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Exam : **M2040-723**

Title : IBM Kenexa Talent
Optimization Sales Mastery
Test v1

Vendor : IBM

Version : DEMO

NO.1 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

NO.2 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

NO.3 What is the most important benefit of having a Performance Management system for an organization?

- A. The ability to set eligibility and enforce compensation policy for merit, bonus, stock, and variable pay programs with linkages to performance
- B. The ability to compare candidates side-by-side for fair and accurate analyses
- C. The ability to have an integrated process that supports and provides insight into performance ratings, organizational skills, and compensation management.
- D. The ability to configure any number of performance forms to any process

Answer: A

NO.4 What percentage of organizations in the world are currently looking to replace their Learning Solution in the Market?

- A. 25%
- B. 40%
- C. 50%
- D. 60%

Answer: B

NO.5 What is the typical selling cycle for a Performance Management solution?

- A. 1 to 3 Months
- B. 3 to 6 Months
- C. 6 to 9 Months
- D. 9 to 12 Months

Answer: A

NO.6 What is a typical deal size for a Performance Management solution?

- A. \$100to\$200k

B. \$200 to \$300k

C. \$300to\$400k

D. \$400to\$500k

Answer: A