

## Updated Jun 07, 2022 Test Engine to Practice Test for 1Z0-1053-21 Valid and Updated Dumps [Q14-Q37]



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Exam Questions for 1Z0-1053-21 Updated Versions With Test Engine

### NEW QUESTION 14

Your customer wants to create a new XX BeWell Medical Plan for the upcoming plan year 2018. What two steps must you perform as an administrator to stop existing participant enrollments and prevent new enrollments?

- \* Edit the new plan with session effective date as January 1 of the upcoming plan year 2018, and the status as Pending.
- \* Create the new plan with session effective date as January 1 of the current year 2017, and the status as Active,
- \* Edit the new plan with session effective date as January 1 of the upcoming plan year 2018, and the status as Active.
- \* Edit the new plan with session effective date as January of the current plan year 2017, and the status as Active.
- \* Create the new plan with session effective date as January 1 of the current year 2017, and the status as Pending.

### NEW QUESTION 15

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?

- \* as of rate start date
- \* as of coverage start date
- \* as of event start date
- \* as of enrollment start date

### NEW QUESTION 16

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

1. Option 1: Employee only
2. Option 2: Employeeplus 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?

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

### NEW QUESTION 17

A benefits administrator processed an enrollment for one employee, and manually added the life event `&#8220;XYZ&#8221;` as of August 1, 2016. Since there were two more life events in the detected phase as of August 15, 2016, the benefits administrator clicked `&#8220;Collapse Life Event&#8221;`. Upon processing the life event tab, the benefits administrator received an error saying two or more life events were in the detected phase.

Why did the collapsing rule fail?

- \* The number of proximity days was specified as 20.
- \* The number of proximity days was specified as 0.
- \* The life event had expired.
- \* The number of proximity days was specified as 15.

### NEW QUESTION 18

Which three are change opportunities an organization can implement during Open Enrollment?

- \* decline coverage
- \* enroll in existing plans
- \* Start new benefit offerings
- \* modify plan configuration
- \* update rates

Explanation

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-open-enrollment.ht>

### NEW QUESTION 19

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

- \* Open All and Unrestricted All
- \* Open Scheduled and Unrestricted Scheduled
- \* Open New Hire Enrollment and Unrestricted New Hire Enrollment
- \* Open Enrollment and Open Unrestricted Enrollment

### NEW QUESTION 20

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 plusChild, if the employee has enrolled into Life Insurance Plan Option 2: Employee Plus family.

Which is the correct configuration for this scenario?

- \* Configure the eligibility profile with parameter Person Type > Employee and Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
- \* Configure the eligibility profile with parameter &#8211; Person Type > Employee and Employment tab > Salaried or Hourly as Salaried. Related coverage > Eligible for another plan and attach this to both the plans..
- \* Configure the eligibility profile with parameter- Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
- \* Configure the eligibility profile with parameter &#8211; Personal > Person Type > Employee and Employment tab >Salaried o. Hourly as Salaried&#8221; Related coverage > Eligible in another option in plan and attach this to both the plans.

### NEW QUESTION 21

An organization has a requirement to restrict Beneficiary Distributions to a percentage with a maximum of

100%. However, the distribution should be in multiples of 10.

Which statement about this requirement is true?

- \* This requirement can be achieved through customization only.
- \* This requirement can be completely achieved with configuration only.
- \* This requirement cannot be achieved with configurations, and would require custom Fast Formula.
- \* This requirement cannot be achieved in the current system offerings.

### NEW QUESTION 22

Which statement about Waive options is true?

- \* Waive options are options into which employees ate compulsorily enrolled in case they do not complete the requited action items like certification, entering date of birth, etc.
- \* Waive options are used so that employees can explicitly decline enrollment opportunities for which they are otherwise eligible.

- \* Waive options are options which do not require any dependent/beneficiary designation.
- \* Waive options are used when employees do not get an enrollment opportunity because they do not qualify for the required eligibility criteria.

### NEW QUESTION 23

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

- \* Coverage and Rate Date Ranges:

Coverage Start Date: End of the Month

Previous Coverage End Date: First of the Next Month

- \* Coverage and Rate Date Ranges:

Coverage Start Date: First of the Month

Previous Coverage End Date: End of the Month

- \* Coverage and Rate Date Ranges:

Coverage Start Date: First of the Next Month

Previous Coverage End Date: End of the Month

- \* Coverage and Rate Date Ranges:

Coverage Start Date: End of the Month

Previous Coverage End Date: End of the Month

### NEW QUESTION 24

Which benefit object must be created prior to creating an option?

- \* Rate
- \* Plan Type
- \* Plan
- \* Coverage

Explanation

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/program-and-plan-creation>.

### NEW QUESTION 25

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

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

### NEW QUESTION 26

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

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

#### NEW QUESTION 27

Which three areas contain tasks to prepare for an open enrollment period?

- \* Person Management work area
- \* Plan Configuration work area
- \* Evaluation and Reporting work areas
- \* Payroll Calculation work area
- \* Enrollment and My Information work areas

Explanation

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/facmb/prepare-for-open-enrollmen>

#### NEW QUESTION 28

XX Life insurance plan has two options: Option 1 enrolls a dependent of age 21 or above and Option 2 enrolls a dependent aged 18 or less.

