

# CPP-REMOTE<sup>Q&As</sup>

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**QUESTION 1**

An integrated HRIS offers the advantage of:

- A. Decreased requirements for technical improvements
- B. Reduced effort in the maintenance of employee records
- C. Enhanced screen display of employee data
- D. Improved security of confidential payroll

Correct Answer: B

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**QUESTION 2**

Which of the following is a reasonable approach when discussing an employee's poor performance?

- A. Assign additional responsibilities
- B. Provide examples of the performance issues
- C. Delegate the discussion to one of the employee's peers
- D. Raise the issues during the next departmental meeting

Correct Answer: B

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**QUESTION 3**

"Mapping" in the context of a systems conversion refers to:

- A. Defining resources needed for the project
- B. Developing a flow chart of the conversion process
- C. Downloads from the mainframe to a PC application
- D. Matching data from one system to the data of another

Correct Answer: D

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**QUESTION 4**

Employee Cindy's employer remits to her payment of \$620 in 2009 for substantiated meal expenses she incurred while moving from her old residence to her new work location. What amount of this expense, if any is excluded from Cindy's federal taxable wages?

- A. \$0

B. \$310

C. \$620

D. \$496

Correct Answer: A

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## QUESTION 5

Which of the following describes a plan involving the entire organization for carrying on a company's business in the event of a major disaster?

A. Groupware

B. Implementation plan

C. Production plan

D. Business continuity

Correct Answer: D

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