

**考試編碼:**M2040-723

**考試名稱:** IBM Kenexa Talent  
Optimization Sales Mastery Test v1

**版本:** Demo

**QUESTION NO: 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\(Foster collaboration and knowledge-sharing\)](http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems(Foster%20collaboration%20and%20knowledge-sharing))

**QUESTION NO: 2**

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

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

**Answer: B**

**QUESTION NO: 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-Is-Reality\\_WorkTrendsReport.pdf](http://www.kenexa.com/Portals/0/Downloads/KHPI%20Papers/Perception-Is-Reality_WorkTrendsReport.pdf)

**QUESTION NO: 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 NO: 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**