

CIS-HR Exam Reference - CIS-HR Training Materials



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The CIS-HR Certification is recognized globally and is highly valued by employers in the IT and HR industries. It demonstrates an individual's ability to effectively implement and manage ServiceNow's HR Service Delivery application, which is becoming increasingly important for organizations looking to streamline their HR processes.

ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q78-Q83):

NEW QUESTION # 78

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

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

Answer: A

Explanation:

The Owning Group field on an HR Template is a governance feature used to define which specific group of users is responsible for the maintenance of that template. Its primary purpose is to identify who manages updates to the Template. This ensures that when changes to HR policies, descriptions, or field defaults are required, the request can be routed to the correct subject matter experts. While an HR Case generated from the template might be assigned to a "Tier 1" group for fulfillment, the "Owning Group" remains the custodian of the template's configuration. This distinction is important in large organizations to prevent unauthorized or accidental changes to templates that are used globally, ensuring that only the designated group has the authority to modify the pre-defined data that populates HR Cases.

NEW QUESTION # 79

Which ServiceNow security feature allows access to applications and modules?

- A. User Authentication
- B. Simple Security
- C. Scoped Application
- D. Roles

Answer: D

Explanation:

Comprehensive and Detailed 100 to 150 words of Explanation From ServiceNow Human Resources topics:

Roles are the foundational security mechanism in ServiceNow used to control access to applications, modules, and specific features.

In the context of HRSD, roles like `sn_hr_core.admin` or `sn_hr_core.`

`case_reader` determine which parts of the HR application an employee can interact with. While "User Authentication" verifies who the user is, it is the Roles assigned to that user (often via Group membership) that grant the actual permissions to view the HR Case Management module or the HR Profile application.

This role-based access control (RBAC) ensures that sensitive data is compartmentalized, preventing unauthorized users from accessing confidential modules. For instance, a general employee might only have a client role to access the Portal, while an HR professional requires specific scoped roles to manage the backend HR modules.

NEW QUESTION # 80

When an employee completes a questionnaire on an Employee Form, on which table does the system store their answers?

- A. Form [`sys_ui_form`]
- B. Metric Result [`asmt_metric_result`]
- C. HR Case [`sn_hr_core_case`]
- D. Question Answer [`question_answer`]

Answer: B

Explanation:

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

NEW QUESTION # 81

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

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