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## ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q16-Q21):

### NEW QUESTION # 16

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

**Answer: A**

Explanation:

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

concept/hr-service-categorization.html

#### NEW QUESTION # 17

What kind of records do HR Requests create?

- A. HR Problems
- **B. HR Cases**
- C. HR Incidents
- D. HR Files

**Answer: B**

#### NEW QUESTION # 18

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

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

**Answer: B**

Explanation:

Explanation/Reference: [https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/concept/c\\_HRDocumentTemplates.html#PDFTemplate](https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/concept/c_HRDocumentTemplates.html#PDFTemplate)

#### NEW QUESTION # 19

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

**Answer: A**

Explanation:

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

#### NEW QUESTION # 20

The customer you are implementing has purchased HR Service Delivery Enterprise which includes Enterprise Onboarding and Transitions. Which of the following plugins must be activated to enable Lifecycle Events?

- A. Employee Document Management [com.sn\_employee\_document\_management]
- B. Employee Center [com.sn\_hr\_service\_portal]
- C. Human Resources Scoped App: Core
- **D. Human Resources Scoped App: Lifecycle Events for Enterprise [com.sn\_hr\_lifecycle\_ent]**

**Answer: D**

Explanation:

To utilize the full capabilities of Enterprise Onboarding and Transitions within the HR Service Delivery Enterprise suite, the Human Resources Scoped App: Lifecycle Events for Enterprise [com.sn\_hr\_lifecycle\_ent] plugin must be activated. While the "Core" plugin provides the foundational HR tables and case management, the Lifecycle Events for Enterprise plugin specifically enables the engine required to design and manage complex, multi-departmental

employee journeys. This plugin allows HR Administrators to create sophisticated activity sets and activities that can span across various departments like IT, Facilities, and Finance. Activating this enterprise-specific plugin ensures access to advanced features such as activity containers, advanced trigger conditions, and the ability to manage intricate transitions beyond basic onboarding, which are essential for large-scale enterprise environments.

## NEW QUESTION # 21

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