



# IBM

## M2035-723 Exam

### IBM Kenexa Talent Optimization Sales Mastery Test v1

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## Version: 7.0

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### Question: 1

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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

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**Answer: D**

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Explanation:

Reference:

<http://www.kenexa.com/Solutions/Learning/LearningContentManagementSystems>  
(Foster collaboration and knowledge-sharing)

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### Question: 2

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

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

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**Answer: B**

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### Question: 3

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

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

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**Answer: D**

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Explanation:

Reference:

[http://www.kenexa.com/Portals/0/Downloads/KHPI%20Papers/Perception-Is-Reality\\_WorkTrendsReport.pdf](http://www.kenexa.com/Portals/0/Downloads/KHPI%20Papers/Perception-Is-Reality_WorkTrendsReport.pdf)

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**Question: 4**

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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

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**Answer: D**

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