

R12.X Oracle HRMS Advanced Benefits Fundamentals

Course Duration: 16 Hours

Course Code: R12X-OHRMS-ABF

1. Course Overview

The **R12.X Oracle HRMS Advanced Benefits Fundamentals** course provides participants with in-depth knowledge of Oracle Advanced Benefits (OAB) within the Oracle HRMS suite. It covers how to design, configure, and manage benefit plans to support complex benefit requirements for global organizations. Through a combination of lectures, demonstrations, and hands-on exercises, learners will gain the expertise needed to implement and maintain benefits administration effectively.

2. What You'll Learn?

By the end of this course, you will be able to:

- Understand the concepts, architecture, and functionalities of Oracle Advanced Benefits.
- Configure flexible benefits programs and plan types.
- Manage life events and eligibility criteria for employees.
- Set up benefit rates, formulas, and enrollment requirements.
- Administer compensation, pension, and retirement benefits.
- Analyze, troubleshoot, and maintain benefit setups in real-world scenarios.

3. Target Audience

This course is ideal for:

- HRMS Functional Consultants
- Payroll & Benefits Administrators
- HR Professionals implementing Oracle HRMS
- Technical Consultants supporting HRMS solutions
- Project Managers overseeing HRMS/Benefits implementation

4. Pre-Requisites

Participants should have:

- Knowledge of **R12.x Oracle HRMS Fundamentals**
- Basic understanding of HR, Payroll, and Benefits administration concepts
- Familiarity with Oracle Applications navigation

5. Course Content

Module 1: Introduction to Oracle Advanced Benefits (OAB)

- Overview of Advanced Benefits architecture
- Key features and integration with HRMS

Module 2: Defining Benefit Programs and Plan Types

- Program and plan setup
- Flexible benefits modeling

Module 3: Eligibility and Life Events

- Eligibility profiles and rules
- Life event processing and administration

Module 4: Rates, Premiums, and Coverage

- Defining rates and formulas
- Managing premiums and coverage calculations

Module 5: Enrollment and Administration

- Enrollment processes and options
- Automated event processing
- Handling mid-year changes

Module 6: Compensation, Pension, and Retirement Benefits

- Configuring pension and retirement benefits
- Integration with compensation systems

Module 7: Self-Service and Communication

- Employee Self-Service benefits functionality
- Communication and notifications setup

Module 8: Reporting and Troubleshooting

- Standard reports and queries
- Troubleshooting benefit setups