

# GLOBAL MANAGEMENT STUDIES (GMS) 200 PRACTICE EXAM (SAMPLE) STUDY GUIDE



## SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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# Table of Contents

|                             |    |
|-----------------------------|----|
| Copyright .....             | 1  |
| Table of Contents .....     | 2  |
| Introduction .....          | 3  |
| How to Use This Guide ..... | 4  |
| Questions .....             | 5  |
| Answers .....               | 8  |
| Explanations .....          | 10 |
| Next Steps .....            | 15 |

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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 function that coordinates tasks and resource allocation to get work done?**
  - A. Planning
  - B. Organizing
  - C. Leading
  - D. Accountability
- 2. Which term refers to meeting the needs of the present without damaging the ability of future generations to meet their needs?**
  - A. Culture
  - B. World Trade Organization
  - C. Sustainable Development
  - D. Protectionism
- 3. People love work.**
  - A. Self-fulfilling Prophecy
  - B. Theory Y
  - C. Need
  - D. Organizational Behaviour
- 4. Is a building, buying all or buying part ownership of a business in another country.**
  - A. Global Sourcing
  - B. Greenfield Investment
  - C. Foreign Direct Investment
  - D. World 3.0
- 5. Which term means right or good in the context of a governing moral code?**
  - A. Utilitarian Views
  - B. Terminal Values
  - C. Instrumental Values
  - D. Ethical Behaviour

- 6. A rational and efficient form of organization founded on logic, order and legitimate authority.**
- A. Organizational Behaviour
  - B. Theory X
  - C. Bureaucracy
  - D. Management Science and Operations Research
- 7. A manager who is responsible for complex, multifunctional units is called which term?**
- A. Top Manager
  - B. Staff Manager
  - C. General Managers
  - D. Admins
- 8. Which role directly contributes to producing the organization's goods or services?**
- A. Top Manager
  - B. Staff Manager
  - C. Line Manager
  - D. Admins
- 9. Which structure groups together people and jobs that serve the same customers or clients?**
- A. Product Structure
  - B. Customer Structure
  - C. Divisional Structure
  - D. Work Process
- 10. The study of how organizations produce goods and services.**
- A. Organizational Behaviour
  - B. Operations Management
  - C. Bureaucracy
  - D. Hawthorne Effect



## **Answers**

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

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## **Explanations**

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**1. The function that coordinates tasks and resource allocation to get work done?**

- A. Planning
- B. Organizing**
- C. Leading
- D. Accountability

*Organizing is the function that arranges the structure of work by coordinating tasks and allocating resources so plans can be carried out. After planning sets goals and actions, organizing translates that into a concrete setup: defining who does what, establishing reporting relationships, grouping tasks into teams or departments, and ensuring people, money, equipment, and information are where they're needed. This structuring helps prevent confusion, reduces overlap, and makes efficient use of resources by clarifying roles, authority, and how activities flow together. For example, in launching a project, planning might outline deliverables and timelines, while organizing assigns tasks to individuals, sets up the workflow, and ensures the right resources are available. Leading then focuses on guiding and motivating people to execute the plan, and accountability deals with measuring performance and taking responsibility for results.*

**2. Which term refers to meeting the needs of the present without damaging the ability of future generations to meet their needs?**

- A. Culture
- B. World Trade Organization
- C. Sustainable Development**
- D. Protectionism

*Sustainable development is the idea of meeting present needs without compromising the ability of future generations to meet theirs. It comes from the Brundtland Report and now serves as a guiding framework for policy and business, calling for a balance of economic growth, social equity, and environmental protection. In practice, this means choosing actions that are economically viable, socially inclusive, and environmentally responsible—like investing in renewable energy, conserving resources, and reducing pollution so resources remain available for future generations. The other terms don't fit this concept: culture is about beliefs and practices, the World Trade Organization is an institution for setting trade rules, and protectionism is a policy to shield domestic industries from foreign competition. Sustainable development best captures the idea of aligning today's actions with the welfare of future generations.*

**3. People love work.**

- A. Self-fulfilling Prophecy
- B. Theory Y**
- C. Need
- D. Organizational Behaviour

*The statement taps into assumptions about how people view work in motivating behavior. It aligns with Theory Y, which holds that work can be inherently satisfying and that people will seek responsibility, creativity, and growth when given the right conditions. In other words, people can love what they do and are motivated by meaningful work, autonomy, and opportunities to develop. This contrasts with Theory X, which sees people as inherently avoiding work and needing control and external rewards. The other choices don't capture the notion that work itself can be a source of intrinsic motivation. A self-fulfilling prophecy describes how beliefs influence outcomes, not a stance on people's natural attitude toward work; a need focuses on motivational drivers within various need theories; organizational behaviour is the broader field, not a specific view about workers' attitudes toward work.*

**4. Is a building, buying all or buying part ownership of a business in another country.**

- A. Global Sourcing
- B. Greenfield Investment
- C. Foreign Direct Investment**
- D. World 3.0

