**[QUESTION: 1](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=2" \l "collapse_1)**

An HR Admin without the System Admin role can do what? (Choose three.)

1. Grant roles to users or groups
2. Modify the HR Administration > Properties
3. Reset user passwords
4. Create HR Criteria
5. Configure business rules
6. Add users to groups

**Answer(s):** B,D,F

**[QUESTION: 2](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=2" \l "collapse_2)**

When does the platform assign a Client Role to a user?

1. Client Roles must be manually added to each employee record
2. When an HR Profile is created or modified for the employee
3. Client Roles are automatically added with Group membership
4. When a User record is created for the employee

**Answer(s):** B

**[QUESTION: 3](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=2" \l "collapse_3)**

If you wanted someone to administer the Employee Service Center without granting them the HR Admin role, which scoped Admin role would they need?

1. Service Portal Admin [sn\_hr\_sp.admin]
2. Widget Admin [sn\_hr\_widget.admin]
3. Employee Files Admin [sn\_hr\_ef.admin]
4. Integrations Admin [sn\_hr\_integrations.admin]

**Answer(s):** A

**[QUESTION: 4](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=2" \l "collapse_4)**

Which of the following applications is installed with the Human Resources Scoped App: Core plugin?

1. Employee Service Center
2. Employee Document Management
3. Lifecycle Events
4. HR Case Management

**Answer(s):** D

**[QUESTION: 5](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=2" \l "collapse_5)**

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

1. HR Admin [sn\_hr\_core.admin]
2. It is not added to other roles
3. HR Basic [sn\_hr\_core.basic]
4. HR Manager [sn\_hr\_core.manager]

**Answer(s):** A

#### ****[QUESTION: 6](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=3" \l "collapse_6)****

What must be updated or loaded into the Customer's instance before importing the stories?

1. Backlog
2. Epics
3. Products
4. Groups

**Answer(s):** B

#### ****[QUESTION: 7](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=3" \l "collapse_7)****

Which field on the HR Service record defines which HR Catalog Item is associated with the Service?

1. COE
2. Topic Detail
3. Template
4. Record Producer

**Answer(s):** D

#### ****[QUESTION: 8](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=3" \l "collapse_8)****

How can fields for a specific HR Service be displayed on the New Case Creation page?

1. HR Service-specific fields cannot be added to the New Case Creation page
2. Using the Case Creation Service Configurations
3. Using the Case Options field on the HR Service
4. Using the HR Criteria module

**Answer(s):** B

#### ****[QUESTION: 9](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=3" \l "collapse_9)****

When a Document Template is created from an HR Case, the name of the person who created the document is added to the name of the attachment.  
Why?

1. It indicates who should sign the document
2. It indicates who generated the document
3. It indicates the Opened for user
4. It indicates who the document is about

**Answer(s):** B

#### ****[QUESTION: 10](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=3" \l "collapse_10)****

If the HR Admin [sn\_hr\_core.admin] needs to develop within the HR application but cannot have the system Admin role, what additional role should be granted?

1. HR Basic [sn\_hr\_core.basic]
2. Scoped Developer [sn\_hr\_core.developer]
3. Delegated Developer [delegated\_developer]
4. HR Manager [sn\_hr\_core.manager]

**Answer(s):** C

#### ****[QUESTION: 11](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=4" \l "collapse_11)****

The customer you will be implementing for wants to utilize Now Mobile. What is the minimum HR SKU they may purchase that includes Now Mobile?

1. HR Service Delivery Professional
2. Now Mobile is a standalone solution
3. HR Service Delivery Enterprise
4. HR Service Delivery Standard

**Answer(s):** D

#### ****[QUESTION: 12](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=4" \l "collapse_12)****

Delegated Developers are granted access only to what in which they are working?

1. Interfaces
2. APIs
3. Instances
4. Scopes

**Answer(s):** D

#### ****[QUESTION: 13](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=4" \l "collapse_13)****

The Lifecycle Events [sn\_hr\_le\_case] table is a direct extension of which table?

