

# DUMPS ARENA

## Certified Implementation Specialist-Human Resources

ServiceNow CIS-HR

Version Demo

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**QUESTION NO: 1**

Which of the following are predefined Dashboards that are installed with HR Case Management? (Choose three.)

- A. Manager Dashboard
- B. Overview
- C. Workforce Administration Dashboard
- D. Onboarding Dashboard
- E. Employee Relations Cases Dashboard
- F. HR Case Dashboard

**ANSWER: A B D****Explanation:**

Reference: [https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources-global/concept/c\\_HumanResourcesManagement-global.html](https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources-global/concept/c_HumanResourcesManagement-global.html)

**QUESTION NO: 2**

What role is required to access the modules in the HR Integrations application?

- A. HR Lifecycle Event Case Writer [sn\_hr\_le.case\_writer]
- B. HR Core Profile Reader [sn\_hr\_core.profile\_reader]
- C. Admin [admin]
- D. HR Integrations Admin [sn\_hr\_integrations.admin]

**ANSWER: C****Explanation:**

Reference: [https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c\\_ManageRoles.html](https://docs.servicenow.com/bundle/orlando-hr-service-delivery/page/product/human-resources/concept/c_ManageRoles.html)

- Note:** IT System Administrators (admin) and HR scoped users can still impersonate ServiceNow users. When impersonating a user with a scoped HR role, an admin or any HR scoped user cannot access features granted by that role. HR cases and profile information are not accessible. Only users with the scoped HR Administrator [sn\_hr\_core.admin] can see case details when impersonating other scoped HR users. Also, admin cannot change the password of any user with a scoped HR role. For more information on impersonating a user, see [Impersonate a user](#).

#### HR Performance Analytics

To configure the Performance Analytics (PA) dashboard, assign the Performance Analytics Administrator [pa\_admin] role to the HR Administrator [sn\_hr\_core.admin] role.

- Note:** Only the System Administrator [admin] can assign PA roles to employees.

### QUESTION NO: 3

What are the key differentiators between an HR Profile record and a User record? (Choose three.)

- A. The HR Profile stores the employee's assigned delegates.
- B. The HR Profile includes group membership information.
- C. The HR Profile includes employee organizational information like Colleagues.
- D. The HR Profile stores login credential information.
- E. The HR Profile may include employee marital status.
- F. The HR Profile is intended to store confidential employee data that is pertinent for HR.

**ANSWER: A E F**

#### Explanation:

Reference: [https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c\\_HRProfileRecords.html](https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/concept/c_HRProfileRecords.html)

### QUESTION NO: 4

Which of the following are examples of HR application scopes? (Choose four.)

- A. Human Resources: COE
- B. Human Resources: Core
- C. Human Resources: Knowledge
- D. Human Resources: Integrations

E. Human Resources: Lifecycle Events

F. Human Resources: Global

G. Human Resources: Service Portal

**ANSWER: B D E G**

**QUESTION NO: 5**

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

A. Interfaces

B. APIs

C. Instances

D. Scopes

**ANSWER: C**

**QUESTION NO: 6**

Who can generate the PDF document on an active HR Case?

A. Only the Assigned to person

B. Only the Subject Person's manager

C. Only an HR manager

D. Only the employee

**ANSWER: D**

**QUESTION NO: 7**

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

A. System Structure

B. Table Map

C. System Map

D. Schema Map

**ANSWER: D**

**QUESTION NO: 8**

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

- A. Skill [cmn\_skill]
- B. Incident [incident]
- C. HR Task [sn\_hr\_core.task]
- D. HR Case [sn\_hr\_core\_case]
- E. HR Profile [sn\_hr\_core\_profile]

**ANSWER: D**

**Explanation:**

Reference: [https://community.servicenow.com/community?](https://community.servicenow.com/community?id=community_question&sys_id=3aa1368fdb32f004abd5583ca961933)

[id=community\\_question&sys\\_id=3aa1368fdb32f004abd5583ca961933](https://community.servicenow.com/community?id=community_question&sys_id=3aa1368fdb32f004abd5583ca961933)

**QUESTION NO: 9**

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

- A. Properties
- B. Gauges
- C. Dashboards
- D. Lists
- E. Overviews
- F. Forms

**ANSWER: A D F**

**QUESTION NO: 10**

What are the advantages of removing the HR Admin role from the system Admin role after the HR Implementation tasks have been completed? (Choose two.)

- A.** This ensures that HR has control over further HR configurations.
- B.** The HR Admin role should remain a part of the system Admin role.
- C.** This ensures that confidential HR data is only accessible to users with an HR role.
- D.** It is not necessary because the system Admin always has access to all HR data.

**ANSWER: A C**

**Explanation:**

Reference: [https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/task/t\\_HRRRemoveAdminRole.html](https://docs.servicenow.com/bundle/newyork-hr-service-delivery/page/product/human-resources/task/t_HRRRemoveAdminRole.html)