**Test Plan — AmaderHR Human Resource Management System (HRMS)**

**1. Introduction**

This test plan outlines the strategy, scope, resources, and schedule for testing the AmaderHR Human Resource Management System. The goal is to ensure the system meets all specified requirements and provides a seamless experience for HR management operations.

**2. Scope**

**In Scope:**

* Dashboard
* Address Management
* Education Management
* Bank Management
* Divisional Info
* Employee Management
* Leave Management
* Leave Encashment
* Pay Grade Management
* Salary
* Roles & Permissions
* Rosters
* Attendance

**Out of Scope:**

* Settings
* Activity Log
* Blood Bank
* HR Policy (View HR Policy)
* Leave Calendar
* Leave History Report

**3. Test Objectives**

* Verify that all functional requirements of in-scope modules are met.
* Ensure system usability and accuracy of HR operations.
* Validate role-based access control and data integrity.
* Confirm cross-browser and cross-device compatibility.

**4. Resources**

**Human Resources:**

1. **Test Manager:** M. Tauhedul Amin
2. **Test Lead:** M. Tauhedul Amin
3. **Testers:**

Tahsina Tasnim Mumu

Sanjida Islam

**Hardware Resources:**

* Test servers (Development, Staging)
* Desktop, Tablet, Smartphone devices for compatibility testing

**Software Resources:**

* Test management tool (JIRA)
* Automation tool (Selenium)
* Bug tracking tool (JIRA)

**5. Schedule**

| **Activity** | **Start Date** | **End Date** |
| --- | --- | --- |
| Test Planning | 15-Mar-2025 | 18-Mar-2025 |
| Test Design | 19-Mar-2025 | 25-Mar-2025 |
| Test Environment Setup | 20-Mar-2025 | 23-Mar-2025 |
| Test Case Development | 26-Mar-2025 | 02-Apr-2025 |
| Test Execution | 03-Apr-2025 | 18-Apr-2025 |
| Regression Testing | 19-Apr-2025 | 22-Apr-2025 |
| UAT (User Acceptance Test) | 23-Apr-2025 | 26-Apr-2025 |
| Test Closure | 27-Apr-2025 | 30-Apr-2025 |

**6. Test Environment**

* **Development Environment:** Internal servers, development builds
* **Staging Environment:** Mirrors production, staging builds

**7. Test Deliverables**

* Test Plan
* Test Cases
* Test Summary Reports
* Defect Reports
* Final Test Report

**8. Risks and Mitigation**

| **Risk** | **Mitigation** |
| --- | --- |
| Delays in module development impacting testing | Regular progress reviews with dev team, adjust plans |
| Unavailability of testers or environments | Cross-train team, prepare backup resources |
| Incomplete or unclear requirements | Early clarification with business analyst/stakeholders |

**9. Entry and Exit Criteria**

**Entry Criteria:**

* Development complete and code freeze announced
* Test environments ready
* Test data prepared
* Test cases reviewed and approved

**Exit Criteria:**

* All critical and high-priority test cases executed
* No open critical/high-severity defects
* Test coverage target (≥90%) met
* Test summary reviewed and approved by stakeholders

**10. Estimation Techniques**

Using historical data and expert judgment, the testing effort is estimated at 250 person-hours.

**11. Test Case Prioritization**

**High Priority:**

* Employee Management
* Leave Management
* Salary Management
* Roles & Permissions (Access control)
* Attendance Tracking

**Medium Priority:**

* Address Management
* Education Management
* Bank Management
* Divisional Info
* Pay Grade Management
* Rosters