Federated Insurance

Salary and Performance Management System Testing Plan

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* **Introduction:**

The purpose of this document is to provide a plan for testing the quality, functionality, and requirements of the salary and performance management system. This document will encompass the testing phases, testing criteria, and requirements for the salary and performance management system.

* **Testing Phases**

The first testing phase is unit testing which maintains the objective of ensuring software is internally sound and contains no logic errors. In this first phase test data should attempt to test the limits of acceptable answers by entering invalid answers, an example of this would be entering a word into a strictly numeric field and learning from the result. Another aspect important to a unit test is stub testing. In stub testing the programmer simulates program outcomes or results and ensures that all entry and exit points are ready for integration.

Speaking of integration, as the second testing phase integration testing checks that software with external dependencies remain operational. A proper integration test includes at least two programs with an existing dependency and ensures that the connections between all test programs is in working order.

The third and final testing phase is system testing in which the entire information system is tested with the new integration to see if all aspects are running smoothly. The objectives of this final testing phase are to make sure that input data is properly handled, documentation is created, and components are integrated properly.

* **Criteria**

The criteria used for testing the salary and performance management system will follow five basic requirements. The basic requirements are that the deadlines are met, all test cases are executed, the test sufficiently covers the requirements and functionalities, identified defects are fixed, and to ensure that no critical priority bugs are left unidentified.

* **Schedule and Requirements**

The schedule for testing will encompass five days. On the first testing day, performance projection, review, and actual aspects of the system will be tested. Next the salary projection, review, and actual pieces will receive testing. Then the database and server aspects will be tested. The fourth day will see the testing of the budget report system, salary threshold report system, and HR compatibility. On the fifth and final day of testing both security and law compliance will be tested.

The requirements for testing include a capable and knowledgeable testing team of approximately three or four people, access to databases, software, and a timeslot of five days so that full acceptability testing can occur. The testing environment needs to be secure to avoid possible security breaches during the testing process. Data required includes user inputs and database inputs, such as a performance review and employee info from the HR database.