1. Talent Management [sn\_hr\_core\_talent\_management]
2. HRIT Operations Case [sn\_hr\_core\_case\_operations]
3. HR Case [sn\_hr\_core\_case]
4. Task [sc\_task]

**Answer(s):** C

#### ****[QUESTION: 14](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=4" \l "collapse_14)****

The customer you are implementing has purchased HR Service Delivery Enterprise which includes Enterprise Onboarding and Transitions.  
Which plugin must be activated to utilize Enterprise Onboarding and Transitions?

1. Human Resources Scoped App: Lifecycle Events [com.sn\_hr\_lifecycle\_events]
2. Employee Document Management [com.sn\_employee\_document\_management]
3. Human Resources Scoped App: Core [com.sn\_hr\_core]
4. Employee Service Center [com.sn\_hr\_service\_portal]

**Answer(s):** A

#### ****[QUESTION: 15](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=4" \l "collapse_15)****

What role is required to assign scoped HR roles?

1. HR Admin [sn\_hr\_core.admin]
2. HR Manager [sn\_hr\_core.manager]
3. LE Admin [sn\_hr\_le.admin]
4. HR Basic [sn\_hr\_core.basic]

**Answer(s):** A

#### ****[QUESTION: 16](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=5" \l "collapse_16)****

The HR Case [sn\_hr\_core\_case] table is an extension of what?

1. Incident table
2. Case table
3. Task table
4. Lifecycle Events table

**Answer(s):** B

##### **Reference:**

https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/ reference/components-installed-with-case-and-knowledge-management.html

#### ****[QUESTION: 17](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=5" \l "collapse_17)****

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

1. HR Manager [sn\_hr\_core.manager]
2. LE Admin [sn\_hr\_le.admin]
3. Admin [admin]
4. HR Admin [sn\_hr\_core.admin]

**Answer(s):** D

##### **Reference:**

https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/ task/t\_HRProperties.html

#### ****[QUESTION: 18](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=5" \l "collapse_18)****

Which Service Portal configuration option is used to customize the logo, theme, and title of the HR Service Portal?

1. Designer
2. Page Editor
3. Widget Editor
4. Branding Editor

**Answer(s):** D

##### **Reference:**

https://docs.servicenow.com/bundle/orlando-servicenow-platform/page/build/service-portal/  
concept/c\_BrandingEditor.html

#### ****[QUESTION: 19](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=5" \l "collapse_19)****

What is the difference between a configuration and a customization?

1. Configuration uses complex JavaScript while Customization involves field name changes and new buttons.
2. There is no difference between Configuration and Customization.
3. Customization uses the built-in tools in the platform while Configuration involves code changes.
4. Configuration uses the built-in tools in the platform while Customization involves code changes.

**Answer(s):** D

##### **Reference:**

https://community.servicenow.com/community?id=community\_question&sys\_id=336d8be9db9cdbc01dcaf3231f9619bd

#### ****[QUESTION: 20](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=5" \l "collapse_20)****

A user with only the HR Admin [sn\_hr\_core.admin] role can save and modify which copies of existing reports?

1. All
2. Global
3. Group
4. Personal

**Answer(s):** C

#### ****[QUESTION: 21](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=6" \l "collapse_21)****

Which HR Role is typically granted to all HR Support staff, at a minimum?

1. HR Admin [sn\_hr\_core.admin]
2. HR Basic [sn\_hr\_core.basic]
3. HR KB Writer [sn\_hr\_core.kb\_writer]
4. Document Management User [document\_management\_user]

**Answer(s):** B

#### ****[QUESTION: 22](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=6" \l "collapse_22)****

Which table is considered the core table for all HR Case records?

1. Skill [cmn\_skill]
2. Incident [incident]
3. HR Task [sn\_hr\_core.task]
4. HR Case [sn\_hr\_core\_case]
5. HR Profile [sn\_hr\_core\_profile]

**Answer(s):** D

##### **Reference:**

https://community.servicenow.com/community?id=community\_question&sys\_id=3aa1368fdbc32f004abd5583ca961933

#### ****[QUESTION: 23](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=6" \l "collapse_23)****

Which module provides a user-friendly interface for creating new HR Skills and assigning HR skills to members of the HR department?

