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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q33-Q38):

NEW QUESTION # 33

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

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

Answer: C

Explanation:

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

NEW QUESTION # 34

What is configured first if an admin has both the Admin [admin] and HR Admin [sn_hr_core.admin] roles and wants to configure an Access Control Rule for the HR Payroll table?

Manually add the security_admin role to your User record

Manually add the Delegated Developer role to your User record

From the User dropdown in the banner, elevate your role to delegated_developer From the User dropdown in the banner, elevate your role to security_admin Verified Answer: D. From the User dropdown in the banner, elevate your role to security_admin Very

Short Explanation : To configure an access control rule for the HR Payroll table, the admin needs to have the security_admin role, which grants the ability to create, modify, and delete access control rules 1 . The admin can elevate their role to security_admin from the User dropdown in the banner, which temporarily grants them the elevated role for a specified duration 1 . The other options are not relevant for configuring an access control rule.

In the HR Guided Setup Module, why are some tasks locked in the Task view?

- A. They are deprecated tasks that should not be completed.
- B. They require an elevated role to access.
- C. They require other tasks to be completed first.
- D. They require a plugin to be activated first

Answer: A

NEW QUESTION # 35

When using Agent workspace for Case Management, how can the maximum default size of 30MB for an Employee Document be changed?

- A. Using the maximum file upload size in megabytes held in the Employee Document Properties
- B. Using the maximum file upload size in megabytes Security policy
- C. Using the file upload size system property
- D. Using the maximum file upload size business rule

Answer: A

Explanation:

By default, the Employee Document Management (EDM) application limits the size of document uploads in Agent Workspace to 30MB to optimize performance. To adjust this limit, an administrator must navigate to Employee Document Properties and modify the setting for " maximum file upload size in megabytes " .

This property specifically controls the threshold for documents being attached to HR Profiles or Cases within the Workspace environment. While there are global system properties for general file attachments, EDM uses its own specific properties to provide granular control over the document filing system. Increasing this size might be necessary for large historical files or bundled employee records, but it must be balanced against storage costs and upload speeds. Changing this property ensures that HR agents can successfully upload all required documentation during the case fulfillment process.

NEW QUESTION # 36

The HR Profile table is used to track information for what Employment types?

Choose 3 answers

- A. Other
- B. Spouse
- C. Potential Employee
- D. Contractor
- E. Full Time Employee
- F. Temporary Employee

Answer: B,E,F

NEW QUESTION # 37

If you have both Admin and HR Admin roles and wanted to configure an Access Control for the Employee Relations Cases table, what must first be done?

- A. From the User dropdown in the banner, elevate your role to security_admin
- B. Nothing would need to be done
- C. Add the Delegated Developer role to your User record
- D. Manually add the security_admin role to your User record

Answer: C

NEW QUESTION # 38

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arr.jpg By using the `sudo` command, any administrator can run commands as the CIS-HR system administrator user, also known as root, In Illustrator I can simply choose a font from the Typekit library and use it directly in my designs.

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