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Q&A

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Exam : **MB3-533**

Title : Microsoft Dynamics GP 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

Answer: 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

Answer: 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

Answer: 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

Answer: 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.

Answer: 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

Answer: 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

Answer: 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.

Answer: BCD

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

Answer: ACD

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.

Answer: AC