

MARION STEVENS TALENT ACQUISITION EXAM 2 PRACTICE (SAMPLE)

STUDY GUIDE



**SAMPLE STUDY GUIDE
WITH LIMITED QUESTIONS**

**VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE**

<https://marionstevensalentacquisition2.examzify.com>



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	15

SAMPLE

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

SAMPLE

1. What is CRM in TA context?

- A. Candidate Relationship Management; a system or approach to nurture relationships with potential candidates and maintain pipelines.
- B. Customer Relationship Management for clients.
- C. A scheduling tool for interviews.
- D. An HRIS with payroll features.

2. Which item is not typically included in the calculation of cost-per-hire?

- A. Advertising costs
- B. Agency fees
- C. Recruiter salaries
- D. Onboarding training costs paid after hire

3. Which type of turnover occurs when the employee chooses to leave due to personal or professional reasons?

- A. Voluntary turnover
- B. Involuntary turnover
- C. Functional turnover
- D. Dysfunctional turnover

4. Spillover effects are best described as which?

- A. They are intentional, direct outcomes
- B. They are limited to internal processes
- C. They are unintended, indirect consequences that can affect others
- D. They only occur in financial markets

5. Succession management is best described as which of the following?

- A. The ongoing process of recruiting, evaluating, developing, and preparing employees to assume other positions in the firm in the future
- B. A one-time planning activity
- C. Only external hires
- D. Focuses on payroll

- 6. Geographical targeting in recruitment refers to sourcing recruits based on which factor?**
- A. Where they live
 - B. Their education level
 - C. Years of experience
 - D. Salary expectations
- 7. How long does it take a mid-level manager to get up to speed in a new role on average?**
- A. Three months
 - B. Nine months
 - C. Twelve months
 - D. Six months
- 8. Case interviews are particularly popular for which type of positions?**
- A. Administrative support
 - B. Manual labor
 - C. Roles requiring strategic thinking, problem-solving, and analytical skills
 - D. Purely creative roles
- 9. 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
- 10. Which statement best describes E-Verify in talent acquisition?**
- A. A system to electronically verify an employee's work authorization in the U.S.; required by all employers.
 - B. A system to electronically verify an employee's work authorization in the U.S.; used by some employers to supplement I-9.
 - C. A payroll processing platform.
 - D. A platform for scheduling interviews.

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. What is CRM in TA context?

- A. Candidate Relationship Management; a system or approach to nurture relationships with potential candidates and maintain pipelines.**
- B. Customer Relationship Management for clients.
- C. A scheduling tool for interviews.
- D. An HRIS with payroll features.

The main idea is recognizing that in talent acquisition, CRM stands for Candidate Relationship Management. It's a system or approach used to nurture relationships with potential candidates and to keep a healthy talent pipeline over time. In practice, a TA CRM helps you track interactions, preferences, and engagement with candidates, segment audiences for targeted outreach, and automate follow-ups, all while syncing with your applicant tracking system to move people through the recruiting process. This focus on people, relationships, and ongoing engagement is what sets it apart from other CRMs. The other options describe tools with different aims: CRM for clients (sales-oriented), a scheduling tool for interviews (calendar-focused), or an HRIS with payroll (HR data and payroll management). None of these centers on building and maintaining relationships with candidates the way a TA CRM does.

2. Which item is not typically included in the calculation of cost-per-hire?

- A. Advertising costs
- B. Agency fees
- C. Recruiter salaries
- D. Onboarding training costs paid after hire**

Cost-per-hire captures the expenses involved in attracting, screening, and selecting a candidate for a vacancy. Typical components include advertising to reach candidates, agency or search fees, and salaries for recruiters, along with related recruiting costs like candidate travel, background checks, and assessments. These costs pertain to the process of filling a job. Onboarding training costs paid after a hire aren't part of that recruitment process; they occur after the decision to hire and are part of onboarding and employee development. So they're not typically included in cost-per-hire.

3. Which type of turnover occurs when the employee chooses to leave due to personal or professional reasons?

- A. Voluntary turnover**
- B. Involuntary turnover
- C. Functional turnover
- D. Dysfunctional turnover

When an employee chooses to leave for personal or professional reasons, the departure is voluntary turnover—the employee initiates the separation. This is different from involuntary turnover, where the employer ends the relationship (like a layoff or termination). The terms functional and dysfunctional describe the impact of the departure on the organization (whether the exit is beneficial or harmful to the company), not the reason the employee left. So the scenario described fits voluntary turnover.

