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## Business Education Content Knowledge (5101) Study Questions and Answers

According to research, the competency most needed for success in most business occupations today is

- A. computer literacy
- B. communication skills
- C. records management
- D. time management ☒ B. communication skills

Option (B) is correct. Computer literacy, records management, and time management are all skills that can be taught and improved by a business. Communication skills are the one competency that employees must possess as they enter the job.

An employee is concerned about the conduct of a colleague. Which of the following is the most appropriate way for the employee to address the matter?

- A. E-mailing the colleague about the problem and sending a copy to the supervisor
- B. Writing a letter to the colleague and filing a copy with the office manager
- C. Ignoring the problem and focusing on a positive aspect of the colleague
- D. Setting up a face-to-face meeting with the colleague and discussing the problem ☒ D. Setting up a face-to-face meeting with the colleague and discussing the problem

Option (D) is correct. A face-to-face meeting permits both parties to exchange ideas, view nonverbal cues, and move more quickly to solving the problem.

Of the following, which primarily benefits an American multinational company?

- A. Implementation of a positive trade agenda
- B. Enactment of policies that reduce foreign direct investments
- C. Increased competition with foreign state-owned enterprises
- D. Exclusion from global supply chains ☒ A. Implementation of a positive trade agenda

Option (A) is correct. A positive trade agenda is beneficial to American multinational companies.

Melinda's mother left a detailed will describing her wishes regarding the division of her real and personal property. Which of the following courts will administer the will and estate?

- A. Municipal court
- B. Circuit court
- C. Federal district court
- D. Probate court ☒ D. Probate court

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### **PRAXIS Praxis Business Education: Content Knowledge (5101)Exam Sample Questions (Q40-Q45):**

#### **NEW QUESTION # 40**

Which of the following laws establishes the right to form unions?

- **A. National Labor Relations Act**
- B. Taft-Hartley Act
- C. Fair Labor Standards Act
- D. Norris-LaGuardia Act

**Answer: A**

Explanation:

The National Labor Relations Act (NLRA) of 1935, also known as the Wagner Act, establishes workers' rights to form unions, engage in collective bargaining, and participate in strikes. Option B (Norris-LaGuardia Act) limits injunctions against unions but does not establish the right to form them. Option C (Taft-Hartley Act) regulates union activities but does not grant formation rights. Option D (Fair Labor Standards Act) addresses wages and hours, not unions. This question falls under the Business Law category, focusing on labor law.

Reference:ETS Praxis Business Education: Content Knowledge (5101) Study Companion, Section on Business Law; Business Law: Text and Cases, Chapter 34.

#### **NEW QUESTION # 41**

The Robinson-Patman Act was initially enacted for which of the following purposes?

- A. To provide employees with a safe work environment
- B. To protect employees from job discrimination
- C. To eliminate price discrimination in intrastate commerce
- **D. To eliminate price discrimination in interstate commerce**

**Answer: D**

Explanation:

The Robinson-Patman Act (1936) was enacted to prevent price discrimination in interstate commerce, ensuring fair competition by prohibiting sellers from offering different prices to similar buyers without justification. Option B (intrastate commerce) is incorrect, as the act applies to interstate transactions. Option C (job discrimination) and Option D (work environment) are unrelated, addressed by other laws. This question falls under the Business Law category, emphasizing antitrust law.

Reference:ETS Praxis Business Education: Content Knowledge (5101) Study Companion, Section on Business Law; Business Law: Text and Cases, Chapter 45.

#### **NEW QUESTION # 42**

A business education teacher is preparing a lesson on contract law and wants to illustrate a scenario where a contract is voidable due to misrepresentation. Which of the following scenarios best demonstrates a voidable contract due to fraudulent misrepresentation?

- A. A retailer sells a product with a minor defect that does not affect its functionality, and the buyer does not inspect the product before purchase.
- **B. A vendor sells a used laptop to a student, claiming it is new, knowing it was refurbished, and the student relies on this claim**

when purchasing.

- C. A company signs a lease agreement with a landlord who mistakenly lists the wrong square footage, but the company signs without verifying the details.
- D. An employer offers a job candidate a salary that is lower than advertised, but the candidate accepts without noticing the discrepancy.

**Answer: B**

Explanation:

A voidable contract can be canceled by one party due to fraudulent misrepresentation, which requires a false statement of fact, made knowingly or recklessly, with intent to induce reliance, and actual reliance causing harm. In Option A, the vendor's claim that the laptop is new, despite knowing it is refurbished, is a deliberate false statement, inducing the student's purchase, making the contract voidable due to fraud. Option B involves a mistake, not fraudulent misrepresentation, as there's no intent to deceive. Option C is a negotiation issue, not misrepresentation, as the offer was clear. Option D involves a minor defect, not a false statement of fact, and lacks fraudulent intent. This question tests nuanced understanding of contract law, a key area in the Business Law category, challenging candidates to distinguish between types of misrepresentation and contract enforceability, reflecting the Praxis 5101 exam's depth.

Reference:ETS Praxis Business Education: Content Knowledge (5101) Study Companion, Section on Business Law; Business Law: Text and Cases, Chapter 12.

### NEW QUESTION # 43

A warehouse manager wants to clarify the date and time of an employee meeting and sends an instant message (IM) to another manager in the warehouse. The use of IM is considered acceptable because the sender is most likely to be

- A. finishing a sensitive discussion
- B. avoiding a permanent record
- C. multitasking during a meeting
- D. needing an immediate response

**Answer: D**

Explanation:

Instant messaging (IM) is used for quick, real-time communication, making it suitable when the sender needs an immediate response, such as clarifying a meeting's date and time. Option A (avoiding a permanent record) is not the primary reason, as IMs can be logged. Option B (multitasking) is possible but not the best justification. Option C (sensitive discussion) would likely require a more secure or formal channel. This question falls under the Communication and Career Development category, focusing on communication tools.

Reference:ETS Praxis Business Education: Content Knowledge (5101) Study Companion, Section on Communication and Career Development; Business Communication, Chapter 6.

### NEW QUESTION # 44

Which of the following are commonly considered primary management functions?

- A. Efficiency, effectiveness, resourcefulness, delegating
- B. Managing, forcing, restricting, commanding, coercing
- C. Measurement, observation, consultation, connecting
- D. Planning, organizing, directing, coordinating, controlling

**Answer: D**

Explanation:

The primary management functions are planning (setting goals), organizing (allocating resources), directing (leading), coordinating (aligning efforts), and controlling (monitoring performance). Option B includes outcomes, not functions. Option C includes activities, not core functions. Option D includes authoritarian actions, not standard functions. This question falls under the Management and Marketing category, emphasizing management principles.

Reference:ETS Praxis Business Education: Content Knowledge (5101) Study Companion, Section on Management and Marketing; Management: Leading & Collaborating, Chapter 1.

## NEW QUESTION # 45

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