Payroll Applicant Screening Sample Test

Tier 3 - Advanced

Tier Overview

For experienced payroll professionals handling more complex calculations, compliance issues, and problem-solving.

Sample Questions

1. **Calculated:** An employee worked 46 hours in a workweek at $22.00 per hour. Assuming time-and-one-half after 40 hours, calculate the gross pay for the week.
2. **True/False:** Off-cycle checks can create reconciliation issues if they are not properly coded and tracked in the payroll system.
3. **Short Answer:** Why is earnings code mapping important when an employee has regular wages, overtime, and a taxable fringe benefit in the same pay period?
4. **Multiple Choice:** Before starting a wage garnishment deduction, payroll should first verify:
   A. The employee's favorite deduction B. The order details and applicable limits C. The next quarterly return due date D. The employee's W-4 marital status
5. **Short Answer:** What risk can arise if taxable fringe benefits are not included in payroll at the correct time?
6. **Short Answer:** Why should payroll compare quarterly taxable wages to year-to-date payroll registers before filing returns?

Answer Key Snippet: 1-$1,078.00 | 2-True | 4-B

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