

OrangeHRM - Master Test Plan

OrangeHRM Web Application (v5.7)

Document Version: 1.0

Date: September 1, 2025

Prepared by:

Nagham Taweel

Wajiha Al-Amassi

Mohammad Badawi

Ahmed Abdallatif

Table of Contents

1. Introduction.....	3
1.1 Objective.....	3
1.2 Background.....	3
2. Scope.....	3
2.1 In-Scope.....	3
2.2 Out-of-Scope.....	3
3. Test Methodology.....	4
4. Approach.....	4
5. Risks.....	4
6. Roles & Responsibilities.....	4
7. Schedule.....	4
7.1 Schedule by Phase.....	4
7.2 Schedule by Feature.....	5
8. Defect Tracking.....	5
8.1 Tool.....	5
8.2 Severity Levels.....	5
9. Test Environment.....	5
10. Entry & Exit Criteria.....	5
10.1 Entry Criteria.....	5
10.2 Exit Criteria.....	5
11. Deliverables.....	6
12. Tools Used in Project	6
13. References.....	6
14. Approval.....	6

1. Introduction

This document defines the strategy, objectives, resources, and schedule for functional and automation testing of the OrangeHRM web application, focusing on HR Admin modules to ensure system functionality and stability.

1.1. Objective

The objective of this test plan is to validate the functional correctness and reliability of OrangeHRM using manual and automation testing (Java + Selenium + TestNG). The focus is on HR Admin modules.

1.2. Background

OrangeHRM is a web-based Human Resource Management system. This project focuses on testing core HR Admin functionalities, emphasizing CRUD operations, role-based access, secure data handling, and workflow validation. All activities are based on the latest SRS document and will include automation scripts with Selenium + TestNG to improve coverage, repeatability, and reporting accuracy.

2. Scope

2.1. In-Scope:

2.1.1. Admin module:

- 2.1.1.1. HR Admin Account Login

- 2.1.1.2. User Management

- 2.1.1.3. Job

- 2.1.1.3.1. Job Titles

- 2.1.1.3.2. Pay Grades

- 2.1.1.3.3. Employment Status

- 2.1.1.3.4. Job Categories

- 2.1.1.3.5. Work Shifts

- 2.1.1.4. Organization

- 2.1.1.4.1. General Information

- 2.1.1.4.2. Locations

- 2.1.1.5. Qualifications

- 2.1.1.5.1. Skills

- 2.1.1.5.2. Education

- 2.1.1.5.3. Languages

2.2. Out-of-Scope:

- 2.2.1. All features not included in HR Admin modules.

- 2.2.2. Third party integrations (e.g. Google Drive, Email).

- 2.2.3. Performance, Load testing, Stress testing.

- 2.2.4. Mobile testing.

- 2.2.5. Non-functional features (UI design, accessibility, responsiveness).

3. Test Methodology

3.1. Manual Testing: Verify functional behavior for HR Admin modules.

3.2. Automation Testing: Selenium + TestNG scripts for CRUD operations, form validations, and workflow checks.

3.3. Functional Testing: Ensure all modules behave according to SRS specifications.

4. Approach

Modules	Test Type	Test Cases Coverage	Automation Coverage
HR Admin Login	Functional	TC - 001 to TC – 026	100%
User Management	Functional	TC - 027 to TC – 097	100%
Job	Functional	TC - 098 to TC – 144	80%
Organization	Functional	TC - 145 to TC – 184	80%
Qualifications	Functional	TC - 185 to TC – 204	100%

5. Risks

Risk	Impact	Trigger	Mitigation/ Contingency Plan
Missing admin restrictions	Delay project	1 Day delay	Conduct access reviews before deployment
Incorrect role access	Delay project	1 Day delay	Test permissions in early staging
Automation script failures	Delay project	1 Day delay	Use stable locators, explicit waits

6. Roles & Responsibilities

Role	Responsibility
QA Lead	Manage plan, review test cases
QA Engineer	Write test cases, execute tests, report bugs
Developers	Fix bugs
Product Owner	Oversee QA progress, approve deliverables

