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**Exam** : **C2040-417**

**Title** : IBM Kenexa Engagement and Rewards Fundamentals

**Vendor** : IBM

**Version** : DEMO

NO.1 In Survey Advantage what is the most efficient way of listing demographic response options in the tool to save time and reduce re-work?

- A. List them in the order they should appear on the survey.
- B. It is mandatory that they be ordered by shortest to longest length of text.
- C. In any order, they can be dragged and dropped later based on the client's feedback.
- D. In any order, the tool will automatically arrange them to the most aesthetically pleasing order.

**Answer:** A

NO.2 A client is doing a survey for the first time and wants all consulting services available. Which product and add-ons should be recommended?

- A. Survey Advantage Entry with Dashboard Reports
- B. Survey Advantage with Executive Summary and Survey Champions
- C. Survey Advantage with Executive Summary and Dashboard Reports
- D. Survey Advantage with Executive Summary, Survey Champions, and Dashboard Reports

**Answer:** C

NO.3 When creating a session in Kenexa Assess, the session invitation can be sent to the test taker's email address by using which check box?

- A. Send assessment invitation to test taker
- B. Email assessment details and URL to test taker
- C. Email this session's invitation to the test taker listed above
- D. Issue assessment invitation to test taker's email address

**Answer:** C

NO.4 A prospective Survey Advantage Entry client loves the technology but wants to use their custom questionnaire.

How do should they be advised?

- A. It is not possible to create a custom survey questionnaire in this tool.
- B. It is possible to create a custom survey questionnaire. This can be built into the project requirements.
- C. It is mandatory to use the core Advantage items and they can add some custom items to the end of the questionnaire.
- D. It is possible to create a custom survey questionnaire. A Project Engineer will need to be aligned to work on this customization so additional costs would be involved.

**Answer:** B

NO.5 Assess supports uploading of what?

- A. Users
- B. Test Takers
- C. Answer Keys
- D. Customer Questions

**Answer:** C

NO.6 Which option describes the content of a Survey Advantage Entry questionnaire?

- A. Client supplied items only
- B. Supplemental survey items only
- C. Core 38 engagement survey items
- D. Items with an Industry external benchmark

**Answer:** C

NO.7 A Prove It! test taker calls in and isn't sure if their system meets the minimum requirements.How can this information be verified?

- A. By viewing system requirements on proveit.com
- B. By making sure they have the latest version of Java
- C. By making sure they are using a supported browser
- D. By launching the help menu from their assessment window

**Answer:** A

Reference:<https://www.proveit.com/default.htm>

NO.8 In Survey Advantage, the 'Do not know' response option is not populating in the Excel report format.Why would this happen?

- A. This option does not appear in Excel by design.
- B. The user is using the incorrect version of Excel.
- C. The user is using the incorrect internet browser.
- D. The user did not check this option before creating their report.

**Answer:** C