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

NEW QUESTION # 28

Which feature of Lifecycle Events will revert an already completed activity such as the workplace setup?

- A. Activity Container
- B. Rescind Hire
- C. Rescind Activity Set
- D. Undo Activities

Answer: C

Explanation:

The Rescind Activity Set is a specialized feature within ServiceNow Lifecycle Events designed to handle scenarios where a process must be reversed after certain tasks have already been finalized. For example, if a new hire's start date is canceled after IT has already provisioned a laptop or Facilities has completed "workplace setup," the Rescind Activity Set triggers a set of compensating tasks to undo those specific actions. Unlike a simple cancellation, which just stops future work, rescinding provides a structured workflow to "roll back" the state of the organization. This ensures that licenses are reclaimed, equipment is returned, and security access is revoked, maintaining operational integrity and resource management even when employee journeys are interrupted.

NEW QUESTION # 29

Which content delivery feature will allow a user to deliver messages to employees to encourage them to complete their assigned surveys, track survey completions, and invite them to a meeting where survey results will be shared?

- A. Lifecycle Events
- B. Campaigns
- C. Learning Posts
- D. Journey Accelerator

Answer: B

Explanation:

In ServiceNow HRSD, Campaigns (part of Content Delivery) are the primary tool for multi-channel communication strategies. Campaigns allow HR Administrators to group various content pieces—such as portal banners, announcements, and automated emails—into a single goal-oriented initiative. Because campaigns are linked to HR Criteria, they can specifically target employees who haven't yet completed a survey, providing persistent "nudges" across the Employee Center. Furthermore, campaigns include tracking capabilities to monitor engagement levels and survey completion rates in real-time. This makes them ideal for complex engagement scenarios, such as the one described, where an HR professional needs to drive action (survey completion), monitor the status, and then follow up with invitations to informational meetings based on the results of that data collection.

NEW QUESTION # 30

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

Answer: B,D

Explanation:

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

NEW QUESTION # 31

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

Answer: D

NEW QUESTION # 32

What is used to create a link on an HR Case form that accesses information outside the application?

- A. COE Configuration
- B. HR Service
- C. Restricted Caller Access
- **D. Link Generator**

Answer: D

Explanation:

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

NEW QUESTION # 33

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