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## Q&A

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**Exam** : **M2040-723**

**Title** : IBM Kenexa Talent  
Optimization Sales Mastery  
Test v1

**Version** : DEMO

- 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))

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

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

**Answer: B**

- 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-IsReality\\_WorkTrendsReport.pdf](http://www.kenexa.com/Portals/0/Downloads/KHPI%20Papers/Perception-IsReality_WorkTrendsReport.pdf)

- 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**

- 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**