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**BA 342 (Johnson) – Exam 2 – Practice Exam Solutions**

1. A; LED
2. D; According to facts in class and in your textbook, women are earning about 80% of what men earn in the workplace
3. C; Compact florescent
4. C; Waiting to define sustainability. Only 32% of companies have defined their approach to sustainability.
5. E; Both A and C. Boards of directors and C-suite executives place a high importance on sustainability; this is good because sustainability within a company must start at the top.
6. A; 93%. Ninety-three percent of CEOs find sustainability critical to future success.
7. D; None of the above; we discussed all of these in class
8. Multiple Select – You should choose the following:
  - a. Productions
  - b. Resources
  - c. Operations
9. B; Efficient operations
10. Multiple Select – All of the boxes should be selected.
11. C; The planet is undervalued.
12. B; This could be considered a case of disparate impact
13. C; Leadership in Energy and Environmental Design
14. D; Literacy (understand), solutions (act), leadership (inspire)
15. E; Both B and D. Social, personal, and emotional are a part of diversity triad #1.

16. B; Era 2: 1863–1964
17. B; Federalization
18. E; Both A and B. Both the contemporary and traditional views of diversity are still fully engaged today.
19. Multiple Select – You should choose the following:
  - a. Unequal consequences or results
  - b. Neutral, colorblind actions
  - c. Same standards, but different consequences for different groups
  - d. Indirect discrimination
20. A; Affirmative action
21. C; Athletics. Government, employment, and education are the three aspects of affirmative action.
22. D; All of the above
23. B; Wally Triplett, in response to whether black players should travel to the 1948 Cotton Bowl
24. D; Societal
25. B; The Triple Bottom Line is a key set of guidelines used in understanding sustainability
26. A; Enhanced leadership image was not one of the 3Ps benefits we discussed in the Kennametal case
27. A; Rework is not one of the 3 Rs of sustainable operations
28. C
29. B; VW engaged in greenwashing

30. In this example about the Kennametal case, you would select the following as benefits in the Profit column:

- a. Tax breaks
- b. Lower maintenance costs
- c. Better quality products

31. D; Tragedy of the Commons

32. A; We would need Five Earths at this rate of consumption

33. A; Environment

34. C; Leverage in this case means engaging others as a means to greater leadership

35. C; This would be a Physical Risk, which is a kind of value chain risk

36. B: Managing the Triple Bottom Line

37. F; Both B and C. A Circular Economy is characterized by the Make-Use-Return model and has a Raw Materials > Design > Production > Remanufacturing > Distribution > Consumption > Collection > Recycling > REPEAT flow

38. The following are People-focused benefits in the Kennametals example:

- a. Better work environment
- b. Improved safety
- c. Lowered injury costs and rates
- d. Improved employee interactions

39. B; Smartphones create e-waste issues in part because of planned obsolescence

40. D; Geothermal

## BA 342 (Johnson) – Exam 2 – Check your Understanding Solutions

### Check Your Understanding – Chapter 15 (Part I)

1. C; In the Kennametal case, the “People” part of the triple bottom line is the most important when looking at creating a better work environment.
2. C; It would require 5 earths to sustain this level of usage
3. B; Incandescent is the cheapest short-term solution for the home
4. C; LED lights are the better long-term solution for the home
5. C; Sustainable business practices must begin at and have support from the top of your organization
6. All options should be chosen here; all of these are sustainable practices used by SAS
7. D; The Prince’s Accounting for Sustainability Project focuses on finding a way to value the planet
8. A; Alcoa does not include PEOPLE in its approach to sustainability
9. E; None of the above; all of these are the four subsets
10. You should have chosen Operations, Suppliers, Customers, Employees, and Communities
11. B; Suppliers that use renewable energy during production are not part of Wal-Mart’s commitments to sustainability
12. D; LEED means Leadership in Energy and Environmental Design

### Check Your Understanding – Chapter 15 (Part 2)

1. D; Replenish is not one of the 3 Rs of Sustainability; Reduce, Reuse, and Recycle are the 3 Rs; Professor Guide also discussed these in his lecture on Sustainability; they are covered in Chapter 15 *and* in his lecture
2. D; The textbook says that businesses must find a way to create **value** from sustainable efforts as they commit to sustainability
3. A; According to your text, Reduce is considered the most important of the 3Rs
4. B; Caring about cultures is NOT one of the 4 categories of business sustainability
5. You should choose all EXCEPT **Restricts market for goods** and **Difficult to dispose of hazardous materials**
6. B; You did not discuss Limited Supply in class

### Check Your Understanding – Chapter 19

1. B; Era 2 was considered a period of painful change
2. B; This is discrimination in the form of disparate impact; it isn’t necessarily intended to be discriminatory on its face, but it has the effect of discrimination because it can impact one protected class over another
3. A; Creating equality is NOT a step in the diversity progression
4. A; Based on statistics and predictions we expect the largest group to be Latinos/Hispanics

## Check Your Understanding – Chapter 11 and 12

1. C; This would be a nationalization influence
2. B: The National Dairy Farmers' Association engages in trade association lobbying
3. D; None of the above; choices A, B, and C are all methods used to influence government
4. The only options that should NOT be selected are Marketing and Networking