Oracle

Exam Questions 1z0-1017

Oracle Benefits Cloud 2018 Implementation Essentials

NEW QUESTION 1
Which statement is correct regarding Plan Grouping in the Self Service and Administrator page?

A. All plans in a plan type are displayed on the same train stop as groupings are done at the plan type level.
B. All plans in a plan type can be displayed on different train stops as groupings are done at the plan level.
C. All plans can be configured at the plan level.
D. All plans in 3 plan type can be displayed on different train stops as groupings are done at the program level.

Answer: B

NEW QUESTION 2
A benefits administrator processed an enrollment for one employee, and manually added the life event "XYZ" as of August 1, 2016. Since there were two more life events in the detected phase as of August 15, 2016, the benefits administrator clicked "Collapse Life Event". Upon processing the life event tab, the benefits administrator received an error saying two or more life events were in the detected phase.
Why did the collapsing rule fail?

A. The number of proximity days was specified as 20.
B. The number of proximity days was specified as 0.
C. The life event had expired.
D. The number of proximity days was specified as 15.

Answer: D

NEW QUESTION 3
Your customer wants to run a report which displays, by participant, a choice list of programs, plans, and options in which the participant may elect to enroll, as well as areas for the participant to designate dependents and beneficiaries.
How do you accomplish this requirement?

A. Run the Person Enrollment Summary Report from the Enrollment work area.
B. Run the Enrollment Kit Report from the Benefits Enrollment work area.
C. Run the Person Enrollment Summary Report from Benefits Self Service.
D. Run the Enrollment Kit Report from Benefits Self-Service.
E. Run the Real Time Analysis: Participant Enrollment Results from the Reports and Analytics work area.

Answer: B

Explanation: https://docHYPERLINK "https://docs.oracle.com/en/cloud/saas/global-human-resources/r13- update17d/facmb/manage-benefits-processing-anduploads.
html#FACMB1259728"s.oracle.com/en/cloud/saas/global-human-resources/r13- update17d/facmb/manage-benefits-processing-and-uploads.html#FACMB1259728

NEW QUESTION 4
A benefits administrator goes to the Enrollment task and finds the following under, the life event summary:
1. Address Change life event status: Detected
2. New Hire life event: Manual What does this status signify?

A. A New Hire life event was manually selected.An Address Change event was triggered for the person and participation evaluation processing was evaluated.
B. A New Hire life event was manually selected.An Address Change event was triggered for the person, and participation evaluation processing has not yet evaluated it.
C. A New Hire life event was manually selected, or the Configure the Timeliness Evaluation setting of a particular life event set the An Address Change event was triggered for the person andparticipation evaluate processing has not yet evaluated it.
D. A New Hire life event was manually selected.An Address Change event is yet to be triggered and processed for, the employe

Answer: C

NEW QUESTION 5
A company offers a benefits plan to its employees that includes:
1) Health coverage plan for employee and family
2) Top up health coverage plan at extra premium
3) Life insurance plan for employee and family
4) In Network Dental Insurance plan
5) Out of network Dental insurance plan
6) Eye care plan
How many plan types do you need to configure for this customer?

A. 5
B. 3
C. 4
D. 6

Answer: B

NEW QUESTION 6
An employee logs into the self-service page. The employee enters into one plan and makes an election in the plan available. While making electrons, the employee notices that the option's rate amount isn't displayed in the total summary section on the right side of the page.

Which is a reason for this problem?

A. The rate activity type for payroll information is configured as cost.
B. The rate activity type for payroll information is configured as employee contribution.
C. The rate is configured as secondary rate and not primary rate.
D. The rate is inactiv

Answer: D

NEW QUESTION 7
A single Life Event can have multiple uses. Which two statements about the usage of Life events are TRUE?

A. Each occurrence of the life event causes participation evaluation processing to reconsider the plan's availability for a program.
B. The amount of deduction from employee pay check for enrollment is varied based on a life event.
C. Each occurrence of the life event causes participation evaluation processing to reconsider the person's eligibility for the object.
D. Life events affect benefits processing for a participan

Answer: CD

Explanation: https://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566540AN394C7.htm

NEW QUESTION 8
An employee logs in from employee self-service and navigates to the benefits section. However, the employee is unable to find the desired plan in the benefits section. Which two are possible reasons the plan does not appear:

A. No life event is detected.
B. No option is available for the plan for enrollment.
C. No unrestricted event is available for the employee.
D. The employee is not eligible for the enrollmen

Answer: C

NEW QUESTION 9
A Global Dental Plan has the following options attached to it: Option 1: Employee Only
Option 2: Employee Plus Spouse
Option 3: Employee Plus Spouse Plus Children
The company wants an employee to select only one option which will be restricted for two years. After two /ears the employee will get an opportunity to enroll into a new Global Dental Plan. For example, an employee was hired on July 23, 2015 and enrolled into the plan. The employee cannot make a new selection until July 2i, 2017 as the plan is restricted.
How can you configure this scenario for the company?

