



# ITTEST

QUESTION & ANSWER

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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 premium 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