TEXAS A&M UNIVERSITY (TAMU) MGMT209 PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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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.

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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!

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Questions

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1. **What aspect of employment does the Equal Pay Act address?**

   A. Hiring

   B. Compensation

   C. Firing

   D. All of the above

2. **What does the Fair Labor Standards Act of 1938 primarily address regarding child labor?**

   A. Minimum wage regulations

   B. Creation of a 40 hour work week

   C. Restrictions on child labor

   D. Worker's compensation rules

3. **Which of the following sources cannot create statutory law?**

   A. City Councils

   B. State Legislatures

   C. U.S. Congress

   D. Administrative Agencies or Judicial decisions

4. **What is the personal property maximum of exempt property for a single adult with no children in Texas?**

   A. 15k

   B. 30k

   C. 60k

   D. 90k

5. **Which environmental law was the first in the U.S. to establish a permit system?**

   A. Clean Air Act

   B. Clean Water Act

   C. Rivers and Harbor Act

   D. Resource Conservation and Recovery Act

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6. Which power does the President NOT possess regarding law creation?

A. Executive orders

B. Veto power

C. Appointing Federal judges

D. Engaging in foreign treaties

7. What removes the possibility of a contract being enforced due to lack of legality?

A. Void contract

B. Voidable contract

C. Illegal contract

D. Enforceable contract

8. Which of the following is true about a corporation?

A. It is the oldest form of business entity

B. It is the simplest form of business entity

C. There are no special requirements to create it

D. It can last forever

9. During whose presidency were regulatory agencies often considered unconstitutional or invalid?

A. Teddy Roosevelt

B. Herbert Hoover

C. Franklin D. Roosevelt

D. Harry Truman

10. Which of the following indicates a union's primary focus?

A. Maximizing employer profits

B. Social welfare

C. Economic gain for workers

D. Corporate friendly policies

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Answers

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

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Explanations

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1. What aspect of employment does the Equal Pay Act address?

A. Hiring

B. Compensation

C. Firing

D. All of the above

The Equal Pay Act specifically addresses the issue of compensation in the workplace, focusing on the requirement that men and women be given equal pay for equal work in the same establishment. This law was enacted to combat wage discrimination based on sex, ensuring that all employees receive fair compensation for their contributions regardless of gender. The act requires that pay differentials among employees performing similar jobs are justifiable only under certain circumstances, such as seniority, merit, quantity, or quality of production, or any factor other than sex. While hiring and firing practices are important aspects of employment law, the Equal Pay Act does not directly target these areas. Instead, its primary concern is ensuring equitable pay practices to close the wage gap between genders. Hence, the emphasis on compensation is the core of the Equal Pay Act's purpose.

2. What does the Fair Labor Standards Act of 1938 primarily address regarding child labor?

A. Minimum wage regulations

B. Creation of a 40 hour work week

C. Restrictions on child labor

D. Worker's compensation rules

The Fair Labor Standards Act (FLSA) of 1938 primarily addresses restrictions on child labor by setting forth various regulations that safeguard the rights and welfare of minors in the workforce. This act established minimum age requirements for employment in various sectors, as well as guidelines for permissible work hours, types of jobs that children can do, and overall conditions of employment for minors. The FLSA's focus on child labor stemmed from concerns about the exploitation of children in labor-intensive and hazardous jobs, ensuring that minors are not subjected to conditions that could jeopardize their health and development. By implementing age and hour restrictions, the act aims to protect young workers from these dangers and provide them with opportunities for education. In contrast, while the FLSA does include aspects like minimum wage and the 40-hour workweek, those elements are generally more focused on adult workers. Additionally, worker's compensation rules are not a primary focus of the FLSA itself; they can vary by state and relate more specifically to on-the-job injuries rather than the employment of minors.

3. Which of the following sources cannot create statutory law?

A. City Councils

B. State Legislatures

C. U.S. Congress

D. Administrative Agencies or Judicial decisions

Statutory law is created through formal legislation passed by governing bodies. City councils, state legislatures, and the U.S. Congress all have the authority to enact laws that apply within their respective jurisdictions, making them capable sources of statutory law. However, administrative agencies and judicial decisions do not create statutory law in the traditional sense. Instead, administrative agencies can create regulations that have the force of law, while judicial decisions interpret and apply existing laws rather than creating new statutes. Therefore, the classification of administrative agencies and judicial decisions as sources of statutory law is misleading, as they operate within the framework of laws already established by legislative bodies. This distinction highlights why the answer identifies this option as the one that cannot create statutory law in the conventional sense.

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4. What is the personal property maximum of exempt property for a single adult with no children in Texas?

A. 15k

B. 30k

C. 60k

D. 90k

In Texas, the personal property exemption for a single adult without children is set at $30,000. This exemption applies to personal property such as household goods, clothing, jewelry, and other personal effects that a debtor can claim as exempt from creditors in bankruptcy or other legal actions. The reasoning behind the $30,000 figure is to provide a significant safety net for individuals, allowing them to maintain some level of personal property while still addressing financial liabilities. This amount helps ensure that people have essential items necessary for their living and working situations, reflecting the state's approach to personal financial security.

