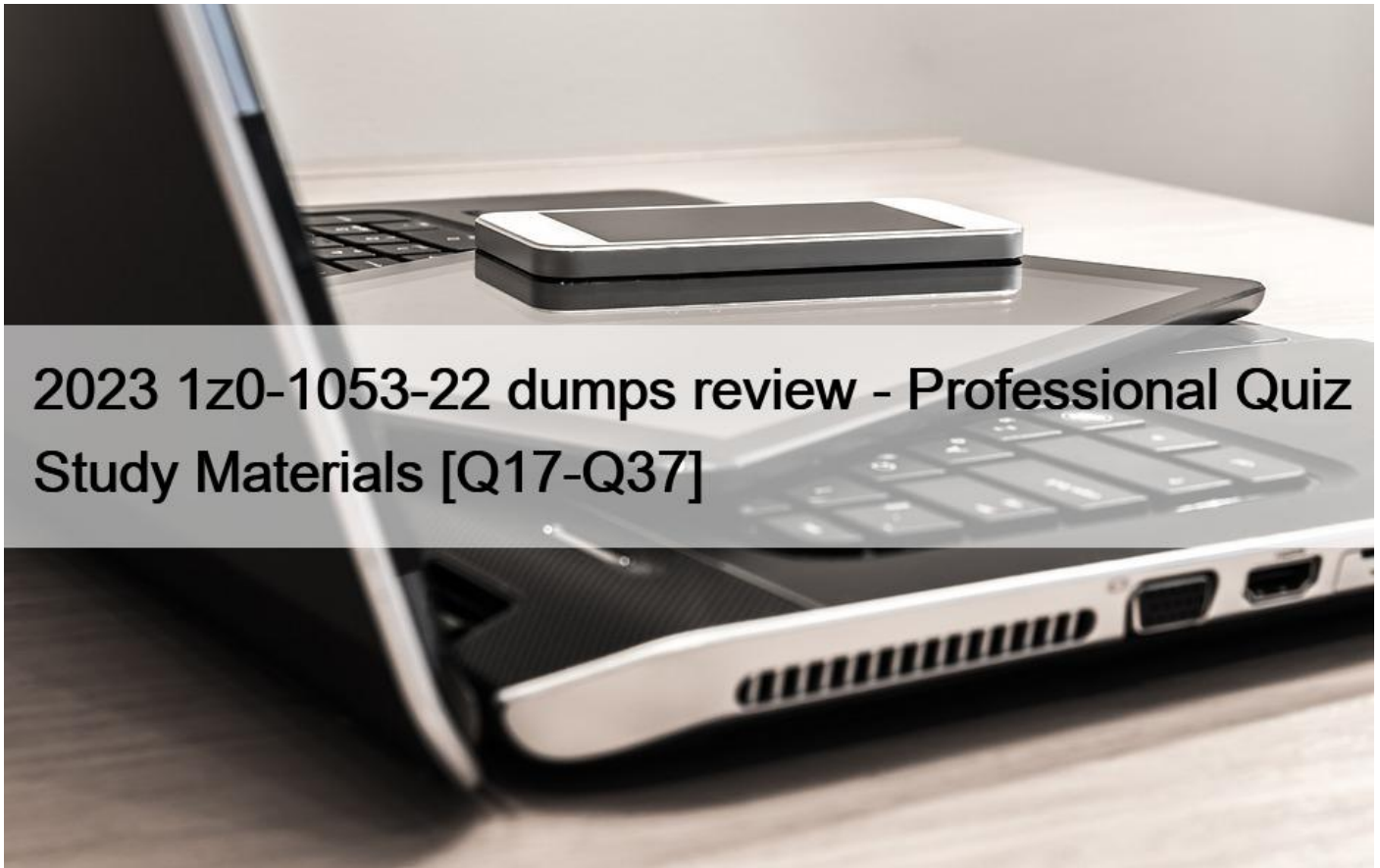


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NEW QUESTION 17

Which benefit object must be created prior to creating an option?

- * Rate
- * Plan Type
- * Plan
- * Coverage

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/program-and-plan-creation.html#FACMB307292>

NEW QUESTION 18

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?

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

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-benefits-processing-and-uploads.html#FACMB1259728>

NEW QUESTION 19

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?

