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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q48-Q53):

NEW QUESTION # 48

With the I18N: Knowledge Management Internationalization Plugin v2 enabled, how are translated Knowledge articles associated with each other so that the user is presented with the article in the selected language?

- A. Knowledge feedback related list
- B. Affected Products related list
- C. Translated Versions related list
- D. Article Versions related list

Answer: C

Explanation:

Explanation/Reference: https://docs.servicenow.com/bundle/newyork-servicenow-platform/page/product/knowledge-management/concept/c_I18NKMInternational.html

NEW QUESTION # 49

If the HR Service does not have any Case options specified, HR Documents must be manually generated for the HR Case. In this situation, who is able to generate an HR document for the Case?

- A. Only an HR Manager
- B. Only the assigned to person
- C. Any HR professional
- D. Only an HR Admin

Answer: A

Explanation:

Explanation/Reference: https://community.servicenow.com/community?id=community_article&sys_id=95ef3353db2b1700feb1a851ca961945

NEW QUESTION # 50

What type of information does the HR Profile contain?

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

Answer: C

Explanation:

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

NEW QUESTION # 51

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

- A. User Criteria
- B. Client Roles
- C. HR Criteria

- D. Group membership

Answer: B

Explanation:

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

NEW QUESTION # 52

If you select Data type Numeric Scale on the Assessment Metric (Survey Question) form there is a Scale definition field made visible. What does it mean to select High for the Scale definition?

- **A. It means a high score is good**
- B. There is no option for Scale definition
- C. It means a high score is bad
- D. There is no option for High

Answer: A

Explanation:

When configuring surveys or assessments in ServiceNow, the Assessment Metric form allows administrators to define how scores are interpreted. For the Numeric Scale data type, the "Scale definition" field determines the polarity of the results. Selecting "High" indicates that a higher numerical value represents a positive or "good" result. Conversely, selecting "Low" would imply that a lower score is better (often used for metrics like "risk" or "response time"). This setting is crucial for accurate reporting and dashboarding in Performance Analytics, as it tells the system how to calculate averages and determine if service trends are improving or declining. Properly defining the scale ensures that stakeholders correctly interpret survey results, such as employee satisfaction or training effectiveness, where a 5 out of 5 is the desired outcome.

NEW QUESTION # 53

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