7. Schedules

7.1. Schedule by Phase

Phase	Duration	Start Date - End Date
SRS Design and Analysis & Trello Setup & Test Planning Design	1 Day	01/09/2025 - 01/09/2025
RTM & Test Case Design	1 Day	02/09/2025 - 02/09/2025
Java Maven Project Setup & Automation Coding & Test Execution	1 Day	03/09/2025 - 04/09/2025
Automation Coding & TestNG Report & Bug Report & Test Summary Report & Presentation Design	1 Day	04/09/2025 - 04/09/2025
Presentation	1 Day	05/09/2025 - 05/09/2025

7.2. Schedule by Feature

Feature	Duration	Start Date - End Date
2.1.1. Admin module		
2.1.1.1. HR Admin Account Login	2 Days	03/09/2025 - 04/09/2025
2.1.1.2. User Management		
2.1.1.3. Job		
2.1.1.4. Organization		
2.1.1.5. Qualifications		

8. Defect Tracking

8.1 Tool: Trello & PDF Bug Report.

8.2 Severity Levels:

8.2.1. Critical: Blocks login – Immediate Attention.

8.2.2. Major: Impacts core functions.

8.2.3. Minor: Low impact bugs.

9. Test Environment

9.1 Browser: Chrome / Firefox.

9.2 Operation System: Windows 10/11.

9.3 Accounts: Admin (Admin/admin123).

9.4 Network: Standard.

9.5 Devices: PCs.

10. Entry & Exit Criteria

10.1 Entry Criteria:

10.1.1. Requirements (SRS) are reviewed and approved.

10.1.2. Test Plan accepted.

10.1.3. Test Environment is setup complete.

10.1.4. Test Cases documented.

10.1.5. Tools are accessible (Eclipse, IntelliJ, TestNG, Selenium, Trello, Microsoft 365, GitHub).

10.1.6. Functional build deployed.

10.2 Exit Criteria:

10.2.1. All test cases executed.

10.2.2. Critical bugs resolved.

10.2.3. Bug reports submitted.

10.2.4. Test Summary Report completed.

10.2.5. Deliverables handed over.

11. Deliverables

Deliverable	For	Date - Milestone
Trello Board (Tasks)	Product Owner, Dev Team, QA Team, Scrum Master	01/09/2025 – Sprint Kickoff
SRS (Software Requirements Specification)	QA Lead, Test Manager, Product Owner, Dev Lead	01/09/2025 - Test Readiness
Test Plan	QA Lead, Test Manager, Product Owner, Dev Lead	01/09/2025 - Test Readiness
Test Cases	QA Engineers, Dev Lead, Product Owner	02/09/2025 - Test Execution
RTM (Requirements Traceability Matrix)	QA Engineers, Dev Lead, Product Owner	02/09/2025 – Requirement Sign-Off
Automation Testing Scripts (Java + Selenium + TestNG)	QA Lead, Dev Lead, Product Owner, Stakeholders	03/09/2025 – Automation Execution
Bug Report	QA Engineers, Dev Lead, Product Owner	03/09/2025 – Defect Triage Completion
TestNG Reports	QA Lead, Dev Lead, Product Owner, Stakeholders	03/09/2025 – Automation Execution
Test Summary Report	QA Lead, Dev Lead, Product Owner, Stakeholders	04/09/2025 - Test Closure & Go-No-Go Decision
Presentation (Final Project Delivery)	QA Lead, Dev Lead, Product Owner, Stakeholders	04/09/2025 – Project Delivery
GitHub Repository (Project Hand-off)	QA Lead, Dev Lead, Product Owner, Stakeholders	04/09/2025 – Project Delivery

12. Tools Used in Project

12.1. Trello: Task tracking and project management

12.2. Selenium WebDriver: Browser automation

12.3. TestNG: Test execution and reporting

12.4. Java: Programming language for automation scripts

12.5. Microsoft 365: Test case design, RTM, documentation, reporting

12.6. GitHub: Version control and project handoff

12.7. Eclipse / IntelliJ IDEA: IDEs for automation coding and script execution

12.8. Browser Developer Tools (Chrome, Firefox): Locators, debugging

13. References

Software Requirements Specification (SRS) Document – OrangeHRM

14. Approval

Role	Name	Signature
QA Lead	Ahmed Abdallatif	Ahmed
Project Manager		