

Exam Number/Code:M2040-723

Exam Name: IBM Kenexa Talent
Optimization Sales
Mastery Test v1

Version: Demo

QUESTION NO: 1

Which of the choices below is a recognized need for a Learning Content Management System (LCMS)?

- A. Multi-interface access to learning content
- B. Siloed training function acknowledged as ineffective
- C. The desire to implement a social learning platform
- D. Need for access to subject matter experts

Answer: D

Reference:

[http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems\(Foster collaboration and knowledge-sharing\)](http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems(Foster%20collaboration%20and%20knowledge-sharing))

QUESTION NO: 2

What is a typical deal size of a Hot Lava Mobile solution?

- A. \$130K
- B. \$100K
- C. \$60K
- D. \$30K

Answer: B

QUESTION NO: 3

What percent of employees think their pay is tied to performance?

- A. 10%
- B. 25%
- C. 50%
- D. 80%

Answer: D

Reference:

http://www.kenexa.com/Portals/0/Downloads/KHPI%20Papers/Perception-Is-Reality_WorkTrendsReport.pdf

QUESTION NO: 4

How can Kenexa's Performance Management solutions improve the way organizations are managing their performance solutions today?

- A. Provide access to standard appraisals
- B. Built in standard goal setting
- C. Functionality that allows a manager to determine pay increases based on performance
- D. Provide a suite of capabilities along with deep competency knowledge

Answer: D

QUESTION NO: 5

What is a key opportunity accelerator or indicator for a Learning Management Solution?

- A. An increase in the volume of employees, customers & partners to train
- B. A large number of customer facing job families
- C. A high level of employee absenteeism
- D. A desire to comment on learning tools within the organization

Answer: A