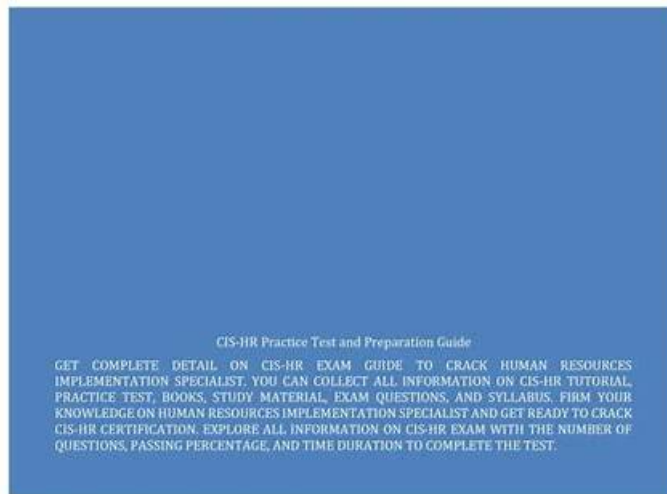


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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q44-Q49):

NEW QUESTION # 44

What type of information does the HR Profile contain?

- A. Group membership and role information
- B. User login and department information
- C. A user's password
- **D. Personal employee data**

Answer: D

Explanation:

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

NEW QUESTION # 45

If the Workflow editor is not utilized for a Lifecycle Event how does the system know when a task or approval should be triggered ' ?

- A. The Activity trigger condition determines when it is triggered
- B. Activities are manually triggered
- **C. The activity set trigger condition determines when it is triggered**
- D. Activities are automatically triggered on specific dates

Answer: C

NEW QUESTION # 46

When does the platform assign a Client Role to a user?

- A. When a User record is created for the employee
- B. Client Roles are automatically added with Group membership
- **C. When an HR Profile is created or modified for the employee**
- D. Client Roles must be manually added to each employee record

Answer: C

NEW QUESTION # 47

A user with only the HR Admin [sn_hr_core.admin] role can save and modify which copies of existing reports?

- A. Personal
- B. Global
- **C. All**
- D. Group

Answer: C

NEW QUESTION # 48

An HR Admin without the System Admin role can do what? (Choose three.)

- A. Configure business rules
- B. Modify the HR Administration > Properties

- C. Add users to groups
- D. Grant roles to users or groups
- E. Create HR Criteria
- F. Reset user passwords

Answer: C,D,F

NEW QUESTION # 49

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