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# CHAPTER 1

*Note:* Working space and special forms are provided for the Practical Problems and the Continuing Payroll Problem only. If students are required to prepare written answers to the Questions for Review, Questions for Discussion, and Case Problems, blank paper should be provided.

## Learning Objectives

After studying this chapter, students should be able to:

1. Identify the various laws that affect employers in their payroll operations.
2. Examine the recordkeeping requirements of these laws.
3. Describe the employment procedures generally followed in a Human Resources Department.
4. Identify the various personnel records used by businesses and the type of information shown on each form.
5. Identify the *payroll register* and the *employee's earnings record*.

## Contents

### Chapter 1 outline:

#### LEARNING OBJECTIVES

#### THE PAYROLL PROFESSION

#### FAIR LABOR STANDARDS ACT

#### FEDERAL INSURANCE CONTRIBUTIONS ACT

#### INCOME TAX WITHHOLDING LAWS

#### UNEMPLOYMENT TAX ACTS

#### RECORDKEEPING REQUIREMENTS

#### FAIR EMPLOYMENT LAWS

Civil Rights Act of 1964

Executive Orders

Age Discrimination in Employment Act

Americans with Disabilities Act

#### OTHER FEDERAL LAWS AFFECTING THE NEED FOR PAYROLL AND PERSONNEL RECORDS

Federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996

Immigration Reform and Control Act of 1986

*E-Verify*

Family and Medical Leave Act of 1993

# Sm Tb Im W Cd Payroll Accounting

**Michael Hoelscher**

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the author's name.

**Sm Tb Im W Cd Payroll Accounting :**

## Unveiling the Magic of Words: A Review of "**Sm Tb Im W Cd Payroll Accounting** "

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their power to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "**Sm Tb Im W Cd Payroll Accounting** ," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve in to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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