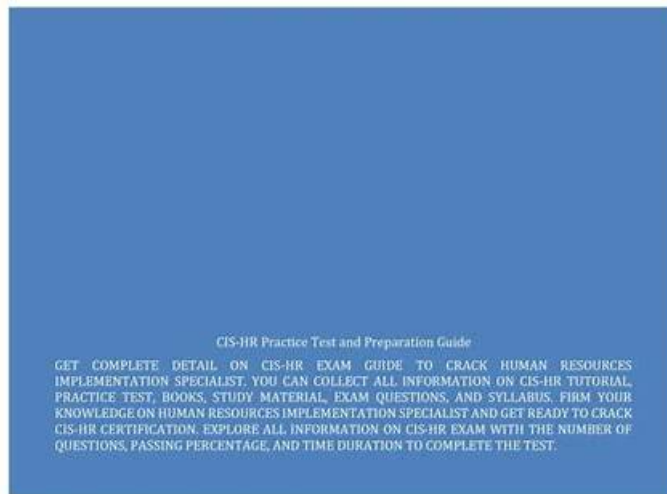


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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which application is used to send prompts to managers and employees in their flow of work?

- A. HR Integrations
- B. HR Performance Analytics
- C. Proactive Prompts
- D. Lifecycle Events

Answer: C

Explanation:

Comprehensive and Detailed 100 to 150 words of Explanation From ServiceNow Human Resources topics:

Proactive Prompts is a feature designed to drive employee engagement and productivity by delivering timely, relevant notifications directly to managers and employees within their natural flow of work. Instead of requiring users to manually search for tasks or information, this application pushes alerts and calls-to-action to common interfaces like the Employee Center or integrated collaboration tools like Microsoft Teams. These prompts can be configured to remind employees to complete surveys, update their profiles, or finish required training. For managers, it can signal pending approvals or upcoming team milestones. By surfacing these "nudges" where users are already working, Proactive Prompts significantly reduces the administrative burden on HR and ensures higher completion rates for critical tasks, creating a more seamless and intuitive employee experience.

NEW QUESTION # 72

What role is required, at a minimum, to view confidential HR Profile data?

- A. HR Basic [sn_hr_core.basic]
- B. HR Manager [sn_hr_core.manager]
- C. LE Admin [sn_hr_le.admin]
- D. HR Admin [sn_hr_core.admin]

Answer: A

Explanation:

Verified Answer: B. HR Basic [sn_hr_core.basic] Very Short Explanation: The role that is required, at a minimum, to view confidential HR Profile data is HR Basic [sn_hr_core.basic]. This role grants read-only access to the HR Profile table and the HR Profile related lists 1. The other roles are not correct because they either have more or less access to the HR Profile data. The HR Admin [sn_hr_core.admin] role has full access to the HR Profile table and can create, read, update, and delete HR Profile records 1. The LE Admin [sn_hr_le.admin] role has read-only access to the HR Profile table, but also has full access to the Lifecycle Events application 2. The HR Manager [sn_hr_core.manager] role has no access to the HR Profile table, but has full access to the HR Case Management application 3.

NEW QUESTION # 73

After the HR Admin [sn_hr_core.admin] role has been removed from the Admin role, how may a user with only the Admin role add members to HR groups?

- A. The Admin must impersonate an HR Admin to add members to HR groups.
- B. The Admin follows the same process as with any group membership change.
- C. The Admin must elevate their role to security_admin to add members to HR groups.

- D. The Admin can no longer add members to HR groups.

Answer: D

Explanation:

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

NEW QUESTION # 74

What is the minimum role required to access the HR Properties module?

- A. HR Manager [sn_hr_core.manager]
- B. LE Admin [sn_hr_le.admin]
- C. Admin [admin]
- D. HR Admin [sn_hr_core.admin]

Answer: D

Explanation:

Explanation/Reference: https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/task/t_HRProperties.html

NEW QUESTION # 75

After an HRSD Implementation what capabilities exist for a System Administrator attempting to impersonate an HR member once the HR Admin role has been removed ' ?

Choose 2 answers

- A. System Admin cannot grant scoped HR roles.
- B. System Admin cannot view HR Cases and confidential profile information.
- C. System Admin can grant scoped HR roles.
- D. System Admin can view HR Cases and confidential profile information.

Answer: B,C

NEW QUESTION # 76

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