

## ServiceNow.CIS-HR.v2023-06-29.q42

|                                                                                                                                                                           |                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| Exam Code:                                                                                                                                                                | CIS-HR                                              |
| Exam Name:                                                                                                                                                                | Certified Implementation Specialist-Human Resources |
| Certification Provider:                                                                                                                                                   | ServiceNow                                          |
| Free Question Number:                                                                                                                                                     | 42                                                  |
| Version:                                                                                                                                                                  | v2023-06-29                                         |
| # of views:                                                                                                                                                               | 973                                                 |
| # of Questions views:                                                                                                                                                     | 420                                                 |
| <a href="https://www.exam-tests.com/CIS-HR-exam/ServiceNow.CIS-HR.v2023-06-29.q42.html">https://www.exam-tests.com/CIS-HR-exam/ServiceNow.CIS-HR.v2023-06-29.q42.html</a> |                                                     |

### NEW QUESTION: 1

Who can generate the PDF document on an active HR Case?

- A. Only the Subject Person's manager
- B. Only the employee
- C. Only an HR manager
- D. Only the Assigned to person

Answer: B ([LEAVE A REPLY](#))

### NEW QUESTION: 2

How does ServiceNow know which HR Template to use on an HR Case?

- A. The HR Template is selected directly on the Catalog item.
- B. The HR Template is referenced on the record producer form.
- C. The HR Template is referenced on the HR Service record.
- D. Each COE has a specific HR Template.

Answer: A ([LEAVE A REPLY](#))

### NEW QUESTION: 3

Which of the following are true for an HR application as it relates to the User [sys\_user] Table and the HR Profile [sn\_hr\_core.profile] Table?

- A. Both are required.
- B. Only HR Profile table is required in HR.
- C. Neither are required.
- D. Only the User table is required in HR.

Answer: A ([LEAVE A REPLY](#))

Explanation/Reference: [https://docs.servicenow.com/bundle/madrid-hr-service-delivery/page/product/human-resources/concept/c\\_CustomizedProfileInformation.html](https://docs.servicenow.com/bundle/madrid-hr-service-delivery/page/product/human-resources/concept/c_CustomizedProfileInformation.html)

#### NEW QUESTION: 4

What kinds of records can be created using HR Service Activities? (Choose two.)

- A. Workflows
- B. Tasks
- C. HR Templates
- D. Approvals

**Answer: B,D (LEAVE A REPLY)**

Explanation/Reference: <https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/task/configure-hr-service.html>

#### NEW QUESTION: 5

In the base ServiceNow instance, how are User Criteria used?

- A. To control read and write access to Knowledge bases and articles
- B. To control which users can access the HR Service Portal
- C. To control which users can access the HR Case application
- D. To control what a user sees in the information and suggested reading widgets

**Answer: A (LEAVE A REPLY)**

#### NEW QUESTION: 6

When gathering requirements for HR Services, it is best to begin by defining the Service then working upwards, categorizing in progressively more detail.

What are the basic categories used?

- A. HR Service, Topic Detail, COE.
- B. HR Service, Topic Category, Activity Category, Activities, COE.
- C. HR Service, Topic Category, COE.
- D. HR Service, Topic Detail, Topic Category, COE.

**Answer: D (LEAVE A REPLY)**

Explanation/Reference: <https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/hr-service-categorization.html>

#### NEW QUESTION: 7

What role is required to assign scoped HR roles?

- A. HR Admin [sn\_hr\_core.admin]
- B. HR Manager [sn\_hr\_core.manager]
- C. LE Admin [sn\_hr\_le.admin]
- D. HR Basic [sn\_hr\_core.basic]

**Answer: A (LEAVE A REPLY)**

Explanation/Reference: [https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c\\_ManageRoles.html](https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c_ManageRoles.html)

#### NEW QUESTION: 8

If the HRSD application is scoped, why can the System Administrator initially access all HR applications after the plugin has been installed?

- A. When the HR plugins are installed, the necessary HR roles are added to the Admin role.
- B. The roles were manually granted by a ServiceNow security user.
- C. The Admin will always have access to all HR tables and data.
- D. The roles were manually granted by an HR Admin.

