M2040-725 Q&As

IBM Kenexa Talent Acquisition Sales Mastery Test v1

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QUESTION 1

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 2

According to the audio recording, what factors contribute to calculating turnover cost associated with a bad hire?

A. Finding and hiring a new employee, onboarding and training them, and the time it takes for them to ramp up.

B. Hiring, onboarding and training a new employee

C. Finding and Hiring a new employee

D. Finding and Hiring a new employee, and the time it takes for an employee to ramp up.

Correct Answer: A

QUESTION 3

There is an opportunity cost associated with positions that are not filled. According to ERE.net, what is the average cost of a vacancy/open position within an organization?

A. $7,000-$12,000 per week

B. $700-$1,200 per week

C. $7,000-$12,000 per day

D. $700-$1,200 per day

Correct Answer: C

QUESTION 4

How much time does it take for managers to become productive in a new job?

A. 4-6 weeks

B. 8-10 weeks

C. 12-16 weeks

D. 18-22 weeks

Correct Answer: A

QUESTION 5

How long is a typical deployment cycle for a Kenexa Onboarding Solution?

A. 6 months

B. 5-12 months

C. 12-15 months

D. 5-12 weeks

Correct Answer: A

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