



# CIS-HR<sup>Q&As</sup>

Certified Implementation Specialist-Human Resource

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### QUESTION 1

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?

- A. HR Integration Service
- B. HR Schema Mapping
- C. Sources
- D. HR Webservices

Correct Answer: C

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### QUESTION 2

If a customer has a huge employee population, complex organizational structures, and requires custom integrations and language translations, what level of configuration complexity would their project be considered?

- A. Drastic
- B. Low
- C. Major
- D. Nominal

Correct Answer: C

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### QUESTION 3

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

- A. Legal Holds are permanent and cannot be removed
- B. Legal Holds may be placed on a group of HR profiles
- C. Legal Holds may be placed on either a Document Type or an individual employee's HR Profile
- D. Legal Holds may be manually placed on individual employee documents

Correct Answer: C

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### QUESTION 4

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?



- A. HR Manager [sn\_hr\_core.manager]
- B. HR Agent [sn\_hr\_core.agent]
- C. Core Admin [sn\_core.admin]
- D. HR Admin [sn\_hr\_core.admin]

Correct Answer: D

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#### QUESTION 5

Which ServiceNow feature is used to create pulse surveys?

- A. Employee Forums
- B. Learning Posts
- C. Listening Posts
- D. Employee Forms

Correct Answer: C

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