



# Study Guide for Payroll Specialist Test

Test Number: 2820

Human Resources  
Performance Assessment Services  
Southern California Edison  
An Edison International Company

REV041212

## Introduction

The **2820 Payroll Specialist Test** is a job knowledge test designed to cover the major knowledge areas necessary to perform the job. This Guide contains strategies to use for taking tests and a study outline, which includes knowledge categories, major job activities, and study references. This test is only for SCE employees who have held the Payroll Support Accountant position or are otherwise qualified per the CBA.

### Test Session

It is important that you follow the directions of the Test Administrator exactly. If you have any questions about the testing session, be sure to ask the Test Administrator before the testing begins. During testing, you may **NOT** leave the room, talk, smoke, eat, or drink. Since some tests take several hours, you should consider these factors before the test begins.

**All cellular/mobile phones, pagers or other electronic equipment will NOT be allowed in the testing area.**

All questions on this test are multiple-choice or hot spot questions. Multiple choice questions have four possible answers. Hot spot questions have a picture, and you must click the correct spot on the picture to answer the question. All knowledge tests will be taken on the computer. For more information on this, please see the next section of this study guide on *Computer Based Testing*.

**The test has a three hour time limit. A scientific calculator will be provided for you to use during the test. The calculator provided during the test session will be one of these models:**

- Casio fx-250HC,
- Texas Instruments TI-30XA,
- Texas Instruments TI-36X

**You will NOT be able to bring or use your own calculator during testing.**

You will receive a Test Comment form so that you can make comments about test questions. Write any comments you have and turn it in with your test when you are done.

### Study Guide Feedback

At the end of this Guide you have been provided with a Study Guide Feedback page. If a procedure or policy has changed, making any part of this Guide incorrect, your feedback would be appreciated so that corrections can be made.

## Computer Based Testing

Taking an SCE knowledge test on the computer is simple. You do not need any computer experience or typing skills. You will only use the keyboard to enter your candidate ID and password. You'll answer all questions by pressing a single button on the mouse.

### Log in Screen

You will be seated at a testing station. When you are seated, the computer will prompt you to enter the candidate ID and password you received in your invitation e-mail. You **MUST** have your candidate ID and password or you will be unable to take the test. Once you have confirmed your identity by entering this information, you will see a list of tests available to you.

### Sample/Tutorial

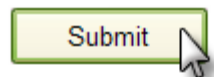
Before you start your actual test, a Sample/Tutorial Test is provided to help you become familiar with the computer and the mouse. From the list of exams that appear when you complete the log in, you will select Sample/Tutorial. You will have up to 10 minutes to take the Sample/Tutorial Test. The time you spend on this Sample Test does **NOT** count toward your examination time. Sample questions are included so that you may practice answering questions. In the Sample/Tutorial Test, you will get feedback on your answers. You will not receive feedback on your actual test.

### Example

During the test, you may see several different types of items. Many of the questions will be multiple choice items. A few items will be pictures, where you'll have to click the spot on the picture that answers the question. Those picture questions are known as "Hot Spot" questions. More information on each type is below.

### Overall Test Information

- When you begin the test, you can see the total time allowed for completion displayed at the top of the screen. You can scroll up to see that information at any time during the test.
- You can change your answers at any time during the test until the time runs out, or you click the "Submit" button. Once you click Submit, you can not change your answers.

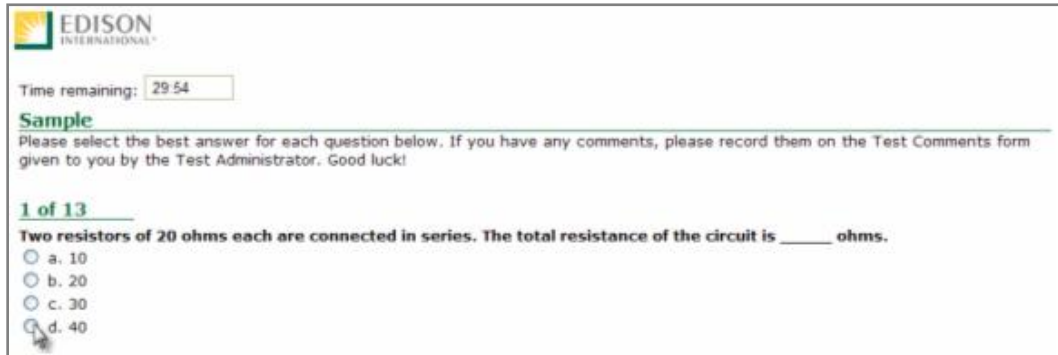


Multiple Choice Questions

To answer each multiple choice question, you should move the mouse pointer over the circle (radio button) next to the answer of your choice, and click the left mouse button.

