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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q98-Q103):

NEW QUESTION # 98

What defines an employee 's access to the HR Service Portal / Employee Service Center?

- A. Group membership
- B. User Criteria
- C. Client Roles
- D. HR Criteria

Answer: C

Explanation:

Reference: https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c_ClientRoles.html

NEW QUESTION # 99

Which ServiceNow security feature allows access to applications and modules?

- A. Roles

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

Answer: A

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 # 100

How can HR Tasks be marked as optional?

- A. Tasks cannot be optional
- B. Set Optional to True on the Activity Set
- C. Set Optional to True on the HR Task Template
- D. Set Optional to True on the HR Case form

Answer: C

NEW QUESTION # 101

Which Security control option uses the context of the data within the record to grant and/or restrict access ' ?

- A. Access Control Level
- B. User Authentication
- C. Platform Access
- D. Scoped Application

Answer: A

NEW QUESTION # 102

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.
- D. Both are required.

Answer: D

Explanation:

Reference: https://docs.servicenow.com/bundle/madrid-hr-service-delivery/page/product/human-resources/concept/c_CustomizedProfileInformation.html

NEW QUESTION # 103

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Time is flying and the exam date is coming along, which is sort of intimidating considering your status of review process. The more

