



M2040-725^{Q&As}

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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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