

Oracle HCM Cloud: Benefits

CODICE

D88693GC50

DURATA

5 Giorni

PREZZO

2.500,00€ (iva escl.)

LINGUA

Italiano

MODALITÀ

Virtual Classroom
Corso in aula

SCHEDULAZIONE

- A Richiesta

PREREQUISITI

Introduction to Oracle HCM Cloud

Introduction to Oracle Human Capital Mgmt Cloud

Audience

Configuration Consultant

Configuration Implementer

Functional Implementer

Implementation Consultant

Technical Administrator

Technical Consultant

OBIETTIVI

Identify the key concepts of Oracle Fusion Benefits that determine a successful implementation

Review security reference implementation data for benefits and describe key security concepts

Implement Oracle Fusion Benefits using Functional Setup Manager

Create benefits groups and configure default benefits relationships

Create eligibility profiles

Configure life events

Manage benefit year periods, plan types, and options

Create benefit plans and programs

Manage benefit coverage and rates

Configure enrollment display

Validate your implementation by enrolling in your plans through self service

Detect and process life events, make related enrollment elections, and view enrollment results

Set up benefits extracts, extract and transmit data to plan carriers

Prepare for and manage an open enrollment period

Create collapsing life event rules

Configure flex credits

CONTENUTI

Oracle HCM Benefits Course Overview

Lesson and Course Objectives

Course Schedule

Course Hands-On Activities, Introduction, and Sign Ins

Oracle Fusion Resources

Introduction to the Oracle Fusion Applications User Interface

Oracle Fusion Applications Interface (UI)

Demonstrate the Plan Configuration, Enrollment, Evaluation and Reporting, and Self-Service Work Areas

Managing Benefits Overview

Benefits Terminology and Hierarchy

Component Creation Sequence

Desktop Integration

Demonstrate Oracle Fusion Applications Help

Security and Functional Setup Manager Overview

Role-Based Access Control

Role, Abstract, Data, and Duty Roles

Security Reference Implementation and Accessing the HCM Security Reference Manual

Functional Setup Roles

Creating an Implementation Project

Assigning Implementation Tasks

Accessing Implementation Projects and Tasks

Define General Benefits

Identifying General Benefits Implementation Objects

Maintaining Organizations and Regulations

Managing Benefit Reporting Groups, Benefit Balances, and Lookups

Configure Enrollment Action Items

Manage Benefit Groups

Employment Models Overview

Configuring Benefits Relationships for Legal Entities and Overriding for Participants

Define Benefits Eligibility

Eligibility Overview

Manage Derived Factors


Manage Benefit Service Areas

Manage Eligibility Profiles


Define Eligibility Criteria

Add Multiple Eligibility Criteria

Define User-defined Criteria

A close-up photograph of a person's hands holding a tablet computer. The person is wearing a light blue long-sleeved shirt. The background is blurred, showing what appears to be an office or training environment with large windows.

Define Benefits Life Events
Benefit Life Events and Event Types Overview
Setting Up a Life Event
Active and Potential Life Events
Life Event Setup Considerations for Planning
Configuring Life Events
Collapsing Life Events
Collapsing Life Events Overview
Configuring Collapsing Life Event Rule
Effective Dating in Benefits
Effective Dating
Manage Benefit Plan Types and Options
Hierarchy Overview
Managing Year Periods
Managing Benefit Plan Types
Benefit Options Overview
Create Benefit Plans and Programs
Plan and Program Creation Methods Overview
Quick Create for Plans and Programs
Entering Basic Plan Details and Additional Configuration
Entering Basic Program Details
Select Plan Types and Plans
Eligibility and Enrollment Configuration
Reinstatement Rules
Configuring Certification, Enrollment Suspensions, and Designations
Manage Fast Formulas for Benefits
Formulas and Usages Overview
Benefit Formula Types
Formulas for Benefits
Manage Benefit Rates and Coverage
Rates Overview
Managing Payroll Elements and Input Values
Manage Standard Rates
Manage Benefit Plan Coverage
Manage Coverage Across Plan Types
Manage Variable Rate Profiles
Define Plan Type Groups and Configure Enrollment Display
Configure Plan Type Groups
Manage Enrollment Authorizations
Manage Benefits Self-Service Configuration
Maintain Benefits Enrollments Overview
Common Administrative Tasks

A background image showing a person's hands holding and interacting with a tablet device, with a blurred office or indoor setting in the background.

Simplified View of Enrollment Processing Based on Life Events
Types of Life Event Enrollment Cycles
Processing Life Events that Occur During Open Enrollment Period Overview
Self Service Enrollment
Self-Service Enrollment
Manage Contacts and Beneficiary Organizations
Maintain Benefits Enrollments Using the Enrollments Work Area
Enrollment Work Area
Manage Action Items
Viewing a Person's Potential Life Events
Printing Enrollment Documents for Offline Participants
Enrollments
Viewing Enrollment Results
Beneficiary Organizations
Eligibility and Enrollment Overrides
Define Benefits Extracts
Benefits Extracts Overview
Extract Formats
Maintain Benefits Enrollments Using the Evaluation and Reporting Work Area
Evaluation and Reporting Work Area
Life Events Details
Evaluation and Reporting Process Categories
Key Parameters in Participant Evaluation Processes
Monitoring Processes and Results
Managing Benefit Enrollments and Person Habits in the Integrated Workbooks Overview
Managing Batch Parameters
Define Extracts
Configure Flex Credits
Defining Flex Credit Policy
Flex Credit Plan Components
Prepare for and Manage an Open Enrollment Period
Benefits Open Enrollment Overview
Sample Open Enrollment Timeline
Pre-Open Enrollment Period Checklist
During Open Enrollment Period Checklist
Post-Open Enrollment Period Checklist
Process Intervening Life Events
Benefit Reports
Benefit Reports Overview
Reports and Analytics Work Area

Predefined Benefit Reports

Description:

This Oracle HCM Cloud Benefits training provides implementation, configuration and management training of the HCM Benefits product for your enterprise. Through interactive instruction and hands-on exercises, you will expand your knowledge and ability to use this solution to benefit your business.

Learn To:

Use Oracle Fusion Functional Setup Manager to implement Oracle Fusion Benefits.

Create benefit programs, plans, plan types and options.

Use spreadsheets to manage benefits data.

Define life events and eligibility for the benefits that you create.

Manage benefit rates and coverage.

Process life events and manage enrollment activities.

Configure an open enrollment period and manage enrollments.

Benefits to You

By taking this course, you will develop the skills to execute a smooth, rapid implementation of Oracle Fusion Benefits. Better understand the configuration options to make improved decisions during your implementation. Optimize the setup of your organization's benefits program and perform critical functional tasks to effectively manage enrollment activities and other life events.

Oracle Fusion Human Capital Management and Oracle Fusion Functional Setup Manager Security

The knowledge you acquire in this course will help you understand how Oracle Fusion uses job and data roles, role inheritance and security privileges to secure application functionality and data access.

Oracle Fusion Benefits Implementation

Configure and manage life events, benefit programs, and plan types and options. Configure plan rates, coverages, enrollment display and open enrollment. Configure flex credits for offerings.

Test Your Implementation

Enroll workers (as a participant and administrator) in the offerings you set up, and view enrollment results. Run batch processes. Start an open enrollment period, make enrollments, view flex credit usage, and complete action items.

Process intervening life events during the open enrollment period.

Please Note

This course is relevant for any customers using Fusion Applications through Release 11.1.11. It's beneficial for both Oracle Cloud and on-premises deployments.

Prezzi e corsi potrebbero subire variazioni; si consiglia di verificare sul sito www.novanext.it/training.