1. Skills Routing
2. Skills Management
3. Manage HR Skills
4. Skills Definition

**Answer(s):** B

##### **Reference:**

https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/ task/t\_AssignHRSkillsToUsers.html

#### ****[QUESTION: 24](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=6" \l "collapse_24)****

How many COEs may be associated with an HR Service?

1. 5
2. 1
3. unlimited
4. 10

**Answer(s):** B

#### ****[QUESTION: 25](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=6" \l "collapse_25)****

At what level is User Criteria set to control who can read and edit knowledge articles?

1. In either the Knowledge Base or Article.
2. In the Knowledge Article only.
3. In the User record.
4. In the Knowledge Base only.

**Answer(s):** A

##### **Reference:**

https://docs.servicenow.com/bundle/orlando-servicenow-platform/page/product/knowledgemanagement/ task/t\_SelectUserCriteria.html

#### ****[QUESTION: 26](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=7" \l "collapse_26)****

On the HR Case form, some HR Services have associated Response templates. What determines which HR Services have Response Templates?

1. The HR Criteria on the HR Service
2. The HR Criteria on the Response Template record
3. The table and conditions on the Response Template record
4. The User Criteria on the HR Service

**Answer(s):** C

#### ****[QUESTION: 27](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=7" \l "collapse_27)****

The HR Admin [sn\_hr\_core.admin] role allows the user to add members to groups. What additional role is needed for an HR Admin to remove users from groups?

1. User Admin [user\_admin]
2. User Writer [user\_writer]
3. User Reader [user\_reader]
4. HR User Admin [hr\_user\_admin]

**Answer(s):** D

#### ****[QUESTION: 28\*\*\*](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=7" \l "collapse_28) *[Not sure about this](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=7" \l "collapse_28)*****

What are the benefits of the HR application being scoped? (Choose three.)

1. Provides an additional layer of control over HR data.
2. Allows HR Admins to configure the HR application.
3. HR department has more autonomy to manage all aspects of HRSD.
4. Allows the System Administrator complete control.
5. HR department has full control of the global application.

**Answer(s):** B,D,E

#### ****[QUESTION: 29](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=7" \l "collapse_29)****

If you had little coding experience and were tasked with adding new pages to the customer’s Employee Service Center, which Service Portal Configuration option would be best to complete the task?

1. Page Editor
2. Designer
3. Widget Editor
4. Branding Editor

**Answer(s):** A

#### ****[QUESTION: 30](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=7" \l "collapse_30)****

What provides a graphical interface to create survey categories, questions, configure the details, and publish the survey?

1. Survey Designer
2. Survey Workflow
3. Survey Developer
4. Survey Portal

**Answer(s):** A

#### ****[QUESTION: 31](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=8" \l "collapse_31)****

HR Administrators can configure a personal copy of the HR Case Dashboard using which of the following buttons? (Choose two.)

1. Change Layout
2. Delete Content
3. Modify Layout
4. Add Content
5. Add Layout

**Answer(s):** A,D

#### ****[QUESTION: 32](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=8" \l "collapse_32)****

What determines when the HR Chat queue is available?

1. Schedule field on the HR Profile
2. Schedule field on the User record
3. HR Chat is always available
4. Schedule field on the Queues record

**Answer(s):** D

#### ****[QUESTION: 33](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=8" \l "collapse_33)****

What Primary Security aspects are focused on for the HR application? (Choose three.)

1. Password Security
2. ACL Security
3. Contextual Security
4. Physical Security
5. Roles and Groups
6. Platform Access

**Answer(s):** C,E,F

#### ****[QUESTION: 34](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=8" \l "collapse_34)****

If the Workflow editor is utilized for a Lifecycle Event, how does the system know when a task or approval should be triggered?

