

(24C) Oracle Fusion Cloud HCM Cloud: Using Benefits

Oracle Global Human Resources Cloud

DURATION

2 Days

MODULES

14 Lectures

COURSE CODE

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Course Overview

- Use integrated workbooks

What You Will Learn

Overview of Benefits

- Common Questions
- Oracle Human Capital Management
- Configuring and Administering Benefits Overview
- Benefits Hierarchy and Structure
- Key Points
- Practices

Overview of Benefits Administration

- Common Questions
- Benefits Terminology
- How Do Benefits Typically Work?
- How Do Benefits Administrators Get Involved?
- What Are The Common Administrative Tasks Performed by Benefits Administrators for Participants?
- What Are Other Common Administrative Tasks Performed by Benefits Administrators?
- Key Points

Benefits Relationships, Year Periods, and Effective and Session Dates

- Common Questions
- What's It All About?
- What's an Employment Model?
- How Are Benefits Associated With An Employee?
- When Do You Need To Take Action?

- Modify A Worker's Benefits Relationships
- What Are Year Periods?
- What's an Effective As-of Date?
- Session Effective Dates
- Key Points
- Practices

Manage Participants

- Common Questions
- What's It All About?
- Where Do You Do It?
- What's Available to Modify?
- Benefits Summary
- People to Cover
- Benefits Relationships
- What Are Benefit Balances?
- Benefit Balances
- Benefit Groups
- Employment Info
- Compensation
- Person Info
- Billing
- Key Points
- Practices

Manage Life Events

- Common Questions
- What is a Life Event?
- Life Event Life Cycle
- What Do You Have To Do?
- Types of Life Events
- 1. Evaluate Life Events
- 2.1. Review Life Events: Benefits Service Center
- 2.2. Review Life Events: Individual Participants
- 2.3. Review Life Events: Life Events Dashboard
- 3. Manage Exceptions
- 3.1. Add An Open Enrollment
- 3.2. Reopen Or Back Out A Processed Event
- 3.3. Process or Collapse Potential Life Events
- 3.4. Edit or Delete a Detected Life Event Or Void A Potential Event
- 3.5. Create An Event Manually
- Key Points
- Practices

Collapse Life Events

- Common Questions
- Technical Challenge: Multiple Life Events In A Short Time
- Technical Solution: Collapse Life Events
- How Do Implementors Configure Collapsing Rules?
- Collapse Events As A Benefits Administrator
- Review Collapsed Events
- Key Points
- Practices

Manage Enrollments

- Common Questions
- The Enrollment Lifecycle
- Run or Schedule the Evaluation Processes
- Participant Self Service
- How Do You Assist Participants in Enrollment?
- What Else Can You Do With A Started Life Event?
- How Do You Manage Enrollments?
- Review an Enrollment
- Override an Enrollment
- Action Items
- Court Orders, Certifications, and Notes
- The Enrollments Dashboards
- Key Points
- Practices

Evaluation And Reporting

- Common Questions
- What's It All About?
- What's Available in the Enrollments and Reports Area?
- Summary Tab Overview
- Enrollments Dashboard
- Life Events
- Processes
- Life Event Processes
- Election Processes
- Recalculate, Restart, Maintenance, and Billing Processes
- Enrollment Uploads and Person Data Loaders
- The Monitor Process Request Panel
- Tabs Added by Implementors
- Key Points
- Practices

Benefits Reports

- Common Questions
- What's It All About?
- Benefits Infolets
- Reports And Analytics
- What Kinds Of Predefined Reports Are Available?
- Build Your Own Report
- Diagnostic Reports
- How Do You Run a Diagnostic Report?
- What Diagnostic Reports are Available?
- Key Points
- Practices

Open Enrollment

- Common Questions
- What Is Open Enrollment?
- How Do You Implement Open Enrollment?
- Sample Timeline
- What Do Implementors Do In the Preparation Phase?
- Important Date Settings
- What Are Your Responsibilities In The Preparation Phase?
- Identify And Resolve Outstanding Life Events And Actions
- Close Action Items in Bulk
- Trial Open Enrollment
- Open Enrollment
- What's an Intervening Life Event?
- What is the Default Behavior for Intervening Events?
- Manual Intervention for Intervening Events
- What Do You Do Post Enrollment?
- Key Points
- Practices

Benefits Court Orders

- Common Questions
- What's It All About?
- Record the Court Order Step 1 of 4: Add the Court Order
- Record the Court Order Step 2 of 4: Add the Details
- Record the Court Order Step 3 of 4: Add the Documentation
- Record the Court Order Step 4 of 4: Add the Dependents
- Who Should Enroll the Dependent?
- How Do You Detect Changes to Court Orders?
- Key Points
- Practices

Benefits Extracts

- Common Questions
- What's It All About?
- Implementor Step 1 of 6: Add Carrier Information
- Implementor Step 2 of 6: Set Extract Options for the Carrier
- Processing Type
- Implementor Step 3 of 6: Add Carrier File Transfer Information
- Implementor Option: Map Lookup Values
- Implementor Step 4 of 6: Associate Plans with Carriers
- Implementor Step 5 of 6: Add Extract Names to Plan Types
- Implementor Step 6 of 6: Add Extract Names to Options
- Overview of Benefits Administrator Tasks
- Run the Extract
- Review the Extract Data
- Transmit the Files
- Key Points
- Practices

Integrated Workbooks In Benefits

- Common Questions
- What's It All About?
- How Does It Work?
- What Can You Upload?
- Set The Session Effective Date
- Step 1 of 5: Install the ADF Plug-In
- Step 2 of 5: Set the Effective Date and Download the Workbook
- Step 3 of 5: Populate the Workbook
- Step 4 of 5: Copy The Staging Tables To The Application
- Step 5 of 5: Verify the Results
- Key Points

Information Resources

- Information Resources
- Oracle Help Center
- My Oracle Support
- Oracle Cloud Customer Connect
- Oracle University
- Oracle Partner Community