

Exam Number/Code:M2040-724

Exam Name:IBM Kenexa Talent
Engagement and Rewards Sales Mastery
Test v1

Version: Demo

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

QUESTION NO: 1

CORRECT TEXT

If you were to modify a ready to use assessment by changing the situational judgment questions and modifying the simulations but keep the core traits the assessment was designed to measure, which one of the following assessments would you use?

- A. Custom Assessments
- B. Ready-to-use Assessments
- C. Skills Assessments
- D. Calibrated Assessments

Answer: B

Reference:<http://www.kenexa.com/Solutions/Assessments>

QUESTION NO: 2

What is a Typical selling cycle for Kenexa's CompAnalyst Product?

- A. 2 Years
- B. 2 Weeks
- C. 2 Months
- D. 4 1/2 Months

Answer: B

QUESTION NO: 3

What is the number one differentiator Kenexa's Survey Solution offers to the marketplace?

- A. Multi-Language / Multi-Media / High Volume Capacity
- B. Client Centric flexible and experienced consulting approach to solutions
- C. Speed of Analysis and Reporting (Real-Time Dashboards)
- D. Proven Results Drive Business Performance

Answer: B

QUESTION NO: 4

Which component of Kenexa's Survey Management tool helps organizations understand the infrastructure of the HRIS data feeds?

- A. Focused Listening Questions

- B. Survey Admin
- C. Reporting Solutions
- D. Organization Mapper

Answer: D

QUESTION NO: 5

When selling assessments, what is one of the most important things to understand about the organization to help accelerate an opportunity?

- A. The number of people who left the organization
- B. The priorities of each of the lines of business
- C. Understanding of the company's job families
- D. What business they are in

Answer: C

QUESTION NO: 6

What does a company do to determine the market for a particular job?

- A. Comparing their pay scales to a similar company in their industry
- B. Blending of more than one data point to come up with their market value
- C. Blending pay scales within different job classifications within their organization
- D. Using Base pay plus any additional cash compensation paid out over the year such as bonuses, commissions or other short-term incentives

Answer: A

QUESTION NO: 7

What are the components that make up the Employee Engagement Index?

- A. Pride, Satisfaction, and Retention
- B. Satisfaction, Advocacy, and Retention
- C. Pride Advocacy, and Retention
- D. Pride, Satisfaction, Advocacy, and Retention

Answer: D

Reference:<http://www.kenexa.com/getattachment/1d2ded1d-4e1c-4820-a3c2-14b5185876ae/Engagement-Trends-Over-Time.aspx>

QUESTION NO: 8

How much time does it typically take to completely deploy a CompAnalyst Solution?

- A. 8 Weeks
- B. 10 Weeks
- C. 12 Weeks
- D. 6 Months

Answer: A

QUESTION NO: 9

How much more engaged are employees who feel their pay is fair?

- A. 2x
- B. 4x
- C. 6x
- D. 8x

Answer: A