

# 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. The 2015 data shows majority ownership by which group within minority-owned businesses?**
  - A. Asian Americans**
  - B. African Americans**
  - C. Hispanic Americans**
  - D. Native Americans**
  
- 2. 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.**
  
- 3. Historically, global corporations have focused their attention on which income level(s)?**
  - A. All at the top of the pyramid and some of the middle class**
  - B. Low-income workers**
  - C. The middle class only**
  - D. Rural communities**
  
- 4. A purchasing agent directing her company's orders to a firm from which she received a valuable gift, is an example of:**
  - A. Conflict of interest**
  - B. Insider trading**
  - C. Bribery**
  - D. Nepotism**
  
- 5. One action to effectively manage diversity and inclusion is to:**
  - A. Set up a diversity council to monitor the company's goals**
  - B. Increase marketing spend**
  - C. Cut training budgets**
  - D. Hire more managers from within**

- 6. The claim that diversity boosts innovation rests on the idea that?**
- A. Many unique perspectives provide valuable insights into tastes and preferences**
  - B. Uniform perspectives lead to better decisions**
  - C. Diversity guarantees faster profits**
  - D. Diversity reduces product quality**
- 7. In the stages of moral development, egocentric reasoning applies to which age groups?**
- A. Infancy**
  - B. Childhood and youth**
  - C. Middle age**
  - D. Elderly**
- 8. Which law protects Xiuying from job discrimination based on race, color, gender, religion, or national origin?**
- A. The Equal Protection Clause**
  - B. The Civil Rights Act**
  - C. The Americans with Disabilities Act**
  - D. The Age Discrimination in Employment Act**
- 9. Mature adults base ethical reasoning on broad principles such as**
- A. Personal preferences**
  - B. Human rights and constitutional guarantees of human dignity and universal principles of justice**
  - C. Profits**
  - D. Legal loopholes**
- 10. Temporal immediacy is defined as?**
- A. the speed with which consequences occur.**
  - B. the magnitude of the consequences.**
  - C. the likelihood of consequences.**
  - D. the duration of the consequences.**

## Answers

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

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## **Explanations**

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**1. The 2015 data shows majority ownership by which group within minority-owned businesses?**

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

Ownership distribution among minority-owned businesses shows that Asian American entrepreneurs represent the largest share of firms. In 2015, Asian Americans owned the majority of minority-owned businesses, more than African American, Hispanic, or Native American owners. This reflects higher rates of business formation and firm counts within the Asian American community during that period, aided by strong immigrant networks and access to startup capital in many cases. So, Asian Americans are the group with the majority ownership within minority-owned businesses in that year. The other groups have notable representation but not the majority in that dataset.

**2. 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.

**3. Historically, global corporations have focused their attention on which income level(s)?**

- A. All at the top of the pyramid and some of the middle class**
- B. Low-income workers**
- C. The middle class only**
- D. Rural communities**

This question is about where firms historically direct their market focus based on income levels. Global corporations have pursued customers with the strongest purchasing power, which is the top of the income pyramid, and, in many cases, also the growing middle class that has enough income to support broader consumption. These segments offer higher spending power, more predictable demand, and the ability to sustain higher margins, making them the most attractive targets for big, worldwide brands and strategies. Low-income workers and rural communities, while important in some contexts, typically present greater price sensitivity, more modest purchasing power, and higher distribution challenges. These factors often make them secondary targets for many traditional global business models, hence they are less representative of where attention has historically been focused. So, the best answer reflects targeting the top of the pyramid and some of the middle class.

**4. A purchasing agent directing her company's orders to a firm from which she received a valuable gift, is an example of:**

- A. Conflict of interest**
- B. Insider trading**
- C. Bribery**
- D. Nepotism**

A conflict of interest arises when a person's private interests could influence their professional decisions. Here, a purchasing agent takes gifts from a firm and then channels company orders to that same firm. The gift creates a personal incentive to favor that supplier, which can compromise objective decision-making and even create the appearance of impropriety. This isn't about insider information or family favoritism; it's about personal gain interfering with duties, which is precisely what a conflict of interest describes. While a gift could raise questions about bribery in some contexts, the core issue here is the compromised objectivity in procurement due to personal benefit.

