

## *IBM*

*M2035-724*

*IBM Kenexa Talent Engagement and Rewards Sales Mastery Test v1*

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*Version = Product*



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### Question: 1

What does "The Market" refer to in the Compensation Space?

- A. Pay levels determined by industry
- B. Pay levels determined by seniority
- C. Pay levels at organizations that a company competes with for talent
- D. Pay levels determined by internal job Classifications

**Answer: C**

### Question: 2

"My ideas and suggestions count" is an example of which top driver of Engagement?

- A. Communication
- B. Trust
- C. Support and Inclusion
- D. Growth and Development

**Answer: A**

### Question: 3

Which one of the following is a recognized opportunity accelerator for a Kenexa Survey Solution?

- A. How can we help customers interpret engagement survey results
- B. How do we define a survey strategy for existing engagement survey customers
- C. How do we show customers how to administer a good engagement survey strategy
- D. How can we help customers increase engagement to drive organizational performance

**Answer: D**

### Question: 4

Which one of the following includes the hierarchy of job types and their associated grade or band?

- A. Total Cash Compensation

- B. Composite
- C. Pay Philosophy
- D. Salary Structure

**Answer: D**

Reference:<http://www.kenexa.com/Portals/0/Downloads/Best%20Practices%20for%20Designing%20Salary%20Structures.pdf>

### Question: 5

What is the implementation cycle for Kenexa's Mid-Market Survey Offering?

- A. 1 to 2 days
- B. 2 to 4 days
- C. 3 to 5 days
- D. 5 to 10 days

**Answer: C**

### Question: 6

What are the components that make up the Employee Engagement Index?

- A. Pride, Satisfaction, and Retention
- B. Satisfaction, Advocacy, and Retention
- C. Pride Advocacy, and Retention
- D. Pride, Satisfaction, Advocacy, and Retention

**Answer: D**

Reference:<http://www.kenexa.com/getattachment/1d2ded1d-4e1c-4820-a3c214b5185876ae/Engagement-Trends-Over-Time.aspx>

### Question: 7

What are the attributes that remain constant to delivering a successful employee engagement survey?

- A. Survey Design, Administration and Reporting
- B. Administration, Reporting and Behavior Change
- C. Survey Design, Administration, Reporting, and Behavior Change
- D. Survey Design, Administration, Reporting and Results

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**Answer: D**

**Question: 8**

According to the audio recording, when building and executing an assessment strategy, what are the desired outcomes from the first 2 years of that strategy?

- A. Improving process efficiencies
- B. Improving Revenue
- C. Improving Customer Satisfaction
- D. Improving Company Performance

**Answer: D**

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