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)

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 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