I started working at PAR team on January 15th as Test automation engineer (my official HR title at this time was Senior Quality Analyst).

On March 14th I was asked to start QA coordination and Test Automation 50% each.

Later in couple of months management decided to only do automation as needed and I was doing testing coordination, manual testing and automation testing.

Even though I was busy with all the assigned tasks I kept automation going.

All these I did on my own and did not received any training. Even at this time there is no official job description and Ashima kept on adding more responsibilities. When I was assigned to do coordination, which was done by Madhurima Rayuni who switched job from QA to BA. At this time App Dev Manager asked to not change anything as everything is working perfectly. So, I did coordination as She was doing plus other task like automation and manual testing. At the time Madhurima left she was coordinating QA activities and the total project completed per year was around $700,000. This year all the projects that I coordinated and completed all QA activities successfully was more than $2 million.

This can be validated by App Dev manager Mohit Mahajan.

I have been doing all my job great and Ashima said many times that I am going good job.

Last month Ashima asked me to create a QE transformation strategy which I have no experience and actually it is a manager or director’s job. I was busy with my testing tasked and did not had time to work on this strategy again, so then, I did some research only and provided her with the articles and summary which organizations around the country are doing. Later without reading this information she said this information does not meet what she is looking for and now she is making this excuse and saying that I my performance is not satisfactory and she will put me in PIP and I could get fired in a month. When I asked her what I need to do to meet expectations and she had no clear answer and she said I can try to create automated unit test or show that development team is creating automated unit test. When I said QA team don’t have access to source code and cannot create unit tests and don’t have any experience writing Automated unit test, also there is only one person in development team who know how to write automated unit test. Ashima at this time said this is not her problem figure out how to make development team to work on this. Ashima instead of talking to app dev manager she is pressuring me to make app dev manager and his team to start writing automated unit test. App dev manager Mohit does not report to me and I cannot force him to do anything.

PAR team completed Platinum Compliance portal which is in press release and President of PAR even said this was a great project. This project was out sourced and PAR QA and development did not work on this as this is outsourced project, Ashima is saying to me to show what I have done on this project and where are the automated unit test for this project, outsourced company did not have automated unit test was requirements, so they did not create them. Makes no sense why she is asking for this when PAR team did not work on this project, how I can work on this project and show anything.

At this time, she is threatening me that she will put me in PIP and eventually fire me.

I have been with KAR/ADESA/PAR for almost 14 years and I have always been above satisfactory or outstanding. I have been recommended for extra mile award many time and won extra mile award once. I have recommended for promotion couple of time as I have always done good job.

Please review the following what I have accomplished this year.

Accomplishments this year by Asad:

I convinced development manager to allow QA team to do automation for many task and each month we added more and more script in our inventory.

Script created by me and under my supervision:

10 data creation scripts

49 UI Automation Test scripts for VIPR

15 Compliance Portal Test which test 66 test scenarios

All the automation code checked-in in PAR GitHub

All the Platinum Compliance portal test cases migrated in Jira

All Selenium smoke test, regression test and service test are ready for Jenkins DevOps CI/CD process.

Tools used which QA team have not used before this year: Selenium, Java, GitHub, Jira.

Lead the automation QA to make sure they are following standards and code is useable for future use.

Working with DevOps developer to add Automated scripts at the end of the build jobs.

Now we have three QA engineer who can write QA automated scripts and Asad is leading this team.

In addition to above tasks, Asad was also co-ordination the QA testing efforts for MR and large projects.

Development Team:

I have been working with development team and development have been able to accomplish the following:

11 JUnit tests created by Development.

Development team is setting up new tool PAR Jira for new development.

Development team checked-in all the Platinum Compliance portal code in PAR GitHub

Development team is hiring new developer who can write automated unit test.

Development team is planning to train developers on how to write unit test, only couple of developer know how to write unit test and rest will have to be trained.

Mohit Application development manager said if Ashima have issues with his development team she should talk to him.

Attached are some of the documents that I have mentioned above and if needed I can provide more details.