

# MB3-230

## Microsoft

### Great Plains 8.0 Human Resources Payroll(U.S)

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**QUESTION: 1**

Which of the following statements are true about salary matrixes?

- A. Salary matrixes are optional.
- B. Salary matrixes are required for each pay code.
- C. Salary matrixes will not allow you to save pay rates outside the maximum rate specified.
- D. If a salary matrix is assigned to a pay code, the system will warn you when you are outside the matrix standards with a message.

**Answer:** A, D

**QUESTION: 2**

Human Resources supports which of the following premium methods for Life Insurance?

- A. Fixed Amounts only
- B. Fixed Amounts and Variable Amounts
- C. Fixed Amounts and Age Based
- D. Variable Amounts and Age Based

**Answer:** C

**QUESTION: 3**

Which of the following are true about setting up Health Insurance plans in Human Resources?

- A. A COBRA 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:** A, B, C, D

**QUESTION: 4**

Which of the following organizational setups allow you to track 25 extra fields?

- A. Company
- B. Employee
- C. Position
- D. Dependents

**Answer:** A, B, C

**QUESTION: 5**

Which of the following organizational setups require that you set up at least one?

- A. Division
- B. Department
- C. Position/Job title
- D. Supervisors

**Answer:** B, C

**QUESTION: 6**

The adjusted hire date can be used for which of the following?

- A. To calculate Benefit eligibility
- B. To calculate Attendance accruals
- C. To pro-rate salary
- D. To determine Length of service

**Answer:** A, B, D

**QUESTION: 7**

What procedure(s) should be run if Payroll was set up prior to purchasing Human Resources to ensure the HR benefit information will be updated?

- A. Shrink and verify
- B. Reconcile
- C. Year end closing in Payroll and HR

D. This will happen automatically as soon as HR is loaded

**Answer:** B

**QUESTION: 8**

If a 401K retirement plan is set up in Human Resources, and the employer match percent is 50%, what would be the deduction and benefit percentage amounts in Payroll if the employee contributed 4%?

- A. 4% deduction and no benefit
- B. 4% deduction and 2% benefit
- C. 100% deduction and 50% benefit
- D. 100% deduction and 2% benefit

**Answer:** B

**QUESTION: 9**

Which of the following can be archived in Human Resources?

- A. Applicants
- B. Employees
- C. To-Do Lists
- D. Organizational Setups

**Answer:** A, B

**QUESTION: 10**

Which of the following is true about your employee benefits, such as health coverage, when you are setting up Payroll and Human Resources?

- A. Benefits should be set up in Payroll and not in HR.
- B. Benefits should be set up in Payroll and then the corresponding codes in HR.
- C. Benefits should be set up in HR and then the corresponding codes in Payroll.
- D. If the Payroll view box is checked for the user, they will be prompted to set up the corresponding codes in Payroll after entering a benefit in HR.

**Answer:** C, D

**QUESTION:** 11

Where are General Ledger accounts for Payroll transactions pulled?

- A. Employee Maintenance
- B. The Class assigned to the Employee
- C. Payroll Posting Accounts Setup
- D. Posting Accounts Setup

**Answer:** C

**QUESTION:** 12

What Payroll Setup option should be checked if you want 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

**Answer:** B

**QUESTION:** 13

If you wish to give all employees in your organization a cost of living pay increase, what window could be used to ensure both Payroll and Human Resources will be updated?

- A. Payroll Mass Update
- B. Payroll Pay Code Update
- C. Compensation Management
- D. Reconcile Human Resources

**Answer:** C

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