**Answer: A** ([LEAVE A REPLY](#))

Explanation/Reference: [https://community.servicenow.com/community?id=community\\_article&sys\\_id=2a3c8b32dbdfd74054250b55ca961930](https://community.servicenow.com/community?id=community_article&sys_id=2a3c8b32dbdfd74054250b55ca961930)

#### **NEW QUESTION: 9**

What defines an employee's access to the HR Service Portal / Employee Service Center?

- A. User Criteria
- B. HR Criteria
- C. Group membership
- D. Client Roles

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 10**

The HR Profile table is used to track information for what Employment types? (Choose three.)

- A. Other
- B. Potential Employee
- C. Full Time Employee
- D. Temporary Employee
- E. Spouse
- F. Contractor

**Answer: C,D,F** ([LEAVE A REPLY](#))

#### **NEW QUESTION: 11**

On the HR Case form, some HR Services have associated Response templates.

What determines which HR Services have Response Templates?

- A. The User Criteria on the HR Service
- B. The HR Criteria on the HR Service
- C. The HR Criteria on the Response Template record
- D. The table and conditions on the Response Template record

**Answer: D** ([LEAVE A REPLY](#))

#### **NEW QUESTION: 12**

Where does the HR Administrator define which HR Profile fields can be edited in the ServiceNow instance?

- A. HR Profile > Setup
- B. HR Administration > Properties
- C. HR Administration > Setup
- D. HR Profiles > Properties

**Answer:** ([SHOW ANSWER](#))

Explanation/Reference: [https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c\\_HRProfileEditableFieldConfig.html](https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c_HRProfileEditableFieldConfig.html)

#### **NEW QUESTION: 13**

Beginning with the Orlando release, which module allows HR Administrators to define which groups may access the various COEs or HR Services without needing to edit or create new ACL records?

- A. COE Properties
- B. COE ACL Configuration
- C. Access Policies
- D. COE Policy groups

**Answer: B** ([LEAVE A REPLY](#))

Explanation/Reference:

#### **NEW QUESTION: 14**

If the Audience field has been configured on a Lifecycle Event Activity, what will the system do if the subject person does not meet the criteria for that Activity?

- A. the activity must be manually closed by the HR professional
- B. the activity must be manually closed by the Subject person
- C. the Lifecycle Event will be canceled
- D. the activity will be skipped

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 15**

When does the HR Template populate information on the HR Case form?

- A. When the Opened for person is selected
- B. When the Assignment group is selected.
- C. When the HR Case Type is selected.
- D. When the HR service is selected on the HR Case Creation form.

**Answer:** ([SHOW ANSWER](#))

Explanation/Reference: <https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/task/configure-hr-case-template.html>

#### **NEW QUESTION: 16**

The Knowledge bases searched for the Knowledge results section on an HR Case are determined by what?

- A. Contextual Search configuration
- B. HR Service configuration
- C. HR Criteria configuration
- D. Knowledge Management configuration

**Answer:** (SHOW ANSWER)

Explanation/Reference: [https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c\\_HRServiceAutomation.html](https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c_HRServiceAutomation.html)

**Valid CIS-HR Dumps** shared by BraindumpsPass.com for Helping Passing CIS-HR Exam! BraindumpsPass.com now offer the **newest CIS-HR exam dumps**, the BraindumpsPass.com CIS-HR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com CIS-HR dumps with Test Engine here: <https://www.braindumpsPASS.com/ServiceNow/CIS-HR-practice-exam-dumps.html> (130 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

#### NEW QUESTION: 17

What are the key differentiators between an HR Profile record and a User record? (Choose three.)

- A. The HR Profile stores login credential information.
- B. The HR Profile includes employee organizational information like Colleagues.
- C. The HR Profile may include employee marital status.
- D. The HR Profile includes group membership information.
- E. The HR Profile is intended to store confidential employee data that is pertinent for HR.
- F. The HR Profile stores the employee's assigned delegates.

**Answer:** C,E,F (LEAVE A REPLY)

#### NEW QUESTION: 18

What is the purpose of the Owning Group field on the HR Template?

- A. They approve the Template to be published.
- B. They own the Lifecycle Event.
- C. They manage updates to the Template.
- D. HR Cases are assigned to the Owning Group.

**Answer:** A (LEAVE A REPLY)

Explanation/Reference: <https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/task/configure-hr-task-template.html>

#### NEW QUESTION: 19

What are the major HR Service Catalog components? (Choose four.)

