

Business and Society Test 2 Practice (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. Which law eliminated certain time restrictions for filing pay discrimination lawsuits?**
 - A. Lilly Ledbetter Fair Pay Act of 2009.**
 - B. Civil Rights Act of 1964.**
 - C. Equal Pay Act of 1963.**
 - D. Fair Labor Standards Act of 1938.**

- 2. The 2015 data on minority-owned businesses show ownership led by which group?**
 - A. Asian Americans**
 - B. African Americans**
 - C. Hispanic Americans**
 - D. Native Americans**

- 3. The Ledbetter Fair Pay Act of 2009 is associated with which area of law?**
 - A. Pay discrimination claims.**
 - B. Age discrimination claims.**
 - C. Occupational safety claims.**
 - D. Intellectual property claims.**

- 4. In the stages of moral development, egocentric reasoning applies to which age groups?**
 - A. Infancy**
 - B. Childhood and youth**
 - C. Middle age**
 - D. Elderly**

- 5. The unspoken understanding among employees of what is and is not acceptable behavior is called what?**
 - A. Ethical climate**
 - B. Corporate governance**
 - C. Compliance culture**
 - D. Social contract**

- 6. According to the textbook, Asian American men now have higher median weekly earnings than white American men primarily because?**
- A. most Asians had earned a bachelor's degree or higher.**
 - B. they work longer hours on average.**
 - C. they are concentrated in high-paying sectors regardless of education.**
 - D. they receive preferential treatment in hiring.**
- 7. Which law protects against job discrimination as described in the case?**
- A. Civil Rights Act (and amendments)**
 - B. Americans with Disabilities Act**
 - C. Title VII of the Civil Rights Act**
 - D. Family and Medical Leave Act**
- 8. The MFN rule discussed in the material pertains to which domain?**
- A. International trade restrictions**
 - B. Domestic labor law**
 - C. Intellectual property rights**
 - D. Environmental regulation**
- 9. By law, the financial records of publicly held companies are required to be**
- A. Audited by a certified professional accounting firm.**
 - B. Audited only by the company's internal accounting team.**
 - C. Audited by a non-certified individual.**
 - D. Not audited.**
- 10. What evidence of weak labor laws in African mineral mining did the case present?**
- A. Children dug minerals by hand, with no health or safety protections.**
 - B. Mines had comprehensive health and safety programs.**
 - C. Workers received high wages and benefits.**
 - D. There were strict regulatory inspections.**

Answers

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1. A
2. A
3. A
4. B
5. A
6. A
7. A
8. A
9. A
10. A

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Explanations

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1. Which law eliminated certain time restrictions for filing pay discrimination lawsuits?

- A. Lilly Ledbetter Fair Pay Act of 2009.**
- B. Civil Rights Act of 1964.**
- C. Equal Pay Act of 1963.**
- D. Fair Labor Standards Act of 1938.**

The main idea here is how the timing rules for filing pay discrimination claims work and how they can be made more forgiving. Before 2009, the clock for filing a pay discrimination claim generally started with the discriminatory act and didn't reset with subsequent paychecks, so many potential plaintiffs were out of time even if they only learned about the issue later. The Lilly Ledbetter Fair Pay Act of 2009 changed that. It specifies that every discriminatory paycheck resets the filing clock, so a new 180-day (or 300-day, depending on state law) period starts with each paycheck that reflects the unequal pay. This effectively removes the barrier that could prevent someone from bringing a claim simply because the discrimination was discovered later or because the initial act occurred long ago. It makes it easier to sue for pay discrimination when the discrimination is ongoing and revealed in later paychecks. The Civil Rights Act of 1964 and the Equal Pay Act of 1963 are important on discrimination and wage equality, but they do not alter the specific timing rule for when pay discrimination claims must be filed in the way the Ledbetter Act does. The Fair Labor Standards Act of 1938 governs minimum wage, overtime, and related standards, not the timing of discrimination claims.

2. The 2015 data on minority-owned businesses show ownership led by which group?

- A. Asian Americans**
- B. African Americans**
- C. Hispanic Americans**
- D. Native Americans**

In 2015, Asian Americans owned the largest share of minority-owned businesses. This reflects higher entrepreneurship rates within many Asian American communities and strong representation in small-business sectors, leading to them accounting for the biggest portion of firms owned by minority groups. Other groups—African American, Hispanic American, and Native American—also own businesses, but their share was smaller that year.

3. The Ledbetter Fair Pay Act of 2009 is associated with which area of law?

- A. Pay discrimination claims.**
- B. Age discrimination claims.**
- C. Occupational safety claims.**
- D. Intellectual property claims.**

This question targets how pay discrimination fits within employment discrimination law and how the statute of limitations for those claims works. The Ledbetter Fair Pay Act of 2009 is about pay discrimination claims, not safety, intellectual property, or age-specific claims. It changed the timing rule: the filing deadline for a pay-discrimination claim runs with each discriminatory paycheck, rather than only from the initial pay decision. This means ongoing unequal pay can be challenged as new discriminatory pay arrives, making it easier to bring claims under federal anti-discrimination statutes like Title VII and related laws. The other areas listed—occupational safety, intellectual property, or general individual-age discrimination claims—are governed by different frameworks and concepts, so they aren't what this Act addresses.

