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QUESTION 1

When is the best time to source candidates for an organization?

A. When a job becomes vacant

B. 2-3 weeks before a job becomes vacant

C. 2-3 months before a job becomes vacant

D. Continuously

Correct Answer: B

QUESTION 2

According to the audio recording, what impact can a poor Onboarding solution have on an organization?

A. Increasing the time it takes to make the new employee productive

B. Connecting the new employee to the wrong learning assets

C. Paying the new employee unfairly based on market data

D. Placing the wrong candidates in the wrong positions

Correct Answer: A

QUESTION 3

Job dissatisfaction and poor performance results in approximately what percentage of job failure?

A. 50%

B. 43%

C. 33%

D. 20%

Correct Answer: A

QUESTION 4

According to the audio recording, when talking to prospects in the Retail industry, which one of the following capabilities of a Kenexa recruiting solution should NOT be emphasized?

A. Deep expertise with many, large retail clients

B. The inclusion of assessments to easily identify and hire the best talent

C. The ability to source engineering talent

D. Mobile recruiting component of 2x BrassRing

Correct Answer: C

QUESTION 5

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

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