



# 1Z0-973<sup>Q&As</sup>

Oracle Benefits Cloud 2017 Implementation Essentials

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### QUESTION 1

The company has the following two plans:

1.

Life Insurance Plan with Option 1: Employee only and Option 2: Employee Plus Family

2.

Medical Insurance Plan with Option 1: Employee only. Option 2: Employee Plus Spouse, and Option 3: Employee Plus Spouse Plus Child

The company wants to automatically enroll salaried employees into Medical Insurance Option 3: Employee plus Spouse plus Child, if the employee has enrolled into Life Insurance Plan Option 2: Employee Plus family.

Which is the correct configuration for this scenario?

- A. Configure the eligibility profile with parameter Person Type > Employee and Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
- B. Configure the eligibility profile with parameter - Person Type > Employee and Employment tab > Salaried or Hourly as Salaried. Related coverage > Eligible for another plan and attach this to both the plans..
- C. Configure the eligibility profile with parameter- Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
- D. Configure the eligibility profile with parameter - Personal > Person Type > Employee and Employment tab > Salaried
- E. Hourly as Salaried" Related coverage > Eligible in another option in plan and attach this to both the plans.

Correct Answer: D

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### QUESTION 2

How do you configure the link between the payroll module and benefits?

- A. Link the element to the plan rate.
- B. Link the element to the plan coverage.
- C. Link the payroll to the plan salary basis.
- D. Link the payroll to the plan coverage.

Correct Answer: A

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### QUESTION 3

Can you change the column text of primary and secondary rates on the Benefit self-service page?



- A. No, a change option is not available in the Configure Grouping Display task.
- B. Yes, a change option is available in the Enrollment Configuration task.
- C. Yes, a change option is available in the Configure Grouping Display task.
- D. No, a change option is available in the Configure Grouping Display task, but it doesn't allow a text change.

Correct Answer: C

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#### QUESTION 4

How do you set up a Termination life event to end coverage at the end of the month?

- A. Coverage and Rate Date Ranges: Coverage Start Date: End of the Month Previous Coverage End Date: First of the Next Month
- B. Coverage and Rate Date Ranges: Coverage Start Date: First of the Month Previous Coverage End Date: End of the Month
- C. Coverage and Rate Date Ranges: Coverage Start Date: First of the Next Month Previous Coverage End Date: End of the Month
- D. Coverage and Pate Date Ranges: Coverage Start Date: End of the Month Previous Coverage End Date: End of the Month

Correct Answer: C

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#### QUESTION 5

Which object is NOT included in benefit export?

- A. Eligibility profile
- B. Program configuration
- C. Plan not in program configuration
- D. Element input values

Correct Answer: D

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/faibf/benefits-configuration-expor>

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