1. Activities are manually triggered
2. The activity set trigger condition determines when it is triggered
3. Activities are automatically triggered on specific dates
4. The Activity trigger condition determines when it is triggered

**Answer(s):** D

##### **Reference:**

https://docs.microsoft.com/en-us/dynamics365/fin-ops-core/dev-itpro/business-events/businessevents-workflow

#### ****[QUESTION: 35](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=8" \l "collapse_35)****

Each HR service created in\_\_\_\_\_\_\_\_\_\_\_has a corresponding transform map job.

1. HR Transform Maps
2. HR Integration Service
3. HR Service Mapping
4. HR Schema Mapping

**Answer(s):** A

##### **Reference:**

https://docs.servicenow.com/bundle/paris-hr-service-delivery/page/product/human-resources/task/ hr-transform-maps-for-background-check-service.html

#### ****[QUESTION: 36](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=9" \l "collapse_36)****

In Employee Document Management, which of the following statements is true for legal holds?

1. Legal Holds are permanent and cannot be removed
2. Legal Holds may be placed on a group of HR profiles
3. Legal Holds may be placed on either a Document Type or an individual employee’s HR Profile
4. Legal Holds may be manually placed on individual employee documents

**Answer(s):** C

##### **Reference:**

https://docs.servicenow.com/bundle/rome-employee-service- management/page/product/humanresources/concept/hr-doc-management-admin.html

#### ****[QUESTION: 37](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=9" \l "collapse_37)****

After configuration on a Lifecycle Event is complete, what additional configuration is needed to initiate the LE process for an employee?

1. None. The LE will automatically trigger based on its configuration
2. An Event is needed to initiate the LE process
3. A Scheduled Job is needed to initiate the LE process
4. An HR Service is needed to initiate the LE process

**Answer(s):** B

##### **Reference:**

https://docs.servicenow.com/bundle/rome-employee-service-management/page/product/humanresources/task/configure-hr-lifecycle-event-activity-set.html

#### ****[QUESTION: 38](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=9" \l "collapse_38)****

How can a PDF document on an active HR case be generated? (Choose two.)

1. Autogenerated by system configuration
2. By the Subject Person’s manager
3. By the employee
4. By the Assigned to person

**Answer(s):** B,D

##### **Reference:**

https://docs.servicenow.com/bundle/rome-employee-service-management/page/product/humanresources/task/configure-hr-pdf-document-adobesign.html

#### ****[QUESTION: 39](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=9" \l "collapse_39)****

Which HR Integrations module is used to document the URL, basic integration properties, and inbound and outbound username and password information for a third-party application?

1. HR Integration Service
2. HR Schema Mapping
3. Sources
4. HR Webservices

**Answer(s):** C

##### **Reference:**

https://docs.servicenow.com/bundle/paris-hr-service-delivery/page/product/human-resources/task/  
configure-source-credentials-for-hr-management-system.html

#### ****[QUESTION: 40](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=9" \l "collapse_40)****

What kinds of records can be created using HR Service Activities? (Choose two.)

1. Workflows
2. Approvals
3. HR Templates
4. Tasks

**Answer(s):** B,D

##### **Reference:**

https://docs.servicenow.com/bundle/paris-hr-service-delivery/page/product/human-resources/task/ configure-service-activity-for-hr-service.html

#### ****[QUESTION: 41](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=10" \l "collapse_41)****

A customer using Lifecycle Events Enterprise has documented a large offboarding Lifecycle Event that includes many steps. Many of the steps, including approvals, must be completed in a specific order.  
Which of these is the best method to use to ensure the activities are triggered in the appropriate order?

1. Create a new lifecycle event for each of the dependent items
2. Create separate trigger conditions for each of the dependent activities
3. Create activity containers for the dependent items
4. Create separate activity sets for each of the dependent activities

**Answer(s):** C

##### **Reference:**

https://docs.servicenow.com/bundle/rome-employee-service-management/page/product/humanresources/task/configure-hr-lifecycle-event-activity.html

#### ****[QUESTION: 42](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=10" \l "collapse_42)****

Scenario: You have an existing ITSM customer who is now implementing HR Enterprise. In UAT, they discovered that a new button on the HR case, created using the Link Generator application, is not displaying the appropriate web page. Instead, they get a Page Not Found error. You have verified that the Link configuration and script are both accurate.  
What else must be done to allow the Link to work?