A sample is shown below:

1. In order to answer each question, first read the question and determine the response that best answers the question. Put the mouse pointer directly over the circle corresponding to that response.

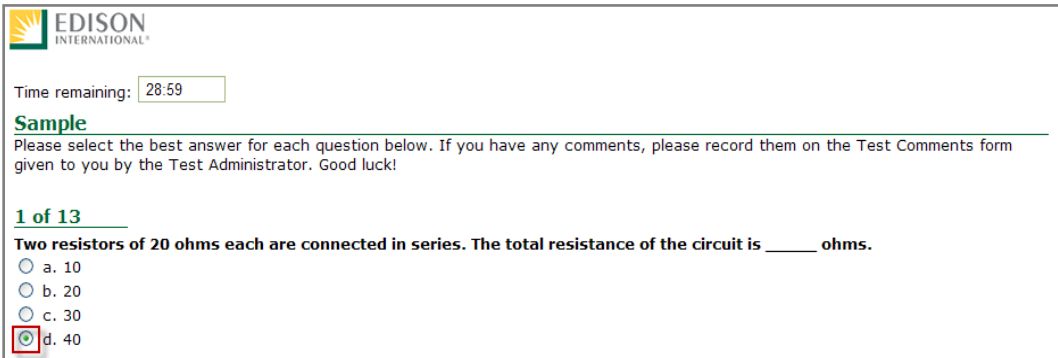


2. While the pointer is over the circle corresponding to the best answer, click the left mouse button.



**Click the left button when the pointer icon is over your answer choice.**

3. The answer you selected should now have a green dot in the circle. If you need to select an alternate answer, simply move the pointer over that circle, and click again.



## Hot Spot Questions

To answer each Hot Spot question, you should move the mouse pointer over the part of the image that best answers the question, and click the left mouse button. You will see a pointer appear in that spot. If you want to change your answer, simply move the mouse pointer to a new area on the picture and click again. The pointer will move to the new spot.

A sample is shown below:

1. In order to answer each question, first read the question and determine the place on the image that best answers the question. The pointer that will indicate your answer can always be seen in the bottom left of the image. It looks like this:



Put the mouse pointer directly over the spot on the image you want to select, and click the left mouse button.

**1 of 8**

**On the screen below, where would you click to find out how much vacation time you have left?**

**About Me**

Welcome to the "About Me" section

"About Me" has information about your benefits, programs that help you in your work and/or home life and more. Click on the links below to access the various areas.

Pointer starts out at the bottom left of the image.

**About Me Map**

	<b>Overview</b> An Overview of what's contained in this section of the Portal		<b>Career &amp; Jobs</b> Find out about career information and opportunities at Edison International.
	<b>Pay</b> Find information about base pay, job descriptions, Results Sharing, and recognition awards here.		<b>Time &amp; Attendance</b> Use this section to complete and submit your timesheet for approval, or to view your time-off balances and time


Place the mouse pointer on the spot you want to select, then click on the left button.

2. The pointer will move from the bottom left of the image and appear over the spot you selected.

1 of 8

**On the screen below, where would you click to find out how much vacation time you have left?**





### About Me



*Welcome to the "About Me" section*

"About Me" has information about your benefits, programs that help you in your work and/or home life and more. Click on the links below to access the various areas.

#### About Me Map

 <p><b>Overview</b> An Overview of what's contained in this section of the Portal</p>	 <p><b>Career &amp; Jobs</b> Find out about career information and opportunities at Edison International.</p>
 <p><b>Pay</b> Find information about base pay, job descriptions, Results Sharing, and recognition awards here.</p>	 <p><b>Time &amp; Attendance</b> Use this section to complete and submit your timesheet for approval, or to view your time-off balances and time</p>

The pointer now appears over the correct answer.