- A. HR Catalog Item

- B. HR Service
- C. HR Template
- D. Assignment Group
- E. Matching Rule
- F. HR Profile
- G. Record Producer

**Answer: A,B,C,G ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 20**

If the HRSD application is scoped, why can the System Administrator initially access all HR applications after the plugin has been installed?

- A. The Admin will always have access to all HR tables and data.
- B. The roles were manually granted by a ServiceNow security user.
- C. When the HR plugins are installed, the necessary HR roles are added to the Admin role.
- D. The roles were manually granted by an HR Admin.

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 21**

If you had little coding experience and were tasked with adding new pages to the customer's Employee Service Center, which Service Portal Configuration option would be best to complete the task?

- A. Widget Editor
- B. Branding Editor
- C. Page Editor
- D. Designer

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 22**

HR Profiles may be created for multiple employees using conditions and criteria in which module?

- A. Create Human Resources Profile
- B. Create new Case
- C. Generate HR Profiles
- D. Bulk Cases

**Answer: ([SHOW ANSWER](#))**

Explanation/Reference: [https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/task/t\\_GenHRProfile.html](https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/task/t_GenHRProfile.html)

#### **NEW QUESTION: 23**

In the base instance, what determines the conditions a Case must meet before it can be assigned to an agent?

- A. Escalation Rules
- B. Client Rules
- C. Matching Rules
- D. ACLs

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 24**

What does ServiceNow now call the HR application?

- A. HRDS - HR Deliver Service
- B. HRSD - HR Service Delivery
- C. HRSM - HR Service Management
- D. HRMS - HR Management System

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 25**

What are the advantages of removing the HR Admin role from the system Admin role after the HR Implementation tasks have been completed? (Choose two.)

- A. This ensures that confidential HR data is only accessible to users with an HR role.
- B. The HR Admin role should remain a part of the system Admin role.
- C. It is not necessary because the system Admin always has access to all HR data.
- D. This ensures that HR has control over further HR configurations.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 26**

When creating a PDF Document template, the Document revision field must be completed. How does the system determine which documents are available to be selected for this field?

- A. You must be a member of the Owning Group for the Managed Document
- B. All Documents are visible
- C. Your group memberships and the Document owner field on the Managed Document record
- D. You must have created the Managed Document record

**Answer: C ([LEAVE A REPLY](#))**

Explanation/Reference: <https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/task/PDFTemplate.html>

#### **NEW QUESTION: 27**

In the HR Guided Setup Module, why are some tasks locked in the Task view?

- A. They require a plugin to be activated first.
- B. They require other tasks to be completed first.
- C. They require an elevated role to access.

D. They are deprecated tasks that should not be completed.

**Answer: A ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 28**

If the HR Service does not have any Case options specified, HR Documents must be manually generated for the HR Case. In this situation, who is able to generate an HR document for the Case?

- A. Any HR professional
- B. Only an HR Manager
- C. Only the assigned to person
- D. Only an HR Admin

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 29**

If the HR Service does not have any Case options specified, HR Documents must be manually generated for the HR Case. In this situation, who is able to generate an HR document for the Case?

- A. Any HR professional
- B. Only an HR Admin
- C. Only an HR Manager
- D. Only the assigned to person

**Answer: C ([LEAVE A REPLY](#))**

Explanation/Reference: [https://community.servicenow.com/community?id=community\\_article&sys\\_id=95ef3353db2b1700feb1a851ca961945](https://community.servicenow.com/community?id=community_article&sys_id=95ef3353db2b1700feb1a851ca961945)

#### **NEW QUESTION: 30**

What role is required, at a minimum, to view confidential HR Profile data?

- A. HR Manager [sn\_hr\_core.manager]
- B. HR Basic [sn\_hr\_core.basic]
- C. LE Admin [sn\_hr\_le.admin]
- D. HR Admin [sn\_hr\_core.admin]

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 31**

In the HR Guided Setup Module, why are some tasks locked in the Task view?

- A. They require an elevated role to access.
- B. They are deprecated tasks that should not be completed.
- C. They require other tasks to be completed first.
- D. They require a plugin to be activated first.