A. Configure a New hire with the addition of child and Marriage life events to the Global Dental Plan with an enrollment period1 date as Formula, Configure the limitation to minimum 2 years at the plan tab.
B. Configure a New hire with the addition of child and Marriage life events to the Global Dental Plan with an enrollment period start date as of event dat
C. Configure the limitation to minimum 2 years at all three option level
D. Then configure a person selection formula type with the logic of creating an enrollment opportunity every 2 years.
E. Configure a New hire life event to the Global Dental Plan with an enrollment period start date as of event dat
F. Then configure the limitation to minimum 2 years at the plan tab.
G. Configure a New hire with the addition of child and Marriage life events to the Global Dental plan with an period start date as of event dat
H. Configure the limitation to minimum 2 years at all three option levels.

Answer: B

NEW QUESTION 10
An organization has a requirement to restrict Beneficiary Distributions to a percentage with a maximum of 100%. However, the distribution should be in multiples of 10.
Which statement about this requirement is true?

A. This requirement can be achieved through customization only.
B. This requirement can be completely achieved with configuration only.
C. This requirement cannot be achieved with configurations, and would require custom Fast Formula.
D. This requirement cannot be achieved in the current system offering

Answer: D

NEW QUESTION 10
A company wants to display the following text on its Benefit Employee Self Service:
"Your core annual holiday benefit comprises 20 days of holidays and 8 public holidays. You can purchase additional days through the."
How do you configure this?

A. Configure plan type grouping display -> administration usage -> self-service description text
B. Configure plan type grouping display -> self-service usage -> self-service description text
C. Manage enrollment authorization -> administration usage -> self-service description text
D. Manage enrollment authorization -> self-service usage -> self-service description text

Answer: C

NEW QUESTION 12
A benefits consultant implemented a plan for life insurance with the following options:
1. Option 1: Employee only
2. Option 2: Employee plus spouse
The company wants the plan to be rolled out to all the employees. Therefore, the benefits consultant enabled the Assign on Default button for Option 1.They forgot that some employees may not want to enroll into the plan even though they are eligible.
Where did the benefits consultant go wrong with the implementation?

A. They should have created an Option 3: Coverage Declined.
B. They should not have enabled the Assign on Default button for the options.
C. They should have configured an eligibility fast formula
D. They should have enabled a plan restriction fast formul

Answer: D

NEW QUESTION 16
What are the different types of open enrollment options available under Scheduled tab in program?

A. Open All and Unrestricted All
B. Open Scheduled and Unrestricted Scheduled
C. Open New Hire Enrollment and Unrestricted New Hire Enrollment
D. Open Enrollment and Open Unrestricted Enrollment

Answer: C

NEW QUESTION 21
Which statement about configuring Designation Requirements is true?

A. A Designation Requirement can be configured for a plan with no option.
B. A plan must have multiple options for Designation Requirement to be configured.
C. A plan must have the waive option for Designation Requirement to be configured.
D. A Designation Requirement cannot be configured for a plan with no optio

Answer: B

NEW QUESTION 23
Your customer does NOT want the system to detect temporal events whenever a marriage life event is detected and processed by the application.
How do you accomplish this requirement?

A. On the life event creation page, select "Do not detect past temporal events" as the Temporal Detection Rule.
B. On the life event creation page, select "Never detect this temporal life event" as the Temporal Detection Rule.
C. On the life event creation page, select "Do not detect future temporal events" as the Temporal Detection Rule.
D. On the life event creation page, select "Never detect Past or future temporal events" as the Temporal Detection Rule.
E. On the life event creation page, select "Do not detect past or future temporal events" as the Temporal Detection Rule.

Answer: C

NEW QUESTION 26
To which two benefits objects can Year Period be attached to?

