**Exam Number/Code:**M2040-725

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

**Version:** Demo

QUESTION NO: 1
According to the audio recording, what key trend influences why organizations choose both an Applicant Tracking System and an Onboarding system?

A. Retiring home-grown systems
B. HR Transformation
C. Sourcing -proactive pipelining of candidates for critical job families
D. Moving away from HRIS onboarding solution

Answer: C


QUESTION NO: 2
Which of the following is an important market differentiator of Kenexa's Applicant Tracking System?

A. Applicant Ranking
B. OFCCP Compliance and EEO-1 reporting
C. Integrated social sourcing
D. Integrated job description database

Answer: C


QUESTION NO: 3
According to the audio recording, which of the following client business challenges might signal a recruiting opportunity?

A. Integrating new employees from a recent acquisition
B. Developing a compensation strategy to attract the right talent
C. The need to rapidly onboard new employees
D. Poor employee retention rates

Answer: D


QUESTION NO: 4
What is the typical implementation time for a 2x BrassRing System?

A. 8 weeks-12 months
B. 1 month -6 months
C. 2 weeks -3 months
D. 6 months -1 year

Answer: C

QUESTION NO: 5
According to the audio recording, which of the following Kenexa 2x Onboard features offers easily quantifiable cost savings for US based customers?

A. 30-60-90 day check ins
B. Electronic Signature support
C. Zero transactions costs for 1-9 processing
D. Support for 20 languages

Answer: A

Reference:http://www.kenexa.com/Portals/0/Downloads/Products/GTM--2xOnboard_Email.pdf(page 2)


QUESTION NO: 6
According to the audio recording, what factors contribute to calculating turnover cost associated with a bad hire?

A. Finding and hiring a new employee, onboarding and training them, and the time it takes for them to ramp up.
B. Hiring, onboarding and training a new employee
C. Finding and Hiring a new employee
D. Finding and Hiring a new employee, and the time it takes for an employee to ramp up.

Answer: A

QUESTION NO: 7
What is a typical deal size for Kenexa's Onboarding solution?

A. $50k - S250k USD
B. S50k-$150kUSD
C. $150k-$250kUSD
D. $250k -$350k USD

Answer: C


QUESTION NO: 8
Which of the following is not a key benefit of Kenexa 2X BrassRing?

A. Award winning mobile recruiting

B. Socialization of recruitment

C. Ensures the best new hire experience

D. Global, configurable, flexible

Answer: B

QUESTION NO: 9
According to the audio recording, when talking to prospects in the Retail industry, which one of the following capabilities of a Kenexa recruiting solution should NOT be emphasized?

A. Deep expertise with many, large retail clients

B. The inclusion of assessments to easily identify and hire the best talent

C. The ability to source engineering talent

D. Mobile recruiting component of 2x BrassRing

Answer: C

QUESTION NO: 10
According to the audio recording, what do organizations typically lack in their talent management solution?

A. A good set of functionality to find and hire the right talent

B. A solution that automatically provisions hardware for a new employee

C. A good onboarding system bundled with a talent acquisition system

D. A system that predicts how quickly a new hire will begin to impact the business

Answer: C