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ServiceNow CIS-HR (Certified Implementation Specialist-Human Resources) is an exam designed for individuals who are looking to validate their knowledge and expertise in implementing and managing the HR module of the ServiceNow platform. CIS-HR Exam Tests an individual's knowledge in various areas such as HR case management, HR service delivery, HR service administration, and reporting and analytics.

## ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q125-Q130):

### NEW QUESTION # 125

What determines if a user can view a Knowledge article?

- A. Can/Cannot Contribute User Criteria
- **B. Can/Cannot Read User Criteria**
- C. ACL Rules
- D. HR Criteria

**Answer: B**

Explanation:

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

### NEW QUESTION # 126

What do Client Roles define?

- A. Roles that come into force if user uses a browser client.
- B. Groups for the customer 's clients.
- C. Named roles (eg VP of Operations, SVP Sales) for a customer's clients.
- **D. Access for new hires, employees, alumni, contingent, and contract workers.**

**Answer: D**

Explanation:

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

### NEW QUESTION # 127

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

- A. HR Case [sn\_hr\_core\_case]
- B. Question Answer [question\_answer]
- C. Form [sys\_ui\_form]
- **D. Metric Result [asmt\_metric\_result]**

**Answer: D**

### NEW QUESTION # 128

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

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

**Answer: C**

Explanation:

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)

### NEW QUESTION # 129

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

- A. Rescind Hire
- B. Activity Container

- C. Undo Activities
- D. Rescind Activity Set

**Answer: D**

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 # 130

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An updated ServiceNow CIS-HR study material is essential for the best preparation for the ServiceNow CIS-HR exam and subsequently passing the ServiceNow CIS-HR test. Students may find study resources on many websites, but they are likely to be outdated. Itcertking resolved this issue by providing updated and real CIS-HR PDF Questions.

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