



Vendor: IBM

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Exam Name: IBM Kenexa Talent Optimization Sales
Mastery Test v1

Version: DEMO

QUESTION 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

Explanation:

[http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems\(Foster collaboration and knowledge-sharing\)](http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems(Foster%20collaboration%20and%20knowledge-sharing))

QUESTION 2

What is a typical deal size of a Hot Lava Mobile solution?

- A. \$130K
- B. \$100K
- C. \$60K
- D. \$30K

Answer: B

QUESTION 3

What percent of employees think their pay is tied to performance?

- A. 10%
- B. 25%
- C. 50%
- D. 80%

Answer: D

Explanation:

http://www.kenexa.com/Portals/0/Downloads/KHPI%20Papers/Perception-Is-Reality_WorkTrendsReport.pdf

QUESTION 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 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 learning tools within the organization

Answer: A

QUESTION 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 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

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