## FGD Participants

**Tania Sultana ( QA at cefalo)**

**Sumaiya Moyeen(mobile app tester at cefalo)**

## **QUESTION**

**What motivates you in pursuing a career in the development sector not QA??+ also any role models??**

**T :**  I am tania sultana . I completed my graduation from AUST in 2015. At first, there was no testing related course at my varsity. But when I studied about HDLC, I came to know that there is something called testing. After that, when i completed my studies , now i had to find a job . I applied for some jobs , then from2-3 companies, i had calls. In one company, they told me that in after 2-3 months ,the would start a development team.So,they started the process from now. I had to give a writing test and a viva. But there plan was not successful . So i had to continue my tester role there. But after that , i came to Dynamic solutions(at Mohakhali). I was in DS for 5 years. Then i came to cefalo. At first, i learned about manual testing, but now i am doing automation testing. My choice was for dev, but i after ages it is difficult for me to change the path again. But i think that automation testing is similar to dev .

## **QUESTION**

**Do you think that there is any difference in the terms of salary in both roles??(is there any sterotype behind these?)**

**T:** Truly speaking, not only in our country but also in other foreign countries there is ofc a difference in salary (dev gets more ,qa gets less). I think there is a mindset that , at first (in 90’s) devs did both development and testing. Thren after ages , qa role is introduced. At first of qa, they had to do manual testing . So , many thought that there is no more pressure like dev(nothing new to learn). And that’s why the stereotype was built. But now i will say that it decreased nowadays.

**S:(enter in that moment) :**

**I** will say that the mindset is still there. But the salary gap is not in a large scale nowadays. In foreign countries also, qa are getting salary as close as dev. And in the previous mindset, devs were also doing testing. But testing and qa are not same. Testing is a subset of qa(qa is a large domain).

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## **QUESTION**

**What do you think is easier to get in the hiring process?? (dev or q/a) . What was the experience(any difference)??**

## **T:** Yes, there is a difference(for me). I had to find a job as soon as possible. So, i applied in the companies. The company told us that they would open a dev team in 2-3 months.But th plan was not successful. And i got more calls from other companies after that job, but as i had to continue that’s why i rejected others. I think that there is nothing like that as i have low experience , i have to apply for qa.

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## **QUESTION**

**Do you think that the certification courses have any value for promotion and then dev or q/a who gets more opportunity for a course in a company??**

**T:** yes, definitely. In my previous and present companies, i saw that there is a certain amount of budget for both dev and qa to do certification courses . Then based on these, their benefits are calculated. In that part, i don’t see any disparity.

## **QUESTION**

**Do you hear or see that if two interns go for work(a boy/a girl) ; the boy is given the dev role or the girl is given the q/a role??And is there any reason for this??**

**S**: yes, now female are more in qa than that of dev. I can not tell about everybody, but i can tell about myself.

**T:**  From a field, I can say that boys have low patience . The qa role needs more patience . And companies think that girls can handle this job easily. In other part, boys are considered suitable for dev roles (as they have to do hard coding, till late night etc).

## **QUESTION**

**Is there any discrimination for boys and girls (in the case of skill dev) in your company??**

**S:** In my company cefalo, i did not notice . But in other companies , i heard about this. In my company, benefits or increments are provided on the basis of your skill set. If your skill is good, then you will get this. I think in big companies, this practice is still there..

**T:** From my experience, i will say that when a company takes boys/girls as a intern , then they don’t think about the discrimination . I see female qa lead in many teams. In my previous company, dev,qa,ba(business analyst) were in a team. When i came into DS, they told me about their meeting time (at night). So, i don’t think that the did discrimination there. As they told all the criteria before the interview.

## **QUESTION**

**Did you face any challenges in the term of societal view of bd as a lady/ qa?**

**S:** Qa itself is a challenging job. In one testing issue of my life , a user is not getting the scrollable option of an app . Then we tested it many times. At last, we found that he is using 300% zoom. Then there is a term “ Gorilla testing” (repetitive testing to uncover bugs) . When a user is interacting with many features (if there is any crucial : it has to be done early, if low issue : it can be done at next) .It becomes tough for us to realize the devs that there is a bug. As a girl, I did not face any challenges.

**T:** As a qa, when i was a junior , my seniors saved me :)) but now i can understand how much pressure is there. At first, we don’t get proper time before release to test. A dev did that 2+2=4; but there can be many scenarios. In our test environment and product environment, if they are not same then there can be a lot of issues.(and for that if anything is missing in test environment then it will be broken in product environment). As a girl, i did not face anything.

## **QUESTION**

**What steps should be taken to solve this discrimination(boys/girls) and (dev/qa)??**

**S:** We, the girls, have to prove that we are not weak. In our company, previously, the salary or off in the maternity leave was a big issue. One female employee quit her job after getting 6 months leave and salary. Then it impacted huge. The management was not happy with that. It is a exception, it can not be a example.One of our apus came back after leave and told us that we have to prove that we can do anything.

**T:**  Yeap, mentality should be changed inside of our house and in our company also. Not only in software field , but in all general .Our husbands are also in software roles. So, they understand this. We, girls also should be more attentive. In foreign, they are more professional. But we are less sincere. So, we should change it. And also devs should change their mindset. They should think that we are in a team . We should not play blame game. If we can change these mindset, then our team\_bonding will be more strong, our product will be more perfect.

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## **QUESTION**

**What do you think that in the companies is there any disparity that which is more prestigious(dev /qa)?**

**T:** In my first company,there was totally qa team not dev team was there. In ds and cefalo, i did not notice anything like that. I think that not the companies, but some developers have this mindsets. They think that they have the more contribution. But it is totally wrong. We, the testers are also from cs background. So, if the devs change one line code, but we have to test the whole project. Then for that one changed line, we have to spend few hours more.I think it is more developers specific , not comapnies.