

CIS-HR Test Sample Questions & Reliable CIS-HR Test Experience



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ServiceNow CIS-HR Exam Syllabus Topics:

Section	Weight	Objectives
Employee Record Management	20%	- Employee Data Model - Onboarding/Offboarding Processes - Employee Service Center - Employee Documents and Signatures
Core Configuration	30%	- HR Document Generation - HR Service Catalog Configuration - HR Service Administration - Virtual Agent for HR
Designer Integration	25%	- Integration with HCM Systems - Configurable Workspace Integration - Employee Readiness using Workforce Dimensions
HR Case Management	25%	- HR Case Lifecycle - HR Case Creation and Assignment - HR Case Metrics and Reporting - Case Templates and Quick Actions

>> CIS-HR Test Sample Questions <<

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ServiceNow Certified Implementation Specialist-Human Resources Sample Questions (Q101-Q106):

NEW QUESTION # 101

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

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

Answer: A

NEW QUESTION # 102

In which Application Scope is the Lifecycle Events table contained?

- A. Human Resources: Service Portal
- B. Human Resources: Integrations
- **C. Human Resources: Lifecycle Events**
- D. Human Resources: Core

Answer: C

NEW QUESTION # 103

How can HR Tasks be marked as optional?

- A. Set Optional to True on the HR Case form
- B. Set Optional to True on the Activity Set
- C. Tasks cannot be optional
- **D. Set Optional to True on the HR Task Template**

Answer: D

NEW QUESTION # 104

What is the purpose of the Owning Group field on the HR Template?

- A. They manage updates to the Template.
- **B. They approve the Template to be published.**
- C. HR Cases are assigned to the Owning Group.
- D. They own the Lifecycle Event.

Answer: B

Explanation:

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

NEW QUESTION # 105

What method is used to set policies that determine how long documents are retained and who is covered?

- **A. Go through Employee Documents > Document Type**
- B. Create a new policy through COE Security
- C. Go through HR Service Template > Document Type
- D. Create a new policy using ACLs

Answer: A

Explanation:

Comprehensive and Detailed Explanation: Management of employee records requires strict adherence to legal and corporate data retention schedules. In the Employee Document Management (EDM) application, retention policies are defined by navigating to Employee Documents > Document Type . Each Document Type (e.g., "Tax Form, " "Employment Contract ") can be assigned a specific retention policy that dictates how many years the document must be kept after a specific trigger (like employment end date). Within this configuration, the administrator defines " who is covered " by linking the policy to specific HR Criteria or employee groups. This centralized method allows the system to automatically purge expired documents or place " Legal Holds " on documents involved in litigation, ensuring compliance with global privacy regulations like GDPR without requiring manual tracking by the HR department.

NEW QUESTION # 106

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