

Oracle Fusion Cloud HCM: Configure Benefits

Course Duration: 24 Hours

Course code: D88693

1. Course Overview

This course provides a comprehensive understanding of configuring Benefits in Oracle Fusion Cloud HCM. Learners will gain hands-on experience in setting up benefit programs, plans, eligibility profiles, and life events to effectively manage employee benefits within an organization.

2. What you'll learn?

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

- Understand Oracle Fusion Cloud HCM Benefits architecture
- Configure benefit programs, plans, and options
- Manage eligibility profiles and enrollment rules
- Define life events and enrollment life cycles
- Configure rates, coverage, and payroll integration
- Manage self-service benefits enrollment
- Perform testing, troubleshooting, and reporting

3. Target Audience

This course is ideal for:

- Oracle HCM Consultants
- HR Professionals and Benefits Administrators
- ERP Professionals
- System Administrators
- Functional Consultants

4. Pre-Requisites

Before taking this course, you should have:

- Basic understanding of HR and payroll processes
- Familiarity with Oracle Fusion HCM navigation
- Knowledge of enterprise business processes

5. Course content

Module 1: Course Introduction

- Course overview and objectives
- Oracle Fusion Cloud HCM overview
- Benefits module introduction

Module 2: Benefits Functional Overview

- Overview of Benefits in Oracle HCM
- Key components and terminology
- Benefits business process flow
- Types of benefits (Health, Retirement, Wellness)

Module 3: Benefits Configuration Foundations

- Enterprise structure for benefits
- Legal employers and business units
- Benefits configuration prerequisites
- Setup and implementation considerations

Module 4: Defining Benefit Programs

- Create and manage benefit programs
- Program types and structures
- Linking plans to programs
- Program eligibility

Module 5: Configuring Benefit Plans

- Types of benefit plans

- Plan configuration steps
- Plan options and coverage
- Plan hierarchies

Module 6: Eligibility Profiles

- Define eligibility criteria
- Configure eligibility profiles
- Use of fast formulas in eligibility
- Assign eligibility to plans and programs

Module 7: Life Events Configuration

- Define life events (marriage, birth, etc.)
- Event detection and processing
- Life event rules and impacts
- Enrollment opportunities

Module 8: Enrollment Configuration

- Enrollment periods and windows
- Open and life event enrollments
- Default enrollments
- Self-service enrollment setup

Module 9: Rates and Coverage Setup

- Define benefit rates
- Coverage levels and options
- Premium calculations
- Salary-based and flat-rate benefits

Module 10: Payroll Integration

- Integrating benefits with payroll

- Element creation and mapping
- Deductions and contributions
- Payroll processing impact

Module 11: Self-Service Benefits

- Employee self-service configuration
- Benefits enrollment UI
- Notifications and approvals
- User experience optimization

Module 12: Reporting and Analytics

- Benefits reporting tools
- OTBI (Oracle Transactional BI)
- Standard and custom reports
- Monitoring enrollments and costs

Module 13: Testing and Troubleshooting

- Testing benefit configurations
- Common issues and resolutions
- Debugging eligibility and enrollments
- Best practices

Module 14: Security and Roles

- Role-based access control
- Benefits administrator roles
- Data security policies

Module 15: Best Practices and Implementation Scenarios

- Industry use cases
- Implementation strategies

- Optimization techniques

Module 16: Final Project / Case Study

- End-to-end benefits configuration
- Real-world scenario implementation
- Evaluation and feedback