



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

Certified Implementation Specialist-Human Resource

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### QUESTION 1

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?

- A. HR Basic [sn\_hr\_core.basic]
- B. Scoped Developer [sn\_hr\_core.developer]
- C. Delegated Developer [delegated\_developer]
- D. HR Manager [sn\_hr\_core.manager]

Correct Answer: C

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### QUESTION 2

A customer using Lifecycle Events Enterprise has configured their onboarding process. Now, management has tasked the HR Admin with creating a way to back out onboarding work in case the new employee decides not to join the company.

Which of these is the best method to use to reverse work already performed as part of this Lifecycle Event?

- A. Check the "allow blackout" box on each of the activities
- B. Configure a new Lifecycle Event with the necessary activities
- C. Configure the rescind activity set with the necessary activities
- D. Check the "allow blackout" box on each of the activity sets

Correct Answer: C

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### QUESTION 3

What is the purpose of Journey designer?

- A. It tracks the progress of Lifecycle Events and onboarding cases using the dashboards.
- B. It passes information from the lifecycle event case to a child case or task
- C. It manages the dependencies of activities within an activity set.
- D. It combines Lifecycle Event cases and Journey Accelerator action plans.

Correct Answer: D

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#### QUESTION 4

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

- A. Employee Service Center
- B. Employee Document Management
- C. Lifecycle Events
- D. HR Case Management

Correct Answer: A

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#### QUESTION 5

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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