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Exam : **M2040-723**

Title : IBM Kenexa Talent Optimization Sales Mastery Test v1

Version : DEMO

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(Fost er collaboration and knowledge-sharing)

2.What is a typical deal size of a Hot Lava Mobile solution?
A.$130K
B.$100K
C.$60K
D.$30K
Answer: B

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-IsReality_WorkTrendsReport.pdf

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

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