



M2040-725^{Q&As}

IBM Kenexa Talent Acquisition Sales Mastery Test v1

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QUESTION 1

Which of the following describes the process of bringing a worker into a position and providing all necessary tools with a goal of becoming productive as soon as possible?

- A. Provisioning
- B. Time-to-productivity
- C. eVerify
- D. Onboarding

Correct Answer: D

QUESTION 2

According to the audio recording, what key trend influences why organizations choose both an Applicant Tracking System and an Onboarding system?

- A. Retiring home-grown systems
- B. HR Transformation
- C. Sourcing -proactive pipelining of candidates for critical job families
- D. Moving away from HRIS onboarding solution

Correct Answer: C

QUESTION 3

Which statement best describes why the recruiting process is so important?

- A. Having a good hiring process makes it easier to onboard people.
- B. The hiring process is key to bringing people together within a company.
- C. Companies that do not have a hiring process cannot hire good talent.
- D. Companies that hire better people have higher profit margins.

Correct Answer: D

QUESTION 4

According to Business News Daily, what percentage of new hires quit before year one?

- A. 50%



B. 25%

C. 17%

D. 5%

Correct Answer: B

QUESTION 5

Which of the following is an important market differentiator of Kenexa's Applicant Tracking System?

A. Applicant Ranking

B. OFCCP Compliance and EEO-1 reporting

C. Integrated social sourcing

D. Integrated job description database

Correct Answer: C

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