

**考試編碼:**C2040-417

**考試名稱:** IBM Kenexa Engagement and  
Rewards Fundamentals

**版本:** Demo

QUESTION: 1

Which testing system offers the most user interface languages?

- A. Prove It!
- B. Kenexa Assess
- C. Interview Builder
- D. Kenexa Insight

Answer: B

QUESTION: 2

A candidate is taking a Kenexa Assess assessment. They call and ask why they do not see the assessment after clicking the blue assessment link.

What do you tell the candidate?

- A. You will need to disable your pop-up blocker.
- B. You will need to clear your cache and cookies.
- C. You are most likely using an unsupported web browser.
- D. You will need to right-click the assessment link and then hit "Open Link."

Answer: C

QUESTION: 3

What functionality in Excel can be used to check for blank values as part of the validation checks on the final data file?

- A. Filter
- B. Group
- C. Text to Column
- D. Remove Duplicates

Answer: A

QUESTION: 4

What is the most efficient way of creating a survey that will use the Core 38 Items and Sections for a Survey Advantage client?

- A. Copy the existing survey template.
- B. Copy the survey template from the last survey administered and modify it.
- C. Create the survey from scratch using the items and sections the client has signed off on.
- D. Upload the survey items and sections automatically using excel and modify the content as needed.

Answer: A

QUESTION: 5

How do you give your Survey Advantage client access to the online survey to review the layout and test submitting responses without these test submits impacting the final survey data?

- A. Send 'Preview\*' link to client for review and approval.
- B. Send 'One-Click' link to client for review and approval.
- C. Send 'Master' link to client and remove their test submits after their review and approval.
- D. Send 'Generic\*' Link to the client and remove their test submits after their review and approval.

Answer: A

QUESTION: 6

In the second year of administration, an Advantage Survey client would like to administer the same questionnaire without any changes.

What is the most efficient way of creating this survey?

- A. creating the survey from scratch.
- B. copying the client's previous year's survey
- C. using the standard survey template and modifying the content
- D. copying the most recent survey questionnaire and modifying the content.

Answer: B

QUESTION: 7

What is required before a session can be created when creating a single session within Assess?

- A. First Name
- B. Last Name
- C. Test Taker ID
- D. Requisition Number

Answer: C

Reference: [https://www-](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA)

[304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA)

[nt&attachmentName=Assess\\_Session\\_Management\\_Quick\\_Start\\_R3.2.0.pdf&token=MTQwOTY4NzU3NzQ2MQ==&locale=en\\_ALL\\_ZZ\(Page #16\)](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA)

QUESTION: 8

An organization wants the ability to analyze data by each of their 10 office locations. Which scenario would allow this?

- A. The location is added to the reporting tool after survey administration.
- B. The location is a demographic question and each location option meets the min n.
- C. The location is entered as an open-ended question and each location meets the min n.
- D. The location is a demographic question and at least one location option meets the min n.

Answer: C

QUESTION: 9

What is the limitation when the client wants to have benchmark scores available in Survey Advantage Entry?

- A. Benchmarks are not available.
- B. Benchmarks are only available for Sections.
- C. Benchmarks are only available for custom items.

D. Benchmarks can only be assigned to one client user.

Answer: D

QUESTION: 10

In Kenexa Assess, what contains one or more assessments to be administered to a test taker?

- A. A Batch
- B. A Bundle
- C. A Campaign
- D. A Hiring Program

Answer: A

Reference:[https://www-](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA)

[304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA)

[nt&attachmentName=Assess\\_Session\\_Management\\_Quick\\_Start\\_R3.2.0.pdf&token=MTQwOTc0NTY5MDU2OA==&locale=en\\_ALL\\_ZZ](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgfliPCA)(See Setting Up an AssessmentBatch 1stLine)

QUESTION: 11

In Survey Advantage, the 'Do not know' response option is not populating in the Excel report format.Why would this happen?

- A. This option does not appear in Excel by design.
- B. The user is using the incorrect version of Excel.
- C. The user is using the incorrect internet browser.
- D. The user did not check this option before creating their report.

Answer: C

QUESTION: 12

In Survey Advantage where can a user be removed after the survey goes live?

- A. Maintain Users
- B. Activate Survey
- C. Edit Survey User Rights
- D. Record Participant Numbers

Answer: C