3. To change your answer, simply move the mouse pointer to the new spot, and click again. The pointer graphic will move to the new spot you've selected. In order for your answer to be considered correct, the center of the pointer ( • ) must be over the correct spot on the graphic.

## Test Taking Strategies

### Introduction

The **2820 Payroll Specialist Test** contains multiple-choice questions and may also contain hot spot questions. The purpose of this section is to help you to identify some special features of a multiple-choice test and to suggest techniques for you to use when taking one.

Your emotional and physical state during the test may determine whether you are prepared to do your best. The following list provides common sense techniques you can use before the test begins.

Technique	Remarks
<i>Be confident</i>	<ul style="list-style-type: none"> <li>- If you feel confident about passing the test, you may lose some of your anxiety.</li> <li>- Think of the test as a way of demonstrating how much you know, the skills you can apply, the problems you can solve, and your good judgment capabilities.</li> </ul>
<i>Be punctual</i>	<ul style="list-style-type: none"> <li>- Arrive early enough to feel relaxed and comfortable before the test begins.</li> </ul>
<i>Concentrate</i>	<ul style="list-style-type: none"> <li>- Try to block out all distractions and concentrate only on the test. You will not only finish faster but you will reduce your chances of making careless mistakes.</li> <li>- If possible, select a seat away from others who might be distracting.</li> <li>- If lighting in the room is poor, sit under a light fixture.</li> <li>- If the test room becomes noisy or there are other distractions or irregularities, mention them to the Test Administrator immediately.</li> </ul>
<i>Budget your times</i>	<ul style="list-style-type: none"> <li>- Pace yourself carefully to ensure that you will have enough time to complete all items and review your answers.</li> </ul>
<i>Read critically</i>	<ul style="list-style-type: none"> <li>- Read all directions and questions carefully.</li> <li>- Even though the first or second answer choice looks good, be sure to read all the choices before selecting your answer.</li> </ul>
<i>Make educated guesses</i>	<ul style="list-style-type: none"> <li>- Make an educated guess if you do not know the answer or if you are unsure of it.</li> </ul>

- Changing answers*
- If you need to change an answer, be sure to erase your previous answer completely. On the computer, be sure that the new answer is selected instead of the old one.
- Return to difficult questions*
- If particular questions seem difficult to understand, make a note of them, continue with the test and return to them later.
- Double-check math calculations*
- Use scratch paper to double check your mathematical calculations.
- Review*
- If time permits, review your answers.
  - Do the questions you skipped previously.
  - Make sure each answer bubble is completely filled in. Erase any stray marks on your answer sheet. When testing on the computer, make sure each multiple choice question has a green dot next to the correct answer.

Remember the techniques described in this section are only suggestions. You should follow the test taking methods that work best for you.

## Job Knowledge Categories

Below are the major job knowledge areas (topics) covered on the **2820 Payroll Specialist Test**. Listed next to each knowledge category is the number of items on the exam that will measure that topic. You can use this information to guide your studying. Some exams also contain additional pretest items. Pretest items will appear just like all of the other items on your exam, but they will not affect your score. They are an essential part of ensuring the **2820 Payroll Specialist Test** remains relevant to successful performance of the job.

There are a total of 105 items on the **2820 Payroll Specialist Test**.

### A. SAP Transactions and Reports (17 items)

Knowledge of infotypes and understanding of the following SAP transactions and reports used to validate, input and analyze payroll-related data:

- Renumeration Statement
- Simulation
- Time Evaluation (PT61)
- Payroll Renumeration Statement
- Basic Employee Data (PA20)
- Update Employee Data (PA61)
- CADO – Timesheet Display Data
- PT\_ERL00 – Time Evaluation Messages Analyses
- ZPT\_BAL00 – Cumulative Time Evaluation Results
- Wage-type Reporter
- Step Increase Report
- CAT2 – Timesheet Entry
- CATC – 0 Hours Recorded Report
- CAT6 – Timesheet Collision Error Report

#### References for SAP Transactions and Reports:

- ✓ ERP Training Reference Guide RXHCM210 - Personnel Data Change (PDC)
- ✓ ERP Training Reference Guide ZHR210 - HR Personnel Data Administration
- ✓ ERP Training Reference Guide ZTI100 - Time Data Maintenance
- ✓ ERP Training Reference Guide ZPR100 - Field Payroll Processing

