



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

Certified Implementation Specialist-Human Resource

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### QUESTION 1

Which of the following are true for an HR application as it relates to the User [sys\_user] Table and the HR Profile [sn\_hr\_core.profile] Table?

- A. Both are required.
- B. Only HR Profile table is required in HR.
- C. Neither are required.
- D. Only the User table is required in HR.

Correct Answer: A

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

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### QUESTION 2

Which of the following features allows employees to delegate their tasks to other employees for specific date and time ranges based on delegation rules?

- A. Role Delegation
- B. Admin Delegation
- C. Granular Delegation
- D. Task Delegation

Correct Answer: C

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### QUESTION 3

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. Profile Reader [sn\_hr\_core.profile\_reader]
- C. HR Case Writer [sn\_hr\_le.case\_writer]
- D. HR Case Reader [sn\_hr\_le.case\_reader]

Correct Answer: A

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

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#### QUESTION 4

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

- A. Backlog
- B. Epics
- C. Products
- D. Groups

Correct Answer: B

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#### QUESTION 5

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?

- A. Page Editor
- B. Designer
- C. Widget Editor
- D. Branding Editor

Correct Answer: A

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