- * Create two derived factors, one with age as 21 or above and a second with age 18 or less. Create an eligibility profile and configure these two derived factors under the eligibility profile. Then attach the eligibility profile to XX Life Insurance Plan
- * Create one derived factor. Create an eligibility profile and configure the derived factor under the eligibility profile. Then attach the eligibility profile to XX Life Insurance plan at Option 1, and then attach the same eligibility profile at Option 2.
- * Create one derived factor. Create an eligibility profile and configure the derived factor under the eligibility profile. Then attach the eligibility profile to XX Life Insurance Plan.
- * Create two eligibility profiles. One with age as 21 or above and a second with age 18 or less. Then attach these eligibility profiles to XX Life Insurance Plan.

NEW QUESTION 20

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?

- * They should have created an Option 3: Coverage Declined.
- * They should not have enabled the Assign on Default button for the options.
- * They should have configured an eligibility fast formula
- * They should have enabled a plan restriction fast formula.

NEW QUESTION 21

The benefits administrator has configured five rates for five different legal entities. After implementation, an employee logs into the benefit self service. When selecting a plan, the employee cannot see the assigned rate amount to the plan under the rate section.

Why can't the employee see the assigned rate amount?

- * The rate amount is a variable rate for the employee's legal employer.
- * The rate amount is of the unit of measure Money;
- * The rate amount is not configured for the employee's specific legal employer.
- * The rate amount Assign on Enrollment; is enabled for five legal entities.

NEW QUESTION 22

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

- * If all profiles are required, then at least one of the profiles must be satisfied.
- * 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.
- * If all profiles are optional, then at least one of the profiles must be satisfied.
- * 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.

NEW QUESTION 23

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

- * The open event was backed out by the administrator from the Benefits Service Center.
- * The intervening life event activated the open event.
- * An intervening life event backed out the open event.
- * The open event was accidentally backed out.

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

NEW QUESTION 24

Which three are correct methods by which enrollment results can be created and made available for viewing?

- * when a default enrollment is processed
- * after the Evaluate Life Events batch process is completed successfully
- * after the Close Enrollment process has completed
- * when an electable choice is saved as a part of self-service enrollment
- * when Enrollment Authorizations are accepted by the participant as a part of self-service enrollment

NEW QUESTION 25

Which is NOT a derived factor type?

- * Hours Worked
- * Full-Time Equivalent
- * Compensation
- * Grade

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

NEW QUESTION 26

You are a benefits consultant implementing for a company that offers a life Insurance plan for employees with only one option -Employee Plus Family. The rate for this option is dependent on various factor5 like age/smoking status/gender:

Age	Smoker - Female	Smoker - Male	Non-Smoker Female	Non-Smoker Male
Under 40	0.021	0.025	0.033	0.035
Above 40	0.19	0.23	0.78	0.080

A female employee in the under 40 age group, who is a smoker, wants to purchase \$100,000 of life insurance. The plan would be 2.1

(100,000 * 0.21/1000), considering 5100,000 is the coverage she opts for. The calculation is -> {Coverage* [(Rate applied as per gender/smoking status/ aqe)/1000]}.

How can you configure a rate for the company's plan?

- * Configure an eligibility profile with age-derived factors. Attach it to the plan. Then create a standard rate with the calculation method as Multiple of Coverage.
- * Configure a secondary rate with the calculation method as Multiple of Coverage.
- * Configure a fast formula calling this table. Configure a secondary standard rate with the calculation method as Formula. Then create another standard rate with type and the calculation method as Multiple of Parent.
- * Configure a primary rate with the calculation method as Multiple of Coverage.

NEW QUESTION 27

Which two are program types when you configure Flex Credits?

- * Other Credits
- * Core
- * Flex
- * Flex Credits and Core

https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faibf/flex-credit-configuration.html#FAIBF1085855_2

NEW QUESTION 28

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?

- * Configure plan type grouping display -> administration usage -> self-service description text
- * Configure plan type grouping display -> self-service usage -> self-service description text
- * Manage enrollment authorization -> administration usage -> self-service description text
- * Manage enrollment authorization -> self-service usage -> self-service description text

NEW QUESTION 29

Which three areas contain tasks to prepare for an open enrollment period?