4. Spillover effects are best described as which?

- A. They are intentional, direct outcomes
- B. They are limited to internal processes
- C. They are unintended, indirect consequences that can affect others**
- D. They only occur in financial markets

Spillover effects describe outcomes that occur beyond the immediate targets of an action, often in ways that the original actor didn't intend and that aren't limited to the direct recipient. This means they're indirect and can spread to others who aren't part of the initial situation. That makes the description a fit: unintended, indirect consequences that can affect others. For example, reducing pollution at a factory can create a positive spillover for nearby residents who breathe cleaner air. Conversely, a construction project might cause noise or traffic disruptions that affect neighbors not involved in the project. Spillovers aren't confined to internal processes or to financial markets; they show up across different contexts and sectors, and they can be either beneficial or harmful depending on the situation.

5. Succession management is best described as which of the following?

- A. The ongoing process of recruiting, evaluating, developing, and preparing employees to assume other positions in the firm in the future**
- B. A one-time planning activity
- C. Only external hires
- D. Focuses on payroll

Succession management is about creating a continuous pipeline of internal talent to fill key roles as they become available. It's an ongoing, proactive effort that identifies critical positions, assesses which employees are ready to step up, and develops them through training, mentoring, job rotations, and leadership programs so they're prepared for future moves. This focus on building internal readiness and continuity contrasts with viewing planning as a one-time event, and it's about growing internal talent rather than relying solely on external hires or managing payroll. The description that best fits is the ongoing process of recruiting, evaluating, developing, and preparing employees to assume other positions in the firm in the future.

6. Geographical targeting in recruitment refers to sourcing recruits based on which factor?

- A. Where they live**
- B. Their education level
- C. Years of experience
- D. Salary expectations

Geographical targeting centers on where a candidate lives or is located. This approach is used when the job requires on-site presence, a specific regional labor market, or easy access for onboarding and daily work. Focusing by location helps with reducing relocation costs, matching commute realities, and ensuring compliance with local employment laws and time zones. The other factors—education level, years of experience, and salary expectations—describe what a candidate brings or expects in terms qualifications and compensation, not where they are located, so they aren't the basis for selecting recruits based on geography.

7. How long does it take a mid-level manager to get up to speed in a new role on average?

- A. Three months
- B. Nine months
- C. Twelve months
- D. Six months**

Ramp-up time for a mid-level manager is the period needed to understand the business, build relationships, and start delivering results. Six months is a practical average because by then you've learned the business model, key processes, and performance metrics, and you've also established credibility with teammates and cross-functional partners. In the first month or so you focus on onboarding and absorbing essential information; the next 30–60 days you shape a plan and begin aligning with leaders; by roughly the 90-day point you're executing and showing tangible progress. Reaching a stable level of productivity around six months reflects both learning and early impact. Of course, some roles or organizations with broader scope or higher complexity can take longer (nine to twelve months), but six months is the common benchmark for this level.

8. Case interviews are particularly popular for which type of positions?

- A. Administrative support
- B. Manual labor
- C. Roles requiring strategic thinking, problem-solving, and analytical skills
- D. Purely creative roles**

Case interviews test how you approach complex business problems: defining the issue, structuring a clear approach, performing analysis, and communicating recommendations. This style is best suited for roles that demand strategic thinking, problem-solving, and analytical skills—positions like management consulting, corporate strategy, business development, or product strategy—where you're expected to break down problems, weigh trade-offs, and justify decisions with logic and numbers. They're not a natural fit for purely administrative tasks, manual labor, or purely creative roles, which emphasize routine execution, physical work, or originality rather than a structured, data-driven problem-solving process.

9. 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.

10. Which statement best describes E-Verify in talent acquisition?

- A. A system to electronically verify an employee's work authorization in the U.S.; required by all employers.
- B. A system to electronically verify an employee's work authorization in the U.S.; used by some employers to supplement I-9.**
- C. A payroll processing platform.
- D. A platform for scheduling interviews.

E-Verify is a web-based tool used in talent acquisition to confirm whether a newly hired worker is authorized to work in the United States by electronically comparing information from Form I-9 with government records. It is designed to supplement the I-9 process, offering an additional verification step that some employers choose to participate in (and in some situations are required to participate). It is not a payroll processing platform, nor is it a scheduling tool, and participation is not universal for all employers. Therefore, the statement that describes E-Verify as a system that electronically verifies work authorization in the U.S. and is used by some employers to supplement I-9 best fits its actual role.

SAMPLE

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://marionstevenstalentacquisition2.examzify.com>

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

SAMPLE