1. The Status of the associated record on the Application Restricted Caller Access list must be set to Denied.
2. You must create a custom ACL to allow the link to work.
3. The Status of the associated record on the Application Restricted Caller Access list must be set to Allowed.
4. You must change Scope for the link to work.

**Answer(s):** C

#### ****[QUESTION: 43](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=10" \l "collapse_43)****

Beginning with the Orlando release, which module allows HR Administrators to define which groups may access the various COEs or HR Services without needing to edit or create new ACL records?

1. COE Properties
2. COE ACL Configuration
3. Access Policies
4. COE Policy groups

**Answer(s):** B

#### ****[QUESTION: 44](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=10" \l "collapse_44)****

Which of the following is the key factor in determining the implementation timeline?

1. Configuration complexity
2. Types of integrations
3. Customer location
4. Customer business type

**Answer(s):** B

#### ****[QUESTION: 45](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=10" \l "collapse_45)****

Scenario: An existing ITSM customer is now implementing HR Enterprise. As part of the implementation, the Scoped Application Restricted Caller Access [com.glide.scope.access.restricted\_caller] plugin was automatically activated.  
By default, what is the Caller Access field set to?

1. Caller Denial
2. Caller Tracking
3. Caller Restriction
4. Caller Allowed

**Answer(s):** C

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#### ****[QUESTION: 46](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=11" \l "collapse_46)****

What is the primary purpose of HR Topic Categories?

1. They group common HR Services.
2. They group common HR templates.
3. They group common HR employees.
4. They group common HR Catalog Items.

**Answer(s):** A

#### ****[QUESTION: 47](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=11" \l "collapse_47)****

What provides a graphical representation of other tables related to a specific table, either through class extension or reference?

1. System Structure
2. Table Map
3. System Map
4. Schema Map

**Answer(s):** D

#### ****[QUESTION: 48](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=11" \l "collapse_48)****

What are the major HR Service Catalog components? (Choose four.)

1. HR Template
2. Assignment Group
3. HR Catalog Item
4. Matching Rule
5. Record Producer
6. HR Service
7. HR Profile

**Answer(s):** A,C,E,F

#### ****[QUESTION: 49](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=11" \l "collapse_49)****

When is the Record producer field needed on the HR Service record?

1. When the HR professional will be creating Cases on behalf of the employee
2. When you want the esmployee to request the HR Service from the Employee Service Center
3. It is always a required field
4. There is no Record producer held on the HR Service record

**Answer(s):** B

#### ****[QUESTION: 50](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=11" \l "collapse_50)****

The Template field referenced on the HR Service record is used to do what?

1. Populate fields on the HR Case record
2. Filter who can access the HR Service
3. Create pre-configured responses HR professionals can use
4. Make the HR Service accessible on the Employee Service Center

**Answer(s):** A

#### ****[QUESTION: 51](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=12" \l "collapse_51)****

What determines which Knowledge bases, Knowledge articles, and Service Catalog Items an employee can view?

1. Filters
2. User Groups
3. HR Criteria
4. User Criteria

**Answer(s):** D

#### ****[QUESTION: 52](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=12" \l "collapse_52)****

What settings define and track cross-scope access to applications?

1. Access Controls
2. Restricted Caller Access
3. Access Restrictions
4. Business Rules

**Answer(s):** B

#### ****[QUESTION: 53](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=12" \l "collapse_53)****

In which Application Scope is the Lifecycle Events table contained?

1. Human Resources: Core
2. Human Resources: Lifecycle Events
3. Human Resources: Integrations
4. Human Resources: Service Portal

**Answer(s):** B

#### ****[QUESTION: 54](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=12" \l "collapse_54)****

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?

1. It means a high score is bad
2. It means a high score is good
3. There is no option for Scale definition
4. There is no option for High

**Answer(s):** B

#### ****[QUESTION: 55](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=12" \l "collapse_55)****

What role needs to be removed from the Admin role at go live to prevent the System Admin from being able to see HR Profile information?

