

DUMPS ARENA

Oracle Benefits Cloud 2020 Implementation Essentials

Oracle 1z0-1053-20

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

Which two are program types when you configure Flex Credits?

- A. Other Credits
- B. Core
- C. Flex
- D. Flex Credits and Core

ANSWER: B D**Explanation:**

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faibf/flex-credit-configuration.htm>

QUESTION NO: 2

A single Life Event can have multiple uses. Which two statements about the usage of Life events are TRUE?

- A. Each occurrence of the life event causes participation evaluation processing to reconsider the plan's availability for a program.
- B. The amount of deduction from employee pay check for enrollment is varied based on a life event.
- C. Each occurrence of the life event causes participation evaluation processing to reconsider the person's eligibility for the object.
- D. Life events affect benefits processing for a participant.

ANSWER: C D**Explanation:**

https://docs.oracle.com/cd/E25054_01/fusionapps.1111/e20376/F566540AN394C7.htm

QUESTION NO: 3

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?

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

ANSWER: C

QUESTION NO: 4

Your customer wants its employees to submit signed hard copies of confirmation while managing benefits online from Benefits Self-Set vice.

How do you accomplish this requirement?

- A. Select Display Signature in the Confirmation section while managing Benefits Self-Service configuration.
- B. Confirm that the correct self-service category is selected on the Configure Plan Type Grouping Display page for administrators.
- C. Select the same administrator category on the Edit Plan Type page while managing Benefits Self-Service configuration.
- D. Confirm that the correct self-service category is selected on the Configure Plan Type Grouping Display page.
- E. Select Display Signature in the Confirmation section while managing Enrollment Authorizations.

ANSWER: B

QUESTION NO: 5

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

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

ANSWER: B D E

QUESTION NO: 6

Which two statements are true about Enrollment Authorizations?

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

ANSWER: D E

QUESTION NO: 7

An employee logs into the self-service page. The employee enters into one plan and makes an election in the plan available. While making elections, the employee notices that the option's rate amount isn't displayed in the total summary section on the right side of the page.

Which is a reason for this problem?

- A. The rate activity type for payroll information is configured as cost.
- B. The rate activity type for payroll information is configured as employee contribution.
- C. The rate is configured as secondary rate and not primary rate.
- D. The rate is inactive.

ANSWER: D

QUESTION NO: 8

Your customer does NOT want the system to detect temporal events whenever a marriage life event is detected and processed by the application.

How do you accomplish this requirement?

- A. On the life event creation page, select "Do not detect past temporal events" as the Temporal Detection Rule.

- B. On the life event creation page, select "Never detect this temporal life event" as the Temporal Detection Rule.
- C. On the life event creation page, select "Do not detect future temporal events" as the Temporal Detection Rule.
- D. On the life event creation page, select "Never detect Past or future temporal events" as the Temporal Detection Rule.
- E. On the life event creation page, select "Do not detect past or future temporal events" as the Temporal Detection Rule.

ANSWER: C

QUESTION NO: 9

Which is NOT a derived factor type?

- A. Hours Worked
- B. Full-Time Equivalent
- C. Compensation
- D. Grade

ANSWER: D

Explanation:

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

QUESTION NO: 10

To which two benefits objects can Year Period be attached to?

- A. Program
- B. Plan Type
- C. Plan
- D. Option

ANSWER: B D

Explanation:

https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIBF/F1420611AN193D6.htm