

# (21A) Oracle HCM Cloud: Benefits Project Team Training

Oracle Global Human Resources Cloud

DURATION

**1 Days**

MODULES

**3 Lectures**

COURSE CODE

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## Course Overview

This course prepares project teams to implement Oracle HCM Cloud: Benefits Project Team Training. Learn the key concepts, configuration options, and best practices for successful deployment.

## What You Will Learn

- Oracle HCM Cloud: Benefits Project Team Training
- Objectives 2
- HCM Cloud Key Features 3
- HCM Cloud Suite of Products 4
- Workforce Rewards 5
- What Is Project Team Training? 6
- Course Objectives 7
- Project Team Training Focuses On: 8
- Summary 9
- Benefits Business Process Overview
- Objectives 2
- Benefits 3
- Benefits: Overview 4
- General Benefit Objects 5
- Benefits Terminology 6
- Benefit Object Hierarchy 7
- Component Creation Sequence 8
- Effective Dating / Session Effective Date 9
- Benefits Business Process Flow 10
- Key Decisions 12
- Summary 13
- Benefits User Experience
- Objectives 2
- News Feed Experience 3
- Global Area 4

- Navigator 5
- Global Search 6
- Role-Based Quick Actions 7
- Things to Finish 8
- Infolets 9
- News and Announcements 10
- Settings and Actions 11
- Work Area: Setup and Maintenance (FSM) 12
- Work Area: Plan Configuration 13
- Work Area: Enrollment 14
- Work Area: Evaluation and Reporting 15
- Benefits Self-Service 16
- Key Decisions 17
- Summary 18
- Benefits Eligibility
- Objectives 2
- Eligibility Profiles 3
- Defining Eligibility Profiles 5
- Manage Eligibility Profile Types 7
- Manage Eligibility Profiles 8
- Key Decisions 10
- Summary 11
- Benefits Eligibility
- Objectives 2
- Eligibility Criteria 3
- Managing Derived Factors 5
- Eligibility Criteria 6
- Manage Benefit Groups 7
- Eligibility Criteria 8
- Manage Benefit Service Areas 9
- User-Defined Criteria 10
- Key Decisions 12
- Summary 13
- Benefit Life Events
- Objectives 2
- Configure Life Events 3
- Life Event Types 7
- Life Event Statuses 12
- Key Decisions 13
- Summary 14
- Benefit Objects Configuration
- Objectives 2
- Benefit Plan Types: Overview 3
- Manage Plan Types 4
- Benefit Plan Options: Overview 5
- Creating Design Requirements for Plan Options 7

- Manage Options 8
- Key Decisions 9
- Summary 10
- Benefit Objects Configuration
- Objectives 2
- Creation Methods for Plans and Programs 3
- Quick Create for a Plan 4
- Quick Create for a Program 5
- Quick Create Default Values 6
- Limitations of Quick Create 7
- Using Program-Level Configurations 8
- Basic Plan Attributes 9
- Entering Basic Plan Details 10
- Key Decisions 11
- Summary 12
- Benefit Objects Configuration
- Objectives 2
- Configure Certification: Overview 3
- Certification Documents 4
- Certification Requirements and Enrollment Suspensions 5
- Configuring Designations 6
- Export/Import Benefit Plan Configurations 7
- Export Plan Configuration Details 9
- Export/Import Review 10
- Key Decisions 11
- Summary 12
- Configuration of Rates & Coverage
- Objectives 2
- Managing Payroll Elements 3
- Elements and the Payroll Employment Model 4
- Element Components 5
- Element Template 6
- Manage Fast Formulas 7
- Formula Types for Benefits 8
- Evaluating Benefit Formulas 9
- Key Decisions 10
- Summary 11
- Configuration of Rates & Coverage
- Objectives 2
- Benefit Rates: Overview 3
- Standard Rate 4
- Create Standard Rate 5
- Benefits Coverage: Overview 6
- Coverage Calculation Methods 7
- Key Decisions 9
- Summary 10

- Configuration of Rates & Coverage
- Objectives 2
- Variable Coverage Profiles 3
- Creating a Variable Coverage Profile 4
- Create a Variable Coverage Profile 5
- Variable Rate Profiles 6
- Variable Rate Formula 8
- Creating a Variable Rate Profile 9
- Key Decisions 10
- Summary 11
- Configure Plan Type Groups for Enrollment
- Objectives 2
- Grouping Plan Types for Enrollment 3
- Rate Column Display 6
- Manage Enrollment Authorizations 7
- What Happens If an Authorization Is Implemented? 8
- Self-Service Configuration: Overview 9
- Manage Benefit Self-Service Configuration 11
- Key Decisions 12
- Summary 13
- Benefit Management
- Objectives 2
- Benefit Extracts 3
- Setting Up Benefit Extracts 4
- Extract Format 5
- Define Extract 6
- Benefit Batch Processes 7
- Key Decisions 9
- Summary 10
- Supporting Tools
- Objectives 2
- Functional Setup Manager 3
- Functional Setup Manager: Benefits 4
- FSM: Opt-In Offerings and Features 5
- FSM: Configuring Using Functional Areas 6
- Role-Based Security Overview 7
- Security 8
- Approvals 9
- Approval Notifications 10
- Approval Rule Configuration 11
- Key Decisions 12
- Summary 13
- Supporting Tools
- Objectives 2
- HCM Import 3
- HCM Data Loaders 4

- HCM Data Loader 5
- HCM Spreadsheet Data Loader 7
- HCM Export Tools 8
- Extensibility 9
- Extensibility Capabilities 10
- HCM Experience Design Studio 11
- Transaction Design Studio 12
- Page Composer 13
- Key Decisions 14
- Summary 15
- What's Next and Additional Resources
- Objectives 2
- Oracle University Cloud Learning Subscriptions 3
- Cloud Learning Subscription: Explorer 4
- Cloud Learning Subscription: Key Features 6
- Related Training and Next Steps 7
- Cloud Customer Connect 8
- Additional Resources 9
- Summary 10