

**Exam Number/Code:**M2040-723

**Exam Name:**IBM Kenexa Talent  
Optimization Sales Mastery Test v1

**Version:** Demo

**<http://www.it-exams.com>**

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](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 leaning tools within the organization

Answer: A

QUESTION NO: 6

What is a key trend in learning that makes Hot Lava Mobile an important player in the market?

- A. Learners are looking for more virtual access to subject matter experts.
- B. Learners want a more robust interface to build and manage training modules
- C. Learners require smaller chunks of content - "Bite-size learning"
- D. Content creators are looking for better platforms to develop content and push it out to learning environments

Answer: C

QUESTION NO: 7

What is a typical deal size for a Performance Management solution?

- A. \$100to\$200k
- B. S200 to \$300k
- C. S300to\$400k
- D. \$400to\$500k

Answer: A

QUESTION NO: 8

What is the typical implementation cycle for a Performance Management solution?

- A. 2 Months
- B. 2 to 4 Months
- C. 4 to 6 Months
- D. 6 to 8 Months

Answer: B

QUESTION NO: 9

What is a key benefit of a Learning Management Solution?

- A. Administrate, document, track, report & deliver content & courses in support of classroom, virtual classroom, elearning, mobile, independent learning.
- B. Provide learners with a way to interact with an expert in a social environment
- C. Build a site that allows experts to share files and content with the organization
- D. Provide a single user interface to access all learning

Answer: A

Reference:

<http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems>

QUESTION NO: 10

The Kenexa LMS (Learning Management System) performs all of the following capabilities EXCEPT:

- A. Manage classroom training, elearning, mobile content/surveys and online social learning
- B. Automate the development and publishing of modular personalized learning
- C. Administrate content and courses in support of a classroom, online or social learning environment
- D. Track and report on curriculum status for a learner

Answer: D