

# CIS-HR Exam Simulator Online | CIS-HR Certification



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The CIS-HR certification exam is designed to test the knowledge and skills of individuals who are responsible for implementing the ServiceNow HR module in their organizations. CIS-HR exam covers a range of topics related to HR management, including employee data management, case management, onboarding, offboarding, and reporting. Successful completion of the exam demonstrates that an individual has the knowledge and skills required to effectively implement the ServiceNow HR module and help their organization achieve its goals.

ServiceNow CIS-HR (Certified Implementation Specialist-Human Resources) Certification Exam is a globally recognized certification program designed for professionals who specialize in ServiceNow HR Service Delivery solutions. Certified Implementation Specialist-Human Resources certification is ideal for those who are involved in HR operations, management, and administration. The CIS-HR Certification program validates the expertise of professionals in implementing ServiceNow HR Service Delivery solutions and the ability to configure various HR modules in ServiceNow.

## ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q31-Q36):

### 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. COE Properties
- B. COE Policy groups
- C. COE ACL Configuration
- D. Access Policies

**Answer: C**

Explanation:

Explanation/Reference:

### NEW QUESTION # 32

How can fields for a specific HR Service be displayed on the New Case Creation page?

- A. Using the Case Options field on the HR Service
- B. HR Service-specific fields cannot be added to the New Case Creation page
- C. Using the Case Creation Service Configurations
- D. Using the HR Criteria module

**Answer: C**

Explanation:

To optimize the agent experience during manual case entry, ServiceNow allows administrators to customize the visibility of fields using the Case Creation Service Configurations . This feature enables the system to dynamically show or hide specific fields on the New Case Creation page based on the selected HR Service.

For instance, if an agent selects a "Tuition Reimbursement" service, the configuration can trigger the display of "University Name" and "Amount" fields, which would not be relevant for a "Payroll Inquiry". This ensures that agents collect all necessary data at the point of creation without cluttering the form with irrelevant fields, leading to faster processing times and higher data quality for specialized HR services within the various Centers of Excellence.

### NEW QUESTION # 33

How many User Criteria Records may be applied to a single KB or KB Article?

- A. Unlimited
- B. Only one
- C. Only two
- D. Only three

**Answer: C**

Explanation:

Reference: [https://hi.service-now.com/kb\\_view.do?sysparm\\_article=KB0550924](https://hi.service-now.com/kb_view.do?sysparm_article=KB0550924)

### NEW QUESTION # 34

Which base instance application delivers the results of current state metrics with leading indicators?

- A. Performance Analytics
- B. HR Reports
- C. HR Integrations
- D. Employee Center

**Answer: A**

Explanation:

Verified Answer: B. Performance Analytics Very Short Explanation: Performance Analytics is a base instance application that delivers the results of current state metrics with leading indicators. Performance Analytics enables users to visualize and track the progress of key performance indicators (KPIs) over time, and compare them to targets and benchmarks 1 . Performance Analytics can be used to monitor and improve the performance of HR services and processes 2 .

### NEW QUESTION # 35

When creating a new Lifecycle Event activity set what happens when the audience field is set as empty?

- A. The activity set will not apply to any employees
- B. The activity set applies for a specific group of people
- C. The activity set will not apply to a specific group of people
- D. The activity set applies to all employees

**Answer: C**

### NEW QUESTION # 36

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