



**Vendor:** IBM

**Exam Code:** M2040-724

**Exam Name:** IBM Kenexa Talent Engagement and Rewards  
Sales Mastery Test v1

**Version:** DEMO

#### QUESTION 1

What is the number one differentiator Kenexa's Survey Solution offers to the marketplace?

- A. Multi-Language / Multi-Media / High Volume Capacity
- B. Client Centric flexible and experienced consulting approach to solutions
- C. Speed of Analysis and Reporting (Real-Time Dashboards)
- D. Proven Results Drive Business Performance

**Answer: B**

#### QUESTION 2

Which component of Kenexa's Survey Management tool helps organizations understand the infrastructure of the HRIS data feeds?

- A. Focused Listening Questions
- B. Survey Admin
- C. Reporting Solutions
- D. Organization Mapper

**Answer: D**

#### QUESTION 3

When selling assessments, what is one of the most important things to understand about the organization to help accelerate an opportunity?

- A. The number of people who left the organization
- B. The priorities of each of the lines of business
- C. Understanding of the company's job families
- D. What business they are in

**Answer: C**

#### QUESTION 4

What does a company do to determine the market for a particular job?

- A. Comparing their pay scales to a similar company in their industry
- B. Blending of more than one data point to come up with their market value
- C. Blending pay scales within different job classifications within their organization
- D. Using Base pay plus any additional cash compensation paid out over the year such as bonuses, commissions or other short-term incentives

**Answer: A**

#### QUESTION 5

What are the components that make up the Employee Engagement Index?

- A. Pride, Satisfaction, and Retention
- B. Satisfaction, Advocacy, and Retention
- C. Pride Advocacy, and Retention
- D. Pride, Satisfaction, Advocacy, and Retention

**Answer: D**

**Explanation:**

<http://www.kenexa.com/getattachment/1d2ded1d-4e1c-4820-a3c2-14b5185876ae/Engagement-Trends-Over-Time.aspx>

**QUESTION 6**

How much time does it typically take to completely deploy a CompAnalyst Solution?

- A. 8 Weeks
- B. 10 Weeks
- C. 12 Weeks
- D. 6 Months

**Answer: A**

**QUESTION 7**

How much more engaged are employees who feel their pay is fair?

- A. 2x
- B. 4x
- C. 6x
- D. 8x

**Answer: A**

**QUESTION 8**

In what way will Assessments prevent an organization from being the target of legal action?

- A. Assessment results provide insights into employee sentiment used during legal audits
- B. Assessments can be used to track ethical business practices of each employee
- C. Eliminates subjectivity in the hiring process by using Assessments to clearly define a candidates viability
- D. Company wide assessments can be used as an audit trail for why a company makes strategic decisions.

**Answer: C**

**QUESTION 9**

What is the #1 reason employees take a job?

- A. Company Culture
- B. Job Fit
- C. Pay
- D. Company Reputation

**Answer: C**

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