

Chapter 1 Achievement Test

1. The Fair Labor Standards Act sets the current minimum wage at \$7.50 per hour.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.2 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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2. The Federal Insurance Contributions Act covers restrictions on the employment of child labor.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.1 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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3. The Federal Income Tax Withholding Law requires that all employment data be kept on file permanently.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.3 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
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4. In cases where both federal and state regulations cover the minimum wage for the same employee, the higher of the two rates is always used as the standard minimum wage.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.4 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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5. Those records that are required by the various payroll laws must generally be kept on file for only the current year.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.5 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
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6. Unions and employment agencies are excluded from coverage under the Civil Rights Act of 1964.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.6 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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7. Employers' photocopying of new employees' I-9 documents is not required under the Immigration Reform and Control Act.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.7 - LO: 1
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
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8. The Age Discrimination in Employment Act protects virtually all workers, but only to the age of 70.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.8 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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9. FICA taxes are levied upon employers only.
- a. True
 - b. False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.9 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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10. Criminal background checks can be used by employers on all job applicants.
- a. True
 - b. False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.10 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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11. Most employers are faced with two unemployment taxes—federal and state.
- a. True
 - b. False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.11 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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12. Every state imposes state unemployment taxes on employers in their state.
- a. True
 - b. False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.12 - LO: 2
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13. As part of their FMLA, a few states have implemented a paid family leave plan.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.13 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
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14. The FUTA tax paid to the federal government is used to pay benefits to the unemployed workers who qualify for the benefits.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.14 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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15. Under the Affordable Care Act, all employers are required to provide insurance coverage for all full-time employees.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.15 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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16. The information reporting requirements of the Affordable Care Act only involve the filing of each employee's Form W-2.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.16 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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17. Once vested, workers have the right to receive a pension at retirement age, even if they no longer work for that company.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.17 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
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18. Under the Family and Medical Leave Act, employers can exempt the highest paid 10 percent of their workforce from its provisions.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.18 - LO: 3
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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19. Under federal law, new-hire reporting also applies to newly hired independent contractors.
- a. True
 - b. False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.19 - LO: 3
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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20. Form I-9, Employment Eligibility Verification, is completed only by employees who were born outside the United States.
- a. True
 - b. False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.20 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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21. The deadline for an employee to complete and sign Section 1 of Form I-9 is one year from the date of hire .
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.21 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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22. Under the Family and Medical Leave Act, an employer can substitute an employee's earned paid leave for any part of the 12-week family leave.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.22 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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23. Workers' compensation insurance applies only to work-related injury, illness, or death.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.23 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
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24. Pre-hire questions pertaining to religion, gender, national origin, or age are allowed when these factors are bona fide occupational requirements for a job.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.24 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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25. If an investigative consumer report is being issued, the applicant must be given a written notice that the information obtained will be used in the employment decision.
- a. True
 - b. False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.25 - LO: 3
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
DATE CREATED: 4/11/2018 3:27 PM
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26. Employers cannot terminate an employee for providing false information on an application form once the employee begins employment.
- a. True
 - b. False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.26 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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27. The hiring notice is a record sent to the Payroll Department so that the new employee can be added to the payroll.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.27 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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28. The payroll register is used by employers in preparing Form W-2, the wage and tax statement sent to each employee at year-end.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.28 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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29. The payroll register is used to provide the information needed to record the payroll entries made in the journal on each payday.
- True
 - False

ANSWER: True
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.29 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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30. The FLSA requires all employees to be paid weekly or biweekly.
- True
 - False

ANSWER: False
POINTS: 2
DIFFICULTY: Moderate
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.30 - LO: 2
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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Time Estimate-a - 5 min.
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31. Which of the following is not a provision of the Fair Labor Standards Act (FLSA)?
- Restricts the employment of child labor
 - Sets minimum wage
 - Forbids discrimination in hiring
 - Mandates equal pay for equal work, regardless of gender
 - All are provisions of FLSA

ANSWER: c

POINTS: 5

DIFFICULTY: Easy

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.1 - LO: 1

ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.

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32. Which of the following bases for discrimination in employment practices is not covered in Title VII of the Civil Rights Act of 1964 as amended?
- Color
 - Religion
 - Age
 - Sex
 - National origin

ANSWER: c

POINTS: 5

DIFFICULTY: Moderate

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.32 - LO: 3

ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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Time Estimate-a - 5 min.

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33. Which of the following acts covers employee pension and welfare plans?
- Affordable Care Act
 - Federal Insurance Contributions Act
 - Age Discrimination in Employment Act
 - Family and Medical Leave Act
 - Employee Retirement Income Security Act

ANSWER: e
POINTS: 5
DIFFICULTY: Moderate
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.33 - LO: 4
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
Time Estimate-a - 5 min.
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34. Medicare is a two-part health insurance program that was part of an amendment to what act?
- Federal Insurance Contributions Act
 - Federal Income Tax Withholding Law
 - Federal Unemployment Tax Act
 - Affordable Care Act
 - Fair Labor Standards Act

ANSWER: a
POINTS: 5
DIFFICULTY: Moderate
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.34 - LO: 4
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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35. Which of the following statements is *not* a provision of ERISA?
- ERISA applies to pension and welfare plans established by any employer engaged in commerce.
 - ERISA establishes minimum vesting schedules that protect the workers' benefits.
 - ERISA provides that all employees are eligible to set up their own individual retirement accounts.
 - ERISA requires each employer to establish a pension plan.
 - All of the above are provisions of ERISA.

ANSWER: d
POINTS: 5
DIFFICULTY: Moderate
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.35 - LO: 4
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
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36. Which of the following acts deals with the minimum wage paid to laborers for contractors who supply materials to any agency of the United States?
- Davis-Bacon
 - Walsh-Healey Public Contracts
 - Federal Insurance Contributions
 - McNamara-O'Hara Service Contract
 - None of these.

ANSWER: b
POINTS: 5
DIFFICULTY: Moderate
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.36 - LO: 4
ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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37. Which of the following forms is used to complete each employee's Form W-2, Wage and Tax Statement?
- Payroll register
 - Employee's paycheck
 - Change in payroll rate form
 - Employee's individual retirement account
 - Employee's earnings record

ANSWER: e

POINTS: 5

DIFFICULTY: Moderate

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.37 - LO: 1

ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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38. Protection under the provisions of the Age Discrimination in Employment Act begins at what age?
- 18
 - 65
 - 21
 - 40
 - 50

ANSWER: d

POINTS: 5

DIFFICULTY: Moderate

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.38 - LO: 1

ACCREDITING STANDARDS: AICPA: v1-11 - FN-Reporting
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