

Marion Stevens Talent Acquisition Exam 2 Practice (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. What is an internal recruiting source?**
 - A. locates current employees who would be good fits with another position**
 - B. posting job ads on external job boards**
 - C. a third-party recruitment agency**
 - D. targets people outside the organization**

- 2. What is a work sample assessment?**
 - A. A task that replicates job duties to evaluate candidate capability beyond interview questions**
 - B. A personality survey to assess cultural fit**
 - C. An online knowledge test unrelated to the job**
 - D. An initial resume screening exercise**

- 3. When is a work sample assessment particularly valuable?**
 - A. To evaluate cultural fit**
 - B. To assess general industry knowledge**
 - C. To evaluate candidate capability by replicating job duties**
 - D. To measure leadership potential**

- 4. What does supplementary skills refer to in recruitment?**
 - A. Similar knowledge, skills, abilities, and other characteristics to those already on the team**
 - B. Completely new skill sets outside the team**
 - C. Performance metrics for evaluation**
 - D. Required certifications for new roles**

- 5. Which fairness concept concerns the fairness of interpersonal treatment and the information received during the hiring process?**
 - A. Procedural fairness**
 - B. Interactional fairness**
 - C. Distributive fairness**
 - D. Geofencing**

- 6. What is banding in recruitment?**
- A. Using a single cutoff score for all applicants.**
 - B. Adjusting job requirements to fit candidate scores.**
 - C. Focusing on only one assessment.**
 - D. Grouping scores into ranges and assigning the same score within a range.**
- 7. What are manual or computerized records of employees' past performance, education, experience, and promotability called?**
- A. Job slots**
 - B. Talent Inventories**
 - C. Geofencing**
 - D. Brand**
- 8. What is candidate experience analytics?**
- A. Financial metrics of recruiting costs**
 - B. Data collected about candidates' interactions and satisfaction to improve processes and brand.**
 - C. The number of interviews conducted**
 - D. The salary offers analytics**
- 9. Recruiting yield analysis tracks which of the following?**
- A. Monitors candidate satisfaction**
 - B. Tracks salary offers**
 - C. Records onboarding status**
 - D. Tracks the recruiting source(s) that produced each applicant and evaluates each on the number and proportion of qualified applicants generated**
- 10. Which group is least likely to respond to standard job postings?**
- A. New graduates**
 - B. Active job seekers**
 - C. Semi-passive job seekers**
 - D. Passive job seekers**

Answers

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1. A
2. A
3. C
4. A
5. B
6. D
7. B
8. B
9. D
10. D

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Explanations

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1. What is an internal recruiting source?

- A. locates current employees who would be good fits with another position**
- B. posting job ads on external job boards**
- C. a third-party recruitment agency**
- D. targets people outside the organization**

Internal recruiting sources are ways to fill open roles by looking inside the organization—pulling from current staff or internal candidates who could move into new positions. This approach rests on the idea that current employees already know the company, its culture, and its processes, which can make the hiring process faster and more likely to yield a good cultural and performance fit. The option describes locating current employees who would be good fits for another position, which is exactly what internal recruitment is about. In contrast, posting job ads on external job boards, using a third-party recruitment agency, or targeting people outside the organization all involve external sourcing, bringing in candidates who are not already part of the company.

2. What is a work sample assessment?

- A. A task that replicates job duties to evaluate candidate capability beyond interview questions**
- B. A personality survey to assess cultural fit**
- C. An online knowledge test unrelated to the job**
- D. An initial resume screening exercise**

A work sample assessment measures how well a candidate can perform actual job tasks by having them complete a representative task that mirrors real duties. This approach shows how they apply relevant skills, manage time, and produce tangible results, offering evidence of practical capability beyond what interview questions alone can reveal. It's the best choice because it directly evaluates how someone would perform in the role, not just what they know or what their personality is like. For context, the other options don't test real job performance: a personality survey looks at traits rather than task execution; an online knowledge test not tied to the job doesn't reflect the work you'd do; and an initial resume screening focuses on screening eligibility rather than demonstrating ability through task performance.

3. When is a work sample assessment particularly valuable?

- A. To evaluate cultural fit**
- B. To assess general industry knowledge**
- C. To evaluate candidate capability by replicating job duties**
- D. To measure leadership potential**

Work sample assessments are valuable because they let you observe how a candidate actually performs real job tasks. By having them replicate the duties they would face on the job, you see their hands-on capability, including how they apply the necessary skills, follow processes, manage time, and solve problems under realistic conditions. This direct demonstration of performance provides stronger evidence of future on-the-job success than tests of theory or potential alone. It helps determine whether the candidate can translate knowledge into effective action, which is why it's especially useful when the role relies on executing specific tasks. Cultural fit, general industry knowledge, and leadership potential assess different qualities and don't reveal task-specific performance in the same way.

