



**Vendor:** IBM

**Exam Code:** A2040-416

**Exam Name:** A2040-416 IBM Kenexa LMS and LCMS  
Premier Fundamentals

**Version:** DEMO

**QUESTION 1**

Which option from within LMS Member Profile Administration would be used to make the new profile field appear in a separate tab?

- A. General
- B. Add-ons
- C. Participation
- D. Supplemental

**Answer: A**

**QUESTION 2**

What type of relationship does the LCMS Drag and Drop element have?

- A. One-to-one
- B. Many-to-many
- C. One-to-many
- D. Zero-to-many

**Answer: A**

**QUESTION 3**

Which action must an LCMS administrator or developer take when disabling content review?

- A. Delete the review object.
- B. Change the status of the course to a non-review ready mode.
- C. Move the course from the review panel to the development panel.
- D. Unlock the course currently being reviewed and save the changes.

**Answer: C**

**QUESTION 4**

Which step would be taken if while editing a job, an LMS administrator wanted to increase the difficulty to attain a particular competency?

- A. Change the Proficiency level required from a "Low" to "High"
- B. Change the Proficiency level required from its current value to any number higher.
- C. Change the Qualification level needed from "Novice" to "Intermediate"
- D. Change the Qualification level needed from its current value to any number higher.

**Answer: B**

**QUESTION 5**

What happens if LMS manifest file columns with an asterisk are not filled out?

- A. The file saves, but will not upload.
- B. A warning message appears and saving is disabled.
- C. The file saves, but the erroneous rows are skipped and logged in the error log.
- D. The file saves, but the erroneous rows are filled automatically by the LMS before upload.

**Answer: B**

**QUESTION 6**

Which two interactive elements can be used for accessing learner's ability to recall information?  
(Choose two.)

- A. Mouseover Element
- B. Animation Element
- C. Command Element
- D. Simulation Element
- E. Slideshow Element

**Answer: BD**

**QUESTION 7**

Which four element types can be created when importing content from MSWord into LCMS?  
(Choose four.)

- A. List
- B. Note
- C. Table
- D. Media
- E. Image Map
- F. Description
- G. Assessment

**Answer: DEFG**

**QUESTION 8**

Which LMS report function would an administrator use to link two reports together in the configuration of an Adaptive report template?

- A. A "Bind" control
- B. The Report Wizard
- C. A DrillDown column
- D. A "Dynamic" control

**Answer: B**

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