


Pool Canvas

Add, modify, and remove questions. Select a question type from the Add Question drop-down list and click **Go** to add questions. Use Creation Settings to establish which default options, such as feedback and images, are available for question creation.

Add [Creation Settings](#)

Name Chapter 1--The Need for Payroll and Personnel Records

Description

Instructions

[Modify](#)

[◀ Add Question Here](#)

Question 1 **True/False** **0 points**

[Modify](#) [Remove](#)

Question The current minimum wage set by the Fair Labor Standards Act is \$7.25 per hour.

Answer
 True
 False

[◀ Add Question Here](#)

Question 2 **True/False** **0 points**

[Modify](#) [Remove](#)

Question The FLSA imposes no recordkeeping requirements on employers.

Answer
 True
 False

[◀ Add Question Here](#)

Question 3 **True/False** **0 points**

[Modify](#) [Remove](#)

Question The employer is required by the FLSA to display a poster that informs employees of the provisions of the law.

Answer
 True
 False

[◀ Add Question Here](#)

Question 4 **True/False** **0 points**

[Modify](#) [Remove](#)

Question All states have set their minimum wage to be the same as the federal government.

Answer
 True
 False

[◀ Add Question Here](#)

Question 5 **True/False** **0 points**

[Modify](#) [Remove](#)

Question Restrictions on the employment of child labor are established by the Federal Insurance Contributions Act.

Answer
 True
 False

[◀ Add Question Here](#)

Question 6 **True/False** **0 points**

[Modify](#) [Remove](#)

Question The FLSA provides health insurance for the aged and disabled (Medicare).

Answer
 True
 False

[◀ Add Question Here](#)

Question 7 **True/False** **0 points**

[Modify](#) [Remove](#)

Question The tax paid to the federal government for unemployment taxes is used for paying state and federal administrative expenses of the unemployment program.

Answer
 True
 False

[◀ Add Question Here](#)

Question 8 **True/False** **0 points**

[Modify](#) [Remove](#)

Question The Self-Employment Contributions Act imposes a tax on the net earnings from self-employment derived by an individual from any trade or business.

Answer
 True
 False

[◀ Add Question Here](#)

Question 9 **True/False** **0 points**

[Modify](#) [Remove](#)

Question Each state imposes an income tax on employees that is 2 percent of gross wages.

Answer
 True
 False

[◀ Add Question Here](#)

Question 10 **True/False** **0 points**

[Modify](#) [Remove](#)

Question Only six states do not impose a state unemployment tax on employers in their state.

Answer
 True
 False

[◀ Add Question Here](#)

- Question 11 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** One of the provisions of coverage of the Civil Rights Act is that the employer must have 15 or more workers.
- Answer** True
 False
- [Add Question Here](#)
- Question 12 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Title VII of the Civil Rights Act protects all employees from arbitrary dismissal.
- Answer** True
 False
- [Add Question Here](#)
- Question 13 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** By the use of executive orders, the federal government has banned discrimination in employment on government contracts.
- Answer** True
 False
- [Add Question Here](#)
- Question 14 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Employers not subject to Title VII coverage may come within the scope of the Civil Rights Act by reason of a contract or subcontract involving federal funds.
- Answer** True
 False
- [Add Question Here](#)
- Question 15 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** An exception to the protection that the Age Discrimination in Employment Act provides for all workers over 40 involves executives who are 65 or older and who have held high policy-making positions during the two-year period prior to retirement.
- Answer** True
 False
- [Add Question Here](#)
- Question 16 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Under the Civil Rights Act of 1964, the U.S. government is classified as an exempt employer.
- Answer** True
 False
- [Add Question Here](#)
- Question 17 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Under the Federal Personal Responsibility and Work Opportunity Reconciliation Act, every employer is required to report the name, address, and social security number of each new employee to the appropriate state agency.
- Answer** True
 False
- [Add Question Here](#)
- Question 18 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Form I-9 must be completed by each new hire.
- Answer** True
 False
- [Add Question Here](#)
- Question 19 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Employers are now required to photocopy new employees' Form I-9 documents.
- Answer** True
 False
- [Add Question Here](#)
- Question 20 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** In order for the Walsh-Healey Public Contracts Act to protect laborers for contractors who furnish materials to any agency of the United States, the contract amount must be at least \$10,000.
- Answer** True
 False
- [Add Question Here](#)
- Question 21 **True/False** **0 points** [Modify](#) [Remove](#)
- Question** Under FMLA, the time off must be used in one uninterrupted period of time.
- Answer** True
 False
- [Add Question Here](#)
- Question 22 **True/False** **0 points** [Modify](#) [Remove](#)

