



# Answers & Explanations

## to Kenexa's\* Verbal Reasoning Sample Test (VRT)

In this document you will find detailed explanations to the verbal example questions as seen on Kenexa's website. The explanations are in order of appearance.

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## Set 1

### Q1a

**The answer is A.**

The first line of the paragraph, "ambitious staff are looking to change jobs more frequently", is compatible with the first part of the statement: "ambitious staff are keen to move on..."

The 3<sup>rd</sup> sentence of the paragraph, "Career advancement was cited as the most popular reason for moving on", is compatible with the second part of the statement: "progress with their career". Thus, the statement is true.

### Q1b

**The answer is B.**

More than 40% of the workforce plan to change jobs within the next year (line 2). This means that **less** than 60% of the staff plan to keep their jobs, according to this prediction. While the statement does not use the exact wording of the passage ("next year"), it is reasonable to regard "foreseeable future" as compatible with this phrasing. Thus, the statement is False.

### Q1c

**The answer is C.**

The passage states that: "Salary and flexible working arrangements were not the main factors serving to keep employers motivated..." However, the statement refers specifically to "employees with home commitments". Since the passage does not provide a specific reference to this sub group of employees, we are not able to assert the truth value of this statement. Thus the answer is "cannot say".

### Q1d

**The answer is A.**

In the 4th line, it is mentioned that "the concept 'job for life' is no longer being considered attractive or **viable**."

The meaning of the words "viable" and "realistic" is similar. In this passage, they both mean that a 'job for life' is no longer an achievable concept.



## Set 2

### Q2a

**The answer is A.**

As we can see from the first three lines of the paragraph, “**compulsory retirement ages are soon to be abolished** in the UK, allowing people to work **beyond 65.... from next year.**”

Moreover, in regards to the second part of the statement, it is stated at the end of the paragraph that “After next year, firms will have to prove... that older workers are incapable of doing their jobs if they want to pension them off”. In other words, if employers will not be able to **prove that their workers are not capable of doing their jobs**, firing them due to their advanced age will be prohibited.

### Q2b

**The answer is B.**

In line 3 we are explicitly told that “**in anticipation of a backlash** from business directors, **some ministers suggested** that”....

We can see that some ministers did, in fact, suggest an alternative proposal that was meant to **compromise with the business directors.**

### Q2c

**The answer is C.**

Although some of the ministers thought it would be easier for businesses to adjust to the change, if they raised the retirement age to 70 prior to changing the law completely, **we cannot know for sure that this is the actual case.**

### Q2d

**The answer is C.**

**The paragraph does not refer to the pensions crisis and its causes**, and therefore we cannot know whether the change will help to relieve the pensions crisis, nor what caused this crisis in the first place. Remember not to make use of any prior knowledge you might have regarding this phenomenon. The statement itself could be true in the real world; however there is no evidence in the passage to deem it neither true nor false.



### Set 3

#### Q3a

**The answer is B.**

Although we know that stress has a financial impact on businesses through the cost of sickness absence and compensation claims (line 4), there are at least two other examples for the financial impact mentioned in line 2: “Stress can result in financial loss through **many guises** ... increased recruitment, selection and training costs and reduced productivity as well as ...”. Therefore, the statement is false.

#### Q3b

**The answer is C.**

In the first line, we are told that “stress at work is costing businesses significant sums of money **as well as** devastating the health and happiness of those directly affected”.

We are not told whether the cost of stress to businesses is **more significant** than the cost to the individual affected, and therefore the answer is: “Can’t say”.

#### Q3c

**The answer is A.**

In line 5, we are told that many employers are held responsible for employees’ stress, and “**as a consequence**” (line 7), they tend to raise the number of stress audits and stress management programmes (line 7). Therefore, we can tell that the first part of the question is true .

In line 8 we are told that by conducting these programmes, **employers are able to put forward a better defence in court.**

We can infer that **since employers are being held responsible for their employees’ stress, they are faced with litigation.**

Since the second part of the question is also true, the answer is “True”.

#### Q3d

**The answer is C.**

According to line 6, the reason that many employers are held responsible is that there is a **belief that they are doing little to reduce the stressful aspects** of jobs .

Since we are told that it is only a **belief**, we cannot know for sure if this is objectively true.



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