4. In the stages of moral development, egocentric reasoning applies to which age groups?

- A. Infancy**
- B. Childhood and youth**
- C. Middle age**
- D. Elderly**

Egocentric reasoning in moral development means judging right and wrong from one's own viewpoint, focusing on personal consequences and how rules affect oneself rather than considering others' perspectives or broader principles. This is characteristic of early years, when children are just beginning to learn rules and tend to see them as fixed and imposed by authorities. In Piaget's terms, this aligns with the stage of morality confined to early childhood, where judgments are often tied to immediate outcomes for the child and punishment avoidance. As children grow into later childhood and adolescence, their moral reasoning becomes more sophisticated: they start to consider intentions, fairness, and the reasons behind rules, moving away from egocentric thinking. Therefore, egocentric reasoning is mainly seen in childhood and youth, not in infancy or in older adulthood, where more mature moral reasoning typically develops.

5. The unspoken understanding among employees of what is and is not acceptable behavior is called what?

- A. Ethical climate**
- B. Corporate governance**
- C. Compliance culture**
- D. Social contract**

The main idea tested here is how a group's shared norms shape everyday behavior. This unspoken understanding about what's acceptable guides how people act, decide, and respond to situations even when there isn't a formal rule in place. That sense of right and wrong, reinforced by leaders, peers, and the organization's ordinary practices, creates an ethical climate—the overall atmosphere that tells employees what behavior is expected and tolerated. This is why ethical climate fits best: it captures those informal, everyday expectations about conduct inside the workplace. By contrast, corporate governance is about formal oversight and accountability at the top levels; a compliance culture centers on adhering to rules and procedures; and a social contract is a broader idea about obligations between a company and its stakeholders. None of those focus as directly on the day-to-day unwritten norms that shape behavior within the organization.

6. According to the textbook, Asian American men now have higher median weekly earnings than white American men primarily because?

- A. most Asians had earned a bachelor's degree or higher.**
- B. they work longer hours on average.**
- C. they are concentrated in high-paying sectors regardless of education.**
- D. they receive preferential treatment in hiring.**

Higher educational attainment consistently translates into higher earnings because education expands skills, credentials, and productivity that employers reward with higher pay. Asian American men have a larger share with a bachelor's degree or higher than white men, which means many qualify for professional and technical roles that offer higher wages. This education-driven pathway explains why their median weekly earnings are higher. The other ideas don't fit the pattern as well. Simply working longer hours can boost pay, but it doesn't account for the broad earnings advantage tied to degree levels. Being concentrated in high-paying sectors without considering education ignores how degrees open access to those sectors in the first place. And there's no solid basis to attribute the difference to preferential hiring as the primary driver.

7. Which law protects against job discrimination as described in the case?

- A. Civil Rights Act (and amendments)**
- B. Americans with Disabilities Act**
- C. Title VII of the Civil Rights Act**
- D. Family and Medical Leave Act**

Federal law protects workers from being treated unfairly in hiring and employment based on protected characteristics. The Civil Rights Act, together with its amendments, is the broad law that covers this protection, prohibiting discrimination in hiring, firing, compensation, and terms and conditions of employment on the basis of race, color, religion, sex, or national origin. This makes it the best fit for a case describing job discrimination, because it directly addresses discriminatory treatment in the workplace in general. The other options focus on narrower areas: the Americans with Disabilities Act targets discrimination based on disability, the Family and Medical Leave Act concerns leave rights, and Title VII is a specific provision within the Civil Rights Act that addresses employment discrimination; while important, listing the Civil Rights Act (and amendments) captures the broader protection against discrimination in employment described in most cases.

8. The MFN rule discussed in the material pertains to which domain?

- A. International trade restrictions**
- B. Domestic labor law**
- C. Intellectual property rights**
- D. Environmental regulation**

The MFN rule is about nondiscriminatory treatment in international trade. It requires that if a country gives favorable trade terms to one trading partner, it must extend those same terms to all WTO members. In practice, when a country lowers a tariff or grants better access for goods from one partner, it must do so for every other member as well. This creates uniform, predictable conditions for trade and prevents targeted favoritism. The rule is a cornerstone of international trade law, rooted in agreements like GATT and the WTO, and it applies to international trade restrictions and tariff policies, not to domestic labor law, intellectual property rights, or environmental regulation, which are governed by separate rules. For example, lowering tariffs on imports from one country should be matched for all other WTO members.

9. By law, the financial records of publicly held companies are required to be

- A. Audited by a certified professional accounting firm.**
- B. Audited only by the company's internal accounting team.**
- C. Audited by a non-certified individual.**
- D. Not audited.**

Publicly traded companies must have an external, independent audit of their financial statements. This means a certified public accounting firm—an independent firm—reviews and verifies the company's records to provide credible assurance to investors, lenders, and regulators that the financial statements fairly reflect the company's financial position. Independence matters because internal staff cannot provide the same objective verification. Audits by internal teams aren't considered sufficient for public companies because they aren't independent, and audits by non-certified individuals aren't permitted under professional and regulatory standards. Not auditing at all would leave stakeholders without needed oversight. While an audit gives reasonable assurance rather than a guarantee of perfection, it remains the standard requirement for publicly held corporations.

10. What evidence of weak labor laws in African mineral mining did the case present?

- A. Children dug minerals by hand, with no health or safety protections.**
- B. Mines had comprehensive health and safety programs.**
- C. Workers received high wages and benefits.**
- D. There were strict regulatory inspections.**

Weak labor laws show up in exploitative, unsafe working conditions rather than protective practices. The scene described—children digging minerals by hand with no health or safety protections—signals serious gaps in regulation and enforcement. When labor laws are weak, safeguards like health and safety programs, fair wages and benefits, and regular regulatory inspections are unlikely to be reliably in place. In contrast, the other scenarios describe protective measures or stringent oversight, which would indicate stronger labor standards. So, the presence of child labor without protections is the clearest sign of weak labor laws.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://businesssociety2.examzify.com>

We wish you the very best on your exam journey. You've got this!

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