Question 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.

Answer

✓ True
False

◀ [Add Question Here](#)

Question 23 **True/False**

0 points

[Modify](#) | [Remove](#)

Question FUTA was designed to ensure that workers who are covered by pension plans receive benefits from those plans.

Answer

True
✓ False

◀ [Add Question Here](#)

Question 24 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Under ERISA, vesting conveys to employees the right to share in a retirement fund in the event they are terminated before the normal retirement age.

Answer

✓ True
False

◀ [Add Question Here](#)

Question 25 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Under ERISA, if there is a pension plan, every employee is eligible after reaching age 21 or completing one year of service, whichever is later.

Answer

✓ True
False

◀ [Add Question Here](#)

Question 26 **True/False**

0 points

[Modify](#) | [Remove](#)

Question ERISA provides for full vesting of the employer's contributions in three years or gradually over six.

Answer

✓ True
False

◀ [Add Question Here](#)

Question 27 **True/False**

0 points

[Modify](#) | [Remove](#)

Question The total cost of workers' compensation insurance is borne by the employees.

Answer

True
✓ False

◀ [Add Question Here](#)

Question 28 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Workers' compensation insurance premiums for employers vary according to the different degrees of danger in various classes of jobs and the employers' accident experience rate.

Answer

✓ True
False

◀ [Add Question Here](#)

Question 29 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Workers' compensation benefits are paid directly to the employer.

Answer

True
✓ False

◀ [Add Question Here](#)

Question 30 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Only one state has passed a law to provide disability benefits to employees absent from their jobs due to illness, accident, or disease not arising out of their employment.

Answer

True
✓ False

◀ [Add Question Here](#)

Question 31 **True/False**

0 points

[Modify](#) | [Remove](#)

Question The *requisition for personnel form* is sent to the Payroll Department so that the new employee can be properly added to the payroll.

Answer

True
✓ False

◀ [Add Question Here](#)

Question 32 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Employment application forms are usually discarded when the applicant is hired.

Answer

True
✓ False

◀ [Add Question Here](#)

Question 33 **True/False**

0 points

[Modify](#) | [Remove](#)

Question Questions pertaining to religion, gender, national origin, or age are allowed on application forms when these are bona fide occupational qualifications for a job.

Answer

✓ True
False

[◀ Add Question Here](#)

Question 34 True/False

0 points

[Modify](#) [Remove](#)

Question Most firms are now using a standard *reference inquiry form*, supplied by the IRS.

Answer

True
✓ False

[◀ Add Question Here](#)

Question 35 True/False

0 points

[Modify](#) [Remove](#)

Question If an investigative consumer report is being checked, the job applicant must be notified in writing by the employer that such a report is being sought.

Answer

✓ True
False

[◀ Add Question Here](#)

Question 36 True/False

0 points

[Modify](#) [Remove](#)

Question The *employee history record* is filled out by the person seeking employment.

Answer

True
✓ False

[◀ Add Question Here](#)

Question 37 True/False

0 points

[Modify](#) [Remove](#)

Question The *payroll register* is a separate payroll record that is kept on each employee.