How do you define a benefit configuration for these two options?

- \* Create two derived factors, one with age as 21 or above and a second with age 18 or less. Create an eligibility profile and configure these two derived factors under the eligibility profile. Then attach the eligibility profile to XX Life Insurance Plan
- \* Create one derived factor. Create an eligibility profile and configure the derived factor under the eligibility profile. Then attach the eligibility profile to XX Life Insurance plan at Option 1, and then attach the same eligibility profile at Option 2.
- \* Create one derived factor. Create an eligibility profile and configure the derived factor under the eligibility profile. Then attach the eligibility profile to XX Life Insurance Plan.
- \* Create two eligibility profiles. One with age as 21 or above and a second with age 18 or less. Then attach these eligibility profiles to XX Life Insurance Plan.

#### NEW QUESTION 29

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

- \* 5
- \* 7
- \* The number of train stops can be configured.
- \* 6

#### NEW QUESTION 30

A company has XX fusion Benefits Program with seven different plans attached to it. They have gone live with benefits data in 3 production instances. The company wants to run enrollment for executives and send the data for internal discussion.

How can the benefits administrator perform this task?

- \* Create a default life event for this task XX Admin Life event. Create a benefit group listing all the executives. Create an eligibility profile with this group and attach it to the program. Then trigger the life event and enroll into a sample data, and send the summary reports to the company.

- \* Create a default life event for this task XX Admin Life event. Create a separate-eligibility profile. Then enroll the first of executives into a sample data and send the summary reports to the company.
- \* Create a default life event for this task XX Admin Life event. Attach it to the Plan. Then trigger the life event and enroll into a sample data, and send the summary reports to the company.
- \* Create a default life event for this task XX Admin Life event. Create a benefit group listing all the executives. Create an eligibility profile with this group and attach it to all the plans. Then trigger the life event and enroll into a sample data, and send the summary reports to the company.

### NEW QUESTION 31

Can you define overspending of a budget pool in flex credit shell plans?

- \* Yes, you can define it in the spending options.
- \* Yes, you can define it in the standard rates.
- \* Yes, you can define it as per the flex credit formula.
- \* No, you do not have a place holder.

### NEW QUESTION 32

Which is NOT a valid type of life event?

- \* Explicit
- \* Temporal
- \* Scheduled
- \* Unrestricted
- \* Restricted

Explanation

[https://docs.oracle.com/cloud/fare12/globalcs\\_gs/FACMB/FACMB1479189.htm#FACMB1229710](https://docs.oracle.com/cloud/fare12/globalcs_gs/FACMB/FACMB1479189.htm#FACMB1229710)

### NEW QUESTION 33

XX Global Health Plan has multiple options attached.

- \* Option 1: XX Annual Health Insurance
- \* Option 2: Monthly Health Insurance

The plan cycle starts every year from April 1 to March 31. An employee opted for this plan on July 1, 2015 and his employment service was terminated on Oct 25, 2015- Business wants to trigger a Termination life event on the 12th of the termination month for the employee, irrespective of the actual termination date, for payroll reasons.

Which is the correct configuration for the Life event Termination?

- \* Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with Formula; as the enrollment period start date, attaching a customized Enrollment period start date type formula.
- \* Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with Mid of the month; as the enrollment period start date.
- \* Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with Number of Days from the event; as the enrollment period start date and the number field as 15.
- \* Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with

&#8220;Formula&#8221; as the enrollment period start date, attaching a customized Enrollment Opportunity type formula.

\* Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan, with &#8220;As of event date&#8221; as the enrollment period start date.

### NEW QUESTION 34

How many life events can be included in a collapsing rule?

- \* 10
- \* 8
- \* 12
- \* 7

### NEW QUESTION 35

Which is NOT a derived factor type?

- \* Hours Worked
- \* Full-Time Equivalent
- \* Compensation
- \* Grade

Explanation

[https://fusionhelp.oracle.com/fscmUI/topic/TopicId\\_P\\_97785F9989D66DC3E040D30A688159C5](https://fusionhelp.oracle.com/fscmUI/topic/TopicId_P_97785F9989D66DC3E040D30A688159C5)

### NEW QUESTION 36

Which statement is correct regarding Plan Grouping in the Self Service and Administrator page?

- \* All plans in a plan type are displayed on the same train stop as groupings are done at the plan type level.
- \* All plans in a plan type can be displayed on different train stops as groupings are done at the plan level.
- \* All plans can be configured at the plan level.
- \* All plans in 3 plan type can be displayed on different train stops as groupings are done at the program level.

### NEW QUESTION 37

Given that premiums are calculated on a monthly basis in accordance with the most common business of benefit suppliers.

What can you define so that participants who are covered by a plan for less than a full year have no premium obligation?

- \* Standard Rate Value
- \* Standard Coverage Volume
- \* Standard input Value
- \* Standard wash Rule formula

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