- * Person Management work area
- * Plan Configuration work area
- * Evaluation and Reporting work areas
- * Payroll Calculation work area
- * Enrollment and My Information work areas

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/facmb/prepare-for-open-enrollment.html#FACMB1107266>

NEW QUESTION 30

This is the configuration of a collapsing life event rule:

Life event = Marriage & Dependent

Operator = AND

Resulting Event Name = Dependent

Life Event Occurred Date = Earliest Life Event Occurred Date

Proximity Days = 0

You run the collapsing rule in the scenario:

1. Marriage event occurs on August 1, 2015.
2. Dependent event occurs on August 1, 2015.

What is the result?

- * The collapsing rule voids the Dependent event, evaluates the Marriage event, and assigns Its occurred date to August 1, 2015.
- * The collapsing rule runs the Dependent event, evaluates the Marriage event, and assigns its occurred date to August 1, 2015.
- * The collapsing rule runs the Marriage event, evaluates the Dependent event, and assigns its occurred date to August 1, 2015.
- * The collapsing rule voids the Marriage event, evaluates the Dependent event, and assigns Its occurred date to August 1, 2015.

NEW QUESTION 31

Your customer wants to keep all functional consultants in a separate benefits group, so you created Function Consultants Benefits Group.

How do you assign the individual functional consultant to this newly created benefits group?

- * Assign individuals to the benefit group using the Manage Person task in the Person Management work area.
- * Assign individual to the benefit group using the Manage Person Habits and Benefit Groups task in the Plan Configuration work area.
- * Assign individuals to the benefit group using the Manage Person Habits and Benefit Groups task in the Enrollment work area.
- * Assign individuals to the benefit group using the Manage Person task in the Plan Configuration work area.
- * Assign individuals to the benefit group using the Manage Person task in the Enrollment work area.

NEW QUESTION 32

Which two statements are true about Enrollment Authorizations?

- * They appear several times if the participant enters self-service multiple times for a single life event.
- * If they are implemented, participants must read and accept the terms provided in the text before they are able to enroll.
- * They are optional to Implement. If implemented, performing the authorization task is mandatory for the participant.
- * They appear only the first time that the participant enters self-service enrollment for multiple life events.
- * They are optional to implement. If implemented, performing the authorization task is optional for the participant.

NEW QUESTION 33

The Open life event for a plan was backed out. The benefits administrator reprocessed the Open life event and found the earlier elections as originally enrolled in the plan.

What is the reason for this status?

- * The life event date was different.
- * The life event was not backed out properly.
- * The life event reinstatement rule was configured.
- * The life event was configured for another date.

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

NEW QUESTION 34

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?

- * 5
- * 3
- * 4
- * 6

NEW QUESTION 35

Your customer wants to create an explicit life event that can be used only in two specific legal entities. How do you accomplish this requirement?

- * On the Create Life Event page under General Information, leave the Global check box blank and add specific legal entities.
- * On the Create Life Event page under Additional Information leave the Self-Assigned check box blank and add specific legal entities.
- * On the Create Life Event page under General Information, select the Global check box and add specific legal entities.
- * On the Create Life Event page under Additional Information, select the Self-Assigned check box and add specific legal entities.

NEW QUESTION 36

The benefits administrator runs an open enrollment window on March 1, 2017 for Program: XX Life Insurance, but cannot find the life event date of March 15, 2017. What could be a reason for this?

- * The life event date configured for XX Life Program is not 15 March 2017
- * There is no configuration for open enrollment for the XX Life Program.
- * A cycle has already run for open enrollment, so no life event date is available.
- * The benefits administrator has a login from the previous date to that of 15 March 2017.

NEW QUESTION 37

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?

- * This requirement can be achieved through customization only.

- * This requirement can be completely achieved with configuration only.
- * This requirement cannot be achieved with configurations, and would require custom Fast Formula.
- * This requirement cannot be achieved in the current system offerings.

Oracle 1z0-1053-22 Exam Syllabus Topics:

TopicDetails
Topic 1- Prepare for an open enrollment period- Manage benefit coverage and rates
Topic 2- Set up benefits extracts, extract and transmit data to plan carriers- Create benefit plans and programs
Topic 3- Working with Evaluation and Reporting Work area- Create eligibility profiles
Topic 4- Configure enrollment display- Explain collapsing rules
Topic 5- Explain benefit reports- Create benefits groups
Topic 6- Benefits Billing and Court Orders- Manage an open enrollment period

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<https://www.validexam.com/1z0-1053-22-latest-dumps.html>