5. Which environmental law was the first in the U.S. to establish a permit system?

A. Clean Air Act

B. Clean Water Act

C. Rivers and Harbor Act

D. Resource Conservation and Recovery Act

The Rivers and Harbors Act is recognized as the first significant environmental law in the United States to establish a permit system. Enacted in 1899, this law was primarily designed to regulate activities related to the navigability of waters, primarily aimed at preventing obstructions that could hinder navigation and commerce. The permit system included regulations that required individuals or entities to obtain federal permission from the Army Corps of Engineers before carrying out activities that could affect waterways, such as dredging and filling. While other laws, such as the Clean Air Act and the Clean Water Act, introduced more comprehensive frameworks for environmental protection and regulation, they came later and built upon the foundational ideas established by the Rivers and Harbors Act. Each of these subsequent laws involved more complex regulatory systems for managing pollution and environmental impacts but were not the first to establish a permit requirement within the broader context of environmental law in the U.S. The Resource Conservation and Recovery Act also focuses on hazardous waste management but does not trace back to the original permit systems in U.S. environmental legislation like the Rivers and Harbors Act does. Thus, the Rivers and Harbors Act stands out as a pivotal law that initiated the requirement for permits, shaping future environmental legislation effectively.

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6. Which power does the President NOT possess regarding law creation?

A. Executive orders

B. Veto power

C. Appointing Federal judges

D. Engaging in foreign treaties

The President does not possess the power to unilaterally create laws through engaging in foreign treaties. While the President plays a crucial role in the treaty-making process by negotiating and signing treaties with other nations, this function requires the approval of the Senate to become legally binding. Therefore, it is not a direct power of law creation as it is contingent on legislative support. In contrast, executive orders allow the President to direct the operations of the federal government and create requirements within the executive branch, which can have the force of law. The veto power enables the President to reject legislation passed by Congress, thereby influencing which laws are enacted. Appointing federal judges is another significant power, as these appointments impact how laws are interpreted and enforced within the judicial system. However, these actions reflect different aspects of the law-making process in which the President actively participates or influences, unlike treaties, where a mutual agreement with the Senate is required.

7. What removes the possibility of a contract being enforced due to lack of legality?

A. Void contract

B. Voidable contract

C. Illegal contract

D. Enforceable contract

A contract is defined as an agreement between parties that creates an obligation to perform specific duties. For a contract to be enforceable, it must meet certain legal requirements, one of which is legality. If a contract is deemed illegal, it cannot be enforced by law. This is because the subject matter of the contract contravenes public policy or statutory law, making any agreement stemming from it void. When we refer to an illegal contract, we are talking about an agreement that involves illegal activities or violates laws and regulations. Since contracts are meant to uphold legal and ethical standards, no court can enforce an agreement that pertains to illegal acts, such as drug trafficking or fraud. Thus, the concept of legality is critical in determining whether a contract can be enforced. In contrast, a void contract is one that is null from the beginning and has no legal effect. A voidable contract, on the other hand, is valid until one party chooses to void it, typically due to certain conditions or circumstances (like misrepresentation). An enforceable contract is a valid agreement that meets all legal criteria, including legality. Hence, in this context, the correct option is the illegal contract, as it directly negates the possibility of enforceability due to its unlawful nature.

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8. Which of the following is true about a corporation?

A. It is the oldest form of business entity

B. It is the simplest form of business entity

C. There are no special requirements to create it

D. It can last forever

A corporation is a distinct legal entity that is separate from its owners (shareholders), which contributes to its longevity and stability. One of the defining characteristics of a corporation is that it has the ability to exist indefinitely, meaning it can continue to operate and exist beyond the lifetime of its original owners or shareholders. This feature is often referred to as "perpetual existence." Unlike sole proprietorships or partnerships, where the business may dissolve upon the death of an owner or partner, a corporation can theoretically last indefinitely, continuing its operations regardless of changes in ownership or management. This aspect makes corporations an attractive option for investors and entrepreneurs looking to create a long-term entity. The other options do not accurately describe characteristics unique to corporations. For example, corporations are not the oldest or simplest form of business entity, and they typically have specific legal requirements and formalities to be established, including filing articles of incorporation and following corporate governance protocols.

9. During whose presidency were regulatory agencies often considered unconstitutional or invalid?

A. Teddy Roosevelt

B. Herbert Hoover

C. Franklin D. Roosevelt

D. Harry Truman

The assertion that regulatory agencies were often considered unconstitutional or invalid points primarily to the presidency of Franklin D. Roosevelt. During his administration, there was significant debate and legal scrutiny regarding the New Deal programs and the agencies established to implement them. The Supreme Court struck down several New Deal measures, asserting that certain agencies overstepped their constitutional boundaries, which raised concerns about the concentration of governmental power and the limits of federal authority. Franklin D. Roosevelt's attempts to expand the role of the federal government in regulating the economy and providing social welfare led to a contentious relationship with the Supreme Court, culminating in efforts that included a controversial court-packing plan. This historical context illustrates the challenges faced by regulatory agencies during this era, highlighting a tension between innovation in governance and constitutional interpretation.

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10. Which of the following indicates a union's primary focus?

A. Maximizing employer profits

B. Social welfare

C. Economic gain for workers

D. Corporate friendly policies

The primary focus of a union is economic gain for workers. Unions are labor organizations formed to represent the collective interests of workers in negotiating with employers over wages, working conditions, benefits, and other employment-related matters. Their main goal is to improve the economic status and working conditions of their members, often through collective bargaining, which is the process of negotiating the terms of employment on behalf of the union members. This aim encompasses not only securing better pay but also ensuring that labor rights and benefits are upheld. By focusing on economic gains, unions strive to create a more equitable workplace where workers have a stronger voice in their employment conditions, thereby enhancing their overall livelihood and job satisfaction. The other options do not align with the fundamental mission of unions. While maximizing employer profits or promoting corporate-friendly policies might serve certain interests, they typically conflict with the objectives of unions which seek to prioritize workers' rights and enhance their welfare through economic benefits. Social welfare can be a component of a union's broader agenda, but the primary focus remains on the economic well-being of its members.

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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.

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

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

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