1. HR Manager [sn\_hr\_core.manager]
2. HR Agent [sn\_hr\_core.agent]
3. Core Admin [sn\_core.admin]
4. HR Admin [sn\_hr\_core.admin]

**Answer(s):** D

#### ****[QUESTION: 56](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=13" \l "collapse_56)****

Using the base HRSD configuration with no integrations, when the subject person electronically signs an HR document or PDF document, the signature is saved as what?

1. a digital signature
2. a picture of the signature that is added to the document
3. a digital key
4. a digital certificate

**Answer(s):** B

#### ****[QUESTION: 57](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=13" \l "collapse_57)****

If both the Knowledge Base and the KB article have no "Can Read" User Criteria, what role is required to read the article?

1. HR Basic [sn\_hr\_core.basic]
2. HR Manager [sn\_hr\_core.manager]
3. No role is needed
4. HR Admin [sn\_hr\_core.admin]

**Answer(s):** C

#### ****[QUESTION: 58](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=13" \l "collapse_58)****

If the HR Administrator has only been given the HR Admin [sn\_hr\_core.admin] role, what additional role is necessary for them to configure all aspects of the Employee Document Management application?

1. Employee Document Management Writer[sn\_hr\_ef.document\_writer)
2. Employee Document Management Reader[sn\_hr\_ef.document\_reader]
3. EF Admin [sn\_hr\_ef.admin] role
4. No additional roles are needed

**Answer(s):** C

#### ****[QUESTION: 59](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=13" \l "collapse_59)****

If the HR Administrator group has been tasked with collecting Performance Analytics data, what additional role should be granted to the group?

1. Performance Analytics Data Collector [pa\_data\_collector]
2. Performance Analytics Administrator [pa\_admin]
3. Performance Analytics Threshold Admin [pa\_threshold\_admin]
4. System Administrator [admin]

**Answer(s):** B

#### ****[QUESTION: 60](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=13" \l "collapse_60)****

What defines the path the Case or HR Task will take when it is escalated?

1. Assignment Rules
2. Business Rules
3. Matching Rules
4. Escalation Rules

**Answer(s):** D

#### ****[QUESTION: 61](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=14" \l "collapse_61)****

How can HR Tasks be marked as optional?

1. Set Optional to True on the HR Task Template
2. Set Optional to True on the Activity Set
3. Tasks cannot be optional
4. Set Optional to True on the HR Case form

**Answer(s):** A

#### ****[QUESTION: 62](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=14" \l "collapse_62)****

What does the employee utilize when submitting a self-service request to the HR Organization?

1. HR Catalog
2. HR Skills
3. HR Template
4. HR Profile

**Answer(s):** A

##### **Reference:**

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

#### ****[QUESTION: 63](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=14" \l "collapse_63)****

When using the Generate HR Profiles module to create HR Profiles, what field must be completed to ensure the employees are granted the appropriate Client Role?

1. Employment type
2. Profile type
3. Employee type
4. User type

**Answer(s):** A

#### ****[QUESTION: 64](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=14" \l "collapse_64)****

ServiceNow has identified 3 maturity levels for an HR customer. What are they?

1. Managed Interactions, Self-Reliance, Smart Services
2. Managed Interactions, Self-Help, Advanced Services
3. No automation, Self-reliance, Smart Services
4. Managed Interactions, Self-Reliance, Automated Services

**Answer(s):** A

##### **Reference:**

https://www.servicenow.es/content/dam/servicenow-assets/public/en-us/doc-type/other-document/ csc/human-resources-journey-doc.pdf

#### ****[QUESTION: 65](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=14" \l "collapse_65)****

In the HR Guided Setup Module, the Configuration View displays which of the following for a Category? (Choose three.)

1. Properties
2. Gauges
3. Dashboards
4. Lists
5. Overviews
6. Forms

**Answer(s):** A,D,F

#### ****[QUESTION: 66](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=15" \l "collapse_66)****

Scenario: You have an existing ITSM customer who is now implementing HR Enterprise. In UAT, they discovered that they get an error message about a Read operation from the HR scope to the Global scope being denied. You have verified that each Script Include was written correctly.  
What else must be done to allow the Script Includes to work in the HR application?