Answer

True
✓ False

[◀ Add Question Here](#)

Question 38 True/False

0 points

[Modify](#) [Remove](#)

Question A *payroll register* lists all employees who have earned remuneration, the amount of remuneration, the deductions, and the net amount paid for each pay period.

Answer

✓ True
False

[◀ Add Question Here](#)

Question 39 True/False

0 points

[Modify](#) [Remove](#)

Question The amounts needed for the payroll entries in the journal come from the *employee's earnings record*.

Answer

True
✓ False

[◀ Add Question Here](#)

Question 40 True/False

0 points

[Modify](#) [Remove](#)

Question The *employee's earnings record* is a listing of a firm's complete payroll for each pay period.

Answer

True
✓ False

[◀ Add Question Here](#)

Question 41 Multiple Choice

0 points

[Modify](#) [Remove](#)

Question Which of the following is *not* a provision of the Fair Labor Standards Act (FLSA)?

Answer

- Restricts the employment of child labor
- Sets up minimum wage
- ✓ Forbids discrimination in hiring
- Mandates equal pay for equal work, regardless of sex
- All are provisions of the FLSA

[◀ Add Question Here](#)

Question 42 Multiple Choice

0 points

[Modify](#) [Remove](#)

Question Which of the following is *not* part of the social security program?

Answer

- ✓ Federal Income Tax Law
- Federal Old-Age and Survivors' Trust Fund
- Medicare
- Self-Employment Contributions Act
- All are part of the social security program

[◀ Add Question Here](#)

Question 43 Multiple Choice

0 points

[Modify](#) [Remove](#)

Question Which of the following acts levies a tax on employers and employees that is credited to the Federal Old-Age and Survivors' Trust Fund and the Federal Disability Insurance Trust Fund?

Answer

- Federal Income Tax Act
- ✓ Federal Insurance Contributions Act
- Fair Labor Standards Act
- Federal Unemployment Tax Act
- Employee Retirement Income Security Act

[◀ Add Question Here](#)Question 44 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** The Age Discrimination in Employment Act provides protection to virtually all workers over the age of:

Answer

- 18.
- 65.
- 21.
- 55.
- 40.

[◀ Add Question Here](#)Question 45 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** Form I-9, which is completed by each employee, deals with:

Answer

- contributions to individual retirement accounts.
- verification of employment eligibility.
- eligibility for unemployment benefits.
- eligibility for Medicare benefits.
- none of the above.

[◀ Add Question Here](#)Question 46 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** Which of the following acts deals with the minimum wage paid to laborers for contractors on federal government construction contracts?

Answer

- Walsh-Healey Public Contracts Act
- Fair Labor Standards Act
- McNamara-O'Hara Service Contract Act
- Occupational Safety and Health Act
- None of the above

[◀ Add Question Here](#)Question 47 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** ERISA provides for full vesting of the employer's contribution to an employee's pension fund in three years or gradually over:

Answer

- ten years.
- five years.
- six years.
- seven years.
- No gradual vesting is allowed.

[◀ Add Question Here](#)Question 48 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** Prehire questions pertaining to religion, gender, national origin, or age are allowed if:

Answer

- all employees are asked the same questions.
- only foreign-born applicants are asked these questions.
- these factors are bona fide occupational qualifications for the job.
- they are not in written form.
- the applicant is married.

[◀ Add Question Here](#)Question 49 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** Which of the following forms is used to notify the Payroll Department to add a new employee to the payroll?

Answer

- Employee's earnings record
- Change in payroll rate form
- Reference inquiry form
- Hiring notice
- None of the above

[◀ Add Question Here](#)Question 50 **Multiple Choice****0 points**[Modify](#) [Remove](#)**Question** Which of the following records lists all employees who earn remuneration, the amount of remuneration, the deductions, and the net amount paid for each payroll period?

Answer

- Employee history record
- Payroll register
- Change in payroll rate form
- Reference inquiry form
- None of the above

[◀ Add Question Here](#)

OK