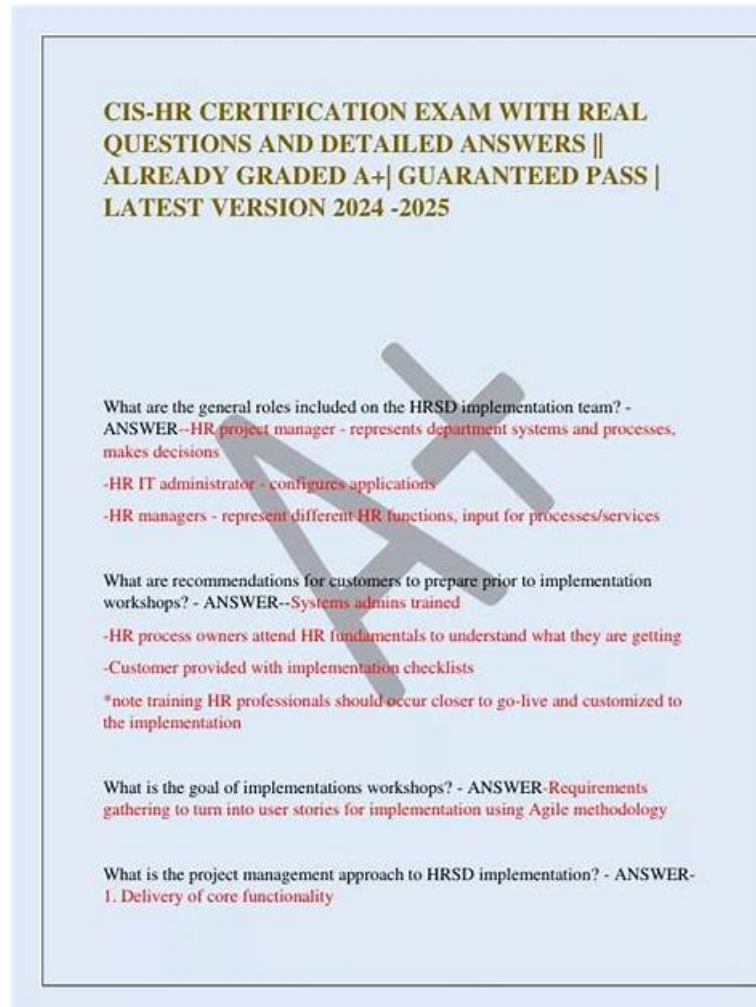


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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q28-Q33):

NEW QUESTION # 28

If an HR Service will only be used internally by HR professionals, what is the minimum configuration needed?

- A. HR Service, HR Template, and Record Producer.
- B. HR Service and HR Template.
- **C. HR Service.**
- D. HR Service, HR Template, Record Producer, and Lifecycle event type.

Answer: C

NEW QUESTION # 29

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

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

Answer: D

Explanation:

Reference: https://docs.servicenow.com/bundle/newyork-customer-service-management/page/product/customer-service-management/task/t_CreateAnAssignmentRule.html

NEW QUESTION # 30

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

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

Answer: B

NEW QUESTION # 31

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. Access Policies
- **B. COE ACL Configuration**
- C. COE Properties

- D. COE Policy groups

Answer: B

Explanation:

The COE ACL Configuration module was introduced to simplify the security management of HR Centers of Excellence (COEs). Prior to this feature, restricting access to specific COEs (like Employee Relations or Payroll) required manually creating complex Access Control List (ACL) records, which often necessitated technical expertise. With COE ACL Configuration, HR Administrators can use a much more intuitive, no-code interface to define which HR groups have read, write, create, or delete access to specific COEs or individual HR Services. This module acts as a "security layer" on top of the existing platform security, allowing for granular control based on criteria such as the "Applies to all services" checkbox. This ensures that sensitive HR data is only visible to the appropriate teams while reducing the administrative overhead and potential errors associated with traditional script-based ACL management.

NEW QUESTION # 32

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

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

Answer: A

Explanation:

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

NEW QUESTION # 33

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