*Foreign Direct Investment is when an organization puts capital into a business in a different country with some degree of control or lasting influence. The description fits this because it covers two common forms: building a new operation abroad (greenfield investment) and purchasing all or part of an existing company (acquisition). Both involve ownership and control across borders, not just buying goods or services from another country. Global sourcing, by contrast, is about procurement without owning the foreign entity, and World 3.0 isn't a standard term in this context.*

**5. Which term means right or good in the context of a governing moral code?**

- A. Utilitarian Views
- B. Terminal Values
- C. Instrumental Values
- D. Ethical Behaviour**

*This question is about what term describes conduct that aligns with a governing moral code. Ethical behavior directly names actions that are right or good according to that code, focusing on how one acts. Utilitarian views are about evaluating actions by their consequences for overall happiness, not about labeling conduct as right. Terminal values refer to end goals, while instrumental values are the preferred means to achieve ends. So ethical behavior best captures the idea of acting in a way that is right or good under the moral standard.*

**6. A rational and efficient form of organization founded on logic, order and legitimate authority.**

- A. Organizational Behaviour
- B. Theory X
- C. Bureaucracy**
- D. Management Science and Operations Research

*This describes bureaucracy, a form of organization characterized by rational-legal authority, formal rules, and a clear hierarchy. In a bureaucratic setup tasks are divided and standardized, decisions follow written procedures, and authority is legitimate because it rests on positions within a defined structure. The aim is efficiency, predictability, and control through impersonal, merit-based administration, rather than personal discretion. This contrasts with organizational behavior, which is the study of how people and groups act within any organization; Theory X outlines a management view about workers rather than a specific structure; and Management Science and Operations Research are analytical methods used to improve decision-making, not a type of organizational form.*

**7. A manager who is responsible for complex, multifunctional units is called which term?**

- A. Top Manager
- B. Staff Manager
- C. General Managers**
- D. Admins

*The key idea is leadership that spans multiple functions within a single unit. A general manager is in charge of a unit that combines several functional areas—such as production, marketing, finance, and human resources—so they must coordinate activities across departments, set the unit's strategy, allocate resources, and be accountable for overall performance, often including profit and loss. That broader, cross-functional scope is what distinguishes a general manager from roles that focus on a single function (functional managers), administrative staff, or top-level executives who oversee the entire organization. In many organizations, product lines or geographic divisions have a general manager at the helm to ensure the unit works smoothly as a cohesive whole.*

**8. Which role directly contributes to producing the organization's goods or services?**

- A. Top Manager
- B. Staff Manager
- C. Line Manager**
- D. Admins

*Line managers oversee the actual production or delivery process. They supervise the people, machines, and workflows that directly turn inputs into goods or services, making day-to-day decisions to keep operations running, manage schedules, and maintain quality. This hands-on role is what links planning to the finished product. Top managers set overall strategy and allocate resources across the organization, but they aren't involved in the on-the-ground production. Staff managers provide specialized expertise and support to others, rather than directly producing outputs. Admins handle administrative tasks that support operations, not the production itself. That direct involvement in creating the product is what makes the line manager the best-fit role.*

**9. Which structure groups together people and jobs that serve the same customers or clients?**

- A. Product Structure
- B. Customer Structure**
- C. Divisional Structure
- D. Work Process

*Organizing around the customers you serve puts teams and roles together so they own all the functions needed to serve those specific clients. This creates dedicated groups—sales, service, engineering, and support—that deeply understand the chosen customer segment, tailor offerings to their needs, and respond quickly to their requests. It's especially effective when customers have distinct requirements or when building long-term, high-touch relationships. Structures based on products group functions by product lines, which can silo activities and make it harder to address a customer's unique needs across products. A divisional approach can be by product, geography, or other criteria, but it isn't inherently organized around the customers themselves. A work-process (process-based) layout arranges people by the steps of the workflow, emphasizing process efficiency rather than aligning teams to specific client needs.*

## 10. The study of how organizations produce goods and services.

A. Organizational Behaviour

**B. Operations Management**

C. Bureaucracy

D. Hawthorne Effect

*The main idea is how work is turned into goods and services through the systems and processes that actually produce them. Operations management focuses on designing, managing, and improving these processes—covering areas like how to lay out facilities, how much capacity to have, how to schedule work, how to ensure quality, and how to coordinate the flow of materials and information through the production and delivery system. It's about turning inputs into outputs efficiently and effectively. Organizational behavior, by contrast, looks at people, teams, motivation, leadership, and culture within the organization, not the production processes themselves. Bureaucracy refers to a formal hierarchical structure and administrative rules, which is a concept in organizational design rather than the study of production systems. The Hawthorne Effect describes how people's performance changes when they know they are being observed, not how production processes are designed or managed. So, when the question asks about the study of how organizations produce goods and services, the best fit is Operations Management.*

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## 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://gms200.examzify.com>

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

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