll benefits and deductions at the same time the user is enrolling employees for benefits and deductions In Human Resources. Which option, when activated, provides the user with this functionality?
A.Employee Filters
B.Auto-Assign Employee ID
C.Payroll View for Human Resources
D.Organizational Display
Correct Answers: C

12: When setting up a Pay Code default, which of the following pay types must be based on an hourly, salary or piecework pay code? Choose the 2 that apply.

A.Commission

B.Minimum Wage Balance

C.Sick

D.Overtime

Correct Answers: C D

13: What is necessary to set up a deduction for employee purchases that have varying amounts and do not occur every pay period?

A.Select the Sheltered from Federal Tax option in the Deduction Setup window.

B.Enter as a Tiered or Sequenced deduction with a frequency of miscellaneous.

C.Make sure that the Transaction Required option is selected.

D.Select the Variable Deduction option and specify the frequency as miscellaneous.

Correct Answers: C

14: The Human Resources department is responsible for updating everyone's wages with a 2% cost of living increase. What window should be used to ensure both Payroll and Human Resources are updated with this increase?

A.Payroll Mass Update

B.Pay Code Setup

C.Compensation Management

D.Employee Pay Code Maintenance

Correct Answers: C

15: Which of the following is true about setting up deductions? Choose the 3 that apply.

A.Arrears can be tracked and taken from subsequent pay.

B.Deductions can be based on one pay code.

C.They can reduce taxable wages before taxes are calculated.

D.They must have a transaction entered in each check run.

Correct Answers: A B C

16: Jim wants only $100 withheld from his paycheck for federal taxes. How does Payroll ensure this happens?

A.Enter $100 in the Additional Withholding field in Employee Tax Maintenance.

B.Enter $100 in the Estimated Withholding field in Employee Tax Maintenance.

C.Enter a flat tax percentage on all of an employee's different pay records for federal withholding.

D.Adjust the number of exemptions or frequency of pay records until $100 is withheld in federal taxes.

Correct Answers: B

17: How is a post-dated pay rate activated?

A.Are automatically activated on the effective date

B.When the user date is set to the effective date for the pay code

C.Automatically when building checks for a pay period that includes the effective date

D.When the pay code is activated in the Activate Employee Post-Dated Pay Rates window

Correct Answers: D

18: Which of the following methods can a Deduction be based upon? Choose the 3 that apply.
A.Fixed Amount
B.Multiple Tiers
C.Amount Per Unit
D.Percent of Earnings Wages
Correct Answers: A C D

19: When setting up Payroll Integration to Payables, which transaction types can be used? Choose the 2 that apply.
A.Federal Tax, State and Local Taxes
B.Employee and Company Deductions
C.Business Expense
D.Commission to non-employees
Correct Answers: A B

20: What Payroll Setup option should be selected if it is necessary to change month to-date amounts on an employee pay record?
A.Edit Payroll Information
B.Edit Financial Fields
C.Change Employee Records
D.Change Payroll Information
Correct Answers: B