A. Program
B. Plan Type
C. Plan
D. Option

Answer: BD

Explanation: https://docs.oracle.com/cd/E5HYPERLINK
"https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIBF/F1420611AN193D6.htm"1367_01/globa lop_gs/FAIBF/F1420611AN193D6.htm

NEW QUESTION 30
Given:
1. A benefits administrator entered a New Hire event on May 1, 2015. The life event originally occurred on January 1, 2015.
2. The Transfer event occurred on January 10, 20lb.
3. The Timeliness rule was configured for both life events to 90 days and the collapsing rule was also set
When the participation evaluation process runs on May 5, 2015, the process does NOT evaluate the Marriage event or collapse any events.
Which two are reasons for this?

A. No collapsing rule was set.
B. The process doesn't evaluate other events that occur later than the Marriage event until you decide what action to take for that event.
C. The employee is not eligible for life events.
D. The Marriage event occurred before the Transfer even

Answer: B

NEW QUESTION 32

A benefits administrator can see these statuses of life events-
1. New Hire processed on 28-Apr-2016.
2. Marriage detected on 1-Jun-2016. What do these statuses imply?

A. New Hire LE is complete but not close
B. Marriage LE is triggered but has not yet made elections.
C. New Hire I-E is complete and close
D. Marriage IE is triggered but has not yet made elections.
E. New Hire IF is complete and close
F. Marriage LE is triggered and has made elections.
G. New Hire LE is complete and close
H. Marriage LE is triggered because of the data change.

Answer: D

NEW QUESTION 33
The company has the following two plans:
1. Life Insurance Plan with Option 1: Employee only and Option 2: Employee Plus Family
2. Medical Insurance Plan with Option 1: Employee only. Option 2: Employee Plus Spouse, and Option 3: Employee Plus Spouse Plus Child
The company wants to automatically enroll salaried employees into Medical Insurance Option 3: Employee plus Spouse plus Child, if the employee has enrolled into Life Insurance Plan Option 2: Employee Plus family.
Which is the correct configuration for this scenario?

A. Configure the eligibility profile with parameter Person Type > Employee and Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
B. Configure the eligibility profile with parameter - Person Type > Employee and Employment tab > Salaried or Hourly as Salarie
C. Related coverage > Eligible for another plan and attach this to both the plans..
D. Configure the eligibility profile with parameter- Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
E. Configure the eligibility profile with parameter - Personal > Person Type > Employee and Employment tab > Salaried
F. Hourly as Salaried" Related coverage > Eligible in another option in plan and attach this to both the plans.

Answer: D

NEW QUESTION 37
Which object is NOT included in benefit export?

A. Eligibility profile
B. Program configuration
C. Plan not in program configuration
D. Element input values

Answer: D

Explanation: https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/faibf/benefitsconfiguration- exports-and-imports.html#FAIBF1020137

NEW QUESTION 41
A medical plan (not in program) has the Defined Rate frequency set as Monthly and the Communicated Rate frequency set as Per Pay Period. The pay period is defined as bi-weekly.
The rate has been defined with the calculation method as Flat Amount = 65. The currency defined at the plan is U.S.D. There are 26 payroll periods in the plan's year period.
What is the communicated rate value?

A. 40
B. 130
C. 32.5
D. 30

Answer: D

NEW QUESTION 42
Which two statements are correct with respect to required action in the eligibility profile?

A. If all profiles are requited, then at least one of the profiles must be satisfied.
B. If some but not all profiles are required, then all required profiles must be satisfied and at least one optional profile must also be satisfied.
C. If all profiles are optional, then at least one of the profiles must be satisfied.
D. If only one eligibility profile is added to an object, then the criteria in that profile may or may not be satisfied, even if the Required option is not selected.

Answer: D

NEW QUESTION 47
Which statement about Waive options is true?

A. Waive options are options into which employees ate compulsorily enrolled in case they do not complete the requited action items like certification, entering date of birth, etc.
B. Waive options are used so that employees can explicitly decline enrollment opportunities for which they are otherwise eligible.
C. Waive options are options which do not require any dependent/beneficiary designation.
D. Waive options are used when employees do not get an enrollment opportunity because they do not qualify for the required eligibility criteria.

Answer: B

NEW QUESTION 51
Can you define overspending of a budget pool in filex credit shell plans?

A. Yes, you can define it in the spending options.
B. Yes, you can define it in the standard rates.
C. Yes, you can define it as per the filex credit formula.
D. No, you do not have a place holde

Answer: A

NEW QUESTION 56
An organization wants a dedicated Train Stop for Dependent/Beneficiary Designation. How can you meet this requirement?