1. The Status of the associated record on the Application Restricted Caller Access list must be set to Denied.
2. You must create a custom ACL to allow the script includes to work.
3. The Status of the associated record on the Application Restricted Caller Access list must be set to Allowed.
4. You must change Scope for the script includes to work.

**Answer(s):** C

##### **Reference:**

https://hi.service-now.com/kb\_view.do?sysparm\_article=KB0759087

#### ****[QUESTION: 67](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=15" \l "collapse_67)****

If the HRSD application is scoped, why can the System Administrator initially access all HR applications after the plugin has been installed?

1. When the HR plugins are installed, the necessary HR roles are added to the Admin role.
2. The roles were manually granted by a ServiceNow security user.
3. The Admin will always have access to all HR tables and data.
4. The roles were manually granted by an HR Admin.

**Answer(s):** A

##### **.Reference:**

https://community.servicenow.com/community?id=community\_article&sys\_id=2a3c8b32dbdfd74054250b55ca961930

#### ****[QUESTION: 68](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=15" \l "collapse_68)****

The HR Profile table is used to track information for what Employment types? (Choose three.)

1. Other
2. Potential Employee
3. Full Time Employee
4. Temporary Employee
5. Spouse
6. Contractor

**Answer(s):** C,D,F

#### ****[QUESTION: 69](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=15" \l "collapse_69)****

When does the HR Template populate information on the HR Case form?

1. When the Opened for person is selected
2. When the Assignment group is selected.
3. When the HR Case Type is selected.
4. When the HR service is selected on the HR Case Creation form.

**Answer(s):** D

##### **Reference:**

https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/ task/configure-hr-case-template.html

#### ****[QUESTION: 70](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=15" \l "collapse_70)****

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?

1. Any HR professional
2. Only an HR Admin
3. Only an HR Manager
4. Only the assigned to person

**Answer(s):** C

##### **Reference:**

https://community.servicenow.com/community?id=community\_article&sys\_id=95ef3353db2b1700feb1a851ca961945

#### ****[QUESTION: 71](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=16" \l "collapse_71)****

User authentication and Instance restriction are examples of what type of security?

1. Physical Security
2. Roles and Groups
3. Contextual Security
4. Platform Access

**Answer(s):** D

#### ****[QUESTION: 72](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=16" \l "collapse_72)****

HR Profiles may be created for multiple employees using conditions and criteria in which module?

1. Create Human Resources Profile
2. Create new Case
3. Generate HR Profiles
4. Bulk Cases

**Answer(s):** C

##### **Reference:**

https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/ task/t\_GenHRProfile.html

#### ****[QUESTION: 73](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=16" \l "collapse_73)****

If an HR Services needs to be accessible to employees on the Employee Service Center, what field must be completed on the HR Service?

1. Checklist
2. Fulfiller Instructions
3. Lifecycle Event type
4. Record Producer

**Answer(s):** D

##### **Reference:**

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

#### ****[QUESTION: 74](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=16" \l "collapse_74)****

The ServiceNow SIM methodology is based around what generic methodologies?

1. Waterfall and Rapid Application Development (RAD)
2. Agile and Waterfall
3. Prince
4. Scrum and XP

**Answer(s):** D

##### **Reference:**

https://community.servicenow.com/community?id=community\_question&sys\_id=1dc44be9dbd8dbc01dcaf3231f96198c

#### ****[QUESTION: 75](https://free-braindumps.com/servicenow/free-cis-hr-braindumps.html?p=16" \l "collapse_75)****

If the Audience field has been configured on a Lifecycle Event Activity, what will the system do if the subject person does not meet the criteria for that Activity?

1. the activity must be manually closed by the HR professional
2. the Lifecycle Event will be canceled
3. the activity must be manually closed by the Subject person
4. the activity will be skipped

**Answer(s):** C

##### **Reference:**

https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/ task/configure-hr-lifecycle-event-activity.html