



**Vendor:** IBM

**Exam Code:** C2040-417

**Exam Name:** IBM Kenexa Engagement and Rewards  
Fundamentals

**Version:** DEMO

#### QUESTION 1

Which testing system offers the most user interface languages?

- A. Prove It!
- B. Kenexa Assess
- C. Interview Builder
- D. Kenexa Insight

**Answer: B**

#### QUESTION 2

A candidate is taking a Kenexa Assess assessment. They call and ask why they do not see the assessment after clicking the blue assessment link.

What do you tell the candidate?

- A. You will need to disable your pop-up blocker.
- B. You will need to clear your cache and cookies.
- C. You are most likely using an unsupported web browser.
- D. You will need to right-click the assessment link and then hit "Open Link."

**Answer: C**

#### QUESTION 3

What functionality in Excel can be used to check for blank values as part of the validation checks on the final data file?

- A. Filter
- B. Group
- C. Text to Column
- D. Remove Duplicates

**Answer: A**

#### QUESTION 4

What is the most efficient way of creating a survey that will use the Core 38 Items and Sections for a Survey Advantage client?

- A. Copy the existing survey template.
- B. Copy the survey template from the last survey administered and modify it.
- C. Create the survey from scratch using the items and sections the client has signed off on.
- D. Upload the survey items and sections automatically using excel and modify the content as needed.

**Answer: A**

#### QUESTION 5

How do you give your Survey Advantage client access to the online survey to review the layout and test submitting responses without these test submits impacting the final survey data?

- A. Send 'Preview\*' link to client for review and approval.

- B. Send 'One-Click' link to client for review and approval.
- C. Send 'Master' link to client and remove their test submits after their review and approval.
- D. Send 'Generic' Link to the client and remove their test submits after their review and approval.

**Answer: A**

#### **QUESTION 6**

In the second year of administration, an Advantage Survey client would like to administer the same questionnaire without any changes.

What is the most efficient way of creating this survey?

- A. creating the survey from scratch.
- B. copying the client's previous year's survey
- C. using the standard survey template and modifying the content
- D. copying they most recent survey questionnaire and modifying the content.

**Answer: B**

#### **QUESTION 7**

What is required before a session can be created when creating a single session within Assess?

- A. First Name
- B. Last Name
- C. Test Taker ID
- D. Requisition Number

**Answer: C**

**Explanation:**

[https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgflIPCA\\$cnt&attachmentName=Assess\\_Session\\_Management\\_Quick\\_Start\\_R3.2.0.pdf&token=MTQwOTY4NzU3NzQ2MQ==&locale=en\\_ALL\\_ZZ](https://www-304.ibm.com/partnerworld/wps/servlet/download/DownloadServlet?id=maLiYaUTgflIPCA$cnt&attachmentName=Assess_Session_Management_Quick_Start_R3.2.0.pdf&token=MTQwOTY4NzU3NzQ2MQ==&locale=en_ALL_ZZ)(Page #16)

#### **QUESTION 8**

An organization wants the ability to analyze data by each of their 10 office locations. Which scenario would allow this?

- A. The location is added to the reporting tool after survey administration.
- B. The location is a demographic question and each location option meets the min n.
- C. The location is entered as an open-ended question and each location meets the min n.
- D. The location is a demographic question and at least one location option meets the min n.

**Answer: C**

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