

Szkolenie: Oracle R12.x Oracle HRMS Advanced Benefits Fundamentals



Cel szkolenia:

This course teaches you how to set up an employee benefits program using Oracle Advanced Benefits. Taking advantage of the full suite of Advanced Benefits features, students learn to manage benefits administration based on employee life events. Enrollment requirements and dependent designations that you can define help you to control elect-ability of benefits. You'll learn how to manage coverage calculations—for life insurance type offerings—and actual premiums that you pay to third party providers.

For choice-based benefits programs, the course provides an overview of setting up flex credit accruals. For U.S. students, the course offers an introduction to COBRA and HIPAA implementation. You'll also learn how to enroll a participant into a benefits offering. Lastly, you'll learn the advantages of using the Total Compensation Setup Wizard to create a benefits program.

Objectives:

- Set up plans subject to US regulations: Imputed Income, COBRA, and HIPAA
- Set up the Benefit Service Center, a call center environment for benefits administration
- Use the Total Compensation Setup Wizard
- Manage employee benefits based on life events
- Set up flex credits and benefit pools
- Define life event reasons and collapsing events
- Schedule an open enrollment period
- Set up enrollment requirements, including action items and certifications
- Manage suspended elections and interim coverage
- Define requirements for dependent designation
- Cover dependents and beneficiaries
- Set up coverage calculations
- Define actual premiums
- Trigger employee communications

Plan szkolenia:

- Overview of Implementing Advanced Benefits

- Introducing Advanced Benefits
- Reviewing a Sample Implementation and Enrollment
- Following the Implementation Steps
- Life Events
 - Defining Life Events
 - Defining Collapsing Life Events
 - Linking Life Events to Compensation Objects
- Benefits Enrollment Requirements
 - Introducing Enrollment Requirements
 - Defining Program and Plan Enrollment Requirements
 - Defining Action Items and Certifications
 - Managing Suspended Elections and Interim Coverage's
- Dependent and Beneficiary Designation
 - Dependent Coverage Eligibility Profiles
 - Dependent Designation Requirements
 - Beneficiary Designations
- Activity Rates and Coverage Calculations
 - Defining Variable Rate Profiles
 - Defining Coverage Calculations
 - Defining Actual Premiums
 - Setting up Benefits Elements
 - Defining Standard Contributions and Distributions
- Flex Credits and Benefits Pools
 - Defining Flex Credits
 - Defining Benefits Pools
- Benefits Communications
 - Defining a Communication Type
- Online Benefits Services
 - Setting up the Benefits Service Center
- U.S. Benefits Regulations
 - Setting Up Imputed Income Plans
 - Introducing COBRA
 - Defining COBRA Programs and Plans
 - Defining COBRA Life Events and Eligibility Profiles
 - Defining COBRA Activity Rates
 - Generating HIPAA Certificates

- Benefits Enrollment
 - Running the Participation Process
 - Managing Life Events
 - Enrolling Participants
 - Covering Dependents and Designating Beneficiaries
 - Reviewing Enrollment Results
- Total Compensation Setup Wizard
 - Using the Total Compensation Setup Wizard

Poziom trudności



Certyfikaty:

Uczestnicy szkoleń otrzymają zaświadczenia o ukończeniu kursu sygnowane przez firmę Oracle.

Prowadzący:

Autoryzowany wykładowca Oracle.