**Answer: ([SHOW ANSWER](#))**



Explanation/Reference: [https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/reference/r\\_HRTaskViewPage.html](https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/reference/r_HRTaskViewPage.html)

**Valid CIS-HR Dumps** shared by BraindumpsPass.com for Helping Passing CIS-HR Exam! BraindumpsPass.com now offer the **newest CIS-HR exam dumps**, the BraindumpsPass.com CIS-HR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com CIS-HR dumps with Test Engine here: <https://www.braindumpsPass.com/ServiceNow/CIS-HR-practice-exam-dumps.html> (130 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

#### NEW QUESTION: 32

Using the base HRSD configuration with no integrations, when the subject person electronically signs an HR document or PDF document, the signature is saved as what?

- A. a digital signature
- B. a digital certificate
- C. a digital key
- D. a picture of the signature that is added to the document

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 33

HR Profiles may be created for multiple employees using conditions and criteria in which module?

- A. Bulk Cases
- B. Generate HR Profiles
- C. Create new Case
- D. Create Human Resources Profile

Answer: B ([LEAVE A REPLY](#))

#### NEW QUESTION: 34

When a Guided Setup task is marked as complete, how can it be reopened?

- A. Submit a request in HI
- B. Click the Mark as Incomplete button
- C. Restart the Guided Setup entirely
- D. Closed tasks cannot be reopened

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 35

In the base ServiceNow instance, how are User Criteria used?

- A. To control which users can access the HR Case application

- B. To control what a user sees in the information and suggested reading widgets
- C. To control read and write access to Knowledge bases and articles
- D. To control which users can access the HR Service Portal

**Answer: C (LEAVE A REPLY)**

Explanation/Reference: [https://docs.servicenow.com/bundle/newyork-servicenow-platform/page/product/knowledge-management/task/t\\_SelectUserCriteria.html](https://docs.servicenow.com/bundle/newyork-servicenow-platform/page/product/knowledge-management/task/t_SelectUserCriteria.html)

#### NEW QUESTION: 36

What type of information does the HR Profile contain?

- A. Personal employee data
- B. Group membership and role information
- C. User login and department information
- D. A user's password

**Answer: (SHOW ANSWER)**

Explanation/Reference: [https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c\\_HRProfileRecords.html](https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c_HRProfileRecords.html)

#### NEW QUESTION: 37

When a Guided Setup task is marked as complete, how can it be reopened?

- A. Closed tasks cannot be reopened
- B. Click the Mark as Incomplete button
- C. Submit a request in HI
- D. Restart the Guided Setup entirely

**Answer: B (LEAVE A REPLY)**

Explanation/Reference: [https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/reference/r\\_HRTaskViewPage.html](https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/reference/r_HRTaskViewPage.html)

#### NEW QUESTION: 38

What role is required to access the modules in the HR Integrations application?

- A. HR Lifecycle Event Case Writer [sn\_hr\_le.case\_writer]
- B. HR Core Profile Reader [sn\_hr\_core.profile\_reader]
- C. Admin [admin]
- D. HR Integrations Admin [sn\_hr\_integrations.admin]

**Answer: C (LEAVE A REPLY)**

Explanation/Reference: [https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c\\_ManageRoles.html](https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c_ManageRoles.html)

#### NEW QUESTION: 39

An HR Admin without the System Admin role can do what? (Choose three.)

- A. Add users to groups
- B. Modify the HR Administration > Properties

- C. Create HR Criteria
- D. Reset user passwords
- E. Grant roles to users or groups
- F. Configure business rules

**Answer: A,D,E ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 40**

When creating a PDF Document Template, where does the list of Document Revisions come from?

- A. From Managed Documents
- B. From System Documents
- C. From Document Templates
- D. From Knowledge Articles

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 41**

What types of HR Document templates may be created in ServiceNow? (Choose two.)

- A. Text document templates
- B. PDF document templates
- C. Word document templates
- D. Document Templates

**Answer: B,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 42**

The HR Admin [sn\_hr\_core.admin] role allows the user to add members to groups. What additional role is needed for an HR Admin to remove users from groups?

- A. User Reader [user\_reader]
- B. User Admin [user\_admin]
- C. User Writer [user\_writer]
- D. HR User Admin [hr\_user\_admin]

**Answer: D ([LEAVE A REPLY](#))**

**Valid CIS-HR Dumps** shared by BraindumpsPass.com for Helping Passing CIS-HR Exam! BraindumpsPass.com now offer the **newest CIS-HR exam dumps**, the BraindumpsPass.com CIS-HR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com CIS-HR dumps with Test Engine here: <https://www.braindumpsPASS.com/ServiceNow/CIS-HR-practice-exam-dumps.html> (130 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

