

Software Test Plan

OrangeHRM

For ESS-Employee Self Service in OrangeHRM Version 3.0

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Introduction

This System Test Plan (STP) describes the testing approach for the Employee Self Service (ESS) modules of OrangeHRM Version 3.0. The purpose of this document is to define the scope, objectives, strategy, resources, and schedule for testing to ensure that the system meets its functional and non-functional requirements.

1.1 Objectives

The primary objectives of this test plan are:

1. Verify that the ESS system meets functional and performance requirements.
2. Ensure data integrity and correct role-based access control.
3. Validate user interface elements for usability and accuracy.
4. Confirm integration across different modules.
5. Ensure all user interface elements and features work as expected.
6. Validate the security and access control mechanisms.
7. Confirm compatibility with supported browsers and operating systems.

2. Scope

The scope of this STP covers the following ESS modules as defined in the specification document:

- Functional testing of the ESS module
- User interface testing.
- Security testing.
- Compatibility testing across different browsers, devices, and operating systems.

3. Features to be Tested

- My Info Module
- Leave Module
- Time Module
- Performance Module

3.1 My Info Module

- Personal details
- Photograph Upload
- Contact
- Dependents
- Immigration
- Job
- Qualifications
- Membership

3.2 Leave Module

- Entitlements
- Reports
- My Leave
- Apply

3.3 Time Module

- Project Info
- Timesheets
- Attendance

3.4 Performance Module

- Performance Reviews

4. Features Not to be Tested

- Administrative functionalities, doesn't accessible to ESS users.
- Backend processes and database management.

5. Test Approach

5.1 Functional Testing

- Validate all functions in the ESS module against the requirements.
- Use both positive and negative test cases to ensure robustness

5.2 User Interface Testing

- Ensure that the interface elements are correctly displayed and functional.
- Verify the usability and accessibility of the interface.

5.3 Security Testing

- Verify access controls and data security measures.
- Ensure unauthorized users cannot access restricted information.

5.4 Compatibility Testing

- Test the ESS module on different browsers (Chrome, Firefox, Safari, Edge).
- Ensure compatibility with different operating systems (Windows, macOS, Linux).
- Ensure compatibility with different mobile Systems (Android, IOS)

6. Test Environment

The test environment will include:

- Dedicated test servers for the OrangeHRM application.
- Test data sets covering various employee roles and scenarios.
- Browsers: Latest versions of Chrome, Firefox, and Edge.
- Devices: Desktops, Laptops, Tablets and Mobiles.
- Operating Systems: Windows 10, macOS, Linux distributions.

7. Test Schedule

- Test Planning: 2 weeks.
- Test Case Development: 3 weeks.
- Test Execution: 4 weeks.
- Bug Reporting and Fixing: Ongoing during test execution.
- Final Testing and Sign-off: 1 week.

8. Test Deliverables

- Test Plan Document
- Test Cases.
- Test Scripts.
- Test Reports.
- Defect Reports.
- Final Test Summary Report.

9. Responsibilities

- Test Manager: Oversee the entire testing process
- Test Engineers: Execute test cases and report defects.
- Developers: Fix reported defects.
- Project Manager: Ensure timely delivery of the project.

10. Entry and Exit Criteria

Entry Criteria:

- Test environment setup is complete.
- Test data is prepared.
- Modules are stable for testing.

Exit Criteria:

- All planned test cases executed.
- All critical defects resolved.
- Test summary report prepared and approved.

11. Risk and Contingencies

- Risk: Delays in receiving stable builds.
- Mitigation: Ensure early communication with the development team.
- Risk: Inadequate test environment setup.
- Mitigation: Allocate additional time and resources for setup.

12. Approval

Role	Name	Signature	Date
Test Manager			
Project Manager			
QA Lead			
Development Lead			

This document provides a structured approach to testing the ESS module in OrangeHRM, ensuring all critical features and functionalities are thoroughly validated.