



IBM

M2040-724

*IBM Kenexa Talent Engagement and Rewards Sales Mastery
Test v1*

- A. Structured Interview
- B. Competency Measurement
- C. Behavioral/Personality assessment
- D. Skills/Abilities Testing

Answer: C

QUESTION: 48

What is the typical deal size for Kenexa's Mid-Market Survey Offering?

- A. \$5,000-375,000
- B. \$75,000-395,000
- C. \$25,000-\$125,000
- D. \$50,000-\$150,000

Answer: B

QUESTION: 49

According to the audio recording, where is Compensation positioned on the Smarter Workforce Wheel?

- A. Attract, Empower
- B. Empower, Motivate
- C. Motivate
- D. Attract, Empower and Motivate

Answer: D

QUESTION: 50

According to the audio recording, who is the typical buyer when discussing a Compensation solution?

- A. HRIS
- B. VP/Director/Manager of HR/Compensation/Total Rewards
- C. Compensation Analyst
- D. CFO

Answer: D

QUESTION: 51

How can Assessments reduce an organization's time to hire?

- A. Eliminates the work required to reduce a candidate pool to a specific set of candidates manager targets for an interview.
- B. Eliminates the decision making process when determining where to post job openings.
- C. Helps a hiring manager define a job posting
- D. Provides a single dashboard view into candidate skills

Answer: A

Reference:

<http://www.kenexa.com.au/Portals/0/Downloads/BalfourBeattyCaseStudy.pdf> (last page, second last para)

QUESTION: 52

How many languages has Kenexa reported out Survey results in globally?

- A. 14
- B. 20
- C. 50
- D. 76

Answer: D

Reference:

<http://www.slideshare.net/ndavenport/ibm-kenexa-partner-reseller-overview> (slide 12)

QUESTION: 53

Why are engagement surveys so important?

- A. When the workforce is engaged, employees work harder, stay longer, care more and find more gratification in helping the company succeed
- B. When the workforce is engaged, management feels confidence that the company will succeed
- C. When the workforce is engaged, employees feel better about moving up the corporate ladder
- D. ladder
- E. When your workforce is engaged, the organization looks more successful to investors

Answer: A

QUESTION: 54

How many clients are using Kenexa assessments today?

- A. 14,000
- B. 11,000
- C. 8,000
- D. 2,000

Answer: D

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