



Candidate

Mukesh Kumar (ssmukesh46@gmail.com)

Monjin rating - 3 (Proficient)

JD title - #2123 - Software Engineer - Test Automation

Interviewer feedback on candidate

Interviewer

Ravi K

Overall rating

Proficient - ★★★★☆

Verdict

Selected

Overall Feedback

SELECTED:

Good knowledge in Selenium concepts.

Good exposure in JAVA.

Knowledge in API testing. Knowledge in GIT.

Mukesh Kumar is Good Communication

he is having exposure in BDD Frame Work: partially answered on: What is Glue code What is Dry Run What is monochrome. What is the Diff between the Scenario/scenario Outline Framework explanation. answered on: What are the TestNG Listeners. What are the TestNG annotations. partially explained the code: How to read the data from excel.

Exposure in Selenium. answered on: What is an Actions Class. How to select the values from the dropdown How to find the no.of links in a Page What is a Stale Element Reference exception how to scroll down to the specific element in the Page. How to handle the multiple windows What are the diff types of waits in selenium. How to verify that element is enabled/disabled. Data validations. What is the diff between driver.get/driver.navigateTO. How to switch between the frames. How to handle the alerts. What are the desired Capabilities in selenium. How to maximize the browser w.r.to dimensions

he is having good exposure in JAVA Answered on OOPS concepts. What is Encapsulation & What is Static /Dynamic Binding. answered on: How to handle the exceptions Java What is the Diff between constructor/method. what are the access modifiers. What is the diff between Finally/finalize. What is the diff between String/String Buffer. What is the diff between static/Final Variable. knowledge on Collections

Knowledge in GIT. Answered on: How to Push the changes to GIT. How to resolve the conflicts to GIT.

JD Skills Feedback

Cucumber



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Core Java



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Automation Framework



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Timeline Skills Feedback

Cucumber



he is having exposure in BDD Frame Work: partially answered on: What is Glue code What is Dry Run What is monochrome. What is the Diff between the Scenario/scenario Outline Framework explanation. answered on: What are the TestNG Listeners. What are the TestNG annotations. partially explained the code: How to read the data from excel.

Selenium



exposure in Selenium: answered on: How to select the values from the dropdown. What are the diff types of waits in selenium. How to handle the alerts. What is an Actions Class. How to find the no.of links in a Page. How to handle the multiple windows. how to scroll down to the specific element in the Page . How to maximize the browser w.r.to dimensions. What is a Stale Element Reference exception.

Core Java



he has exposure in JAVA: Answered on OOPS concepts. What is Encapsulation & What is Static /Dynamic Binding. answered on: How to handle the exceptions Java ? What is the Diff between constructor/method. what are the access modifiers. on: What is the diff between Finally/finalize. What is the diff between String/String Buffer. ? What is the diff between static/Final Variable, ? knowledge on Collections?

API Testing



exposure in API Testing[Manual] Answered correctly on the below : How can you handle authentication in Postman? How can you handle file uploads in Postman while testing APIs? what is the Diff between Authorization/authentication. Diff types of Status Code. What are the Headers. What are the Query Parameters etc.. No exposure in API Automation using Rest Assured.

GIT



Knowledge in GIT.

Answered on:

How to Push the changes to GIT.

How to resolve the conflicts to GIT.

Rating

Competent -



Select

75% Match with JD - #2123 - Software Engineer - Test Automation

Overall Feedback

The candidate demonstrates 5.3 years of QA automation experience with a solid foundation in Selenium WebDriver, TestNG, and Java programming. His understanding of automation frameworks using Page Object Model is good, and he shows practical knowledge of web element handling, waits, and basic framework components. However, there are significant gaps in Cucumber/BDD experience, which is a mandatory requirement for this role. While he admits to not having worked with Cucumber, his theoretical knowledge is quite basic for someone with 5+ years of experience. His Core Java skills are adequate but lack the depth expected at his experience level, particularly missing Java 8 features and advanced concepts. The candidate shows good understanding of API testing concepts using Postman and has experience with Git, Jenkins, and Agile methodologies. His communication is clear but sometimes lacks precision in technical explanations. For a role requiring strong BDD/Cucumber experience, this candidate would need significant upskilling. However, his automation testing foundation and willingness to learn could make him a viable candidate with proper training and mentoring.