**5. One action to effectively manage diversity and inclusion is to:**

- A. Set up a diversity council to monitor the company's goals**
- B. Increase marketing spend**
- C. Cut training budgets**
- D. Hire more managers from within**

Effective diversity and inclusion relies on governance and clear accountability. Setting up a diversity council creates a formal structure to define goals, measure progress with concrete metrics, and oversee D&I initiatives across the organization, ensuring leadership attention and alignment with business strategy. It brings diverse perspectives together, coordinates efforts across departments, and drives consistent, data-driven decisions about hiring, development, and inclusive practices. This makes it the strongest action because it moves beyond ad hoc programs and embeds accountability into the organization's decision-making. The other options miss that governance core: increasing marketing spend doesn't directly impact internal inclusion, cutting training budget undercuts the development of inclusive capabilities, and hiring more managers from within may help representation but doesn't establish broad accountability or track progress toward wider D&I goals.

**6. The claim that diversity boosts innovation rests on the idea that?**

- A. Many unique perspectives provide valuable insights into tastes and preferences**
- B. Uniform perspectives lead to better decisions**
- C. Diversity guarantees faster profits**
- D. Diversity reduces product quality**

Diversity boosts innovation because it brings a wide range of experiences, knowledge, and viewpoints into how problems are seen and solved. When a team includes people from different backgrounds, cultures, disciplines, and life experiences, they raise new questions about what customers want and how to meet those needs. Those varied inputs reveal insights into tastes and preferences that a more uniform group might miss, opening up possibilities for novel ideas, combinations, and approaches. This richer pool of perspectives helps challenge assumptions, avoid blind spots, and push beyond familiar solutions, which is the essence of innovation. It's important to note that diversity by itself doesn't guarantee faster profits or higher quality; it provides the fertile ground for more inventive ideas, but successful outcomes depend on how those ideas are developed and executed.

**7. 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.

**8. Which law protects Xiuying from job discrimination based on race, color, gender, religion, or national origin?**

**A. The Equal Protection Clause**

**B. The Civil Rights Act**

**C. The Americans with Disabilities Act**

**D. The Age Discrimination in Employment Act**

Protecting against discrimination in employment based on race, color, religion, gender (sex), or national origin is provided by Title VII of the Civil Rights Act of 1964. This law makes it illegal for most employers to make hiring, firing, pay, promotion, or other terms and conditions of employment decisions based on those protected characteristics. It also covers harassment and retaliation for reporting discrimination, with enforcement through the Equal Employment Opportunity Commission. This is why it's the best answer: it directly addresses the specific categories listed and applies specifically to work settings. The Equal Protection Clause is a constitutional principle about equal treatment by state laws, not a private employment statute; the Americans with Disabilities Act covers disability rights, and the Age Discrimination in Employment Act covers age, not race, color, gender, religion, or national origin.

**9. Mature adults base ethical reasoning on broad principles such as**

**A. Personal preferences**

**B. Human rights and constitutional guarantees of human dignity and universal principles of justice**

**C. Profits**

**D. Legal loopholes**

Mature ethical reasoning relies on enduring principles that respect human rights and human dignity, and that demand fairness and justice for all. Rather than grounding decisions in personal likes or in what yields the most profit, a mature approach asks whether actions uphold the inherent worth of every person and align with universal standards of justice that apply across different situations and contexts. That's why the best choice centers on human rights and constitutional guarantees of dignity and universal justice. It captures the idea that ethics transcends individual preference, short-term gains, or technical loopholes. Personal preferences can vary, profits can tempt instrumental thinking that ignores rights, and legal loopholes can be exploited without reflecting true ethical obligations; none of these provide the same solid foundation as principles that protect rights and dignity and promote justice for all.

**10. Temporal immediacy is defined as?**

**A. the speed with which consequences occur.**

**B. the magnitude of the consequences.**

**C. the likelihood of consequences.**

**D. the duration of the consequences.**

Temporal immediacy is the speed with which the consequences of an action unfold after that action is taken. It describes how soon the outcomes come into effect. This matters because immediate results are typically more salient and influential in our judgments and decisions, since we can more easily connect them to the action. It's about timing, not how large the effects are, how likely they are to happen, or how long they last. For example, a decision that leads to a recall tomorrow has high immediacy, while effects that won't appear for many years have low immediacy.

## 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](mailto: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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