A. Dependent/Beneficiary designation can only be done on the plan enrollment page (where an employee chooses options). So, this cannot be achieved.
B. This can be achieved via customization only.
C. This can be achieved via configuration.
D. This cannot be achieve

Answer: C

NEW QUESTION 61
What are the number of train stops available in the Benefits Enrollment self-service page for plan/program enrollment?

A. 5
B. 7
C. The number of train stops can be configured.
D. 6

Answer: C

NEW QUESTION 66
Which is NOT a derived factor type?

A. Hours Worked
B. Full-Time Equivalent
C. Compensation
D. Grade

Answer: D

Explanation: https://fusionhelp.oracle.com/fscmUI/topic/TopicId_P_97785F9989D66DC3E040D30A688159C5

NEW QUESTION 70
The reinstatement rule enables you to restore elections during which two events?

A. The open event was backed out by the administrator from the Benefits Service Center.
B. The intervening life event activated the open event.
C. An intervening life event backed out the open event.
D. The open event was accidentally backed ou

Answer: CD

Explanation: https://docs.oracle.com/cd/E51367_01/globalop_gs/FACMB/F1420689AN14307.htm

NEW QUESTION 72
A plan is created for a calendar year from January 1, 2017 and ends on December 31, 2017. The company wants to create an event on the occurrence of life event date.
What will be the life event start date?

A. as of rate start date
B. as of coverage start date
C. as of event start date
D. as of enrollment start date

Answer: C

NEW QUESTION 77
XX Global Health Plan has multiple options attached.
• Option i: XX Annual Health Insurance
• Option 2: Monthly Health Insurance
The plan cycle starts every year from April 1 to March 31. An employee opted for this plan on July 1, 2015 and his employment service was terminated on Oct 25,

2015- Business wants to trigger a Termination life event on the 12th of the termination month for the employee, irrespective of the actual termination date, for payroll reasons.
Which is the correct configuration for the Life event - Termination?

A. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Formula" as the enrollment period start date, attaching a customized Enrollment period start date type formula.
B. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Mid of the month" as the enrollment period start date.
C. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Number of Days from the event" as the enrollment period start date and the number field as 15.
D. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Formula" as the enrollment period start date, attaching a customized Enrollment Opportunity type formula.
E. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan, with "As of event date" as the enrollment period start date.

Answer: A

NEW QUESTION 81
Which is NOT a valid type of life event?

A. Explicit
B. Temporal
C. Scheduled
D. Unrestricted
E. Restricted

Answer: E

Explanation: https://docs.oracle.com/cloud/farel12/globalcs_gs/FACMB/FACMB1479189.htm#FACMB1229710

NEW QUESTION 82
XX Life insurance plan has two options: Option 1 enrolls a dependent of age 21 or above and Option 2 enrolls a dependent aged 18 or less.
How do you define a benefit configuration for these two options?

A. Create two derived factors, one with age as 21 or above and a second with age 18 or les
B. Create an eligibility profile and configure these two derived factors under the eligibility profil
C. Then attach the eligibility profile to XX Life Insurance Plan
D. Create one derived facto
E. Create an eligibility profile and configure the derived factor under the eligibility profil
F. Then attach the eligibility profile to XX Life Insurance plan at Option 1, and then attach the same eligibility profile at Option 2.
G. Create one derived facto
H. Create an eligibility profile and configure the derived factor under the eligibility profil
I. Then attach the eligibility profile to XX Life Insurance Plan.
J. Create two eligibility profile
K. One with age as 21 or above and a second with age 18 or les
L. Then attach these eligibility profiles to XX Life Insurance Plan.

Answer: D

NEW QUESTION 84
An organization has a scheduled open period for Life Insurance plan from January 1st to the 31st. The important dates defined while configuring the scheduled open life event are:
1) Enrollment Period Start Date - January 1, 201/
2) Enrollment Period End Date - January 31, 2017
3) Assign Defaults Date - January 31, 2017
4) Assigned Life Event Date - January 15, 2017
5) Coverage Start Date - Latest of elections, event or notified
The batch process to assign the open life event was run effective December 28, 2016. An employee makes an election on January 22, 2017.
What is the coverage start date for this employee?

A. January 15, 2017
B. December 28, 2016
C. January 31, 2017
D. January 22, 2017

Answer: C

NEW QUESTION 85
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