**Vendor:** IBM

**Exam Code:** M2040-723

**Exam Name:** IBM Kenexa Talent Optimization Sales Mastery Test v1

**Version:** Demo

**QUESTION 1**
Which of the choices below is a recognized need for a Learning Content Management System (LCMS)?

A. Multi-interface access to learning content
B. Siloed training function acknowledged as ineffective
C. The desire to implement a social learning platform
D. Need for access to subject matter experts

**Correct Answer:** D

**QUESTION 2**
What is a typical deal size of a Hot Lava Mobile solution?

A. $130K
B. $100K
C. $60K
D. $30K

**Correct Answer:** B

**QUESTION 3**
What percent of employees think their pay is tied to performance?

A. 10%
B. 25%
C. 50%
D. 80%

**Correct Answer:** D

**QUESTION 4**
How can Kenexa's Performance Management solutions improve the way organizations are managing their performance solutions today?

A. Provide access to standard appraisals
B. Built in standard goal setting
C. Functionality that allows a manager to determine pay increases based on performance
D. Provide a suite of capabilities along with deep competency knowledge

**Correct Answer:** D

**QUESTION 5**
What is a key opportunity accelerator or indicator for a Learning Management Solution?

A. An increase in the volume of employees, customers & partners to train
B. A large number of customer facing job families
C. A high level of employee absenteeism
D. A desire to comment on leaning tools within the organization

**Correct Answer:** A

**QUESTION 6**
What is a key trend in learning that makes Hot Lava Mobile an important player in the market?

A. Learners are looking for more virtual access to subject matter experts.

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