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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q58-Q63):

NEW QUESTION # 58

What role is required to assign scoped HR roles?

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

Answer: C

Explanation:

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

NEW QUESTION # 59

Only users with which role, at a minimum, may view the confidential data on the HR Profiles table?

- A. Profile Writer [sn_hr_core.profile_writer]
- B. HR Case Reader [sn_hr_le.case_reader]
- C. HR Case Writer [sn_hr_le.case_writer]
- **D. Profile Reader [sn_hr_core.profile_reader]**

Answer: D

Explanation:

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

NEW QUESTION # 60

As part of the implementation for an HR Enterprise customer, a new Lifecycle Event for a leave of absence was created. What additional item must be configured in order to initiate the leave of absence Lifecycle Event process for an employee?

- A. A new HR Case
- B. An acceptance from an HR Agent
- C. An assignment rule
- **D. An HR service**

Answer: D

Explanation:

In ServiceNow HRSD, Lifecycle Events (LE) do not function in isolation; they must be mapped to an HR Service to be initiated for an employee. The HR Service acts as the "wrapper" or entry point that triggers the Lifecycle Event engine. When an HR Service is configured with a "Lifecycle Event" fulfillment type, the system knows that opening a case for that specific service should launch the associated activity sets and activities. Without an HR Service, there is no standardized way for an agent or a record producer to start the workflow. This structure allows HR to use the same Lifecycle Event for different service variations by simply pointing multiple HR Services to the same LE record, ensuring scalability and consistent process execution across the enterprise.

NEW QUESTION # 61

How can an HR Administrator or Content writer limit which employees will see content on the Employee Service Center?

- **A. Using User Criteria**
- B. All employees will see the same information
- C. Client roles automatically limit what is visible to employees
- D. Using HR Criteria

Answer: A

NEW QUESTION # 62

What information does the HR Profile contain?

- A. Personal employee data
- B. Employee relations cases
- C. Employee skills
- D. User ID and department information

Answer: A

NEW QUESTION # 63

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Earlier in his career, Bob was an Operations Analyst at Ford Motor CIS-HR Company, a First Lieutenant Armor) in the U.S, Remember, when your iPhone is in Airplane Mode, you can't make or receive calls.

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