



# M2040-725<sup>Q&As</sup>

IBM Kenexa Talent Acquisition Sales Mastery Test v1

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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

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#### 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

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#### 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

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#### 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

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#### 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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