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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q105-Q110):

NEW QUESTION # 105

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

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

Answer: C

NEW QUESTION # 106

When the Lifecycle Events application is installed, the LE Admin role is granted to which role?

- A. HR Admin [sn_hr_core.admin]
- B. HR Manager [sn_hr_core.manager]
- C. HR Basic [sn_hr_core.basic]
- D. It is not added to other roles

Answer: A

NEW QUESTION # 107

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 a plugin to be activated first.
- D. They require other tasks to be completed first.

Answer: C

Explanation:

Reference: https://docs.servicenow.com/bundle/kingston-hr-service-delivery/page/product/human-resources/reference/r_HRTaskViewPage.html

NEW QUESTION # 108

What allows the export of Employee Relations case details for documentation and sharing in the HR Agent Workspace?

- A. Summary Report
- B. Predefined Template
- C. Dynamic Report
- D. Preview Document

Answer: D

Explanation:

Comprehensive and Detailed Explanation: In the ServiceNow HR Agent Workspace, the Preview Document feature is the primary mechanism for exporting Employee Relations (ER) case details into a shareable format. Because ER cases often contain highly sensitive and confidential information, this feature allows agents to generate a PDF or document view of the case details based on predefined templates. This ensures that only the necessary information is included for documentation or external sharing with stakeholders, such as legal or executive teams. The Preview Document functionality integrates with HR Document Templates to provide a consistent look and feel while maintaining the strict security protocols required for Employee Relations. It simplifies the administrative burden of manually compiling case notes and ensures that the exported record is a "snapshot" of the case at a specific point in time, which is essential for compliance and auditing purposes.

NEW QUESTION # 109

The Knowledge bases searched for the Knowledge results section on an HR Case are determined by what?

- A. Knowledge Management configuration
- B. Contextual Search configuration
- C. HR Service configuration
- D. HR Criteria configuration

Answer: D

Explanation:

Reference: <https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources>

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