### B. Payroll Processes and Procedures (75 items)

Knowledge of absence and attendance codes; knowledge of the tools used to help identify the cause of errors on timesheets; knowledge of IBEW union contract; knowledge of TDBU Approval Hierarchy Matrix; knowledge of Desk Procedures / Reference Guides for SAP; knowledge of Time Data Maintainer - Field Payroll Processing; knowledge of HR Personnel Data Administration and Personnel Data Change (PDC); knowledge of Power Delivery Exempt Employee Supplemental Compensation Guidelines; knowledge of termination action reason codes; knowledge of employee data action reason codes.

References for SAP Transactions and Reports:

- ✓ PDC Decision Flow
- ✓ IBEW Collective Bargaining Agreement
- ✓ TDBU Approval Hierarchy Matrix in Portal
- ✓ Power Delivery Exempt Employee Supplemental Compensation Guidelines on Portal
- ✓ Payroll Accountant/Specialist Procedure 10

**C. SCE Human Resource Policies (13 items)**

Understanding and interpretation of the following HR policies as they relate to payroll related activities:

- Policy 207 – Corporate Employee Personnel File
- Policy 208 – Request to Inspect Corporate Employee Personnel File
- Policy 501 – Personal Leave of Absence
- Policy 502 – Job Protected Leave
- Policy 503 – Military Leave of Absence
- Policy 504 – Vacation
- Policy 506 – Holidays
- Policy 507 – Jury Duty
- Policy 601 – Base Pay
- Policy 602 – Variable Pay
- Policy 701 – Exempt Employee Work Schedules and Supplemental Pay
- Policy 702 – Non-Exempt Employee Work Schedules and Overtime

References for SCE Human Resource Policies:

- ✓ All policies listed above can be found on Edison Policy and Procedure Central (EPPC)

## Sample Questions

The following sample questions should give you some idea of the form the test will take.

1. Which SAP transaction would you go into to view an employee's available vacation allowance?
  - a. ZPT-BAL00
  - b. PT50
  - c. CADO
  - d. CAT2
  
2. What is the best report to run to ensure all employees have met their 80-hour target during a pay period?
  - a. 2180
  - b. PO13
  - c. PPOSE
  - d. Over-Under 80 Report
  
3. What is the first step a PLS must take prior to processing a PDC?
  - a. approve PDC
  - b. review PDC for accuracy
  - c. submit a PDC to supervisor for approval
  - d. verify info type 315
  
4. If an employee's travel privileges are not set up properly, the:
  - a. employee's timesheet will not pay properly
  - b. employee will not be able to process an expense report
  - c. employee's badge will not work outside of field location
  - d. employee will not have access to email while on travel status:

Questions 5 - 8 refer to the following scenario:

An Employee's normal work day is 7AM - 3:30PM with ½ hr. for lunch. His/her rate of pay is: \$24.461 Normal Time, \$36.692 Overtime and \$48.922 Doubletime. The employee was called from home at 6AM, worked a normal day and continued to work until released at 7:30PM. An evening meal was taken prior to release.

5. What is the employee's overtime labor earnings? (round to the nearest cent)
  - a. \$110.08
  - b. \$146.77
  - c. \$97.84
  - d. \$207.92
  
6. What is the employee's doubletime labor earnings? (round to the nearest cent)
  - a. \$48.92
  - b. \$97.84
  - c. \$293.53
  - d. \$122.31
  
7. What is the employee's normal time labor earnings? (round to the nearest cent)
  - a. \$195.69
  - b. \$171.23
  - c. \$207.92
  - d. \$293.54
  
8. How many meals will be provided by the Company?
  - a. 2
  - b. 1
  - c. 3
  - d. 4

**Sample Answers**

1. A
2. D
3. B
4. B
5. A
6. D
7. A
8. B

### Study Guide Feedback

Please use this page to notify us of any changes in policies, procedures, or materials affecting this guide. Once completed, return to:

Southern California Edison  
Human Resources - Performance Assessment Services  
G.O. 5, 1<sup>st</sup> Floor  
1515 Walnut Grove Ave.  
Rosemead, CA 91770

**Test Name: 2820 Payroll Specialist Test**

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