

Oracle 1Z0-973 Exam

Volume: 60 Questions

Question: 1

A benefits administrator can see these statuses of life events:

- . New Hire processed on 28-Apr-2016.
- . Marriage detected on 1-Jun-2016.

What do these statuses imply?

- A. New Hire LE is complete but not closed. Marriage LE is triggered but has not yet made elections.
- B. New Hire IE is complete and closed. Marriage IE is triggered but has not yet made elections.
- C. New Hire IE is complete and closed. Marriage LE is triggered and has made elections.
- D. New Hire LE is complete and closed. Marriage LE is triggered because of the data change.

Answer: D

Question: 2

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: B,E

Question: 3

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A benefits consultant implemented a plan for life insurance with the following options:

- . Option 1: Employee only
- . 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?

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

Answer: D

Question: 4

What are the number of train stops available in the Benefits Enrollment self-service page for plan/program enrollment?

- A. 5
- B. 7
- C. The number of train stops can be configured.
- D. 6

Answer: C

Question: 5

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?

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- A. 5
- B. 3
- C. 4
- D. 6

Answer: B

Question: 6

Your customer decided to use some delivered explicit life events in their business. What is your next step as an HCM Consultant after defining triggers as per the retirement?

- A. Associate the life events with only flexible benefit programs.
- B. Associate the life events only with benefit plans which are not in a program.
- C. Associate the life events only with benefit plans which are in a program.
- D. Associate the life events with benefit plans or program.
- E. Associate the life events only with Core benefit programs.

Answer: D

Question: 7

When you add an open scheduled event to a program of plans not in the program, what is the significance or the Assigned Life Event Date?

- A. It is the effective date of the open event and the date on which eligibility is evaluated.
- B. It is the date on which default benefits assignments are made.
- C. It is the last day of the open enrollment period.
- D. It is the first day of the open enrollment period.

Answer: C

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Question: 8

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.

Answer: C

Question: 9

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

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

Answer: B,D

Question: 10

What are the different types of open enrollment options available under Scheduled tab in program?

- A. Open All and Unrestricted All
- B. Open Scheduled and Unrestricted Scheduled
- C. Open New Hire Enrollment and Unrestricted New Hire Enrollment
- D. Open Enrollment and Open Unrestricted Enrollment

Answer: C

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Question: 11

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?

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

Answer: B

Question: 12

A plan is created for a calendar year from January 1, 2017 and ends on December 31, 2017. The company wants to create an event on the occurrence of life event date.

What will be the life event start date?

- A. as of rate start date
- B. as of coverage start date
- C. as of event start date
- D. as of enrollment start date

Answer: C

Question: 13

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?

- A. The life event date was different.