Communication Score: **Skills Feedback****Automation Framework**

Candidate demonstrates good understanding of Selenium WebDriver with Java and TestNG framework using Page Object Model. Shows knowledge of handling multiple windows, frames, dropdowns, and waits (implicit/explicit). Can explain listeners, annotations, and basic framework concepts. However, lacks depth in advanced framework design patterns, utility implementations, and couldn't provide complete code examples when requested. Missing knowledge of advanced topics like parallel execution setup and framework optimization.

**Core Java**

Shows solid understanding of OOP concepts including encapsulation, polymorphism, method overloading/overriding. Good knowledge of collections (List, Set, HashMap), access modifiers, and string vs string buffer concepts. Understands constructor vs method differences and this vs super keywords. However, lacks knowledge of advanced Java 8 features like Lambda expressions, couldn't explain static vs dynamic binding, and showed some confusion in explaining mutable/imutable concepts clearly. Missing depth expected from 5+ years experience.

Cucumber

Candidate admits to not having worked with Cucumber but shows basic theoretical knowledge of BDD concepts, feature files, and step definitions. Understands scenario vs scenario outline and data passing concepts at a surface level. However, lacks practical experience and couldn't explain important Cucumber concepts like hooks properly (confused with TestNG concepts), and was unaware of key terms like 'dry' and 'monochrome'. For a 5+ years experienced candidate, this level of Cucumber knowledge is insufficient.

Summary of Questions and Answers

Q: Questions covered Cucumber framework basics, BDD concepts, scenario vs scenario outline, data passing, hooks, dry/monochrome properties, and framework structure including feature files, step definitions, and test runners.

A: Candidate admitted no hands-on Cucumber experience, only basic theoretical knowledge. Correctly explained BDD purpose, feature files, step definitions, and test runner concepts. Understood scenario outline for multiple data sets and data passing with pipe symbols. However, was completely unaware of dry/monochrome properties and gave incorrect explanation of hooks (confused with TestNG groups instead of @Before/@After methods). Showed fundamental gaps in Cucumber-specific concepts.

Skill: [Cucumber](#)

Q: Questions covered TestNG annotations, listeners (retry analyzer, test failure handling), Excel data reading, exception handling (stale element reference), WebDriver operations (multiple windows, frames, dropdowns), explicit/implicit waits, and browser operations. Also included Selenium-specific concepts like finding links and handling dynamic elements.

A: Demonstrated solid practical knowledge of TestNG annotations and their hierarchy. Good understanding of listeners for monitoring and retry mechanisms. Showed clear concepts of explicit vs implicit waits with correct syntax. Handled multiple windows switching logic well using window handles and sets. Understood frame switching and stale element exception handling. However, struggled with Excel reading implementation details and some advanced concepts. Could explain dropdown handling and static vs dynamic identification reasonably well.

Q: Questions covered core OOP concepts (encapsulation, polymorphism, overloading/overriding), data types (String vs StringBuffer, mutable/immutable), access modifiers, keywords (this/super), collections (HashMap, HashTable, ArrayList, LinkedList), exception handling (finally/finalize), constructors vs methods, and some Java 8 features.

A: Showed basic understanding of OOP concepts but explanations lacked depth and precision. Correctly identified access modifiers and their scope. Understood String immutability and StringBuffer mutability concepts. Could differentiate between overloading and overriding. However, gave incorrect explanations for HashMap vs HashTable, confused LinkedList characteristics, and admitted no knowledge of Lambda expressions. Constructor vs method explanation was basic but acceptable. Overall responses showed theoretical knowledge but lacked the depth expected from experienced developer.

Skill: [Core Java](#)