4. What does supplementary skills refer to in recruitment?

- A. Similar knowledge, skills, abilities, and other characteristics to those already on the team**
- B. Completely new skill sets outside the team**
- C. Performance metrics for evaluation**
- D. Required certifications for new roles**

Supplementary skills are abilities that reinforce and extend what the team already does, by adding capabilities that fit with the existing mix of knowledge and processes. The idea is to bring in someone who shares similar knowledge, skills, and characteristics to current team members so they can plug in smoothly, collaborate effectively, and quickly contribute without a steep learning curve. This helps maintain workflow, cohesion, and predictability in how work gets done. Hiring someone with similar expertise to what the team already has prevents shifting the team's direction into a new domain, which would be more about adding completely new skill sets rather than strengthening what's already in place. Performance metrics for evaluation and required certifications are not the skills themselves—they're about measuring performance or qualifying for a role, not about expanding or aligning the team's current capabilities.

5. Which fairness concept concerns the fairness of interpersonal treatment and the information received during the hiring process?

- A. Procedural fairness**
- B. Interactional fairness**
- C. Distributive fairness**
- D. Geofencing**

This item centers on how people are treated and what information they receive in a hiring setting. In organizational justice, fairness is viewed in a few dimensions. Interactional fairness specifically covers the quality of interpersonal treatment and the information provided about decisions. It has two parts: interpersonal justice (being treated with respect, dignity, and courtesy) and informational justice (receiving clear, honest, and sufficient explanations about decisions). In hiring, this means interviewers should treat candidates with respect and also explain why a decision was made, what criteria were used, and what feedback is available. This combination directly matches the idea of fairness in how people are treated and the information they receive. The other concepts focus on different aspects: procedural fairness is about how the process itself is conducted; distributive fairness is about the fairness of the outcome; geofencing is not related to fairness theory.

6. What is banding in recruitment?

- A. Using a single cutoff score for all applicants.
- B. Adjusting job requirements to fit candidate scores.
- C. Focusing on only one assessment.
- D. Grouping scores into ranges and assigning the same score within a range.**

Banding in recruitment means grouping scores into ranges (bands) and giving the same score to all applicants within a band. This approach acknowledges that small differences in test results can be due to measurement variability and helps prevent pushing strong candidates out of consideration because of tiny score differences. It also reduces over-precision in ranking, supporting fairer, more consistent decisions when multiple candidates are close on their assessments. So, this option is the best because it directly describes the process of forming score bands and assigning identical scores within each band, rather than using a single cutoff, tailoring requirements to fit scores, or focusing on just one assessment.

7. What are manual or computerized records of employees' past performance, education, experience, and promotability called?

- A. Job slots
- B. Talent Inventories**
- C. Geofencing
- D. Brand

Talent inventories are the organized records that capture an employee's past performance, education, experience, and promotability, whether on paper or in a computer system. They function as a roster of internal talent, helping organizations see who is ready for advancement, who may need development, and where future leadership gaps might be. By compiling these attributes in one place, HR and managers can quickly match internal candidates to opportunities and plan succession and development efforts. The other terms refer to different concepts: job slots are vacancies or openings to fill, geofencing is a location-based technology, and a brand concerns the company's image and reputation rather than a personnel record.

8. What is candidate experience analytics?

- A. Financial metrics of recruiting costs
- B. Data collected about candidates' interactions and satisfaction to improve processes and brand.**
- C. The number of interviews conducted
- D. The salary offers analytics

Candidate experience analytics is about collecting and interpreting data on how candidates interact with and feel about the hiring process, with the goal of improving the steps, communication, and overall impression of the employer brand. It relies on feedback from candidates, surveys, candidate journey data from your recruiting tools, and measurements of satisfaction to identify bottlenecks, drop-off points, and sentiment at different touchpoints. By analyzing this information, organizations can make targeted changes to processes, messaging, and timelines, leading to a smoother candidate experience and a stronger employer reputation. The other options focus on costs, sheer counts of interviews, or compensation data, which cover different aspects of recruiting rather than the experience candidates have throughout the process.

9. Recruiting yield analysis tracks which of the following?

- A. Monitors candidate satisfaction
- B. Tracks salary offers
- C. Records onboarding status
- D. Tracks the recruiting source(s) that produced each applicant and evaluates each on the number and proportion of qualified applicants generated**

Yield analysis in recruiting focuses on where applicants come from and how effectively each source turns into qualified candidates. By recording the sourcing channel for every applicant and counting how many meet the job requirements, you can calculate the yield for each source—the number and share of qualified applicants generated from that source. This makes it possible to compare channels like referrals, job boards, campus recruiting, and recruiters, so you can optimize where you invest time and money. Other metrics such as candidate satisfaction, salary offers, or onboarding status relate to different parts of the process and aren't what yield analysis targets.

10. Which group is least likely to respond to standard job postings?

- A. New graduates**
- B. Active job seekers**
- C. Semi-passive job seekers**
- D. Passive job seekers**

Engagement with standard job postings hinges on how actively someone is seeking a change. New graduates and active job seekers regularly browse postings and submit applications, so they're the most likely to respond. Semi-passive job seekers are open to opportunities and may respond if a posting clearly fits their interests, though not as consistently as active seekers. Fully passive job seekers, however, are currently employed and not actively looking; they typically don't monitor standard postings and tend to ignore generic listings unless a recruiter reaches out with a highly tailored opportunity. That direct outreach or a message that clearly aligns with their career goals is what tends to get their attention, making them the least likely to respond to ordinary job postings.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://marionsteventalentacquisition2.examzify.com>

We wish you the very best on your exam journey. You've got this!

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